

VESTA WEEKLY

TOPICS WORTH TALKING ABOUT! PLEASE READ AND DISCUSS WITH YOUR COLLEAGUES

IN THIS ISSUE

AGM reminder - Page 1

Know Your Collective Agreement: Early Retirement Incentive Plan - Page 2

SIP: Salary Indemnity Plan - Page 2

Reminder: Annual Teaching Practice Fees Due by May 31st - Page 2

Collective Agreement Article A.5.c: Staff Committee - Page 3 & 4

Welcome to VESTA - Page 5



AGM reminder

The VESTA AGM will be taking place via zoom on Tuesday May 18th 2021 at 4:00pm. All members should have received a digital copy of the VESTA News on Monday May 3rd where the proposed by-law changes, VESTA budget documents and EC nominations were published. All members should have also received an agenda yesterday outlining the order of events. On Monday May 17th you will receive another email explaining the online voting platform, Simply Voting. We used this same platform last year at the AGM. In order to participate and vote at the AGM there will be a link or email from Simply Voting to cast your vote as well as the zoom link for the meeting itself. More information will be available Monday so stay tuned! We look forward to seeing you at VESTA AGM!



Know Your Collective Agreement: Early Retirement Incentive Plan

Did you know that the Early Retirement Incentive Plan is part of our Collective Agreement? The guiding principles for ERIP are in Appendix B on page 202 of the Collective Agreement. Every year the VSB publishes the actual amounts available to teachers retiring in June, along with a handy reference that includes guidelines for eligibility and the process. If you are between the ages of 55 and 64, have worked with the VSB for 10 years and are considering retiring this June, please see the ERIP package for more information. The VSB ERIP handout is available on the VESTA website [here](#). The email requesting ERIP and indicating the intention to retire at the end of the school year must be sent to employeeservices@vsb.bc.ca by May 31st.

SIP: Salary Indemnity Plan

When members with a contract are ill and have run out of sick leave one of the benefits provided through the BCTF is partial wage loss coverage through the Salary Indemnity Plan, SIP. There is both short-term coverage of up to 120 days and if the conditions persist, long-term coverage is available. The FAQs for short-term coverage are available here <https://bctf.ca/SalaryAndBenefits.aspx?id=20280> The application package is also available online here <https://bctf.ca/SIPApplication.aspx> and lets you know what information and documentation you will need to provide. We recommend that you apply before you run out of sick leave coverage if you are on a longer leave because the application takes time to process. BCTF Income Security can be reached through 604-871-1821 if you have further questions. VESTA's Health and Wellness contact is allison@vesta.ca if you have general questions about medical leaves.

Reminder: Annual Teaching Practice Fees Due by May 31st

You need to ensure your \$80 annual dues are paid in order to maintain your certification to teach in British Columbia. Check your April 30th pay to see if your dues to the Teacher Regulation Branch were deducted. If not, or if you did not receive pay on April 30th, it is important that you submit the dues yourself. You can submit them directly to the TRB by May 31st. Here is the link to follow <https://www2.gov.bc.ca/gov/content/education-training/k-12/teach/maintain/annual-practice-fee> if you need to pay the fees yourself.

Collective Agreement Article A.5.c: Staff Committee

The Collective Agreement defines the relationship between the employer, whose representative onsite is the principal, and VESTA members and is important to understanding structures and processes in our schools. At this time of year schools engage in a lot of discussion regarding staffing and advice is provided to the principal through the Staff Committee. The language in Article A.5.c clearly delineates that the staff committee can provide advice and should that advice not be followed the reasons why shall be recorded in the minutes. While the CA language below is from the 2013-2019 Agreement and there have been some recent changes due to our most recent round of local bargaining where parties agreed that we would not participate in interviews, the bulk of the language remains the same. There were also some changes with the reinstatement of our language due to the Supreme Court of Canada win including under ii. Function, "suitable class size" and "adequate auxiliary staff." Here is the excerpt from the 2013-2019 CA:

c. Staff Committee

There shall be established in each school, at the beginning of each school year, a Staff Committee. Such Committee shall operate without derogating from the duties and authority vested in the Principal/Vice-Principal pursuant to the School Act and School Act Regulations, Labour Relations Code and/or, subject to the provisions of the Collective Agreement, the policies of the Board.

i. Composition

- (a) Principal, and/or Vice-Principal
- (b) A maximum of twenty (20) employees selected by the staff, or, at the discretion of the staff, the entire staff.
- (c) The VTF Representative on staff.
- (d) Members of the committee shall reflect the diversity of the staff.
- (e) The Chairperson, who shall be an employee, shall be selected on an annual basis by the employees on the Committee.
- (f) The Secretary, who shall be an employee, shall be selected on an annual basis by the Committee to record the business of the Committee.

ii. Function

The Committee shall have the right to provide advice to the Principal/Vice-Principal(s), and to consider the following matters in relation to the operation of the school:

- (a) Employees' assignments, including the following considerations:
 - (i) Adequate physical requirements.
 - (ii) Suitable instructional assignment.
 - (iii) An adequate supply of learning materials.
 - (iv) Time to plan, to organize and to work with individual students, with colleagues, and with parents.
 - (v) Student evaluation (reporting on student progress).

Continued: Collective Agreement Article A.5.c: Staff Committee

- (b) To assess the teaching and learning conditions within the school and to make recommendations to the Principal for improvement in the total teaching/learning situation.
- (c) To study and make recommendations on school regulations and routines to the Principal.
- (d) To conduct studies on school philosophy.
- (e) To participate in the planning and scheduling of professional and staff development activities.
- (f) To contribute to school curricula planning and evaluation.
- (g) To be involved with the timetabling and organization of the school.
- (h) To consult and be involved in school staffing and to conduct studies of the utilization of staff, including auxiliary staff, and to make recommendations to the Principal.
- (i) To explore any other matters of concern to the members of the school staff.
- (j) In order to assist with the above, to establish any or all of the following committees:
 - (i) Interviewing Committee.
 - (ii) Professional Development Committee.
 - (iii) Timetable and Staffing Committee.
 - (iv) Finance Committee.

It is understood that the school administrator(s) is an ex- officio member(s) and may attend any meeting of such committees. It is also agreed that other committees may be established with the agreement of the Principal.

iii. Meetings

- (a) Except by mutual agreement, meetings shall be held once a month throughout the school year.
- (b) An agenda shall be established jointly by the Staff Committee Chairperson and the Principal/Vice-Principal and published at least one (1) day prior to the meeting by the Staff Committee Chairperson.
- (c) Minutes shall be recorded by a member of the Staff Committee and made available to all employees within three (3) days of the meeting.
- (d) If the school administrator(s) does not follow the advice of the Staff Committee, reasons, which shall be recorded in the minutes, shall be provided verbally to the Committee.





Joanne Sutherland
President
 joanne@vesta.ca

Allison Jambor
1st Vice President
 allison@vesta.ca

Darren Tereposky
2nd Vice President
 darren@vesta.ca

Jody Polukoshko
3rd Vice President
 jody@vesta.ca

Donna Brack
AE President
 donna@vesta.ca

Office:
 604-873-8378
Fax:
 604-873-2652
 www.vesta.ca



Welcome to VESTA

Are you a new teacher or new to teaching in Vancouver? Our TTOC and Communications committee has put together this virtual event where you can come and meet members of the Executive Committee and learn about your union. Please consider attending our Welcome to VESTA event taking place virtually on May 19th, 2021 at 4:30pm. If interested please RSVP to lori@vesta.ca



Dates to Remember

Annual General Meeting

May 18, 2021 @ 4 pm

Join Zoom Meeting

<https://us02web.zoom.us/j/84937796420>

Meeting ID: 849 3779 6420

Passcode: 122042

Dial by your location

+1 778 907 2071 Canada

Welcome to VESTA

May 19, 2021 @ 4:30 pm

Join Zoom Meeting

<https://zoom.us/j/98514081148>

Meeting ID: 985 1408 1148

Passcode: 342645

Dial by your location

+1 778 907 2071 Canada

TTOC Committee Meeting

May 20, 2021 @ 4:30 pm

Join Zoom Meeting

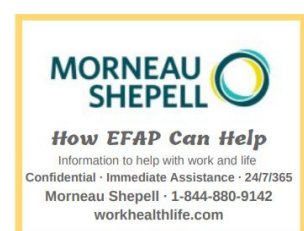
<https://zoom.us/j/94367678140>

Meeting ID: 943 6767 8140

Passcode: 383805

Dial by your location

+1 778 907 2071 Canada



VESTA