

Secondary Teachers' Local Tentative Agreement Overview

Please Note: This information is confidential to members only until ratification.

Length of Agreement	September 1, 2019 – August 31, 2022 inclusive
Paid Personal Day	<ul style="list-style-type: none"> • Additional leave code for five allocated 'emergency days' • One occurrence per school year • May not abut school holiday; may not be used first week or last week of school year, PD day or fourth Friday in November • Intended to address emergency situations for which there is no TRACS code
Requirement for Documentation	<ul style="list-style-type: none"> • Limited to jury duty, subpoena, quarantine • "No pay will be deducted provided the required documentation is submitted within a reasonable amount of time"
Bereavement Leave extended to Adult Con Ed Teachers	<ul style="list-style-type: none"> • Addition of 7.019 (b) to Adult Continuing Education Teachers in Article 17
Removal of Non-Disciplinary Letters	<ul style="list-style-type: none"> • Removal of non-disciplinary letters emanating from an investigation meeting at board level from Personnel File upon one-year anniversary of date of letter • Contingent upon no further concerns during intervening period • Currently, there is no provision to remove letters from file
Removal of Requirement for Teacher "preliminary assignment"	<ul style="list-style-type: none"> • Principals will no longer be required to issue "preliminary assignment" in April • This does not preclude right of teacher to inquire with principal regarding potential assignment • Teacher Teaching Preference Forms will still be submitted
Standardized Form for Internal Solicitation	<ul style="list-style-type: none"> • All schools will use same standardized form with common subject line to solicit interest for internal school vacancies • Form will be issued via email
Risk Assessment and Intervention Protocol for Violence (CVTRA)	<ul style="list-style-type: none"> • Acknowledgement of Board's adoption and use of a <i>risk assessment and intervention protocol</i> for potential risk of violence • "The Board will respond to all behaviours and/or indications that may pose a risk for violence to students, staff and members of the community by using the risk assessment and intervention protocol adopted by the Board" • This protocol is currently known as CVTRA

Update of Extended Pregnancy/Parental Leave	<ul style="list-style-type: none"> • Recognition of right to up to one-year extended leave <u>exclusive</u> of new enhanced statutory leave options as per Employment Standards Act • All other aspects of leave remain the same
Adjustment of SAAC meeting date	<ul style="list-style-type: none"> • Date for second required meeting of the staffing cycle has to take place by the Friday before March Break • Currently it is to take place by third Friday in February • New date allows adequate time to receive preliminary spreadsheet and make meeting arrangements
Additional Release Officer	<ul style="list-style-type: none"> • Agreement the Board shall grant leaves for up to <u>four</u> teachers for terms of office at the Unit level • Allows Unit to maintain its current leave structure to represent permanent and occasional teachers without having to rely on the Board agreeing to a variance
e-Learning Committee	<ul style="list-style-type: none"> • Formation of a joint implementation committee when the Board considers the expansion of e-learning curriculum delivery during the school day • Purpose to review and recommend delivery models consistent with workload and staffing provisions in CA
Reporting Timelines Committee	<ul style="list-style-type: none"> • Formation of a joint committee to review best practices and developing semester end reporting timeline protocols • To meet by January 31, 2021 and report by April 30, 2021 • Goal of implementation by June 2021
Redundancy Committee	<ul style="list-style-type: none"> • Formation of a joint committee to review and make “recommendations to improve and clarify the application of redundancy” • To meet by November 30, 2020 • Goal of piloting of recommendations by next available transfer (staffing) process
Development of School Schedule Change Process	<ul style="list-style-type: none"> • Recommendations regarding process for changes to school schedules to be developed via standing meetings of Joint Consultation Committee in the 2020-21 school year
Joint Continuing Education Committee	<ul style="list-style-type: none"> • Formation of a joint committee to develop recommendations with a focus on access to work in Continuing Education (including increasing access for Adult Education Teachers, night school and summer school) • To meet by November 30, 2020 and report by April 30, 2021 • Goal of implementation by June 2021