

Summary of Locally Negotiated Changes to the Permanent Teacher's Collective Agreement, 2012-2014

Important Note: The collective agreement will have to be read in tandem with the Memorandum of Understanding (M.O.U.) that is appended to it; the M.O.U. supersedes clauses in the collective agreement that conflict with it.

NEW:

- ICT Committee to conduct survey of all teachers regarding technology issues related to effective performance of teaching duties, to help inform future IT priorities
- Pay Dates: pay dates listed in appended table- salary stretched over 27 pay periods in 2013-14 so as to better align pays with days worked
- 75% SEIB top up for two week EI waiting period for parental leave (fathers and adoptive parents)
- medical certificates can also be filled out by nurse practitioner, midwife, or psychologists
- five other leave days include medical/dental appointments, care for ill family member
- mid-year transfers and returns from extended parental leaves coincide with new reporting periods
- three paternity leave days can be taken within 20 days of birth of child
- Fifth Disease- alternate assignment while immunity status tested or if no immunity
- leave to run or serve for elected office without loss of seniority
- postings include responsibility allowance; letters of hire reference posting number
- teachers requested to submit notice of retirement/resignation by May 1st for following school year
- recall by seniority regardless of F.T.E., as well as other recall enhancements
- clarification of responsibility for report card completion (normally teacher who is teaching four weeks prior to due date for report cards)
- Joint Board Staffing Committee to discuss consideration and best practices in teaching assignments and scheduling
- Definition of Supernumerary teacher (teacher above projected staffing requirements, not declared redundant, usually retained in an LTO)

Changes Arising From Grievance Settlements or other Agreements:

- New Article: Management/Association Rights and Responsibilities- Board and Association reps share duty to act reasonably and in good faith, in the performance of their responsibilities, in relation to the administration of the Collective Agreement
- Process and form for Elementary Preparation Time Banking
- Agreed to Medical Certificate as well as conditions around requests for the certificate, board payment for completion of certificate, requirement for teacher authorization for Board to communicate directly with physician, three month interval for requests for medical updates
- form for request to increase F.T.E.
- French/Preparation teacher working conditions: own classroom where possible; otherwise, classes scheduled to be located adjacent/in close proximity to following class
- changes to New Teacher RRSP plan, as negotiated in 2007 (no 10 year vesting period): conditional on Ministry confirming continuation of such plans (M.O.U.)

Housekeeping Changes:

- salary grids and responsibility allowances reflect 2011-12 levels
- Teacher in Charge definitions and delegation updated to reflect changes to Part XIII of Ed. Act.
- Benefit information updated to reflect benefit enhancements negotiated in 2010
- Benefit Advisory Committee & disclosure of benefit information as negotiated in 2010
- SEIB top up reflects \$100 for 30 weeks as negotiated in 2010
- minor wording/date changes/deletions/clarifications or reflections of current practice: 1.01, 10.11, 10.12, 19.11, 23.06, 23.07, 36.08, 24.09, 24.10, 26.11, 24.09 g), 36.07, 36.08 d), 38.02, 38.05 c) & e), 44.02, Letter of Understanding (LoU) New Initiatives, LoU Benefits
- preparation and supervision times reflect 2011-12 levels