

President's report to KCTU AGM
May 20, 4:00
River Belle Restaurant

This past year- Along with the daily jobs of contract enforcement, teacher support, meetings, Board/KCTU liaison etc. the following have been projects that have been undertaken in this last year.

- Two inquiry groups
One group is comprised of SST's and the other group worked on how to better deal with children that are struggling. These groups are formed through a three party agreement. The Board offers release time, KCTU supplies food and local facilitators, and BCTF supplies facilitation.
- KCTU web site
John Duncan has established a KCTU website the address is bctf.ca/local20/.
- Enhanced BCTF provincial profile
Through local efforts of supporting and encouraging independent candidates for the BCTF executive our provincial profile is increasing. The greatest single increase in our provincial profile has occurred through Andy's efforts to bring benefit enhancements to the top of the bargaining objectives list for the next round of bargaining.
- Contract blending
The KCTU team is moving ahead on this process and we hope to have a printed contract by winter 2009.
- Demutualization
We are close to the May 31 deadline for application to the fund. Cheques will probably be sent out starting in Sept. 09.
- FSA campaign
This years campaign was more successful in generating attention from the public and politicians. Successes are that more education groups have publicly stated that the Fraser Institute misuses the FSA data. It is now clear that teachers have to administer the FSA's. Teachers in our local have never however marked FSA's and we will refuse to do so in the future. Finally children whose parents object to the FSA can send their children to school and alternate activities will be offered to them.

- 2 week spring break
KCTU is in the process of negotiating the terms of the 2 week spring break for 2009/2010.
- Board budget process
KCTU and teacher/librarians were heavily involved in the Board budget process and our goal was to lessen the impact of cuts on teachers. I believe we were successful in that goal. The reality of the next few years is that we have declining student enrollments and schools are becoming emptier by small degrees each year. Government funding however is based on full schools not partially filled schools like we have.
- Violent incident clarification
Due to a couple of incidents in schools this year it is clear that teachers have a lot of power to “refuse unsafe work”. If for valid reasons a teacher believes work they are about to perform is unsafe they have the right to refuse the work. A process is then set in motion to ensure teacher safety.
- Professional development clarification
We no longer have Board PD days and teacher PD days (their days and our days). Now all PD days are jointly controlled. A district joint Board/KCTU committee determines offerings on 3 district wide days. On the 3 school based days a school based committee composed of the principal, school pd rep. and staff rep. meet to determine the offerings on these days. The key concept is that all days are now jointly controlled.

Future- It is very important to anticipate what the future may hold for the union. The following issues may become important in the upcoming years.

- Provincial bargaining
Our current collective agreement runs until June 2011. BCTF is planning bargaining goal setting activities for this year and next year as well.
- Provincial cutbacks
The real provincial budget deficit will be revealed soon. At that point massive restructuring will have to take place, some of it will be valid other restructuring will follow an ideological agenda. My

opinion is that the government will wait until after the Olympics to dramatically alter the public service for fear of public demonstrations.

- Leadership in professional development/in-service
For a long time our district has not had a clear district vision of where we are educationally and where we want to go over the next few years. Bill Ford has had a major budget increase for in-service for teachers. KCTU is meeting with Board to discuss this direction and to attempt to have teacher input into the decision making process.
- Membership involvement
Over the last few years it is clear that large scale teacher involvement in the union is declining. It could be a natural result of a 5 year agreement, lack of local bargaining, dissatisfaction with the local, dissatisfaction with the BCTF. The causes are many but the impact on us is not good. We have a need for leaders who want to help lead our union. The union offers valuable leadership opportunities and training, but when we ask for people to put their name forward few do. Our union's long term health is based on volunteerism.
- Benefits enhancements
Through the work of Andy benefit enhancements have risen from a bargaining throw away to one of the top two bargaining objectives for the coming round of bargaining. We also have an opportunity to influence our local Board to seek competitive bids for our benefits package. If savings can be made maybe we can get enhanced benefits for our members.
- Teacher stress levels increasing
Teaching has always been a stressful occupation. I am noticing that due to years of stress buildup stress related time off is increasing in our district.
- Board budget deficits
The Board will face deficits each year for the foreseeable future. They have cut each year for the last many years and will be soon left with cutting teachers or closing more district schools.

Darrel Ganzert