

## IMPORTANT MEMO

### ACTION REQUIRED

May 19, 2009

**To: All CSR's**

**From: Stephen Jones, Executive Assistant**

**Re: Full Time President Issue**

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At the last CSR meeting a notice of motion was presented to amend Operational Guidelines 8.3.1 from a .5 FTE president to 1.0 FTE. A full time president would require the Local to be fully responsible for the total salary and benefits of the president. Recently both Table Officers and Executive have thoroughly and separately discussed the motion. It was concluded that neither Table Officers nor Executive can provide any recommendation to CSR on the motion.

The purpose of this memo is to clarify the next steps and implications. It is important that you provide this information to your colleagues at school and discuss this issue with them before coming to the May 26 CSR meeting. The decision made at this meeting, will have a major impact on the Local in the years to come. Your attendance and representation is very important.

#### **Rules of Procedure to amend the Operational Guidelines:**

1. **Only CSR** can amend the Operational Guidelines.
2. One month's notice is required to present proposed changes to the Operational Guidelines which was done at the April 28 CSR meeting. A vote on the changes takes place during the meeting the following month which is May 26.
3. **2/3rds (66%)** or more of the votes cast must be in favour of the motion for it to pass.
4. During the meetings of Table Officers, Executive and CSR in April a notice of motion was presented on this issue.
5. Both Table Officers and Executive have discussed the issue this month and concluded that they have no recommendations for CSR.
6. Voting members of CSR will be casting their votes at the May 26 CSR meeting.

## **After the Vote - What happens?**

1. If less than 66% of the votes cast are in favour of the motion, motion is lost and no further action.
2. If more than 66% of the votes cast are in favour of the motion, motion is passed and the Local will proceed with the next steps.

## **Next Steps**

1. Economic Policy Committee (EPC) along with the Representative of the Bargaining Agent (RBA) will meet and direct the Negotiation Subcommittee (NSC) to make a request to the District to open the Collective Agreement to amend clause 7.9 President Leave.
2. If the District does not agree to open and change the clause then the issue cannot be addressed until our bargaining for the next contract beginning in 2012.  
If the District does agree with our request, then according to Executive motion #38:08/09 **MOVED** by D. Cracknell **SECONDED** by M. Outtrim the Local 55 begin Full Time Presidency as of July 2, 2009. **CARRIED**
3. The Finance committee will develop a compensation package for the full time president as well as a proposed budget to cover the additional cost which must be approved by CSR.
4. There are two possible ways to cover the additional cost:
  - a. by cashing some of the GICs (current value around \$232,769.36). This would be a temporary solution, then another source of funds would be required. The GICs are currently kept to cover the cost of the retiree awards given in June of each year to retiring teachers with ten years or more of service to the District. Over the last three years total average pay out was \$11,428.00
  - b. make a request at a general meeting to increase the Local fee.

## **An Estimate of the Costs** **(Does not include increase for September 1, 2009)**

1. The current compensation for a half time president;
  - a. District pays the following;
    1. Half of the salary grid of the president (\$41,727.00).
    2. Half of the benefits (\$4,200.00) est.
    3. Part of the employer contribution to ATRF (\$6,163.08).
    4. Half of the employer contribution to Employment Insurance (\$365.90).
    5. Half of Employer contribution to Canada Pension (\$1,059.30).
  - b. A.T.A. Local #55 pays the following;
    1. Half of the salary grid D max
    2. Half of the benefits .
    3. Half of the employer contribution to ATRF.
    4. Half of the employer contribution to Employment Insurance
    5. Half of the employer contribution to Canada Pension
    6. All of the minimum principal allowance.

2. If the motion passes and the District agrees, then the increase cost to the Local would be around \$53,515.28 per year or \$4,459.61 per month.

### **Process to Increase the Local Fee**

1. A Local fee increase can only be approved at a **general meeting** of the membership.
2. Once the general meeting approves the fee increase then it must be sent to Provincial Executive Council (PEC) for ratification.
3. There are only two dates in the 2009 – 2010 school year when the Provincial Association can have the District increase the fee deduction and they are September 1, 2009 and January 1, 2010.
4. If the general meeting is called in the fall and approves the fee increase and Provincial Executive Council ratifies the fee it would become effective January 1, 2010.

### **What would the Fee Increase be?**

1. There are number of factors to consider,
  - 1.0 FTE start date,
  - would one or two GICs to be cashed in?
  - are the GICs that were cashed in to be replaced?
  - is there a change in the compensation package for a full time president?
2. An estimated increase is between \$ 2.00 per month or \$24.00 a year to the Local fee based on Local membership of approximately of 2550 teachers.