

June 5th, 2019

Dear PSAANS members,

Government and the NSTU are currently engaged in negotiations on a renewed Teachers' Provincial Agreement (TPA). We have received some questions about communication to administrators in connection with this process.

Although we recognize that PSAANS members could be impacted by some aspects of the new TPA, particularly those relating to benefits and services, and are therefore interested in the process, the TPA is not a tripartite agreement between government, the NSTU and PSAANS. The TPA is between government and the NSTU only. Information that may be shared confidentially at the bargaining table by government and the NSTU cannot be disclosed, even if the NSTU provides confidential updates to its members. PSAANS can only provide information and updates relating to TPA negotiations as we are able or authorized.

The TPA is the agreement that establishes the terms and conditions of employment for teachers, not administrators. A Memorandum of Understanding (MOU) is the agreement that will establish the terms and conditions of employment for administrators. The MOU to be entered into between PSAANS and government provides our forum, as an association, to directly address with government matters of specific concern to administrators. We are in the early stages of discussing an MOU with government and will be providing membership with updates as this process progresses.

The *Public School Administrators Employment Relations Act* ensures that PSAANS members are entitled to the same proportionate increments in salary, and are entitled to participate on the same terms as a unionized teacher, in any benefit plan or service. An MOU can specify a salary or any benefit in excess of what is negotiated by the NSTU for unionized teachers. The TPA is a reference point only, not our contract.

The Executive Director of PSAANS has been invited to sit at the negotiating table for the TPA. The Executive Director is a member of the government's bargaining team and in this role is able to provide a public school administrator's perspective as it relates to the items contained in the TPA. This is consistent with past and current practice, as superintendents have always been involved in negotiating on the government bargaining team.

Therefore, while the Executive Director is present at negotiations, it is important to emphasize that PSAANS is not a party to the TPA or its negotiations and therefore, as an association, does not participate.

Sincerely,



Chair, Tim Simony