

## The following is a letter sent from the STA to staff reps in December 1995

To: Secondary STARA Reps December 7, 1995

From: Ralph Sebastian

Re: Variances to the Instructional Day

Since last Spring the STA has been trying to reach agreement with the Board on terms of a proposed variance to the instructional day which would accommodate secondary teachers who wish to offer credit courses in the performing arts outside the regular instructional day of their school. On December 6, 1995 the parties agreed to a process to achieve that variance and identify the teachers who are covered.

1. A STARA rep at each secondary school will be provided with:
  - a. This explanatory letter,
  - b. A copy of the application form, and
  - c. A copy of the terms which are proposed to apply to all successful applicants.
2. Each STARA rep is asked to provide those teachers who wish to apply for such a variance with this full package, and to approach the chairperson of the staff committee to facilitate the staff committee's consideration of requests for support from applicants faced with a December 15th DEADLINE.
3. Applicants are cautioned to carefully consider the form and the terms and to complete all sections fully, giving the details requested (e.g., ... I, Mary Jones would like to apply for a variance in order to teach Concert Band 10-12 from 2:45 PM to 4:15 PM on Tuesdays and Thursdays from February 1, 1996 to June 27, 1996. The educationally sound reasons ...)
4. The STA Executive will consider ALL applications at an Executive meeting on December 19, 1995. Those applicants which are approved by the Executive will be forwarded to the Board by the morning of December 21, 1995.
5. The Board will consider the terms and the list of applicants who have been approved by the STA. The Board will inform the STA by January 9, 1996 if the Board has ratified the terms of the variance and, if ratified, will attach the list of those applicants on the list in #4 who have also been approved by the Board.
6. If the Board does not agree to the terms in #1 c, or if a teacher is scheduled to teach a credit course outside the regular instructional day without being on the mutually approved list in #5, then all such teachers and all such credit courses must and will be immediately rescheduled within the regular instructional day.

Thank you for your assistance in getting this information into the hands of those teachers seeking such a variance. Inquiries should be directed to the STA office at 604-594-5353.