



President's Column

Date: May 12, 2016

Issue: #6

Staffing for 2016/2017

Each year, the Delta School District Human Resources Department publishes their Teacher Staffing Timeline, a list of the important dates related to matters of teachers' Seniority, Position and Assignment for the upcoming year. It's a helpful document. I print one and keep it near my desk for easy reference during April, May and June.

As of today, we find ourselves already half way through the first part of the timeline, on the verge of the more dynamic part of the staffing process beginning with Staffing Round 1, which will begin one week from today on March 19th.

For teachers, this can be a particularly stressful time of year, a time of elevated emotions, arising from the uncertainties of staffing itself, and also anxiety.

General advice to DTA members around Staffing:

1. Read Articles E.25 and C.25 of the Provincial Collective Agreement, to understand your Rights and the Employer's obligation to you around your Qualifications as well as your Position and Assignment for the next school year;
2. Participate in Staff Committee meetings scheduled at your school, to stay fully informed about the availability of assignments, subjects, and teaching blocks;
3. Make no decision related to your employment, (posting-out, going on leave, retirement, resignation), while you are experiencing any degree of anxiety or strong emotion: discuss your options with your DTA Staff Union Representative and your school's administrator(s). And always, always call the DTA for further advice and support if you need it.
4. Remember that the Collective Agreement contains agreed-upon language, structures and processes that both the Union and the Employer agree upon. Good and supportive advice is always available, upon request.

"It's a Human Thing-y"

Last week, Arabella Devlin and I were invited to attend the "Superintendent's Council" meeting at the School Board Office, which is an ad hoc meeting convened by the Superintendent to discuss various topics of shared interest among Senior District Staff, school-based administrators and representatives of the misnamed "partner groups": teachers, support staff, parents and students.

One of the agenda items included a presentation by four grade 12 students on the subject of student mental health. After the students' presentation, other participants in the meeting had the opportunity to comment and ask questions. One of the

questions tended toward the topic of Mental Health technology: the availability of various websites, apps and other resources for students who might be coping with anxiety, depression or other psychological challenges in their daily lives, both in and out of school. Here's what one of the student representatives said:



"Knowing someone [at school] who you can speak to and who will say to you, 'I will be there for you,' means a lot. It makes a difference. It's a human thing-y."

The truth embodied in this intelligent student's remark was simple, but profound. Good student mental health is supported through good, supportive relationships with people who care. In a fundamental way, student mental health is maintained not by the excellence of the technologies of school: its physical structures and resources, its programming and curriculum, (which are incredibly important), but by the existence and practice of the skills and behaviours of healthy relationships with the people who work, study and learn in the community, each and every school day.

In times like these, I find myself latching on to the moral purpose embodied in the simple phrase, "It's a human thing-y". For teachers, it might be worthwhile to think about this in the context of setting goals and priorities. At school, where there is always 'more to be done than can be done', what needs to be kept foremost in teachers' list of competing priorities? I would submit that meeting the social and emotional needs of our students is probably one of the most important supports teachers can offer during the course of their work day.

Changes at the DTA

In closing, I would like to acknowledge the departure of our 1st Vice President, Arabella Devlin, who has recently accepted a four-year staff position at the British Columbia Teachers' Federation. For the next four years Arabella will be working as a staff member of the Field Service Division, providing advice and support to multiple BCTF locals, their Presidents and Grievance Officers, on the many issues that arise. We wish Arabella the best of all things, and look forward to her eventual return in four years' time. At the same time, I'd like to welcome into our office, our 2nd Vice President, Susan Yao, who will be serving as our 1st Vice President for the balance of this year, as well as next year. Please join me in offering both Arabella and Susan a full measure of encouragement and support as they both take up their new responsibilities.

2016 - 2017 DTA Executive Committee Elected May 10, 2016

President/LR	Paul Steer
1st VP/Bargaining Chair	Susan Yao
2nd VP/Grievance Support	Alison Roche
Treasurer	Tanis Maxfield
Executive Secretary	Kathleen Macfarlane
Local Reps:	Simon Isbister Jessica Le Brun
Alternate Rep	Tanis Maxfield
Members at Large	Susan Jeffery Elen Nikas Viji Shanmugha
Adult Ed, Itinerant and Non-Enrolling Teachers Rep	Peter Yang
<u>Committee Chairs:</u>	
Aboriginal Education	Laurine Dane
Professional Development	Simon Isbister
Public Education Advocacy	Alison Roche
Health & Safety	Greg Stafford
Social Justice	Janice Wilson
TTOC	Vacant

"Tad" Boyes Scholarship



Applicants must be the son or daughter of a Delta teacher and graduating from a public school in BC. The scholarship is \$800.00 and the criteria is based on academic excellence.

Application forms for the "Tad" Boyes Scholarship are available from the DTA office or can be printed from the DTA website at www.deltateachers.org, under Forms.

Deadline is June 30, 2016

PD Reminders

Have you attended a course, workshop, or completed a course and have not received your reimbursement?

The deadline for submitting receipts is **June 17** if you wish to receive a cheque before the school year end.

Are you planning on attending a course, conference, or workshop during the summer or the first week of September? If you are, you need to submit your application to the DTA office by **June 15**.

Please make sure you always use the forms from the DTA website as they are the most current. Effective July 1, 2016, There will be changes to PD. Please check the PD home page for complete details.

DTA Retirement Reception Monday, June 13, 2016 4:00 - 5:30 pm Delta Town & Country Inn

All district employees are invited to attend this reception to honour our retiring Colleagues and welcome new teachers to the district.

A dinner for retirees and invited guests will follow.



Factor 88? Don't wait

A member who has attained age 64, has reached factor '88' (age plus contributor service), or is in receipt of a retirement pension under a registered pension plan, may voluntarily withdraw from the long-term portion of the Salary Indemnity Plan. Withdrawal may be made during any school year in which one of the foregoing conditions has been met and upon the completion of the appropriate withdrawal form. Withdrawal will be effective, upon approval, in September for applications received in that month. Applications submitted later will be effective the month following approval of the application.

In making application for withdrawal, you should ensure that in the event of serious illness or accident you have sufficient accumulated sick leave which, when combined with 120 days of benefit from SIP: short-term, 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.

Applications are available online at: bctf.ca/uploadedFiles/Public/SalaryBenefits/SIP/LT-withdrawalForm.pdf or call the BCTF Income Security Division at 604-871-1921.

Remembering our Colleague



We extend our deepest sympathies to the family, friends, and colleagues of **James Pomeroy**, who passed away April 24, 2016.

Dates to Remember

- **May 17** - Executive Committee Meeting, 4:00, DTA Office
- **May 30** - Staff Rep Meeting, 4:00, Seaquam Library
- **June 13** - Retirement Reception & Dinner, 4:00, Delta Town & Country Inn
- **June 14** - PD Committee Meeting, 4:00, DTA Office