

NEWSLETTER

Rick Guenther, President

Jeff Dunton, Vice-President

Social Justice Conference 2009

New Teachers' & Student Teachers' Conference 2009

ADTA on-line survey

Address Change

The ADTA website

When: Feb. 20 & 21
Where: UFV (Abbotsford Campus)
Pre registration is required.
Log on and check out the ADTA website at www.adta.bc.ca for more information.

The BCTF is hosting its 12th annual New Teachers' Conference on Feb 27 & 28/09. Designed for new teachers - in their 1st five years of teaching and for student teachers. Held at the Radisson Hotel, Vancouver Airport (Richmond). Registration is available online at bctf.ca/NewTeachersConference2009.aspx

A number of teachers have replied to the ADTA's survey, currently hosted at our webpage, www.adta.bc.ca if you have not completed the survey please take a moment, the information is invaluable to us as an association.

Please inform the ADTA if you have a name, address or a new telephone #. It's your responsibility to inform the SBO, BCTF and the College of Teachers of any personal changes.

Is updated on a regular basis with new and current information.
Check it out at www.adta.bc.ca

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www.adta.bc.ca

Your Health & Safety report by Dyanne Warkentin

Did you know that every time there is an incident at work in which a worker is injured, or there is an incident that has the potential to cause an injury, the employer must ensure that the incident is thoroughly investigated?

It is a legal requirement that workers must report promptly to the employer if they suffer an injury in the course of their work. There is a further legal requirement that the employer must ensure that the incident is investigated and that the investigation include recommendations for how to prevent further injury.

The reality is that teacher injuries, particularly injuries arising from

violence and ergonomics, are vastly under-reported. In addition, it is a fact that when incidents are reported they are often not investigated. These two facts combine to increase the likelihood that other workers will be injured the same way.

Probably the best way to correct these problems is to make sure that there is a well-trained, effective, and assertive joint health and safety committee in the school. Such a committee will ensure that members are educated about their obligation to report injuries, will ensure that committee members are part of the investigations into every incident, and will help to write and implement the recommendations that will prevent incidents from reoccurring.

Posting Issues

Teachers have expressed frustration around the fact there is little or no movement in the district. This is a product of the layoff procedure, which unfortunately takes precedent over seniority and experience. The Collective Agreement language is included below. This language was put into the first Collective Agreement back many years ago at the time there was little thought of layoffs. We have since experienced a movement away from local bargaining to provincial bargaining leaving little opportunity to deal with the issue of filling vacant positions. It is also the District's practice, not part of the Collective Agreement, that a continuing teacher cannot apply for a temporary position, leaving continuing teachers unable to change schools. The ADTA has expressed our desire to change this language and see more continuing postings, but the District is reluctant to make any changes to the current system.

5:10 Filling Vacant Positions

- 5:10.1 The Board shall fill vacancies in the following priority, provided that the teacher has the necessary qualifications to perform the duties of the vacant position:
 - 5:10.1.1 teachers returning from a leave of absence,
 - 5:10.1.2 teachers on the recall list pursuant to Article 3:8.3.1,
 - 5:10.1.3 transfers of assignment pursuant to Article 5:10 ,
 - 5:10.1.4 teachers posting to a position pursuant to this Agreement,
 - 5:10.1.5 teachers on call other than those who qualify under Article 5:9.6, and new appointees.

The BCTF and the ADTA continues to boycott the School Planning Councils

The school planning council consists of:

- the school principal,
- one teacher representative from the teaching staff, elected by secret ballot,
- three representatives from the school's parent advisory council, all elected by secret ballot, one of whom is an elected officer of the parent advisory council, and
- one student from Grade 10, 11 or 12, where applicable, appointed annually by the school principal after consultation with the students enrolled in those grades at the school.

BCTF policy and advice

At the March 2006 Annual General Meeting of the BC Teachers' Federation delegates voted to withdraw from participating in School Planning Councils:

- “9.A.10—That in support of increasing the focus on teaching and learning in public schools, BCTF members:
- a. participate in educational change that will produce a positive outcome for student learning.
 - b. increase their active involvement at the school level with parents through parent advisory councils.
 - c. express to parents and trustees our educational and professional concerns with FSA testing and standardized tests.

- d. withdraw from participation in the formulation of all accountability contracts and school growth plans.
- e. withdraw from participation on School Planning Councils.”

SPCs are part of the ministry of education's bureaucratic accountability agenda requiring relentless data collection and testing of students in an effort measure student achievement.

Teachers and parents have always worked together to plan school improvements that provide optimal learning conditions so all students can achieve their full potential. Teachers are committed to working with parents, PACs and DPACs so students may benefit from an enriching and challenging learning environment.

Teachers' Pension Plan Retirement Benefits Update:

You are no doubt aware of the recent investment market downturn, and you may have heard some public sector pension plans are changing their retirement benefits as the result of this and a number of other issues.

The Teachers' Pension Board of Trustees cannot comment on what other plans are doing, but we want you to know we are making no changes to our current benefits at this time. We do face similar funding challenges and we want to clarify what this means for Teachers' Pension Plan members.

First of all, we want to assure you that your basic pension benefit—the payment you receive each month, including any cost-of-living adjustments already granted—is secure despite recent investment market downturns and economic uncertainty. The board can make this promise because it must adjust contribution rates following each valuation of the basic account to ensure there are sufficient funds in the account to pay current and future pensions.

The board cannot make the same promise for future cost-of-living adjustments and group benefits because the funding arrangement for these benefits is different. Cost-of-living

adjustments are paid from a separate account, the Inflation Adjustment Account (IAA), while retiree group benefits are paid from a portion of employer contributions to that account. The board cannot increase the money coming into the IAA. At the same time, funds in the IAA are shrinking because the ratio of active members to retirees is declining, health care costs are escalating and investment earnings have been reduced after the recent market downturn. We are concerned this funding arrangement will ultimately deplete the IAA and make it impossible for the plan to provide these benefits at the current level.

**TOCs Did you Know?
BC College of Teachers Fees**

2:18.2

Upon written application to the Human Resources Department, including the original of the College fee receipt, substitute teachers who have worked for the Board for forty (40) FTE days in any one (1) school year shall be eligible for reimbursement of the annual College membership fee.

**TOCs Did you Know?
TOC Pro D Policy**

Section 28 of the Professional Development Policy reads: Teachers-On-Call (TOCs) may apply to the TOC fund for PD funds once they appear on two successive TOC lists supplied to the Association by the Board. These lists are forwarded to the ADTA 3 times a year.

- 28.1. TOCs may hold their receipts until they are eligible for PD funds.
- 28.2. TOCs will have access to a PD allotment of \$150.00 per year, **subject to availability.**
- 28.3. TOCs may not bank their funds from year to year.
- 28.4. Once depleted, the TOC and the Temporary Teacher Fund will not be topped up **within the current school year.**

Further information is available on-line at www.adta.bc.ca

Did you know?

To teach in a public school in BC, you need a teaching certificate issued by the B.C. College of Teachers. The College of Teachers establishes standards for the education of teachers in public schools, issues teaching certificates, conducts certificate reviews and, where necessary, suspends or cancels certificates.