

# NORTH OKANAGAN-SHUSWAP TEACHERS' ASSOCIATION

## NEWSLETTER

November 8, 2004

As teachers of the North Okanagan-Shuswap School District enter the third month of the 2004-2005 school year, we have to realize that this is a very hectic time for us and we have to be careful. We have to take care of ourselves. Between planning lessons, teaching students, assessing and evaluating our students, writing report cards, preparing and writing reports, attending meetings, coaching, supervising, and the thousands of interactions that take place everyday between teachers and others, we have our own personal lives to consider. In addition to our regular duties there are other issues that are increasing our stress level. At the school level, larger classes, inadequate learning resources, the loss of library time and a decrease in the amount of support in the class. At the district and provincial level, restructuring and middle schools, continuing problems with the British Columbia College of Teachers', new secondary graduation requirements, the Wright Commission and bargaining, both local and provincial. There are other concerns. We must be careful. Please put your well-being at the top of the list.

### **Committee Membership**

NOSTA recognizes the valuable contribution that members have and are making to the various committees within the school district. The work of these committees forms an integral part of the communications network and adds to the growth of our district and our members. The executive would like to point out that participation by NOSTA members on any committee is governed by section F 6.0 of the Teacher School-Board Collective Agreement. We ask that members make themselves aware of these provisions and that participation should be vetted through the NOSTA office. Section F 6.0 of the collective agreement states:

- (1) Local representation on committees specifically established by the Collective Agreement shall be appointed by the Local.
- (2) In addition, if the Employer wishes to establish a committee which includes bargaining unit members, it shall notify the Local about the mandate of the committee, and the local shall appoint the representatives.
- (3) Release time with pay shall be provided by the Employer to any Employee who is a representative on a committee referred to in Clause 1 and 2 above, in order to attend meetings that occur during normal instructional hours. Teacher-on-Call costs shall be born by the Employer.
- (4) When a Teacher-on-Call is appointed to a committee referred to in Clause 1 or 2 above, and the committee meets during normal instructional hours, the Teacher-on-Call shall be paid pursuant to the provisions in each district respecting Teacher-on-Call Pay and Benefits. A Teacher-on-Call attending a "half day" meeting shall receive a half-day's pay. If the meeting extends past a "half day," the Teacher-on-Call shall receive a full day's pay.

## **BARGAINING**

At the last General Meeting of NOSTA on October 18, 2004, a motion was passed that the local undertake a mid-contract modification to achieve:

- a) A post and fill process during the transition year(s) to middle schools
- b) Preparation time for teachers in middle schools.
- c) Common planning time for teachers in middle schools.
- d) Creation of posts of Special Responsibilities and allowances.
- e) Establishment of the length of the school day for middle schools.
- f) Job sharing language for teachers in middle schools.

The NOSTA bargaining team is in the planning stages for this process. The bargaining team have submitted several dates to start negotiating with the School District and have been informed that the first meeting is set for November 13. The negotiating team that will meet with the Board will be Sharon Mitchell (Bargaining Chairperson) Mike Holoiday, Lynda Nicholson and Patricia Clough.

## **CLASS SIZE**

NOSTA members are encouraged to read the memo dated October 19, 2004 from Dawn Benson and Dave Witt regarding class size. The memo states that elementary teachers of grades 4-7 will be provided an assessment day per term and an additional prep-time day (per every 10 weeks) if their class size is at or exceeding 31. Secondary teachers are to be provided assessment and prep time support if they have several classes at or above 31. (Inquiries were made to define several. Two or more per semester) This is to be arranged with your principal. Members are encouraged to participate in this program.

## **SOME DATES TO REMEMBER**

November 17	Local NOSTA Pro-D Committee Meeting
December 2	TOC Meeting
December 6	Executive Meeting
December 13	LRA
December 15	Local NOSTA Pro-D Committee Meeting
December 16	Christmas Open House NOSTA Office
May 17	Provincial Election

# **When are College fees due? Not Yet!**

**The deadline for payment with no penalty  
has been extended to  
December 31, 2004.**