

# NOTEBOOK

Issue #9 April 13, 2016



## NOTICE OF EXTRAORDINARY MOTION

The NVTA executive feels that the committee structure within our constitution needs to be modernized to reflect a broader range of issues and to more closely match current BCTF initiatives. By combining Status of Women and Multiculturalism/Anti-racism into a single, new committee called Social Justice, the executive hopes that more members will get involved and the committee will be able to address a broader range of social issues including gender equity, supporting LGBTQ+ students and members, Aboriginal education, the neoliberal education agenda, environmental issues, and many other issues. This change would not reduce the Association's commitment or work on behalf of female members or our multicultural society but enhance our work in all areas of social justice and allow a more flexible structure for member involvement.

That the NVTA Constitution and By-laws be amended as follows:

### SECTION III Committees

#### BY-LAWS

3.1 The NVTA shall establish and maintain the following standing committees:

1. Executive
2. Bargaining
3. Professional Development
4. ~~Status of Women~~ Social Justice
5. ~~Multiculturalism/Anti-Racism~~
6. 5. Constitution
7. 6. Nominating and Balloting
8. 7. BCTF Annual General Meeting
9. 8. Finance
10. 9. Scholarship
11. 10. Grievance

3.7 a. The Chairpersons of the following committees shall be elected at a General Meeting:

- Bargaining
- Professional Development
- ~~Status of Women~~ Social Justice
- ~~Multiculturalism/Anti-Racism~~
- Nominating and Balloting

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## NVTA ANNUAL GENERAL MEETING & SOCIAL

April 27, 2016, 4 p.m.

St. Martin's Anglican Church

195 East Windsor Road, North Vancouver

### *Second Call For Candidates!*

The following NVTA Executive Committee and Standing Committee Chairperson positions are available for the 2016-2017 school year.

**Executive Committee:** President, Local Representatives (3), Alternate Local Representative, First Vice President, Second Vice President, Secretary, Treasurer, Members-at-Large (two 2-year term positions available).

**Committee Chairpersons:** Multicultural/Anti-Racism, Nominating & Balloting, Professional Development, Status of Women.

Nominations will be accepted from the floor of the AGM for Executive and Standing Committee Chair positions, however, in order to have a candidate statement included in the AGM booklet, and to participate in the All Candidates Meeting after the April Representative Assembly, a completed nomination form and candidate's statement must be submitted to the NVTA by Friday, April 15, 2016.

### NOTICE OF MOTIONS

1. That the Auditor's Report for 2014-2015 be accepted.
2. That Clearline Chartered Accountants be appointed Auditor for the upcoming year 2015-2016.

*See proposed changes to Pro D Policy/Guidelines  
on last page of this Notebook.*

**There will be an NVTA All-Candidates Meeting after  
the Representative Assembly at  
Sutherland Secondary School Library on Wednesday,  
April 20, 2016.**

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**SECTION V ELECTION PROCEDURES AND NOMINATING AND BALLOTING OFFICER****D. Electoral Procedures for Committee Chairpersons**

5.36 Elections for Committee Chairpersons shall be conducted for the following positions:

- a. Bargaining
- b. Professional Development
- c. ~~Multiculturalism/Anti-Racism~~ Social Justice
- d. ~~Status of Women~~

**F. Terms of Office for Elected Positions**

5.54 Chairpersons of Professional Development, ~~Multiculturalism/Anti-Racism, and Status of Women~~, Social Justice as well as the Nominating and Balloting Officer, shall be elected for one year terms at the Annual General Meeting.

**SECTION X BARGAINING COMMITTEE**

10.02 The Bargaining Committee shall consist of fourteen (14) members: the Bargaining Chairperson, the NVT A President, four (4) secondary school representatives, four (4) elementary school representatives, and one elected representative for each of: ~~Multicultural/Anti-Racism~~, Professional Development, and ~~Status of Women~~ Social Justice committees, and the Teachers-on-Call staff committee.

10.04 d. The Professional Development and ~~Status of Women~~ Social Justice and ~~Multiculturalism/Antiracism~~ committees shall each elect a representative to the Bargaining Committee from their respective groups of school contacts. Those representatives shall then be ratified by a General Meeting

**SECTION XIII ~~STATUS OF WOMEN SOCIAL JUSTICE COMMITTEE~~****BY-LAWS**

13.1 The NVT A shall maintain a ~~Status of Women~~ Social Justice Committee.

**POLICIES**

13.01 The ~~Status of Women~~ Social Justice Committee shall ensure the integration of the goals and objectives of the ~~Status of Women~~ Social Justice program into all other areas of the NVT A.

13.03 The goals and objectives of the ~~Status of Women~~ Social Justice Committee shall be developed by the Committee and ratified at the first meeting of the year of the ~~Status of Women~~ Social Justice contacts.

13.05 The ~~Status of Women~~ Social Justice Committee shall actively support greater member diversity participation in all decision-making bodies within the educational system.

13.07 The ~~Status of Women~~ Social Justice Committee shall maintain a close liaison with the BCTF ~~Status of Women~~ Social Justice program and the metro zone.

**PROCEDURES**

13.02 The staff committee of each school as defined in this Constitution shall select a ~~Status of Women~~ Social Justice contact person whose name shall be submitted to the Chairperson of the ~~Status of Women~~ Social Justice Committee on or before September 30 of each school year.

13.04 The role of the ~~Status of Women~~ Social Justice contacts shall include:

- a. acting as a liaison between the ~~Status of Women~~ Social Justice Committee and the school staff committee;
- b. collecting and distributing data and keeping staff informed about ~~Status of Women~~ Social Justice events;
- c. ensuring that the contact's school is represented at ~~Status of Women~~ Social Justice contact meetings;

- d. bringing school concerns and achievements to ~~Status of Women~~ Social Justice contact meetings;
- e. promoting ~~women~~ greater member diversity for positions of leadership.

- 13.06 The ~~Status of Women~~ Social Justice Committee shall be comprised of up to seven (7) members and be elected by the ~~Status of Women~~ Social Justice contact persons.
- 13.08 The names of the seven members of the ~~Status of Women~~ Social Justice Committee shall be submitted to the NVT A Executive Committee on or before October 15 of each school year for ratification.
- 13.10 The ~~Status of Women~~ Social Justice Committee shall hold regular meetings of school contacts throughout the year.

The ~~Status of Women~~ Social Justice Committee shall have a representative on the Bargaining Committee elected by the ~~Status of Women~~ Social Justice contacts and ratified at a General Meeting.

## SECTION XIV ——— MULTICULTURALISM/ANTI-RACISM COMMITTEE

### BY-LAW

14.1 — The NVT A shall maintain a Multiculturalism/Anti Racism Committee.

### POLICY

- 14.01 — The NVT A shall foster and promote educational and social policies which counter racism and encourage Multiculturalism.
- 14.03 — The committee shall provide in-service, material, and resources to facilitate the development of Anti-racism and multicultural education within the North Vancouver School district.
- 14.05 — The Committee shall promote active and positive intercultural communication within the North Vancouver School District.
- 14.07 — The Committee shall ensure the integration of the goals of the Multicultural? Anti-racism Committee into all other areas of the NVT A.
- 14.09 — The Committee shall maintain a close liaison with the BCTF Social Justice Program and the Metro zone.
- 14.11 — The committee shall support the development of a workforce which is reflective of the multicultural diversity within the North Vancouver School District.

### PROCEDURES

- 14.02 — The staff committee of each school as defined in this Constitution shall select a Multiculturalism/Anti-Racism contact person whose name shall be submitted to the Chairperson of the Multiculturalism/Anti-Racism Committee on or before September 30 of each school year.
- 14.04 — The Multiculturalism/Anti-Racism Committee shall be comprised of up to seven (7) members and be elected by the Multiculturalism/Anti-Racism contact persons.
- 14.06 — The names of the seven members of the Multiculturalism/Anti-Racism Committee shall be submitted to the NVT A Executive Committee on or before October 15 of each school year for ratification.
- 14.08 — The Multiculturalism/Anti-Racism Committee shall hold regular meetings of school contacts throughout the year.
- 14.10 — The Multiculturalism/Anti-Racism Committee shall have a representative on the Bargaining Committee elected by the Multiculturalism/Anti-Racism contacts and ratified at a General Meeting.

## PROPOSED CHANGES TO PD POLICY/GUIDELINES

### Approved by NVTAs Executive Committee March 30, 2016 to be ratified at the Annual General Meeting

#### Page 2

##### Role of PD Chairperson

The NVTAs elects its PD Chair at its ~~May~~ **Spring** AGM.

##### Rationale:

This is a housekeeping item. The date of the AGM now aligns with the date as specified in the NVTAs Constitution

#### Page 3

##### Allocation of NVTAs PD Funds

The NVTAs PD fund receives \$94,500 for the School Board each year (*as per clause F.1 of the Collective Agreement*).

This NVTAs PD fund is used exclusively for PD activities, not for ~~expenses related to holding meetings~~, office supplies or release time for the PD Chair or ~~Steering Committee~~.

##### Rationale:

The PD Steering Committee needs to meet to discuss many matters related to the disbursement of PD funds including making recommendations regarding the budget, reviewing appeals, reviewing the PD Policy/Guidelines and reviewing Special Grant submissions. While the committee can and does meet after school time to discuss some matters, we feel part of the PD budget should include release time. As always, the amount set aside is decided by PD Steering Committee and is presented at the October Meeting of PD contacts for approval, then to the NVTAs Executive Committee for ratification. When Steering Committee meetings do happen during the school day, then there will be expenses related to holding the meetings.

#### Page 3

The annual PD budget includes funds for:

- the PD conference held on odd-numbered years
- school allotments on a per FTE basis
- allotments for TOCs and DOCs
- allotment for Local Specialists' Associations (Library & Math)
- special grants

##### Rationale:

The Policy as it reads now states that monies may only be allotted to the Library and Math LSAs. This change would allow for other LSAs to access funding.

#### Page 3

##### Late and Summer PD Funding

Effective after the **last** District ~~May~~ PD day, all remaining school funds shall be rolled over to the central PD fund. All funds for late PD activities shall be applied from this centralized fund.

##### Rationale:

Since the date of the last District-wide PD Day may vary from year to year, changing the wording from "May" to "last" would accurately reflect the variance from year to year.

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##### Allowable Expenses

1. Teacher initiated (not Board initiated) activities, which could be used **to enhance professional practice** ~~for professional self-improvement~~ by an individual or staff, may include :...

##### Rationale:

The PD Steering Committee would like the wording to more clearly reflect the fact that PD funds are to be used to enhance professional practice, not personal wellness. While personal wellness is important for everyone to function effectively, there are other avenues to access assistance for personal wellness. (i.e. BCTF Wellness program, Employee & Family Assistance Program)

#### Page 5

##### Allowable Expenses

~~5. PD Funds may not pay for Board initiated or Ministry required activities, such as those required by law or the Collective Agreement. PD Funds will also not be used to cover PD provided by SD44 administrators, or JEPIC activities. NVTAs members will not spend PD funds for any activity including students, such as field trips or class 4 driver's license, long distance phone bills.~~

**5. PD funds will not be used to finance locally developed or new provincial program implementation, specific board initiatives or enhancement projects.**

**6. PD funds will not be used to cover PD provided by SD44 administrators or JEPIC activities.**

**7. PD funds will not be used for any activity including students, such as field trips, class 4 driver's license or long distance phone bills.**

~~8. 6-~~ PD money may cover travel expense such as accommodation, meals, mileage and parking as per specific school guidelines.

##### Rationale:

The first sentence of number 5 has been replaced with the actual language from the Collective Agreement. The policy already mentions that PD funds will not be used for Board initiated activities. The committee now wants to make it clear that PD funds will also not be used for specific Board initiatives. The committee then separated the remaining two sentences in number 5 since they are different topics. The wording of the two sentences did not change, except for a grammar change in number 7. Number 6 of the original wording has been renumbered.