

NOTEBOOK

Issue #9 April 27, 2022



NVTA AGM

May 11, 2022, 4 p.m.

Nominations will be accepted from the floor

2022-2023 NVTA EXECUTIVE Declared Candidates

The following is the list of declared candidates who will stand for election to NVTA Executive positions at the NVTA AGM on May 11, 2022.

President:	Katrina Russell
First Vice President:	Dave Murton
Second Vice President:	Robin Deleurme
Treasurer:	Andrew Shobridge
Secretary:	Marta Orellana
Local Representatives: (elect three)	Tammy Daley Owen Howell
Alternate Local Rep:	No Declared Candidate
Member at Large: (elect two)	Edie Chang Jenny Kwong Colin Young
Member at Large (1 st 5 yrs):	Amanda Zayonc
Bargaining Chair:	Amy Wright
Professional Development:	Tammy Daley
Social Justice:	No Declared Candidate

NVTA RETIREMENT TEA June 13, 2022

Celebrating all the teachers who retired from the 2019-2020 school year to now!

**Seymour Golf & Country Club
3:30 – 6:30pm**

RSVP to beth@nvta.ca

Making Sense of Your Pension, CPP, OAS and Group Benefits

*An Essential Workshop from the
BC Retired Teachers' Association*

The important decisions that will determine your retirement lifestyle should not be made at the last minute as you fill out your forms.

This seminar will prepare you to confidently make choices that are right for you.

All teachers age 50+ should plan to attend one of BCRTA's Pre-Retirement online (Zoom) workshops. The workshops are free. You get great planning materials along with answers to questions you have about your retirement.

Please pre-register at <https://bcрта.ca/workshop>

The agenda includes: Teachers' Pension Plan, Canada Pension Plan, Old Age Security, and voluntary group benefits. Information about choosing your group benefits (dental, extended health and travel). We show some of the differences between the plans and help equip you to select the plan that best suits your needs.

Upcoming Sessions

May 11	4 p.m. to 5:30 p.m.
May 19	7 p.m. to 8:30 p.m.
May 25	7 p.m. to 8:30 p.m.
June 1	7 p.m. to 8:30 p.m.

Feel free to attend more than one session if needed or sign up as a refresher. Teachers are welcome to join the BCRTA prior to retirement and qualify for membership advantages.

Candidate's Statements

2022/2023 NVTA Executive Committee

Position: President

Candidate: Katrina Russell (NVTA Office)

I am excited at the opportunity to represent NVTA member as Local President. My union work started when the CSR at my school encouraged me to run as alternate Staff Rep. I then became CSR at that same school. Since then, I have been a delegate at BCTF AGMs, secretary for the NVTA executive, bargaining committee secretary, 1st Vice President, and am now President. In my work at the NVTA office, it has become clear to me how valuable the role of the local union is in protecting members' rights, advocating for important changes, and providing services to teachers. During much of this time, we have been dealing with the unique challenges brought on by COVID while continuing to do all the other work that regularly needs to be done in the office. As president, I work tirelessly to ensure that the NVTA continues to provide excellent service to members, work hard to protect the rights of all members and advocate for you at every opportunity. I feel privileged to have been chosen to represent members in North Vancouver and if elected again, I will continue to work hard to provide valuable services and to advocate for members.

Position: First Vice President

Candidate: Dave Murton (Handsworth)

For the past twenty-eight years I have been a full-time high school science teacher in the North Vancouver School District. In that time, I believe, I have established a positive reputation. Whether that be during my fifteen years at Carson Graham, my short stint at Balmoral Junior Secondary or the last eleven years at Handsworth. In all the school communities I have worked I feel I have been an effective, well-respected teacher, as well as a strong advocate for my colleagues. That advocacy for my colleagues is what I would like to now focus my energy on. Teaching is one of the most challenging jobs there is and can require a lot of support at times. I feel with so many years on the job, I have a good understanding of what many of those challenges are and would be a strong and effective advocate for the teachers of North Vancouver.

In terms of experience with the NVTA, I served as the Chief Staff Representative at Balmoral Junior Secondary from 2009-2011. Over the past decade I have done three terms as Member at Large and one term as Alternate Local Representative on the NVTA executive. I have also attended several BCTF Annual General Meetings. I have been involved of late at my home school as well, chairing our staff committee meetings from 2019 to 2021. I was also chair of the NVTA Representative Assemblies for the 2019 - 2020 school year.

I have decades of positive experiences with students, colleagues, parents, and administrators. I feel the many years of positive relationship building amongst

various stakeholders would serve me well if elected as your Vice President.

If elected, I can assure you I will most definitely be a conscientious, empathetic, and hardworking table officer. Thank you for considering me as a candidate for Vice President of the NVTA.

Position: Second Vice President

Candidate: Robin Deleurme (Sutherland)

Experience: Local #56 (Nechako): Association First Vice President (3 years), Bargaining Committee (5 years), Negotiating Team (1 year), BCTF AGM delegate (2 years), Professional Development Treasurer (3 years), School CSR (8 years), BCAMT Regional Representative (2 years), Science/Mathematics Local Specialist Association Chairperson (3 years), Association Representative on numerous school and district committees, Secondary School Teacher (14 years). Local #44 (North Vancouver): President (1 year), First Vice President (3 year), Treasurer (3 years), Member-at-Large (1 year), Bargaining Committee (5 years), Negotiating Team (3 years), Alternate Local Representative (1 year), Local Representative (4 years), BCTF AGM delegate (8 years), School CSR (5 years), Secondary School Teacher (17 years).

I am writing to ask for your support for my candidacy for Second Vice-President of the North Vancouver Teachers' Association. Through my experience here and in my previous Local, I have been a strong voice for members. If elected Second Vice-President I promise to continue to speak on your behalf and to ensure that your voice is always heard at every meeting that I attend. I believe my past experience as a President, First Vice President, Treasurer, Member at Large, and CSR in the Union have well prepared me for the job and I would like to continue to support members and the NVTA in this new capacity. My experience and qualifications will also help support the excellent work already being done by the NVTA Executive. I would be honoured to represent you as Second Vice-President of the NVTA for the 2022-23 school year.

Position: Treasurer

Candidate: Andrew Shobridge (Windsor)

I am writing to ask for your support for my candidacy for Treasurer of the North Vancouver Teachers' Association. I have currently served on the NVTA Executive as Treasurer for the past three years, and would like an opportunity to continue in this role.

I'm currently the CSR at Windsor Secondary, and have participated in various district committees and attended events on behalf of the NVTA over the years. I feel my experience of being a teacher and NVTA member for over 20 years can help support the excellent work already being done by the NVTA Executive. It would be an honour to represent you on the NVTA Executive as Treasurer for the next year.

Position: Secretary**Candidate: Marta Orellana** (Dorothy Lynas)

I have been a French Immersion teacher in the North Vancouver School District for 16 years. I have worked at many schools in the district as a primary and intermediate classroom teacher, and I have been at Dorothy Lynas since 2010. I have also served as an NVTA representative on various district committees. Most recently, I have been elected co-CSR at my school as well as the Pro-D chair. I was also part of the Bargaining Team for this most recent round of bargaining. My experience as a teacher and NVTA member can help support the important work being done by the NVTA Executive. I hope to continue learning alongside our incredible NVTA Executive team while also having the opportunity to contribute to the representation of our members—important work to be done in order to keep our union strong. Thank you for considering me for the role.

Position: Local Representative**Candidate: Tammy Daley** (Upper Lynn)

Union/Local Involvement: NVTA Local Representative, NVTA Professional Development Chair, NVTA Local Negotiating Team, NVTA Local Bargaining Committee, NVTA Local Professional Development Steering Committee, NVTA PD Conference Planning Committee, BCTF Bargaining Conference Delegate, BCTF Summer Leadership Conference Delegate, BCTF AGM Delegate

School Involvement: Professional Development Representative (Upper Lynn), Professional Development Representative (Sherwood Park)

I am requesting your support as I seek the nomination for Local Representative. As your current Local Representative I enjoy representing you there and standing up for important NVTA issues and concerns. Attending the Annual General Meeting, Representative Assembly meetings, and Summer Leadership Conferences have given me more understanding of the way our union works and gives me the opportunity to share important information from the BCTF to our NVTA members. I would like to formally represent our local association and serve as your spokesperson at the BCTF. Thank you for your consideration.

Position: Local Representative**Candidate: Owen Howell** (Carson Graham)

Union/Local Involvement: NVTA LR, 2017-22; Alternate LR, 2016-7; NVTA Nominating and Balloting Chair, seven years; NVTA Bargaining Committee member, 2019, 2021; BCTF AGM Delegation Chair, 2018-9, 2021-2; NVTA Member-at-Large, six years since 2006; Staff Committee Chair, three years; Secondary School Teacher in North Vancouver, 25 years.

It has been my privilege to serve the membership of the NVTA in a number of capacities. Through those experiences I have gained valuable perspectives and skills that I would like to continue putting to use on behalf of North Van teachers. To the best of my abilities, I am

committed to advocate for solutions to members' concerns, to support members' interests wherever I am able and to lend thoughtful consideration to issues and decisions facing the Association. The last three years in particular have presented some incredible challenges for us as teachers and as an Association. Advocating for the safety of members and supporting solutions that don't adversely affecting teacher workloads, work-life balance or our professional autonomy will continue to be important priorities again for the coming school year. I am excited for the opportunity to continue on the Executive Committee and to represent the NVTA membership at BCTF Representative Assemblies for another term of service. To this end, I am seeking your support for my candidacy as Local Representative.

Position: Member-at-Large**Candidate: Edith Chang** (Norgate)

Union/Local Involvement – CSR for 3 years at Norgate. BCTF AGM 2022

I am nervous and excited to be running for the position of Member at Large. I have been teaching in the district since 2001 and have elementary (primary and intermediate classrooms and non-enrolling positions) and secondary school experience. I have always had a keen interest in the organization of the union and it wasn't until becoming a Staff Rep in the 2019 school year, that my interests have grown. I feel that I have an important role to play as I bring a BIPOC lens to the table. As a racialized member, I feel my experiences can help steer the union in a direction of understanding and equality. I hope to be a mentor, an advocate, and a voice for all members, and I look forward to sharing, collaborating and learning new skills through this role. It would be an honour to represent the NVTA through this position.

Position: Member-at-Large**Candidate: Jenny Kwong-Emery** (Sutherland)

I grew up on the North Shore and I am a graduate of Carson Graham and Queen Mary. The first ten years of my career were spent in the Deep Cove area serving the community as a youth worker. As a newer career teacher, I have learned firsthand how important union work is.

In my recent pandemic home of Sutherland, I have been an active participant at our weekly staff committee meetings. I am currently teaching ELL (English Language Learner), Social Studies, and First Nations Support. Last year I volunteered to be at the BCTF Annual General Meeting over Spring Break. I am interested in the continued listening and supporting of my colleagues.

I also have experience in several non-profit and alternative school programs with teaching experience at both Mountainside and Esliha7an. My professional and personal passion has been through Indigenous perspectives. I hope that you will consider me to be a representative for Member- at- Large.

Position: Member-at-Large

Candidate: Colin Young (Cleveland)

I have been honored to support teachers and our interests as a staff ASR and then CSR over the past 5 years, and would love the opportunity to continue to do so as a member of the Executive. I come from a background of Disability and Queer advocacy in addition to my time teaching in the North Van school district, and feel these are important viewpoints to include in our NVTA team. I am eager to look at the challenges facing us in the years to come and hope that this will offer a new way to serve our profession.

Position: Member-at-Large (1st 5 Years)

Candidate: Amanda Zayonc (Sherwood Park)

Hello all, My name is Amanda Zayonc and I am running for the NVTA Member-at-Large (first five years) position. Next year I will be entering my second year as a teacher and I am currently working in a Grade 4/5 French Immersion classroom at Sherwood Park Elementary. I have been working with youth since 2011 in a variety of union and non-union positions. I have always believed that it is important for workers to be well represented and to be advocated for; if I am elected into this position I look forward to learning more about this process, the union, and the power of our collective voices.

NVTA Committee Chairs

Position: Bargaining Chairperson

Candidate: Amy Wright (Highland)

I would like to be considered for the position of Bargaining Chair on the Executive Committee. I am interested in playing a larger role in the NVTA and think join the Executive Committee is an important first step. I was a member of the executive in the beginning years of my career and am interested in becoming a member of this important team again. I am interested in the role of Bargaining Chair, as I have been on the Bargaining Team this year and despite my late entry have found it very interesting and enlightening. I believe the role of the Bargaining Chair is important and will allow for a more well-rounded approach come the next bargaining round. I believe the Bargaining Chair should be taking note of issues and concerns that arise during the intervening years, to have a better understanding of the changes that need to be made in future Bargaining rounds.

Position: Professional Development Chairperson

Candidate: Tammy Daley (Upper Lynn)

Union/Local Involvement: NVTA Professional Development Chair, NVTA Local Representative, NVTA Local Negotiating Team, NVTA Local Bargaining Committee, NVTA Local Professional Development Steering Committee, NVTA PD Conference Planning Committee, BCTF Bargaining Conference Delegate, BCTF Summer Leadership Conference Delegate

School Involvement: Professional Development Representative (Upper Lynn), Professional Development Representative (Sherwood Park)

I am requesting your support as I seek to be re-elected as your NVTA Professional Development Chairperson. I am passionate about teacher development and professional autonomy. I have thoroughly enjoyed being your Pro D Chairperson this year, learning about our Professional Development Policy and access to funds, and making decisions with regards to Special Grant applications. I hope you will support my nomination.

SPRING POSTING ROUNDS

Round One:	April 22 – April 29
Round Two:	May 19 – May 26
Round Three:	June 2 – June 9
Round Four:	June 17 – June 24

All NVTA members are welcome to apply for any postings in May, June and July.

Postings will continue through the summer, as needed.



RATIFICATION OF LOCAL COLLECTIVE AGREEMENT

In March 2022, the local parties concluded local negotiations with agreement on changes to seven articles in the Collective Agreement (changes in *italics*).

A.27 Preparation and Distribution of Agreement (Local)

The Board shall provide an electronic copy of the Agreement to all employees within thirty (30) calendar days and a print copy, as outlined in A.27.2, within sixty (60) calendar days of the completion of the contract melding process, excluding the summer break as defined in Article D.22 (Regular Work Year for Employees).

A first run of print copies will be made for all employees who have requested a copy, plus three (3) copies for each school site and additional copies to equal 20% of teacher FTE. The reserve copies will be stored by both the Board and the Association and distributed upon request. Further copies will be printed upon request of either party, based on requests from employees. The copies will be printed at a unionized printer and the cost of printing shall be shared equally between the parties.

The Association will handle distribution to all employees currently on staff who request a copy, and the Board will give copies to new appointees who request one at the time of appointment to the district.

A.30 Right to Representation (Local)

3. For any meetings other than those contemplated under Article C.22.3, only one (1) Union representative may attend in an active role, but an additional Union representative may be present as an observer, for note-taking purposes.

A.31 School Staff Representatives (Local)

The Board and Association recognize the value of Association school staff representatives in contributing to and maintaining positive, respectful working relationships at the school level. The parties agree that timely and effective communication between administrative officers and school staff representatives promotes clarity and a collaborative working environment.

2. The Association shall provide to the Board, ~~upon request~~ by November 1st each school year, a list of all school staff representatives and chief staff representatives at each work location, including a notation of any schools which have yet to appoint a representative. Where representatives are appointed after November 1st, the Association shall notify the Board as soon as possible thereafter.

C.24 Part Time Employees' Employment Rights (Local)

1. An employee with a continuing full time appointment to the staff of the district may, by April 30, without prejudice to that appointment, request a part time assignment for the subsequent school year, specifying the fraction of time requested, and the length of time for which the part time assignment is requested. The Board shall make every reasonable attempt to grant the request.

2. When the request under Article C.24.1 is granted by the Board, the employee shall be entitled to return to a similar full time equivalent (1.0 FTE) assignment at the expiration of the period of time for which the Board has made the part time assignment in the following school year, pursuant to article C.24.3. ~~The employee may return to a full time assignment at an earlier date or may extend the period and/or the percentage of part time employment by agreement with the Board, if reasonable notice of the request for earlier or later return has been given.~~ Should the employee wish to extend or modify the part time assignment for a further school year, they shall make another request pursuant to article C.24.1. If an employee wishes to increase their assignment FTE prior to the expiration of the school year for which the part time arrangement has been made, they may apply to part time postings pursuant to article E.20.6.c.

3. An employee with a continuing contract on a part time assignment may request, ~~before May 15~~ by April 30, a full time assignment, and the Board shall grant the request for the subsequent school year or after the expiration of the part time assignment in Article C.24.1.

4. Two (2) full-time employees with continuing contracts of the Board may jointly request, before ~~May 15~~ by April 30, a specified job sharing assignment in respect of a single full time position for the subsequent school year. Both job sharing partners must individually possess the required qualifications for the specified job sharing assignment, and must individually have the required level of seniority to not be subject to surplus or layoff. The request shall not be unreasonably denied. All provisions of this Agreement regarding part time employees shall be in effect. An employee in a job share could still be subject to surplus and/or layoff as per articles C.20 and/or E.23; if either or both partners in an approved job share is laid off or designated surplus, the job share shall be dissolved for that school year. If the other job share partner is not subjected to layoff or surplus they would maintain their staffing at the school with the FTE requested in the job share application. Being in a job sharing assignment does not restrict an employee from accessing additional work in the same manner as all other part-time employees. This provision will apply for the term of this Collective Agreement.

D.30 Health and Safety Conditions (Local)

- a. insofar as possible, temperature must be maintained above 18 degrees Celsius and below 24 degrees Celsius; where temperature cannot be maintained at this level, reasonable efforts will be made to provide an alternate classroom or workspace;

D.33 Space and Facilities (Local)

The Board and the Association recognize the important voice of teachers and the value of their input regarding new builds and renovations. The Board and the Association also recognize that final decisions regarding new builds and renovations remain with the District.

2. The Board accepts the value of a work area designed and equipped for the preparation of educational materials and for conferencing needs. The Board recognizes the need to progress towards the provision of such a facility in each school. These facility changes shall be done in meaningful consultation with the NVTAs Staff Committee. Each NVTAs Staff Committee may make a proposal for such a work area to the school administration.

E.23 Transfers and Assignments (Local)

23.2.c. vi. Employee Initiated Transfer Between June 20 and August 23, It is the employee's responsibility to be available to respond to a posting, including during the summer months.

23.2.d.iii. Committed Transfer Between June 30 and August 23, It is the employee's responsibility to be available to respond to a posting, including during the summer months.

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This new language will be discussed at the May 11 AGM, and members will have the opportunity to vote on the Local Agreement online via Simply Voting May 12-13. More information and reminders will come.

PROFESSIONAL DEVELOPMENT DATES - 2022-2023

Friday, October 21, 2022

Friday, February 10, 2023

Monday, May 8, 2023

Teaching Certification Fee Deadline: May 31

Teachers on unpaid leaves such as parental leaves, unpaid medical leaves, childcare leaves, or personal leaves of absence must pay their teaching certification fee by May 31 or incur a late fee. If the fees go unpaid past November 1st, teachers risk losing their teaching certification and will have to reapply to the teacher qualification service.

Please don't miss this important deadline. Information about paying the fee can be found here:

<https://www2.gov.bc.ca/gov/content/education-training/k-12/teach/maintain/annual-practice-fee>