

The Advocate

In consensus atque unitate stat potentia

"There is strength in unity"

A Monthly Newsletter

Issue No 2 - October 2017

A Message From Jennifer Brooks, ADTA President

September has been a very busy month around the ADTA office. We are happy to have had the opportunity to welcome presenter Jane Turner from the BCTF to give our School Union Training to our school Staff Representatives. We offered two days of training; one for middle and secondary reps and one for our elementary reps. The training seemed well received and we had two afternoons of great questions and discussions. At our training, each Staff Representative received a binder of information and one piece of information you may wish to talk to your staff rep about sooner than later is the new pay scale grid. Please

take a moment and look at the grid and check your pay-stub. If you are not sure what Step you are currently being paid on that information is on your pay-stub. The pay grid is not top-secret information feel free to copy the chart and post it in your staff room for any teacher or TOC's to check.

In other news, the ADTA and the School District have been in regular discussions around the restored contract and the implementation of the language. This month sees the remedy process for violations of the collective agreement language begin. The ADTA is waiting to receive more information around class size and composition and once we have

all of the information we will then send out additional information about remedy. Updated information on this process can be found on the ADTA website, in this newsletter and by talking to your staff rep or by contacting the ADTA office.

We also have a General Meeting coming up on [October 18th](#) and the contract restoration process including remedy will be one of the topics that we will be addressing. I would encourage everyone affected by any of the violations (class size or composition) to attend our General Meeting; the meeting starts at 4:00 in the ADTA hall.

CONTRACT RESTORATION UPDATE

The agreement between the BCTF and BCPSEA outlined the following process:

School Districts were given until the end of September to make best efforts to achieve full compliance with the restored collect agreement provisions regarding class size and composition of the 2017-2018 school.

Teachers will become eligible to receive a monthly remedy for non-compliance effective October 1st, 2017. Once the value of the remedy has been calculated, the teacher will determine which of the following remedies will be awarded:

- i. Additional preparation time for the affected teacher
- ii. Additional non enrolling staffing added to the school specifically to work with the affect teacher's class
- ii. Additional enrolling staffing to co-teach with the affect teacher
- iv. Other remedies that the local parties agree would be appropriate

We are now in October and preparing for remedy conversations and consultations. The ADTA is waiting for the final official numbers in several areas and once everything is in we will begin the remedy process. If you have questions or are eligible for remedy I welcome you to attend our upcoming General Meeting on Wednesday [October 18th](#) at the ADTA. We will also be sending out more information once the process for remedy has been finalized between the ADTA and School District.

Upcoming BCTF Bullying and Violence Experience Survey

The BCTF is conducting a provincial survey on workplace violence and bullying beginning on October 16, 2017.

You can assist in this important initiative by encouraging your local members to complete the survey. We would also appreciate this information being circulated to your local networks (e.g., Health and Safety reps).

On October 16, 2017, all active BCTF members will receive an email invitation with the survey link.

Survey findings will assist BCTF officers, staff, and committees to raise awareness and formulate informed responses and policies to advocate for safe, respectful teaching, and learning environments in BC public schools.

A preliminary report is scheduled for release at the BCTF Violence Summit to be held on January 18, 2018.

The study is a collaborative initiative between the BCTF, Simon Fraser University, and Kwantlen University.

If you have any questions/inquiries about the survey, please contact:

Jennifer Brooks, ADTA President

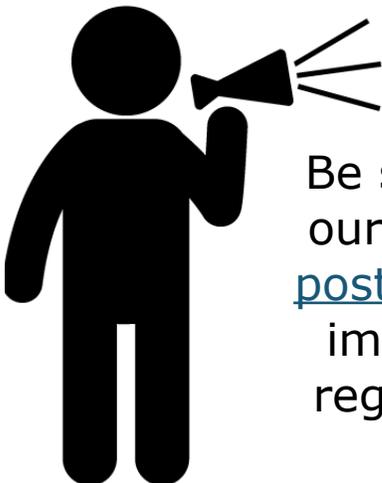
jenniferadta34@shaw.ca

604-854-1946

ADTA Building News

We have a leak.

The ADTA has received news that we have a water leak. The building committee has met and we are in the process of getting quotes to have the leak addressed as quickly as possible. We will update everyone at the next meeting.



Be sure to check our website [blog post](#) regarding an important flyer regarding FSAs.

Do you have a copy of the red collective agreement?

If you don't have one and would like to receive one, please contact Nicole at the ADTA office by email nicoleadta34@shaw.ca or by phone 604-854-1946.

Education Update

Welcome back to a new school year!

New OHS guideline: Minimizing the risk of MSI when moving a physically dependent person (G4.50-2)

This guideline applies to situations where workers are required to move a physically dependent person and may be exposed to the risk of musculoskeletal injury (MSI). It provides information on controls for minimizing the risk to workers.

WorkSafeBC Ergonomics Forum: Oct 17, 2017

WorkSafeBC is hosting a free ergonomics forum in recognition of Ergonomics Month in October. Join us for an afternoon of presentations and networking.



Date: Tuesday, October 17, 2017

Time: 12:30-4:30 p.m.

Where: WorkSafeBC's Richmond office (6951 Westminster Hwy.)

Cost: Free, but registration is required

Email ergomonth@worksafebc.com for more information.

Making your workplace dementia friendly: Information for recreation service providers

The Alzheimer Society of B.C. is pleased to announce its newest resource for recreation service providers. Recreation centres can provide important opportunities for people living with dementia and their care partners to engage with their community.



This resource is part of a series called *How can you make your workplace dementia friendly?*

Please pass this newsletter on to colleagues and friends who may find it useful.

- [Subscribe to this or other enews](#)

WORK SAFE BC

For more information on the Work Safe Education Update click [here](#).

FSA Tests Are Not Useful

The purpose of assessment is to support and promote learning.

- It is important to use a variety of methods to effectively assess student progress and meet student needs.
- Ongoing classroom assessment helps inform teaching and learning and allows students to demonstrate what they are learning in various ways.
- There are better ways to assess how the whole system is addressing the learning needs of individuals and groups. BC currently uses a variety of national and international assessments and there have been productive conversations provincially about alternatives to the FSAs.
- The FSA is not a reliable method of measuring individual progress.

Research says:

Effective classroom assessment provides the best support for student learning. Large-scale assessment is only useful for broadly evaluating the educational system and its programs.

Large-scale testing may negatively affect student motivation and learning, with the worst effects being on low-achieving students who need the most support.

How you can help:

If you wish a letter for parents to withdraw your student please let [Susan](#) or [Nicole](#) know as the ADTA must prepare any materials going out to parents around FSA. More information regarding FSA testing may be found [here](#).

Salary Indemnity Fund

Are you 65 or eligible for an unreduced pension?



You may be able to save approximately 1.2% of your salary.

Why?

Because you are no longer entitled to long-term benefits under the Salary Indemnity Plan (SIP) when you attain any of the following milestones:

- ▶ 35 years of contributory service, with a minimum age of 55
- ▶ age 61, if you reach "Factor 90" before age 61
- ▶ "Factor 90" if you are between 61 and 65 years old
- ▶ age 65.



It is up to you to apply to withdraw from long-term disability.

Ensure that in the event of serious illness or accident you have sufficient accumulated sick leave, which, when combined with 120 days of benefits from SIP short-term will protect your salary to the end of the month in which you reach one of the milestones mentioned above.

To obtain an application, go to tinyurl.com/7qrrnxx or call the BCTF Income Security Division at 604-871-1921.



MENTORSHIP PROGRAM

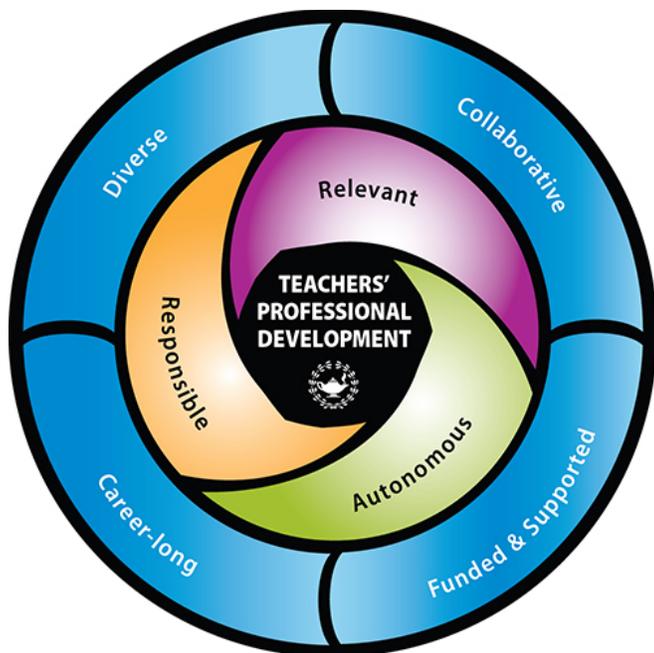
The Abbotsford School District Mentorship Program is targeted toward early career teachers, teachers new to the school district and those new to a grade or subject area. Find more information regarding this program [here](#).

If you have questions about applying for a Mentor or becoming a Mentor please contact Barb Wilson, Curriculum Helping Teacher at 604-621-8884 or at barb.wilson@abbyschools.ca

Professional Development

Taking A Look At The Pro-D Lens.....

At the centre of the lens are teachers and their learning, both as a collective and as individuals. The term "teachers' professional development" is used to highlight its use both in thinking about individual PD and PD as a collective endeavor.



The Inner Ring: Key criteria

The inner ring consists of three factors that are necessary for an activity to be considered professional development. If any of the three are not present, then the activity should not be seen as professional development.

The Outer Ring: Necessary factors

The factors in the outer ring are critical to the success of teacher-directed professional development as a collective endeavor. In turn, this collective work provides the necessary conditions for all teachers to be able to create their own rich tapestries of appropriate professional learning.

Find the complete Pro-D Lens [here](#).

PSAs

What are they?

What are the advantages?

PSAs are sources of professional assistance within the BC Teachers' Federation (BCTF). Through PSAs, members exchange ideas on research, teaching strategies, curriculum, and other shared interests. Click [here](#) for a link to a more information on PSAs

25 Teachers' PSA Present

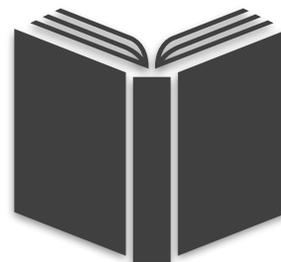
SUPER CONFERENCE

October 20-21, 2017

Vancouver Convention Centre East

- Massive exhibitors hall featuring the latest educational products & services
- Hundreds of lectures, hands-on, and experimental workshops for K-12 teachers in every subject and speciality area
- Exclusive social event Friday night at the Telus World of Science
- BCTF members \$150 regular rates, Non-BCT members \$190 regular rate

Head to www.psasuperconference.ca to register today.



Updated Benefits Chart:

Provincial Standardized EHB Plan Improvements Schedule

	2013-14	August 1, 2014	July 1, 2017	July 1, 2018
Fertility Drugs	N/A	\$20,000 LTM	\$20,000 LTM	\$20,000 LTM
Hearing Aids	\$1,000 (5 yrs)	\$2,000 (4 yrs)	\$2,700 (4 yrs)	\$3,500 (4 yrs)
Ortho Shoes	\$400	\$400	\$400	\$500
Orthotics	\$200	\$400	\$500	\$500
Vision	\$200 (2 yrs)	\$400 (2 yrs)	\$500 (2 yrs)	\$550 (2 yrs)
Eye Exam	Included in Max (2 yrs)	Separate (2 yrs)	Separate (2 yrs)	Separate (2 yrs)
Naturopath	\$500	\$800	\$800	\$900
Chiropractor	\$500	\$800	\$800	\$900
Massage	\$500	\$800	\$900	\$900
Physiotherapy	\$500	\$800	\$850	\$900
Psychologist	\$500	\$700	\$700	\$900
Acupuncture	\$500	\$700	\$800	\$900
Podiatry/ Chiropody	\$500	\$700	\$700	\$800
Speech Therapy	\$500	\$700	\$700	\$800

Mark Your Calendars:

Friday, Oct 13 - Sunday Oct 15 - BCTF Zone Meeting
 Friday, Oct 20 - Professional Development Day
 Tuesday, Oct 24 - School Board Meeting @ SBO
 Thursday, Oct 26 - Pro-D Rep Training @ ADTA Hall
 Friday, Oct 27 - Pro-D Rep Training @ ADTA Hall
 Tuesday, Oct 31 - Halloween
 Friday, Nov 3 - Saturday, Nov 4 - BCTF Rep Assembly

ADTA Office Hours

Monday - Friday 8:00 am - 4:00 pm

Contact Us

Jennifer Brooks, President - jenniferadta34@shaw.ca
 Craig Hemmerich, Vice President - craigadta34@shaw.ca
 Doug Smuland, Labour Relations Officer - labourrelationsofficer@shaw.ca
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