

DTA Monthly Update

1 October 2024



Delta Teachers'
ASSOCIATION

Presidents' Message

Welcome back everyone! In my new role as President, I have handed over the reins of the DTA Weekly to Kathy's capable hands. Some ghost writing may happen, just as she did for me at times last year.

Once again, I would like to thank everyone who came out to the AGM last May to vote. However you voted, your engagement in the process is crucial to the success of the collective. If you were disappointed by the outcome of any of the elections, the team here in the office hopes to continue to build a relationship with you and support your needs.

One of the communication changes we are implementing with members is having a different format to the President's monthly newsletter. The last DTA Weekly of the month will look more like the newsletter and will be sent out both in print and digitally to everyone. This includes the Board, so it may not contain union sensitive material for members only. Not that the employer doesn't always end up reading our DTA Weekly anyways 😊 As always, member feedback is useful, so feel free to give us your thoughts on this new format.

Please reach out.



Our apologies for the newsletter being delayed. It was a very busy week of training and meetings last week. That also means we didn't necessarily get to all of our emails. If you didn't hear back, you might want to make sure you emailed all 3 of us. If it is time-sensitive, it is generally better to call the office and we can get back to you if we are not available.

On Friday, Alison, Sandra, and I had the opportunity to participate in the District's Walk for Truth and Reconciliation from DSS to DMEC, followed by an expressive ceremony afterwards. Hopefully you had a chance to watch the livestream of the ceremony and participated in the walk at your own sites. We hope you took some time to further your learning and reflect on your own journey towards Truth and Reconciliation yesterday.

PRESIDENT - ALISON KERR

In this update you can expect:

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How to Read Your Pay Stub

For those members who are in a contract position, today is the first pay cheque of the year where you can actually check to make sure you are being paid at the correct step and category. In order to do this, you need to log into Employee Connect, click on "Payroll" in the drop-down menu, and then click on "Deposits/Cheques." At the top of the page, you should find your current assignment, listing your FTE, grade (this is your category), and your step. For example, if you are in a full-time position, with a master's degree and at step 10, it should say: 100.0000 70 10

If you are on the 12-month pay plan, you will see a line deducting an amount for that. Additionally, for those making above \$68,500 annually, you may see a new line on your paystub today. Please see the following information from Renee Reid, Payroll Manager, to explain it:

Second Canada Pension Plan (CPP) Enhancement Contribution

As a part of the CPP enhancement, a second additional range of earnings will be phased in between 2024 and 2025.

In 2024, this additional range of earnings will be between the **Year's Maximum Pensionable Earnings (YMPE \$68,500)** and a new higher limit known as the **Year's Additional Maximum Pensionable Earnings (YAMPE \$73,200)**. Employees who earn more than \$68,500 per annum will continue with a second CPP contribution at a rate of 4% until they reach the YAMPE of \$73,200.

For example, an employee who earns \$78,000 annually will contribute to CPP at a rate of 5.95% up to the YMPE of \$68,500 and will continue to contribute to CPP at 4% up to the YAMPE. The maximum second CPP contribution will be in the amount of \$188 ($\$73,200 - \$68,500 = \$4,700 \times 4\% = \188).

The Canada Revenue Agency has created a new additional box on the current T4 as follows:

- Box 16A – for reporting of employees' second CPP contribution

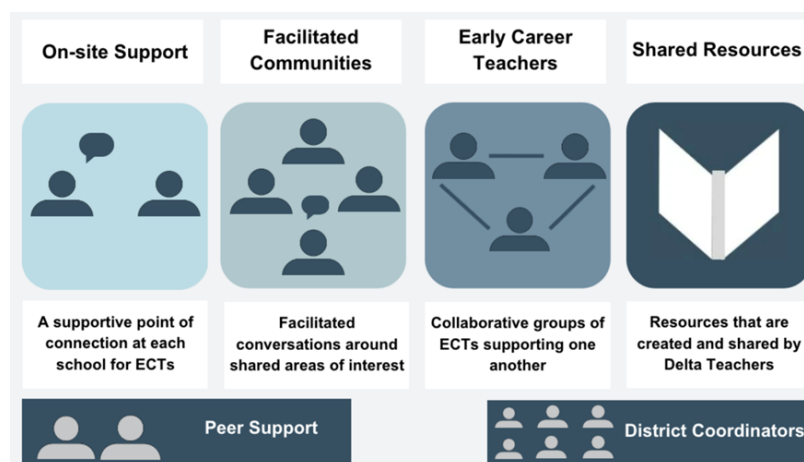
Note: Although you will see the above boxes on your T4, no amounts will be reported on your 2023 T4 slips because the second CPP contributions (deductions) will only begin in 2024.

If you have any questions about your paystub, please reach out to us at the office and we can help you understand it.

Teacher Support Program (Michelle Jones & Dana MacDonald)

Delta has a new Teacher Support Program, which includes many ways to access support in our work and to support each other.

Here's a visual from the website:



Please check it out on [Deltalearns.ca](https://deltalearns.ca) or go directly to the [Teacher Support website](#). You are also welcome to reach out to Michelle Jones and Dana MacDonald, Coordinators of Mentorship, Peer Support, and Development at teachersupport@deltaschools.ca if you'd like more information or to participate in one of the programs.

Remedy: A Reminder

It's been a while so let's dive in. .

Remedy continues to be the divisive decision of a long ago past provincial bargaining outcome. Some schools are affected more than others, particularly Secondary schools. The Delta District has gone to bat with government asking for more FTE every year and have accumulated almost 50 FTE so far.

Now who gets remedy? All the teachers who have more than 3 designations in their class? Nope. All the teachers who have really difficult classes? Nope. All the teachers who have too many students in their class? Nope. Do all the designations count? Nope/Sometimes.

There are several courses and types of teachers that don't get remedy, despite coming under the categories listed above: Specialty secondary programs with vulnerable learners, career education, most primary teachers -who do all the work so intermediate and secondary can get remedy, itinerant teachers such as counselors, ITT/LST teachers, teachers with Q and G designations that are exempt, the list goes on.

And this is why we here at the DTA never say that a teacher has EARNED remedy, they just happen to be teaching the right kind of class that ACCRUES it. This is also why we hope that schools are approaching a more holistic view of remedy and using it in ways that benefit groups of teachers at different times. We are also hoping that secondary schools with large stockpiles of funds start spending it on staffing. \$2 to 500,000 can greatly alleviate class size and composition issues.

But why spend it on blocks when classes get filled back up in September anyways? Just be very specific with your admin as to what blocks it will affect and how- and then hold them to it. This has worked in the past, and when the district didn't fulfill the deal- they actually paid them back \$50,000! So please try it!

The Remedy agreement is still the same. Your admin has the document. The committee makes a plan. 75% of staff have to vote for it, or back to the drawing board. Your admin doesn't make the decisions, you do. You get the money ahead of time for the current year and often have leftovers to spend. If you move schools, the money stays at the previous school. If you have any other questions about remedy, don't hesitate to call us.

*Note: Don't forget we used to have a different deal for 2017 to 2019 remedy. If you still have remedy owing from the 2017-18 school year, applications for PD will not be accepted after December 31, 2024 and all courses must be completed by March 31, 2025. No reimbursement cheques will be issued after May 30 2025. After that any remaining funds will be moved into the general ProD fund at the DTA for all members to access. Find the forms to access that money here: <https://www.deltateachers.org/remedy/>

DTA GENERAL MEETING

Join us on October 17, 4 pm – Seaquam

Speaker – Clint Johnson, BCTF President

Local Bargaining Proposals

Provincial Election

Secondary Reporting Order: Organizing Works!

Kathy gave you the details in the last weekly, but I wanted to add that one of the reasons the district was willing to revisit was because of the power of the collective! Almost every secondary school submitted Staff Committee recommendations regarding the issue of doubling up on informal reporting. they also made remarkably similar suggestions on how to correct it.

This had a huge effect on the outcome, as the suggestions were in fact part of the new solution. We realize not everyone is completely happy with the outcome, but it has improved workload and brought PTIs back into the fold of informal reporting.

Not Getting Enough Information When Receiving New Students?

Have you had a new student added to your classroom that came from a different school, district, or even from out of the province without any information? Or, has a student who should have a safety plan entered your classroom before any safety precautions or plans have been made? Did this student turn out to be a safety risk to yourself or other students?

We are looking for any stories that fit these scenarios in order to help change the process of new students entering classrooms. Please send us your stories this week

Triad Training

Last week the three partners in the district came together once again to have a hopefully meaningful day of Triad Training. This work is ongoing between the DTA, CUPE and the District to promote healthy, transparent communication and build relationships with all stakeholders. Some slides from the day:

The focus of the training this year was to get sites to commit to meeting at least once a month in Triad groups to create proactive processes to alleviate conflicts and disputes.

Triad meetings do not replace the other provisions of the Collective Agreement, and Staff Committee continues to be a mechanism for teachers to use to solve teacher-only issues, although they can regularly invite a CUPE representative or members and can even invite admin to provide information.

Triad training also shifts the role of the Staff Rep from a passive, wait for problems to come to you, to a more proactive role in organizing and building relationships with all staff.

Why are we coming together?

- To better understand our roles and responsibilities
- Consider ways we can strengthen our relationships and build trust
- Have a positive impact on the school culture
- Improve communication within schools
- Enhance existing structures through a strong "Triad Team" (staff meetings, staff committee, CUPE)

Why Triads?

- **Structure that includes everyone** on a school staff (CUPE, DTA, DPVPA)
- Allowed for **open communication, understanding and awareness** – rarely issues based,
- To answer questions, think of questions, **plan forward topics for a larger discussion with staff** – proactive approach
- Open communication, relationship building, "team culture"
- **Increased communication** within a school (staff reps, site reps, administration, all staff) between school staff and their reps
- Created a positive impact and tone in the school - **staff value the Triad Committee**



Importance of Process

- Process Fills in the Gaps of the Collective Agreement
- School based processes are likely to be implemented consistently and encouraged by all if developed through the Triad, in consultation with CUPE, Admin and DTA staff
- Creates transparency and accountability for all parties
- It's not personal, it applies to all
- Clear process prevents issues from arising: it is pro-active instead of reactive
- Process helps foster better relationships and communication
- Examples of process developed at Triad:
 - How will a school special event be organized? Clear guidelines on responsibilities, expectations and timelines for all groups
 - Taking vulnerable children on field trips

BCTF New Teachers' Conference

If you are a new teacher, mark your calendars for the BCTF 2025 New Teachers' Conference: Cross-Pollination. The Vancouver event will be held on February 8, 2025. There will also be one in Nanaimo on May 10, 2025. If you are interested in attending, be sure to watch for more information. The DTA provides funding for up to 30 new and early career teachers to attend this conference. Follow this link to get notified when registration opens: [New Teachers' Conference 2025 \(mailchi.mp\)](mailto:New Teachers' Conference 2025).

Additionally, the BCTF is currently accepting workshop proposals for the conference. Please submit your proposal here: [New Teachers' Conference 2025 workshop proposal form \(bctf.ca\)](https://bctf.ca/new-teachers-conference-2025-workshop-proposal-form).

In Memoriam

- Matthew Rogers
- Ralph McCuaig
- Noboru Sakiyama
- Doug Odin



Calendar of Events

- Oct 8 – EC Meeting
- Oct 10 – PD Chair & Contacts Training
- Oct 16 – PD Committee Meeting
- Oct 17 – General Meeting
- Oct 25 – PSA Day
- Oct 28 – Staff Rep Assembly
- Oct 29 – Staff Rep Training