

NOTEBOOK

Issue #2 September 11, 2020



PROPOSED NVTA GOALS & PRIORITIES 2020-2021

All NVTA members are committed to our students and Public Education.

All NVTA members:

- Continue to build relationships with parents and community members to advocate for students and public education and increase awareness of our Collective Agreement language and the history of our union,
- Are strongly committed to building equitable, inclusive and anti-racist school and union cultures, and to engaging in the necessary on-going learning to do so,
- Understand and exercise our professional rights and responsibilities, and work collectively to protect our professional autonomy,
- Are informed about our new rights provided by the newly negotiated Collective Agreement,
- Advocate for and enforce local and provincial working and learning conditions, both in person and remote, and new COVID-19 protocols,
- Are engaged in our union and aware of our rights, as outlined in the Collective Agreement, and of the Collective Agreement's vital importance and its history in the workplace,
- Are committed to and engaged in professional learning, recognizing that teachers are best able to identify our own professional learning needs,
- Support each other in teaching during the challenges posed by COVID-19, including adjusting the curricula as needed,

and every North Vancouver school has a staff committee that meets regularly and is inclusive, valued, proactive and committed to collaborative decision-making.

Recommended by the NVTA Executive to the General Meeting on September 2, 2020

COMMITTEE CALL OUT

Joint Committees

Mentorship Committee

This is a joint committee where NVTA members work with District representatives to provide a mentorship program to new teachers. Committee members will work collaboratively to identify the needs of new teachers and mentors and provide training and support for the work together.

OH&S Committee

The Joint Occupational Health & Safety Committee includes members from all employee groups and is an opportunity to address issues that may be of particular concern to teachers. Given the circumstances of the current year, it will be of heightened importance to have a strong teacher voice on this committee. We are looking for members to join the committee for the 2020-2021 school year.

NVTA Committees

Professional Development Conference 2021 Planning Committee

Our NVTA Pro D Conference is being held on Friday, February 26, 2021. We are looking for members to join the planning committee. Please consider putting your name forward if you are interested in being a part of this team during these extraordinary times.

Social Justice Committee

The NVTA Social Justice Committee will meet throughout the year to collaborate on and share ideas for teaching for social justice. The work of this committee can include sharing their teaching practices, booking professional development/ workshops through the union, planning virtual events, and collecting and sharing social justice resources with members. This committee will also look at our union structures and engagement through a social justice lens.

To apply, please complete the Committee Application form that is available at nvta.ca and send it to beth@nvta.ca.

North Vancouver Teachers' Association

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PART TIME WORK

2020-2021

For 2020-2021 there are 186 days in session. However, there is an imbalance in the number of different weekdays since most holidays fall on a Monday or a Friday. Here is the break down for this school year: Mondays–34, Tuesdays–39, Wednesdays–38, Thursdays–38, Fridays–37.

For teachers who work part time on certain days of the week, this can affect the number of workdays in the year.

To determine how many days you should work this year, multiply your FTE by 186 days. Then add up the number of days you will work based on the days of the week to find out if there is a discrepancy. For example, if a teacher works 0.4 FTE on Tuesdays and Wednesdays they will actually work 77 days (39 Tuesdays plus 38 Wednesdays) but they should work 74.4 days (0.4 times 186). They would be owed 2.6 days if they worked every Tuesday and Wednesday all year long.

Job Share–If you are in a job share, then you and your partner need to work out how to make the days equitable. For example, if your partner works on Mondays, they may need to cover another day of the week for you some time during the school year. Be sure to keep your principal informed about any scheduling changes you make.

Part Time–If you work part time, and are owed days, speak to your principal about how it will be addressed. You can either choose to take the extra days off or receive compensatory pay. It is at your discretion which option you choose. If you work too few days, you will need to work the additional days necessary.

If you have any questions or need help to verify calculations, please contact Carolyn Pena or Katrina Russell at the NVTa office.

Important!

NVTa GENERAL MEETING

Wednesday, September 30, 2020, 4 pm

Proposed motions for consideration at the General Meeting –

1. That the NVTa fee for the 2020-2021 school year be set at 0.80% of a teacher's salary.
2. That the NVTa Executive Committee Compensation Policy 2020-2021 be adopted.
3. That Executive Committee members (other than table officers) who attended the Summer Planning Session receive compensation equivalent to one day at the cost of a TTOC.
4. That the Chief Staff Rep Compensation Policy be determined by the Rep Assembly and be within a budget amount set by the General Meeting.
5. That the Professional Development Chair be released at 0.4 FTE for the 2020-2021 school year.
6. That the proposed budget 2020-2021 be adopted.
7. That the proposed NVTa Goals & Priorities for 2020-2021 be adopted.

TTOC EXPERIENCE CREDIT– TRANSFER FOR PART-TIME TEACHERS

There are two opportunities in the year for members to transfer their experience as TTOCs across to their contract experience within the same district. This applies to part time teachers that also TTOC in the district. It also applies to TTOCs that have had a temporary contract. You can do this in November and June. Here are the particulars:

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1. Transfer of experience is only from TTOC silo to contract silo.
 2. Transfer can only be made in whole months (17 days of TTOC experience).
 3. Transfer is for the entire amount in a TTOC bank with the exception of any days left over from whole month calculations (1-16 days).
 4. One month TTOC credit will count as one month in the contract silo when transferred.
 5. Transfer must be applied for before **November 15** to take effect December 31 and before **June 30** to take effect August 31.
 6. Use Form A to apply in June and Form B to apply in November. These forms can be found on the NVSD Portal under District > Forms > Department: Payroll.
- Please contact the NVTa if you have any questions.