

TACKBOARD

The monthly newsletter of the Vancouver Secondary Teachers' Association

President's Message

We are happy to report that since our last Tackboard, the VSB now has a full slate of Trustees in place. Thank you to all of you who worked hard to get the vote out in order to ensure that Vancouver elect a progressive group of Trustees. They will be sworn in on Monday, October 30th and we are looking forward to working with them. We are working hard to make every opportunity to engage senior management and the Board elect in meaningful dialogue on a number of issues. We have hopes that a democratically elected Board will allow us to work to solve problems before they affect teachers and students in schools.

As the wet and rainy fall days of Vancouver make their appearance, the VSTA will be focussing our efforts on several issues. One key issue of course is the Memorandum of Agreement (MOA) and the Board's interpretation of Best

Efforts which has resulted in hundreds, if not thousands of classes in violation of our Supreme-Court-restored contract language in Vancouver Secondary schools. We are hearing very mixed results about the implementation of our restored language - a number of colleagues report that they have smaller classes than last year, while others report they have larger and more complex classes than last year. We have received the class size and class composition data from the VSB and are currently working on a system to process the thousands of classes in violation in Vancouver Secondary schools. As outlined in the MOA, classes in violation trigger the remedy process. Three remedies are delineated – prep time, additional non-enrolling teacher time and additional enrolling teacher time. The affected teacher chooses which remedy they would like. A fourth

see **PRESIDENT**, back cover

ONE YEAR ANNIVERSARY PARTY

Join us at

TOBY'S PUB & GRILL

(2733 Commercial Dr)

THURSDAY, NOVEMBER 9

4:00—6:00 PM

for complimentary appies and to celebrate the One Year Anniversary of our monumental Supreme Court of Canada victory on class size and composition.

There is so much to celebrate.

Cheers to the restoration of our language, democracy at the School Board, and a supportive Provincial Government that has committed to reinvest in Public Education!



VSTA EXECUTIVE COMMITTEE 2017-2018

Front (L-R): Nancy Palejko, Sylvia Metzner, Katharine Shipley, Terry Stanway, Treena Goolieff, Peter Halim. Back (L-R): Natalia Mayor, Sara McGarry, Phil Lee, Leanne Hagglund, Brett Gabelman, Madeline Brewster, Scott McKeen, Shelby Calman, John Silver and Michael-Don Borason. Camera shy: Rory Brown.

Vancouver Technology Education teachers form a Local Specialist Association

It has been a long time coming; I am pleased to announce that the Technology Education teachers in Vancouver have gotten together and officially formed the Vancouver Technology Education Association (VTEA). There was a determined effort to get the VTEA formalized in response to the influx of new Tech Ed. teachers, new curriculum, changing working environments, and the renewed energies of positive change for education in our province!

The VTEA is the first official Local Specialist Association (LSA) associated with the VSTA and will provide VSTA Tech Ed. teachers with events to support and promote collegiality, collaboration, and community. Additionally, the VTEA will bring site or district based Tech Ed. issues to the VSTA and/or our PSA, the British Columbia Technology Education Association (BCTEA) in support of safe AND enjoyable educational experiences for our students.

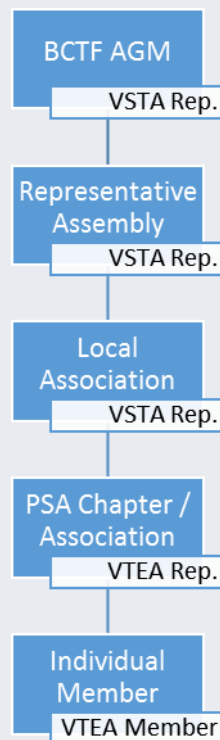
Lastly, all VTEA members will receive promotional VTEA swag, snacks, and high fives at both our official meetings and socials.

If you're interested in forming a LSA please do not hesitate to contact the VSTA for support and guidance!

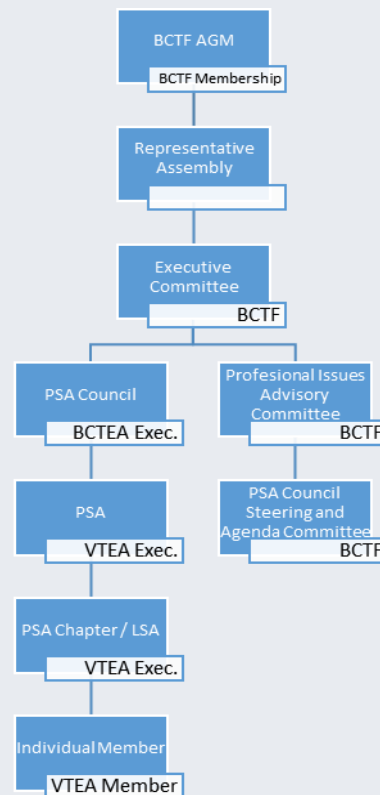
Peter Halim chairs the VSTA Technology Committee and teaches at Vancouver Technical

The structures of Provincial Specialist Associations (PSA), Local Specialist Associations (LSA), locals (VSTA), and the BCTF operate in the following manner:

BCTEA to the BCTF AGM



VSTA to the BCTF AGM



New Teacher SURT and New Teacher Induction

On October 12 we hosted a New Teacher School Union Representative Training (SURT). We hoped to introduce new members to the VSTA and BCTF, to introduce new members to our Collective Agreement (CA) and to highlight sections most relevant to them. We also sought to educate new members about their health & safety rights, to explore the responsibilities and challenges of maintaining positive professional relationships, to build awareness about professional issues, and to promote the work of the VSTA and their place within it.

The workshop was very positively received and participants walked away with new knowledge, resources and a better sense of what it means to be a teacher within the BCTF. The event was so successful that we are planning another in January, date TBA. If you are interested, contact Kim kim@vsta.ca to be added to the list for the next workshop.

New Teacher Inductions October 12 and 18

Due to the much larger than usual number of teachers hired this year we provided two New Teacher Inductions. BCTF President Glen Hansmen, VSTA President Katharine Shipley and VSTA 2nd VP Treena Goolieff conducted the Induction Ceremony on October 12th. Katharine hosted the event on her own on October 18th but both provided New Teachers an opportunity be welcomed to the profession and to review the BCTF Code of Ethics and several new teacher resources. The BCTF New Teacher Handbook is invaluable and can be downloaded and printed off the BCTF Website. <https://bctf.ca/NewTeachersHandbook/>

Congratulations to our New Teachers and welcome to our profession!

Remedy & Calculation

As a result of the Supreme Court of Canada ruling nearly a year ago, and the Letter of Understanding #17 (LOU No. 17) from our last round of bargaining, the Memorandum of Agreement was formed. As outlined in the MoA, classes that exceed our restored language will trigger remedy. Remedy will generate a dollar value that will enable the teacher to access support in one of four ways.

As per the MoA, teachers will decide on remedy and choose from:

- i. Additional preparation time for the affected teacher
- ii. Additional non-enrolling staffing added to the school specifically to work with the affected teacher's class
- iii. Additional enrolling staffing to co-teach with the affected teacher
- iv. Other

The MoA states that the teacher does not decide other, but that the local (VSTA) and the Board must make this decision. At the upcoming BCTF Representative Assembly November 3-4 we anticipate a recommendation from the BCTF Executive Committee to be debated on the floor. VSTA will not determine 'other' until these provincial discussions have occurred.

Class size limits and composition vary but generally any class with more than two students with a designation is over class size limit (English 28, HMEC 28, ELL 20, ELL Trans 25, Tech 24, and 8-12 30) will trigger remedy.

At our most recent WLC/B Committee meeting and our October SURTs, teachers reviewed the data and began the process to understand how remedy will be calculated. There are further nuances of our restored language, please see the complete restored language for further details.

The calculation as per the MoA is

$$V = (180 \text{ minutes, a constant number}) \times (P) \times (S1 + S2)$$

V = the value of the additional compensation

P = the percentage of a full-time instruction month that the teacher teaches the class. In most cases, $P = 0.143$ as this number represents the value of one class.

S1 = the highest number of students enrolled in the class during the month for which the calculation is made minus the maximum class size for that class. (Negative numbers are understood to be 0)

S2 = the number of students by which the class exceeds the class composition limits of the collective agreement during the month for which the calculation is made. (Negative numbers are understood to be 0)

Sample Class:

PE 10, 28 students, 4 students with a designation.

$$P = 0.143 \quad S1 = 0 \quad S2 = 2$$

$$V = 180 \times 0.143 \times (0 + 2)$$

V = 51.48 minutes compensation for that one class for one month

V must be then converted to a dollar value. This process is slightly more convoluted but here it is:

Change minutes to hours:

$$51.48 \text{ min} / 60 \text{ min} = 0.857 \text{ Hrs}$$

Hours/Standard Instructional hours per year

$$.857 \text{ hours} / 848 \text{ hours per year}$$

$$= 0.001 \times 95,153 \text{ (It has been determined that the average teacher salary for 2017-18 is \$76,122 + 25% for benefits)}$$

$$= \$96.18 \text{ in remedy}$$

A teacher may have multiple classes that are in violation and thus a separate calculation is done for each class. The teacher may pool their remedy with other colleagues to enhance the possibility to hire more teachers to support the school.

Teachers will not have to calculate their own remedy. It has been described here so you understand the process by which you will receive remedy. The VSTA and VSB will confirm remedy.

VSTA-SIF Committee Rep Vacancy

The VSTA-Salary Indemnity Fund is seeking a volunteer to join its Committee. Meetings are held in months in which claims are received and must be adjudicated (probably 5 to 7 meetings during the year). The meetings are held after school on Mondays at the VSTA/VESTA building at 2915 Commercial Drive. If you are willing to serve on the Committee please contact the VSTA office at 604-873-5570 or email Kim at kim@vsta.ca.



PRESIDENT, from front cover

possible remedy is contemplated in the MOA – the “other” which must be agreed upon by the local (the VSTA) and the Employer (the VSB). The BCTF Executive Committee will be bringing a recommendation to the BCTF Representative Assembly (RA) this November 3 and 4 which will guide our decision about what “other” remedy might constitute for Vancouver Secondary teachers. After the RA, we will be better positioned to bring a recommendation to our Executive and Council regarding any possible fourth option for remedy.

Another issue of concern is the recruitment and retention of teachers. As well as being inundated with calls from teachers who are being asked to cover their colleagues’ classes on their prep, we have received many calls and emails over the last few days from TTOCs who have been served notice by the Board that they will be terminated if they do not commit to working 50% of the time for the VSB. This is an issue under grievance and we continue to lobby Employee Services and Senior Management to reconsider their decision in this matter. Although we recognize that districts in the Lower Mainland are in competition with each other for TOCs, we are disheartened that the reaction to this scarcity is to bring the possibility of termination of employment to our TOC colleagues.

On a positive note, we are engaging in discussions with the Employer about how we might creatively go forward with Collaborative Inquiry which has been temporarily suspended due to the TTOC shortage. The Board is also planning on putting on a series of evening workshops for new teachers and will be looking for experienced teachers to lend their expertise to this. Please reach out to your new colleagues – whether they be new teachers, or teachers new to your school – to make them feel welcome and supported.

Rory, Treena, Terry and I will be going on school visits this November and we look forward to seeing you.

Ed May Social Responsibility Education Fund Grants

Individuals or groups of teachers may apply for Ed May grants of up to \$2000 for school-based social justice projects.

Application forms **MUST** be signed by your social justice contact and local president. Please make sure you include the evaluation page that incorporates an analysis of your project using the social justice lens.

Criteria:

- may be classroom or school-based, or may involve the community and school
- can be a current or new initiative
- funds may be used for release time, materials, publicity, communication, coalition building
- funds may NOT be used for travel, overseas projects, purchase of food, or school hardware (computers, furniture, etc.)
- a budget must be included with the proposal.

Timeline: Applications must be received by 5:00 p.m. on November 22, 2017. Decisions will be made by the end of January. Successful applicants receive 50% of the grant to begin their project and the remaining 50% upon receipt of a final report by December 1, 2018 deadline.

For more information, go to <http://www.bctf.ca/SocialJusticeGrants.aspx>.



School Union Rep Training—October 17, 2017

HAPPY TO HEAR FROM YOUR AT THE VSTA OFFICE!

*Katharine, Rory, Treena, Terry,
Kim & Mo*



Salary Indemnity Plan

Are you 65 or eligible for an unreduced pension?



You may be able to save approximately 1.2% of your salary.

Why?

Because you are no longer entitled to long-term benefits under the Salary Indemnity Plan (SIP) when you attain any of the following milestones:

- ◆ 35 years of contributory service, with a minimum age of 55
- ◆ age 61, if you reach “Factor 90” before age 61
- ◆ “Factor 90” if you are between 61 and 65 years old
- ◆ age 65.



It is up to you to apply to withdraw from long-term disability.

Ensure that in the event of serious illness or accident you have sufficient accumulated sick leave, which, when combined with 120 days of benefits from SIP short-term you will protect your salary to the end of the month in which you reach one of the milestones mentioned above.

To obtain an application, go to tinyurl.com/7qrrnxx or call the BCTF Income Security Division at 604-871-1921.