



TACKBOARD

The monthly newsletter of the Vancouver Secondary Teachers' Association

VSTA ANNUAL GENERAL MEETING Tuesday, May 15, 2018 4PM at Tupper

Members will receive financial reports, vote to approve the 2018-19 operating budget, elect the VSTA Executive Committee for 2018-19, and vote to approve by-law changes. We will also be receiving an update on bargaining and ratifying bargaining objectives. Door prizes will be presented at the end of the meeting, followed by a social hour in the staffroom. We look forward to seeing you there!

NOTE: The VSTA audited financial statements, list of candidates running for election and their candidate statements, and annual reports are available at www.vsta.ca.

Union membership is like a gym membership. You pay your monthly dues, but you must show up and participate to become stronger.



Checking your class size and composition for the remedy calculation

A common error that we are encountering in remedy calculations is failure to capture the highest remedy value for the month due to changes in class enrollment over the course of the month. Please send us an email (terry@vsta.ca) if you believe that you have not been awarded remedy for a class that should have generated remedy or if you believe that the remedy that you were awarded was not based on the

The signs of spring are here with longer days, cherry blossoms and occasionally, a day that doesn't require a coat. We know that teachers are in the last long haul of the year until the promise of summer. The VSTA office is currently in the throes of getting members up to speed on bargaining – you will likely have seen Treena, Terry, Rory or Katharine at your school for a bargaining presentation in conjunction with your WLC/B reps. Please take some time to fill out the Bargaining Survey as the more responses we have, the more strength we have at the table knowing that we are speaking for members.

We are also preparing for our own AGM that will be happening on May 15. We hope that we will see many of you as there will be elections, Constitutional Amendments, amazing door prizes and childcare for those who need it (please let us know).

The number one issue we have faced all year is the TTOC shortage which has meant that we are now in the process of signing a limited time Letter of Understanding (LOU) with the Board on compensation for lost prep time. A further tension created by the lack of TTOCs has been the challenge with remedy and the ability to access it. At our last meeting with the Board, it was reported that so far 486 requests for remedy had been received and that 219 of those requests had been filled. Of those requests, only 55 of them were at the Secondary level and 34 of those TTOC requests had been filled. If the Board had staffed to our restored language rather than "Best Efforts" from the MOA – a grievance proceeding to arbitration – and if we did not have a TTOC shortage – we would not be faced with the dilemma that we are currently facing. We have BCTF policy that we do not accept "cash for kids" and yet we know that there will be large amounts of outstanding remedy at the end of the year. We continue to seek guidance from the BCTF and engage both our Staff Reps and Executive in the discussion.

Lastly, the VSB budget process is underway. Thank you to all members who filled out our Budget survey – we will be communicating a summary of results to the Board in our response. While no huge cuts have been announced (is there anything left to cut?), we are fully aware that our non-enrolling colleagues, specifically our teacher counsellor colleagues, are concerned about noises coming from the Board in terms of possible reductions to staffing. These concerns will also be shared in our formal response to the Budget on Tuesday, April 24.

Please take good care of yourselves and your colleagues as we head into the final stretch and we hope to see many of you at our AGM on May 15 at Tupper Secondary.

most egregious class size and composition numbers over the course of the month. If you would like to check the calculation yourself and have not saved a class list, you can do so from the **MyEd Gradebook** as follows:

'Pages' View (main page after login) > Gradebook (from top tab) > select a class > choose 'Roster' (under 'Details' tab) > select the 'Filter' menu in the top tab bar (it looks like a funnel) and choose 'All Records'

This screen provides the withdrawal

dates for all students who have left the class and the enrolment dates for students who joined the class after September 5th. If you would like to check whether or not a student had a designation, you can do so by clicking on the '[X]' in the 'Info' column and clicking on the 'Programs' tab. The 'Severe' categories: A, C, G, and H, and the 'Less Severe' categories: D, E, F, and Q, are recognized in the remedy calculation. You should not have more than one student with a 'severe' designation.

SPRING SURT



Post and Fill

The Post and Fill process as outlined in Article E.21 of the Collective Agreement. Teachers will apply for postings as category A, B, C, D, E, or F as appropriate. All postings will occur in one round in June.

SOME KEY DATES TO NOTE:

JUNE 1 or earlier	Employees informed in writing of transfer due to surplus; Copies of surplus letters must be submitted to HR.
JUNE 5-11	Spring Transfer Period: All continuing and temporary positions
JUNE 11 onwards	Interviews and offers for continuing positions only <ul style="list-style-type: none"> Interviews and offers for temporary positions may only proceed upon approval from HR (may be used for placements)
JUNE 16	HR will begin placement of all unassigned continuing contract employees (unassigned Priority Group B employees)
AUG 14-20	SPP vacancies posted
AUG 20 onwards	Interviews and offers for SPP continuing positions only <ul style="list-style-type: none"> Interviews and offers for temporary positions may only proceed upon approval from HR (may be used for placements)
SEPT 4-10	2018-19 Posting Period 1

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 are: September 30, January 31 or May 31.

All applicants must apply through the Teacher Qualification Service (TQS). For further information, go to www.tqs.bc.ca or call 604-736-5484.

BCTF AGM 2018

VSTA AGM delegates spent the first 4 days of Spring Break at the BCTF AGM. We had four first time delegates attending and our table had welcome visits from both of our alternate delegates as well a student teacher and a VSTA colleague. In terms of leadership, Glen Hansman (Vancouver Elementary) was re-elected for a third one-year term as President to lead the Federation in the important year leading up to the end of the current collective agreement. First Vice-President Teri Mooring (Quesnel) and Second Vice-President Clint Johnston (Chilliwack) were also re-elected to serve in their respective positions. As a historic first, Marjorie Dumont from VESTA was elected to the BCTF Executive for the Aboriginal member-at-large spot and Lizane Foster from Surrey was elected for the racialized member-at-large spot. Much like last year, the equity motions regarding representation of women on Executive failed. Over 75% of all public school teachers in BC are female – the discussion centred on leadership representing membership. There was also the beginning of the conversation on the need to recruit more men into teaching.

Other discussions centred on curriculum implementation, mentorship and increasing privatization of the education system in BC.



2018 VSTA AGM Candidates' Statements

FOR PRESIDENT



Katharine Shipley, VSTA

Despite ongoing challenges around funding, recruitment and the restoration of our language, we do now have a government who supports public education, an elected Board of Trustees and a fully functioning Senior Management – a big change from where we were a year ago. I want to thank all our Union representatives in our schools – these colleagues keep us informed and support everyone on the ground. Our focus this year has been on training and support of our Union representatives, connecting with new teachers and getting ready for bargaining. We've worked hard to make our Executive a place for all voices and perspectives and it has been a privilege for me to work with my fellow Table Officers, our Executive, our school based Union representatives and of course, Mo and Kim. If elected President again for the 2018-2019 school year, I will continue my work in building collaborative and respectful relationships with the Employer – as we head into Bargaining, it is important that we are able to approach difficult conversations in a co-operative and purposeful manner.

FOR FIRST VICE-PRESIDENT



Treena Goolieff, VSTA

2017-18 school year has provided me with a tremendous opportunity to grow, and to serve the VSTA and I ask again for your support as I put my name forward for 1st Vice-President. If elected, I will continue to focus on preparations for our next round of bargaining. Our current Collective Agreement expires June 30, 2019 and it would be a privilege to pour all I can into the bargaining process. This commitment will help to strengthen our teams as they work to achieve a fair and well-deserved deal for teachers both at the local and provincial tables. I thank my colleagues Katharine, Rory, and Terry for their mentorship, and Mo and Kim for their guidance this year.

I have been a member of VSTA Executive since 2006 and I have served as WLC/B Chair, Social & Environmental Justice Chair, TTOC Chair, and Local Representative to BCTF. Within the BCTF, I sat as a member of the Committee for Action on Social Justice and currently I am a BCTF Women in Negotiations (WIN) workshop facilitator.

FOR SECOND VICE-PRESIDENT



Rory Brown, VSTA (and part-time member of the BCTF Executive)

I am happy to put my name forward for a final year of service to our members as 2nd Vice-President. In the VSTA office in 2017-18, we have accomplished a great deal of work to make Vancouver's public education system a more equitable place to work and learn for teachers and students. As a member of the BCTF Executive Committee for 2017-18 and 2018-19, teachers will be well-served to allow me to continue for an additional year at the VSTA as a support for the President and the rest of the team. Teachers are entering a bargaining year for next school year and stability and consistency in our Local officers will serve the membership well. Thanks for your support.



Trish Mugford, Vancouver Technical

We are in the midst of yet another challenging year, one in which I was able to experience first-hand how frustrating our working environment continues to be. Teacher shortages, CS/CC violations, loss of prep time are common daily reminders that restoration of our language is not complete.

I am running for 2nd Vice-President. The most rewarding work I have done outside the classroom has been serving and supporting my colleagues. It was the best part of my year in the VSTA office and it is a large part of the work I am doing this year at Van Tech where I am a Staff Rep, Pro D and School Culture sub-committee chair. Both teachers and students remind me daily how much more there is to learn.

My teaching and union experience has deepened and broadened my empathy. I am a BCTF Parent Presenter and a member of the BCTF Committee for Action on Social Justice. I work with BC teachers on issues which have taken me to the BC Legislature and to Vernon. This has broadened my perspective as a teacher, working mother and citizen.

FOR THIRD VICE-PRESIDENT *at .4285 FTE release when a fully released President or Vice-President serves as a part-time member of the BCTF Executive (By-law 3.1.d)*



Terry Stanway, VSTA / Vancouver Technical

I have been teaching in Vancouver at Vancouver Technical since 1992. Over this period, I have had several tenures on Staff Committee and have chaired our school Technology and Finance Committees. I have been a member of the Executive Committee since 2011 and I am currently our 3d Vice-President, dividing my time between Van Tech on Day 1's and the VSTA office on Day 2's. I have previously held the role of VSTA Treasurer. In the community, I am the Past-President and current Treasurer of the Association of Neighbourhood Houses of BC. I have been a member of the ANHBC Finance Committee since 2005. As part of my work with ANHBC, I sat on a committee which oversaw a building redevelopment with a construction budget of over \$11 million dollars. I am interested in good governance in general and how financial management influences organizational structure and governance. I look forward to working with the Executive Committee to address the challenges facing the VSTA and district - including the challenges presented by the potential redevelopment of the VSTA/VESTA building.

FOR TREASURER



Phil Lee, Vancouver Technical

My first year as the Treasurer for our local has been very informative, insightful, and at times challenging as I learn about our finances. Our local's budget is one of the largest in the province and as a result, a careful and detailed reading of the budget line items is of prime importance.

My background in Physics, Mathematics, and as well as having previous experience in working with large budgets (managing resource exploration projects whilst working as a Geophysicist) has taught me to be detailed, methodical, pragmatic, and to be critical of how numbers can affect a program and/or enhance it.

It would be a great honor to serve as the Treasurer again for the upcoming 2018-2019 school year. I hope that you will vote for me as a Treasurer. Thank you.

FOR LOCAL REPRESENTATIVE – 3 positions - “one of which shall be the President” (By-law 3.7.a)



Madeline Brewster, Killarney

I teach Spanish and Social Studies at Killarney Secondary, and have been a Member-at-Large on the VSTA Executive for one year. During this year I have deepened my understanding of the work our union does for each and every member, and I have listened to the issues that Vancouver teachers are currently facing. I believe strongly in the strength of our union to fight for what teachers deserve, which is why I'm running for the position of Local Representative.

I have had the opportunity to attend several BCTF Zone meetings, the Federation Leadership Institute, and my third BCTF AGM! These opportunities have allowed me to gain leadership skills and collaborate with fellow colleagues from around the province. In the position of Local Representative, I hope to build on the skills and relationships that I have fostered in order to ensure that VSTA's perspective is heard at the provincial level. Thank you for considering me for this role.



Phil Lee, Vancouver Technical

It has been an honour to represent VSTA as a Local Representative (LR) to the BCTF's Representative Assembly (RA) for the past four years and I would like to continue in this role.

Being a LR is to act for our members and our local. It is to bring forth issues/concerns of our local to the BCTF.

Volunteering as a LR has given me the opportunity to make connections with other LR's and Presidents from different districts. I have learned about their challenges and how it relates to our own issues and how difficulties can be handled through strategic and collective actions. Learning from and collaborating with others to overcome challenges is very important to me and I bring these skills and values with me.

I am proud that I have been given the opportunity to be a LR and I would be honoured to continue in this capacity for the upcoming school year.



Sara McGarry, Templeton

I am currently working as a TTOC in Vancouver secondary schools on day 1, and 'on contract' day 2 teaching Social Studies and Planning. For the last three years I have had the opportunity to represent TTOCs on our local executive. This past year, I also took on the role of attending BCTF Representative Assemblies and the 2018 BCTF AGM as a VSTA Local Rep. It was a privilege to bring a VSTA perspective to discussions and debate at the provincial union level. I hope to continue in the role of Local Representative and as a member of the VSTA Executive Committee next year.

In addition to my involvement in VSTA, my union activism includes; facilitating BCTF workshops throughout the province (6 yrs); and as a BCTF Action on Social Justice Committee member (3 yrs). I have also attended four BCTF AGMs, three Metro-West Zone meetings, and two BCTF Summer Conferences.

I continue to be inspired by the dedication of our local staff reps, VSTA Committee Members, our local Executive Committee, and by the work that *all* teachers do to support working and learning in our district.



FOR MEMBERS-AT-LARGE

8 positions. 7 Member-at-Large positions (if immediate Past President is active), except in years where a Third Vice-President is elected, then there shall be 6 Members-at-Large (By-law 3.1.g)



Nikitha Fester, Vancouver Technical

It is with a sincere interest that I am submitting my candidature for the position of Member-at-Large for the VSTA. I feel that I am an exceptional candidate for this position because I am an effective communicator, problem solver and empathetic listener. A union represents its members and makes decisions on their behalf, therefore as a representative of a collective, it is critical to be able to communicate the ideas and the desires of the group and also relay information back clearly and effectively. Presently, many aspects in our line of work are changing and evolving, to that end it is necessary to be able to navigate through the uncertainty and develop realistic and applicable solutions. Finally in dealing with these various situations, it is imperative to listen with your head and your heart in order to develop a solution that bears witness to what has been shared with you. These qualities are essential for someone who intends to represent a collective and are qualities that I possess. Therefore it is with confidence that I am submitting candidature for the Member-at-Large position.



Scott McKeen, Lord Byng

I currently teach Social Studies and First Peoples English, coach Rugby and field hockey, and serve as a Staff Rep at Lord Byng Secondary. For the past three years I have been honoured to be a Member-at-Large on the Executive and hope to continue in that position next year. In serving on the Executive I hope to continue to build our capacity to embrace the challenges of the new curriculum and to enhance our ability to make reconciliation a reality in the school system. This year I stepped into the role of VSTA Aboriginal Education contact for BCTF Zone Meetings. At Byng, I have been actively engaged in the Curricula Implementation process, which includes working on an inquiry group that is looking at developing an interdisciplinary program focused on Community Stewardship and Environmental Sustainability using the First Peoples' Principals of Learning and Indigenous Ways of Knowing.



Sylvia Metzner, Tupper

Having returned to the classroom in the past two years, it has been a pleasure to re-connect with staffs as a whole and the School Union Teams in particular. Many thanks to Eric Hamber and Sir Charles Tupper for being so welcoming. Despite our successes, there is always important work to do as we struggle to have our Board fully implement our restored CA language and prepare for the next round of bargaining. I would appreciate the opportunity to continue to share my passion for Special Education and my knowledge base from 6 years at the VSTA Office as a Member-at-Large of our Executive.



Nancy Palejko, John Oliver

I currently teach languages and psychology. My teaching specialties include French, Spanish and ELL. I have been a VSTA Staff Representative at for at least 9 years now, and I have been a Member-at-Large for the last 5 years.

If re-elected, I will continue to speak up when I feel more clarity is needed. I will continue to bring members' concerns to the table. I feel one of my strengths is speaking up when something uncomfortable or unpopular needs to be said.

My particular interest lies in increasing member involvement in our union and helping our members understand how much the BCTF and the VSTA actually support us. I feel our union is our only source of hope in maintaining our high BC educational standards in these times of cutbacks and market driven ethics.

I welcome the opportunity to offer my time and skills to serving as a Member-at-Large for the VSTA.



Alyssa Reid, Windermere

I have been teaching with the VSB since 2008 and I started my career off with a series of layoffs. Being a new teacher I did not understand how our collective agreement played into the process of staffing and I was often left feeling unsupported and alone. Now that I have settled into a school, as Staff Rep I strive to make sure that our new teachers know that the union is there to support them! I have been a Staff Rep for 3 years, and I feel that I have learned a lot about how our union works, how to improve my interpersonal skills, and I am growing to love the leadership role. Being Staff Rep has allowed me to build relationships with many of our staff members which has helped me grow in my teaching practice and personally. Starting the year as the only Staff Rep I have relied heavily on Katharine, Rory, Treena and Terry and felt so supported that they have inspired me to put my name forward for Member-at-Large.



John Silver, John Oliver

I am currently a Technical Education teacher at John Oliver. I have been honoured to be a Member-at-Large with the VSTA Executive for the past several years. Further, I have also been a delegate at the BCTF's AGM over these years as well as being a member of the Local Bargaining Team in the last round of local bargaining.

To put it mildly, the transition back to our restored language is still a work in progress. It's very obvious that our students continue to have oversized classes when we look at the amount of remedy which teachers in Vancouver are receiving. We must advocate for our students in order for them to have the learning conditions they deserve.

The VSTA is currently preparing for the next round of local and provincial bargaining. Our association and its committees will play an essential role in these negotiations to set a bright future for our students.

FOR TEACHER TEACHING-ON-CALL REPRESENTATIVE – endorsed candidate



Karine Ng, TTOC

I am currently working as a TTOC in Vancouver secondary schools. In my 14 years of teaching in the district, I have come to know the working conditions of beginning and professional TTOCs.

Heartened by the opportunity now to make long overdue changes to a chronically underfunded school system, I strive to contribute to VSTA's efforts to further its members' interests. I am particularly interested in increasing the diversity and involvement of members. It is my conviction that the inclusion of different voices and members' active participation are fundamental to a healthy democratic organization such as VSTA.

If elected, I will continue to schedule regular TTOC info sessions, organize workshops, reach out to TTOCs, maintain an up-to-date email list and TTOC VSTA website, as well as continue to advocate for TTOC issues both locally and provincially.

FOR HEALTH & SAFETY COMMITTEE CHAIR



Michael-Don Borason, Vancouver Technical

Currently, I am the Van Tech Learning Assistance/Life Skills Program Teacher. I have been a Member-at-Large with the VSTA for the past 3 years. This past year, I was the VSTA representative on the Special Education Advisory Committee (SEAC), as well as Co-Chair of our Executive meetings. I've proudly served on our VT union team for the past 10 years as a Staff Rep, and W/LC Rep, and a BCTF AGM delegate for 9 years. As a Member-at-Large, I have done my best to give counsel and direction to my fellow colleagues. As a Standing Committee Chair for Health & Safety, I would have an opportunity to learn another facet of our school structure and system, but more importantly, to collaborate with more colleagues in the district. My advocacy for public education shall remain, and along with my union colleagues I will continue to strive, achieve and maintain a working and learning environment that all students and teachers deserve.

FOR PROFESSIONAL DEVELOPMENT COMMITTEE CHAIR – seeking endorsement at May meeting



Leanne Hagglund, Pinnacle Alternate (VASS)

I'm a teacher with the Pinnacle Program. Over the past year, I've served as the Professional Development Chair. Through my work on the Executive I have learned an incredible amount about the inner workings of the union, having attended the BCTF AGM, Metro-West Zone Meetings and, more recently, the BCTF Women's Institute. I have had the rewarding opportunity to work with members of the Executive, all of whom bring thought-provoking perspectives to the table, on issues important to the membership. The In-House Table Officers have been incredibly supportive, mentoring fellow members into the world of union activism. I also have had the chance to work with the wonderful VSTA office staff, both of whom are incredibly supportive. Most importantly, I learned how vital the union is to teachers and to public education. We as teachers must support our union. I look forward to my continued involvement on the VSTA Executive as the Professional Development Chair for the 2018-19 year.

FOR SOCIAL & ENVIRONMENTAL JUSTICE COMMITTEE CHAIR – endorsed candidate



Shelby Calman, Lord Byng

I am currently an English, French, Career and Spanish teacher at Lord Byng, and I am the Chair for the Social and Environmental Justice Committee. I previously acted as a representative for the Committee for three years for Hamber and Byng. Over the past year, I helped the Committee organize a Social Justice based Curriculum Implementation Day Conference for the Core Competencies. I have also been an active member of EC and have participated in various BCTF Conferences.

This year I completed my MA in Environmental Education and Communications. I focused on student-based research of environmental leadership in connection to the new curriculum and I am hoping to eventually apply my research at a local and provincial level. I would like to put my name forward for the SEJ Committee Chair. It is my hope that with my background and previous experience, I will be able to continue to advocate for social and environmental justice issues through the VSTA.

FOR TECHNOLOGY COMMITTEE CHAIR – endorsed candidate



Peter Halim, Vancouver Technical

2017-2018 is my second year chairing VSTA's Technology Committee and sitting on Executive Committee. I feel privileged to be representing our members' voices in Technology related committees such as; Employee Digital Strategy Portal, Bring Your Own Device, ICT Advisory, and Secondary Laptops Committee.

I am looking forward to representing VSTA for another school year, 2018-2019, a crucial period considering that we will be receiving new laptops, transitioning through new websites, and interacting with new communication applications.

As a Technology Committee we look forward to exploring, researching, and advocating for more succinct cellphone (and other personal technology) usage and policies in our district. Hopefully this work will lead to possible Pro-D opportunities and an increased awareness around evidence based suggested pedagogical practices in the classroom for managing technology.

FOR WORKING/LEARNING CONDITIONS & BARGAINING COMMITTEE CHAIR – endorsed candidate



Treena Goolieff, VSTA

I ask for your support for a third term as Chair for WLC/B Committee. See comments for 1st Vice-President.

A message from our TTOC colleagues

Given the challenges there are with recruiting and retaining TTOCs, the VSTA and VESTA jointly sent out a survey to our TTOCs. We had over 190 responses and two of the questions are directly related to contract teachers. Please consider the following when leaving instructions for your TTOC.

The overwhelming responses to the question **“Do you find voice instructions useful when you are deciding to accept or decline a job”** were:

- Please state the grade(s) and teaching area clearly
- Please **DO NOT** paste lesson plan or long instructions into the text box as this is read by the automated system and the TTOC has to wait until the end of the message before accepting the job. Many TTOCs report that they simply hang up as these messages can last several minutes.
- Keep it brief (see above).

The response to the question **“How would you prefer your teacher colleagues to provide lesson plans to you”** was split:

- 54% of TTOCs prefer them to be left on the desk which can be stated in the voice message
- 34% of TTOCs prefer them to be uploaded as an attachment **NOT** copied into the text box

BARGAINING

Preparation for June 30, 2019



Understanding the Local and Provincial Table

Our current Collective Agreement expires June 30, 2019 and preparations for bargaining are well underway.

Our membership will be surveyed from April 20-30 on both local and provincial issues. Member engagement in the process is a powerful tool to build the strength of our bargaining teams. For this reason, it is so important that you take time to participate in the survey as a first opportunity to inform the bargaining team of your thoughts, and perspectives.

To understand our current bargaining structure we must go back to 1994, and PELRA (Public Education Labour Relations Act). Due to the great success of full scope local bargaining, whereby locals had the ability to negotiate all aspects of their work from wages to leaves and class size and composition with their employer/school board, the provincial government of the day legislated PELRA to divide bargaining objectives into Appendix I (Cost

items: wages, leaves, benefits, etc.) and Appendix II (Non-cost items: post and fill, evaluations and others). With the new split of issues, PELRA also established BCPSEA (BC Public Schools Employers' Association) to bargain Appendix I items with the BCTF, and all non-cost items would remain with the locals to bargain with their school boards.

Since 1994, locals take their ratified objectives to the provincial bargaining conference to be debated. In this round, the Bargaining Conference will occur in October 2018. The delegates will discuss objectives and ultimately the decisions made at that conference will set the provincial objectives. For the local table, we bargain with our employer the VSB and we set our objectives with VESTA to unite as the VTF (Vancouver Teachers' Federation).

Work has begun to achieve a fair deal for teachers prior to the expiration of our current Collective Agreement. If you have questions about bargaining, speak with your Staff Reps, and WLC/B Reps or call the VSTA office.

Canadian Mental Health Week—May 7-13, 2018 — and your contribution counts!

Researchers, clinicians, and health professions state the importance to creating conversations about mental as a vital component of healthy workplaces.

While there are several major initiatives taking place to advance mental health concerns in this country, it's important not to overlook individual contributions. Every little bit counts, and we all have a role to play. What can you do in your personal or professional life to advance the cause of mental health?

There are many ways to do contribute to advancing mental health. It can mean being attentive to the health of others and reaching out, acknowledging your own 'humanness' and vulnerability, helping improve systems, or telling others when you do things to recharge your own mental health.

Here are some examples—see if these give you an idea of what your contribution might be:

- A teacher reaching out to another teacher who seems to be burning out saying “I've been seeing how you're doing these days—it may be similar to what I've been through—let me know if you want to chat.”
- A teacher sharing with a student or colleague what they did over the weekend, for example walking with a friend, exercising, eating healthy foods, spending time in nature, and labelling this as 'taking care of their mental health.'

Your leadership is needed, and now is a great time given Mental Health Week. So, what's your contribution? Give it some thought and watch how small actions can make big differences in the lives of your students, colleagues, and family.

Early Retirement Incentive Plan (ERIP) for 2018 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 2013), 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 2018 May 31** for a retirement date of 2018 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	\$20,339	\$20,339	\$26,897	\$28,045	100%
56	\$18,359	\$18,359	\$24,207	\$25,241	90%
57	\$16,319	\$16,319	\$21,517	\$22,436	80%
58	\$14,279	\$14,279	\$18,828	\$19,632	70%
59	\$12,239	\$12,239	\$16,138	\$16,827	60%
60	\$10,200	\$10,200	\$13,448	\$14,023	50%
61	\$8,160	\$8,160	\$10,759	\$11,218	40%
62	\$6,120	\$6,120	\$8,069	\$8,414	30%
63	\$4,080	\$4,080	\$5,379	\$5,609	20%
64	\$4,080	\$4,080	\$5,379	\$5,069	20%

Note: For more information on applying for the ERIP, please call the VSTA office or Human Resources.

Free Teachers' Pension Plan Member Education



There's still time to register for a free member education workshop! If you're a new member, you can take our eLearning course. Wondering how being a member of the plan, returning from parental leave, getting divorced, transferring service or choosing a pension option could affect your future? Find answers to your pension questions.

Members wondering how important events in their life can affect their future pension

- *Making the Most of Your Pension* is a 2-hour workshop that can help you maximize your pension by understanding how the decisions you make throughout your career affect your pension when you retire

Members approaching retirement

- *Approaching Retirement* is a 2-hour workshop designed to help you understand the important decisions you need to make about your pension and make the transition easier

To make sure the workshops are interactive space is limited to 35 seats. They fill up quickly so register early to make sure you attend the date(s) of your choice. If the workshop is full, you can be put on a waitlist. Or, you could take a workshop at an alternative location.

For more information and to register for a workshop, visit tpp.pensionsbc.ca > click Your pension > Pension basics or Planning for retirement.

New and potential members

- *Getting to Know Your Pension* is a 15-minute eLearning course that will introduce you to the value and benefits of plan membership

To take this eLearning course anywhere, anytime, visit tpp.pensionsbc.ca > click Your pension > Pension basics.

If you have taken the eLearning course and/or attended a workshop, share your experience with your colleagues so they can benefit from learning more about their pension.

Tackboard is a newsletter produced and distributed to all Vancouver secondary teachers on a monthly basis from September to June. It is designed to meet the needs of VSTA members and contains information on an array of subjects, ranging from the VTF Collective Agreement 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/>.

The Future of the City We Want

Vancouver faces crises on multiple fronts – sky-high rents, the overdose crisis, homelessness, social isolation, rising sea levels – and the community is fragmented on solutions.

Our city is at a crossroads, and the best path forward will be chosen together.

There is an evening panel discussion on **Friday, May 4** that will review the environmental, economic and social challenges our city faces.

On **Saturday, May 5**, community members from across Vancouver will gather for the entire day to build relationships with one another, share their hopes for the future of their city, and collaborate to outline plans for making that future a reality.

Register at www.vancouvercrossroads.ca or call 604-254-0703.

