

# TACKBOARD



*The monthly newsletter of the Vancouver Secondary Teachers' Association*

## President's Message

**B**etween cold days and dark nights, report cards and holiday shopping, we are all happily anticipating the Winter Break. As you know, Suzanne Hoffman, formerly Superintendent of the Langley School District and, most recently, Superintendent of Learning Transformation at the Ministry of Education, has been hired as Vancouver's new Superintendent. With the return of elected Trustees and the hiring of a Superintendent, there is a sense of renewal in public education in Vancouver. Suzanne will be Vancouver's first female Superintendent, and the VSTA is looking forward to the support and leadership she will be bringing to Vancouver. Her recent experience in the Ministry around curriculum is an added bonus as there is still much work to do on curriculum implementation in our schools.

It has been exciting to attend Committee and Board meetings with the new Trustees who are keen to learn about the Vancouver context and are engaging all staff and stakeholders in conversation. The Board continues in its efforts to recruit teachers for continuing positions and for the TTOC list. It is a challenging task for the entire province and espe-

cially so for Metro Vancouver given the cost of living. To that end, the Board will be asking VSB employees if they have space available for homestay/to rent to teachers who will hopefully be coming from out of province – stay tuned.

Treena Goolieff, our 2<sup>nd</sup> VP and Joanne Sutherland, 2<sup>nd</sup> VP from VESTA, presented an incredibly well researched and developed grievance to the Board regarding the implementation of our restored language and the interpretation of Best Efforts. This has been referred to the BCTF for arbitration. It will be a while before we have the final word on how the Best Efforts clause of the Memorandum of Agreement will be interpreted.

Despite the challenges regarding implementation, we have celebrated the Supreme Court decision where we won back our right to negotiate class size/class composition in our next round of bargaining, which will soon be upon us. Thank you to everyone who was able to join us at Toby's on November 9<sup>th</sup> for a victory beer (or two). Rory, Terry, Treena and myself visited all 18 Secondary schools and we want to thank the

see **PRESIDENT**, inside



Clint Johnston, Teri Mooring, Katharine, Glen Hansman, Chloë McKnight—One Year Anniversary Party

## VSTA GENERAL MEETING

**Tuesday, January 23**  
4pm at Tupper Auditorium

### AGENDA ITEMS:

- Election of VSTA Delegates to BCTF AGM
- Building Redevelopment

All teachers are encouraged to attend.

## BCTF AGM 2018



**4 nights FREE** downtown  
Vancouver hotel

Meet people from all over BC  
**ENGAGE** in professional and  
stimulating conversation

**Free daycare**

**17 Vancouver secondary  
teachers to be delegates  
to the BCTF AGM!**

The BCTF Annual General Meeting is scheduled from Saturday, March 17, to Tuesday, March 20 at the Hyatt Regency in Vancouver. If you are interested in participating, please attend the General Meeting and see your Staff Rep or [www.vsta.ca](http://www.vsta.ca) for the delegate nomination form. Nominations will also be accepted from the floor of our general meeting.

## ACTIVE CITIZENSHIP: Teaching for the Core Competencies in Every Class

What does BC's redesigned curriculum look like in your class?

BC's redesigned curriculum has changed many subjects, but it also has two major additions that are embedded into all subjects taught from Kindergarten to grade 12: the Core Competencies and the incorporation of Indigenous Ways of Knowing. On Monday, January 29, 2018 the VSTA Social & Environmental Justice Committee will offer a mini-conference focusing on the Personal and Social Core Competencies at Tupper Secondary.

With such positive changes in our BC Curriculum, the SEJ Committee is bringing in speakers and workshops that highlight the Positive and Social Core Competencies as well as Indigenous Perspectives. One of the biggest changes in the redesigned BC curriculum is the inclusion of Indigenous perspectives and the ways of knowing. We will also have an area where organizations can showcase the work they are already doing on the ground. Join us for a day filled with a Keynote by one of the Core Competency developers, workshops and a screening of an engaging new local documentary, *All Our Father's Relations*. Registration will be on the VSB Current Professional Development website in January.

## NEW TEACHERS' WORKSHOP

January 18, 2018  
8:45 - 3:00

This BCTF workshop designed for NEW TEACHERS introduces new members to both our local union and the BCTF, to the Collective Agreement, and highlights sections most relevant to new members. We will explore the responsibilities and challenges of maintaining positive professional relations with students, parents and colleagues. Further, the workshop builds awareness on issues such as professional development and professional autonomy.

### REGISTRATION

- Registration open to new teachers hired after September 2016.
- Full name and VSB employee number is required.
- Teachers will be paid for the day. Once registration is confirmed, please report your absence/unavailability to SFE using code 141.
- Lunch will be provided.
- Space is limited to 30 participants.

**Deadline: January 12, 2018**

Email [kim@vsta.ca](mailto:kim@vsta.ca) or call 604-873-5570.

### PRESIDENT, from front cover

School Union teams for organizing our visits and all the teachers that came out to talk to us. Please make sure the VSTA office has your up to date contact information as we rely heavily on email for one to one communication with members.

One of our goals this year is to connect with our hundred plus new members. We will be holding a Newer Teacher Workshop on January 18<sup>th</sup> of the New Year and are hoping for a full house. We had excellent feedback from those who attended the workshop in September.

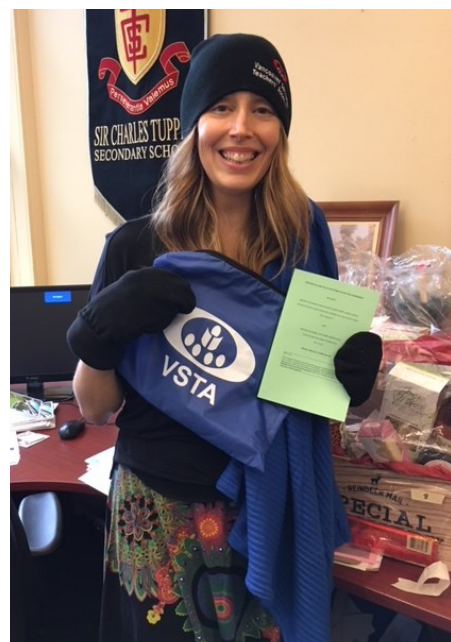
Please make every effort to attend our General Meeting on January 23<sup>rd</sup> at 4 pm at Tupper. We will be electing the VSTA Delegates to the BCTF AGM and it is important that we have a variety of perspectives at the delegates' table as the BCTF AGM this year will be looking ahead to the bargaining round in 2019. Furthermore, we will also be bringing a recommendation regarding our building. We are close to being able to apply for a rezoning permit in order to redevelop the site and want members to understand the issues as fully as possible.

On behalf of the VSTA, thank you for all the hard work you do for our children and your colleagues. Enjoy your well deserved break!

*Edna M. M.*

## Parental leave rules have changed for EI, but not for our CA

As of December 3<sup>rd</sup> of this year, Canadian employees with a newborn or newly adopted child will be able to choose between the existing employment insurance rate of 55 per cent of average weekly earnings across 35 weeks or 33 per cent across 61 weeks. Our Collective Agreement allows for a teacher to be on one year parental leave (included in this is the 18 weeks of top up for Maternity Leave for women who gave birth as well as adoptive parents) and still retain site based rights. Under the rules of our current contract, if a parent opts for the 18 months parental leave, they will forfeit their site based rights, meaning that when they return, they are not guaranteed work at the same school. This is a matter for discussion at the Provincial level and will most likely mean changes will be coming to the current maternity leave/parental leave provisions in the future.



Alison Ogden, Principal of CT and happy winner of the VSTA United Way gift basket.





# TTOC FYI

For further FAQs check the [vsta.ca](http://vsta.ca) website or contact the VSTA office 604-873-5570.

## 50% WORK EXPECTATION

TTOCs please be advised that VSTA and VESTA have shared concerns with the VSB regarding the 50% work expectation. This issue is now moving forward through the grievance procedure. A grievance is a complaint against management by one or more employees, or a union, concerning an alleged breach of the collective agreement. If you have concerns regarding the VSB 50% minimum requirement, contact our office.

## TTOCs ARE NOT REQUIRED TO EXTEND TTOC ASSIGNMENTS

TTOCs are not required to accept invitations to extend TTOC assignments. In an effort to manage school-staffing, administrators should not be pressuring TTOCs to accept work. If you have an administrator encouraging you to apply for a position but you feel hesitant, think carefully prior to accepting this work. Respectfully acknowledge the invitation from the administrator but decline work that you do not want or are feel unable to complete.

## TEMPORARY CONTRACT

TTOCs in assignments that extend for 3 months + 1 day, will be considered a temporary contract. A temporary contract converts TTOCs from category F to E upon completion of the assignment and recommendation for retention by the Principal/Vice Principal. Further, while on a temporary contract, the employee is entitled to the benefits provided to continuing employees as defined in the Collective Agreement (CA) for the term of the contract. See relevant Articles below from our CA.

Article C.20:2.b.i. Where it is known in advance that the assignment will be for a period of more than three (3) months, the employee shall be given a temporary contract.

Article C.20:2.b.ii. An Employee whose on-call assignment extends for a period of more than three (3) months shall be given a temporary contract which shall be deemed to be, with the exception of benefits, retroactive to the beginning of the assignment.

Article B.2:7.h. Non-instructional days shall be counted and paid for only from the fifth and subsequent consecutive working days on any one assignment.

## SICK LEAVE

When in an assignment longer than 5 days, TTOCs are eligible to access sick days accrued with the board.

Article G.20:1.a. Sick leave is earned at the rate of one and one-half (1 ½) days for each month (20 work days) the employee is in the service of the Board. However, pursuant to Article C.21.8.a. TTOCs are only entitled to access sick leave from the sixth consecutive working day in the same assignment. TTOCs accrue a maximum of 1 ½ sick days per month if they have worked a 6-day-consecutive assignment in that month.

To book a sick day, eligible TTOCs must to call SFE directly, and be sure to leave TTOC notes. Once healthy, the TTOC returns to the same temporary position for the duration of the assignment.

For more FAQs for TTOCs go to our VSTA website [www.vsta.ca](http://www.vsta.ca)

# SCHOOL SUPPLY TAX CREDIT FOR TEACHERS

In 2016, the Canada Revenue Agency (CRA) announced a tax credit for Teachers and Early Childhood educators who spent personal money (not reimbursed through PAC, school or classroom enhancement funding) for supplies used in their classroom. The maximum expense amount is \$1,000 worth of supplies (\$150 max. refundable tax credit) per calendar year (Jan-Dec).

A form is available on the VSB Printing Digital Storefront for employees to download and complete themselves if they are eligible to take advantage of the tax credit. It is each employee's responsibility to download the form, complete and request their school based administrator to sign if they are eligible and wish to take advantage of this federal tax credit. Employee's should have the receipts attached to the form to prove the purchases and maintain in case the CRA randomly audits their personal income tax filing.

Please find the form on the VSB Printing Digital Storefront at <http://printing.vsb.bc.ca/DSF>. You will need to login with your VSB login information and look for form number CLA-PA-012.

## Application Process: Change of Salary Category for Teachers

Teachers are reminded that Human Resources has distributed copies of the document, *Information Regarding Teacher Salary*, including Application for Change of Category for Teachers" to all school sites. Please be advised, while completing your Masters degree, if you have completed at least 30 credits of 3/400 level course work, then you may be eligible for 5+. Teachers are advised to consult the document to gain an awareness of the procedure in place and the application form required to get retroactive pay when they apply for a new TQS card for salary change.

**The deadlines: September 30, January 31 or May 31.**

All applicants must apply through TQS, the Teacher Qualification Service. Go to the TQS website at [www.tqs.bc.ca](http://www.tqs.bc.ca) for further information or call TQS at 604-736-5484.



## LEARN about it

- **Priorities for Public Education: BCTF** concerns and proposals for action  
[bctf.ca/EdPriorities](http://bctf.ca/EdPriorities)
- **Key Education Facts in BC**  
[bctf.ca/EdFacts](http://bctf.ca/EdFacts)
- **Teacher perspectives on Digital Reporting Tools**  
[bctf.ca/DRtools](http://bctf.ca/DRtools)
- **BC is in an intensified period of curriculum change, but is it new?**  
[bctf.ca/currtl.pdf](http://bctf.ca/currtl.pdf)



## Get INVOLVED

- Participate in a **province-wide survey on violence** —Open now (until Nov 10)!  
[bctf.ca/bvsurvey](http://bctf.ca/bvsurvey)
- Join the **conversation on curriculum change**  
[livingchange@bctf.ca](mailto:livingchange@bctf.ca)
- Get **monthly updates on key issues in public education**  
[bctf.ca/lists-public](http://bctf.ca/lists-public)
- Share your experiences teaching **Full-day K** —Survey coming in January 2018

The BCTF conducts research that supports the leadership priorities and key objectives in bargaining, education policy, professional practice and social justice.



## International Contest for Students and Young Adults

21 September 2017 – 21 January 2018

The Centre for the Prevention of Radicalization Leading to Violence (CPRLV) is running an international contest titled What If I Was Wrong? When We Talk, We Learn! for young people aged 13 – 35. The purpose of the contest is to promote skills that help develop resilience and critical thinking as protective factors in the face of radicalizing and extremist narratives leading to violence.

Participants are invited to create an artwork on one of the campaign's five main themes.

The "What If I Was Wrong?" campaign does not seek to persuade anyone to abandon an ideology or delegitimize specific extremist groups of any stripe. On the contrary, it addresses attitudes that can lead to violent radicalization: unshakeable ideological convictions, unquestioning doctrinal rigidity, cognitive isolation, or intolerance of alternative ideas, values or beliefs.

See [http://etsijavaistort.org/wp-content/uploads/2017/10/COMPETITION\\_DETAILS\\_WHATIFIWASWRONG.pdf](http://etsijavaistort.org/wp-content/uploads/2017/10/COMPETITION_DETAILS_WHATIFIWASWRONG.pdf) for more details.

**Tackboard** is a newsletter produced and distributed to all secondary teachers on a monthly basis from September to June. It is designed to meet the needs of the VSTA members and contains information on an array of subjects, ranging from the VTF Collective Agreement to the President's Message to current news about the state of public education and its implications for Local 39. In addition to our usual paper copies distributed to members, you will be emailed a link to the latest issue of Tackboard via Campaigner.

Current and past issues of Tackboard are also available on the VSTA website at <http://vsta.ca/publications/tackboard/>.



**Do you enjoy writing?**

Have a story to tell?

An idea, topic or issue you want to share with colleagues?

**If so, consider writing for *Teacher*!**

For more info, contact the editor of *Teacher* at [teachermag@bctf.ca](mailto:teachermag@bctf.ca) or call 604-871-1877.



Katharine, Mary Filleul & Leanne Hagglund  
VSTA Professional Development SURT, December 1



Best wishes for a happy holiday,  
Katharine, Rory, Treena, Terry, Kim & Mo