



# ALBERNI DISTRICT TEACHERS' UNION

## FROM THE PRESIDENT'S DESK

October 2009

Welcome Back! I hope that you have had a relaxing summer break and your start-up has been successful and smooth. For some of us summer holidays included attending the BCTF Summer Conference from August 24-27 in Vancouver. The Conference Theme this year was "It's About Teaching and Learning" and many sessions highlighted the importance of teachers defending their professional autonomy to determine classroom instruction and assessment methods against the pressures of government accountability measures. The assault on our professional autonomy along with financial pressures due to provincial government funding cuts are resulting in more challenges to addressing student needs. We are better to meeting the challenges facing us if each of us participates in our union. Whether it be as an Executive member, Staff Representative, Professional Development Representative, Health and Safety Representative, Social Justice Representative or attending school and/or local union meetings, make this your year to participate.

### September General Meeting Decisions

The following were key decisions made at our September 23 General Meeting:

- 1) The fee will be increased by \$2.00 per month to \$44.50 per FTE, pro-rated for part-time teachers.
- 2) The fee for members who are teachers on call will remain the same at 0.25% of earnings
- 3) The 2009-10 Budget was adopted.
- 4) Jackie Zydyk was appointed Professional Development Chairperson
- 5) Debbie McGill was appointed Teacher on Call Representative

### How are ADTU decisions made?

We have a proud history of maintaining an emphasis on member participation and decision-making. Participate in your organization by attending meetings, discussing issues with your colleagues, voting and offering to be an ADTU representative on committees and to BCTF Events.

### Annual General Meeting

Usually the 3<sup>rd</sup> Wednesday in May of each year  
Every attending member is entitled to vote.

Elects President and Executive Committee  
Sets Constitutional By-laws and policy  
Determines Professional Development Policy and Procedures

**Current Date of 2010 AGM is Wednesday, May 21, 2010 @ 4:00 p.m. Neill Middle School Library**

### General Meeting

2-3 Times per year or as needed -usually the third Wednesday in September and February

Every attending member is entitled to vote.

Determines Budget and Fees (September)  
Appoints members to vacant Executive Positions  
Elects Representatives to the BCTF Annual General Meeting

Sets policies and procedures

Amends Constitution

Shares information

**The next General Meeting is scheduled for February 17, 2010 @ 4 p.m. Neill Middle School Library**

### Representative Assembly

Usually the 3<sup>rd</sup> Wednesday in October, November, January and April.

All attending members have voice

Voting is conducted proportionally depending on the number of staff representatives per worksite.

A worksite is entitled to one Staff Representative per every 10 members or portion thereof.

Sets Policies and Procedures

Shares Information

**Current Dates for the Representative Assembly: October 14, November 18, January 20, March 17, and April 21.**

### Executive Committee

Usually the 2<sup>nd</sup> and 4<sup>th</sup> Wednesdays of each month and as needed

Addresses emerging issues

Sets policy

Makes recommendations to Representative Assembly, General Meeting and Annual General Meeting  
Appoints ADTU representatives to committees and events  
Makes decisions regarding grievances  
Implements BCTF policy and initiatives

## President

Manages the day to day operations  
Oversees budget  
Addresses emerging issues  
Carry out ADTU and BCTF Annual General Meeting, General Meeting, Representative Assembly and Executive Committee decisions.  
Protects ADTU/SD70 Collective Agreement  
Implements BCTF and ADTU policy  
Oversee grievances, personnel issues and Rehabilitation Committee.  
Communicates with Members  
Liaise with BCTF and other BCTF Locals  
Officially represents the ADTU in dealings with the public, media, SD70 Trustees, Management, BCTF Executive, Port Alberni and District Labour Council, District Parents Advisory Council, and the NTC/SD70 Liaison Committee.

**Decisions made by bodies lower down in this newsletter can be superseded by decisions made by bodies higher up or by a subsequent meeting of the same body.  
Similarly, BCTF Policy may supersede ADTU policy in most circumstances.**

## 2009-2010 Executive Committee

President: Ken Zydyk (ADSS)  
First Vice-President: Lisa Laslo (NMS)  
Local Representative to the BCTF: Lisa Laslo (NMS)  
Second Vice-President and President of Ucluelet-Tofino: Kevin Nixon (USS)  
Secretary-Treasurer: Debbie McGill (TTOC)  
TTOC Representative: Debbie McGill (TTOC)  
Professional Development Chairperson: Jackie Zydyk (NMS)  
Working and Learning Conditions/Bargaining Chairperson: Brian Lavery (ADSS)  
Aboriginal Education Contact: Tooie Casavant (ADSS)  
Social Justice Co-Chair: Tricia Hartman (DMS)  
Social Justice Co-Chair: Vacant  
Member at Large: Vacant

Please contact me if you are interested in filling one of the vacant executive positions

## Committee Vacancies

We are looking for teachers to serve as our Representatives for the following committees:  
SD 70 Occupational Health and Safety (3<sup>rd</sup> Wednesday of each month beginning at 3:35)  
SD 70 Employee and Family Assistance Plan: (Once every second month).

Please contact me at the ADTU office if you are interested.

## Professional Development

Plans are being finalized for our October 23 District Professional Development Day as part of the Provincial Specialists Day. Look for the PD Brochure in your staff room or from your school's PD Chairperson. District – wide days are organized and administered by the District Professional Development Committee pursuant to Article 78 of the ADTU/SD70 Collective Agreement:

- 78.5 The District Professional Development Committee shall be comprised of:
- one representative from each school.
  - one representative from each Local Specialist Association.
  - one representative from the school administrators
  - one school trustee
  - one representative of the Superintendent of Schools
  - the past professional development chair
  - the President of the ADTU
  - one representative from the TOC Association.
- 78.6 The district professional development fund as established by the Board shall be controlled and administered by the District Professional Development Committee.

- 78.7 The District Professional Development Committee shall be chaired by an ADTU representative and shall determine its own operational procedures.
- 78.8 Each school shall elect its own school professional development committee and recommend the expenditure of school funds to the District Professional Development Committee according to a professional development plan for the school approved by the District Professional Development Committee.
- 78.9 The School Professional Development Committee shall engage in meaningful consultation with the principal on school based professional development activities

**A recent Arbitration decision determined that teachers who wish to engage in Self-Directed PD Activities (activities different than those planned by the District or School-based Committees) must receive approval from their administrator if requested. The Arbitrator also reaffirmed that Teacher-led District and School PD Committees have jurisdiction to determine the activities for PD Days and therefore cannot be overruled by administration. Assist your Worksite PD Chairperson to organize school-based PD activities by attending your PD Committee meetings.**

A copy of the ADTU/District Professional Development Policies and Procedures can be found on our web site [www.adtu.ca](http://www.adtu.ca)

#### **Professional Development Days 2009-10:**

**October 23 District/Provincial Specialists Day**  
**November 27 School-based Day**  
**February 19 District LSA Day**  
**April 19 School-based Day**  
**May 31 School-based Day**

## **BCeSIS**

Despite our many concerns regarding efficiency and reliability, SD70 is continuing plans that will significantly expand the use of BCeSIS as a student information system. The ADTU asked the School District to allow

teachers to continue with their previous grade record and reporting software if they wished, and to ensure that any in service be conducted during instructional time and not during a Professional Development Day. SD70 has confirmed that BCeSIS training will not occur on a Pro D Day but appear to be offering in-service outside of instructional time. Teachers are advised to not attend training unless release-time is provided during regular instructional time.

## **TOC Pro D Settlement**

ADTU members who are Teachers on Call have the opportunity for significant financial reimbursement for participating in Professional Development Activities as a result of a recent grievance settlement:

1. School District #70 (Alberni) agrees to make available a maximum of \$5000 for ADTU members who are Teachers on Call to participate in Professional Development activities. In this settlement, a Teacher on Call is a B.C. Certified Teacher who does not have a regular teaching assignment at the time of application.
2. For this agreement, Professional Development is defined as:  
"Professional Development is a process of ongoing growth, through involvement in programs, services and activities designed to enable teachers, both individually and collectively, to enhance professional practice". (BCTF Members Guide)
3. The amount will be available for Teachers on Call to attend Professional Development activities that occur from April 1, 2009 to April 1, 2010 or until the fund has been depleted, whichever occurs first.
4. Eligible expenses will be those that are covered under the District Professional Development Policies and Procedures.
5. *The maximum reimbursement for a Teacher on Call from this settlement will be \$500.*
6. The Union and Board will mutually develop an application and approval process by April 1, 2009.

7. As of April 2, 2010, any unclaimed monies from this settlement will be returned to the School District.

Examples of eligible Professional Development activities include out of town conferences as part of the October 23 Provincial Specialists Day and the BCTF New Teachers Conference March 26 and 27, 2010. If you are interested please contact the ADTU Office for an application form.

## **Your Pension: The Future is Worth Thinking About**

Your pension has the potential to be your greatest financial asset. It will be the major part of your income when you retire. Its spending power through full indexing is not guaranteed. Indexing is an increase applied to pensions to try and maintain the spending power of the pension over time. Within the next year, the Teachers' Pension Board of Trustees is making decisions that will allow your pension plan to maintain some measure of indexing into the future. The BCTF is looking for input from you, members of the pension plan, to give the Teachers' Pension Board of Trustees feedback on options that meet the financial needs of both active and retired members of the pension plan.

**Where: Neill Middle School Library**

**When: Monday, November 23, 2009 beginning at 4:00 p.m.**

**Who should be attending: Any member of the Teachers' Pension Plan**

**Why: To find out why full indexing is not guaranteed for the future and what options may be available to sustain some measure of indexing.**

**Your opinion is crucial. Your voice is important. Please take the time to attend the meeting.**

## **Teachers Pension Plan Seminars**

The Teachers Pension Plan is offering two workshops designed to increase our knowledge of our pension and adequately plan for retirement:

**Your Pension, Your Future** is for new and mid-career plan members. Pension benefits will be explained and you will gain an understanding of how decisions made today can impact your future pension income. You will learn how to read your

Member's Benefit Statement and find out how you can recover time from a break in service (such as general, maternity and parental leaves) to make the most of future pension income.

**Workshop Location: Vancouver Island Conference Centre, Nanaimo**

**Date: March 25, 2010 5:00 p.m. – 6:30 p.m.**

**Thinking About Retiring** is designed for members within five years of retirement. In this workshop you will be provided with a checklist to help keep track of what you need to do before retiring. Choosing the best pension option and determining retirement income will also be covered.

**Workshop Location: Vancouver Island Conference Centre, Nanaimo**

**Dates: December 3, 2009 6:00 p.m. – 8:00 p.m.  
March 25, 2010 7:30 p.m. – 9:30 p.m.  
May 1, 2010 9:00 a.m. – 11:00 a.m.**

*More information and registration package is available on-line at [tpp.pensionsbc.ca](http://tpp.pensionsbc.ca) and check out the Pension Information Section.*

## **Factor 88 Withdrawal**

Teachers who have reached factor '90' of the Teachers Pension Plan are not eligible for Long-Term Salary Indemnity Plan benefits. Therefore it is suggested that teachers who have reached factor '88', and have enough accumulated sick leave which, when combined with 120 days of benefit from Short-Term Salary Indemnity will protect your salary to the end of the month in which you reach factor '90' or the end of the month you attain age 65, whichever comes first. Contact the ADTU office for more information.

# Salary Scale

It is important to check that you are being paid correctly. The following chart is the Salary Scale from July 1, 2009 to June 30, 2010. To calculate your annual pay just multiple your end of September Gross Pay as indicated on your Pay Statement by 10. The result should match your place on the salary grid.

## School District No. 70 Alberni Teachers' Salary Grid July 1, 2009

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 41,963	\$ 45,009	\$ 48,331	\$ 49,498
1	\$ 44,011	\$ 47,586	\$ 51,133	\$ 52,379
2	\$ 46,060	\$ 50,164	\$ 53,935	\$ 55,260
3	\$ 48,108	\$ 52,741	\$ 56,737	\$ 58,141
4	\$ 50,157	\$ 55,318	\$ 59,539	\$ 61,023
5	\$ 52,205	\$ 57,896	\$ 62,341	\$ 63,904
6	\$ 54,254	\$ 60,473	\$ 65,144	\$ 66,785
7	\$ 56,303	\$ 63,050	\$ 67,946	\$ 69,666
8	\$ 58,351	\$ 65,627	\$ 70,748	\$ 72,547
9	\$ 60,400	\$ 68,205	\$ 73,550	\$ 75,428
10	\$ 64,131	\$ 72,895	\$ 78,350	\$ 80,267

Max for Alberni schools  
affected by R and R

settlement	\$ 64,324	\$ 72,906	\$ 78,643	\$ 80,658
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October 2008

Note: The amount for teachers working in Ucluelet, Tofino or Bamfield is increased by \$2255 at each step as a result of the Recruitment and Retention Allowance.

### CONTACT US

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### BCTF Field Services

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