

VCSTA News

Vancouver Catholic Schools Teachers' Association

President's Report

By Biagio Pepe

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Welcome to the 2009 Catholic Educators Conference at Canada Place. This is a time which marks the half way point of the school year where we educators can reflect on that task we have completed so far and look forward to the remainder of the school year. Huge thank you to all involved in making this event happen. It is an enormous undertaking and their hard work is appreciated by all.

This marks my second full year as VCSTA President. Coming off a high energy year which involved a new compensation package, the VCSTA has made great strides in becoming the voice for educators in the CISVA.

Further, the VCSTA Executive has undergone quite a transformation. New members to the Executive are Peggy Ament (Holy Cross Secondary) as Vice-President, Danielle Kozak (St. Augustine) as VCSTA Representative to the Board of Directors and Angela Bingley (St. Francis de Sales) as Secretary. With the experience of our Treasurer and VCSTA Representative to the Forum, Teresa Sorace (Holy Cross Elementary) we hope to move the VCSTA into the future.

Our vision continues to be one of increased communication. As an Executive we are determined to make all educators members of this Association and we are trying our best to reach out. However, we need everyone's help to make this a success.

Our monthly representative meetings have gone very well and issues and feedback raised becomes our agenda for our monthly meetings with the Superintendents. I believe we have improved our communication between VCSTA representatives, superintendents & Board of Directors, but we must improve our educator to educator communication.

One objective stated from last year was to reach out to teachers who have difficulty in coming out to representative meetings due to distance. As a result, on February 2nd we held a representative meeting at Holy Cross Regional Secondary in Surrey. Our goal is to reach out to all educators and I would like to thank all who attended.

We have made great strides as an Executive. The VCSTA has continued to strive to meet the needs of all Catholic

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Your VCSTA Executive for 2008—2009

President	Biagio Pepe Notre Dame Secondary
Vice-President	Peggy Ament Holy Cross Secondary
Representative to Board of Directors	Danielle Kozak St. Augustine
Treasurer/ VCSTA Representative to the Forum	Teresa Sorace Holy Cross Elementary
Secretary	Angela Bingley St. Francis de Sales

VCSTA Representative Meeting

Remaining meetings for the 2008-2009 School Year

Monday March 9

Monday April 13

Monday May 11

AGM TBA

Meetings are held Monday afternoons,

4:00—5:30 @ St. Mary's

Refreshments are provided and there is always **a free draw!!**

VCSTA Website:

<http://www.vcsta.com>

President's E-mail address:

bpepe@ndrs.org

VCSTA Fax Number:

604-255-2115

Vancouver Catholic Schools Teachers' Association

www.vcsta.com

the VCSTA:

- seeks to improve working conditions and benefits for its members.
- financially supports after-school workshops.
- provides bursaries for professional upgrading
- transmits concerns from members to appropriate personnel
- maintains liaison with the Superintendents and board of Directors of the CISVA.

Come by our table and enter your name win a great prize as well as collect your gift for being a member of the VCSTA!!!

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teachers and Para-educators in our system. We have always worked hard, not only for our members, but for every educator in our system. We take issues of importance to teachers and present them to the Principal's Association, the Superintendent and the Board of Directors.

Over the last year the VCSTA has been looking at the role Para-educators play in our association. It has become evident that our roles as either teacher or Para-educator, although linked in education, are very different when it comes to roles within the CISVA. With that in mind the VCSTA has done its utmost to bring issues pertinent to Para-educators to the fore; however, we need more input from Para-educators in order to better represent them.

Please forward any questions or concerns to us through our website. Feedback, positive or negative, will only make this association stronger.

By the end of the school year we would like to set dates for all events for the 2009/2010 school year; such as representative meeting dates, AGM and Volleyball – hopefully resulting in larger turnouts.

I would like to thank Peter Vogel (Notre Dame Secondary) for maintaining the website-www.vcsta.com - and keeping the lines of communication open.

Please take the time to fill out our survey, which is located at our booth. Your input is greatly appreciated.

Enjoy the conference and have great 2nd half of the school year.

Biagio Pepe
VCSTA President

VCSTA Volleyball 2009

By Biagio Pepe

The annual VCSTA volleyball tournament was held Friday February 6 in the Notre Dame Gymnasium. I would like to thank everyone for making the evening a huge success – from participants to organizers and those who volunteered to referee. The number of teams registered was down from last year, but the volleyball was just as good. Congratulations to St. Pius X for winning the tournament. We hope to have the date for next year's tournament out before the end of the school year so that everyone has ample time to put together a team and join in on the fun.

Representative to Board of Directors

Submitted by: Danielle Kozak,

It is an honour to represent the teachers of the CISVA to our Board of Directors. This September the baton was passed to me from Lora Clarke, who has done an excellent job of maintaining communication between the Board and the teachers of the VCSTA.

The role of the VCSTA representative remains to attend Board of Directors' meetings, to provide teacher input where applicable, and to convey updates from the Board back to teachers. Content of discussion brought up at the Board level is discussed further with the VCSTA Executive, and additional meetings with the Superintendent (Doug Lauson) and Associate Superintendents (Sandra Marshall, Dan Moric, and John van der Pauw). At these three meetings, questions, comments, clarification and suggestions regarding the Board of Directors' agenda items are explored. Information is then shared with teachers, and, where applicable, back to the Board of Directors.

In the 2008-2009 school year, the Board's sub-committees include: Finance, Policy and Procedures, Personnel, Liaison, CISVA Forum, and ad hoc High Schools. Some highlights of topics being addressed through these sub-committees include:

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- Examining the Secretaries' diverse job descriptions and endeavoring to address salaries of those beyond the typical range of pay.
- Improving transparency through communication with stakeholder groups, including regular newsletters available through the CISVA website
- Clarifying the mission and role of the Forum in addressing contractual needs
- Developing and finalizing the "Spiritual Formation for the Apostolate of Catholic Education" document

It is important for us as teachers to know that few agenda items are held "in camera", thus demonstrating an openness to share in the mission of Catholic Education.

To date, communication between the VCSTA, Superintendent's Office, and the Board of Directors has been open and constructive. It is my endeavor to continue promoting open, respectful dialogue, and to report information to the VCSTA school representatives in a timely and accurate manner.

I urge you, fellow colleagues, to support your school's VCSTA representative. Ensure your school has a representative at general meetings, read the minutes and reports that are posted by your reps, ensure your rep's report is listed on the agenda of your staff's monthly meetings, and provide feedback either through your reps or through the VCSTA website. This communication is essential in maintaining relationships with our leaders.

As professionals, we are all called to be aware of the "big picture" that influences the quality of education we provide in the microcosm of our classrooms! If you have further questions regarding the Board of Directors, please contact me through the VCSTA website.

In closing, I would like to quote our new Archbishop, Michael Miller, whose words have provided me with the guidance, confidence, and inspiration I need to be an effective representative of you:

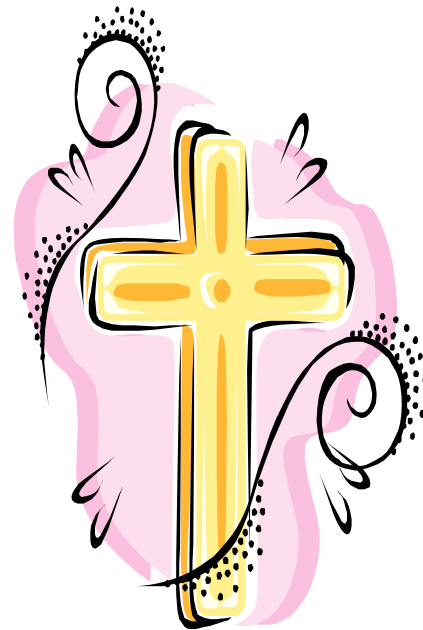
"Personal relationships marked by mutual trust, close cooperation, and continuing dialogue are required for a genuine spirit of communion ... Trust is fostered by listening to one another, by respecting the different gifts of each, and by recognizing one another's specific responsibilities. With trust comes dialogue. Both bishops and educators, whether singly or in associations, should avail themselves of open, sincere, and regular dialogue in their joint efforts on behalf of Catholic schools." (pg. 32 - 33)¹

I wish you every success and blessing as we continue in our mission as Catholic Educators.

Danielle Kozak

¹ Miller, Michael J. CSB (2006). *The Holy See's Teaching on Catholic Schools*.

Manchester, NH: Sophia Institute Press.



CISVA Working Conditions

Sick Days

Sick days as per the contract. (e.g. 15 days per year cumulative to 25 days over 2 years for full time teachers, pro-rated for part-time teachers.)

As per the 2003-2004 agreement, teachers may use up to 3 days of available sick leave per school year to care for the teacher's sick child, providing that no one else is available and able to provide the care required

Leaves of Absence:

Maternity Leave:

As per Employee Standards. (15 weeks maternity + 35 weeks parental leave). The employer will also add a supplemental benefit of wages equal to 75% of the teacher's usual gross weekly salary minus the amount of the weekly Employment Insurance Benefit being received during the health-related portion of her maternity leave for a minimum of 6 weeks and a maximum of 15 weeks, as determined by medical documentation.

Paternity Leave: 3 days related to the birth of his child

Bereavement Leave: 10 days in the case of the death of a spouse or child, 3 days in the case of the death of an immediate family member not mentioned above.

Special Leave Days: 3 "Special Leave Days" may be granted each year for pressing personal matters that cannot be done at another time.

Supervision of Students:

Supervision of students is limited to 45 minutes a week, not including the daily 15 minutes of supervision at lunchtime.

Preparation Time:

A minimum of 120 minutes preparation time per

week for full time teachers. (Pro-rated for part-time teachers)

Parent Participation:

Teachers and principals are exempt from parent participation in the schools their children attend, with part-time teachers being pro-rated.

SUMMARY OF BENEFIT PROGRAM

LIFE INSURANCE

Class A: 100% of annual earnings to a maximum of \$150,000.00

ACCIDENTAL DEATH

Class A: 100% of annual earnings to a maximum of \$150,000.00

WEEKLY INDEMNITY (Short Term Disability)

66% of weekly gross earnings, up to a maximum of \$1,500/week

LONG TERM DISABILITY

67% of monthly gross earnings, up to a maximum of \$10,000 month

EXTENDED HEALTH CARE

Your deductible per calendar year is \$25.00. Reimbursement is 80% of covered charges. - Reimbursement is 100% of emergency, Out-of-Country expenses.

(Information courtesy www.cisva.bc.ca)

Approved Budget 2008 -2009

Submitted by Teresa Sorace

Expenses**Executive Business** **Budgeted**

Technology	\$1000.00
Newsletter costs	\$1000.00
Release time	\$2000.00
Executive dinner	\$750.00
Supplies	\$500.00
Executive stipend	\$1250.00

Professional Development

Bursaries	\$3750.00
Release Time Fund	\$500.00

Public Relations

CEC Conference expenses	\$7000.00
Advertisements	\$1000.00
Retirement Mass	\$2000.00
Volleyball Tournament	\$2000.00
Scholarships	\$1500.00
Harmonies of Hope Concert	\$1000.00
Special Events	\$1000.00
Meetings – snacks and prizes	\$1500.00
Member Recognition	\$1000.00
Forum Stipends	\$3000.00
Outreach	\$1000.00
Support / Research consultation	\$10000.00

**2008 -2009 VCSTA Bursary Recipients**

Congratulations to the following recipients of 2008 – 2009 VCSTA bursaries. Each recipient will receive \$250.00

1. Jim Au
2. Mick Cole
3. Michelle Comey
4. Bernadette Falais
5. Maria Katsionis
6. Lorita Lore
7. Lorelei Lortie
8. Denise McFaul
9. Maureen Moorehead
10. Teresa Palitti
11. Caterina Sorace
12. Andrew Volovyk

Grade 12 Scholarships

The following Grade 12 students were awarded a \$250.00 scholarship in June, 2008.

1. Michael Beggs
2. Katie Clarke
3. Katherine Nation
4. Fabian Vukasovic



CATHOLIC INDEPENDENT SCHOOLS VANCOUVER ARCHDIOCESE
2008-09 TEACHER SALARY SCALE

Years Exp	Category 3	Category 4	Category 5	Category 6
0	\$37,770	\$39,060	\$42,108	\$46,264
1	\$39,538	\$41,100	\$44,660	\$49,059
2	\$41,306	\$43,140	\$47,212	\$51,854
3	\$43,074	\$45,180	\$49,764	\$54,649
4	\$44,842	\$47,220	\$52,316	\$57,444
5	\$46,610	\$49,260	\$54,868	\$60,239
6	\$48,378	\$51,300	\$57,420	\$63,034
7	\$50,146	\$53,340	\$59,972	\$65,829
8	\$51,914	\$55,380	\$62,524	\$68,624
9	\$53,682	\$57,420	\$65,076	\$71,419
10	\$55,450	\$59,460	\$67,628	\$74,214

Teachers On Call rate for 2008-2009:

CATEGORY	DESCRIPTOR	DAILY RATE
1	BC Certified teacher	\$184.00
2	Non BC Certified teacher	\$165.00
3	University Student	\$146.00
4	Responsible Adult	\$100.00

- CATEGORY 3:** A certificate resulting from a program of less than four years (TQS 3).
- CATEGORY 4:** A certificate resulting from a four year program, i.e., B.A., B.Sc., B.Ed. (TQS 4).
- CATEGORY 5:** A certificate resulting from a five year program, M.A., M.Sc., REd. (5), B.A. or B.Sc. plus a year of education (TQS 5).
- CATEGORY 6:** A certificate resulting from a Masters Degree plus a year of education (TQS 6).

NOTES: (updated Mar/07)

- A teacher may move from one category to another (excluding Category 6) by taking 30 credits (UBC equivalent) in an approved program of religious studies. This includes the certification program in Theology or Religious Education at 81. Mark's College.
- Any teacher who successfully completes the above who is already at Category 5 or 6 will receive an additional \$2,000.00 per year.
- Any teacher who completes a Masters of Religious Education will move to the next category on the scale. If already at Category 6, the teacher will receive an additional \$2,000.00 per year.
- Teachers/principals are exempt from parent participation in the schools their children attend, with part-time teachers being pro-rated.