

How Can Our School Staff Committee Help Improve Our Working Conditions?



May 28, 2021

What School Staff Committee Language do We Have in our Collective Agreement?

ARTICLE A.111

4. School Staff Committee

a. There shall be established by September 30 of each school year a recognized staff committee in each school.

b. The size and membership of the staff committee shall be determined by the staff.

c. Subject to change by a majority vote of the school staff, the staff committee shall have the opportunity to:

i. Assess the teaching and learning conditions within the school and make recommendations for improvement in the total teaching situation.

ii. Study and make recommendations on:

1. School regulations, policies and routines.

2. School educational policy
3. Professional and non-instructional days.
4. School curriculum planning and evaluation.
5. School timetable and organization.
6. School staffing including utilization of teaching staff and auxiliary staff. (Restored language)
- iii. Have access to and review all school level budget and financial information.
- iv. Review and make recommendations on other matters of concern raised by member(s) of the staff.
- d. Should the school administration choose not to implement these recommendations, written reasons shall be provided to the school staff committee.



Your School Staff Committee's Expanded Role

- Your School Staff Committee can study and make written recommendations to your principal on:
 - The teaching and learning conditions within your school
 - Your school's regulations, policies and routines
 - Your school's educational policy
 - Your professional and non-instructional days
 - Your school curriculum planning and evaluation
 - Your school's timetable and organization
 - Your school's staffing, including utilization of all teaching and auxiliary [all other] staff based on
equitable distribution of workload(Restored language)

Expanded Role for Your School Staff Committee & Your Principal's Response(s)/Next Step(s)

- Your School Staff Committee
 - Has access to and can review all school level budget, financial and staffing information
 - Can review and make recommendations to the principal on any other matters of concern raised by you or members of your staff
- Your Principal's Response(s)/Next Step(s)
 - If your principal chooses not to implement the recommendations, written reasons shall be provided by your principal to the School Staff Committee
 - The School Staff Committee can refer all unimplemented recommendations to the KCTU Executive Committee for action and follow up with the Board





Your Assignment in Your School: Increased Input

- Your assignment within your school is reviewable by your School Staff Committee and it shall not be used against you for disciplinary purposes; shall be discussed with you by your PVP prior to the end of the school year; and, shall consider your:
 - Qualifications
 - Training
 - Experience
 - Equitable distribution of work load [including your class's composition]
 - Personal preference

June Staff Committee Meeting

Agenda Topics

- **All School Staff Committees should hold meetings with their staffs before the end of June each year to make consensus written recommendations to PVPs on:**
 - **school timetables and organization of classes;**
 - **school staffing, including utilization of all teaching and auxiliary staff, based on equitable distribution of workload;**
 - **student transition and any other relevant end of or beginning of school year practices and protocols; and,**
 - **any teaching and learning condition issues at your site or with your cohort of members.**

Our School Staff Committee Can Help Improve Our Working Conditions!

- School Staff Committees can help improve our working conditions and our students' learning conditions and can have a big impact on how our schools are run:

School staff committees: Have your say in running your school

By George Serra, BCTF staff

<https://www.bctf.ca/publications/NewsmagArticle.aspx?id=51795>

“During my time as a full-time release officer in Maple Ridge, I came to realize that there was one clause in our collective agreement that teachers rarely or fully used. Can you guess which article that was? School staff committees!”