

The Advocate

In consensus atque unitate stat potentia - "There is strength in unity"

A MONTHLY NEWSLETTER (MAYBE)

ISSUE NO. 1 – FEBRUARY 2015

President's Message

Because history is doomed to repeat itself, I will take a moment to caution members that there are those out there who express their outrage and built-up anger in non-productive ways. Unfortunately, we have of late experienced examples of our members, as well as other fellow union members, receiving what amounts to hate mail delivered in the most cowardly fashion; the unsigned letter.

Although the documents found their way to school mail boxes and desktops, and likely had their authors' desired effect in upsetting those that received them, in my mind it is clear that the perpetrator is not a teacher.

The letters themselves were pedantic and juvenile (old school versions of the vitriolic tripe found on sites like rate my teachers), but hurtful to those that received them nonetheless. Following lengthy investigations by the District there is still no answer as to who might have

chosen such an idiotic path in order to vent their spleen, so the victims' questions about who would do such a thing remain. And while the District and I don't always agree, I think I'm safe in saying that we hold a similar opinion of those who would be perfectly content to hide in the shadows cowering at the mere thought of having a full and productive face-to-face conversation with a fellow human.



So, should you experience this type of assault by someone who wants to complain, rant and rave, moan and whinge, gripe and whine, understand that you are not alone and be sure to contact the ADTA as an experience of this nature is most assuredly a form of harassment.

Are you looking to Job Share or Job Exchange?

The recently bargained job share language that now forms a part of our Collective Agreement will come into effect for the 2015-2016 school year. Your application to participate next year must be submitted to the Human Resources Department by March 15th. **The application has recently been created and will be available to all members from the District's HR department.**

Job share is not so much a right, but a privilege bestowed by the District, and teachers will need to apply for permission to participate each year. The District has created a form for teachers which asks them to identify their shared beliefs in a number of categories related to the position they will eventually hold. In the near future, the ADTA will also be setting up a system for teachers to find job share partners if they don't already have another member in cahoots with them.

The ADTA will be offering an information session on Monday February 23rd at 4:00PM.

2015 AGM

The 2015 AGM will commence with the opening session in the evening on **Saturday, March 14**, in Carson Hall in the Victoria Conference Centre. Elected delegates from throughout the province set policy and future directions for the BCTF at the Annual General Meeting. More detailed information about the Annual General Meeting can be found in the [Members' Guide to the BCTF](#).

2015 ADTA Delegates

Ken Ambrose
Megan Bocker
Harjinder Dhaliwal
Craig Hemmerich
Teresa Hootz
Teena Hubler
Don Johannson

Sharon Kehoe
Laura Menagh
Angeline Mushumanski
Sylvia Rempel
Jennifer Simpson
Pat Smith
Doug Smuland
Rene StMartin

Charlotte Tommy

Deb Varnes

LRs also attending:
Jennifer Brooks
Leanne Loepky
Jef Baerg

BC Teachers' Council Elections

In mid-February, you will receive ballots from the Teacher Regulation Branch (TRB) to elect your BC Teachers' Council (BCTC) representative for your geographic zone. The TRB, regulated by the Ministry of Education, held nominations for the BCTC over the winter break. We encourage you to vote in this election as it is critical to have strong representatives on the council who will advocate on behalf of teachers. The BCTF has endorsed Laurence Greeff as the candidate for the Fraser Zone.

PRO-D

Making Plans for Feb 20th?

Teachers are asked to exercise their professional right to design and control their own PD activities. In part, this would involve having made plans for the upcoming PD day this week, and then informing your school PD Rep of where you will be and what you will be doing; teachers are obligated to inform their employer of their whereabouts on a workday.

The PD Rep must present this information to the school's principal prior to the day of the event, and sooner where possible.

If you are not participating in the District's offerings and if you intend to claim reimbursement of PD funds or need approval for leave from the District, please ensure you have filled in the appropriate ADTA PD form and/or self-directed form.

For additional PD ideas: View the [BCTF Pro-D News](#), a monthly newsletter launched in October 2014.

Teachers' Pension Plan Sessions

Close to retirement or not, consider these Teachers' Pension Plan Seminars

There are two seminars:

- Your Pension, Your Future (1 ½ hours), for new and mid-career plan members
- Thinking About Retiring (2 hours), for members within five years of retirement

All plan members, including those receiving long-term disability benefits, are welcome.

Here's how to register:

1. Go to the Member website at [tpp.pensionsbc.ca](#).
2. Click **Resources**.
3. Click **Pension Seminars**.
4. Choose the seminar you want to attend: **Your Pension Your Future** or **Thinking About Retiring**.
5. Click **REGISTER NOW** under the registration method you prefer. Note: If you would like to register online, please register through My Account with your username and password.
6. Select the session that suits you best based on date, time and location.

7. Click **Continue**.
8. Verify your contact information and click **Submit**.
9. You will get a confirmation email. If you do not provide an email address, please print the confirmation screen, as this will be your only record of registration.

Registration for the spring Teachers' Pension Plan free member seminars is now open online.

Salary Increase of 1.25%

January 1, 2015

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	44,204\$	47,413\$	50,913\$	52,141\$
1	46,342\$	50,127\$	53,805\$	55,098\$
2	48,480\$	52,841\$	56,699\$	58,055\$
3	50,619\$	55,555\$	59,593\$	61,011\$
4	52,757\$	58,269\$	62,486\$	63,968\$
5	54,896\$	60,982\$	65,379\$	66,924\$
6	57,035\$	63,696\$	68,272\$	69,880\$
7	59,172\$	66,410\$	71,166\$	72,837\$
8	61,311\$	69,124\$	74,060\$	75,794\$
9	63,449\$	71,838\$	76,952\$	78,749\$
10	67,556\$	76,788\$	82,241\$	84,158\$

This salary grid reflects the January salary increase in the six-year collective agreement (July 1, 2013 to June 30, 2019) between the BCTF and BCPSEA: +1.25%, effective January 1, 2015.

Additional general wage increases are scheduled for:

July 1, 2016 (1.0%)

July 1, 2017 (0.5%)

May 1, 2018 (1.0%)

July 1, 2018 (0.5%)

May 1, 2019 (1.0%)

Fingerprints?

If you've received notification that a fingerprint check is required, you'll soon realize there is a cost associated with having either the local police or the RCMP conduct this "service". If you have them done within one month of receiving the notice though, the District has said they will reimburse you for the fee if you submit a receipt to the District HR Department, Attn: Marnie Wright.

Important Dates

February 20 th	Pro-D Day
February 24 th	School Board Meeting
March 2 nd	ADTA Executive Meeting
March 4 th	Staff Rep Meeting
March 5 th	SD#34 Budget Presentation
March 13 th	Deadline for Leaves/Job Share/Transfers
June 26 th	ADTA Retirement Gala (and last day of school)