



President's Column

Date: September 22, 2016
Issue: #1

Welcome Back!

For most if not all teachers, the week prior to Labour Day is one that is usually devoted to planning and preparation. Even for those who prefer to do most of their work at school during the regular 'bookends' of the work year, I'm sure that very few teachers have not been involved in some form of teaching or related work in the weeks leading up to the first days of school in September. In addition, work, or work-related intrusions into what used to be the Summer vacation months of July and August mean that teachers often have much less time than they used to devote to rest and relaxation.

If you are returning to work after a well-deserved multi-week Summer holiday, welcome back! If you are returning after a summer that left you feeling more drained than restored, remember: be careful to pace yourself; ask for help and support if and when you need it, and take every opportunity to build strength and resilience.

September, unusually busy so far . . .

In the four weeks that have elapsed since the DTA office reopened on August 29, we have dealt with quite a few phone calls from teachers asking about their eligibility and access to various kinds of leaves including but not limited to medical, maternity, sick and personal leaves. Another theme have been teachers' questions about their rights and expectations around Summer P.D., and practices surrounding teachers' access to days in lieu. Notably, there have also been several calls to the DTA from teachers exploring their options as they contemplate offers of employment in other BC school districts, as well as other options for employment elsewhere, outside of teaching. We've also dealt with a number of routine inquiries about the Salary Indemnity Plan, the BCTF Health & Wellness Program, and other services. There have also been questions arising from the Spring 2016 staffing process. Some of these issues are fairly easy to remedy, others are more difficult to resolve and may require recourse to the A.6 Grievance Procedure.

Already this year there has been one disciplinary hearing of the Board of Education trustees, in which a Recommendation for serious discipline was heard. The DTA has and will continue to be very active in advocacy on behalf of all DTA members.

Be very careful about what you say and do

There are times when teachers' opinions on issues arising in the workplace may be different from the policies of the employer. At such times, before taking any form of individual action, teachers are advised to carefully reflect on the possible implications and consequences of the contemplated act, and ask the union for advice and support on how best to proceed. The employee's 'Duty of Fidelity' to the employer means that they must not act in a manner that harms the employer's interests even if they disagree with them. When in doubt about how best to proceed, contact the DTA.



Welcome to the new Assistant and Superintendent of Schools

This past summer has also seen a change in the Senior Leadership of the District, with the departure of former Superintendent Dianne Turner, and the promotion of Assistant Doug Sheppard and Learning Services Director Brad Baumann to more Senior positions in the Ministry, (in the case of Dianne Turner), and within the District, as is the case with both Brad and Doug.

We wish everyone who is embarking on a new position or assignment the very best of success in what is our shared effort to improve the learning and other outcomes for students in Delta and beyond.

DTA visits to schools

In October, as has been the case in the past several years, the DTA full time table officers will be scheduling up to three rounds of visits to teachers at their schools. The purpose of these visits, simply, is to listen carefully to teachers, to be informed by their experience on the front-lines, and to advocate for them. We want to better understand the problems faced by teachers and to advocate for them so they can achieve the best learning outcomes for students possible.

Participate in Union advocacy at your school or work-site

September is possibly one of the busiest of months of the regular school year, but in reality, experience shows that

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the best way to get something done is to ask a busy person. We know how busy you are, but we nonetheless are asking you to designate time to involve yourself in union work at your school or worksite, the extent that you are able. When you attend a meeting, join a committee, offer your help as a 'contact' for news and information, or decide to be the legal representative of the union by taking on the role of Staff Union Representative, not only will you have new experiences and opportunities for learning and professional growth, you may well find yourself in a position to influence circumstances and events for the better. Please consider increasing your active role in your professional union!



Committee Vacancies

Executive Committee

- TTOC Advisory Committee Chair
- Public Education Advocacy Chair

There are also vacancies on the following committees:

- Aboriginal Education
- Bargaining/Working & Learning Conditions
- Health & Safety
- Local Resolutions
- Professional Development
- Public Education Advocacy
- Social Justice
- Teacher-on-Call Advisory

An election will be held to fill the positions at the Staff Rep Meeting on September 26. Please call the DTA office if you would like to let your name stand for any of these positions.



DTA Calendar of Events September/October 2016

- **September 26** - Staff Rep Meeting, 4:00 pm, Delta Secondary Library
- **September 30** - Orange Shirt Day
- **October 4** - PD Contacts Training, 8:30 - 3:00, Education Room, DMEC
- **October 6** - Rookie Staff Rep Training, 9:00 -3:00, DTA Office
- **October 21** - Provincial PSA Day
- **October 24** - Staff Rep Meeting, 4:00 pm, Delta Secondary Library
- **October 27** - Staff Rep Training, 8:30 - 3:00, Action Room, DMEC

Pension Workshop

The DTA is sponsoring the following Teachers' Pension Plan Workshop:

Date: Wednesday, November 9, 2016

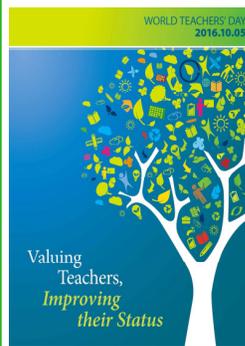
Location: DMEC - Brainstorm Room

Time: 4:00 - 5:30

Workshop: Approaching Retirement - a 1.5-hour workshop for **members nearing retirement** focused on helping them understand the important decisions they need to make about their pension as retirement approaches.

To register please contact Debbie at the DTA office (debbie@deltateachers.org or 604-946-0391) by **October 26**.

World Teachers' Day 2016



Teachers around the province and in more than 100 countries celebrate World Teachers' Day on October 5. World Teachers' Day was proclaimed by UNESCO in 1994 to raise awareness and understanding of the challenges facing teachers every day. The [Education International website](#) features resource materials and suggestions for activities.

Category 5+ (PB+15) Information

The 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.

Remembering our Colleagues

The DTA extends its deepest sympathies to the family, friends, and colleagues of members who recently passed away:

- Ana-Maria Davies - July 26, 2016
- Bev Barnes - August 16, 2016

