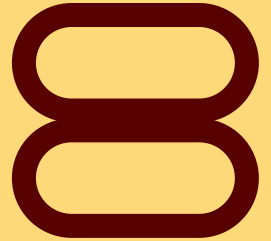
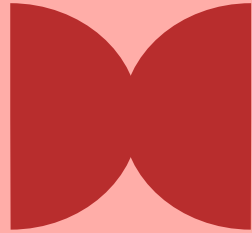


Know your rights!

In-School Staffing
Advisory Committee &
School Improvement
Advisory Committee



Facilitated by: President Nadia Goode and
Vice-President Valerie Frantellizzi

Thursday October 23rd and
Friday October 24th 2025

Scenario

You receive an email from your admin at 3pm on Friday afternoon. The email states that they would like to meet with ISSAC during 2nd NB in the library on Tuesday to discuss the planned staff meeting schedule for the new school year.



Discuss the following:

- Does this look like or sound like what happens at your site?
- What is being done correctly in this scenario?
- What can be improved or changed in this scenario?
- Should this meeting take place with ISSAC or SIAC?

In-School Staffing Advisory Committee (ISSAC)

- advisory body to the principal
- membership includes Principal, Steward and an appropriate number of in-school staff reps elected by the teachers in the school
- number of staff reps shall be determined by the staff in consultation with the Principal
- membership should be diverse, represent all divisions and rotary/support staff
- member of the committee, other than the Principal or Steward normally acts as chair
- any member of the Committee can request a meeting, through the chair, as required over the course of the school year



In-School Staffing Advisory Committee (ISSAC)

- determines the equitable distribution of instructional time, planning time and supervision time; including reviewing the draft supervision schedule
- monitors the level of integration of pupils with exceptionalities and ELL needs into classroom programs
- considers organization proposals and or suggestions submitted by staff members to the committee
- receives recommendations for class sizes and ranges from the EJSC
- reviews the planned staff meeting schedule
- reviews the application of the surplus process
- ISSAC shall reconvene within 30 school days where there is a new principal assignment after reorganization



In-School Staffing Advisory Committee (ISSAC)

To make recommendations, the Principal shall give ISSAC, in accordance with the timelines inherent in the E-1 and G-32 memos:

- Enrolment projections by grade
- Actual enrolment by grade (for September Re-org only)
- Staffing allocation received from Superintendent in each staffing category (classroom teacher, ESL, Guidance, ISSP, Library, PT etc.)
- EJSC divisors and range of class sizes
- Seniority list of all teachers on staff



School Improvement Advisory Committee (SIAC)

The Union and the Board recognize the importance of collaboration between the Principal and the Staff. Each school shall have a School Improvement Advisory Committee. Participation in the committee is voluntary and is open to the teaching staff of the school. The School Improvement Advisory Committee shall be an advisory body to the Principal in:

- School Budget;
- Board/school initiatives, impact on workload, and appropriate supports necessary (e.g. training); and
- Professional Learning.

Why isn't the language with SIAC more specific?

What might be some best practices with this committee?

What's worked well at your site?

What are some questions you still have?



Is it
ISSAC or SIAC?!

