

Message from the Chair

This newsletter hopes to bring you up to speed on what the Board is preparing for in the immediate future and has accomplished in the past month. Soon you will see further developments in the Member Hub to allow for better organization of documents, and some substantial information related to the MOU negotiations and the process. With each month we are creating more stability for our members. Most recently we released our *Member Representation Policy*, and are currently working on the *Membership Policy*.

Highlights from the May 2, 2019 and May 3, 2019

Board of Directors Meeting

1. The Nominations Committee offered Chris Boulter the appointment to the Board of Directors position, filling the seat vacated by Ford Rice. Chris Boulter accepted the appointment. No expressions of interest were received to fill the vacated CCRCE seat.
2. MOTION: Move to adopt the *Member Representation Policy* as presented. (carried)
3. Discussion was had regarding the hiring of a Manager of Financial Services, the posting of the Coordinator of Member Services position, the process for PSAANS members who want to elect to return to the classroom, and the status of the MOU terms of reference as presented to the EECD.
4. PSAANS received a letter from Deputy Minister Montreuil acknowledging our invitation to commence negotiations of the Memorandum of Understanding (MOU).
5. PSAANS accepted an invitation from the Deputy Minister for the Executive Director Ford Rice to be a member of the government team during the negotiations of the Teachers' Provincial Agreement.
6. MOTION: Move that the PSAANS Executive Director accept the invitation of the EECD to be a full member of the negotiating team in contract negotiations with the NSTU regarding the TPA. (carried)
7. MOTION: Move that the MOU committee be tasked with developing a member engagement process, for board approval, related to the MOU. (carried)
8. The Board of Directors set one year and two year terms of office for seven positions as required in the by-laws;
 - 1 year (ending October 2019):** (elected) CCRCE, Vacant; SSRCE, Thorburn; HRCE, MacLeod; AVRCE, Carty; CSAP, Comeau; (appointed) Boulter, Muller
 - 2 years (ending October 2020):** (elected) CCRCE, Armstrong; CBVRCE, Coleman; HRCE, Simony; SRCE, Boudreau; HRCE, Murray; TCRCE, Cunningham, (appointed) Frank, Masih
9. Set timelines for fall elections and appointments with nominations opening September 18, 2019 and closing on September 25, 2019. Elections will be held on October 9, 2019 facilitated by Intelivote Systems Inc.
10. Round table discussion on administrator workload.
11. Deputy Minister Montreuil attended the Board of Directors meeting and shared her perspective regarding professional learning targeted to the needs of educational leaders.
12. The Chair has been invited to participate on the Council of Atlantic Ministers of Education and Training Educational Leadership Committee. The committee is discussing Leadership Standards in Atlantic Canada.

Contacts

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Upcoming Dates

June 10th and 11th 2019

Board of Directors Meeting

Member Hub

To access the Member Hub you will need your unique identification code (ex. 0518smithjoh)

To reset your password you only need to enter your email address that is linked to the account at the login reset prompt.

CONFERENCE

Save the Date:

Friday October 25th:

2nd Annual PSAANS Conference and AGM.

Details regarding Keynotes, Venue and Hotels will be distributed in June.

Introducing Kathryn Burlton - Manager of Financial Services

The Public School Administrators' Association of Nova Scotia is pleased to announce the appointment of Kathryn Burlton to the position of Manager of Financial Services. Kathryn has recently retired from the Halifax Regional Centre for Education where she held a variety of management positions in the Financial Services department. She has a wealth of experience with all aspects of financial services including preparing budgets, managing audits, and developing policies and procedures. As a Certified Professional Accountant with experience in working with both small and large organizations, Kathryn is sure to be an asset to PSAANS.



Memorandum of Understanding Update

In April we sent a letter to the Deputy Minister making a formal request to commence negotiations. We received a written reply from the Deputy Minister acknowledging this request. We are awaiting further discussion about timelines and meeting dates.

In preparation, the Memorandum of Understanding Committee of the Board of Directors has developed a draft document that suggests terms of reference for negotiations (scope, confidentiality, etc.). They have been forwarded to the EECD for their response and feedback. PSAANS and the EECD must co-create and articulate the negotiation progress together as partners. Once this is developed it will be communicated to all members.

While we are negotiating, and until a final Memorandum of Understanding has been agreed upon, there are a significant number of documents that are in place and some that supercede any current or future agreement.

Legislation and Regulations supercede all agreements

Education Reform (2018) Act

This is the current Education Act and it includes a Schedule B: *An Act Respecting the Employment Relations of Public School Administrators* otherwise known as the *Public School Administrators Employment Relations Act*. It describes the creation of the association, the concept of a memorandum of understanding (MOU), employment entitlements, entitlements that exist through affiliation with the NSTU and how regulations may be articulated.

<https://nslegislature.ca/sites/default/files/legc/PDFs/annual%20statutes/2018%20Spring/c001.pdf>

Public School Administrators Employment Relations Regulations

The regulations include details regarding; temporary return to the classroom and impact on membership, administrative allowance, benefit plans (Insurance, Life and AD&D, Total Care Medical & Dental, LTD), Indemnity, Leaves, Salary Scale applicable Aug 1, 2018 and Aug 1, 2019

<https://novascotia.ca/just/regulations/regpsaemployment.htm>

Major Terms and Conditions of Employment are in effect until replaced by an MOU

Major Terms and Conditions of Employment for Public School Administrators

The Major Terms and Conditions of Employment outline essential components that closely mirror the Teachers' Provincial Agreement and capture elements of Regional Local Agreements specific to PSAANS members.

<https://www.psaans.ca/members/documents/major-terms-and-conditions-employment-public-school-administrators>

By-Laws of the Association govern the activities of the association and its membership within the association

PSAANS By-Laws

The By-laws of the Association outline key aspects and elements that are mandatory for every Society under the Nova Scotia Societies Act; Membership, Interim Board of Directors, Elections and Nominating Committee of the Interim Board, Interim Officers, Board of Directors, Officers, Meetings of the Association, Rules of Order, Inspection of Records, Fiscal Year.

<https://www.psaans.ca/members/documents/laws-public-school-administrators-association-nova-scotia>