

**Issue #5**

**December 11, 2008**

## *President's Column*

### **FSA Vote - 85% Say Yes**

Results of the FSA vote taken this week are a clear indication that teachers in the province support the administration of FSAs only if they are administered on a random sampling basis with neither schools nor students identified. No one in the education community, including Education Minister Shirley Bond, supports the Fraser Institute's ranking of schools. The right wing-think tank has attempted to reduce the education system to a number without explaining the complexity of educating students. A single test, administered under less than favourable conditions is not an acceptable means to judge students or the public school system.

### **Teachers' Pension Plan**

As of December 9, 2008, there has been no update from the BCTF on the Teachers' Pension Plan. The one area that will be impacted by the current financial situation is the Inflation Adjustment Account (IAA) which has provided for full indexing every year since 1991 (including 2008). There has never been a guarantee that pensions will be fully indexed into the future. Discussions with members about possible long-term solutions for the viability of the IAA are scheduled to occur in 2009 as part of an ongoing consultation with members.

### **Bill 33 Arbitration Hearings**

The hearings on class size and class composition began on November 24, 2008 in Nanaimo. Arguments put forth by the employer include:

- Teachers should be seeking class information on their own.
- Teachers have to ask specifically for more resources. The employer doesn't have a responsibility to provide information on what is available.
- If a student on an IEP passes, the learning situation must have been appropriate.
- Workload? The legislation is not about workload.
- "Grey-area" students are not a factor.

The BCTF maintained that:

- Students on IEPs increase the workload of teachers and can affect the learning environment in a classroom.

- If resources are spread too thin, how can the learning environment be appropriate?

When asked why she didn't ask for more resources, one of the teacher witnesses said: "I think we understood that you can't get blood from a stone. And what they provide is never enough."

Hearings will continue into the New Year in other locations around the province.

### **Delta Board of Education**

At its Inaugural Meeting on December 9, 2008, Dale Saip was elected Chair of the Delta Board of Education for the upcoming year. Trustee Simon Truelove was elected as Vice-Chair. Provincial Court Judge, Kimberley Arthur-Leung, swore the trustees into their new offices.

## *Merry Christmas*

From all of us at the DTA office: We wish you a happy and restful holiday. All the best for 2009!

### **DTA General Meeting**

Tuesday, February 10<sup>th</sup>  
Seaquam Secondary Cafeteria  
4:00 p.m.

#### Agenda Items

- Election of BCTF AGM Delegates
- DTA Audited Financial Statements

If you require daycare, please call the DTA office at 604 946-0391.

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**BCTF ANNUAL GENERAL MEETING**  
**Hyatt Regency Hotel**  
**March 14 – 17**

**Contact the DTA if you are interested in letting your name stand for election as a delegate.**



## Maternity Leave Workshop

Thursday, February 5 – 4:00 pm  
Delta Secondary Staff Dining Room

Guest: BCTF Income Security Staff

### Topics Include:

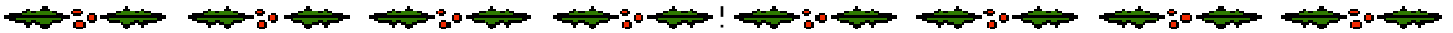
- What are your contractual rights?
- What are the pension implications?
- Other

For catering purposes and printed material availability, please RSVP to the DTA Office (604 946-0391 or e-mail [deltateachers@telus.net](mailto:deltateachers@telus.net)).



## Category 5+ (PB + 15) Information

The new provincial language term for Delta's PB+15 salary category is **Category 5+**. As a result of TQS issuing Category 5+ status three times a year, the Board will now upgrade teachers' salary categories for this certification three times a year - August 31, December 31 and April 30. Once you receive your TQS card, forward a copy to the Board immediately. Your pay will be retroactive to the date the card was issued. For example, if your TQS card arrives at the end of May and is dated May 6, you will be paid retroactively to the beginning of May. Remember to have a copy of your transcript sent to the Board for their records.



## Discretionary Day and Personal Leave Day

Although the discretionary day and personal leave day has been part of the collective agreement for several years, questions do arise from time to time.

### Discretionary Day:

- Every continuing teacher (full-time or part-time) is entitled to one discretionary day per year.
- These days do not accumulate from one year to the next.
- The discretionary day can be taken for **any** purpose and can be taken at **any** time during the year.
- You do not need to apply for the discretionary day. Use the same process you would use if you were calling in sick, except key into the SEM System the reason for your absence is your discretionary day (reason #2). (It is helpful to the Board if you give as much advance notice as possible).
- You receive full salary and benefits when you take your discretionary day.

### Personal Leave Day:

- You must apply to the Personnel Office for this day. Application forms are in your school. Make your application as far in advance as possible.
- You receive your full salary less the cost of a teacher-on-call for the day.
- This day **cannot** be attached to Christmas Break or Spring break. Also, it **cannot** be attached to a discretionary day, which is attached to Christmas break or Spring break.
- SEM System Reason: #7 - Leave at TOC cost.



## Top 5 Suggestions to... Walk Safe

- Wear the proper footwear.
- Walk in designated walkways as much as possible.
- Take small steps to keep your center of balance under you.
- Plan ahead.
- Avoid carrying loads on stairways.

Since the winter of 2006, there have been 20 incidents in the district related to slipping and/or falling on icy surfaces, eight of which have resulted in lost time from work.

Please take the time to consider your safety this winter.

*Greg Stafford, Health & Safety Chairperson*



## January 2009 Pensions Seminars

### Thinking About Retiring

- January 15, Burnaby, 5:00 pm - 7:00 pm
- January 17, Burnaby, 9:00 am - 11:00 am
- January 17, Burnaby, 12:00 pm - 2:00 pm
- January 29, Vancouver, 5:00 pm - 7:00 pm
- January 31, Vancouver, 9:00 am - 11:00 am
- January 31, Vancouver, 12:00 pm - 2:00 pm

For more information and to register visit

