



President's Column

Date: February 11, 2014

Issue: #4

BCTF 2nd Vice President Updates DTA General Meeting

Delta teachers gathered at South Delta Secondary on Tuesday this week to elect BCTF AGM delegates and to hear a comprehensive report from BCTF 2nd Vice President Teri Mooring. Teri's 'in-committee' report was extensive, and dealt with the recent BC Supreme Court Judgement, the current political landscape, the BCTF media effort, and the very broad topic of provincial bargaining. Ample time was provided during the meeting to hear comment and questions from DTA members. It was gratifying to see so many new faces at this meeting at South Delta Secondary. All who attended came away with the most complete, up to date information available.

Meeting with Board to discuss Qualifications

As part of the Settlement Agreement negotiated to address the Qualifications issues raised in Grievance 145 earlier this year, representatives of the Employer and the Union met last Friday at the School Board Office in Ladner to discuss teachers' qualifications. Representing the board were District Deputy Superintendent Garnet Ayres, District Director of Education Programs, Nancy Gordon, Secretary Treasurer and Human Resources Director Joe Strain, and Rod Allnutt, District Principal of Teaching Personnel. The Union was represented by the DTA President, Vice President and our BCTF Field Services contact.

The DTA holds the position that current language regarding Seniority (C.22) and Qualifications (C.25) are fully adequate in determining which of two or more qualified teachers is assigned to a particular teaching position. In contrast, the employer has, over the past number of years attempted to unilaterally impose qualifications which are either invalid, unfair, or represent, in the language of contract, 'an unreasonable exercise of management rights'. The number of 'qualifications' grievances filed by the DTA over the past decade points up the importance of meeting with the Employer to try to achieve greater consensus of understanding, honours the Principle of Seniority, and makes it possible for teachers to change grade and subject level assignments and not to be 'pigeon-holed or typecast into an excessively narrow range of grade and/or subject assignments.

So far, the DTA has met once with the employer and has agreed to meet again. Members will be kept fully

informed of these discussions as they proceed.



2014 Staffing Process – Communicate, Communicate, Communicate!

During the course of a school year, the employment status of many teachers necessarily changes as individual teachers leave or return to their employment through a variety of leaves: paid, unpaid; planned and unplanned.

For *all* leaves, however, DTA advice is to communicate with the employer each and every time their employment status changes as the result of accessing or returning from leave. This is especially important in circumstances where teachers on Indefinite Medical Leave are contemplating a return to work.

DTA Advice: Communicate with the employer by sending an email at least two weeks in advance, to provide enough time for the employer to give adequate notice to the long-term teacher teaching on-call to plan for a full or partial transition out of your classroom.

If you are unsure about which leave to request, or have questions about how best to advise the employer, contact the DTA at 604-946-0391.

Odds Against You? Need Help? Contact PPC Canada

The weeks and months immediately following the Winter holidays can be a particularly stressful time for employees and their families, especially in the context of uncertain economic times.

Many teachers, especially, but not limited to those in the middle to late stages of their careers may find themselves stressed among their own needs, and the demands of work, children, elderly relatives, and everything else. With so much going on, it's sometimes difficult to know when and from whom to seek help.

Fortunately, PPC Canada provides free, confidential counselling advice and support to Delta School District employees and members of their families who need it.

The DTA encourages teachers seeking help to check out the following link. Help can be just a phone call, or a few keystrokes away: www.ca.ppcworldwide.com/

2014 BCTF AGM DELEGATES

Meriel Abrahamson	Ladner
Arabella Bowman	DTA
Annie Coblin	McCloskey
Kim D'Souza	TTOC
Sukhy Dhillon	Jarvis
Janice Falk	Hellings
Nicole Jarvis	TTOC
Jessica Le Brun	Delview
Kathleen Macfarlane	NDSS
Trish McCullough	McCloskey
Susan Mitchell	Pt Guichon
Kathy Morrison	DSS
Alison Roche	Richardson
Peter Yang	Hellings
Susan Yao	DSS

Alternates:

Tejinder Sidhu	TTOC
Jason Sall	Delview

Local Representatives:

Toby Mundy	Seaquam
Simon Isbister	NDSS
Trevor Spilchen	SDSS

PAID EDUCATIONAL LEAVE

Teachers interested in making application for Paid Education Leave (60%) for the 2014-2015 school year must submit an application to the Human Resources Division by **MARCH 31, 2014**. 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.

Condolences



The DTA sends its deepest sympathies to the family and friends of **Heather Watson** who passed away in December 2013. Heather taught at Holly Elementary her entire career and retired in June 2008.

UPCOMING EVENTS

Nurturing the Love of Teaching

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

February 28 - March 1, 2014

Radisson Hotel , 8181 Cambie Road, Richmond

Conference registration information and program available on the BCTF website

www.bctf.ca/NewTeachersConference2014/

STAFF REP TRAINING

Monday, March 3, 2014

8:30 - 3:00

**Delta Manor Education Centre
4750 - 57 Street, Delta**

WORKSHOPS:

1. *Government Intervention into the Lives of Teachers*
2. *Meetings, Minutes, Motions & More*

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

Classroom Management Workshop

Wednesday, April 2, 2014

4:00 - 7:00 pm

**Delta Manor Education Centre – Education Room
4750 - 57th Street, Ladner**

REGISTRATION DEADLINE IS MARCH 12

This BCTF facilitated workshop is sponsored by the Delta Teachers' Association TTOC Committee and is open to all members. The BCTF requires a minimum of 15 participants so register early.

To register call Debbie at the DTA (604-946-0391) or email debbie@deltateachers.org

For more information go to the TTOC page on the DTA website at www.deltateachers.org

JOB SHARE MEETING

Teachers interested in job sharing in the 2014-2015 school year are invited to an information meeting.

Tuesday, April 8, 2014

4:00 pm at the DTA Office

#110 - 4977 Trenant Street, Ladner

Job share approvals must be renewed annually.