

Gulf Islands Teachers' Association

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Dates

March 4 –
Last day of school
before Spring Break

March 22 –
First day of school
after Spring Break

April 2 –
Good Friday

April 5 –
Easter Monday

April 15 & 16 –
BCTF South Island
Zone Meeting

April 23 –
Pro D Day

May 5 –
GITA Annual
General Meeting

“In theory, there is no difference between theory and practice. In practice, there is.” Yogi Berra

Applying For a Position

Whenever a teacher is applying for a position, she/he should include in their application any information that will enhance the application. Applicants must prove that they are qualified. Even a continuing contracted teacher must have in his/her district personnel file, or in the application itself, information that would act in support of a “reasonable expectation, based on the teaching certification, appropriate training and relevant experience of a teacher, that that teacher will be able to perform the duties of the position in a professional and satisfactory manner.”(Article C.3.3) Although Article C.3 deals with Layoff and Recall, an arbitration in 1996 ruled that this “reasonable expectation” should also be the basis for hiring teachers already employed on a continuing contract by the District. Without some supporting information, the District might not be able to assume that an applicant is qualified.

GITA

Fraser Institute Errors

As further evidence of the inaccuracy of the Fraser Institute's data, the Google map provided on their school-ranking website places Fernwood Elementary School right at home plate on Salt Spring Elementary School's playing field, off by about 7 km as the crow flies.

Fulford Elementary School, meanwhile, is half way up a cliff in the middle of the forest on the east side of Weston Lake and not on any road at all. They must have trucked the whole school 6 km from its current location. I have no idea how they got it up the cliff.

John Nicolson

Retiring soon? Have you ...

1. Contacted the Teachers' Pension Plan by letter, phone, fax or email to request that a retirement package be sent to you?
2. If applicable, contacted the Teachers' Pension Plan (a) to apply to purchase service arising from a leave of absence arising within the past five years; (b) to apply for child rearing drop-out credit; or (c) to apply to transfer service from another pension plan?
3. If applicable, considered the financial ramifications of retiring during the school year when you are being paid on our 12-month pay plan?
4. Contacted your School District employer to find out when your current health benefits end to ensure you have continuous coverage until the benefits associated with the Teachers' Pension Plan begin?
5. Prepared your resignation letter to be sent to your employer 30 days prior to your date of retirement?
6. Considered converting your current group life insurance to an individual life insurance policy?
7. Contacted the BC College of Teachers as to the membership requirements for the next school year should you wish to remain eligible to work in the BC public school system after retirement?
8. Considered joining the BC Retired Teachers' Association?
9. Contacted the BCTF Income Security Staff if you have questions related to any of the above? Contact Arnie Lambert or Carolyn Prellwitz – Phone toll-free: 1-800-663-9163, extension 1921 – Email: alambert@bctf.ca or cprellwitz@bctf.ca

BCTF/GITA

First Aid Training

The School District will offer first aid training to teachers during instructional days. The district will cover the transportation costs and Teacher on Call costs for teachers wanting to take part in the scheduled training on Vancouver Island. Email Tom Graham for further details at tgraham@sd64.bc.ca.

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New Article to be Included in Our Collective Agreement

The following Article is a draft version of a proposal to be added into our Collective Agreement. It is not complete and has not yet been finalized nor signed.

Article B.8.12 Alternate Optional Twelve-Month Pay Plan

As of June 1, 2010, the following shall become and remain part of the Collective Agreement as Article B.8.12 (Alternate Optional Twelve-Month Pay Plan).

B.8.12 Alternate Optional Twelve-Month Pay Plan

- a. A continuing contract employee, or an employee hired no later than September 30 to a temporary contract of employment that extends to June 30, may elect to participate in an Alternate Optional Twelve-Month Pay Plan (the Alternate Plan) administered by the employer.
- b. An employee electing to participate in the Alternate Plan in the subsequent school year must inform the employer, in writing, on or before June 15. An employee hired after that date must inform the employer of her/his intention to participate in the Alternate Plan by September 30. It is understood that an employee appointed after June 15 in the previous school year and up to September 30 of the subsequent school year, who elects to participate in the Alternate Plan, will have deductions from net monthly pay in the same percentage as other employees enrolled in the Alternate Plan, pursuant to Article B.8.12.f.
- c. An employee electing to withdraw from the Alternate Plan must inform the employer, in writing, on or before June 15 of the preceding school year. In all other cases, an employee electing to participate in the Alternate Plan may not withdraw from the Alternate Plan unless she/he has resigned from the district or her/his employment

relationship has been otherwise severed.

- d. An employee may not stop payment of deductions unless she/he has been granted a leave of absence without pay, or has been suspended without pay, for that entire pay period.
- e. The employer will include with each contract employee's May 31 pay slip a reminder to opt in or out of the Alternate Plan by June 15.
- f. An employee electing to participate in the Alternate Plan shall receive her/his annual salary over ten (10) months, September to June. The employer shall deduct 16% from the net monthly pay. This amount will be paid into the Alternate Plan by the employer. The employee shall receive a mid-month advance of 50 percent of her/his remaining net monthly salary.
- g. The monies retained by the Board for each participant in the Alternate Plan, including interest thereon, shall be pooled in an investment plan offered by an eligible financial institution as defined in Appendix A.1.
- h. Interest on the Alternate Plan earned to June 30 shall be added to the individual employee's accumulation in the Alternate Plan.
- i. The individual employee's accumulation in the Alternate Plan, including interest earned to June 30, shall be paid in four (4) equal installments on July 15, July 31, August 15 and August 31 or, if the date is a non-banking day, on the last banking day preceding that date.
- j. An employee resigning or whose employment relationship with the employer is otherwise severed will receive that individual employee's accumulation in the Alternate Plan, including interest accrued, within thirty (30) days from the date of resignation or severance.
- k. Interest on the Alternate Plan earned during July and August shall be retained by the employer.
- l. The employer shall inform each employee of the option of the Alternate Plan at the time of hire.
- m. Prior to June 15 of each year, the Local shall receive from the employer a summary of the rates of interest that were earned on the monies held in the Alternate Plan from September through May.
- n. The employer will inform the Local of members who are enrolled in the Alternate Plan by October 31 of each year.

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