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SEPT. 1, 1998 - AUG. 31, 2001

COLLECTIVE AGREEMENT

BETWEEN

THE ASSOCIATED HEBREW SCHOOLS OF TORONTO

AND

**THE ASSOCIATION OF GENERAL STUDIES
TEACHERS IN HEBREW DAY SCHOOLS**

General Studies Teachers

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THIS AGREEMENT IS A COLLECTIVE AGREEMENT

BETWEEN:

THE ASSOCIATED HEBREW SCHOOLS OF TORONTO
(hereinafter referred to as the "School")

- and -

**THE ASSOCIATION OF GENERAL STUDIES
TEACHERS IN HEBREW DAY SCHOOLS**
(hereinafter referred to as the "Association")

DEFINITIONS:

In this Agreement:

- (a) "SCHOOL" shall mean The Associated Hebrew Schools of Toronto.
- (b) "TEACHER" means an individual employed as a General Studies Teacher on a full-time or part-time basis during the school year in the Bet Haya'eled (Nursery and Junior Kindergarten), Elementary (Senior Kindergarten to Grade 6), or Junior High divisions of the School and includes Department Heads, Chairmen and Grade Co-ordinators (excluding Administrators, Principals, Vice-Principals, Supervisors, Consultants, Branch Co-ordinators, Teaching Assistants, Nurses, Non-teaching Library Technicians, and Assistants, or other non-teaching personnel).
- (c) "SCHOOL YEAR" means the period between the day after Labour Day and June 30th of the following calendar year. It is agreed that Teachers are hired by the School on condition that they are prepared to participate in such seminars, orientation sessions and teacher meetings as may be arranged by the School during one (1) of the last five (5) days prior to the commencement of the School

Year, excluding Saturday, Sunday and Labour Day. Notwithstanding the provisions herein, the working period for which a Teacher's pay is calculated shall be deemed to be that of the 1st of September to June 30th of the following calendar year.

- (d) "FULL-TIME TEACHER" means a Teacher who teaches thirty (30) hours, plus two (2) hours duties, per week in the Elementary division of the School, or who teaches thirty-eight (38) periods, including three (3) duty periods, in the Junior High division of the School, or who teaches twenty-five (25) hours, plus preparation not to exceed three and three-quarters (3-3/4) hours, per week in the Bet Haya'ed. For Gym, French, and Music specialists, "FULL-TIME TEACHER" shall be defined as a specialist with twenty-five (25) hours of actual teaching time and up to two (2) hours of duty or travel time.
- (e) "PART-TIME TEACHER" means a Teacher who teaches less than full-time.
- (f) "PROBATIONARY TEACHER" means a Teacher employed by the School for three (3) School Years or less. A Teacher who starts teaching prior to January 31 of a School Year will be credited with one (1) School Year of teaching for the purposes of this definition. A Teacher who starts teaching after January 31st of a School Year will not be credited with a School Year of teaching for that year, for purposes of this definition. This definition shall not be used for placement on salary grid for pro-rating of salary.
- (g) "PERMANENT STATUS" means a Teacher who has taught in the School for a period in excess of three (3) consecutive School Years on a continuous basis, subject to the Teacher's rights under Articles 8 and 9, and the right of a Teacher to use sick leave credits up to a maximum of ninety (90) days without an extension of the probationary period. It is understood that an absence from actual teaching duties of more than twenty (20) consecutive weeks in any School Year shall require an extension of the probationary period for an additional School Year.

- (h) "PERMANENT TEACHER" means a Teacher who has obtained permanent status and who teaches not less than:
- (a) half-time in the Bet Haya'ed (12-1/2 teaching hours per week over three (3) years), or
 - (b) twelve (12) teaching hours per week over three (3) years in the Elementary division. or
 - (c) sixteen (16) teaching periods per week over three (3) years in the Junior High division, and who has received his certification as a fully qualified Teacher: provided that those Teachers who were red-circled under the Collective Agreement between the School and the Association dated March 31, 1977 shall be deemed to have received their certification for purposes of this Agreement. Such Teachers shall be regarded as fully qualified Teachers according to their proper category, and as having full entitlement to all benefits accruing as a result thereof.
 - (i) "REMEDIAL TEACHER" means a Teacher hired for a short term engagement to do remedial teaching or E.S.L./D teaching on an "as needed" basis. Such Teachers shall have all rights under the Collective Agreement except (i) they shall not be eligible for permanency unless the parties otherwise agree, and (ii) they shall not have the right to accumulate sick leave credits as set out in Article 11.05. Such remedial teaching shall count as teaching experience for the purposes of Article 5.03.

ARTICLE 1 - RECOGNITION

1.01 The School recognizes the Association as the sole and exclusive bargaining representative for the Teachers employed by the School.

1.02 There shall be no individual contract outside of this Collective Agreement. The School shall not negotiate salary, hours of work, payment for extra-curricular activities, or other terms and conditions of employment, with any Teacher which are in violation of, or inconsistent with, the provisions of this Agreement.

1.03 The Association and the School agree to share equally the cost of preparation of sufficient copies of the Collective Agreement for distribution to all Teachers who are covered by the Agreement. The School shall arrange for printing as soon as possible after the signing of the Agreement.

1.04 When a Teacher is hired by the School, the Principal and/or the administration undertakes to inform the Teacher of the existence of the Association and of the Collective Agreement. In addition, at the same time, the School shall inform the Teacher of the Pension Plan for the Jewish Federation of Greater Toronto and shall also provide the Teacher any information forwarded to the School by the Association concerning the insured benefit plan set forth in Article 11.14. The Association shall also be informed of the hiring of any new Teacher by letter before his commencement of work.

1.05 The School and the Association agree to comply with the provisions of the Ontario Human Rights Code. Any alleged violation shall be dealt with pursuant to the procedures in the Ontario Human Rights Code, and not under the grievance procedure in this Collective Agreement.

ARTICLE 2 - ASSOCIATION SECURITY AND DUES DEDUCTIONS

2.01 The School agrees to deduct from each member of the bargaining unit such Association dues as are prescribed by the Constitution or By-Laws of the Association and shall remit such dues to the Association no later than the fifteenth (**15**) of the month following the month in which the deductions were made.

2.02 Each month, the School agrees to provide to the Association a list of the names of Teachers from whom such deductions have been made and the total amounts deducted for each month.

2.03 The Association agrees to indemnify and save the School harmless against all claims or other forms of liability that may arise out of, or by reason of, deductions made or payments made in accordance with this Article.

2.04 Any Teacher whose date of employment commences after the beginning of the School Year shall have dues deducted according to the months of employment during the remainder of the School Year.

2.05 New and present Teachers covered by this Agreement will be advised of their category as soon as possible after the signing of this Collective Agreement.

ARTICLE 3 - GRIEVANCE PROCEDURE

3.01 It is the intent of this grievance procedure to provide for the successful administration of this Agreement by providing this sole and exclusive procedure to be utilized by a Teacher, the Association, or the School for the prompt discussion and final and binding settlement of any grievance, without stoppage of work, arising from the interpretation, application, administration or alleged violation of this Agreement.

3.02 The term "grievance" shall be defined as any difference arising out of the interpretation, application, administration or alleged violation of this Collective Agreement, including any questions as to whether a matter is arbitrable. The parties to this Agreement agree that it is of the utmost importance to adjust grievances as quickly as possible.

3.03 The School shall be under no obligation to consider or process a grievance unless the Teacher has discussed the problem with the Principal.

3.04 A Teacher's written grievance shall be presented as follows:

Step No. 1

A Teacher's written grievance must be presented to his Principal with a copy to the Educational Director within twenty (20) School days from the time the circumstances giving rise to the grievance were known or should have been known to the grievor but not thereafter. The written grievance shall set forth a brief outline of the facts giving rise to the grievance, the specific sections of the Agreement which are alleged to have been violated, the remedy sought, and shall be signed and dated by the grievor.

A meeting shall be held between the Association and the School, such meeting to take place within seven (7) School days. The response to this meeting shall be given within seven (7) School days and this response shall terminate Step No. 1.

Step No. 2

If the grievance is not settled at Step No. 1, the party having carriage of the grievance shall request arbitration of the grievance by giving notice in writing to the other party within ten (10) School days, if this ten (10) day count begins and ends in the same School Year, or at any other time, within fifteen (15) calendar days after receipt of the Step 1 response, but not thereafter. If the request for arbitration is not given within the above specified time frames, the decision in Step No. 1 shall be final and binding on both parties to this Agreement, and upon any grievor involved. The request for arbitration shall specify all of the outstanding issues of the written grievance to be dealt with by the arbitrator and the remedies sought. The party giving such notice shall be bound by the same and shall be restricted at arbitration to the issues presented by the notice.

3.05 A grievance which has been referred to arbitration by a written notice to arbitration shall be heard by a sole arbitrator who shall be selected from the following panel of five arbitrators:

Jane Devlin
Rob Herman
Rick MacDowell
Owen Shime
Martin Teplitsky

During the term of this Agreement, the parties may mutually agree to substitute any arbitrator on this list for another arbitrator agreeable to the parties. The arbitrators shall be listed in alphabetical order.

3.06 The parties having carriage of the grievance and suggesting arbitration shall remove one (1) name from the list of arbitrators provided in Article 3.05, and the party responding shall remove an additional ~~two~~ (2) names from the list within five (5) School days, and the name of the arbitrator shall be selected from the remaining arbitrators by the party having carriage of the grievance. If the arbitrator so allocated is unable to convene a hearing within thirty (30) calendar days of being contacted then, at the request of either party, the remaining arbitrators will be contacted in seriatim until one of them is found who can convene a hearing within thirty (30) calendar days of being contacted. If none of the arbitrators contacted are able to convene a hearing within thirty (30) calendar days, then the arbitrator who can convene a hearing within the shortest period shall be the arbitrator selected.

3.07 After the notice to arbitrate has been given either party may apply to the Office of Arbitration, Ministry of Labour, for the appointment of a grievance settlement officer to assist the parties in resolving their differences. Such appointment shall not effect the time-lines for arbitration as set out in Article 3.06.

3.08 The arbitrator shall hear and determine the grievance and shall issue a written decision setting out the reasons for his decision and the findings of fact upon which the decision is based, which decision shall be binding upon the parties and upon any employees affected by it.

3.09 The arbitrator shall not make any decision inconsistent with the provisions of this Agreement, or add to, alter, modify or amend any part of this Agreement, or imply any terms into this Agreement.

3.10 Each party to this Agreement shall bear its own costs of and incidental to any arbitration proceedings. The fees and charges of the arbitrator shall be borne equally by the two parties to this Agreement.

3.11 No matter may be submitted to arbitration which has not been properly carried through the grievance procedure within the specified time periods, provided that the parties may extend the time limits in the grievance procedure by mutual agreement in writing. Where a response is not given by a party within the specified time limit in the grievance procedure, the other party may submit the grievance to the next step of the grievance procedure.

3.12 The provisions of subsection 44(6) of the Labour Relations Act, R.S.O. 1980, Chapter 228, shall not apply to the time limits in the grievance procedure.

3.13 Any damages arising from circumstances amounting to a continuing grievance shall be limited to those damages accruing within the prior twelve (12) months.

3.14 An Association policy grievance or a School grievance may be submitted to the School or the Association, as the case may be, at Step No. 1 of the grievance procedure, within twenty (20) School days from the time that the circumstances giving rise to the grievance were known or should have been known to the grieving party, and the grievance procedure shall apply, with any necessary modifications, to the Association

policy grievance or the School grievance, as the case may be. The provisions of this Article shall not be used by the Association to process a grievance directly affecting Teachers which grievance the Teachers could themselves institute and the regular procedure for a Teacher's grievance shall not be bypassed. The Association's policy grievance shall be signed by a representative of the Association. Where the Association or the School presents a grievance, the Association or the School shall be deemed to be the grievor for the purposes of this grievance procedure.

3.15 If the parties to the grievance agree, the grievance shall be submitted to a Bet Din rather than to a Board of Arbitration as set out in Step No. 2. The parties agree that if the grievance is referred to a Bet Din, the decision of the Court will be final and binding upon the parties and upon any staff member of the School affected by it. The Rabbis constituting the Bet Din must be acceptable to both parties to the dispute. The Bet Din shall have the jurisdiction and powers of a Board of Arbitration as set out in this Agreement.

ARTICLE 4 - CONDITIONS OF TEACHER'S EMPLOYMENT

4.01 During the first three (3) years of a Teacher's employment, he shall be considered as being on probation, and employment shall continue, subject to Articles 4.02, 6.01, and 6.02.

4.02 (a) At the end of the second School Year of employment of a probationary Teacher, the Teacher has the right to request permanent status. The School shall either grant such permanent status or put the Teacher on notice that his request will be reconsidered at the end of the third School Year.

(b) The School shall arrange for all probationary Teachers to be visited, and their work evaluated, in a classroom setting, at least three (3) times per year, such visits and evaluations to be at least twenty (20) School days apart.

(c) The Teacher shall be visited, and evaluated, by either the Education Director, Principal, Supervisor, an Inspector, or Department Head, but in any event, no one individual shall perform all three visitations and evaluations. Within twenty (20) School days of each visit, a copy of the written evaluation shall be provided to the Teacher, and placed in his file. The Teacher shall have the right to place any comments on the evaluation and sign the same, The observer shall discuss the evaluation with the Teacher and provide any assistance to correct any problems which the evaluator has noted in the said evaluation.

(d) Nothing in this Article 4.02 shall be construed as limiting the School's right to visit the classroom and assess and guide the work of probationary Teachers at such time as it sees fit.

(e) A Teacher who has previously been granted permanency at the School and who after being granted permanency left the School, shall be entitled to be granted permanency once they have successfully completed one full School year of teaching as a probationary teacher after being rehired. This Article 4.02 (e) shall only apply if the teacher actually taught for the School no more than seven years before being rehired.

4.03 A Teacher who has been re-engaged for a fourth (4th) consecutive School Year shall be granted permanent status. Thereafter, his employment shall continue unless terminated pursuant to Article 6.

ARTICLE 5 - SALARY

5.01 Any Teacher who was employed in Bet Hayered during the School Year 1982-83 and who had notified the School by September 1, 1983 that such Teacher had a B.A. degree but not a maximum E.C.E. shall be entitled to the Six Hundred Dollar (\$600.00) bonus.

An allowance of Seven Hundred and Forty-two (\$742.00) dollars per annum shall be paid to each Teacher who possesses a degree at, or above the masters level, or equivalent.

Department Heads, Chairmen, and Grade Co-ordinators shall be paid on the same basis and in the manner consistent with past practice.

5.02 Increment and Salary Calculation

The salary scales for full-time Teachers for a full School Year for the period(s) 1996-1997 and 1997-1998 shall be as contained in Appendix "A" attached to and forming part of this Agreement.

5.03 A Teacher's placement on the salary scales shall depend upon qualifications and teaching experience. The category of a Teacher shall be determined by the Teacher's qualifications as set out in Article 5.09. The step on the salary scales (or partial step as the case may be) to which a Teacher is assigned shall be determined by the number of full or partial years of experience the Teacher has been granted as further specified in this Article 5.

5.04 (a) Bet Hayered Teachers shall be granted a full year of teaching experience for teaching full-time, and shall be pro-rated on anything less than full-time. For teaching experience gained commencing September 1st, 1989, Bet Hayered Teachers shall be granted a full year of teaching experience for teaching half-time or more, and shall be pro-rated on anything less than half-time.

(b) Senior Kindergarten Teachers and Elementary Teachers teaching half-time or more shall be granted a full year of teaching experience and shall be pro-rated for teaching anything less than half-time.

(c) Junior High division Teachers hired prior to March 31st, 1977 who taught fifteen (15) or more periods per week for a full School Year in any Jewish day school, shall

be credited with a full year of teaching experience for purposes of placement on the salary scale. Teachers hired after March 31st, 1977 will be credited with a full year of teaching experience if they teach thirty (30) or more periods per week and shall be pro-rated on anything less than thirty (30) periods.

(d) For Teachers who did not, or do not teach for a continuous School Year, one-tenth (0.1) of the teaching experience as determined in this Article 5.04 will be granted for each completed month that such Teacher did continuously teach for the School in such year.

5.05 A teacher who is employed full-time shall be paid an annual salary including holiday pay and vacation pay, as set out in the salary scales referred to in Article 6.01, depending upon his category and step (or partial step as the case may be). Any Teacher who is employed less than full-time shall be paid on a pro-rata basis based on actual teaching time. Preparation time and preparation duty time shall be treated as teaching time for the purposes of this Article 5.05. The School agrees to guarantee to all regular classroom Teachers from Senior Kindergarten to and including Grade 6 preparation time of at least fifty-five (55) minutes per week for each Teacher employed half-time or more, or one (1) hour and fifty (50) minutes for a full-time regular classroom Teacher. Any additional preparation/duty time shall be subject to assignment of normal teaching duties as may be required. For the period September 1989 to June 1991, the preparation time duty allocations for each grade shall be as set out in Appendix "B".

5.06 Notwithstanding the provisions of Article 5.04(d) teaching experience granted in a year will not be affected by absences which occur during the School Year for reason of leaves of absence not in excess of sixty (60) days, illnesses not in excess of ninety (90) days, and maternity leaves not in excess of six (6) months or such longer period as may be specified in relevant legislation.

5.07 A teacher who is asked to, and does, substitute teach over and above his regular work load, shall be paid extra based upon his regular hourly or per period rate as

the case may be, provided that the Teacher is requested to teach a subject for which he is qualified. If the Teacher does not teach a subject for which he is qualified, he shall receive substitute pay for supervising the said class at the same rate as a substitute Teacher hired to perform the substitute teaching.

5.08 (a) Upon written request of the Teacher, the School agrees to provide a letter to Revenue Canada confirming that the Teacher is required to travel between branches. Travel time between branches shall be paid for at the Teacher's regular hourly rate of pay and calculated as one half ($\frac{1}{2}$) hour per trip.

(b) Elementary Teachers whose outside duties are rendered unnecessary by inclement weather, shall stay with their class an extra fifteen (15) minutes at the end of such class, and the said class's lunch period shall be delayed by fifteen (15) minutes. The Teacher who is next responsible for such class shall arrive twenty (20) minutes prior to the normal time that the class would have commenced. If the lunch period is taken in the lunchroom then the afternoon Teacher shall pick up the children at the lunchroom and proceed to the classroom.

(c) **Spread**

The maximum spread that can be assigned to a full-time Junior High School Teacher shall be two thousand one hundred and twenty (2120) minutes except where an individual Teacher has requested in writing a specific timetable. Every reasonable effort will be made to adjust individual timetables from year to year in order to achieve as much internal equity as possible.

(d) All Teachers shall be required to remain in class until the last student is dismissed and to follow established procedures for classroom closing. Subject to approval by the School, the Principal shall appoint one or more Teachers from the Junior High division to perform supervisory duties at any time during the period beginning five (5) minutes before the teaching in the classes begin for the day, provided that students are

required to attend at the beginning of the home room period. Such duties shall be performed by the Teacher without compensation.

(e) Staff meetings shall be held not more than twice per month, to a maximum of ten (10), during the School Year and Teachers shall be required to attend consistent with past practice. Staff meetings in the Junior High division shall be on a shortened School day consistent with past practice. It is understood by the parties that such staff meetings will be scheduled immediately following the School day. Nothing contained in this Article shall limit the School's right to hold staff meetings as it considers necessary during School time.

5.09 (a) The School agrees to adopt the seven categories and the qualifications with respect thereto which are, as of the date of this Agreement, determined by Q.E.C.O. All staff members shall be classified according to the extent of their formal education, and total teaching experience, as presented at the time of hiring, in a recognized day-time school (public or private) wherever accumulated. Teachers shall be classified in accordance with the definitions of levels as determined by Q.E.C.O. For Bet Hayered Teachers, the School agrees to accept from former employers letters outlining the number of years of acceptable teaching experience, or part thereof, that Teachers have accumulated. If a dispute arises between the Teacher and the School as to such experience, the Teacher may appeal to the A.E.C.O. or such similar agency as is agreed upon. These years of teaching shall be used to place such Teacher on the Bet Hayered salary scale.

(b) The grid for the 1993-1994 school year and following years shall comprise 5 categories being categories A, A1, A2, A3, and A4. Teachers who are classified pursuant to the Q.E.C.O. classifications in the three (3) lowest Q.E.C.O. categories as they existed as of September 1st, 1993, shall be entitled to be placed in category A as further determined by the provisions of this Article 5.09. Teachers who are classified pursuant to the Q.E.C.O. classifications in the 4 highest categories as they existed as of September 1st, 1993, shall be placed in categories A1, A2, A3, and A4 respectively.

(c) A Teacher who was in category 1 or category 2 as of June 30th, 1993 shall have their salary and placement on the grid determined as follows:

(i) For the school year 1993/94 the following calculation shall be made:

FIRSTLY, the teacher shall be placed on the 1992/93 grid for category 1 or category 2 as the case may be based on their experience as of September 1st, 1993 and the salary to which they would be entitled pursuant to the calculations as set out in Article 5.05 shall be established . Such amount shall be the Base Salary for the purposes of this calculation.

SECONDLY, the teacher shall be placed on the same level of the A scale as set out in Schedule A and the salary to which they would be entitled pursuant to the calculations as set out in Article 5.05 shall be established . Such amount shall be the Target Salary for the purposes of this calculation.

THIRDLY, fifty percent (50%) of the difference between the Base Salary and the Target Salary shall be calculated and shall be called the Adjustment Amount.

The Teachers salary for the 1993/94 School year shall be established by adding The Adjustment Amount to the Base Salary as established herein.

(ii) For the School year 1994/95 the teachers salary shall be the salary they would be entitled to receive for the same step as the step they were entitled to as of September 1st, 1993 pursuant to the salary scales set out for category A.

(iii) For the School year 1995/96 and following, the teacher shall receive the salary and increment to which they would be entitled pursuant to the provisions of Article 5.04 and following except that their step on category A

as of June 30th 1995, as determined by Article 5.09 (c) (i) shall be deemed to have been correct for the purpose of placement on the salary scales of Category A only for all future school years.

(d) A Teacher who was in category 3 as of June 30th, 1993 shall be placed on the step level of category A to which he is entitled pursuant to the provisions of Article 5.09.

5.10 (a) Classification of a new Teacher shall be determined by the School, and communicated to the Teacher in writing. The School shall evaluate the new Teacher's education and experience, and classify the new Teacher according to the most recent guidelines of Q.E.C.O. If the new Teacher feels he has been incorrectly classified by the School, such new Teacher may go to Q.E.C.O. for classification but such classification by Q.E.C.O. shall be based solely on the educational documents produced and made known to the School at the time of hiring. If the new Teacher is right, the School shall reimburse him for the certification fee. Any dispute may be dealt with pursuant to the grievance procedure. Retroactivity, by reason of change of classification either as a result of the Q.E.C.O. ruling, or as a result of any grievance of a new staff members under the provisions hereof, shall be paid to the date of commencement of employment of the staff member on the next payroll following receipt of such corrected classification.

(b) In the event a new Teacher wishes to seek reclassification based on educational documents not provided or made known to the School at the time of hiring, such application can only be made within twelve (12) months of the date on which the new Teacher was hired. In the event such reclassification determines the Teacher should be re-classified, payment on the basis of such application shall commence, and be retroactive to the September following the date such application was made.

5.11 The parties agree that non-Ontario certified Teachers hired under conditions of Article 5.13 who cannot be evaluated by Q.E.C.O. shall be evaluated, for the purposes of Articles 5.09 and 5.10 by the Board of Jewish Education.

5.12 Application may be made by a current staff member for a revision of that staff member's classification pursuant to the terms of this Article 5.12. Application for such revision must be sought within the twelve (12) month period following the occurrence of any event which may affect the Teacher's category. Such application for revision shall be dealt with in the same manner as an application for classification of a new Teacher subject to the following conditions:

- (1) The Teacher must have notified the School in writing prior to February 25th of the year immediately prior to the current School Year that the staff member was either taking the course or intended to take the course. In the event that the staff member has not notified the School in writing prior to the previous February 25th of his intention to take such a course, but, in fact, takes and successfully completes such a course before September 1st, then payment for such upgrading shall be made only in the following School Year and not in the current School Year.
- (2) The course including examination or other event has been successfully completed before September.
- (3) In the event a Teacher has notified the School in writing prior to the previous February 25th of his intention to take a course but the course including examination (or other event) has not been completed by September, the School shall pay the Teacher from the date such course including examination has been successfully completed. Upon providing appropriate documentation and being reclassified, the School shall pay the Teacher retroactively to the date of completion of the course (or other event) on the next payroll following receipt by the Teacher of such reclassification. The School shall confirm the reclassification to the Teacher in writing.
- (4) In the event a change in policy or classification procedures initiated and adopted by Q.E.C.O. affects the category classification of a Teacher

previously classified by the School pursuant to the provisions of Article 5.10, the Teacher shall apply to the School for reclassification no later than February 25th for reclassification to commence September 1st of the following School Year. In the event such policy or classification procedure change is adopted by Q.E.C.O. after February 25th but before September 1st of the following School Year, the Teacher may make a special application for reclassification as a result of the adopted change effective September 1st of the following School Year so long as the application is made as soon as possible and no later than September 1st. It is agreed however that such late application will permit only one category upgrade for any teacher effective September 1st.

5.13 It is the policy of the School to hire Ontario certified Teachers. However, if after reasonable efforts have been made and an Ontario certified Teacher is not available, the School may hire a non-Ontario certified Teacher and, except in the case of a required bilingual Teacher, such Teacher must, within three (3) years of the date of his commencing service with the School, update his credentials and become certified. Any newly hired Teacher Librarians must have librarianship qualifications.

If such Teacher fails to obtain Ontario certification within the said three (3) year period, the School will have no obligation to continue the employment of such Teacher, but in the event the employment of such Teacher is continued by the School, such Teacher shall be considered permanent so long as such Teacher shall, within five (5) years of the date of his commencement with the School, update his credentials and become certified. If such Teacher fails to obtain such certification within such five (5) year period, his employment and all rights arising from his status as a permanent Teacher under this contract shall cease, and his employment shall be continued only on such terms as are mutually agreed ~~between~~ the parties to this Agreement.

5.14 Before the School seeks to find applicants for a new supervisory or administrative position, (e.g. Principal, Vice Principal and/or supervisor) the School

undertakes to notify the Teachers who are presently on staff in order that they may apply for, and if determined to be qualified, be interviewed for the new position prior to the date that it is publicly advertised.

5.15 In the **Bet Hayered** and in the Elementary division each Teacher will be informed on a tentative basis of the grade, a.m. or p.m. placement, and the branch. In the Junior High each Teacher will be informed on a tentative basis of the grade and courses to be taught. The date of notification will be no later than June 28th, or the last day of School, whichever comes earlier. However, if Teachers are required in the tentative plan to move rooms or branches, notification shall be provided no later than three (3) days before the aforementioned dates.

5.16 The School shall distribute to all Teachers a copy of the planned School Calendar for the following School Year, as soon as possible in the spring of each year.

5.17 The annual salary as set out in Article 5.05 shall be paid in twelve (12) equal monthly instalments no later than the last working day of each month commencing September 30th and ending August 31st. Teachers who do not teach a full School year shall have the annual salary pro-rated for the number of teaching days taught by the Teacher over the number of teaching days in the year, and paid in equal monthly instalments no later than the last working day of each month. Such Teachers may elect to have their salary paid in equal monthly instalments spread over the months the Teacher actually teaches if they so advise the School in writing prior to commencing to teach.

5.18 The School shall deduct the membership fees for the Ontario College of Teachers from the salary of Teachers and remit such fees to the College in a timely fashion as required by the College.

ARTICLE 6 - TERMINATION

6.01 All probationary Teachers shall be engaged subject to the absolute right of the School to terminate such Teacher's employment within the first forty-five (45) School Days actually worked by the probationary Teacher, and the right of the Teacher to resign within the first forty-five (45) days actually worked by the Teacher.

6.02 (a) The School shall give a probationary Teacher who has completed forty-five (45) School days actually worked written notice of termination of employment no later than November 30th, effective December 31st, and not later than May 15th, effective June 30th of that School Year. Such notice must be personally delivered to the Teacher or mailed by registered mail to the last known address of the Teacher and shall be deemed to have been received within three (3) days of the post mark.

(b) The School shall give a probationary Teacher who has completed forty-five (45) School days actually worked written reasons for the termination if the probationary Teacher so requests. Where the probationary Teacher so requests, he will be given an opportunity to make representations, or to have the Association make representations on his behalf, to a committee of the School other than the Personnel Committee. The decision of this committee shall be final and binding on the Teacher, the Association, and the School. The written decision of this committee must be rendered within thirty (30) days from the date representations are made to it.

(c) The discharge of a probationary Teacher shall not be the subject of a grievance or of Arbitration except where there has been a breach of Article 4.02, or the Teacher has been dealt with in an arbitrary or discriminatory manner. In such case the Teacher must elect to proceed either by way of the procedure set out in 6.02(b) above, or by way of grievance and arbitration but not both.

6.03 (a) A staff member shall give the School a written notice of termination of employment no later than May 15th effective June 30th of that School Year and November 30th effective December 31st. Termination of employment at any other time shall be by

mutual consent only between the staff member and the School, subject to the right of the School to dismiss the staff member for just cause at any time. Permanent Teachers may be laid-off pursuant to the provisions of Article 8.

(b) Notice of termination of employment of a permanent Teacher shall be given, with written reasons, by the School to the Teacher no later than May 15th in any given year.

(c) The employment of a permanent or probationary Teacher may be terminated at the end of the School year in which the Teacher attains the age of sixty-five (65) before June 30th of that School year. In the event the Teacher attains the age of sixty five (65) after June 30th of any School year, such Teacher's employment may be terminated at the end of the next School year. The School may continue the employment of a Teacher beyond the School year in which they would be eligible for termination pursuant to this clause 6.03(c) under conditions mutually agreeable to the Teacher, the School, and the Association.

(d) In the event a staff member breaches his obligations pursuant to Article 6.03(a), the School may notify the Association. After a twenty-one (21) day period to investigate the circumstances of such breach, if the Association determines that there has been an unjustifiable breach, the Association agrees to notify the Ministry of Education and appropriate Teacher Federations, including but not limited to the Ontario Teachers' Federation, Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation, the Ontario Secondary School Teachers' Federation and the Ontario English Catholic Teachers' Federation, of this violation of the Collective Agreement and the seriousness with which both the School and the Association view this violation. If pertinent, the appropriate school board shall also be notified.

6.04 (A) A permanent Teacher may be discharged for just cause including the following:

- (i) refusal to obey reasonable regulations as set down by the School and previously notified to the Teacher;
- (ii) bringing liquor for non-traditional purposes or bringing non-medically indicated drugs upon the premises or being at work under the influence of alcohol or narcotics;
- (iii) abuse of pupils;
- (iv) moral turpitude;
- (v) failure to adhere in his teaching and conduct to the philosophy and/or ideology of the School as previously specified in writing by the School;
- (vi) teaching incompetence as set out hereinafter, provided that an Arbitration Board hearing a grievance shall be entitled to determine that the specific cause(s) complained of are not serious enough to warrant discharge;
- (vii) a concerted and persistent attempt to involve parents, or students in a personal dispute which the Teacher has with the School.

(B) Before Article 6.04(A)(vi) can be invoked, the School shall implement the following procedures:

- (a) The School shall provide to the Teacher concerned written notice setting out the following:
 - (i) that the Teacher's teaching performance is under review,

- (ii) the areas, and/or aspects, of the Teacher's teaching performance which the School considers as not meeting the standards, or requirements, of the School,

 - (iii) the Teacher shall be granted a period of sixty (60) School days from the date of such notice within which to improve, or amend his performance, during which time the School and outside inspectors from York University, Faculty of Education of the University of Toronto or a Metropolitan Toronto School Board shall evaluate the Teacher's performance at least three (3) times, but not more than is reasonably required, and not more than once in every twenty (20) day interval. The School and the outside inspectors shall make written evaluations and a copy thereof shall be supplied to the Teacher. The Teacher may submit written comments on such evaluations, which shall form part of the Teacher's file. Principals and/or supervisors must discuss with the Teacher the results of their inspection and notice of the review shall be sent to the Association.
- (b) At the conclusion of such sixty (60) School days, and within a period of thirty (30) School days thereafter, the School shall notify the Teacher of its decision, either;
- (i) that the Teacher's teaching performance is no longer under review, or

 - (ii) that the Teacher's employment will be terminated pursuant to Article 6.4(A)(vi).

Where notice of termination is given to a Teacher pursuant to the terms of Article 6.04(A)(vi), the Teacher may file a grievance, provided that such grievance is filed

within twenty (20) days of the Teacher receiving notice of termination. Where such a grievance is filed, the provisions of the grievance procedure shall apply as modified by this Article.

6.05 In the event of an emergency caused by the death, serious illness, unanticipated leaving or dismissal of a Teacher, the School may, if necessary, immediately transfer a Teacher on a temporary basis from one branch to another. The School shall then attempt to fill the original vacancy created by the emergency by finding a suitable replacement Teacher who is agreeable to taking such a transfer. If no suitable replacement can be found who is willing to accept the transfer, the School may transfer a Teacher provided that said Teacher is given at least three (3) weeks' notice. Whereupon the temporary replacement Teacher shall be returned to his original position. A Teacher who is transferred on other than a voluntary basis shall only be transferred for the remainder of the School Year and shall have the right to be returned to the School from which he was moved if there exists a Teacher with less seniority than he, and who is qualified in the School to which the first Teacher was transferred during the year.

ARTICLE 7 - SENIORITY

7.01 The School shall establish for its permanent Teachers, seniority lists as set out in this Article 7. There shall be two (2) separate lists, one (1) for permanent Teachers employed in the Bet Hayed, and one (1) for permanent Teachers employed otherwise than in the Bet Hayed. The placement of a permanent Teacher on such lists shall be determined by the following criteria in the following order:

- (i) Number of years of recognized continuous teaching experience with A.H.D.S. and if equal:
- (ii) Number of years recognized teaching experience with A.H.D.S. whether or not continuous, and if equal;

- (iii) Number of years recognized teaching experience whether or not with A.H.D.S.

7.02 For the purposes of this Article 7 only, a permanent Teacher's teaching experience with A.H.D.S. shall be computed as follows:

- (i) For each full School Year or decimal fraction thereof that such Teacher teaches half ($\frac{1}{2}$) or more of the time or period requirement of a full-time Teacher, such Teacher shall be granted a year or fraction thereof of full-time teaching experience.
- (ii) For each full School Year or fraction thereof that such Teacher teaches less than half ($\frac{1}{2}$) of the time or period requirement of a full-time Teacher, such Teacher shall be granted fifty percent (50%) of the teaching experience that a full-time Teacher would have been granted for such full School Year or fraction thereof.

7.03 Any leave of absence granted by the School will not interrupt continuous teaching experience with A.H.D.S. pursuant to Article 7.01(i). All maternity leaves granted pursuant to the E.S.A. and any other leaves to a maximum of three (3) years in any Teacher's career with A.H.D.S. shall be counted as teaching experience for the purposes of Article 7.01(i). For Teachers teaching less than half ($\frac{1}{2}$) time, for two (2) of the three (3) years prior to such leave, teaching experience for the period of such leave shall be at fifty percent (50%) of that of a full-time Teacher.

7.04 The School shall have the right to place its administrative personnel on the seniority list in accordance with the number of years of employment with the School. After an administrator becomes a Teacher, he shall be credited for continuous service counting all years of continuous service for the School as a Teacher and/or administrator.

7.05 The seniority lists shall be prepared by the School and a copy of each list provided to the Association by February 15th. In addition, each Teacher shall receive a copy of the list upon which that Teacher's name appears by February 28th.

7.06 The procedures for identification of surplus Teachers are as follows:

- (a) Teachers reduction will take place in order of least seniority subject to the provisions of Article 7.10.
- (b) A Teacher who has his teaching assignment reduced due to decreased enrolment, may choose to be placed on the surplus list as opposed to accepting the reduced assignment.
- (c) The most junior Teacher can only be retained if the next most junior Teacher on the list is not fully qualified by June 30th of the School Year prior to the year the subject area would be taught or does not have any required special qualifications.
- (d) Where the most junior Teacher is retained, the requirements of 7.06(a) above apply to the next most junior Teacher until all surplus Teachers are identified.

7.07 (a) Teachers who wish to contest their placement on the seniority list shall state their complaint, and the reason for it to both the School and the Association by March 15th. The School and the Association agree to meet on or before March 31st and attempt to resolve all such complaints. Any complaint that cannot be resolved by the School and the Association may be submitted as a grievance and will be handled as a policy grievance of the Association.

(b) The Principal will, if possible, advise the staff at the March or April staff meeting concerning current enrolment projections and staffing.

7.08 Teachers in the Bet Hayed who are qualified to teach in the Elementary division may apply for transfer. In the event such transfer is approved by the School, the transferred Teacher shall be considered as probationary for the first year or the duration of the normal probationary period, whichever is greater.

If the transferred Teacher is a permanent Teacher, he will either be retained in the Elementary division as a permanent Teacher in the Elementary division, or returned to the Bet Hayed without loss of seniority or sick leave credits.

Qualified Teachers in the Elementary division who wish to may apply for transfer to the Bet Hayed on the same terms and conditions as outlined above.

7.09 Teachers shall have no seniority rights until they have been appointed as permanent Teachers pursuant to the provisions of this Agreement.

7.10 Where the School by reason of course change or deletion, or diminished enrollment, determines that a permanent Teacher is to be laid-off or have his teaching load reduced, such lay-off or reduction shall occur in reverse order of seniority provided that the more senior Teacher is fully qualified to perform the required duties.

7.11 Where the School determines pursuant to Article 7.06 that a permanent Teacher will be laid-off or have his teaching load reduced the School shall give notice not later than November 30th, for reductions or lay-offs effective December 31st, and not later than May 15th, for reductions or lay-offs effective the end of the current School Year. In the event the School, is required to institute lay-offs or reductions in assigned duties required by sudden decline in enrolment during the School Year as a result of a legal strike, the School agrees to give Teachers affected at least two (2) week's notice of lay-off or reduction of assigned hours. For the purposes of this Article 7.11, a sudden decline in enrolment shall mean a overall reduction of twenty-five percent (25%) within a thirty (30) School day period from the commencement of the legal strike.

7.12 Notwithstanding Article **7.10**, when a Permanent Teacher who taught elementary core curriculum for one class in either the morning or afternoon, is assigned an additional core curriculum class and as a result teaches both morning and afternoon, the following rules shall apply to the additional teaching load:

- (i) For the first year of such additional teaching load no seniority protection shall attach to the additional class and the School may in its sole discretion take away such additional teaching load provided notice is given to such teacher in writing at the same times as those set out in Article 6.03(a).
- (ii) In the event such increased teaching load is continued after the first year, the Teacher shall be placed on the appropriate seniority list a second time with respect to such increased teaching load. For greater clarity, such increased teaching load shall then be subject to the security protection afforded by this Collective Agreement and, in particular, Article **7.10**.

7.13 Permanent Teachers who have had reductions in their teaching load, or who have been laid-off, shall have a right of recall to any position for which they are fully qualified for a period of eighteen (18) months from the date of reduction or lay-off.

"Fully qualified" for the purposes of this Article 7 shall mean:

- (a) A Teacher who has taught the course for at least two **(2)** years; or
- (b) A Teacher who has taken or will have successfully completed by June 30th of the current School Year a recognized, related course at the Ministry or elsewhere that fully qualifies the Teacher to teach the course in question; or
- (c) At the discretion of the Principal, Education Director or Supervisor.

7.14 Where a single Teacher is required in a Bet Hayed classroom, it shall be the right of the School to select which Teacher(s) shall undertake such responsibility from among those Teachers who are willing to accept the increased responsibility. First consideration shall be given to those permanent Bet Hayed Teachers willing to accept the increased responsibilities before new or untenured teachers are offered the position. Any Bet Hayed Teacher who is unwilling to accept the sole responsibility in a classroom shall have the right to decline such a position. If there are no Teachers available to fill these positions, the School may assign the Teacher(s) with the least seniority to fill the position.

7.15 Before hiring new Teachers for the ensuing School Year, first consideration shall be given to part-time permanent Teachers fully qualified to perform the required duties who have either given written notice to the School of a desire to expand their assignments, or who have responded to the posting as provided in Article 7.16.

7.16 The School agrees to post on the staff bulletin board in each of its branches notice of requirements it has for new or expanded teaching assignments (including convener, department head, grade-co-ordinator). Such notice shall specify the assignment, and the location required. The School shall consider applications for such new or expanded teaching assignments (including convener, department head, grade-co-ordinator) received in writing within five (5) week days of the date of such posting.

7.17 The provisions of this Article 7 are subject to the ability of the School to maintain reasonable timetables for the School and its pupils.

7.18 The School shall grant a leave of absence to a teaching assistant who has been offered employment as a probationary teacher for a maximum of three (3) years while such teaching assistant is employed as a probationary teacher for the School. The School shall grant a leave of absence to a Teacher while such Teacher is employed as a probationary teaching assistant for the School for a maximum of two (2) years.

ARTICLE 8 - ABSENCE DAYS

8.01 Leaves of absence may be granted by the School for personal reasons without pay. These may be granted under special circumstances, for reasons approved by the School. The School agrees to exercise its discretion regarding such leaves in a fair and equitable manner.

8.02 Miscellaneous leaves of absence, other than referred to in Article 8.01, shall be granted by the School without loss of salary and without deduction of sick leave credits for the purposes of:

- (a) Writing University or Professional examinations to a maximum of two (2) days per year;
- (b) Attending staff member's own graduation to a maximum of one (1) day;
- (c) Attending Court, either as a person charged or as a party in any action in which the staff member's presence is required by law and arrangements cannot be made at night to a maximum of two (2) days. Any subsequent days may be granted at the discretion of the School;
- (d) Compassionate leave during the period of Shiva at the time of the death of a member of the staff member's immediate family which includes parents, spouse, children, brothers and sisters. Such leave in the case of parents-in-law is at the discretion of the School. In the case of a parent-in-law, or grandparent, and where travel time is required, the Teacher shall be entitled to one (1) day with a further two (2) days with **loss** of sick leave credits;
- (e) Non-attendance as ordered by the Medical Officer of Health or the School medical advisor;

- (f) Jury duty or duty as a witness in any Court to which he has been summoned in any proceedings to which he is not a party or one of the persons charged provided that the staff member pays to the School any fees exclusive of travelling allowances and living expenses received as a juror or witness;
- (g) Special circumstances for reasons approved by the School. The School agrees to exercise its discretion regarding such leaves in a fair and equitable manner;
- (h) Members of the Executive of the Association to engage in Association matters requiring their attendance during School time to a maximum of six (6) person days total per year and a maximum of three (3) Teachers absent at any one time;
- (i) Two (2) hours to attend a funeral.

8.03 Days off or parts of days off shall be granted with **loss** of sick leave credits:

- (a) For one (1) day each time the Teacher moves;
- (b) Up to two (2) days for special family or personal circumstances unless the School cannot reasonably accommodate such request.

8.04 Except in the event of an emergency, all requests shall be made in writing and permission, if granted, shall be made in writing. When leave is being granted for special circumstances, it shall be deemed to be pursuant to Article 8.01 unless otherwise stated.

ARTICLE 9 - MATERNITY, PATERNITY AND ADOPTION ABSENCE

9.01 All female Teachers shall be eligible for maternity leave of absence without pay in accordance with the Employment Standards Act.

9.02 Maternity leave up to a maximum of two (2) School Years shall be granted for permanent staff members provided such leaves shall terminate at the end of a School Year. Teachers who are not returning from maternity leave at the end of the first year shall advise the School by April 1st of that year. Upon return from the maternity leave, the Teacher shall be credited with benefits which they had at the time they commenced their leave.

9.03 The School shall be informed of the pregnancy of a Teacher as soon as possible, but not later than ninety (90) days before the beginning of the leave of absence. The time of leaving shall be agreed upon by the Teacher and the School based upon the best interests of the School and the employee. In the case of a conflict, a mutually acceptable obstetrician's medical advice shall be sought and followed.

9.04 A Teacher shall, subject to the terms of this Agreement, be entitled to be returned to a teaching position for which she is qualified at the beginning of the School Year following termination of leave as allowed by this Agreement. If absence is longer than seventeen (17) weeks and a Teacher desires to return during the School Year, and if arrangements can be made, she will be reinstated subject to Articles 10.04 and 10.05.

9.05 All female Teachers shall be eligible for adoption leave of absence for adoption of a child up to five (5) years old, for a period of up to five (5) days with pay and twenty-five (25) days without pay. The staff member, the Principal and the School will attempt to agree on a mutually acceptable period, but where it is apparent that the adoption date cannot be postponed, such period shall commence immediately upon the child becoming available for adoption.

9.06 Where a male staff member's wife gives birth or adopts a child up to five (5) years old, he shall be granted a paternity leave of absence for a period not exceeding **two** (2) days with pay.

9.07 Following the granting of an extended maternity leave, a staff member must **notify** the School in writing of her intention to **return** to her position for the following School Year by no later than **April 1st**. In the event that the School is not notified by **April 1st** of the Teacher's plan to return, the School shall have no obligation to reinstate the Teacher at any **time**.

ARTICLE 10 - EXTENDED LEAVES OF ABSENCE

10.01 Leave of absence without pay for a period of a full School Year may be granted by the School to a permanent Teacher upon written request by a Teacher, with the approval of the School.

10.02 A Teacher who wishes to take a leave of absence without pay shall apply in writing to **the** School for leave of absence giving reasons and details regarding the purpose of the proposed leave. The Teacher shall apply not later than **April 15th** for a leave beginning **September 1st**.

10.03 After six (6) years of service, a Teacher may ask for a one (1) year leave of absence without pay for educational reasons upon written request to the Personnel Committee of the School. At least one (1) person per year shall be granted such leave if more than one (1) Teacher requests such a leave. If only one (1) Teacher applies for such a leave then it shall be granted unless extraordinary circumstances warrant otherwise. Notification of a request for leave of absence pursuant to this clause shall be delivered by **April 15th**, of the previous year. The Teacher shall be obligated to return to School the year following the leave of absence.

10.04 Following the granting of a leave of absence, a staff member must notify his School in writing of his intention to return to his position for the following School Year by

no later than April 1st. In the event that the School is not notified by April 1st of the Teacher's plan to return, the School shall have no obligation to reinstate the Teacher at any time.

10.05 A Teacher returning from leave of absence shall be credited with all benefits he possessed as at the day of leaving.

10.06 For the purpose of determining seniority only, permanent Teachers shall be credited with teaching experience for the period of time during leaves of absence and maternity leave. For salary purposes this period of time will not count as teaching experience except as provided in Article 5.06.

ARTICLE 11 - SICK LEAVE CREDITS

11.01 Each Teacher covered by the Collective Agreement will have a Sick Leave Credit Account which shall indicate the number of credits he or she has accumulated while employed by the School and the value of such credits.

11.02 At the commencement of each School Year, there shall be credited to each staff member's Sick Leave Credit Account, one and one-half (1½) credits per month accumulative for the School Year, or fifteen (15) credits. In the case of a staff member commencing work after commencement of the School Year, the number of credits granted to that person's Sick Leave Account shall be in proportion to the remaining full working months for the balance of the year.

11.03 The School shall be responsible for keeping a record of accumulated Sick Leave Credits and, the value of such credits, and the years during which such credits were accumulated. The School shall also be responsible for keeping records of deductions from each Teachers' Sick Leave Account. At the start of each School Year, the School shall notify each Teacher of the number of accumulated Sick Leave Credits in his account, and the value of such credits.

11.04 The value of each Sick Leave Credit shall be determined by dividing the number of periods or hours such Teacher is regularly paid per week during the year such credit was granted by the periods or hours of a full-time Teacher as defined in this Agreement. The resulting fraction shall be the value of each Sick Leave Credit accumulated in such year.

11.05 A Teacher may accumulate Sick Leave Credits from year to year to a maximum of 150. In all cases, such 150 accumulated Sick Leave Credits shall be the 150 Sick Leave Credits most recently accumulated.

11.06 For purpose of utilization of Sick Leave Credits to provide salary for a Teacher when sick, resort shall be had first to the Sick Leave Credits granted in that School Year. If more than the number of Sick Leave Credits as determined by Article 11.01 are required in any School Year, resort shall be had to the most aged Sick Leave Credits contained in the Teachers' Sick Leave credit account. Such credits shall be used according to their respective values to the extent necessary fully to compensate for the absence in the current year.

11.07 If a staff member uses the credits in his Sick Leave Account in full before the end of a given School Year, and leaves the employ of the School before the end of the School Year, a salary deduction shall be made for those days taken in excess of the one and one-half (1½) days per School month of employment to which the Teacher was entitled.

11.08 A staff member's absence for illness for a period of more than five (5) consecutive working days must be certified by a licensed medical practitioner or, if as a result of dental problems, certified by a practicing dentist. In special cases, there may be exemptions at the discretion of the School.

11.09 A staff member who has been on sick leave for more than five (5) consecutive working days may be required by the School to submit to an examination by

a mutually agreeable medical practitioner or a dental practitioner at the expense of the Ontario Hospital Insurance Plan (OHIP). In the case of recurrent illness, even if each absence by the Teacher is of less than three (3) days duration, the Teacher may be required to submit to an examination by a medical practitioner appointed by the School at the expense of the Ontario Hospital Insurance Plan (OHIP), and a waiver shall be signed by the staff member directing the medical practitioner to send a note to the School explaining the reason for the Teacher's absence. In each case, the excess cost of the examination over and above the amount paid by OHIP or dental insurance shall be paid by the School.

11.10 A Teacher who is absent from duty due to illness shall be paid, for each day of such absence, the basic salary to which he would have been entitled to receive for that day, to the extent of the credits in his account.

11.11 Absence on the day before, or the day after a holiday without a medical certificate, unless by mutual consent of the School, because of extenuating circumstances, shall be considered unauthorized, and shall apply to extended vacation at the beginning or at the end of any School break. Such unauthorized absences may be the subject of disciplinary action, in addition to loss of pay.

11.12 A permanent staff member absent from duty for a complete full year as a result of personal illness shall have, in addition to his accumulated sick leave credits, another fifteen (15) sick leave credits granted to him. This provision shall no longer apply when a long term disability plan is instituted.

11.13 Retirement/Service Gratuity

Upon retirement or death or the Teacher ceasing to work at the School, having actually taught for the School for fifteen (15) or more years, and the Teacher having attained the age of fifty (50) (except in the case of death), a gratuity shall be paid to the Teacher or the Teacher's estate as set out in this Article.

The gratuity shall be based upon two (2) days per year for the first fifteen (15) years having actually taught for the School, and on three (3) days per year for each year after fifteen (15) years actually taught for the School to a maximum of seventy five (75) days. The amount payable for each day shall be calculated by multiplying the average daily hours or periods paid for the years actually taught by the Teacher, by the per hour or per period rate payable to the Teacher in the last year actually taught at the School.

Except in the case of death, the Teacher must give at least one (1) year's notice of intention to retire or to cease teaching at the school, and the gratuity shall only be payable on retirement or ceasing to teach at the School or one (1) year after notice is given, whichever is later.

The gratuity, less statutorily required deductions, shall be included with the Teacher's last pay cheque, unless the Teacher's requests later or other payment, in which case the School shall comply with the Teachers request. In the case of a Teacher who qualifies for the gratuity, but ceases teaching at the School before the age of fifty (50), the gratuity shall not be payable until the Teacher's fiftieth (50th) birthday. The School will co-operate with the Teacher in making such payments to an RRSP to the extent allowed for such Teacher by the *Income Tax Act*. In the case of the death of a Teacher who qualifies for the gratuity, it shall be paid to the Teacher's estate within thirty (30) days of the Teacher's death.

11.14 Benefits

- (a) The School agrees to pay one hundred percent (100%) of insurance premiums to provide benefits to all Teachers enrolled in the group plan in respect of:
 - (a) life insurance
 - (b) extended medical insurance
 - (c) long term disability insurance

- (d) dental insurance
- (e) accidental death and dismemberment

at a maximum benefit package cost of three percent (3%) effective September 1998 of all Teachers' annual salaries, calculated monthly. As soon as possible after the signing of this Agreement, the Association and the School agree to seek bids from insurance companies to provide the said benefit package within the guidelines set out herein.

- (b) The School shall pay one hundred percent (100%) of the cost of Workers' Compensation for all Teachers.
- (c) A Teacher during his first two (2) years of teaching shall not be eligible for participation in the pension plan. Commencing the third year of a Teacher's employment with the School, participation shall be mandatory.

Teachers employed for more than two (2) years as of August 31st, 1989 will have until November 30th, 1989 to exercise an option to either join the pension plan or to waive their right to do so. Such Teacher who has failed to supply a signed waiver to the School on or before November 30th, 1989 shall be conclusively deemed to have opted to participate.

ARTICLE 12 - MISCELLANEOUS

12.01 At a time to be determined by the Principal(s) and Education Committee of each School, there shall be a minimum of four (4) Professional Development days during the School Year for the purposes of:

- (a) Visiting other schools (the Teacher shall thereafter supply a written report of said visit);
- (b) Discussion between General and Hebrew Studies Staff;

- (c) Programmes and seminars intended to advance professional expertise (the Teacher shall thereafter supply a written report).

At least two (2) such days shall be for the entire staff on the same day, but the other days need not be held on the same day, unless agreed to by the Association. One (1) week's notice for the individual professional days shall be given by the staff member and the actual days shall be determined by the Principal. No professional development day shall be held on Purim, Lag B'Omer, or Yom Haatzmaut.

12.02 Teachers are required to attend two (2) Parent-Teacher meetings. One of these meetings shall be held during an evening after a shortened period School day, finishing not later than 3:06 p.m. for Junior High School Teachers. The second of these meetings shall be held during a day designated for this activity which would otherwise be a School day. The School and the Association shall meet to discuss the maximum number of interviews that can be held during the evening and any remaining interviews shall be held on the second day. Reasonable notice shall be given to the staff of such Parent-Teacher interview dates. In the event that the one (1) evening and one (1) day is not sufficient to conduct the required Parent-Teacher interviews, such interviews shall be held at such time as are mutually agreed to by the Teacher and the parent. Staff members shall, in addition, be required to attend one (1) curriculum, or orientation, evening each year upon reasonable notice being given to them. The School shall send a notice of the arrangements to the parents in a manner decided by the School. Nothing contained in this Article 12.02 shall be deemed to limit the right of the School to schedule Parent-Teacher meetings during a Teacher's normal teaching time.

12.03 It shall be the responsibility of the School to obtain a substitute Teacher in any case where a Teacher is absent as a result of illness or leave of absence. Other staff members may be requested to substitute for an absent Teacher. However, the staff member is not obligated to agree.

12.04 All staff members shall be required to notify the person designated by each School to receive such calls no later than **7:00 a.m.** of their intended absence for the day.

12.05 Every staff member shall have, upon written request, a right to see his personnel file including any and all appraisals, or reports, which shall be kept in his file, in connection with his work **performance** at the School, at any reasonable time during the year. A Teacher shall be notified and receive a copy of any material which is placed in their personnel file. A Teacher shall have the right to respond in writing to any notations, and such response shall be included in his file. The Teacher shall also be given a copy of all inspection reports. A Teacher who has responded to any notation shall be given a copy of any rejoinder to his response included in his file. Copies of letters of reprimand sent to a Teacher may be sent to one or more of his Principal, Educational Director, President of the School and chairman of the Personnel Committee. Any recipients may provide copies as required in accordance with their duties.

12.06 All rights of the Teacher, such as the review of documents, files, salary schedule, classification, timetable, etc., granted elsewhere in this Agreement may be transferred to the Association on written authorization of the Teacher, said authorization being valid for no longer than one **(1)** month from the date of signing.

12.07 During the School Year, representatives of the Association shall be provided with information from the School's records with respect to Teachers' salaries, hours and classifications. Such request shall be made in writing and answered within forty-eight **(48)** hours.

12.08 The School shall make available to the Association a meeting room for the conduct of the Association meetings as they may be scheduled from time to time outside of School hours, and there shall be no charge for the provision of such room in the case of regular meetings of the Association.

12.09 (a) In any given year when the day identified as 'Good Friday' falls outside of the Passover break, that day shall be deemed a regular School day. In a year where there are more than one hundred and eighty-five (185) School days, the School shall be closed on a substitute day provided that Teachers, for religious beliefs, may be absent on Good Friday without the loss of pay or sick leave.

(b) The parties agree to implement the Letters of Understanding attached, and made part of this Collective Agreement.

(c) In each year the day before **Erev Pesach** shall be a paid holiday provided it falls on a School day.

12.10 The School agrees to use its best efforts to maintain class size maximum of no more than thirty (30) students in one (1) class. If a class size of more than thirty (30) is required, the School agrees to consult with the Association and to provide written reasons to the Association if requested.

12.11 Junior High Teachers shall not be regularly timetabled for more than four (4) consecutive classes or five consecutive periods where the teacher is assigned to any duty including travel time without a free period or lunch except in extraordinary circumstances and only after consultation with the Association.

12.12 Junior High timetables shall be finalized by November 1st and changes shall not occur after that date except in extraordinary circumstances and only after consultation with the Association.

12.13 Elementary French, Gym and Music schedules will be tentatively scheduled by the first day of School in September, and finally scheduled by November 1st and changes shall not occur after that date except in extraordinary circumstances, and only after consultation with the Association.

12.14 The School agrees to continue its present insurance coverage to the extent that it covers Teachers in the performance of their duties and agrees to provide the Association copies of whatever documentation is available to it with respect to that insurance coverage.

ARTICLE 13 - RIGHTS OF THE SCHOOL

13.01 Save and except to the extent specifically modified or curtailed by any provision of this Agreement, the right to manage and conduct the business of the School is vested in the School's Board and its administration.

Without limiting the generality of the foregoing and subject to the provisions of this Agreement, the foregoing rights shall include:

- (a) The right to hire, transfer, classify, assign duties or classes, promote, discharge, demote or discipline employees provided that a claim of discriminatory classification, promotion, or transfer, a claim that an employee has been discharged, demoted, or disciplined without cause, may be the subject of a grievance;
- (b) The right to make, alter and enforce reasonable rules and regulations, provided that notice of any new rule or regulation which affects the staff shall first be given to the staff and/or Association and the Association be given an opportunity to comment thereon within two (2) weeks of such notice;
- (c) The right to ~~determine~~ the services and courses to be provided and to alter, eliminate, establish or change services, courses and objectives;
- (d) The right to determine the location of its Schools and offices;
- (e) The right to maintain efficiency and order;



- (f) The right to effect changes in methods, operations, facilities, systems, and equipment;
- (g) The right to determine the work to be done and to determine the materials and supplies to be used and to contract for the purpose of any and all materials and supplies;
- (h) The right to determine the schedule of hours of the School and the Teachers and to assign hours of work to the employees within such schedule, subject to the provisions of this Agreement;
- (i) The right to schedule Parent-Teacher meetings and/or interviews, curriculum night and parent orientation meetings subject to the provisions of this Agreement;
- (j) The right to schedule staff meetings in accordance with past practice in each of its branches;
- (k) The right to select employees for positions excluded from the bargaining unit.

13.02 The Association undertakes and agrees that neither it nor its members shall take part in, authorize, encourage, condone, support or threaten a strike during the period of operation of this Agreement and the School undertakes and agrees that it will not engage in a lockout of its Teachers during the aforesaid period. The terms "strike" and "lockout" as used herein shall be defined as in the Ontario Labour Relations Act.

ARTICLE 14 - TERMINATION OF AGREEMENT

14.01 Should the School merge with, or come under the operational jurisdiction of a Public or Separate Board, the terms of this Agreement shall no longer be in effect, and shall be superseded by the Agreement governing Teachers of the Public or Separate

School Board with which the School shall merge, subject to the Teacher's seniority, tenure, sick leave, etc., being protected.

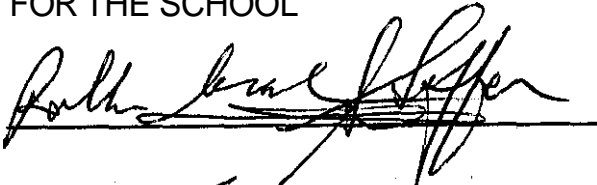
14.02 This Agreement shall become effective on the 1st day of September 1998 and shall continue in effect until the 31st day of August, 2001, and shall continue automatically thereafter during annual periods of one (1) year each unless either party notifies the other in writing, as providing for in this Article, of its desire to negotiate amendments to this Agreement.

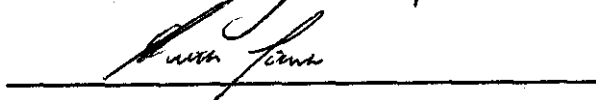
Notice that amendments are required shall only be given during the period commencing eight (8) months prior to the 31st day of August 1998, or similar periods thereof. If notice of desire to amend this Agreement is given by either party in accordance with the foregoing, the other party agrees to meet for purposes of negotiations.

14.03 This Agreement shall be read with any changes of gender and/or number as may be required.

DATED this 4TH day of November, 1998.

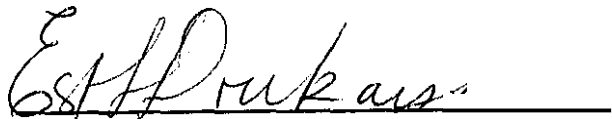
FOR THE SCHOOL





FOR THE ASSOCIATION







LETTER OF UNDERSTANDING NO. 1

In the interests of bettering the relationship between the School and the Association the parties agree that they shall set up, as soon as possible after the signing of this Agreement, a Teacher Management Committee. The Committee shall be composed of three (3) or more representatives designated by the Association and three (3) or more representatives designated by the School.

It is agreed that the Teacher Management Committee shall only concern itself with matters raised by either party but that it shall not have the right to discuss any problem which is the subject of a current grievance, or arbitration, unless unanimously agreed upon by the Committee.

The Committee shall meet once a month or at such other time as the Committee agrees. The Committee may have the assistance and request the attendance of any person that the Committee unanimously agrees upon in order to assist the Committee in its functions.

Dated this 4TH day of November, 1998.



For the School



For the Association

LETTER OF UNDERSTANDING NO. 2

The School agrees that Department Heads must be Teachers who actually teach for the School, and in the case of the Junior High, such Department Heads must teach a minimum of five (5) periods a week.

Dated this *4TH* day of *November*, 1998.



For the School/



For the Association

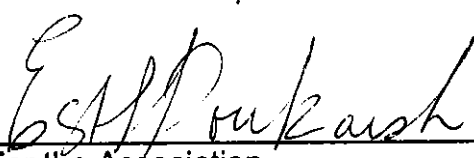
LETTER OF UNDERSTANDING NO. 3

The School agrees that it will not introduce any qualifications for bilingualism in any subject area apart from those already in effect without giving the Association at least one (1) full School Year notice of such intention.

Dated this 4TH day of November, 1998.



For the School



For the Association

LETTER OF UNDERSTANDING NO. 4

The School agrees to a letter of understanding regarding Junior High spread as follows:

- (a) The School agrees to use its best efforts to reduce spread as far as possible for as many Teachers as possible.

- (b) The School agrees to consult with up to two (2) representatives of the Association with respect to timetabling in the Junior High Schools and specifically with respect to the issue of spread in such Schools.

Dated this *4TH* day of *November*, 1998.



For the School



For the Association


LETTER OF UNDERSTANDING NO. 5

The parties to this Agreement agree that any Teachers, other than remedial Teachers, hired on a short term contract are probationary Teachers.

Dated this *4TH* day of *November*, 1998.



For the School



For the Association

LETTER OF UNDERSTANDING NO. 6

Re: Sabbatical for 5 Plan

1. A permanent Teacher with at least (5) years of service with the School may apply for an earned leave of absence. The total period of the earned leave of absence program for a Teacher shall be five (5) years. During the first four (4) years of the program, the Teacher will receive a salary equal to eighty percent (80%) per annum of the Teacher's normal salary, as provided for in this Collective Agreement. The balance of the Teacher's regular salary shall be retained by the School (the "Deferred Salary Amount").

2.(a) The leave of absence shall be taken in the fifth (5th) year of the Program. A permanent Teacher who wishes to participate in this earned leave of absence program shall apply to the School in writing by April 30th of the School Year preceding the commencement of the five (5) year program. However in 1998, applications may be made until September 15, 1998.

(b) The duration of such leave shall be one (1) School Year.

(c)(i) Applications shall be considered by the Personnel Committee of the School.

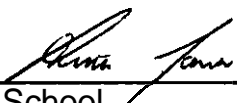
(ii) Applications shall be submitted to the School for consideration by the Personnel Committee by April 30th. The Personnel Committee of the School will advise Teachers of its decision by June 30th of the year in which the application was made. However for those applications submitted by September 15, 1998 the Personnel Committee of the School will advise Teachers of its decision by October 1, 1998. The Personnel Committee will grant at least one (1) leave of absence per year. Where there are multiple applicants, the School shall not be required to grant more than one (1) Teacher a leave of absence under this program for any one (1) School Year.

- (iii) Notwithstanding anything to the contrary in this Article, no earned leave of absence need be granted to any Teacher who has already taken such leave within the previous ~~five~~ (5) years.
- (iv) Where two (2) or more permanent Teachers submit applications under this Article and ~~one~~ (1) or more of them has previously received an earned leave of absence, preference shall be given to applicants who have not previously taken such leave. Where two (2) or more permanent Teachers submit applications, who have not previously received an earned leave of absence, preference shall be given to applicants on the basis of their length of service with the School.
- (v) Subject to compliance with this Letter of Understanding, the decision of the Personnel Committee of the School shall be final and shall not be the subject of a grievance or arbitration.
- (d) Any number of permanent Teachers may apply for such leave.
- (e) During the period of leave, the Teacher shall not receive any salary or wages from the School, or from any other person or partnership with whom the School does not deal at arms-length, other than the amount payable pursuant to Article 1, and the benefits to which the Teacher is otherwise entitled under the terms of the Collective Agreement and in accordance with Article 3 of this Letter of Understanding.
- (9) A Teacher who is granted an earned leave of absence shall return to his regular employment with the School after the leave of absence for a period that is not less than the period of the leave of absence.

- 3.(a) (i) Where an application is granted, the Applicant will receive the Deferred Salary amount together with accrued interest in equal monthly instalments during the year of leave.
- (ii) The eighty percent (80%) level of salary shall be paid in the first four (4) years of the program.
- (iii) Interest paid to the Teacher under this provision will be considered as employment income for the purposes of the *Income* Tax Act and will be reported on the Teacher's T4 Supplementary and shall be subject to tax withholdings.
- (b) All benefits and deductions from this reduced level of salary shall be determined as if the eighty percent (80%) level of salary were the Teacher's total remuneration.
- (c) The seniority of a permanent Teacher taking a leave of absence under this Article will continue to accumulate. However, the Teacher shall not receive credit for the School Year during which the leave of absence is taken for the purposes of calculation of increment. The Teacher shall not accumulate any sick leave credit for the School Year during which the leave of absence is taken. This shall preclude a salary increase dependant on an additional degree earned that year. The increase shall only be applied on the Teacher's return in September.
4. Where a permanent Teacher leaves the employ of the School during the period during which he is receiving the eighty percent (80%) level, prior to the commencement of his intended leave of absence or during part of the leave where he is still owed monies, he shall be paid all monies which, but for this Article, would have been paid to him by the School.

5. Where a permanent Teacher dies during the period during which he is receiving eighty percent (80%) level of salary:
- (a) Prior to the commencement of his earned leave of absence or during the part of the leave where he is still owed monies, his estate shall be paid all such monies which, but for this Article, would have been paid to him by the School.
6. Where a Teacher has been granted an earned leave of absence and advises the School no later than September 1 of the School Year preceding the year granted as the earned leave of absence that he does not wish to take the leave, such Teacher shall commence receiving one hundred percent (100%) of his salary, as provided for in this Collective Agreement, effective September 1st of such School Year, and shall cease to have any right to that earned leave of absence. Such Teacher shall be paid the ~~deferred~~ salary amount accrued together with interest prior to December of that year, and such amount shall be taxable income in that tax year. Where a Teacher advised the School after September 1st of such year preceding the year granted as the earned leave of absence year that he does not wish to take the leave, the School shall have no obligation to cancel the leave.

Dated this 4th day of November, 1998.



For the School



For the Association

LETTER OF UNDERSTANDING NO. 7

It is understood that the duties of core and home room Teachers are voluntary unless the School is unable to obtain enough volunteers to perform this duty. In the event that Teachers are involuntarily assigned to perform these duties, the provisions of Article 5.08(e) shall apply.

Dated this *4TH* day of *November*, 1998.



For the School



For the Association

LETTER OF UNDERSTANDING NO. 8

WHEREAS Article 12.10 of the Collective Agreement provides that the School will use its best efforts to maintain a maximum class size of 30 students;

AND WHEREAS the Association has proposed that the maximum class size **be** reduced to 28 students:

AND WHEREAS the School would like to do so but does not have the financial capability or the physical facilities to accomplish a maximum class size of 28 students;

AND WHEREAS the School has indicated that it is proceeding with **destreaming** during the 1991-93 School Years;

AND WHEREAS the parties believe that **destreaming** may have an affect on maximum class size in that it may tend to minimize large fluctuations in class sizes;

THE PARTIES THEREFORE AGREE AS FOLLOWS:

1. The Association withdraws its proposal for a maximum class size of 28 students.
2. The School agrees to provide information to the Association concerning **destreaming**, and to discuss maximum class size both through the provisions of Article 12.10 and through the Joint Action Committee.
3. The School acknowledges the right of the Association to raise the issue of maximum class size during any subsequent set of negotiations.

Dated this *4TH* day of *November*, 1998.



For the School



For the Association

LETTER OF UNDERSTANDING NO. 9

The School agrees that at the request of the Teacher and at the School's discretion a letter of reference will be provided to the Teacher.

Dated this *4th* day of *November*, 1998.


For the School


For the Association

LETTER OF UNDERSTANDING NO. 10

Re: Duty Assignments and Timetabling

(a) Notwithstanding the amount of duties specified in the definition of "full-time Teacher" in the Collective Agreement, the School shall continue the present status quo for assigning duties. For greater clarity the School shall continue to administer the Collective Agreement so that no Teacher will have more than fifty (50) minutes of duty time assigned per week for half-time schedule (one (1) hour and forty (40) minutes per week for full-time schedule). The School further agrees to use its best efforts to timetable such duties as follows:

(b) From Monday to Thursday, Teachers who do not get a break in their teaching duties in the morning and/or in the afternoon will not be assigned recess duties. On Fridays full-time Teachers who do not get a break in the morning or in the afternoon will not be assigned recess duty in the morning and/or the afternoon as the case may be. It is understood that if there is no outdoor recess because of weather or other conditions Teachers without a break in their teaching will take such a break at recess with their students in the classroom.

(c) The School agrees to attempt to insure that duties assigned to teachers are allocated equitably and agrees to consult with the Association concerning such allocation.

(d) Kindergarten Teachers, specialists and any other Teachers covered by the Collective Agreement shall perform duties as set out in the Collective Agreement.

(e) In recognition of preparation time for kindergarten teachers, such teachers shall, in addition to the ten minutes per half day break currently used for preparation time, be entitled to a further ten minute per half day break in lieu of recess. Such

time shall be taken by the Teacher pursuant to a schedule to be prepared by the School. Such schedule shall insure that at no time is the class unsupervised.

(f) In the event that the School is not able to meet these timetabling conditions, the School agrees to consult with the Association with respect to the timetabling of such duty periods.

(g) Any nursery class which has only one Teacher and an Assistant shall have a maximum class size of seventeen unless otherwise agreed between the parties.

(h) The Association agrees that it shall encourage its members to co-operate with requests by the principle to supply teach in the Junior High when necessary.

(i) The Association understands and agrees with the School's expectation that Teachers will not leave their classes before all their students are dismissed.

Dated this 4th day of November, 1998.



For the School



For the Association

LETTER OF UNDERSTANDING NO. 11

Re: Professional Development and Training

The Association recognizes the requirement of Teachers to devote their time to professional development and accordingly for the term of this Collective Agreement, The Association agrees that Teachers will devote their own unpaid time as follows:

- (a) Science - one (1) workshop per grade provided that another workshop of equivalent duration takes place during a staff meeting pursuant to the Collective Agreement.
- (b) Mathematics - one (1) workshop per grade provided that another workshop of equivalent duration takes place during a staff meeting pursuant to the Collective Agreement.
- (c) upgrading of computer skills:
 - (i) up to thirty (30) hours during the School year for beginners:
 - (ii) advanced beginners ten (10) to twenty (20) hours; and
 - (iii) intermediate - five (5) to ten (10) hours.

These hours include homework and practice and is conditional upon the School providing the consultants and computers for such training.


Teachers shall be allowed to use the two (2) of the four (4) professional development days provided in Article 12.01 that would otherwise be their personal professional development days, for any required upgrading of computer skills.

- (d) In the event that the Ministry of Education introduces new curriculum in other subjects (e.g. geography) that the School also adopts, similar arrangements as provided in paragraphs (a) and (b) for Science and Mathematics may be implemented.

Dated this 4TH day of November, 1998.



For the School



For the Association

LETTER OF UNDERSTANDING NO.12

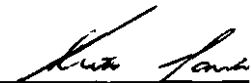
Re: Travel Time

(a) Travel time up to one hour and fifty one minutes (1Hr and 51 Min) for a full time specialist shall be without compensation beyond their regular salary. Travel time over this amount shall be compensated on the same basis as it has been prior to this Letter of Understanding.

(b) Any full time specialist who is required to travel for one hour and forty minutes or more per week shall not have any assigned duties.

The times specified in paragraphs (a) and (b) shall be pro-rated for any specialist who teaches **less** than full time.

Dated this *4th* day of *November*, 1998.



For the School




For the Association

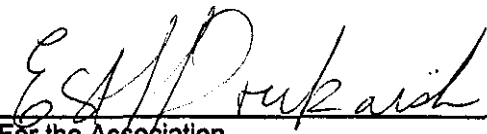
LETTER OF UNDERSTANDING NO.13

The parties agree that the provisions of Article 11.09 allows the School to have a teacher who is unable to perform outdoor duties because of a medical condition, examined by a medical or dental practitioner mutually agreed upon, pursuant to the provisions of that article.

Dated this *4TH* day of *November*, 1998.



For the School



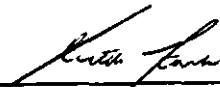
For the Association

LETTER OF UNDERSTANDING NO.14

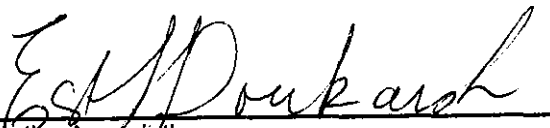
Re: Early Retirement Committee

A committee shall be established composed of equal representatives selected by the Association and the School to consider possible early retirement options.

Dated this *4TH* day of *November*, 1998.



For the School



For the Association

LETTER OF INTENT

The School undertakes and agrees that where it finds it unavoidable to have a sole Bet Hayed Teacher in a classroom, assistance will be provided by supervisors to enable such Teachers to obtain a suitable and reasonable break from classroom duties.

Dated this *4TH* day of *November*, 1998.

[Signature]

For the School

[Signature]

For the Association

Appendix A
ASSOCIATED HEBREW SCHOOLS

TEACHERS SCALE

September 1, 1998 -August 31, 1999

A	A1	A2	A3	A4	
28296	31095	32593	35869	37360	0
30338	33338	34928	38592	40291	1
32376	35578	37258	41316	43227	2
34418	37822	39586	44034	46158	3
36457	40063	41923	46758	49087	4
38498	42305	44251	49479	52017	5
40633	44553	46585	52217	54949	6
42581	46792	48916	54922	57881	7
44619	49032	51252	57643	60812	8
46666	51281	53579	60366	63745	9
48701	53518	55909	63087	66674	10

Appendix A
ASSOCIATED HEBREW SCHOOLS

TEACHERS SCALE

September 1, 1999 - August 31, 2000

A	A1	A2	A3	A4	
28579	31406	32919	36228	37734	0
30641	33671	35277	38978	40694	1
32700	35934	37631	41729	43659	2
34762	38200	39982	44474	46620	3
36822	40464	42342	47226	49578	4
38883	42728	44694	49974	52537	5
41039	44999	47051	52739	55498	6
43007	47260	49405	55471	58460	7
45065	49522	51765	58219	61420	8
47133	51794	54115	60970	64382	9
49188	54053	56468	63718	67341	10

Appendix A
ASSOCIATED HEBREW SCHOOLS

TEACHERS SCALE

September 1, 2000 - August 31, 2001

A	A1	A2	A3	A4	
28865	31720	33248	36590	38111	0
30947	34008	35630	39368	41101	1
33027	36293	38007	42146	44096	2
35110	38582	40382	44919	47086	3
37190	40869	42765	47698	50074	4
39272	43155	45141	50474	53062	5
41449	45449	47522	53266	56053	6
43437	47733	49899	56026	59045	7
45516	50017	52283	58801	62034	8
47604	52312	54656	61580	65026	9
49680	54594	57033	64355	68014	10

ASSOCIATED HEBREW SCHOOLS BET HAYELED 1998-1999 (Nursery)		
1998-1999		
STEP	2 TEACHERS	1 TEACHER
0	19,307	22,481
1	20,522	23,697
2	21,778	24,950
3	23,076	26,249
4	24,416	27,590
5	25,940	29,115
6	27,526	30,699
7	29,159	32,332
8	30,738	33,912

**ASSOCIATED HEBREW SCHOOLS
BETHAYELED
1999-2000
(Nursery)**

1999-2000

STEP	2 TEACHERS	1 TEACHER
0	19,500	22,706
1	20,727	23,934
2	21,996	25,200
3	23,307	26,511
4	24,660	27,866
5	26,199	29,406
6	27,801	31,006
7	29,451	32,655
8	31,045	34,251

ASSOCIATED HEBREW SCHOOLS BET HAYELED 2000-2001 (Nursery)		
2000-2001		
STEP	2 TEACHERS	1 TEACHER
0	19,695	22,933
1	20,934	24,173
2	22,216	25,452
3	23,540	26,776
4	24,907	28,145
5	26,461	29,700
6	28,079	31,316
7	29,746	32,982
8	31,355	34,594