



TACKBOARD

President's Message

“Education is the ability to listen to almost anything without losing your temper or self confidence.”

Robert Frost



As I write we await the final VSB Budget. The trustees have some tough choices to make because of the 7.1 million dollar shortfall in funding. We have continued to ask that they keep the cuts as far away from the classroom as possible.

Although they are currently

still considering the divisor of 30 in an effort to cap classes at 30 we are unclear as to how that would be achieved. However, the preliminary revised budget did make some adjustments to lower the proposed teacher reduction at Secondary from 19.4 to 12.1 FTE. Additionally the two Secondary administrator positions which would not have been replaced (through attrition) have been reinstated in the Revised Budget. Our position is and always has been that cuts need to be proportional. If there is declining enrolment, the cuts need to reflect that across the District.

On April 21, we held a very successful Staff Rep training where we went over the new Post and Fill language, timelines and process. Staff reps had many questions and sought clarification on both the process and the new language. Those people who attended now have the training on the new language and process and the preparation to sit on the staffing and timetabling committees in each school and to participate in the posting, shortlisting and interview process.

On May 12 we go the polls to elect our Provincial government for the next 4 years. We encourage all members to get out and vote and take 5 people with you. And we think it important to bear in mind the kind of legislation the current liberal government has used to both strip our collective agreement (2001) and in this year both Bills 7 and 42 (“gag law”) which put severe restrictions on what unions and other

organizations could do to publicize their issues. The constitutional challenge brought by the BCTF around Bill 42 succeeded in cutting the previously proposed “gag” period from the 28 day campaign plus 120 days to the 28 day campaign plus 60 days. But this assault on democracy and free speech was noted by all.

Finally I want to encourage all members to attend the VSTA AGM on Tuesday, May 19th at 4pm at Eric Hamber Secondary School. This meeting elects the table officers and Executive for the 2009-10 school year and approves the budget and fee. This year Executive is recommending a small fee increase from .69 to .73. This increase would ensure that we can support a third full time table officer rather than the part time .57 position with which we have been working for the past year. The volume of work which comes across the desk of the table officers in terms of service to members, (our number one priority) running campaigns, negotiating with HR, making submissions to the Board is at times overwhelming. In order to continue to meet all those needs, we feel we need a third full-time person in the office. Additionally, we need to meet the collective agreement obligations of our unionized staff and, on the advice of our accountant, get additional money to build up reserve fund for all contingencies in 2011. Our job action in 2005 cost the VSTA over \$70,000 and we need to build up that fund as well as member relief which was also a significant cost in October 2005. So please make every effort to attend this important general meeting ; we always have a lovely social afterwards and swell gifts and door prizes as well.

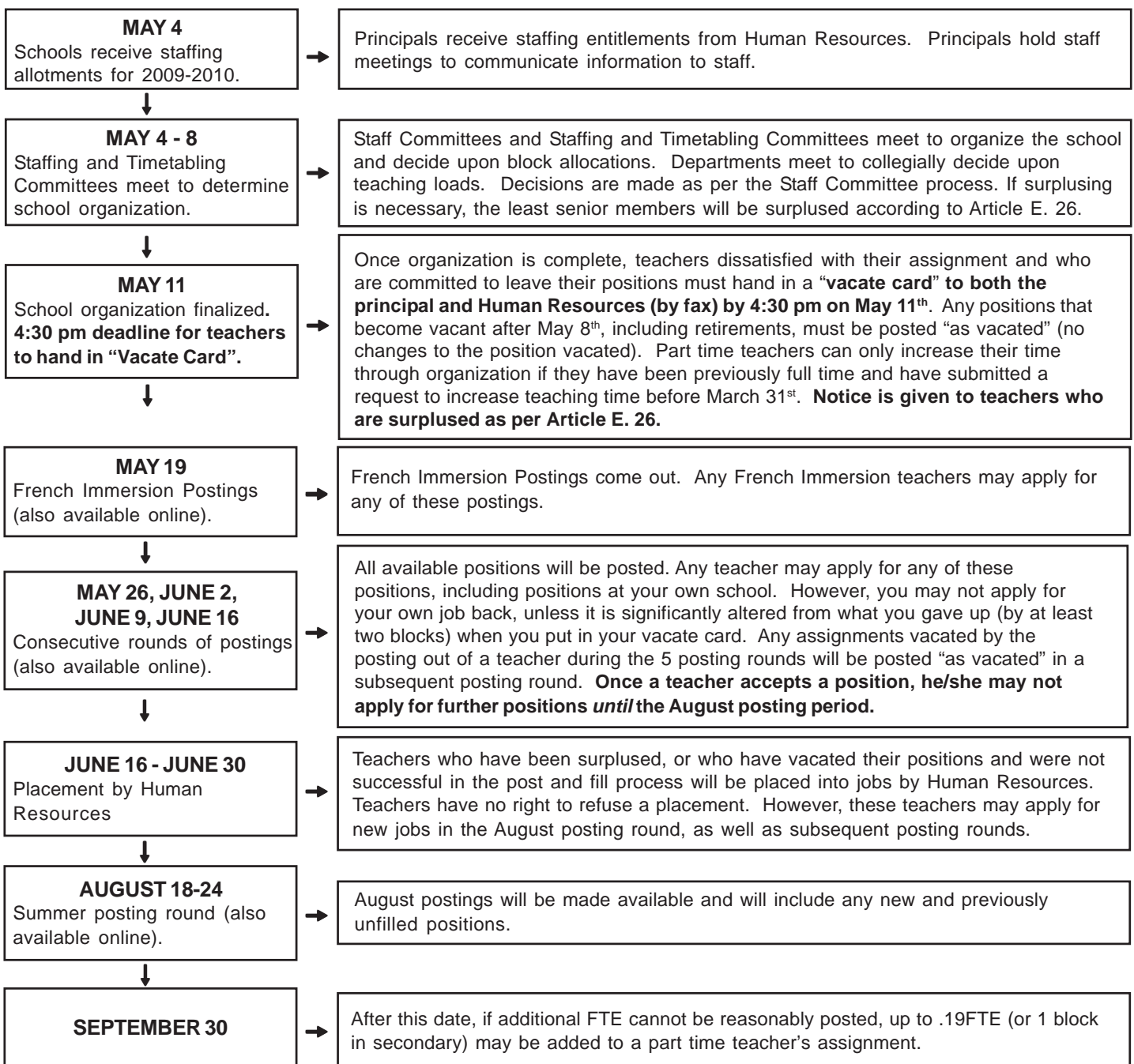
Anne

NEW SPRING TRANSFER PROCESS TIMELINE

Two years of work has resulted in a new post & fill process on a one year trial basis. The objectives of collapsing the B & C categories and seeking to eliminate the barriers to teacher mobility were approved as bargaining objectives in 2007, and the new process was ratified in principle at our General Meeting in February.

Timeline for the New Spring Post and Fill Process

- Category B and C collapsed into new Category "T".
- No priority groups: all T's are treated the same, subject to qualifications and seniority.
- No transfer cards are required to apply for posted positions.
- "Vacate" cards commit you to moving, but don't give you priority in hiring
- Categories A, D, E, and F still exist. Articles in the Collective Agreement that apply to these categories are still in effect.



School Union Team Elections

As per established practice, elections for members of the VSTA School Union Team take place in the spring, or in the case of a school that expects significant staff changes, in the following September. Elections should take place at a Staff Organization Meeting and contested positions must be determined by secret ballot. Even if only one person is nominated or has volunteered for a position, it is important that s/he be openly acclaimed by the meeting. The School Union Team consists of:

- One (1) Staff Rep for every 25 teachers or fraction thereof on staff
- One (1) Staff Rep for parent contact
- Professional Development Chairperson (who will also represent the school on the VSTA Pro-D Committee)
- Up to two (2) Reps to the VSTA Working and Learning Conditions/Bargaining Committee (who will also represent the school on the VSTA WLC/B Committee)
- One (1) Rep to the VSTA Health and Safety Committee (who will also represent the school on the VSTA Health and Safety Committee)
- One (1) Rep to the VSTA Social & Eco Justice Committee (who will also represent the school on the VSTA Social & Eco Justice Committee)
- Staff Committee Chairperson (unless a school's Staff Committee Constitution specifies that Staff Committee elects its own chair. In either case, the Staff Committee Chairperson is a member of the School Union Team).

Members of the VSTA Executive (from the school) are also considered to be members of the School Union Team.

Additionally, members of the School Union Team are reminded that VSTA provides a budget to the team of \$2.00 per member to facilitate meetings of the Team and/or Staff Organization meetings.

VSTA Scholarships

Application forms for VSTA Scholarships are available from the VSTA office, staff reps at schools, and the VSTA website at www.vstaweb.ca. To be eligible, the 2008-09 graduate must be a child or legal ward of an active VSTA member in good standing or a retired member. A total of four scholarships will be awarded: 1 x \$1,500 award, and 3x 1,000 awards. The deadline for applications is May 8th, 2009.

Notice of Annual General Meeting

The VSTA Annual General Meeting will take place on **Tuesday, May 19th, at 4:00 pm** at the **Hamber Auditorium** (5025 Willow Street at 33rd Ave.). Members will vote on a proposed fee increase, approve the association's operating budget for 2009-10, and elect the VSTA Executive Committee for 2009-10.

Executive positions to be filled are:

1. President
2. 1st Vice President
3. 2nd Vice President
4. Treasurer
5. Local Representative to the BCTF (2 positions)
6. Members-at-Large (8 positions)
7. Teacher on Call Rep
8. Standing Committee Chairs (Professional Development, Working & Learning Conditions/ Bargaining, Health & Safety, and Social & Eco Justice)

Nomination forms are available from your staff reps, the VSTA office, and at www.vstaweb.ca. Candidate statements and nomination forms must be received by the VSTA office by May 5th to be included in the pre-meeting package for members. Chairs of the standing committees are nominated by their committees. Nominations for all executive positions will also be accepted from the floor of the AGM. All members are strongly encouraged to let their name stand for one of these important positions. An assortment of door prizes will be presented at the end of the meeting, followed by a social hour in the Hamber cafeteria. We look forward to seeing you at the meeting!

Central Drop Off for Job Applications

For this year's spring transfer process, once again the VSTA and the VBE will each have a central drop off to receive applications, *except* for the French Immersion postings. All teachers applying for positions *may* deliver their applications directly to schools or to the central drop off, but those applying for French Immersion positions ***must send or deliver applications directly to the school*** for which they are applying.

Drop-off at the VSTA will be located at the VSTA office, 2915 Commercial Drive (at 13th Ave.) on the following **Wednesdays from 7:30 a.m. - 6:00 pm:**

• **May 27** • **June 03** • **June 10** • **June 17**

Early Retirement Incentive Plan (ERIP)

All teachers planning to retire this year must notify the board in writing by May 30th (see Article C.1.1 in the Collective Agreement). Those teachers who are committed to retiring early and qualify for the Early Retirement Incentive Plan must also submit a letter of intention to retire to Human Resources by May 30th. ERIP information is posted in all schools. Contact the VSTA if you have further questions.

To be eligible for the Early Retirement Incentive Plan, employees must:

- be on a continuing appointment
- retiring with a pension
- have a minimum of ten (10) FTE years' service with the Vancouver School Board
- be at the maximum of their scale
- have been in active service for the previous four (4) years, with no more than one (1) year of leave during this period
- be a minimum age of 55, and a maximum age of 64 as of June 30th in the year of retirement
- submit their request to retire, in writing, on or before May 31 for a retirement date of June 30

Based on the salary upon retirement, excluding allowances, the minimum salary to be PB(5), step 10, the maximum to be 6M, step 10, minus PB(5), step 3, and to be adjusted by the applicable earnings as at age upon retirement date:

Age	4/PC	5/PB	5/PA	6/M	Payout %
55	\$18,210	\$18,210	\$24,010	\$25,035	100%
56	\$16,389	\$16,389	\$21,609	\$22,531	90%
57	\$14,568	\$14,568	\$19,208	\$20,028	80%
58	\$12,747	\$12,747	\$16,807	\$17,524	70%
59	\$10,926	\$10,926	\$14,406	\$15,021	60%
60	\$9,105	\$9,105	\$12,005	\$12,517	50%
61	\$7,284	\$7,284	\$9,604	\$10,014	40%
62	\$5,463	\$5,463	\$7,203	\$7,510	30%
63	\$3,642	\$3,642	\$4,802	\$5,007	20%
64	\$3,642	\$3,642	\$4,802	\$5,007	20%

This information is provided here as a guide only. Your ERIP amount must be confirmed by VSB Payroll.

For More Useful Information about Retirement, see "*Countdown to Retirement*" on the BCTF web page at <http://bctf.ca/SalaryAndBenefits.aspx?id=4748>

"88 and Out"—Save up to \$800.00 per Year

BCTF Salary Indemnity Plan regulations provide for a member who has reached age 64 or a total of age plus contributory service of 88 ("Factor 88") to withdraw from the long-term portion of the plan. You may wish to continue the plan, however, if your accumulated sick leave and BCTF Short Term SIP (120 days) will not protect your salary until you reach the age of 65 or factor 90. Members who withdraw from the long-term portion of the plan will still receive the 2% SIP allowance. Please note that there are *no retroactive payments for late withdrawals*. It is the members' responsibility to make application for withdrawal, and should do so as soon as they are eligible to do so. Call the Income Security Division at the BCTF at 604-871-2283 or VSTA for further information.

VSTA RETIREES' DINNER

Members retiring this June or who retired earlier this year are invited, along with one guest, to the annual VSTA Retirees' Dinner on June 23rd at the Royal Vancouver Yacht Club. Also invited are VSTA staff reps, as well as standing committee reps, and members of the executive. Personalized invitations will soon be sent to the schools. Please mark the date on your calendar to ensure that you won't miss this sumptuous event!