

REPORT FROM HENNING DRIVE

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WINTER 2018

Staffing for 2018/2019 School Year

Conversations will soon begin regarding staffing for the next school year. We will have some indication of the financial situation for School Districts once the NDP government tables a budget this February.

At this point in time, we expect over 200 teachers to convert to continuing contract status before the beginning of the Spring Staffing process begins, much more than the usual 70-80 teachers that typically convert in a given year.

Please stay tuned for a special *Report from Henning Drive* on the year end staffing process, including a guide to the post and fill rules in the District.

Some Upcoming Raises for Teachers

All BTA members will be receiving raises in the next several months.

A general wage increase of 1.0% plus the Economic Stability Dividend (ESD) was negotiated during our last round of bargaining. The ESD was negotiated in Collective Agreements in the public sector and is calculated by taking one-half of the difference of the province's expected growth in the Gross Domestic Product (GDP), as determined by the Economic Forecast Council, and the actual GDP growth for the year. This amount is 0.40% for 2018 to be placed on the salary grid for May 1, 2018. Teachers will be receiving another 0.5 % increase, as a general wage increase on July 1st of this year.

In short, lifts to the salary grid in the Collective Agreement are as follows:

- May 1, 2018 - 1.0% General Wage Increase plus 0.40% ESD
- July 1, 2018 - 0.5% General Wage Increase

Once the BCTF/BCPSEA have finalized the salary grids, we will send out a copy to the membership via email.

Local Bargaining Survey

Local and provincial bargaining is fast approaching. The Local and Provincial bargaining tables open in January 2019. The BTA bargaining committee has created a local bargaining timeline in anticipation of this. The first step will be conducting a survey of its members. The bargaining committee anticipates the online survey going out to members sometime in mid February.

These surveys are very important in informing the BTA of local objectives and the BCTF of provincial objectives.

At the BTA AGM in May 2018, the BTA will be setting the local bargaining objectives and recommending any provincial bargaining objectives to the BCTF in the fall of 2018. After the survey, the bargaining committee and the executive will be doing school visits to go over the shared bargaining objectives.

BTA Wellness Survey:

Thank you to the over 200 colleagues who completed the recent BTA Wellness Survey. We have received many requests to open the survey for another period of time so if you did not have an opportunity to complete the survey (please see link below), you will be able to do so from **9:00 am Friday, January 19th to 3:00 pm Monday, January 29th**. As a tidbit, upon first perusal we can share that many teachers find support and valuable resource collegially. Look after one another, we are stronger when we are collaborative.

<https://www.surveymonkey.com/r/F9FRC3W>

Note: In order for the survey to be accurate, please **ONLY** complete the survey if you **HAVE NOT** already done so.

BCTF AGM Call for Delegates:

The BCTF will be hosting its Annual General Meeting at the Hyatt Regency, Vancouver from **March 17th - 20th**. Elected delegates from throughout the province set policy and future directions for the BCTF at the Annual General Meeting. The Burnaby Teachers' Association is able to send 24 delegates to this informative and engaging union event.

Delegates from the BTA will be elected at the General Meeting held at Burnaby Central at 4pm on **January 23rd**. If you are putting your name forward for election to the delegate team, please make plans to attend the AGM.

Members interested in being a delegate may submit a brief write-up that will be sent out through an all member email on January 18th.

This is a great opportunity for teachers at any point in our teaching career. Do not feel like you have to know what you are doing, there is lots of help and newcomers are encouraged to consider applying. If you think that you might be interested but would like to know more please feel free to speak with your staff rep or call the BTA office.

Additional Teacher in the Room

Schools across the District have been experiencing EA shortages on a regular basis. To mitigate the situation the District has been dispatching TOCs to classrooms when:

- a) Regular EAs are away; and
- b) The casual EA list has been exhausted; and
- c) The TOC list has not been depleted from covering teacher absences

The first priority is to have TOCs work in classrooms to replace teachers. Only when the circumstances above are met will TOCs be dispatched to act as an additional teacher in the room to provide additional support. Our member's will not provide medication, do any non-violent crisis intervention work, or toileting as that is EA work. TOCs dispatched in this manner should connect with their principal when first arriving at the school.

Elementary NIS Time

Just a reminder that, if you have not already had this discussion at your Staff Committee, please ensure that your school has made arrangements to address NIS time that was affected by the change to the 2 week spring break.

As a consequence of moving to a two week Spring Break, elementary schools will be deciding how the NIS time will be accounted for, with one week less of instruction.

Elementary NIS Time (continued)

The school staff is to decide whether a 50 minute block of time is to be accessed for an early dismissal for either:

- a) Teacher Collaboration; or
- b) A break in order to prepare for Student Teacher (or Student Led) Interviews; or
- c) Time for class loading discussions

Staff Committee can discuss their preferred option and make a recommendation to their staff that should be determined at the Staff Meeting. Please call the BTA if you have any questions.

District TOC Positions

As per the one-year agreement with the District, 25 FTE District TOC positions will be assigned this school year. District TOC positions involve first callout and include benefits, along with time accrued in contract that can be applied toward conversion to continuing contract.

This District TOC time was distributed to teachers in part-time contracts as of October and with the remaining positions posted as stand-alone temporary contracts as District TOC positions, to be filled as per the Collective Agreement.

As of this publication, another 7 FTE positions are to be filled (approximately 14 full-time positions for the remainder of the school year). Please check the upcoming job bulletins for these positions in the coming weeks

Events and Announcements

MLA Meet and Greet

Burnaby teachers will have a chance to meet their four Members of Legislative Assembly. This is a wonderful opportunity to hear about provincial plans around education and other pertinent topics. The meet and greet takes place immediately after a Staff Rep Assembly. Appetizers and adult refreshments will be provided.

Location: Burnaby Central—Conference Room

Date: Tuesday, January 30th

Time: 5:45 pm - 7:30 pm



New Teachers' Induction

The BTA will be hosting a New Teachers' Induction for all teachers hired between December 2016 and December 2017 at Burnaby Central on the evening of **Tuesday February 20th**.

New teachers will be given a formal introduction to the union and will be greeted by a member of the BCTF Executive. This year we will be inviting over 200 new teachers to the event - invitation were recently sent out in the mail. If you were hired between December 2016 and December 2017 and have not received an invitation, please call the BTA Office. New teachers to Burnaby hired after December 2017 will be inducted at next year's New Teacher Induction.

Events and Announcements (continued)

Coldest Night of the Year

The BTA is once again putting in a team for the Coldest Night of the Year Walk. The aim of the walk is to raise awareness and money around housing and homelessness. This could not come at a more pressing time as Burnaby currently has no homeless shelter and is in need of a more coherent housing plan. There is reason to be optimistic for progressive housing/homelessness solutions with the recent federal government national housing strategy announcement and the provincial government's commitment to homelessness (ex. Modular housing).

The 5km walk takes place on **February 24th at 4pm** starting at Marlborough Elementary school. The event is family friendly and snacks/refreshments are provided. Please respond to bta3@bctf.ca if you are interested in joining the BTA's team!

Shoe Memorial

Burnaby teachers collected over 135 pairs of shoes for women and children. These were displayed on the steps of the Vancouver Art Gallery on December 6th for the Day of Remembrance and Action on Violence Against Women. After the commemoration event, the shoes were donated to those in need. The National Day of Remembrance and Action on Violence Against Women is a day commemorated in Canada each December 6, the anniversary of the 1989 [École Polytechnique Massacre](#), in which 14 women were singled out for their gender and murdered. It is often marked by vigils, discussions and other reflections on violence against women.

Sock it to Poverty

Burnaby teachers once again did their part for the homeless in Burnaby by collecting socks and other items for the Progressive Housing Society in Burnaby. In total over 35 full bags of items were donated including 430 pairs of socks. A special thanks goes to BTA member Carol Topalian and her Literacy Foundations 3/4 class at South Burnaby Adult Education Centre who donated 8* bags of items and made a cash contribution of \$110. These same students back in September came together to raise funds and awareness to help victims of the hurricanes that devastated much of the Caribbean. Keep up the wonderful work!

*1 bag of items was donated by Irene



Adult Education Literacy Foundations 3/4 Class