



President's Column

Date: June 16, 2016

Issue: #7

DTA PD Funding: changes, adjustments, deadlines

Changes to the DTA ProD Fund allocation rules were published in the June 2016 DTA Professional Development News, and bear restating. Please talk about these rule changes and encourage everyone to know and understand them. Remember to emphasize the need to plan and apply as far in advance as possible.

New PD funding limits come into effect on July 1. Dues paying DTA members will be eligible to apply for up to \$400.00 per school year for regular PD and \$800.00 per school year for credit courses. In contrast to this year, these funding amounts may not be combined.

As always, apply for PD funding early so as to avoid frustration and disappointment and call the DTA for advice on any aspect of your PD application which you may be unsure about.

Right to Representation: Use it!

"Did you have a Staff Union Rep at that meeting with the Principal or Vice Principal?" The answer should always be "Yes!"

This is one of the questions we ask DTA members who call seeking advice and support for issues arising during the course of their work in school, but unfortunately, the answer usually given is "No."

There is no advantage to any teacher meeting alone with the Employer for discussion of any contractual matter.

Article A.21: RIGHT TO REPRESENTATION offers this assurance

"A representative of the Union will attend a meeting between a Union member and an Administrative Officer or Board representative if the meeting is, or becomes, discipline related, or if any of the parties believes a representative of the Union should be present."

Union advice to all teachers: Politely and respectfully assert your right to have a Representative of the Union present at any meeting with a Vice-Principal or Principal, especially for matters that are or may become disciplinary in nature, and especially when the matter(s) under discussion have to do with anything covered under the Provincial Collective Agreement as it applies in Delta.

Also, be reminded that 'meetings' should not happen in the hallway or other common areas of the school, or during instructional time.

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DTA Honours Retirees

On Monday, June 13, the DTA held a celebration honouring teachers who have retired effective June 30. Retirees had the opportunity to share their retirement plans and their most memorable teaching moments.



The DTA wishes the following colleagues a happy, healthy retirement:

Leckhraj Bundhoo	Bill Ng
Barbara Cairns	Peggy Ogloff
Annie Coblin	Mary-Jo Ohl
Brenda Dussault	Theresa Pascuzzi
Patricia Fenwick	Maria Plant
Elaine Ford	Jamie Robinson
Jacqueline Gaudet	Stephen Rogers
Marianne Gauthier Brammer	Pamela Schuster
Geraldine Griffiths	Sylvia Showler
Timothy Hirose	Letitia (Tish) Sladden
Anne Jefferies	Barbara Stoliker
Roxane Jones	Joan Sutherland
Rene Leveque	Erin Switzer
Brenda Little	Randall Tanaka
Sandra Lumb	Vicki Thornson
Joanne Marshall	Katherine Van Allen
Laura McCabe	Linda Waterman
Donna Newman	

Later, when asked if you had a Staff Rep present for that meeting with the principal, you'll always be able to say, "Yes!"

Definition of Qualifications

Increasingly, the DTA is receiving calls from teachers who are being told that they are 'not qualified' for assignment to positions appearing both internally at the school level and in the annual posting rounds.

Article C.25: DEFINITION OF QUALIFICATIONS defines what 'necessary qualifications' are, and what their purpose is. Specifically, their purpose is to determine whether or not. "... the teacher will be able to perform the professional responsibilities of the position"

Unfortunately, more and more teachers are being told they are 'not qualified' for positions, or that they require additional coursework, credentialing or qualifications in order to be assigned to select positions.

The DTA's position is that Article C.25 provides clear criteria which, when positively and affirmatively applied, can be helpful in discerning teachers' qualifications and assessing whether or not the teacher will be able to meet the requirements of the position in a satisfactory manner. Article C.25 is best utilised to identify qualifications where they exist, not to disqualify teachers from positions and assignments.

If you are or have listened to a teacher who has been told they are deemed 'not qualified' for assignment – for any reason – ask for a meeting with the principal or vice principal and, in the company of a DTA Staff Rep, ask for reasons and an explanation. Then, contact the DTA for advice and support, and urge others who have been similarly told to do the same, each and every time it happens.



"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



**From the staff at the DTA office
we hope you have a restful and
enjoyable summer vacation!**



BCTF Health and Wellness Program



An early intervention and return to work program for teachers

BCTF Health and Wellness Program Vision

The BCTF will assist teacher-members who are unable to maintain, or return to, their teaching positions due to a medical illness or disability by funding an early intervention rehabilitation program. This program is offered on a voluntary basis. The BCTF will promote wellness initiatives in districts and at individual work sites.

How does the program assist a teacher?

The Health and Wellness Program contracts professional rehabilitation consultants located in communities throughout the province. In consultation with your health care provider, these consultants will coordinate services that help to improve the teacher's health and functional abilities

A Step-by-Step Approach to Reach Your Goals

- 1. Assessment.** A local rehabilitation consultant completes an initial interview with the member and consults with their medical practitioner(s).
- 2. Planning.** With the teacher, the attending physicians, and health care practitioners, the consultant develops a rehabilitation plan. The plan incorporates their knowledge of the unique demands of teaching.
- 3. Implementation.** The teacher, in conjunction with their consultant and health care team, works toward achieving the goals as set out in their plan. The consultant works with the local president and the school district to facilitate a successful plan.
- 4. Follow up.** Once the goals of the rehabilitation plan have been achieved, the consultant provides support and ensures that the teacher has strategies to sustain their health.

How can I be referred to the program?

Potential candidates can be referred to the program in four ways:

- self-referral
- by local president or designate
- by local school district representative
- by the BCTF Salary Indemnity Plan (short-term disability or long-term disability).

**For more information,
contact the BC Teachers' Federation:**

**100-550 West 6th Avenue, Vancouver, BC V5Z 4P2
604-871-1921 or 1-800-663-9163 www.bctf.ca**