



President's Message

Dear Colleagues,

It is difficult to believe that we are coming to the end of the school year. What a strange way to end the year.

I want to thank each and every one of you for all the difficult work you have done over the past three months. Moving from in class instruction, to digital platforms, and back to face-to-face instruction was certainly not how we anticipated finishing out the year. You have handled these changes with resilience and professionalism. Thank you.

We still face much uncertainty as we head into summer. Due to the COVID-19 pandemic, we do not know what we will face in September. We do know that all of the universities and colleges have made the decision to move the majority of their courses online for at least the first semester. It is possible that we may need to implement a hybrid teaching and learning model, or, if we can keep our infection rate low, we may be able to fully welcome students back into the schools. Whatever the situation, I know that you will move forward with the well-being of students and colleagues at the forefront of all you do.

This school year has been more stressful than most. As such, I hope that you take time for yourselves over the summer break to rest and rejuvenate.

I will continue to watch for any September back to school plans that are announced by the Provincial Health Officer and the Ministry of Education and will forward any updates as we approach September.

Again, I want to thank you all for everything you have done to ensure the successful completion of this school year. Enjoy your well-earned summer break.

~Carla Wilson

Message from BC Retired Teachers' Association

A special message of support to active school staff from Gerry Tiede, President of the BC Retired Teachers' Association:

Dear Teachers, Administrators, and Support Staff across British Columbia,

On April 22, the Executive of the BC Retired Teachers' Association took time to reflect on the unprecedented circumstances faced by our friends and active colleagues in the school system.

I am writing on behalf of our 17,000 members to express our concern for your well-being and to express our confidence in all of you. We know that however challenging it is to work with students in the new ways that the COVID-19 pandemic demands, that you bring the characteristics always shown by teachers, support staff and school district administrators. When faced with challenges, great or small, you have always stepped forward to meet the needs of students through creative problem-solving and goodwill. Your students know it now more than ever, and so do we.

We are so very proud to be part of the same history and fraternity as you. Although we are required to be physically separated right now, we want you to know that we are cheering you on from the sidelines!

We wish you good health. Your work is appreciated by your retired colleagues.

Thank you and stay well.



BCTF AGM

On May 25—27, Carla Wilson, Lori Jones, Curtis Bendig, and Brian Stainer participated in the first ever virtual BCTF AGM. In marathon sessions involving multiple screens, we reduced your BCTF membership fee, increased the SIP fee in recognition that teachers may be using more sick days because of COVID-19, and elected the BCTF Executive, including president Teri Mooring. A big thank you to delegates for participating in this democratic process.



BCTF Rep Assembly

On June 29 and 30, Lori Jones and I will attend a virtual RA. This meeting will decide how the BCTF's budget will be spent and we will discuss equity issues which have been at the top of everyone's minds right now with all the current issues in the news.

Thank You

A big thank you to everyone who served the union in different capacities this year: staff reps; pro-d reps; health and safety reps; those who served as teacher reps on various district committees; and of course those who served on the executive committee. We couldn't have done it without you.

Please consider becoming involved in some capacity next year. We will have training for the various positions sometime in September and/or October.

Congratulations to Our Retirees



We can't come together to celebrate our colleagues who are retiring this year, so I want to give a special shout out to:

Sandy Boscariol
Barbara Brogan
Wendy Gagnon
Kathleen Hunter
Tony Musa
Debbie Sabourin
Janet Stephenson
Doug Van Sickle

We extend our sincere congratulations.



Health & Safety Survey

To help us in our continued collaborations with the school district, please complete the following anonymous [Health and Safety Survey](#).



Updated Teacher Salary Grid

School District No. 8 (Kootenay Lake)

As of July 1, 2020

Annual Salary (\$)

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	48,834	54,139	58,058	59,435
1	51,572	57,094	61,222	62,673
2	54,310	60,049	64,387	65,911
3	57,048	63,004	67,552	69,150
4	59,786	65,957	70,716	72,387
5	62,523	68,912	73,880	75,626
6	65,260	71,867	77,044	78,863
7	67,998	74,821	80,209	82,102
8	70,736	77,776	83,373	85,341
9	75,678	80,730	86,537	88,579
10		87,041	93,300	95,498

Positions of Special Responsibility (PoSR) Annual Allowances

Department Head	\$2,993.22
Coordinator	\$4,277.08

TTOC Daily Salary including \$11 per day in lieu of Benefits (\$)

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	269.38	297.45	318.19	325.47
1	283.87	313.08	334.93	342.60
2	298.35	328.72	351.67	359.74
3	312.84	344.35	368.42	376.87
4	327.33	359.98	385.16	394.00
5	341.81	375.61	401.90	411.14
6	356.29	391.25	418.64	422.51
7	370.78	406.88	422.51	422.51
8	385.26	422.51	422.51	422.51
9	411.41	422.51	422.51	422.51
10		422.51	422.51	422.51

As of July 1, 2021 (assuming 3% at top step)

Annual Salary (\$)

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	49,811	55,222	59,220	60,624
1	52,603	58,236	62,447	63,926
2	55,396	61,250	65,675	67,230
3	58,189	64,264	68,903	70,533
4	60,981	67,276	72,130	73,835
5	63,773	70,290	75,357	77,138
6	66,565	73,304	78,585	80,441
7	69,358	76,318	81,813	83,744
8	72,150	79,332	85,041	87,048
9	77,191	82,344	88,268	90,350
10		89,652	96,099	98,363

Positions of Special Responsibility (PoSR) Annual Allowances

Department Head	\$3,053.08
Coordinator	\$4,362.63

Provincial K-12 COVID Planning for September

The BCTF will be participating in a Provincial COVID-19 Pandemic Planning Steering Committee over the summer in a joint effort to be proactive in developing a plan to support any return to school in September. Representation will be drawn from BCTF Executive and Staff, Advisory Committees and Provincial Specialist Associations. The priorities for the BCTF representatives will include teacher workload, professional autonomy, provision of in-service and assessment and reporting guidelines.

While it's likely that the Provincial Health Officer and Ministry of Education will wait to make a decision about return to school models until later in the summer, this committee gives us the chance to be proactive and ensure that teacher voices have input into the decisions about September. We are in a unique position to learn from the spring as well as anticipate possible concerns for the year ahead. Members can ensure their perspective is represented at this committee by completing the BCTF member survey found [here](#):

The BCTF's positions include the need for:

- A consistent plan for the full 2020-21 year that considers all eventualities
- Extensive consideration of the impacts of the plan related to teacher workload, mental health, and teacher retention
- Supporting and developing positive student teacher relationships and in-service on trauma-informed practice
- Significant improvements to communication
- Clear and consistent policy on reporting and assessment
- Respect for teacher autonomy and decision-making structures
- Planning time for teachers
- Support for technological change
- Equitable education access for students unable to participate online
- Funding for educational resource platforms, increased learning resources and manipulatives
- Clear process for matters such as K gradual entry, assemblies, music and other programming, PE, field trips, IEPs etc.