



TACKBOARD

The monthly newsletter of the Vancouver Secondary Teachers' Association

March Deadlines



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

Deadline: MARCH 15, 4:30 PM

TRANSFER (Vacate Card) for employees who commit to a transfer (vacate card).

Deadline: MARCH 31, 4:30 PM

INCREASE/CHANGE IN TEACHING TIME. 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 2018; a copy of the form (with both teacher and administrator signatures) **MUST** be received in HR before 4:30 PM on March 31.

Important note! If there are layoffs, employees will not be able to increase their teaching time as per Article C.20.3.c.

LEAVE OF ONE YEAR OR LONGER for applications of leave of one year or longer beginning Sept 2018.

RETURNING FROM LEAVE. Teachers returning from leave must notify HR, **in writing**, of intent to work for Sept 2018.

THE VSTA OFFICE CONGRATULATES EVERYONE for making it through second term and wishes you a restful and enjoyable Spring Break. Thank you to the twenty-one VSTA teachers who will be spending the first four days of their holiday at the BCTF AGM where, among other matters, we will be setting direction for bargaining for our next contract with other teacher representatives from across the province.

Our goals for the rest of the year will be to engage teachers in the bargaining process, connect with newer teachers and student teachers, give informed feedback to the VSB budget process – please fill out the survey we will be sending to you - and to continue to wrestle with the beast that is called Remedy. On the Remedy front, we want to thank our school union team members who work hard to answer your questions and support you. They do an amazing job of connecting with the VSTA office to share your concerns and to bring information back to you.

We know that the biggest challenge facing teachers right now is the teacher shortage which has resulted in lost prep time and an inability to access remedy for classes in violation of the class size/class composition language. The teacher shortage is being felt acutely across the province. The Board has hired over 600 teachers since last year, but we know that retention is a problem. We look forward to seeing the results of the exit interview survey that will be sent to all teachers who have left the District to see what possible retention strategies the Board might come up with. Our Local has proposed a number of times that the Board look at creating non-market housing for all Employee groups as there is no question that the cost of housing is a deterrent to living in Vancouver.

In terms of lost Prep time, we have proposed a Letter of Understanding with the Board that teachers be paid out for the prep lost over the last two years. This proposal has been made without prejudice to our position that we value and need our prep time. It does not set a precedent for trading off prep time in the upcoming round of bargaining. Given the exceptional circumstances however, the amount of prep time accrued is unprecedented and there is little chance that teachers will actually be able to reclaim it through TTOC coverage, again due to the ongoing shortage of TTOCs. The discussion with the Board is underway and we hope to have results after the Spring Break.

As always, we thank you for the wonderful work you do with our students and the care and support you show for your colleagues. Have an excellent break!



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/>.

VSTA Executive Committee 2018-2019

In anticipation of our upcoming AGM we would like to encourage any and all interested VSTA members to consider nominations for next year's Executive Committee. These hard working members provide union representation at the school, district and provincial level. Check out the "job description" below and see if you, or someone you know, might be a great fit for this upcoming opportunity! **The deadline for nominations, candidate statements and a photo is APRIL 13.**

Nomination forms are available from your Staff Rep, the VSTA website (<http://vsta.ca/wp-content/uploads/2018/03/Nominating-Form.pdf>)

Executive Committee member description

This volunteer position is open to any VSTA member. The Executive Committee provides advice to the In-House Table Officers (President/Vice-Presidents) and takes on an active leadership role. This is an excellent opportunity for anyone looking to gain more insight into the workings of their local union and the school board. You may serve as a Local Representative, chair one of the VSTA standing committees (Pro-D, Health & Safety, Working & Learning Conditions/Bargaining, Social & Environmental Justice, Technology) or be a Member-at-Large.

We ask for the following commitments: attending three Thursday evening meetings a month, going to one annual weekend retreat (usually the 3rd week of September), willingness to attend the BCTF AGM during Spring Break (starts on a Saturday afternoon and ends on the following Tuesday afternoon), sitting on VSB Advisory Committees as well as attending SURT days during the year.

VSTA In House Table Officer Description (President/Vice-President)

Responsibilities:

- Member services – Collective Agreement information, discipline, Health & Wellness
- Liaising with Board staff – Human Resources, Labour Relations, Senior Management
- Collective Agreement – enforcement and interpretation, grievances and arbitrations
- Liaising with the BCTF – BCTF AGM, BCTF RA, Federation Leadership Institute, Zone Meetings
- Planning SURT & Exec Retreat
- Supporting Staff Reps & Exec members (especially chairs of Standing Committees)
- Creating Executive Committee & Council agenda
- Communications with members
- Managing office staff
- Managing the building

Expectations:

- Office hours (8:30-4:30/9:00-5:00)
- Evening meetings (Executive, Council, Board & Committee meetings)
- Weekend meetings (BCTF Functions & Executive Retreat)

Skill set:

Ability to balance big picture with details, willingness to listen and function well as part of a team, skilled at creating and maintaining professional relationships, good at seeing connections that lead to thinking ahead and predicting, flexibility and taking initiative.

Teacher Regulation Branch (TRB) Annual Fee

The *Teachers Act* requires that your annual practice fee must be paid by May 31 to retain a valid BC Ministry of Education certificate. If you received the email below last week in your VSB email, it means that you are set up in PeopleSoft for your annual TRB deduction. If you have not received the email and you wish to be set up for automatic deduction, please contact employeeservices@vsb.bc.ca.

The annual Teachers Regulation Branch (TRB) Annual Practice Fee is a mandatory deduction from pay for all employees who require a valid TRB to perform their job. This deduction will automatically be processed for all employees actively receiving pay.

*Although employers are required to deduct the annual fee from all certificate holders, **there are two exceptions (where opt out is allowed):***

1. If the Teacher certificate holder is employed by more than one school district or

If the Teacher certificate holder is retiring on June 30th and wishes to relinquish their teaching certificate. If you meet one of those exceptions, you can opt out of the Teachers Regulation Branch annual practice fee by providing your consent through Employee Self Service, click here [Annual TRB Rescind Deduction](#) or log in to PeopleSoft and navigate to Self Service>>Payroll and Compensation>>K12 TRB Withdraw Consent. If you forget your password, (same credentials as myvsb) then contact the servicedesk@vsb.bc.ca or telephone 604-713-4444.

Pro-D/Field Trip Opportunity with Bard Unbound

Bard Unbound is Bard on the Beach's teacher training program. See <https://bardonthebeach.org/education/schools/bard-unbound/> for more information. These sessions are great for teachers of English Literature, Language, and Drama. Schools can also invite Bard Unbound facilitators for Pro-D days.

There are also Bard in the Classroom workshop offerings. The web page for finding out more and putting in booking requests

is here: <https://bardonthebeach.org/education/schools/bard-in-the-classroom/>

These workshops give students the opportunity to play and explore in interactive sessions, which can focus on specific plays or provide a general introduction to Shakespeare.

Please contact Jenny Rush-Cooper directly at jrushcooper@bardonthebeach.org with questions or to make a booking.

BC Teachers' Federation 102nd Annual General Meeting March 17-20, 2018

Every year our BCTF AGM is tasked with setting the priorities and Leadership Report of the Federation, setting the fee and electing our BCTF Executive Committee (EC). This year's AGM will be the first year opportunity to elect members to the newly structured BCTF EC which includes space for equity-seeking groups. In addition to the traditional Member-at-Large positions, there are two additional positions: One for a member that identifies as an Aboriginal person and the second for a member that identifies as a Racialized person.



As our current Collective Agreement (CA) expires June 30, 2019 much of the AGM will be filled with debate related to bargaining. Other topics for debate will include creating strategy to attract and retain BC teachers, advancing the cause of public education, and advocating for support to effectively implement the redesigned K-12 curriculum.

Thank you to our VSTA Delegates and Local Representatives who will be spending part of their spring break conducting the business of the BCTF. Our VSTA representatives are: Emily Bekkering, Michael-Don Borason, Madeline Brewster, Cindy Dudra, Treena Goolieff, Leanne Hagglund, Peter Halim, Phil Lee, Preet Lidder, Sara McGarry, Sylvia Metzner, Duane Mugford, Trish Mugford, Nancy Palejko, Nigel Reedman, Alyssa Reid, Jay Rudolph, Katharine Shipley, John Silver, Terry Stanway.

The meetings take place at the Hyatt Regency Hotel, Vancouver. BCTF members are welcome to visit the AGM during any of the sessions. You can find VSTA Delegates at Table 19!



As you may be aware, Union Dues are tax deductible as is our Teachers' Regulation Branch (TRB) annual fee. Be sure to include this information in your tax return.

BARGAINING

Preparation for June 30, 2019



As you are likely aware, our current Collective Agreement (CA) expires on June 30, 2019 and the process to prepare for bargaining has begun. At the beginning of February 2018, teachers from around the province gathered for the first of two BCTF Bargaining Trainings. The experience was powerful and participants are now more skilled and ready for the months ahead. There will be another BCTF bargaining training April 13-14, 2018.

The VSTA is also preparing for bargaining. Working and Learning Conditions and Bargaining (WLCB) Reps will, with the support of VSTA In-House Table Officers be reaching out to schools to conduct Focus Groups as our next action in the preparation for bargaining. The purpose of the focus group meetings will be to raise the bargaining profile and work to increase member participation in the Bargaining Survey that will occur late April. Our desire to reach a good deal for teachers necessitates the engagement of members, as teacher input creates power at the bargaining table. With a clear and concise message from members, the bargaining table has more strength, and confidence to speak to the issues concerning us. This confidence makes less space for the employer to ignore our proposals or dismiss our demands.

VSTA members will be surveyed from April 20-30 on both Local and Provincial bargaining issues.

Due to our current bargaining structure imposed in 1994, PELRA (Public Education Labour Relations Act) all matters related to cost are negotiated provincially

between the BCTF and BCPSEA (BC Public Schools Employers' Association). Items such as salary, benefits, work load, class size and composition and paid leave are bargaining provincially. Local matters include issues such as the Post and Fill, Evaluation and Discipline Process, and Staff Committees.

Although the VSTA does not directly bargain with the employer on issues such as salary, these cost issues will be canvassed and our objectives will be taken by our VSTA representatives to the Provincial Bargaining Conference October 25-26, 2018. Through debate at this conference, the Provincial Bargaining Objectives will be determined.

The BCTF has formally expressed to BCPSEA and the provincial government that we would like to open bargaining no later than December 9, 2018 and that the restrictive employer mandates, unconstitutional legislation, and government demands for significant concessions on professional matters in recent rounds of bargaining have not been conducive to constructive negotiations. The BCTF has expressed the desire to address issues that have been unsolved due to the bargaining approach of the previous government.

Your voice and engagement in this upcoming round of bargaining are essential as our strength comes from your participation in the process. This is our tool for labour peace and a fair contract. Reach out to your WLCB Rep and ask about the upcoming Focus Group and Survey!

How BC votes: 2018 referendum on electoral reform

A decision made at the 2018 BCTF Winter Representative Assembly to advocate for a change to BC's Current "first past the post" provincial election model. However, prior to changing the system it is first necessary to take the time to consider the pros and cons of the current model to elect MLAs. The opportunity to vote on this referendum issue will be during the October 2018 Municipal Elections.

Details of the consultation process and lots more information can be found through the links below.

- Home page for BC government *How We Vote* website: <https://engage.gov.bc.ca/howwewote/>
- Stakeholder Submissions page: <https://engage.gov.bc.ca/howwewote/about-the-process/written-submissions/>
- [Broadbent Institute](#)
- [Canadian Centre for Policy Alternatives](#)
- [Fair Vote Canada \(BC Steering Committee\)](#)
- [YES PR BC](#)
- Elections BC [Referendum page](#) (reports on past referenda, preliminary information on the 2018 referendum)

sharing our stories on CLIMATE ACTION & JUST TRANSITION

How can we ensure the ambitious targets set by the Paris Agreement to address climate change lead to the creation of decent, secure jobs and leave no one behind?

Join us at our evening event on Just Transition to hear from speakers from New Zealand, Denmark, and Norway who have firsthand experience creating just transition strategies: how it can bring more and better jobs, create a thriving economy, and opportunities for local communities.

THURSDAY, APRIL 5
CREEKSIDE COMMUNITY CENTRE
1 ATHLETES WAY, VANCOUVER

Free admission, but space limited
RSVP at <https://justtransitions Summit.eventbrite.ca>

5:30 PM: Registration
6:00-8:00 PM: Stories and discussion
8:00-9:00 PM: Wine and cheese reception

Sponsored by:
Just Transition Centre, CLC, BC FED, NWDLC, VDLC



Salary Grids and the Economic Stability Dividend (ESD)

As per LOU. No. 14 signed in our last round of bargaining, in addition to the bargained salary increases teachers will receive a general wage increase equal to one-half of any percentage gain in real GDP above the forecast.

The salary grid below reflects the salary increases in the six-year collective agreement (July 1, 2013 to June 30, 2019) between the BCTF and BCPSEA: +2.0%, effective September 1, 2014; +1.25%, effective January 1, 2015; +0.45% ESD increase effective May 1, 2016; +1.0%, effective July 1, 2016, +0.35% ESD increase effective May 1, 2017 and +0.5% increase, effective July 1, 2017. The Economic Stability Dividend (ESD) has resulted in percentage increases being applied May 1, 2016 (0.45%) and May 1, 2017 (0.35%).

As per LOU. No. 14 teachers may also receive a percentage increase as a result of the Economic Stability Dividend on May 1, 2018, and 2019.

The salary chart below has been prepared by the BCTF and reflects ESD increases. See the BCTF website for more information. <https://bctf.ca/uploadedfiles/SalaryGrids/SD39.pdf>

Step	Cat 4	Cat 5	Cat 6/PA	Cat 6/M
0	\$46,273	\$50,809	\$54,968	\$55,818
1	\$48,588	\$53,357	\$57,762	\$58,612
2	\$50,903	\$55,903	\$60,556	\$61,406
3	\$53,218	\$58,451	\$63,349	\$64,198
4	\$55,534	\$60,998	\$66,143	\$66,992
5	\$57,849	\$63,544	\$68,936	\$69,785
6	\$60,163	\$65,092	\$71,730	\$73,579
7	\$62,478	\$68,639	\$74,523	\$75,372
8	\$64,793	\$71,186	\$77,316	\$78,166
9	\$69,123	\$73,733	\$80,110	\$80,960
10	-	\$78,568	\$84,976	\$86,109

HAPPY TO HEAR FROM YOU AT THE VSTA OFFICE!

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

