

STATUS DOCUMENT - SEPTEMBER 22, 1998 D. EMPLOYÉ



COLLECTIVE AGREEMENT

BETWEEN

**THE ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION
DISTRICT 7**

AND

BLUEWATER DISTRICT SCHOOL BOARD

EFFECTIVE SEPTEMBER 1, 1998 TO AUGUST 31, 2000

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>TITLE</u>	<u>P A G E .</u>
I	PURPOSE	
II	EFFECTIVE PERIOD	
III	RECOGNITION	
IV	GRID PLACEMENT, EXPERIENCE CREDIT AND IMPLEMENTATION	
V	SALARY SCHEDULE	
VI	POSITIONS OF RESPONSIBILITY	
VII	CONTINUING EDUCATION	
VIII	ALLOWANCES FOR EXTRA DEGREES AND QUALIFICATIONS	
IX	METHOD OF PAYMENT	
X	FEDERATION DUES AND BARGAINING UNIT LEVY	
XI	VACANCIES	
XII	TRANSFERS	
XIII	SURPLUS AND REDUNDANCY (Joint Committee - Timeline <i>of February 1, 1999</i>)	
XIV	RECALL (<i>Joint Committee - Timeline of February 1, 1999 - 14.02 in dispute.</i>)	
XV	SENIORITY	
XVI	STATISTICS	
XVII	BENEFITS (<i>Joint Committee - Timeline of November 1, 1998, effective January 1, 1999</i>)	
XVIII	LEAVE PLANS (<i>Joint Committee - Timeline of February 1, 1999</i>)	
XIX	SICK LEAVE GRATUITY	
XX	TEACHER IN CHARGE	
XXI	ADMINISTRATIVE REPLACEMENTS	
XXII	STAFFING	
XXIII	COMPONENT STAFFING	
XXIV	ASSIGNED TIME	
XXV	GRIEVANCE PROCEDURE	
XXVI	TERMINATION OF EMPLOYMENT	
XXVII	ALTERNATIVE SCHOOLS	
XXVIII	PROFESSIONAL DEVELOPMENT	
XXIX	ALLOWANCES FOR COURSES	
	SIGNATURE PAGE	

1
COLLECTIVE AGREEMENT

Made **this** ___ day of September, 1998.

BETWEEN

THE ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION, DISTRICT 7

AND

BLUEWATER DISTRICT SCHOOL BOARD

ARTICLE I - PURPOSE

14.01 It is the intent and purpose of the parties to this Agreement, hereinafter referred to as "the Agreement", to set forth certain of the conditions of employment together with the salaries and the allowances which govern all Bargaining Unit Members who are covered by the Agreement.

ARTICLE II - EFFECTIVE PERIOD

The Agreement shall be effective September 1, 1998, and shall remain in force and be in effect until August 31, 2000 and shall continue automatically thereafter for annual periods running from September 1 to August 31 unless either party notifies the other, in writing, within ninety (90) days prior to the expiration date that it desires to negotiate with a view to renewal, with or without modifications of this Agreement, in accordance with the Ontario Labour Relations Act.

2.01.01 Notwithstanding the period of notice cited in 2.01, either party may notify the other, in writing within the period commencing January 1 prior to the expiration date that it desires to negotiate with a view to renewal, with or without modifications of this Agreement, in accordance with the Ontario Labour Relations Act.

2.01.02 If either party gives notice of its desire to negotiate amendments in accordance with 2.01, the parties shall meet within fifteen (15) days from the giving of notice to commence negotiations for the renewal of the Agreement in accordance with the Ontario Labour Relations Act.

2.02 It is understood and agreed that in the event that a new Agreement has not been reached by the date of expiry of this Agreement, all terms and provisions of this Agreement shall continue in force and effect until such time as it is superseded by a new Agreement, subject to the Labour Relations Act.

2.03.01 In the event that the Legislature of the Province of Ontario passes or amends Statutes and Regulations, and where such changes, in the opinion of either of the parties, result in the current Collective Agreement not complying with Provincial Legislation, the parties shall meet within twenty (20) days upon either party becoming aware of such changes to negotiate appropriate changes to comply with the Legislation.

2.03.02 The parties will bargain in good faith to reach an agreement pursuant to 2.03.01. It is understood that, **only** those sections relevant to the Legislation and Regulations referred to above shall be subject to the negotiations entered into as a result of 2.03.01.

2.03.03 If the parties have been unable to reach an agreement, the items in dispute between them may **be** submitted to voluntary binding arbitration by a single arbitrator mutually agreed upon by the parties. Should the parties not elect voluntary binding arbitration, the issues in dispute shall remain the subject **of** subsequent negotiations.

- 2.04.01 Amendments (additions or deletions) to the clauses defined herein shall be made only by mutual written consent of the parties concerned in this Agreement, No changes can be made to this Agreement without submitting the changes for ratification by the parties, as determined by their respective bargaining procedures.
- 2.04.02 This Agreement shall supersede all previous Agreements, Except for error, inadvertence or omissions, it shall form **the** basis of computing all salaries and determining other conditions defined **herein**.
- 2.05 This Agreement shall be deemed to form the contract of employment between the Board and each Bargaining Unit Member.

ARTICLE III - RECOGNITION

- 3.01 The Employer recognizes the Ontario Secondary School Teachers' Federation ("OSSTF") as the bargaining agent authorized to negotiate on behalf of its members
- 3.01.01 The Employer recognizes that the Bargaining Unit or its designate is authorized to negotiate on behalf of all Members of the Bargaining Unit.
- 3.01.02 The Employer recognizes the right of the Bargaining Unit to authorize OSSTF or any other advisor, agent, council, or duly authorized **representative to assist, advise, or represent** it in all matters pertaining to the negotiations and administration of this Collective Agreement.
- 3.01.03 The Employer recognizes the right of OSSTF to represent a member at any meeting when the **conduct or** competence of the member is being considered, which will lead to discipline. The Employer further **recognizes** the right of the member to request OSSTF representation in the above matters, which lead to discipline and the right of a member to be advised, in advance, if a meeting will be considering his/her conduct or competence, or leads to discipline of the member.
- 3.02 The Employer agrees that it shall not administer the Collective Agreement in such a way that acts arbitrarily, discriminatorily, or in bad faith.
- 3.03 Personnel Files
Following the written request of a Bargaining Unit Member to the Employer, all information in all files pertaining to the Member will be made available to the Member, or designate, for inspection. The designate, shall have written authorization from the Member requesting the Member's files. A Member has the right to a photocopy, at the Member's expense, of any **material** in the file.
- 3.04 Replacing Absent Teachers
- 3.04.01 A Bargaining Unit Member shall be hired to fill any vacancy arising owing to the death of an employee during the school year, with reference to assignment.
- 3.04.02 An occasional employee shall be hired after five (5) days of absence for up to ninety (90) calendar days to replace an absent employee during the school year, after which the provisions of Article XI shall apply.
- 3.04.03 If a vacancy is created for a period of a full school year, or comes to extend for a full school year due to a Bargaining Unit Member's participation in a leave plan covered under this Collective Agreement, a qualified replacement teacher will be hired under contract for the school year or at the point that the absence becomes known to extend for a full school year.
- 3.04.04 A vacancy created **by** 3.04.03 shall be advertised as per Article XI.
- 3.05 The Parties agree that there shall be no strike or lock-out during the term of this agreement. The terms "strike" and "lock-out" shall be as defined in the Ontario Labour Relations Act.

ARTICLE IV - GRID PLACEMENT, EXPERIENCE CREDIT AND IMPLEMENTATION

- 4.01.01 **The Employer recognizes the current Rating Statement of the Ontario Secondary School Teachers' Federation Certification Rating Board, or the appropriate previous Certificate Rating Statement as the document for Group Placement.**
- 4.01.02 **It shall be incumbent upon** the Bargaining Unit Member to provide documented proof in the form of a Certificate **Rating** Statement from the Ontario Secondary School Teachers' Federation as to the Members' appropriate group classification.
- 4.01.03 No Bargaining Unit Member shall be newly employed at a salary other than that being paid to another member having the same or equal qualifications, experience and responsibility.
- 4.01.04 Upon receipt of the Bargaining Unit Member's Certification as per, 4.01.02 retroactive salary adjustments shall be made using one of the following two methods:
- 4.07.04.01 if the date of qualification is prior to the commencement of teaching duties for the school year, the adjustment date shall be the first pay in that school year; or
- 4.01.04.02 if **the, qualification** date is subsequent to the commencement of teaching duties for the school year, the adjustment date shall be the date on the certificate from the university.
- 4.01.04.03 Bargaining Unit Members must provide proof of the change of Group Placement as in 4.01 .01 within a year to be eligible to receive retroactive salary identified in 4.01.04.01 and 4.01.04.02.
- 4.01.04.04 Full retroactive pay under 4.01.04 shall be made within forty-five days (45) following receipt of the certificate from the university or a revised Certificate Rating Statement reflecting additional qualifications.
- 4.01.05 Bargaining Unit Members newly hired to the Board shall be placed in the group consistent with the Certificate Rating Statement issued to them, and shall be paid Group 1 step 0 until the requirements of 4.01.04 have been fulfilled.
- 14.01.06 Bargaining Unit Members who lack basic qualifications for teaching in Ontario Secondary Schools shall be paid in Group 1 Step 0.
- 14.01.07 Bargaining Unit Members employed on Letters of Standing shall be paid according to their Letter of Evaluation as determined by the Ontario Secondary School Teachers' Federation Certification Rating Board. Until the Letter of Evaluation is provided to the Board. Members under this article shall be paid **Group 1 Step 0.**
- 14.02 Teaching Experience for the Purpose of Grid Placement
- 4.02.01 Allowances for Teaching and Related Experience
The allowance paid for elementary, secondary, and post-secondary teaching experience shall be in accordance with this article and the applicable salary grid and shall be based on experience as at the beginning of the school year.
- 4:02.02 Where a Branch Affiliate Member having taught part of a year for the Board and having been removed from the payroll, except in cases of Workplace Safety and Insurance Board, continues to teach for the Board in the ensuing academic year, the amount of increment applied to salary shall be prorated in accordance with the number of months, or major fraction thereof, of actual teaching divided by the ten (10) months of the school year,
- 4.02.03 In the case that a Bargaining Unit Member's absence for illness is recognized as a valid claim by the Workplace Safety and Insurance Board, that Member shall be deemed a continuing member of the, staff for increment purposes.

- 14.02.04** Each year of other related teaching experience shall be equivalent to one year of experience on the Basic Salary Schedule provided that the reaching experience was obtained from a recognized teaching or educational institution.
- 4.02.05** Experience Credit for Industrial and Trade-related Experience
Each year of industrial experience above the requirements for entrance to a Faculty of Education for technical teachers shall be equivalent to one year of experience on the Basic Salary Schedule. Related experience shall be based on the past practices and recognition of the former Bruce and Grey County Boards of Education.
- 4.02.06** Experience Credit for Business and/or Professional Experience.
Each year of business and professional experience acquired after graduation from a University or other acceptable past-secondary school of learning, or above the requirements for entrance to a Faculty of Education shall be equivalent to one year of experience on the Basic Salary Schedule. Related experience shall be based on the past practices and recognition of the former Bruce and Grey County Boards of Education.
- 4.03** Documentation
The onus shall be on the Bargaining Unit Member to produce verification of the types of experience set forth in clause 4.02. in the form of a certificate of experience or a letter of certification relating to the type of experience claimed and over the signature of a former Board or company official
- 4.03.01** Upon hiring a Bargaining Unit Member, the Employer shall furnish a statement to the Member of any credits granted under 4.02.
- 4.03.02** The statement given to the Bargaining Unit Member in 4.03.01 by the Employer shall indicate for each type of credit granted:
- 4.03.02.01** the total number of years accepted by the Employer at the time of hiring;
- 4.03.02.02** the total number of years documented by the Bargaining Unit Member under each type of credit granted.
- 4.04** Cotinuance of Credit for Related Experience
- 4.04.01** Commitments made by the Employer or its predecessors to individual Bargaining Unit Members, as to the number of years for related experience of any type, shall be honoured during the term of the Member's employment.
- 4.04.02** Any Bargaining Unit Member who believes to have a claim to an increase in the dollar amount, may document the Member's claim and an adjustment shall be made, subject to clause 4.02, the Employer will supply the Member with an additional copy of the ruling. Should a salary adjustment be made, such adjustment shall become effective on the 1st day of the month following acceptance of documentation supplied by the Member.
- 4.05** Full retroactive pay, if any, shall be paid within forty-five (45) days following ratification of a new Agreement by the Parties.

ARTICLE V - SALARY SCHEDULE

Unified grid, with a 1.5% increase effective September 1, 1999 and .5% increase effective February 1, 2000.

(See attached.)

ARTICLE VI - POSITIONS OF RESPONSIBILITY

- 6.01** Forty-seven positions of responsibility may be allocated to secondary schools. The allowance for these positions will be \$4000.00 per year. four (4) F.T.E. positions may be allocated as release time for these positions.

ARTICLE VII- CONTINUING EDUCATION (effective June 30, 1999)

- 7.01** This Article contains all conditions of employment applicable to the operation of (a) continuing education course(s) or class(es) established in accordance with Ministry of Education regulations. All such courses or classes shall be taught by Bargaining Unit Members.
- 7.02** Rates of Payment
Continued Education Teacher - **\$35.00** per hour.
The above rate include holiday and vacation pay.
- 7.03** Method of Payment
Teachers will be paid on a bi-weekly basis,
- 7.04** Federation Fees.
The Board shall deduct the fees as stipulated by the Federation. The deductions will be made on an estimated basis over the number of pay periods with the balance constituting the last payment.
- 7.05** Seniority and Experience
A full-time Bargaining Unit Member assigned a Continuing Education credit course(s) shall not accumulate seniority and/or experience greater than one full year's experience for any one school year. A part-time Member shall accumulate seniority and/or experience up to one full year's experience for any one school year,
- 7.06** Leave Plans
As applicable under the Acts and Regulations of the Province of Ontario.
- 7.07** Grievance Procedure
The Grievance Procedure shall be as outlined in this collective agreement
- 7.08** In the event permission is given by the Minister of Education to implement an extended school day, then the Parties shall meet to determine any changes required to Article VII.

ARTICLE VIII - ALLOWANCES FOR EXTRA DEGREES AND QUALIFICATIONS

- 8.01** An allowance of **\$1,338.00** shall be granted for one Doctorate from a Canadian University, or an equivalent institution, as decided by the Director of Education.
- 8.02** An allowance of \$1,051.00 shall be granted for one Master's Degree from a Canadian University, or an equivalent institution, as decided by the Director of Education.
- (NOTE: Any Bargaining Unit Member employed by the former Bruce County Board of Education and who received an Allowance for a second Master's Degree for the 1983/84 school year shall continue to be paid such an allowance.)
- 8.03** Professional Accountants' Appellation
The allowance for a CA., C.G.A., R.I.A., or C.M.A. for any Bargaining Unit Member who holds a University Degree shall be **\$877.00**.
- 8.04** An allowance of \$401.00 shall be granted for one extra undergraduate degree from a Canadian University or an equivalent Institution.
- (NOTE: A Bachelor of Education degree beyond that granted as part of professional training shall be granted at one third of the rate identified above.)

- 8.05 The highest one of the allowances set forth in 8.01, 8.02, 8.03 and 8.04 shall be paid above group shall have the effect of piercing maximum for all Bargaining Unit Members.
- 8.06 To be eligible for allowances under this Article, degrees claimed in Article VIII shall, according to the Certification Rating Statement and all other relevant documents, be clear and above other certification requirements.

ARTICLE IX - METHOD OF PAYMENT (effective January 1, 1999)

- 9.01 Bargaining Unit Members shall be paid as follows:
- | | |
|--|----|
| Second Friday preceding the Labour Day Statutory Holiday | 4% |
| Final pay in December, an amount to complete 40% of salary | |
| Every second Friday thereafter until June | 4% |
| final pay in June, an amount to complete 60% of salary | |

Note: 1. The above will result in 40% payment before December 31 and 60% payment in the remainder of the school year.

- 9.02 A Bargaining Unit Member employed less than a full year shall be entitled to be paid the Member's salary in proportion to the total number of school days for which the Member performs the Member's, duties in the school year based on a total of 194 days.
- 9.03 If a payday falls on a bank holiday, then the day prior to the bank holiday will be payday,
- 9.04 Federation fees shall be deducted in twenty-one instalments. Amendments to the current Federation fees structure and/or deduction schedule may be made by the Bargaining Unit Members, provided the Administrator of Employee Relations has been notified at least thirty (30) days prior to the change(s) taking place.
- 9.05 Where an error in a Bargaining Unit Member's pay cheque has been detected, the error will be corrected, based on employee consultation.
- 9.06 Where an error affecting the payroll of the Bargaining Unit Members has been detected, the method of correcting and adjusting the error shall be communicated to the Presidents of the Bargaining Unit prior to implementation.

ARTICLE X - FEDERATION DUES AND BARGAINING UNIT LEVY

- 10.01 On each pay date on which an employee is paid the Employer shall deduct from each employee the OSSTF dues and any levies chargeable by the Bargaining Unit or an equivalent amount. The amounts shall be determined by OSSTF and/or the Bargaining Unit in accordance with their respective constitutions and forwarded in writing to the Employer at least thirty (30) days prior to the, expected date of change.
- 10.01.01 The OSSTF dues deducted in 10.01 shall be remitted to the Treasurer of OSSTF at 60 Mobile Drive, Toronto, Ontario M4A 2P3 no later than the fifteenth day of the month following the date on which the deductions were made. Such remittance shall be accompanied by a list identifying the employees, their S.I.N., annual salary, the number of days worked, salary for the period and the amounts **deducted**.
- 10.02 Levies specified by the Bargaining Unit in 10.01 shall be deducted and remitted to the Treasurer of OSSTF District 7 no later than the fifteenth day of the month following the date on which the, deductions were made. Such remittance shall be accompanied by a list identifying the, employees, their S.I.N., annual salary, the number of days worked, salary for the period and the amounts deducted. The **Levy** shall be deducted from all Bargaining Unit Members over the ten (10) months of the school year.
- 10.03 OSSTF and/or the Bargaining Unit, as the case may be, shall indemnify and hold the Employer, harmless from any claims, suits, attachments and any form of liability as a result of deductions authorized by OSSTF and/or the Bargaining Unit,

ARTICLE XI - VACANCIES

- 11.01 All vacancies for Bargaining Unit positions and Positions of Responsibility as listed in 6.01 shall be **advertised internally for a minimum of five (5) consecutive working days.**
- 11.02 Current Bargaining Unit Members who apply under 11.01 and meet Ministry of Education qualifications or may become qualified prior to the commencement of the next school year shall receive consideration for such positions advertised and shall be appointed to such positions unless cause for refusal is provided in writing.
- 11.03 Acceptance of the position as advertised in 11.01 is at the discretion of the Bargaining Unit, Member,
- 11.04 External advertising of the vacant position shall take place only after the process **described** in 11.01 , **11.02** and **11.03** has been completed.

ARTICLE XII - TRANSFERS**12.01 System initiated Transfer (Involuntary)**

12.01.01 A transfer exists if the Employer requests a Bargaining Unit Member to fill a vacant or newly created position, after the application of Articles XI and XIII, without the Bargaining Unit Member having previously applied for it in that school year.

12.01.02 **No Bargaining** Unit Member shall be transferred without his/her written agreement. The Bargaining Unit President will be informed of all transfers immediately following the agreement to transfer,

12.01.03 Upon the Bargaining Unit Member's acceptance of the position in 12.01 the Employer shall pay \$1000 to the Member.

12.02 Voluntary Transfer

Bargaining Unit Members who wish to be considered for transfer to another work location must inform the **Director** or designate in writing no later than January 3.1 in the school year immediately prior to the school year for which the transfer shall be effective.

12.02.01 All such requests as per Article 12.02 shall remain on file with the Director or designate until the Bargaining Unit Member requests otherwise.

12.02.02 Request for transfer by a Bargaining Unit Member shall be used **after** the provisions of Article XI have been satisfied. In order to facilitate such transfers, a Member who is transferred to replace a Member on leave **for only** one year will be returned to the same or comparable position in the originating work location.

ARTICLE XIII - SURPLUS AND REDUNDANCY

Deferred to Joint Committee - Timeline of February 1, 1999.

ARTICLE XIV - RECALL

14.01 The Employer shall establish, maintain and provide to the Bargaining Unit a recall list of all Bargaining Unit Members declared redundant and remain on the list for 12 months.

14.02 OUTSTANDING

14.03 Redundant Members on the Recall List shall be entitled to continue to be enrolled in benefit plans in which the Members were enrolled immediately prior to being placed on the Recall List, at the Member's expense..

14.04 It is the responsibility of the Bargaining Unit Members who are eligible for recall to file with the Employer their most recent address and telephone number.

- 14.05 When a position becomes available, the Employer shall contact the Member being recalled **by** telephone and shall offer the position.
- 14.06 A Member has the right to refuse a recall position offered by the Employer without prejudice to the Member's recall rights. Refusal or acceptance of the offer will be given to the Employer within 24 hours. The Employer shall provide written confirmation of offer and acceptance of the position.
- 14.07 NO external hiring shall take place until positions have been offered to Bargaining Unit Members on the Alternative Assignment List, the Recall List, and then Members with less than **full-time** assignments as per Article XI provided those teachers are qualified for the teaching assignment.

ARTICLE XV - SENIORITY

- 15.01 The seniority list in place on August 31, 1998 shall be the basis for the seniority list developed under provisions of this article.

Seniority procedures shall be determined by placement on the appropriate OSSTF District seniority list as of December 1, 1997 in accordance with the length of continuous service in the bargaining unit since the date of last hire into the unit, Tie breakers shall be in accordance with the tie breaking procedures in the appropriate collective agreement as of December 31, 1997, whether the District 23 collective agreement with the Grey Board or the District 44 collective agreement with the Bruce Board.

Then the lists are to be dovetailed to create a single list. Any resultant ties shall be broken by lot as agreed to and conducted by the parties.

The process was completed by both parties on April 27, 1998.
- 15.02 The following seniority provisions shall apply to all new Bargaining Unit Members hired by the Employer on or after the first day of the 1998/1999 school year,
- 15.03 Seniority shall be the length of continuous service with the Bluewater District School Board as a Bargaining Unit Member from the first day worked after hiring. Any approved absence including layoff with recall rights shall not be considered an interruption of continuous service.
- 15.04 A seniority list for all Bargaining Unit Members covered by this agreement shall be established. It shall be **composed** of the seniority list referred to in 15.01 and any additions to the bottom of the list which result from the application of this article.
- 15.05 The list shall be rank ordered such that the most senior Bargaining Unit Member is at the top of the list and the most junior is at the bottom.
- 15.05.01 The seniority list shall be posted in all work locations and copies forwarded to the President of the Bargaining Unit no later than October 31 and March 1 of each school year.
- 15.06 Should a tie in rank ordering occur based on date of last hire the following criteria shall **be** used to break the tie:
 - 15.06.01 total years of secondary experience with the Employer or its predecessor Board(s) as a Bargaining Unit Member: then
 - 15.06.02 total years of secondary experience in the province of Ontario as an OSSTF Affiliate Member; then,
 - 15.06.03 total years of experience in Ontario as an O.T.F. Affiliate Member: then
 - 15.06.04 by lot conducted by the Employer and the Bargaining Unit President. In applying the above criteria, the steps shall be applied in order as required until the tie is broken.

ARTICLE XVI - STATISTICS

- 16.01 Board and Bargaining Unit data and information pertinent to negotiations between the Board and the

District will be shared, Such data will deal with qualifications, Positions of Responsibility, staffing, allowances, salaries, benefit and such other information considered pertinent by the Bargaining Unit,

- 16.02** The initial request for data will be made through the Bargaining Unit President to the Administrator of Employee Relations. All such data will be provided semi-annually November 1 and March 1 and be updated as available.

ARTICLE XVII - BENEFITS.

Deferred Joint Committee - Timeline of November 1, 1998, effective January 1, 1999,

ARTICLE XVIII - LEAVE PUNTS

Deferred to Joint Committee - Timeline of February 1, 1999.

ARTICLE XIX- SICK LEAVE GRATUITY

- 19.01** This Plan shall apply to all Bargaining Unit Members.
- 19.01.02** A Bargaining Unit Member who has completed ten (10) years of continuous service with the Board or its predecessors immediately prior to retirement and who will be receiving a pension under the provisions of the Teachers' Pension Plan Ad immediately upon retirement shall be entitled to the payment of a gratuity on retirement.
- 19.01.03** Definitions
- 19.01.03.01** Any leave of absence granted by the Board will not constitute an interruption in continuous service or loss of seniority for the purposes of Article XIX.
- 19.01.03.02** Where part or all of a Bargaining Unit Member's salary is paid during a leave of absence that Member may count the period of leave as full teaching experience for purposes of Article XIX.
- 19.01.04** The amount of gratuity shall be calculated as follows: after 10 continuous years with the Board or its predecessors, a Bargaining Unit Member retiring on superannuation shall receive a gratuity of 30% of annualized salary at the date of retirement and for each additional year with the Board a further 2½% up to a maximum allowance for eighteen years and over of 50% of annualized salary at the date of retirement, times the number of days to the Member's credit (maximum **200**) in the Cumulative Sick Leave reserve at the time of retirement, divided by 200.
- 12 years' service = $35 \times \text{annual salary} \times \frac{\# \text{ of days}}{100}$ (up to **200**)
- 18 years' service = $50 \times \text{annual salary} \times \frac{\# \text{ of days}}{100}$ (up to **200**)
- 22 years' service = $50 \times \text{annual salary} \times \frac{\# \text{ of days}}{100}$ (up to **200**)
- 19.01.04.01** The Sick Leave Credit gratuity shall be paid in one payment or in a manner mutually agreed upon.
- 19.01.05** Notwithstanding Sections **19.01.02** and **19.01.04**, in the event of the death of a Bargaining Unit Member, the amount of the sick leave credit gratuity accumulated by the Member with this Board, or its predecessors, on the date of the Member's death shall be paid to the Member's beneficiary or the Member's estate within 30 days of the Member's death.
- 19.01.06** This Sick Leave Credit Gratuity Plan is agreed upon, saving any right, which the Bargaining Unit may have acquired prior to this date under and by virtue of the Education Act.
- 19.01.07** A Bargaining Unit Member who applies to the Board and receives an approved Leave of Absence (full or part-time) within two years of his/her eligible retirement factor as determined by the Ontario Teacher's Pension Plan Board shall be eligible to receive a sick leave gratuity upon retirement based on the applicant's F.T.E. status at the time of application for leave.

ARTICLE XX - TEACHER IN CHARGE

- 20.01 A Member of the Bargaining Unit may substitute for an absent Principal/Vice-Principal for a Period of not less than a day on a temporary basis not to exceed twenty (20) consecutive work days or forty (40) days in a school year. The Teacher in Charge shall be paid a premium of **\$40.00 per day**, for the period of the assignment.
- 20.02 The Member may resume his/her duties, subject to forty-eight (48) hours' written notice to the appropriate Supervisor.
- 20.03 The **replacement of** an absent Principal/Vice-Principal by a Member of the Bargaining Unit shall not result in any additional duties or workload for other Bargaining Unit Members.
- 20.04 Bargaining Unit Members serving as a Teacher in Charge shall not discipline or evaluate other Bargaining Unit Members,
- 20.05 The Member shall continue to be a Member of the Bargaining Unit with all of the rights privileges and obligations thereof, including but not limited to the payment and deduction of Union/Bargaining Unit dues.

ARTICLE XXI ADMINISTRATIVE REPLACEMENTS

- 21.01.01 When a Principal/Vice-Principal will from the school for a period of more than twenty (20) consecutive work days but less than one school year, the Board may appoint a Member of the Bargaining Unit as an Acting Principal or Vice-Principal to fulfill the duties of the absent administrator.
- 21.01.02 The Acting Principal/Vice-Principal shall be paid at the starting grid salary rate for the position, pro-rated for the period of the acting assignment or the Member's regular salary, whichever is greater and shall be subject to the same working conditions as a Principal/Vice-Principal in that school for the period of the acting assignment.
- 21.02 The Bargaining Unit Member shall be entitled to return to the Member's former position in the Bargaining Unit, with full rights and privileges as though there had been no break in service within the Bargaining Unit provided that the Member's term(s) as Acting Principal or Vice-Principal does not exceed 193 days within three years.
- 21.03 An Occasional Teacher shall be hired to replace a Member of the Bargaining Unit who is appointed as an Acting Principal/Vice-Principal.
- 21.04 The Board or the Member may terminate the appointment as an Acting Principal/Vice-Principal subject to ten (10) working day's written notice.
- 21.05 Bargaining Unit Members serving as an Acting Principal/Vice-Principal shall not discipline or evaluate other Bargaining Unit Members.
- 21.06 The Member shall continue to be a Member of the Bargaining Unit with all of the rights, privileges and obligations thereof, including but not limited to the payment and deduction of Union/Bargaining Unit dues.

ARTICLE XXII - STAFFING

- 22.01 The staffing complement to be assigned to secondary schools for the school year shall be determined: in accordance with Article XIII, XXIII and XXIV herein. Effective September 1, schools shall be staffed at 98% of the staff generated by the projected enrolment for **the first day** of classes,
- 22.02 Based on September 30 actual enrolment, the Board shall initiate hiring 100% of generated staff to be in place- by October 15.

For the 1998/1999 school year the actual enrolment will be adjusted for attrition.

This clause will be reviewed for the 1999/2000 school year.

22.03 Subject to the Education Act and Statutes and Regulations of the Province of Ontario, only certified members of the College of teachers, in good standing, employed by the Board in accordance with this Collective Agreement shall be assigned to teach secondary pupils.

22.04

22.04.01 The Staffing Committee may request the attendance of resource personnel who are employees of the Board or Union.

22.04.02 The Committee is advisory with the task of reviewing the **staffing requirements** of the secondary system and monitoring the allocation of the instructional time for the school year at each secondary school, The staffing review will include the application of vacancy, surplus and redundancy procedures and the P.A.R. structure resources. The goal of this review is to ensure procedures are followed and suggest areas for modification, if required.

22.04.03 The District Secondary School Staffing Committee will establish a process of communicating with the School Organization Committees.

22.04.04 The Staffing Committee shall meet prior to April 15 or an appropriate date to be agreed upon to examine the projected enrolment numbers. As soon as feasible after the funding information has been made available to the Board, the Staffing Committee will meet to examine the projected allocation of teachers to the school.

22.04.05 The Staffing Committee shall meet prior to September 30th to review the actual enrolment figures and to make recommendations regarding the reorganization of schools and the possible re-assigning of teachers.

22.04.06 A meeting **of** the District Secondary School Staffing Committee may be convened at the request of either party to discuss staffing issues.

22.05 A School Organization Committee shall be established in every secondary school, comprised of the principal, vice-principal, branch president or designate and up to five representatives of the Bargaining Unit in the school.

22.05.01 The goals and tasks of this Committee shall be consistent with the District Staffing Committee as applied to the school level.

22.05.02 The Committee shall meet a minimum of six times per school year.

ARTICLE XXIII - COMPONENT STAFFING

23.01 All schools will be staffed according to the components described in Article XXIII.

23.01.01. The number of staff generated in the Classroom Teaching Staff should be utilized in that component as determined in 23.01.03.

23.01.02 The Small School Factor, as defined in **23.03.05**, will be added to the Classroom Teaching Staff component.

23.01.03 The following components of a staff shall be considered essential components in the organization of each secondary school:

- Classroom Teaching Staff determined by **23.03.08.06**
- Counselling/Guidance
- Special Education
- Library
- Co-operative Education
- Small School Factor'
- Units of the Developmentally Challenged

- 23.02** The number of staff for **each of the secondary** schools shall be determined **by staffing each**; component designated in the organization of that secondary school,
- 23.03** Each secondary school shall have one full-time counsellor **for the** initial **three hundred and fifty** (350) full-time equivalent students plus a minimum of one-sixth (1/6) of a full-time equivalent counsellor for each additional sixty (60) full-time equivalent students.
- 23.03.01** Bruce Peninsula District School shall have a **.5** F.T.E. Counselling/Guidance position.
- 23.03.02** Each secondary school shall have a minimum **of** 1.33 librarians or one-sixth (1/6) of a librarian for every 135 students, whichever is greater.
- 23.03.02.01** Bruce Peninsula District School shall have **.5** F.T.E. library position.
- 23.03.03** Each secondary school shall have a minimum of 2.0 full-time equivalent Special Education teachers or one-sixth (1/6) full-time **equivalent** Special Education teacher for every sixty-seven (67) full-time equivalent students, whichever is **greater**.
- 23.03.03.01** Bruce Peninsula District School shall have **.5** F.T.E. Special Education, position.
- 23.03.04** Each secondary school shall have a minimum of one (1) half-time co-operative education position. When credit load in co-operative education exceeds fifty (50) out-of-school credits or twenty-five (25) students, whichever comes first, an additional one-sixth (1/6) teacher shall be assigned to co-operative education for each additional twenty-four (24) out-of-school credits or twelve (12) students, whichever comes first.
- 23.03.04.01** this staff generating provisions of **23.03.04** shall apply to any course **or** credit where a portion or all of a student's credit(s) is/are earned through work or activities in the community or outside of the school. Staff generated under this article shall be assigned to a component at the discretion of the Principal in consultation with the School Organization, Committee and in a manner consistent with the **collective agreement**.
- 23.03.05** **Small School Factor**
When the enrolment in a secondary school drops below 950 full-time equivalent students, an additional 0.83 full-time equivalent teacher shall be allotted to that secondary school **for** the first 100 full-time equivalent students or major fraction thereof less than 950 full-time equivalent students, and 0.5 F.T.E. teacher for every 100 full-time equivalent students or major fraction thereof thereafter at that school. **The** maximum small school factor assigned to **any 'one** school shall be three **full-time** equivalent **teachers**.
- 23.03.06** Each secondary school housing Unit(s) of the Developmentally Challenged or its equivalent' successor designation shall have 1.33 full-time equivalent teachers per unit. Staff generated under this article shall be assigned to the Units of the Developmentally Challenged component.
- 23.03.07** **Process for Determining Staff**
the number of classroom teaching staff for each secondary school shall be generated by the following process, in sequential order by April 20, or by a date to be mutually agreed upon.
- 23.03.07.01** From the option sheets for September 1 of the next school year, tally the **total** number of level selections.
- 23.03.07.02** Determine the number of classes or sections to operate in each of the level selections by dividing the number of credits for each of **the** level selections by the average class size stipulated in **23.03.07.06**.
- 23.03.07.03** The number of classroom teaching staff for each category will be generated by dividing the number of classes or sections in each of the levels by the assigned time, in this case six (6) for each teacher,

- 23.03.07.04** The sum of the **classroom** teaching staffs generated by each category should determine the number of classroom teaching staff.
- 23.03.07.05** By **September 30th** of the school year, staff in each secondary school shall be ninety **eight** percent (98%) of the staff generated by actual enrolment. To comply with this provision, Bargaining Unit Members on the Alternative Assignment List **then the Recall List will be assigned** as per Article XIII and **XIV**. If vacancies remain, internal and then external advertising will be initiated to fill the vacancies.
- 23.03.07.06** In order to calculate 23.03.07.02, the following average **class** sizes will be **used**:
- | | |
|--|------|
| Academic Advanced | 26.9 |
| Academic General and Physical Education and Art | 24.4 |
| Academic Basic and Physical Education and Art | 14 |
| Tech Studies and Family Studies (including, Grade 9) | 18 |
| Basic Tech Studies and Family Studies | 14 |
| Grade 9 Academic Physical Education and Art | 22.4 |
- In the event that the Ministry of Education or Provincial Government redefine the above student credit **designations**, under **Secondary School Reform** or other subsequent initiatives, new **legislation** or **regulations**, the generators will be reviewed by **the District** Secondary School Staffing Committee to comply with requirements. The Employer and Bargaining Unit shall meet to determine how the above credit designations shall be applied to any new terminology.
- 23.03.08** Additional staff above staff complement generated by the current formula shall be allocated as follows:
- 23.03.08.01** Each secondary school shall receive **.5** full-time equivalent for basic practical or technical programs. This article is applicable only where such a program is in operation **in** a school.
- 23.03.08.02** Any variances in this model will be referred to the District Secondary School Staffing Committee. For the 1998/99 school year, **Article XXIII** will be used as an educational tool and will not be strictly applied. **Variances** will be reviewed by **the** District Secondary School Staffing Committee. Changes to Article XXIII to meet the unique needs of all Bluewater District School Board secondary schools will not be unreasonably refused for the 1999-2000 school year.

ARTICLE XXIV - ASSIGNED TIME

- 24.01** Instructional time (Assigned Time) **shall be defined as time** assigned to teachers for pupil instruction and or program **delivery** including: guidance services, library services, mentoring programs, enrichment programs, all special **education** programs, **teacher** advisory programs, administrative time *for* department heads, independent study, correspondence courses and on-call assignments.
- As part of the 1250 minutes maximum a teacher will be assigned they may be required to perform up to 125 minutes per week of timetabled instructional duties including on-calls in areas which are credited toward a high school diploma, or in special or remedial education programs, or provincially mandated programs.
- 24.01.01** For Bargaining **Unit** Members, the maximum number of on-calls shall not exceed 40 assignments **per year**.
- Member absences in excess of five (5) consecutive days shall be covered solely by occasional teachers.
- 24.01.02** For Bargaining Unit Members, the maximum number of non-instructional assignments shall not exceed 50 minutes per week, averaged over **the school year**.
- 24.02** **The** Employer shall ensure that the secondary system's instructional time for a school year is equitably allocated (prorated to total staff F.T.E.) among all secondary schools, recognizing the needs of small schools,

- 24.03 No Bargaining Unit Member shall be assigned more than 175 pupil contacts per school year.
- 24.04 Non-instructional assignments shall be assigned equitably amongst the staff.
- 24.05 No teacher shall be assigned administrative duties in the evaluation and discipline of Bargaining Unit Members normally performed by management. (i.e. Principals, Vice Principals, etc.).
- 24.06 No Bargaining Unit Member shall be assigned more than 6.0 credit courses, or equivalent (e.g. Library, Guidance, etc.), in his/her regular assigned timetable per year,
- 24.07 No Bargaining Unit Member shall be assigned more than 4 preparations in their credit course assignments per year save and except where the assignment is approved by the Member(s) and the Bargaining Unit. such approval not to be unreasonably withheld.
- 24.08 Part-time Bargaining Unit Members shall have assignments, based upon multiples of 1/6th of credit course time or equivalent instructional time as identified in 24.01.
- 24.09 The following class sizes shall not be exceeded as calculated at September 30. Notwithstanding the foregoing. in the 1998/1999 school year each Bargaining Unit Member may be assigned ten percent (10%) over in one class or five (5) students over in Academic Advanced, For the 1999/2000 school year each Bargaining Unit Member may be assigned 10% over in one class or five (5) students over with approval of Member and Bargaining Unit, In either year of the contract a second class may be assigned ten percent (10%) over with the approval of the Member and Bargaining Unit.

Academic Advanced	30
Academic General and Physical Education and Art	27
Academic Basic and Physical Education and AR	18
Tech Studies and Family Studies (includes grade 9)	20
Basic Tech Studies and Family Studies	18
Grade 9 Academic and Physical Education and AR	26
- 24.10 For any multi-level class, class size shall be determined by the level of the greater number of students.
- 24.10.01 For Units of the Developmentally Challenged or its equivalent designation the maximum class size shall not exceed 10.
- 24.10.02 Due to the special needs of students with identified exceptionalities no more than one such student shall be integrated into classes subject to 24.09, unless supported by Special Education resources.
- 24.11 No Bargaining Unit Member shall be required to conduct assigned instructional duties in excess of three consecutive classes (periods) save and except where an on-call is required or an assignment is approved by the affected Member(s) and the Bargaining Unit, such approval shall not be unreasonably withheld.
- 24.12 The length of the school year will not exceed the Education Act and regulations.

ARTICLE 25 - GRIEVANCE PROCEDURE

- 25.01 A "grievance" shall be defined as a matter arising from the interpretation, application, administration, or alleged violation of this Agreement, of any relevant legislation, or of an existing practice, including any question as to whether the matter is arbitrable.
 - 25.01.01 A 'party" shall be defined as:
 - i) the Bargaining Unit (or Union)
 - ii) the Board (or Employer)
 - 25.01.02 "Days" shall mean regular working days unless otherwise indicated.
- 25.02 The Board shall recognize a Grievance Officer or Designate of the Bargaining Unit to act on behalf of a Bargaining Unit Member or the Bargaining Unit in procedures described in Article XXV.

25.02.01 A Bargaining Unit Member shall have the right to have present a representative from OSSTF to assist the Member at any stage of this Grievance and Arbitration procedure.

25.03 Grievance Procedure - Individual

25.03.01 Complaint Stage

A Bargaining Unit Member, may initiate a complaint in writing with the immediate supervisor (the **Principal in the case** of all teachers) who shall answer the complaint in writing within five (5) days after receipt of the complaint. A copy of any such complaint and proposed remedy must also be forwarded, to the Bargaining Unit President or Designate. Any resolution of a complaint must receive the approval of the Bargaining Unit.

25.03.02 Step 1

If the reply of the immediate supervisor of the grievor under the Complaint Stage is not acceptable to the Bargaining Unit Member, or where the Bargaining Unit sees the need to initiate a grievance on behalf of one or more of its Members, the Bargaining Unit assumes ownership of the matter and may initiate a, formal grievance proceeding. The first stage shall be to submit a written grievance with the Human Resources Department, who shall answer the grievance in writing within five (5) days after receipt of the grievance. The Bargaining Unit may agree to extend the timeline for this step up to five (5) days. Any extension shall be recorded, signed and dated by the Human Resources Department and the Bargaining Unit Grievance Officer or designate.

The grievance shall contain:

- i) a description of how the alleged dispute is a violation of the Agreement; and
- ii) the clauses in the Collective Agreement alleged to be violated; and
- iii) the relief sought (remedy); and
- iv) the signature of the duly authorized official of the Bargaining Unit

25.03.03 Step 2

Submit the written request to the Director of Education for a meeting with the Labour Relations Committee of the Board. Such a meeting shall be scheduled for the next or subsequent regular Board meeting date. The Board shall answer the grievance, in writing, within five (5) days,

25.03.04 Step 3

If the reply of the Labour Relations Committee is unacceptable to the Bargaining Unit, the Bargaining Unit may then apply for arbitration within twenty (20) days of receipt of the reply,

25.04 Grievance Procedure - Policy & Group

In the case of all grievances by a party, (including policy grievances, those on behalf of a group of Members, retired Members or a deceased Member), the party making the grievance may take the following steps in sequence to resolve the matter.

The grievance shall contain:

- i) a description of how the alleged dispute is a violation of 25.01; and
- ii) the clauses in the Collective Agreement alleged to be violated; and
- iii) the relief sought (remedy); and
- iv) the signature of the duly authorized official of the Party initiating the grievance

25.04.01, Step 1

The Party making the grievance shall make a written grievance to the Human Resources Department of President of the Bargaining Unit, as the case may be, who shall answer in writing within five (5) days.

25.04.02 Step 2

Submit the written request to the Director of Education for a meeting with the Labour Relations Committee of the Board. Such a meeting shall be scheduled for the next or scheduled subsequent regular Board meeting date. The Board shall answer the grievance, in writing, within five (5) days.

25.04.03 Step 3

If the reply Of the Labour Relations Committee, is not acceptable to the party making the grievance, that party may then apply for arbitration within twenty (20) days of the receipt of the reply.

- 25.05 Where the Supervisor, Principal, or Employer fails to meet any of the timelines identified in 25.03.01, 25.03.02,25.03.03,25.03.04,25.04.01 25.04.02 and 25.04.03 the grievance shall advance automatically to the next stage, or may be extended if mutually agreed upon.

25.06 Grievance Mediation

At any stage in the grievance procedure, the parties by mutual consent in writing may elect to resolve the grievance by using grievance mediation. The parties shall agree an the individual to be the Mediator and the timeframe in which a resolution is to be reached.

- 25.06.01 The timelines outlined in the grievance procedure shall be frozen at the time that the parties mutually agree in writing to use the grievance mediation procedure, Upon written notification of either party to the other party indicating that the grievance mediation is terminated, the timelines in the grievance shall continue from the point at which they were frozen.

25.07 Arbitration

The party desiring arbitration shall notify the other party in writing of its desire to submit the difference or allegation to arbitration and the notice shall contain the name of the first party's appointee to an Arbitration Board. The recipient shall, within five (5) days, inform the other party either that it accepts the other party's appointee as a single arbitrator, or inform the other party of the name of its appointee to the Arbitration Board. Where two appointees are selected, they shall, within five (5) days of the appointment of the second of them, appoint a third person who shall be the Chairperson. If the recipient of the notice fails to appoint an Arbitrator or if the two appointees fail to agree upon a Chair person within five (5) days, the appointment shall be made by the Minister of Labour upon request by either party.

- 25.07.01 The single Arbitrator or Board of Arbitration shall have the power to amend the grievance, relieve against timelines, modify penalties, (including discharge and disciplinary penalties), and take whatever action or make whatever decision it considers just and equitable in the circumstances.
- 25.07.02 The Arbitrator or Arbitration Board, as the case may be, shall not by their or its decision, add to, delete from modify or otherwise amend the provisions of this Agreement.
- 25.07.03 No person shall be appointed as an Arbitrator who has been Involved in an attempt to negotiate or settle a grievance under the provisions of Article 25.
- 25.07.04 Time restrictions within Article 25.07 may be extended if mutually agreed upon In writing.

25.08 Cost of Arbitration

The Fees for a single Arbitrator, or a Chairperson of a Board of Arbitration, shall be shared equally by the parties.

25.09

There shall be no reprisals of any kind taken **against** any **member** because of participation in the grievance or arbitration procedures in this Agreement.

- 25.10 Should the investigation or processing of a grievance require that an involved Bargaining Unit Member or Bargaining Unit representative be released from regular duties, the Member shall be released **without loss of salary or benefits**.
- 25.11 Nothing in this procedure shall be deemed to preclude the individual's right to seek redress in law.

ARTICLE XXVI - TERMINATION OF EMPLOYMENT

- 2 6 . 0 1 An employee shall notify the Employer by November 30 of the employee's intention to resign effective December 31 or January 31 (end of semester 1) and by May 31 of the employee's intention to resign effective June 30 or August 31.

- 26.02 A newly hired teacher shall serve a probationary period of one year with an extension of the period for absences exceeding twenty (20) teaching days in that year,

- 26.02.01 It is recognized that a lesser standard of just cause (basic procedural fairness applies to, termination of probationary teachers.
- 26.03 A Bargaining Unit Member who is a night school or summer School continuing education teacher shall give written notice of not less than two weeks should the Member wish to terminate his/her employment prior to end of his/her contract position.
- 26.04 Nothing herein prevents an employee and the employer from mutually agreeing to the employee's resignation at any time.

ARTICLE XXVII - ALTERNATIVE SCHOOLS

- 27.01, When the Board establishes an alternative school, the school shall be staffed in accordance with Article 11. The alternative school staff complement shall be in addition to the staff complement calculated for Bluewater DSB.

ARTICLE XXVIII - PROFESSIONAL DEVELOPMENT

- 28.01 Professional development funds will be in the amount of Group IV maximum (as per **Article V**) per school year, to be used at the discretion of the Bargaining Unit. The Bluewater DSB will **be informed** of the method of use.

ARTICLE XXIX - ALLOWANCES FOR COURSES

- 29.01 The Board agrees to pay all reasonable expenses of a Bargaining Unit Member requested by a Superintendent to attend any course approved by the Director of Education.

- 29.02 The Board will pay course travel allowance in the amount of \$103.00, provided the distance travelled (home to location of course) exceeds 32 kilometres, provided no other allowance is being paid by the Board and provided that the course is equivalent to a four-week Ministry of Education and Training or University course.

NOTE: This allowance will be paid upon successful completion of the **course** provided that the Bargaining Unit Member agrees to remain **in** the employ of the Board for at least one year thereafter.

17(A)

GRID 1998/99

	A1	A2	A3	A4
0	\$29,960	\$30,958	\$34,002	\$35,546
1	\$32,207	\$33,455	\$36,709	\$38,496
2	\$34,454	\$35,952	\$39,416	\$41,446
3	\$36,701	\$38,449	\$42,123	\$44,396
4	\$38,948	\$40,946	\$44,830	\$47,346
5	\$41,195	\$43,443	\$47,537	\$50,296
6	\$43,442	\$45,940	\$50,244	\$53,246
7	\$45,689	\$48,437	\$52,951	\$56,196
8	\$47,936	\$50,934	\$55,658	\$59,146
9	\$50,183	\$53,431	\$58,365	\$62,096
10	\$52,430	\$55,928	\$61,072	\$65,046

GRID 1999/00 - (SEPTEMBER 1999 TO JANUARY 2000)

	A1	A2	A3	A4
0	\$30,409	\$31,422	\$34,512	\$36,079
1	\$32,690	\$33,857	\$37,260	\$39,073
2	\$34,971	\$36,491	\$40,007	\$42,068
3	\$37,252	\$39,026	\$42,755	\$45,062
4	\$39,532	\$41,560	\$45,502	\$48,056
5	\$41,813	\$44,095	\$48,250	\$51,050
6	\$44,094	\$46,629	\$50,998	\$54,045
7	\$46,374	\$49,164	\$53,745	\$57,039
8	\$48,655	\$51,698	\$56,493	\$60,033
9	\$50,936	\$54,232	\$59,240	\$63,027
10	\$53,216	\$56,767	\$61,988	\$66,022

GRID 1999/00 - (FEBRUARY TO JUNE 2000)

	A1	A2	A3	A4
0	\$30,561	\$31,579	\$34,685	\$36,260
1	\$32,854	\$34,127	\$37,446	\$39,269
2	\$35,146	\$36,874	\$40,207	\$42,278
3	\$37,438	\$39,221	\$42,969	\$45,287
4	\$39,730	\$41,788	\$45,730	\$48,296
5	\$42,022	\$44,315	\$48,491	\$51,306
6	\$44,314	\$46,862	\$51,253	\$54,315
7	\$46,606	\$49,409	\$54,014	\$57,324
8	\$48,898	\$51,957	\$56,775	\$60,333
9	\$51,190	\$54,504	\$59,537	\$63,343
10	\$53,483	\$57,051	\$62,298	\$66,352

IN WITNESS WHEREOF the Parties have caused this Collective Agreement to be signed by their respective, duly authorized representatives.

DATED at Markdale, Ontario this _____ day of September 1998.

**ONTARIO SECONDARY SCHOOL TEACHERS'
DISTRICT 7**

BLUEWATER DISTRICT SCHOOL BOARD

as per
Christine
[Signature]
[Signature]

Janet Masson
[Signature]
[Signature]

