

CCTA UPDATE #5

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District Seniority Lists Issued

Attached please find the most recent district seniority lists, one numerical and one alphabetical, as of September 1, 2019. In order to be included on the seniority list, a member must be in a continuing contract, and the years of seniority reflects the aggregate length of service in the employ of the Board. This includes service as a TTOC, in a temporary contract, part-time teaching, and service as an administrative officer. Part time teaching is credited for the purposes of seniority as if it were full time teaching. Members new to the district have the opportunity to port up to twenty years of seniority earned in other BC school districts. This list reflects the result of some members being credited with outside seniority, while the paperwork has yet to be completed for others and will show up on the February revised list. Member who have previously resigned or retired from the district and have been rehired have not been credited with their previous seniority.

Under our Seniority provision, leaves of absence in excess of one month do not count toward aggregate length of seniority, with the exception of maternity leave, parental leave, educational leave, parenthood leave, leave for duties with the Association or BCTF, secondment to the Ministry of Education, long-term sick leave, leave for teaching with the Department of National Defense and compassionate care leave. Time spent on a Leave Without Pay does also not gain seniority credit. Our membership now totals 294 members, down from 325 members at this time last year.

Seniority is used in the determination of the successful candidate in the filling of posted positions, with the job being awarded to the most senior applicant with the necessary qualifications for the position. If you believe there is an error in the calculation of your seniority, or if you have questions about seniority in general, do not hesitate to contact me.

Non-Enrolling Staffing Compliance

The student enrollment increase of over 300 additional students this year has had an impact on the required number of non-enrolling positions in the district. The district is required to meet certain minimum ratios for non-enrolling positions, and with 4,644 students enrolled, additional FTEs were needed across the board. Last week, postings were generated to increase non-enrolling positions in several schools, in most cases geared toward topping up under-employed members. An additional 0.1 FTE Teacher-Librarian and 1.406 FTE Learning Support Teacher time is being added to six district elementary schools in order to bring the district into non-enrolling compliance.

While the district is staffing at the required levels for Teacher Librarians, Learning Support Teachers, and ELL, they are exceeding the number of Counsellors in the district by 3.156 FTE, recognizing the increased need across the district. Finalized numbers will be available at next week's Board Meeting.

CCTA Bargaining Committee Meets

The first meeting of the CCTA Bargaining Committee was held this afternoon, as called by our Collective Agreement Chair, Marianne Okrainetz. From this committee, a bargaining team will be assembled to negotiate items that are defined as Local Matters in our collective agreement. Local bargaining will begin early in the new year, in advance of provincial bargaining which will follow shortly after local tables close.

School staff reps have been provided with the list of items which can be discussed at the local table, and will be seeking potential items for the bargaining table from staff in union meetings in the next couple of weeks. We were successful in making a number of improvements in the last round of bargaining and hope to do the same this round. I'd like to thank Rilla Temple, Anna Donaldson, Braden McCallum, Jana Prokes, Kaarina Fichtner, Stephanie Cowan, and Jessica Hill for joining Marianne and me in rounding out the committee. We will be meeting in mid-November to consider the input received from our staff reps.