



The DTA Goes to Arbitration

Since September, the Delta Teachers' Association and the Delta School District have been at arbitration. The issue, concerning the right of teachers on Parental Leave following a Maternity Leave to return early from leave at a date of their own choosing -- not strictly at the so-called 'natural breaks' identified by the employer. Arbitration is the final step of the dispute-resolution process specified in the Provincial Collective Agreement. Where the parties are unable to bring an issue to resolution within the local, they engage the services of lawyers to help bring the issue to resolution. The current issue, known to the DTA as Grievance 140, was heard by Arbitrator James Dorsey, with final arguments heard on January 24th, in Vancouver. Arbitrator Dorsey has indicated that his decision will be returned by February 15th. The DTA will advise members of the outcome as soon as it is made available to us.

When there are concerns . . .

Already this year, in October, and again in January, teachers from at least four Delta Schools have contacted the DTA with questions about how feedback to administrators might be provided. Teachers already know what the Provincial Collective Agreement says about Evaluation of Teachers. The process, timelines, and the appropriate content of teachers' evaluations are spelled out very clearly in the Provincial Collective Agreement, and teachers also know that they can be re-evaluated anytime the Principal of the school has 'concerns'. However, there is absolutely no language or protocol for how teachers' concerns with administrative personnel might be addressed. This makes it exceedingly difficult for teachers who may have legitimate concerns, but who are also fearful and apprehensive of 'rocking the boat'. As always, the DTA remains open and available to any DTA member uncertain about how best to proceed when they have legitimate professional concerns about the performance of an administrative colleague.

The Power of the School Staff Committee

Article A.30 of the Collective Agreement give teachers the right to form a Staff Committees, sometimes called the

Staff Advisory Committee, and to make recommendations to the school administration. This is potentially the most effective, yet underutilized language in our Collective Agreement. It stipulates that the Principal "shall give due consideration" to recommendations for the Committee. Where these recommendations are not implemented, it requires that the Principal shall provide reasons in writing. In contrast to collecting signatures on petitions, or approaches by individuals or small groups of teachers, the potential power of the Staff Committee is clearly defined. 

The DTA encourages all teachers to discuss the potential of Article A.30 with colleagues, and to decide how it might be constructively applied at their school or worksite. Any members with questions about how to set up or run a Staff Committee are encouraged to contact the DTA. Staff Reps also have the opportunity to attend a workshop on Staff Committees on February 21st.

Provincial Election

The DTA does not endorse nor provide financial support to any party or candidate running in a provincial election, but we are interested in joining with other groups in Delta to sponsor All-Candidates' meetings, which are clearly educational events. Watch for further information concerning the activities of the DTA in the weeks and months leading up to the May Provincial Election.

Provincial Bargaining

In January, the Winter RA voted to ratify a "Framework Agreement" between BCTF and BCPSEA. This is a pre-bargaining agreement which establishes a number of ground rules and changes to the bargaining process. Bargaining will begin earlier than in previous years, and will also involve the appointment of a mutually-agreed to facilitator to assist with all aspects of the bargaining process.

The agreement also greatly impacts local bargaining, in that it adds the following items to the list of topics which may be negotiated at the local level: Local Dues Deduction,

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Staff Representatives, Right to Representation, Staff Orientation, Copy of Agreement, Layoff-Recall, Space and Facilities, Services to Teachers, Inner City Schools, Posting Vacant Positions, Filling Vacant Positions, Offer of Appointment to the District, Parental Complaints, and Transfers. Bargaining is never easy, but the early work between the two provincial parties on this Frame Agreement is a positive sign, indeed.



2013 BCTF AGM DELEGATES

Meriel Abrahamson	Ladner
Arabella Bowman	South Park
Annie Coblin	McCloskey
Marianne D'Souza	TTOC
Janice Falk	Hellings
Lori Fergus	Ladner
Jason Hodgins	Gibson
Simon Isbister	DTA
Nicole Jarvis	TTOC
Kathleen Macfarlane	NDSS
Trish McCullough	McCloskey
Elen Nikas	Sands
Maria Plant	Annieville
Trevor Spilchen	SDSS
Susan Yao	DSS

Local Representatives:

Pat Truelove	Sands
Karen Symonds	NDSS
Toby Mundy	Seaquam

PAID EDUCATIONAL LEAVE

Teachers interested in making application for Paid Educational Leave (60%) for the 2013-2014 school year must submit an application to the Human Resources Division by **MARCH 31, 2013**. The application form will be posted on First Class.

One of the main criteria for this leave is that the candidate shall have been employed continuously by the Board for five (5) years prior to being granted Educational Leave.

Please review Article G.29 of the current Collective Agreement to ensure eligibility.

UPCOMING EVENTS

STAFF REP TRAINING

Thursday, February 21, 2013 ▶ 8:30 - 3:00

**BC Teachers' Federation
100 - 550 West 6th Avenue, Vancouver**

WORKSHOP: School Staff Committees

Call Marilyn at 604-946-0391 or e-mail marilyn@deltateachers.org to confirm your attendance and obtain your release code.

Maternity/Parental Leave Workshop

**Wednesday, February 27, 2013
4:00 pm - Delta Teachers' Association**

Topics Include:

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

For catering purposes and printed material availability, please RSVP to Marilyn at the DTA office (604-946-0391) or email marilyn@deltateachers.org by February 21.

JOB SHARE MEETING

Teachers interested in job sharing in the 2013-2014 school year are invited to an information meeting.

**Monday, March 11
4:00 pm at the DTA Office**

Job share approvals must be renewed annually.

"Teachers Build a Better World"

**BCTF conference for new teachers,
student teachers, and new TTOCs**

**March 1-2, 2013
Radisson Hotel Vancouver Airport**

Conference registration information and program available on the BCTF website
www.bctf.ca/NewTeachersConference2013/