

ASBA OFFERS HUMAN RESOURCES SYMPOSIUM

Drawing on a breadth of experience gained from working with 62 school boards and real life scenarios, the ASBA's labour relations consultants and lawyers are offering a May 15 Human Resources symposium that will cover the following topics:

- explaining what a position classification system is
- introducing a classification system
- the pros and cons of implementing a classification system
- reviewing the hiring process (advertising, reference and background checks, interviewing, pre-employment testing) from a practical and legal perspective
- closing the deal – what to consider when making an offer of employment
- tips to avoid complications

Planned with the individuals responsible for recruitment and classification of employees in mind, this symposium will be structured to give participants opportunities to consider their own situations with a view to identifying unique challenges facing their jurisdiction, identifying opportunities to make improvements and identifying resources that will help address local needs.

The \$294.25 registration fee covers materials, refreshments and lunch. Register before May 1 to guarantee a spot. Registration is limited to 125 people. A downloadable registration form will be posted at www.asba.ab.ca April 17. For more information contact **Rita Trippel**, Labour Relations at rtrippel@asba.ab.ca

NEXT STEPS BARGAINING AND KINDERGARTEN

As follow-up to the March 24 meeting with the minister of education, ASBA President **Maureen Kubinec** will ask the minister of education for a written response to the ASBA's proposal for an Employer Bargaining Association. The ASBA office will also circulate the report compiling the results of the March 9 meeting to discuss the Employer Bargaining Association in the April 20 mailing.

On the Jr. Kindergarten and full-time Kindergarten front, Kubinec has invited the partner associations – the Alberta Teachers' Association, the College of Alberta School Superintendents and the Alberta Home and School Councils' Association – to a meeting to explore developing a joint position with regard to Junior Kindergarten and full-time Kindergarten.

CAPITAL AND TRANSPORTATION TOP ADVOCACY PRIORITIES

In an effort to better focus the ASBA's advocacy efforts, the board of directors has identified two advocacy priorities for the 2006-2009 strategic plan. Capital funding and transportation topped the board of directors' list. In making its decision, the board of directors assessed the various possible priorities against four criteria:

1. Is this priority doable?
2. Is the issue within the ASBA's purview?
3. Is this the most important issue before the association?
4. Is the issue timely?

The association will continue routine efforts in support of all ASBA polices; however under this new approach special resources and time will be dedicated to these two priorities.

GRADUATION SPEECHES FOR TRUSTEES/SR. ADMIN.

Graduation season is on its way. Through the ASBA's *Communications Now* service, trustees and superintendents have access to sample graduation speeches they can modify for local use. Contact **Kim Ayers** kayers@asba.ab.ca to get electronic copies of these speeches. Also in the April edition of *Communications Now* see tips for revitalizing your school handbook.

The ASBA publishes *Communications Now* for ASBA members. These public relations and communications tips are distributed monthly by e-mail. For more information contact **Suzanne Lundrigan** slundrigan@asba.ab.ca

ATTEND ZONE BUDGET PRESENTATIONS

The ASBA's proposed 2006-2007 budget, which envisions a 2 per cent increase in membership fees is posted on the front page of the ASBA website, along with a calculation of what a 2 per cent increase means for each board.

Karen Holloway, Director Zone 4, will be giving a detailed budget presentation at each of the Zones on the following dates.

Zone 1	May 18
Zone 23	April 28
Zone 4	April 24
Zone 5	May 19
Zone 6	May 10