



# TACKBOARD

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

## Message from the office

Dear Colleague,

With Spring Break around the corner, we are happy to hear that there is positive movement at the Provincial Bargaining table, which will hopefully lead to a negotiated settlement sooner rather than later.

Thank you to all of you for your political advocacy in letter writing, discussions with parents and showing up to rallies. It all makes a difference in terms of supporting our bargaining team and applying pressure.

On the Local front, our locally ratified language **will not** be implemented until we have a provincially bargained contract, so there will be **NO changes** to the Post & Fill process this year. Members who vacate their position will be a "B" category teacher for Post & Fill purposes and Staff Reps will continue to be a part of the interview process.

We are aware of concerns in terms of this year's Remedy calculations. We are working with VESTA to take these issues to the Board to be resolved. The Jackson arbitration has had an impact on overall Remedy generation, that said, we encourage you to book Remedy when and if you can.

The VSB is embarking on a consultation process around managing their capital assets (e.g. buildings) and the VSTA will keep both Executive and Council up to date on what discussions are coming out of this process. As oft reported in the news – Vancouver has overcrowded schools and schools with excess capacity, which makes it challenging to secure funding from the Provincial government to build new schools. Furthermore, there is a lack of co-ordination between city planners, the VSB and the Province in terms of making sure that schools are planned for with increasing population density.

If you are in town over Spring break, please consider dropping by the BCTF AGM to visit with the VSTA delegation. It is being held at the Hyatt from March 14<sup>th</sup> - 17<sup>th</sup>. If you are interested in being more involved with the VSTA, consider a school based Union role next year and/or putting your name forward for the VSTA Executive. Feel free to contact us at the office if you have questions about either of these roles.

Enjoy your time off with friends and family and the chance to recharge your batteries for your return in April.



In solidarity,

*Katharine, Treena  
& Jerry*



## 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 2019; 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 2020.

**RETURNING FROM LEAVE.** Teachers returning from leave must notify HR, **in writing**, of intent to work for Sept 2020.

## Remedy 2017-2018

If you still have Remedy owing from 2017-2018, please check with your Staff Rep to see how much is left. Teachers have used Remedy for Pro-D, field trips, classroom supplies, bringing in guest teachers, etc.

The VSTA would like to get these monies spent on classroom resources or Pro-D by **June 2020**.

**Please submit all your receipts at once to make accounting easier for us.**

# VSTA Executive Committee 2020-2021

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 17.**

*Nomination forms are available from your Staff Rep, on the VSTA website at [www.vsta.ca](http://www.vsta.ca) under Publications/Forms, or call the VSTA office to have one sent to you.*

## 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), serve as the Indigenous Education Chair, TTOC Representative, or be a Member-at-Large.

We ask for the following commitments:

- attend two Thursday evening meetings a month (EC & Council)
- go to the annual weekend planning session held this year on September 18-19, 2020
- Seek election to become a delegate to the BCTF AGM during Spring Break (starts on a Saturday afternoon and ends on the following Tuesday afternoon)
- possibly sit on VSB Advisory Committees
- attend School Union Rep Training (SURT) days during the year

For more information, see VSTA Constitution & By-Laws and VSTA Policies & Procedures at [www.vsta.ca](http://www.vsta.ca) under Publications/Forms.

## Teachers Regulation Branch (TRB) Fee Annual Deduction

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
2. 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 by logging in to PeopleSoft and navigate to Annual Consents and Elections >> Annual TRB Rescind Deduction. If you forget your password, (same credentials as myvsb) then contact the [servicedesk@vsb.bc.ca](mailto:servicedesk@vsb.bc.ca) or telephone 604-713-4444.

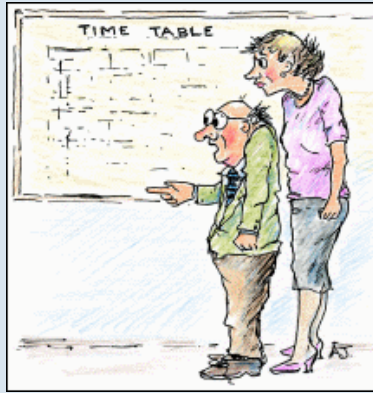
**If you are on unpaid leave, you are responsible for the fee.**





## VSΒ/VSTA Timetabling Working Group

Last year, the VSΒ and the VSTA agreed to create a working group to discuss timetabling and staffing. The group is now in its second year and is comprised of VSTA reps, VASSA reps and District Management. The goal is to create guiding principles for the District and to examine the underpinnings of what we value in Secondary education.



*I am currently in my 2nd year of involvement with the Timetabling and Staffing Committee. As we know, teacher stress and anxiety are often high during the entire timetabling process as people worry about course requests, block allocations and ultimately their load for next year. I commend the Board and the VSTA for recognizing this tension and for creating this joint committee consisting of Board management personnel, school administrators and teachers. My hope is that our work will help to make this process less stressful for everyone through the creation of guiding principles. These principles are being developed to help ensure that there is collaboration and transparent decision making between the Board-and-school administrators and school administrators-and-teachers with regards to timetabling and staffing. The work is rewarding and I believe that our teacher concerns and suggestions are being heard and appreciated.*

**Stacey Yip, Point Grey, Working Group Member**

## What is the Day of Mourning Project for BC Schools?

*The Day of Mourning (DOM) for workers killed or injured on the job, began in Canada and is now observed around the world on APRIL 28.*

Many students and young people lack knowledge of the dangers of work and their rights as workers. They are the most vulnerable group in the workforce as they are statistically more likely to suffer injury or death at the workplace.

- Workers in BC can enter the workplace as young as 12 years of age
- In BC, an average of 27 young workers have time-loss injuries every day
- Every week, seven young workers are permanently disabled in BC

### The DOM BC Schools Project

materials include activities that encourage schools to participate in a series of events and activities in the week leading up to the Day of Mourning (April 21-28). We encourage schools to participate in the Day of Mourning, teach students and young workers about their rights in the workplace, and reduce the number of deaths and injuries among young workers.

<http://domschools.ca/>

Sign up your school or class to be entered to win one of ten \$200 Apple gift cards.

Participation prizes and certificates will be also be awarded. Winners must complete a short post-project survey.



## April 8, 2020 International DAY OF PINK!

Discrimination takes many shapes, whether it's based on race, age, disabilities, gender or sexuality. The 2SLGBTQIA+ community is no stranger to the bullying and violence that stems from hateful beliefs.

While progress has been made towards removing these social barriers from our society, discrimination still persists.

So, every year, on the second Wednesday of April, we urge people around the world to put on a pink shirt and stand in solidarity with the 2SLGBTQIA+ community to continue fighting for equality and acceptance







## November 2016

Since 2016 Kitsilano Secondary School Parliament has provided students a voice in school decision making. Students, teachers and administrators debate and vote on new school initiatives and changes to school policy. Representatives are elected from each grade as well as from ELL, International Students, Arts, Athletics, and Alternate/Mini Programs. Students set the agenda, chair the monthly meetings and share half the voting seats on Parliament. The school has benefited tremendously through the empowerment of students and their unique insights and ideas. Instead of the voting blocks one would expect, debates are rich and unpredictable.

Issues Kitsilano Parliament has addressed include; core values and code of conduct, student mental health, anti-bullying and discrimination, curriculum and assessment, facilities issues, bell schedule, school events, and recycling/environmental awareness.

Thank you to the teachers, students and administrators who have made Kitsilano Parliament an integral part of school organization and culture.

If you are curious about how this works at Kitsilano, please email [katharine@vsta.ca](mailto:katharine@vsta.ca) for Kitsilano's contact info.

## Thinking of Retiring?



### THERE'S ALSO THE MONEY – APRIL 1, 4-6PM

at the VSTA Office. Making sense of pensions & group benefits This workshop covers: Government Pension Benefits, Government Health Benefits, Non-Government Group Benefits, Key online planning tools.

Register by March 13 to [mo@vsta.ca](mailto:mo@vsta.ca)

**THERE'S MORE TO IT THAN MONEY – APRIL 15, 4-6PM** at the VSTA Office. Am I ready to retire? 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. Register by April 8 to [mo@vsta.ca](mailto:mo@vsta.ca)

**TEACHERS' PENSION PLAN (TPP)** holds workshops throughout the year in various locations across the province. Check out their website for workshop dates and resources. <https://tpp.pensionsbc.ca/>

**HOW A TEACHER RETIRES FROM THE VBE & THE EARLY RETIREMENT INCENTIVE PLAN (ERIP)** – Check <https://tinyurl.com/ERIP2020> for ERIP eligibility and application process.

**Tackboard** is a newsletter produced and distributed to all secondary teachers 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 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/>.

