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ADTA News

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President's Message

We did not get into teaching because we were union activists looking around for a good union to join. Even I did not get into teaching to be a union activist. We also didn't become teachers so we could attend staff meetings or read emails and memos. We didn't get into this profession for the money or, all joking aside, for the holidays. We became teachers because we want to work with kids, we want to make a difference in their lives and, in a small way, make the world a better place. As teachers we spend more time caring about our students than we do caring about ourselves. We spend our money making the classroom look inviting for the students, we purchase gifts to handout when a student needs a little pick-me up, we offer enrichment activities, not because we have to, but because we want to. Because we do all this giving, it is hard for teachers to do something for themselves and at times bargaining a new collective agreement seems very un-teacher like. But sometimes we have to worry about ourselves and our families.

Our current round of bargaining is about us, improving a collective agreement that is badly in need of an overhaul. On the local level we need to make changes to our "Filling Vacant Positions" language. It is this language that in effect prevents continuing positions from being posted since all the teachers on Layoff/Recall list must be placed first.

On the provincial level we deserve a wage increase and improvements to our benefits. Over the course of the Summer a mediator decided that Saskatchewan teachers should receive a general wage hike of 5.5% over 3 years and a market adjustment ranging from 5% for those at the bottom of the pay scale to 3.34% for those at the top of the pay scale. Saskatchewan teachers were paid more than teachers in British Columbia before this increase. It is difficult to understand why the teachers in Saskatchewan are paid more than teachers in BC for doing the same job. Note: The Saskatchewan teachers still need to ratify the agreement.

Nurses in British Columbia are currently receiving a 6% market adjustment increase over the next 2 years, in effect a raise. Over the past 6 years, Physicians received a fee increase of 2.84%, 2%, 2%, and 3% as well as 8.34% market adjustment and then in the final two years of the agreement (2011 and 2012) \$90 million each year for strategically important services and labour market adjustment.

Given that the Nurses and Physicians, all public employees, are currently receiving wage increases and the teachers' of Saskatchewan are about to receive a raise as well, one must ask why not us.

Sources:

http://www.bcnu.org/whats_new_media/news_releases/2009/03-17.htm or <http://www.pssg.gov.bc.ca/psec/bargaining/>

TOCs Did you know?

Teachers on call duties - Article D.31

The teacher on call shall be required to perform only the duties of the teacher he/she is replacing.

BC College of Teachers' Fees - Article: 2:18.2

Upon written application to the School District 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.

**B. C. Teachers' Federation
Code of Ethics # 5**

The Code of Ethics states general rules for maintaining high standards of professional service and conduct toward students, colleagues and the professional union.

- 5. The teacher directs any criticism of the teaching performance and related work of a colleague to that colleague in private and only then after informing the colleague in writing of the intent to do so, may direct in confidence the criticism to appropriate individuals who are able to offer advice and assistance.

(See note below and procedure 31.B.10)

Note: It shall not be considered a breach of Clause 5 of the Code of Ethics to report reasonable grounds for suspecting child abuse to proper authorities according to legal provisions and official protocol requirements.

Factor 88 Don't Wait

Teachers who have reached factor 88, age plus contributory service with the teachers or municipal pension plan, and have 120 sick days or more saved may voluntarily withdraw from the BCTF Salary Indemnity Plan: Long Term. If you have reached age 65 or factor 90, you are no longer eligible for long-term benefits and should withdraw. It



is necessary for you to apply to withdraw. Send a completed form, available from Income Security, local presidents, or online at bctf.ca/pensions/salary/LT-WithdrawalForm.shtml, to the BCTF Income Security Division.

Did you know?

The **ADTA WEBSITE** is updated weekly with new and current up-to-date information. Check it out at www.adta.bc.ca

Did you know?

The BCTF has created MyBCTF member-only portal. What's in the portal? To sign up go to www.bctf.ca
Members will have access to:

- ✓ timely bargaining updates
- ✓ Advantage Program Info
- ✓ collective agreements
- ✓ interactive tools, including discussion groups
- ✓ easy registration for conferences & meetings
- ✓ updating of personal information

Calendar

Oct 3, 2011
Executive Mtg.

Oct 5, 2011
World Teachers' Day

Oct 10, 2011
Thanksgiving Day

Oct 12-13, 2011
Staff Rep Training

Oct 17, 2011
Executive Mtg.

Oct 18, 2011
TOC Meeting

Oct 19, 2011
ADTA General Mtg.

Oct 21, 2011
Pro D Day

Oct 26, 2011
Mat Leave Info Session

Oct 31, 2011
Halloween

Nov 7, 2011
Executive Mtg.

Nov 11, 2011
Remembrance Day

Nov 16, 2011
Staff Rep Mtg.

Nov 21, 2011
Executive Mtg.

Everything you always wanted to know about PD days

by Keith Coates, Charlene Hodgson, & Mike Lombardi

Do PD days shorten the school year? Why do teachers need professional development days? Can't teachers do PD on their time? These questions and others continue to be a matter of discussion for teachers, parents, and the public.

History of PD days

Professional development days represent a hard-won recognition of our needs and responsibilities as teachers. For many years, the BCTF made representations to our employers and the Ministry of Education to recognize the importance of teachers having the time and resources necessary to engage in professional development.

In 1972, PD days (non-instructional days) were added to the school calendar at the request of the teaching profession after years of advocacy from the BCTF. The inclusion increased the number of days of work for teachers with no loss of instructional days for students. PD days in the school calendar recognized that teachers needed time during the school year to hone their skills, improve practice, and stay current with changes related to teaching and learning

During local bargaining most locals of the BCTF were successful in achieving provisions regarding PD days. In general, the contractual provisions provide for school and/or local PD committees to determine and plan the activities for PD days. A related provision of local agreements provides most local PD committees with control over the allocation of PD funding for teachers.

For more information on the history of Professional Development check out the BCTF web site, www.bctf.ca

**ARTICLE F.22
TEACHER PROFESSIONALISM**

1. The Board recognizes and respects the professionalism of teachers covered under this collective agreement. Teachers have the professional right and the professional responsibility to determine the planning, presentation and methods of instruction for their classes within the following criteria:
 - a. teaching methods shall be consistent with recognized educational practices;
 - b. prescribed provincially and locally developed curriculum shall be followed;
 - c. resources used shall be consistent with prescribed and authorized materials.