

NOTEBOOK

Issue #9 January 11, 2019



EMPLOYEE ENGAGEMENT SURVEY

January 28 – February 15, 2019

The North Vancouver School District is conducting a follow up survey on employee engagement. The last one was done in January 2017 and the purpose of this initial survey was to establish a baseline by which to compare subsequent surveys. Consequently, the same questions will be asked. The NVTA encourages all teachers to complete this survey. The third party conducting the survey has worked closely with the BCTF and NVTA and has our confidence. The survey is completely anonymous and the information is private and confidential. Our goal is for all teachers to complete the survey by the February 15 deadline. No information will be shared with the School District in employee groupings of less than ten and any information shared is entirely anonymous. All written submissions will also be completely anonymous. The NVTA played an integral role in the creation of the survey in 2017 and is confident that Flex Surveys, the third party tasked with holding the information, will adhere to all privacy and confidentiality rules and will not share any information with the District that violates this.

The NVTA encourages all teachers to participate in this survey. Eighty-two percent of teachers participated in 2017 and it is vital that there is once again a very high participation rate. This is your chance to be heard in a completely confidential manner.

LST WORKLOAD HIGHER THAN IT SHOULD BE

One of the most significant issues the NVTA has dealt with over the last few years has been the incredibly challenging workloads of our Learning Support Teachers. Many LSTs have left the position and even the District due to the challenges they have faced providing adequate support to our most complex students. Clearly, an increase in the number of Learning Support Teachers is needed.

Good news on this came last spring with the mediated settlement between the BCTF and BCPSEA concerning the calculation of the ratios that determine the level of LST support. As a result of this mediated settlement, North Vancouver looked to gain an increase of 15 full time Learning Support Teachers this past September. LSTs were overjoyed that they would be able to provide increased services to their students.

We are now in 2019 and sadly what should have happened in September has not yet come to fruition. The North Vancouver School District is the only District in the province that waited until December to begin implementing the mediated settlement. The District has only now increased a small portion of LST time but it is a fraction of what it should be. In addition, as we are approaching the half way mark of the school year, the original increase of 15 FTE must now be much more as it needs to be pro rated for the remaining months left in this school year.

... continued on page two

THIRD AND FINAL CALL FOR NVTA DELEGATES TO THE 2019 BCTF AGM March 16 – 20, 2019

The North Vancouver Teachers' Association's BCTF AGM delegation will be elected at the January 30, 2019 General Meeting. The NVTA can elect **14 delegates** who, along with the three NVTA Local Representatives, will comprise our delegation. To put your name forward, please contact NVTA Office Manager, Beth Triggs, at beth@nvta.ca for a nomination form. Alternately, the BCTF AGM Delegates Nomination form is available under the "Forms" tab on nvta.ca.

North Vancouver Teachers' Association
240 – 233 West 1st Street, North Vancouver, BC V7M 1B3
Phone: 604-988-3224 Fax: 604-980-8092 Website: nvta.ca

... continued from page one

The District has indicated that they are not planning to post for all the FTE, as they are having trouble filling LST positions. However, recruitment would be much easier if the job was less onerous and there were many more full time positions available. This increase in LST time that resulted from the mediated settlement between the BCTF and BCPSEA achieves both these goals, allowing the posting of more full time LST positions and reducing the workload of our already overburdened Learning Support Teachers. Most importantly, it would achieve the goal all partners in this share: Improved services to students.

Finally, the Memorandum of Agreement signed between the BCTF and BCPSEA and the Provincial Government in March of 2017 created a framework for a scenario where an LST position remains unfilled: *When a non enrolling position teacher position remains unfilled following the completion of the applicable post and fill process, the local parties will meet to discuss alternatives for utilizing the FTE in another way.*

We expect the District to post for the entire LST amount pro rated for the remaining months of the 2018-19 school year. Should positions remain unfilled, the NVTA would then meet with the District to discuss an alternative use of the FTE.

COMMITTEE CALL-OUT

NVTA members are required to serve on the following committees:

- French Immersion Review Committee
- Inclusion Committee
- JEPIC
- Mentorship Committee

Please call NVTA Office Manager, Beth Triggs, for a Committee Application Form. Alternately, forms can be downloaded from nvta.ca and emailed to beth@nvta.ca.

NVTA MEETINGS & EVENTS CALENDAR 2019

JANUARY 2019

- 7 Schools reopen
- 16 NVTA Representative Assembly (Sutherland Library)
- 30 NVTA General Meeting (St. Martin's Anglican Church)
 - elect delegates to the BCTF Annual General Meeting

FEBRUARY 2019

- 15 District-wide Professional Development Conference
- 18 Family Day
- 20 NVTA Representative Assembly (Sutherland Library)

MARCH 2019

- 13 NVTA Representative Assembly (Sutherland Library)
- 16-19 103rd BCTF Annual General Meeting (Victoria)

MARCH 16 – MARCH 31 SPRING BREAK

APRIL 2019

- 1 Schools reopen
- 17 NVTA Representative Assembly (Sutherland Library)
 - followed by NVTA All-Candidates Meeting
- 19-22 Easter Long Weekend
- 29 National Day of Mourning

MAY 2019

- 6 District-wide Professional Development Day
- 8 NVTA Annual General Meeting & Social (elect NVTA Executive & Chairs for 2019-20)
- 15 NVTA Representative Assembly (Sutherland Library)
- 20 Victoria Day

JUNE 2019

- 10 Retirement Tea (Seymour Golf & Country Club)
- 19 NVTA Representative Assembly (Sutherland Library)
- 27 Last day of school
- 28 Administration Day

ILLUMINATE!

North Vancouver Teachers' Association – Professional Development Conference Friday, February 15, 2019

Registration is open and busy – members are reminded to review available workshops on Booking Central and register as soon as possible!