



**CDTA President's Memo to Members**  
*from: Steve Stanley* September 16, 2009

## Welcome Back

Welcome back everyone. We hope you all enjoyed a restful summer and we, on the CDTA Executive, look forward to serving you again this year. Remember, we work for you, so do not hesitate to call on us with your concerns and questions.

## What's New?

HR is piloting a new form to use when you are absent from school. It is available on line or at your site. The long term plan is to go paperless, and this form is one major step along the way.

## Leave Without Pay

The District has also produced new guidelines for Leave Without Pay. Please check these out before you consider asking for a leave. These changes are the result of confusion and questions raised in the last few years when some leaves were approved and others were not.

## Professional Specialist Associations

If you are a new teacher you can receive one PSA membership free this year (about \$35 value) as a way to encourage young teachers to get involved in professional development. See your Staff Rep for forms.

## Copies of Collective Agreement

We hope to get a copy of your 2006-2011 Collective Agreement in your hands very soon. This document has been approved by BCTF and BCPSEA and we are close to signing it off locally. It is our goal to get a copy to members by October.

## Know your placement on the July 1, 2009 SD71 Salary Grid

Check your pay stub carefully. It is the employee's responsibility to bring forward concerns if you feel something is not right with your pay.

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 41,963	\$ 45,009	\$ 48,331	\$ 49,498
1	\$ 43,993	\$ 47,585	\$ 51,078	\$ 52,305
2	\$ 46,023	\$ 50,162	\$ 53,824	\$ 55,111
3	\$ 48,053	\$ 52,738	\$ 56,571	\$ 57,918
4	\$ 50,083	\$ 55,314	\$ 59,318	\$ 60,725
5	\$ 52,113	\$ 57,891	\$ 62,065	\$ 63,531
6	\$ 54,143	\$ 60,467	\$ 64,811	\$ 66,338
7	\$ 56,173	\$ 63,043	\$ 67,558	\$ 69,144
8	\$ 58,203	\$ 65,619	\$ 70,305	\$ 71,951
9	\$ 60,233	\$ 68,196	\$ 73,051	\$ 74,757
10	\$ 64,131	\$ 72,895	\$ 78,072	\$ 79,891


- TTOC Pay**      TTOC's will be paid \$209.70 for each full day this year with an additional \$3/day in lieu of benefits. For work over 3 consecutive days, you go on the pay scale above retroactive to the first day.
- Factor 88**      If you are close to retiring and have reached a "magic number" (years of service + age) of 88, you can get a pay raise! At this stage you are no longer eligible to collect long term salary benefits from the Salary Indemnity Plan but these will continue to be deducted from you until you withdraw from the plan. Fill out the form and you will effectively get a 1.34% pay raise.
- H1N1 / Swine flu**      The Board has placed a button on their website with lots of information about this issue. We are urging all members and especially all pregnant teachers to check out these pages.
- Make This Your Year to Participate**      A union is only as strong as its members and we need you! We have a vacancy on the CDTA Executive for the Professional Development Chair and we need one more member on the Joint Pro D. Committee. You can also be active in your school by serving as Staff Rep, School Pro D Rep, Social Justice Rep or School Health and Safety Rep. We know that the life of teachers is getting busier and more stressful, but we need your help. Make this your year to participate.

<p><b>Roles of CDTA Staff Reps</b></p>	<p>Make sure you attend Staff Rep Assemblies</p>	<p>Make sure you have regular CDTA meetings at your worksite</p>	<p>Make sure you attend all CDTA General Meetings</p>	<p>Try to attend all of the School Union Rep Training Days</p>	<p>Make sure your school site has an active Health &amp; Safety Committee and a Pro D Committee.</p>
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**CDTA General Meeting**  
 4-5:30, Wed. Oct 7, 2009  
 Curling Club on Headquarters Rd.  
 Bill 33, Election PD Chair, '0809 Financial Review, Other

President . . . . . Steve Stanley . [lp71@cdta71.org](mailto:lp71@cdta71.org) 250 338-1461 Ext 1, Full time  
 Vice President . Barb Connors . [barg71@cdta71.org](mailto:barg71@cdta71.org) Ext 2, .4 In office Mon. Wed.  
 Treasurer . . . . . Lynn Hodge, Aspen Park El.  
 PD Chair . . . . . VACANT to be elected at Oct. 7 General Meeting.  
 Nominations: Phone 250 338-1461 Ext 3 or email [office71@cdta71.org](mailto:office71@cdta71.org)  
 Reps to BCTF . Nonie Caflisch-Valley View El.; Nick Moore-Miracle Beach El.  
 Executive Members: TTOC Chair- Stephanie Dafoe; Social Justice Chair-Bruce Curtis; Health and Safety Chair-Lance Lloyd; Ab. Ed. Chair-Michelle Marcuzzi; Members-at-Large-Melody Ferguson, Eva Pare, Todd Young.

**To print this Memo for your own file:**



**DID YOU KNOW?**  
**To access the CDTA TTOC Tutoring Service**  
**Phone 250 338-1461 Ext. 3**  
 All levels. Most subjects.  
 Please pass this information to Administrators, students and their guardians.