

KTTA News - September 23, 2016

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Positions are Posted on SD 73 Website. Check at - <http://www3.sd73.bc.ca/careers>

TRU Pride Parade (Wednesday, September 28th at 11AM - Starting at Old Main)

Trustee Contact Information Attached

Collective Agreement (2013-19):

http://www.kttta.ca/images/KTTA_SD73_2013_2019.pdf

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A. Posting Update (*Middle School Successful Applicants Attached*)

The district has filled all the Middle School positions and is still filling the last round of term certain positions. The process is nearly completed as there is one secondary position left to fill (which will require interviews) and a few elementary positions to fill. Once all the positions are filled, a completed successful applicants post will be sent out to all members.

Members can appeal / challenge the placement of a less senior candidate into a position by sending an appeal or challenge to District Principal Rick Kienlein (rkienlein@sd73.bc.ca). Please specify the position you are challenging in the email, the successful applicant's name, your qualifications and your seniority.

If the district denies the challenge, please contact the KTTA and we will put in a formal request for a meeting to review the challenge with the district.

B. Reporting Safety Incidents

Worksafe Contact Information: http://www.worksafebc.com/contact_us/default.asp

Violence Prevention WorkSafe Officer in Kamloops Region

Geoff Thomson - 250.371.6026

As the school year progresses, we get questions from members regarding the reporting protocol when there are safety incidents (such as accidents or violence). The following information should assist in the reporting process. However, these matters can be more complex, and you should always contact the KTTA office to allow us to properly assist you with the process. The Worksafe BC process or Grievance process may involve us needing to meet with you or affected members to get more specifics.

1. Path to find necessary Health and Safety Forms:

Open your Zimbra - Click "My SD73" on the left hand side of the screen - Click "All Staff" - Click "Health and Safety" - Click "Incident Report Forms"

The Incident Report and Investigation Form should be available to you. Fill out as much of the form as you possibly can, leaving the bottom two boxes on page 2 blank. Those are meant for your HS Rep and Administration to complete. Then, either hand your admin the form or place it in his/her box. They should get back to you within 24 hours. If it has been 48 hours or if you feel that you are in danger, press your admin immediately to conduct an investigation. You have the right to refuse unsafe work. Please contact the KTTA office if you need any help with the form or refusing unsafe work should you feel your wellbeing personally threatened.

Also available in the same place are the following reporting procedures to make yourself aware of:

Incident Reporting Procedures
Reporting Violent Procedures
Student and Volunteer Injury Reporting Procedures

2. Path to find WorkSafe 6A Form

Find the form at the following link: <http://www.worksafebc.com/forms/assets/PDF/6a.pdf>

You can fill out the district form or the WorkSafe 6A form (though the WorkSafe 6A is the only form that is mandatory) if something happens at work. The form is to be filled out online and has good instructions about who to contact and what to do. If you decide to fill out the 6A form, you have started a WorkSafe claim. They will want to know if you have made your supervisor aware (in your case, an admin). It is always advantageous to fill out both the district form and WorkSafe form. You can always call the KTTA office if you need any help with this form.

Please contact the KTTA office if there are any questions or anything you feel needs more clarification.

C. Class Size Overages

Section 76.1 of the School Act sets out class size limits for K to Grade 3 but also notes that teachers who have classes from Grades 4-12 that exceed 30 students are entitled to compensation according to the Class Size and Compensation Regulation (BC Reg. 52/12). This Regulation does not apply for the month of September which has no

BC Teachers' Federation policy is that members seek compensation in the form of

preparation time, additional teaching staff, or professional development funds instead of monetary compensation.

Compensation for each month is based on the following formula: Dollar Value = (Average Salary / 9 Months) x Percentage of Full Time Instructional Month x Highest Number of Students Enrolled for the Month.

The Dollar Value can be converted into preparation days (release time) or additional staffing which is the preferred route.

Members are encouraged to discuss class size overages that occur after September 30th with their school administration to ensure that they are compensated as per provincial regulations.

D. TRU Pride Parade (September 28th at 11AM)

The TRU Student Union is organizing the 5th Annual Pride Parade at Thompson Rivers University for September 28th. The event will start at 11AM and will end at 2PM. The KTTA will participate in the parade to demonstrate solidarity with the LGBTQ community and encourages members who are able to attend to join in.

The event will start with speeches at 11AM at the front of Old Main Building (Student Street Entrance).

E. Attendance Management Grievance Settlement

The district had started an attendance management program last year which is a program encouraged by the provincial government. The Association has been monitoring this matter which ultimately resulted in a grievance related to the application of policies the district carried on May 9, 2016.

Through negotiations with the district and upon advice from the BCTF, the Executive Committee authorized the table officers to resolve this matter as noted in the settlement agreement attached to this e-newsletter. Included in this settlement agreement are the following components:

- 1) The continued right to file grievances related to the application of Policy 930.1 (Attendance Management Policy) as it relates to the working conditions of teachers.
- 2) The entitlement to representation at meetings with administration that are for the purpose of attendance management.
- 3) The consideration of individual circumstances in a fair and reasonable matter (which prohibits a lock-step approach to attendance management)
- 4) A recognition that a meeting between administration and teachers to discuss attendance are not disciplinary and that any written communication between administration and teachers does not form part of their personnel file.
- 5) There will no longer be comparisons made between teachers with regard to the use of sick leave

at meetings.

6) Personal information (I.e.. Medical) and communication will be handled in a confidential manner.

The Association also appended the grievance settlement with a letter outlining the potential issues with the district's new policy which, if applied, would possibly form the basis for grievances.

It is important to know that if an administrator approaches you to have a meeting regarding your attendance or use of sick leave, that you raise your right to representation prior to the meeting.