

Issue 4

May 2006



SURREY TEACHERS' ASSOCIATION

TOC NEWS

Dear Teachers,

"Welcome!" to the many, many new TOCs.

April 1 has arrived and with it the implementation of Vince Ready's Recommendations for TOCs. Because we stood up to the Government, we have gained significant improvements for TOCs. The daily TOC rate is now \$190.00 a day. Even more significant, TOCs go on the contract grid pay on the fourth day of TOC work (based on 1/189 of scale) in any combination of TOC assignments in the same district. The at-scale pay and seniority are retroactive to the first day. Should you work every work day of the year in Surrey, you will be on scale pay the whole year. Weekends and holidays do not break the assignment. If you do take a day off, day one starts again when you return to work.

Ready's Recommendations add to our present Collective Agreement. They do not take anything away from it. Therefore, article 9.43 "A TOC's service shall not be considered to be broken by: The occasion of the regular day off of a part-time teacher who is being replaced." still applies. In other words, if you only work for a part-time teacher on the days he/she teaches for a minimum four days in a row (ex. Mon-Tues-Mon-Tues or Mon-Tues-Wed-Fri or Mon-Tues-Wed-Mon) and not in any other assignment you would still be paid at-scale. So, it is possible to block yourself from work and still get paid to scale.

Furthermore, article 9.4 of the Collective Agreement says: "...teachers-on-call must be in receipt of wages for four (4) consecutive teaching days..." Therefore, a TOC who works in a part time contract will be in receipt of wages on those days and should be receiving at-scale pay and accruing seniority on the days he/she TOCs as long as it is four days in a row (can be a combination of contract work and TOC work.) The part time work does not count towards the four consecutive TOC days, but it is not considered a break in the days.

If you are not being paid to scale, let Sarb know. Based on the Collective Agreement language, they will file a grievance. Also, watch for patterns of not being called out on day four. While it is unlikely in a large district like Surrey, it is a concern for some TOCs. Copies of the complete award are posted on the BCTF website.

Sincerely,
Elise Rozander

Important Websites and Phone Numbers:

Surrey Teachers' Association	www.surreyteachers.org
B.C. Teachers' Federation	www.bctf.ca/toc/
Surrey School District	www.sd36.bc.ca
CISC: Teachers' Centre	www.sd36.bc.ca/sites/cisc/Teachercentre.html
STA Office	(604) 594-5353
Debbie Anderson (dispatch)	(604) 599-7446
Kathy Fournier (payroll)	(604) 599-7449



You are invited to attend the following upcoming STA meetings:

STA AGM	Wednesday, May 10, 4:00-5:30 District Conference Centre
TOC EI Seminar	Monday, May 15, 3:45-6:00 District Conference Centre
STARA Meeting	Wednesday, June 14, 4:00-5:30 District Conference Centre

TOC Meetings / Workshops

TOC Employment Insurance Workshop

Monday, May 15, 2006

3:45 - 6:00

Surrey District Conference Centre

#400 9260 140 Street

Room One



3:45 - Welcome and Food

4:00 - Employment Insurance Workshop

Francis Zeni, TOCUTAC - BCTF

One benefit to being in TOC is that you are entitled to apply for Employment Insurance. This is more than a source of income for the summer. You are eligible to claim over Christmas and Spring Break and it is a way to get sick leave.

This two hour powerpoint presentation will help you understand the steps to follow in applying for and obtaining EI benefits and navigating through the EI website. You will also learn what is expected of you while you are collecting E.I., what to do if you get called into the office, and what to do if you don't have enough hours to qualify.

***This is an extremely popular workshop. If you do not register, we will not have a handout for you.**

***R.S.V.P.** Cindy Tierney, Donna Stewart or Lorna Sheh on FirstClass
(make sure you receive a confirmation email in return)
(if you do not have email access, call the STA Office: 604-594-5353)

STA Convention

If you paid \$60 to attend the STA Convention and have not received a refund, please contact Julia Poole on FirstClass. The STA Convention is free for Surrey TOCs.

Professional Development Fund

There is a lot of money left and it needs to be used. If you have worked twenty days in Surrey in the past three months, you are entitled to \$150 (first come, first served). To get reimbursed you must resubmit the approved request form with the original receipt. In order to get a receipt for joining a Provincial Specialist Association (PSA), you must request one from the BCTF. You can claim the appropriate expenses on the form up to \$150. Click on the TOC Committee link on the STA Website for the request form.

Watch for updates on the TOC boards

TOC Issues:

Classroom Keys

Tired of asking the secretary for keys throughout the day? At a recent STARA Meeting I brought up the safety issue of not having a classroom key. As it turns out the STA addressed this issue with AOs some time ago and it was agreed that all TOCs would be given keys to use for the day. You have the right to work in a safe environment. While it is rare, there are times that classrooms have to be locked down because of intruders and other code red scenarios. Please bring this up with the principals at the schools where you teach. Perhaps if we keep this issue at the forefront they will follow through on their word to make the keys.

Objective Call Out

To be requested or not to be requested? That is the question (among many.) There are many positives to being requested: you know the students, the teacher, the school, the staff, and the principal and they all know you. However, TOCUTAC is working towards having all of the districts follow the BCTF policy of objective call out. While requesting specific TOCs might not seem like a big deal in a huge district like Surrey, where jobs seem to be plenty, there are reasons to have an objective call out system. Here are a few:

1. It is BCTF policy (49.19): That the BCTF locals be encouraged to seek the elimination of the practice of contract teachers calling out, selecting, or expressing a preference for particular TOCs to fill a teacher absence. This policy was passed by teachers and TOCs from across B.C. at a BCTF AGM.
2. Teachers are not TOCs' employers. It is not up to the teachers to decide who should get to work. Some teachers request or not request based on the TOC's performance, or perceived performance, in their classrooms, or even what they hear from other teachers. This violates the Code of Ethics: criticizing a colleague's teaching performance.
3. You should not have to market yourself. Teachers are hired based on their seniority and qualifications - not on the quality of the brownies they bake or how many hours of extra-curricular activities they volunteer for. A call out system based on seniority would see experienced TOCs called out before new TOCs, who get requested by the staff at their practicum schools. (Sometimes new TOCs don't get requested at their practicum schools because the staff has decided that this teacher is unsatisfactory.)
4. It prevents nepotism, which is unethical, but happens nonetheless.
5. It prevents the: "That teacher used to request me all of the time. What happened?"

Calls for Nominations

STA: TOC Committee Chair (1-year term)

Are you interested in TOC issues, professional development, learning more about the STA and helping your fellow TOCs? Consider running for the position of TOC Committee Chair. This position is elected at the STA Annual General Meeting, May 10. Call the STA Office to put your name forward. If you have any questions about this position please email me.

BCTF: Teachers On Call and Underemployed Teachers Advisory Committee (TOCUTAC) - 2 vacancies (3-year terms)

This Committee provides advice to the Executive Committee on matters related to teacher employment, teachers on call issues, and strategies for improving the demand for teachers. Participates in Federation's two zone meetings.

Look for the red and white posting in all of the schools and at the STA office. Deadline to apply is June 2, 2006. Mail or fax your application and references to Mary McClure, at the BCTF office. The Executive Committee will give preference to at least one applicant in his or her first five years of teaching.



Boundaries - Understanding the Professional Relationship

"The teacher holds a position of trust, confidence and responsibility and must conform to the standard of the community both on and off the job."

Shewan Arbitration, December 1987

Boundaries in Student Teacher Relationships exist because...

- There is an inherent power differential between teacher and student.
- Teachers exert considerable influence over students.
- Students are dependent on teachers.
- Students are unable to give informed consent to an altered relationship.
- Teachers occupy a position of public trust and confidence.
- Society empowers teachers to perform, in good faith, a professional function.

Boundaries

- Boundaries allow a safe relationship between professional and student.
- Boundary violations occur when professionals exploit the relationship with the student to meet personal needs rather than the student.
- Violations alter the ethos of care that obliges professionals to place the student's concern first.

Factors Affecting "Appropriateness" of Relationship

- age differential between teacher and student
- skill/experience of teacher
- maturity of teacher
- communication style of teacher
- emotional needs and maturity of student
- cultural differences
- student perception of teacher (object of a crush or caring teacher)
- overall nature of relationship
- context

Signs of Potential Boundary Problems

- frequent private conversations with the student
- discussions about the student's or teacher's private life
- socializing with the student as a friend
- comments or discussion on sexual matters
- compliments or comments on the student's physical appearance
- personal notes to the student
- verbal or written expressions of affection
- exchanging gifts
- off-duty visits with the student
- visits to the student's home
- hugs and touching
- secrecy surrounding the relationship
- excessive attention to the student relative to the rest of the class
- other activities outside the boundaries of a traditional student-teacher relationship

Remember that there are many ways TOCs can stay informed

TOC Hotline 604-592-8396

TOC Website www.surreyteachers.org

TOC Newsletter (mailed to TOCs)

TOC Bulletin Boards in staffrooms (talk to the staff rep if you can't find TOC information)

TOC Listserv - virtual staffroom for TOCs

(to register, e-mail Elise at rozander_e@fc.sd36.bc.ca with e-mail address, employee number and full name)