



On Stream

Newsletter of the Selkirk College Faculty Association

As a New Year Unfolds...

The winter term of 2007 seems to be unfolding with the biggest thing on everyone's mind being "Bargaining". The SCFA has been involved in other activities as well.

The FPSE Spring Conference, Canadian Federation of Students' Day of Action and the Selkirk College Bursary Tea were among the highlights of SCFA activities so far this year.

-Sally Glock, VP Liaison

Bargaining Bin Heating Up

After several weeks of intense negotiations, a sectoral (common) agreement was reached on Saturday, Feb 17th in Vancouver. It did not have everything that the college instructors were hoping for, but it was an improvement over the previous government offers. Some of the highlights are as follows:

- a) Salary increase-Every step gets a 2.1% increase each year of the 3 year plan. There is also an additional 0.5% Labour Market Adjustment which is concentrated on the top step. This results in additional increases of 0.84%, 0.75% and 0.69% to the top step over each of the 3 years of the agreement. It was difficult to accept the pay increases, as we were obviously hoping for more. The government's previous proposal had only a 0.25% LMA, with heavy strings attached (for eg. Not many at

Selkirk would be getting it). If the Feb 17th deal had been turned down, the government would have reverted to their previous offer.

- b) Removal of all concessions dealing with "over-regularization" and contracting out.
- c) Carry over of any unused funds from the 0.6% PD fund (this had been a matter of debate at many locals).
- d) An increase in our vision care allowance from \$300 every two years to \$500.
- e) A signing bonus of \$4000 per FTE instructor (pro-rated for part-timers) based on your teaching at the college during the previous year. Additional language was added to ensure that those on maternity leaves, paternal leaves, short term disability leaves and long-term disability leaves that commenced during the previous 12 months will get their fair share of the signing bonus.

One note about the inequity in the salary increases. The extra money for the top step will irk some members, especially after the preferential treatment it was given in our last round of negotiations. By its definition, the Labour Market Adjustment had to be concentrated on a specific part of the grid for retention and recruitment purposes. The government does most of its hiring at step one, and therefore insisted on concentrating it there. Many previous money offers from the government had even more money going to the top step, and we fought hard

to ensure the only extra money going to the top step came from the LMA.

There was no money given towards maintaining inflation adjustment for our pension, however a pension partners table will meet before the signing of the common agreement to look into this. We also fought hard to get some relief for our overworked chairs, but the employer would not budge on this issue.

The bargaining team's efforts now shift back to the local table, with a resumption of negotiations during the week of Feb 26th. We were close to an agreement the last time we met, so hopefully this is a relatively small hurdle to clear.

Doug Henderson, VP Negotiations

Canadian Federation of Students Day of Action

On February 6th our Selkirk College Student Association supported the Canadian Federation of Students by protesting the Government over the escalating price of tuition and mounting student debt.

The turn out was excellent and could not be missed by anyone in Nelson.

Our President, Tracy, gave a speech at the rally and was featured on the Shaw local community TV channel.

Selkirk College Bursary Tea

On February 10th the Bursary Tea was held in Nelson where 120 students were awarded bursaries that will assist them in continuing their studies here.

The SCFA took its place on the list as one of the donators this year.

The SCFA provided its "Solidarity with Teachers" bursary to Patti-Jean Poznikoff . A second bursary through the SCFA Endowment fund was awarded to Katherine Muir.

FPSE Spring Conference

The SCFA was well represented this year at the FPSE spring conference in Vancouver. Thanks go to the following standing committee representatives who attended:

Don Parks (Education Policy), Liz Ball (Human Rights and International Solidarity), Ian Parfitt (Non-regular faculty), Rob Macrae (Occupational Health and Safety), Leanne Reitan (Status of Women), and Rena Vandebos (Professional Development).

SCFA Board Observer at Selkirk College Board meetings

Pat Gibson has served as our College Board Observer for the past few years.

Many thanks go to Pat for being our eyes and ears at the Board meetings. Her commitment to this position has been much appreciated.

In June, Pat will step down from the position and a new representative will be elected at our spring SCFA AGM. This position involves attending the regular public Board meetings-- approx. 2-3 hours on the fourth Tuesday evening of every month. As Board Observer, you get to witness the Board in its deliberations and hear about college activities, challenges, and planning; and you will have an opportunity to speak, if you wish, at each Board session. The Board Observer also reports at regularly scheduled Executive meetings.

VP Contract Administration

The Evaluation Cycle

The purpose of the evaluation of your work varies depending on who you ask. At a minimum, the evaluation process is the series of steps necessary by management to dismiss you, or as is more optimistically stated in the *SCFA Evaluation Handbook*, it is “to celebrate our successes” and “to demonstrate that we care about the people with whom we work as well as our learners.”

The process is made up of two types of evaluation events: the brief appraisal and the comprehensive appraisal.

When you first start working at the College, management keeps tabs on you on a regular basis to make sure that you are progressing as expected. Both new regular and short-term employees are evaluated after the first term of work using the brief appraisal process. Included in the appraisal are student evaluations, evaluation of administrative/course management duties, a list of your professional development activities and any other activities that highlight your commitment to the College (committees, high school visits, etc.)

After the second term the comprehensive evaluation takes place. It includes the brief appraisal that was done in the first term, a self evaluation and an evaluation done by your direct supervisor (school chair or dept head), current student evaluations and finally any College-related activities.

Let’s assume everything is going just fine. The second and third year of employment end with

a brief appraisal. After the fourth year, a comprehensive evaluation takes place.

After the first year, the new regular employee completes their probation. After two years, if work is available, the short-term person should have moved into an annualized contract and then after the fourth year, should be offered a regular contract.

At this point both groups are regular employees and are evaluated in the same way, in the new five-year cycle. Presumably you know what you are doing and shouldn’t need to be evaluated on a regular basis. So, in year five and six, no evaluations. At the end of year seven, you get a brief appraisal evaluation, nothing for year eight and then a comprehensive evaluation at the end of year nine. If all continues to go well, the five year evaluation cycle is repeated.

Now, what if crap happens? What if your students don’t like you? What if you can’t get along with your co-workers? What if you have a bad year and it affects your performance? It depends where you are on the first or second cycle and if you are on probation, a short-term employee, or a regular employee. If you are on probation, management has the option of not renewing your contract. “Sorry, it just didn’t work out, thanks for coming.” If you are a short-term employee, being offered a new contract is contingent on a satisfactory evaluation. So, bad evaluation means that you likely won’t get offered more work.

Regular employees get a second kick at the can. Working with the School Chair, Department Head and/or Dean, a plan for recovery back to your former glory is initiated. The plan can include a variety of activities such as shadowing a member who has continually

demonstrated success as an employee, enrolling in a course or program to become a better teacher, or modifying a particular course.

Regular evaluations are also a part of the recovery. After the following term, a comprehensive evaluation happens. If it concludes as satisfactory, all is well and you go back onto the evaluation cycle at the point where you left off. If, however, the finding is still unsatisfactory, you will be placed on probation for one year.

Hopefully at this point management has gotten your attention as it is now the last chance to fix the situation or be shown the door.

During corrective probation, two comprehensive evaluations are performed. If finally all is corrected, you will return to the good books. If the results are still unsatisfactory after that year, you get the proverbial pink slip which takes effect in three months.

Management can request a comprehensive evaluation at any time. However, they need to be able to justify that request. Members can also ask to be evaluated at any time. If, however the School Chair or Department Head decides they have far too many evaluations to do in any particular term, they are not obligated to evaluate a member who is not scheduled for one.

If you are looking for additional feedback from the classroom, you have some options: You can request a SGIF which stands for Small Group Instructional Feedback. Here, someone who is trained to facilitate one of these groups goes into the classroom and asks students very specific questions to get

information on a specific area or just generally how the students feel about the course, how it is delivered etc.

You can also solicit opinions from students on your own at any time orally (What did you think about that last lab?), or in written form (create your own set of survey questions), and probably through dance if you are very creative (think outside the box, people).

In all of these cases, the information collected is for your eyes only, unless you choose to share it with someone or have it placed in your personnel file.

Your SCFA Executive

President: Tracy Punchard
VP Contract Administration (previously the Advocate): Lui Marinelli
VP Liaison: Sally Glock
VP Negotiations: Doug Henderson
Secretary: Rob Macrae
Treasurer: John Stegman
College Board Observer: Pat Gibson
Retirement Issues Officer: Ross Bates

**“The time is always right to do what is right”
Martin Luther King, Jr.**



**"The best way to boost the economy is to lower taxes.
The best way to lower your taxes is to reduce your
income. Paying you less is my patriotic duty!"**