



Tackboard

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Number 5

March Deadlines

Please check the dates carefully for the Spring Post and Fill transfer process.

TRANSFER (Vacate Card)

Deadline: MARCH 15, 4:30 PM

Particularly important is **March 15 deadline** for employees who commit to a transfer (vacate card). **Last day in session is March 10** and there will be no blue bag delivery. Cards should be hand delivered to HR between March 13 and 15 to ensure the timeline is met.

Employees must be informed in writing of transfer due to surplus by June 1 (or earlier).

INCREASE/CHANGE IN TEACHING TIME

Deadline: MARCH 31, 4:30 PM

Part-time teachers wishing to increase their FTE at their current school must notify their principals using Request for Increase/Change in Teaching time for desired FTE for Sept 2017; a copy of the form (with both teacher and administrator signatures) MUST be received in HR before 4:30 PM on March 31.

LEAVE OF ONE YEAR OR LONGER

Deadline: MARCH 31, 4:30 PM

for applications of leave of one year or longer beginning Sept 2017.

RETURNING FROM LEAVE

Deadline: MARCH 31, 4:30 PM

Teachers returning from leave

must notify HR, in writing, of intent to work for Sept 2017.



President's Message



Sara McGarry & Rory Brown
LEC Training, 2017-02-16

Writing in this space last month, we reported that the BCTF and BCPSEA, with the Provincial government, had just come to an agreement on the allocation of \$50 million in interim funding for public education in BC. This funding was a direct result of teachers' Supreme Court of Canada win in November. Vancouver's portion, about \$4.4 million, has now been allocated, and teachers should see new and existing colleagues filling these roles in schools. The introduction of this staffing, although very welcome, brings into sharp focus the acute shortage of fully qualified teachers that is currently the reality in the province. This year, Secondary teachers in Vancouver have been covering classes for their colleagues far too often and the situation is similar across the Lower Mainland. With teachers' expectation that the full scope of our now restored contract language be fully implemented for September, and the resultant complexity of the spring staffing season in this coming May and June, the recruitment drive is on in earnest. VSTA table officers have been engaged with the employer on the strategies the VSB

is engaged in to attract and retain these much-needed colleagues.

As we enter the budget setting season for the VSB, it is important to remind ourselves that, although there will likely be additional funds from government to cover increases in staffing due to compliance with restored contract provisions, funding levels for public education have dropped significantly as a percentage of Provincial GDP over the last 15 years and have not been restored. This translates to what will likely be another very difficult budget setting season with our employer. The VSB has reported that the district faces an estimated

see PRESIDENT, inside

Local vs Provincial Extended Health Benefits Plan

After our February 27th General Meeting to provide information and perusing the comparison chart of our Local EHB Plan and the Provincial EHB Plan (see insert) teachers will have the opportunity to vote whether to retain our local plan or to switch to the Provincial plan. **The vote will be held in schools on Wednesday, March 29 and Thursday, March 30 and the ballot will read as follows:**

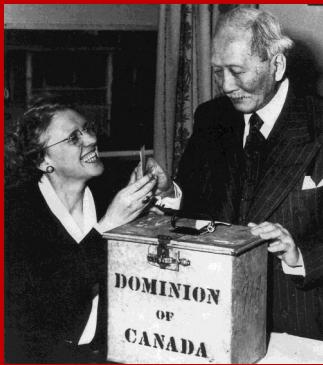
VTF Extended Health Benefits Ballot

I am in favour of retaining Vancouver's current Extended Health Benefits Plan.

OR

I am in favour of switching to the Provincial Extended Health Benefits Plan.

Canadian First: The Life of Won Alexander Cumyow (1861-1955)



As the VSB's newest school for 520 elementary students opens next September at the edge of Chinatown, there's a controversy brewing about what it should be named. The VBE's government-appointed trustee, Dianne Turner, will have to choose between *Crosstown Elementary* or the choice of local lobbyists circulating a petition and calling for *Cumyow Elementary*, in honour of the Cariboo-born Chinese Canadian pioneer Won Alexander Cumyow, aka Wen Jinyou. Here's an excerpt of article about his life, available on-line at *The Ormsby Review*:

Canada's west coast accommodated "two solitudes"—people of the dominant English-speaking community and those of Asian heritage. One man who tried to bridge these separate, often hostile worlds was Vancouver pioneer, Won Alexander Cumyow. He was the first Chinese born in Canada in 1861, and despite limitations imposed on people of Asian background, found opportunities as a successful merchant, police court interpreter, legal advisor and advocate. Cumyow was a father when the vote was taken away from Chinese-Canadians and a grandfather when the vote was given back. His life-time efforts at reconciliation between "east and west" tell a larger story.

Also available on line is a three-minute 'vignette' about Cumyow, part of the BC Knowledge Network's "Working People," series. A lesson plan to accompany this vignette is available at the BCTF 'TeachBC' website.

Janet Nicol, Social Studies Teacher,
Killarney Secondary School

PRESIDENT, from front cover

structural deficit of at least \$12 million. This money will likely need to be found in existing VSB budgets. The provincial budget of February 21, which continued the watering-can approach to funding, made little in the way of firm commitments to the many elements other than teacher staffing that form the financial foundation for teachers' work. As an example, teachers continue to be excited about engagement in the new curriculum but are clear in their feelings that adequate resources must be provided to make the transition as vibrant and sustainable as possible.

Finally, the VSTA encourages all members to become more engaged than ever before in the upcoming provincial election. It is vital that on May 9, pressure be felt at the polls in each riding with the result being a government that supports teachers' work. In many ridings this task can be achieved by the simple act of engaging friends, family and neighbours in discussions about changes in public education in BC and then taking those family, neighbours and friends to the polling place to vote.

As always, enjoy your students and colleagues over the next two weeks and then take a well deserved rest during Spring Break; the months following our two week hiatus will indeed be interesting!

Cheers,

Rory

2017 VDLC WOMEN'S COMMITTEE'S INTERNATIONAL WOMEN'S DAY DINNER

WOMEN & PRECARITY The gender imbalance of low-waged, part-time, temporary, and insecure work

Unions have fought for decades to negotiate well paid, stable jobs, but the trend towards part-time and temporary work has impacted women the most.

March 8, 2017 - Wednesday

5:15 pm – Doors

6:00 pm – Welcome

6:30 pm – Dinner

Fraserview Hall

8240 Fraser Street, south of Marine Drive

Tickets \$45 / \$25 low income

Tables of 8

**For tickets contact the VDLC at
604-354-0703, office@vdlc.ca or online –
<http://vdlc.ca/committees/womens/>**

2017

The Year of the Election

We are currently in the pre-election period and NOW is the time we all need to advocate for better public education in BC! BCTF president Glen Hansman sums it up in the following statement:

"There are only two possible outcomes in the provincial election this May. The question BC teachers have to ask themselves is: which of those two outcomes will be better for themselves as teachers, better for our students, and better for public education in British Columbia?"

Campaigns are won or lost in direct correlation to the work done in campaign offices. Significant participation by teachers in candidates' campaigns can, and do, make a difference. We should take no riding for granted, and members' participation is tremendously important to help ensure that our concerns are addressed for the betterment of teachers and students in BC schools.

There are many ways that teachers can become involved in the May 9, 2017 election, and work toward the election of a pro-education government.

- Register to vote and encourage others to register too
- Engage others in conversation about public education and BC politics
- Spread the word on social media
- Ask questions to the candidates about specific education issues that matter (send an email, write a letter, call or visit candidates' election offices)
- Donate money to a specific campaign or political party which supports public education
- Volunteer on a campaign in your home or school riding – many of the ridings were won by close margins in the last election. You can make a difference in the outcome!
- Put up a lawn sign
- Attend a school-hosted all-candidates' forum
- Sign up for our VSTA workshop on 'Volunteering for the Election' with Nathan Allan (April 4)
- Attend The BC Federation of Labour (BCFed) countdown events (Feb 9, March 9, April 9)
- Get students engaged – many of our grade 12 students will be 18 by Election Day and may need information on how to register, and where/when to vote.
- Participate in school-based 'Student Vote' events (all of our high schools are registered with this parallel youth election simulation experience)



- Organize a school-based "All Candidates Meetings/Forum"

- Come to our VSTA Election events – these will be posted on the VSTA website

- Participate in our teacher-to-teacher phone campaign on May 2 & 3 from 4 to 8 pm.

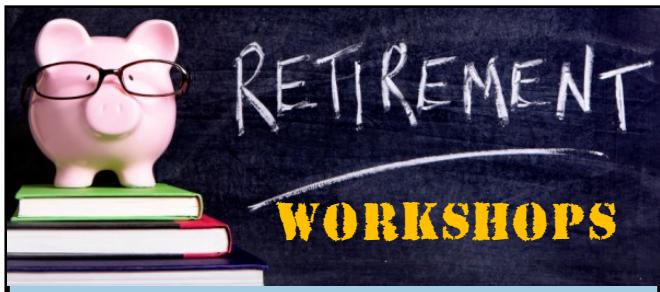
- Vote in advanced polls and help/encourage others get to the polls

Saturday, April 29 – Sunday, April 30 (8 a.m. to 8 p.m.)

Wednesday, May 3 – Saturday, May 6 (8 a.m. to 8 p.m.)

- Take five to the polls – bring at least five others; family, colleagues or neighbours to the polls with you.

- Encourage or help friends and family to get to the polls on Election Day Tuesday, May 9 (8 a.m. to 8 p.m.)



Workshop 1
THERE'S MORE TO IT THAN MONEY
 Am I ready to retire?
Wednesday, March 29

Registration deadline: MARCH 24, 2017

This workshop covers the non-financial aspects:
 • Developing a broad perspective • Meeting the challenges and the risks • Assessing your retirement needs • Finding happiness in your retirement
 Building an action plan for tomorrow



Workshop 2
THERE'S ALSO THE MONEY
 Making sense of pensions & group benefits

Thursday, April 13

Registration deadline: APRIL 7, 2017

This workshop covers:
 • Government Pension Benefits • Government Health Benefits • Non-Government Group Benefits
 Key online planning tools

Time: 4:00–6:00 PM
Location: VESTA/VSTA Office
 2915 Commercial Drive

13 seats available for VSTA members
Reserve with Mo at 604-873-5570 or mo@vsta.ca
 Co-sponsored by BC Retired Teachers' Assn., VESTA and VSTA.

We will be co-hosting another round of the Living with Balance program initiated by the BCTF Health and Wellness Program and developed by the Occupational Rehabilitation Group. Occupation Therapist Megan Lilley will be facilitating the Wednesday evening workshops with 15 Vancouver teachers here at the VSTA office once again. **This program will run weekly, from April 5th to May 10th inclusive.** Please register soon as this popular program tends to fill up quickly: <http://bctf.ca/forms/LWB-registration.aspx>.

The focus will be on developing tools and skills related to improving one's vitality and resiliency. The holistic approach to wellness will equip teachers to make simple lifestyle changes that will positively affect their physical, mental, and emotional well-being.

Early Retirement Incentive Plan (ERIP) for 2017 June 30

Rules of Eligibility:

- be on a continuing appointment
- be retiring with a pension
- have a minimum of ten (10) FTE years' service with the Vancouver Board of Education.
- be at the maximum of their scale
- have been in active service for the previous four (4) years (from September 2012), during which there may be a maximum of one year leave not including leaves under Article G.21.30., and/or leaves granted due to disability (within the meaning of *The British Columbia Human Rights Code*)
- be a minimum age of 55, and a maximum age of 64 as of June 30th in the year of retirement
- submit request to retire, in writing, **on or before 2017 May 31** for a retirement date of 2017 June 30.

Based on the salary upon retirement, excluding allowances, the minimum salary to be PB(5), step 10, the maximum to be 6M, step 10, minus PB(5), step 3, and to be adjusted by the applicable earnings as at age upon retirement date:

Age	Pay Grades				Payout Percentage
	4PC	5PB	5PA	6PM	
55	\$20,017	\$20,017	\$26,393	\$27,520	100%
56	\$18,016	\$18,016	\$23,754	\$24,768	90%
57	\$16,014	\$16,014	\$21,115	\$22,016	80%
58	\$14,012	\$14,012	\$18,475	\$19,264	70%
59	\$12,010	\$12,010	\$15,836	\$16,512	60%
60	\$10,009	\$10,009	\$13,197	\$13,760	50%
61	\$8,007	\$8,007	\$10,557	\$11,008	40%
62	\$6,005	\$6,005	\$7,918	\$8,256	30%
63	\$4,003	\$4,003	\$5,279	\$5,504	20%
64	\$4,003	\$4,003	\$5,279	\$5,504	20%

Note: For members who participate in the Payroll deduction of the BC College of Teachers' annual fee, the annual BCCT fee will automatically be deducted on 2017 April 30 for the 2017-2018 school year. Please be sure to cancel your payroll deduction by 2017 April 16 if you do not intend to teach in BC.



The British Columbia Teachers' Federation
 "Vitality" project presents...

Living with Balance
 a program for BC Teachers