

AGREEMENT

BETWEEN

THE WELLINGTON CATHOLIC DISTRICT SCHOOL BOARD

(HEREINAFTER CALLED "THE BOARD")

- AND -

**THE ONTARIO ENGLISH CATHOLIC TEACHERS' ASSOCIATION
WELLINGTON LOCAL**

(HEREINAFTER CALLED "THE UNION")

SEPTEMBER 1, 2008 TO AUGUST 31, 2012

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The Wellington Catholic District School Board and the Ontario Catholic Teacher's Association Wellington Bargaining Unit are committed to improve student achievement, reduce gaps in student outcomes and increase confidence in the publicly funded education.

ARTICLE 1 - RECOGNITION:

- 1.01 The Wellington Catholic District School Board (the "Board") recognizes the Ontario English Catholic Teachers' Association ("OECTA") as the sole and exclusive bargaining agent for every Part X.I teacher ("teacher"), other than Occasional teachers and Continuing Education teachers as prescribed and defined under the provisions of the Education Act, 1998.
- 1.02 OECTA recognizes the negotiating committee of the Board as the sole and exclusive bargaining agent of the Wellington Catholic District School Board.
- 1.03 The terms of this Agreement shall apply to all teachers as defined in Article 1.01 unless specifically provided otherwise.
- 1.04 The Board recognizes the appointment or the election by the teachers of one or more Association Representative(s) as the representative(s) of OECTA at each school/work site. The Bargaining Unit shall forward a list of Association Representatives to the Board by September 30th of each year.
- 1.05 This agreement is subject to the provisions of the Education Act and the Ontario Labour Relations Act.

ARTICLE II - RIGHTS

2.01 Management Rights

The Board has the right and obligation to manage the affairs of the system, including the right to:

- i) Hire, transfer, promote, demote, discipline, dismiss or assign duties to or lay off teachers subject to the provisions of this agreement expressly governing the exercise of these rights and subject to the Acts and Regulations of the Province of Ontario.
- ii) To operate and manage the school system in accordance with its obligations and to make, from time to time, reasonable rules, policies and regulations to govern teachers. Such rules and regulations shall not be inconsistent with the provisions of this Agreement.
- iii) In order to be compliant with the Safe Schools Act and Regulations 521/01, existing teachers must provide to the Board by September 1 of each year, a signed offence declaration form. If the teacher is transferred during the school year, the teacher shall provide the offence declaration form before the transfer is effected.

Every provision of this collective agreement shall be construed in such a way as to give full effect to the denominational rights of Roman Catholics or their Catholic schools or school trustees under section 93 of the Constitution Act.

Nothing in this collective agreement shall be construed in such a way as to take away from or to limit or restrict in any way the denominational rights of Roman Catholics or their Catholic schools or school trustees under section 93 of the Constitution Act 1867.

2.02 Teachers' Rights

The teachers have all the rights and privileges granted by this agreement and by applicable Federal and Provincial Acts and Regulations.

ARTICLE III - CONDITIONS OF PROFESSIONAL EDUCATIONAL SERVICE

3.01

- a) The teachers, under the guidance of the principal, shall accept a fair allocation of all teaching duties and other school activities.
- b) The Board shall prorate all of the assignments of part-time teachers and make every reasonable effort to have the assignments scheduled consecutively.

3.02 Where a Teacher is absent in accordance with this Agreement the Board shall attempt to provide qualified occasional (supply) teachers in so far as possible and appropriate.

3.03 Just Cause

- a) No teacher who has successfully completed his/her probationary period with the Board will be disciplined, demoted or discharged without just cause.
- b) No teacher during his/her probationary period will be disciplined, demoted or discharged without due process by first having been notified of the pending action and its reasons, advised of the standard(s) to be met and given an opportunity to meet the expectations.
- c) If a probationary teacher is to be dismissed for reasons of incompetence or lack of satisfactory performance as a teacher, the teacher shall be given an evaluation, a warning in writing, assistance and a reasonable chance to improve within the probationary period. This shall be part of the due process to which a probationary teacher is entitled in such cases.

- d) For the initial one (1) year of employment with the Board, a teacher will be on probation. The one (1) year probationary period can be extended by the Board for a period of up to five (5) months.
- e) The probationary period outlined in (d) above for a teacher hired by the Board for an assignment less than 50% can be extended by the Board for a further five (5) month period.
- f) A dismissal for denominational cause will not be the subject of a grievance or arbitration.
- g) The Board shall provide the teacher with written notice of termination of employment.
- h) Such notice shall state the reason(s) for termination.
- i) Such notice shall be sent to the teacher's last known address or via hand delivery by the supervisory officer to the teacher.
- j) The teacher may invite OECTA local Representative(s) to attend any meetings with a principal or where appropriate the supervisory officer where the purpose of the meeting is disciplinary or if the meeting is non-disciplinary, by mutual consent. A Teacher shall receive adequate notice of the purpose(s) for any such meeting.
- k) Notwithstanding the above provisions, notice of termination of employment due to redundancy shall be in accordance with article 3.04 of the collective agreement.

3.04 Redundancy

- 1.
 - a) In the event that it becomes necessary to reduce the number of teachers employed by the Board because of redundancy, the reduction shall be done in accordance with this Article.
 - b) Redundant teachers shall be those in excess of staffing requirements as determined by section 170.1 and section 170.2 of the Education Act and its Regulations as amended from time to time or due to changes in programs to be delivered in the upcoming school year, and/or changes in staffing due to funding allocations.
 - c) Teachers to be declared redundant in accordance with paragraph (b) above will be given thirty (30) days written notice by the Board. Prior to redundancy letters being issued the Director of Education or designate will review with the President of the OECTA Local the list of those teachers who are being declared redundant.
 - d) Prior to teachers being declared redundant the Board shall reduce its staff complement through normal attrition by voluntary withdrawal of teachers from the bargaining unit.

- e) Subject to Article 3.04, 1. b) above, teachers shall be released in reverse order of seniority. Seniority shall be defined as the date of hire in the bargaining unit.
- f) Where seniority is equal, the decision as to which teacher shall be retained shall be based on the following in order:
 - 1) total teaching experience with the Board
 - 2) total experience as a qualified teacher
 - 3) higher Category placement
 - 4) discretion of the Board.
- g) A teacher who is released because of redundancy shall be placed on a recall list for a period of twenty-four (24) months from the date of termination. If a position becomes available it shall be offered to each teacher qualified for the position in order of seniority. A teacher shall lose recall rights if he/she accepts a permanent teaching position with another board, fails to keep the Board informed of his/her address or refuses to accept a position offered by the Board for which the teacher is qualified and to an assignment that is similar to that which they held prior to being declared redundant.
- h) Where the Board is considering the exemption of any teacher from the provisions of this Article, the executive of the OECTA local involved shall be so informed. At the request of the Executive, made within two weeks of receipt of the information, a meeting with a Board Committee shall be arranged to discuss the matter. Within two weeks from the date of the meeting, or where no meeting is held, within four weeks from the receipt of the information, the Executive may forward to the Board its comments or recommendations which the Board, before making a final decision, shall consider. Placement on the recall list will not constitute a break in service for seniority purposes.
- i) When a program requiring a teacher with restricted qualifications is jeopardized, the teacher of that program shall be given special consideration, unless there is another qualified teacher with higher seniority who is available to fill the position.

2. Teachers Surplus to a Site

Where a teacher is declared surplus to a site, subject always to the academic needs of the school, and the need to retain a teacher or teachers with specific qualifications required by the Ministry of Education or under Regulation 298 or by the Ontario College of Teachers' Act the following process shall apply:

- 1) The principal shall ask if any teacher on staff wishes to transfer.
- 2) If there are no voluntary transfer requests, then the teacher with the least system seniority at the site shall be transferred.

- 3) In the event of a tie, the teacher retained shall be determined by the following in order:
 - i) total teaching experience with the Board
 - ii) total experience as a qualified teacher
 - iii) qualifications as reflected on the salary grid
 - iv) discretion of the Board

3. Resignation of a Teacher

A teacher who intends to resign from his or her employment with the Board shall provide thirty (30) days prior notice in writing to the Board of his or her intention to resign.

ARTICLE IV - PLACEMENT

4.01 Definition of Levels and Placement

- a) Subject to the provisions of this Article, a teacher shall be placed in a salary level in accordance with a Statement of Evaluation issued by the Qualifications Evaluation Council of Ontario (QECO) - Programme 5.
- b) In respect to Article 4.01, a), it is the responsibility solely of the teacher to provide the Board with a current Statement of Evaluation.
- c) A teacher shall be placed in the salary level which corresponds to the rating category established in the latest acceptable Statement of Evaluation which has been received by the Board in accordance with Article 4.01, a) above. When a Statement has not been received, the teacher shall be placed in A1. Credit for years of experience shall be in accordance with Article 4.02 below. Entitlement to retroactive pay shall be in accordance with Article 4.01, d) below.
- d) Any salary change resulting from an initial or a revised Statement of Evaluation shall be made retroactive only to September 1 of the school year in which the Statement has been received by the Board.
- e) In the event that a teacher enters the profession from a technical field directly related to the practical courses being taught by the teacher, the teacher, at his/her request, will be placed in a salary level in accordance with QECO 5 or an equivalent Statement of Evaluation provided by the teacher. The teacher will be responsible for any associated cost in obtaining this Statement of Evaluation.
- f) Teachers entering the profession from a technical field who submit proof of successful completion of Apprenticeship and Certificate of Qualification shall be placed in A3. Upon completion of three (3) additional qualifications courses shall be placed at the next higher category rating.

4.02 Experience

- a) Subject to the provisions of this Article, in any school year, a teacher shall be given recognition on the salary grid only for teaching or equivalent experience gained prior to September 1 of that school year and for which the Board has received proof it considers acceptable.
- b) It shall be the responsibility solely of the teacher to provide the Board with acceptable proof of any experience claimed.
- c) All teaching experience recognized for pension purposes shall be recognized for salary purposes.
- d) Notwithstanding Article 4.02(c) the Board will recognize at the time of hire, teaching experience:
 - i) recognized by another Canadian Provincial Jurisdiction.
 - and -
 - ii) in an Educational Institution recognized by the Ontario Ministry of Education.
- e) Partial years of experience shall be calculated to the nearest tenth. For the purposes of this section, a school year shall be regarded as 194 days.
- f) Experience gained through teaching at a winter course or summer school or voluntary service in a Continuing Education course shall not be recognized for placement.
- g) Salary changes shall be effective as of September 1 in any year.
- h) Related experience is defined as wage earning experience in a technical field in business, industry or commerce, where the skills and knowledge required to perform the work is directly related to the courses taught. It shall not include experience in an apprenticeship program or in any training program.

Equivalent experience is teaching experience as a member of a faculty of an accredited community college or university in Canada.

Related and equivalent experience shall be equated to teacher experience on the grid such that one (1) full year of related or equivalent experience equals up to a maximum of one (1) year on the grid to a total of ten (10) years limited by the maximum of the appropriate salary level.

Related experience or equivalent experience will be considered for who apply in writing to the Director of Education or designate within six (6) weeks of the commencement of employment.

When the request for related or equivalent experience is made, the teacher shall provide the Director of Education, or designate, with supporting documentation that will substantiate the claim.

Upon review of the documentation, the Director or designate, will determine if the request for related or equivalent experience is directly related to the subject(s) for which the teacher holds qualifications and is hired to teach, and, if substantiated, determine the years/months of experience to be granted to the teacher. The teacher shall be notified six (6) weeks after the request has been made.

Related and equivalent experience as of August 31, 2008, for teachers employed at that date shall continue to be recognized.

If the teacher requesting related or equivalent experience does not agree with the determination, he/she has access to the Grievance Procedure. Related and equivalent experience is a one-time determination for the purpose of initial placement on the grid.

- i) Any salary change resulting from the recognition of additional experience shall be made retroactive only to September 1 of the school year in which the Board receives acceptable proof of the experience claimed.

4.03 Application

- a) Except as otherwise specifically provided for in the terms of this Agreement, the annual salary of each teacher shall be determined in accordance with the following schedule; payment of any salary not so determined shall constitute a breach of this Agreement.
- b) A teacher, who as of September 1, and/or December 31, respectively, has met all the conditions required for a movement to a higher category is entitled to an adjustment on the schedule as of September 1 and/or January 1, respectively, of that school year, provided that the teacher notifies and submits proof to the Board on receipt of change. A change in Category resulting from studies in which the classroom work ends as of September 1 and/or December 31, respectively, (Ontario Institute for Studies in Education classroom work is completed as of September 1 and/or December 31, although assignments and or examinations may be due and/or written after these dates), shall be recognized as of September 1 and/or January 1, respectively, of that school year, on submission of proof that the work has been successfully completed.
- c) Unless legally permitted to do so, the Board may not withhold part or all of a teacher's salary. A teacher shall not accept any payment of salary and/or allowance to which he/she is not legally entitled.
- d) The Board shall take all reasonable steps to ensure payroll deposits are available to teachers on the agreed dates.

Pay Days

- e) Members shall be paid their annual salary in accordance with the following schedule:
 - i) 3.846% on the second Tuesday following the start of the regular school year calendar;
 - ii) the next 25 instalments at 3.846% of their annual salary on every second Tuesday, commencing the fourth Tuesday in September;
 - iii) if any of the pay dates specified above falls on a banking holiday, the pay will be deposited on the last working day prior to the banking holiday on which the pay date falls;
 - iv) members who employment terminates will receive their final pay on the first payroll date, as is practicable following termination;
 - v) Only those teachers employed as of June 30, 2008 and who currently invoke this provision, will be entitled to continue to receive the lump-sum payment option. The teacher may withdraw from the lump-sum option at anytime, but will not be able to opt back-in.

- f) Unless otherwise expressly agreed, a teacher is entitled to be paid his/her salary in the proportion that the total number of days during which he/she teaches bears to the whole number of teaching days in the year.

- g) Where a teacher is absent and such absence without loss of salary is not authorized by legislation, regulation, Board policy or this Agreement, the teacher's salary shall be reduced at a per diem rate of 1/194 of gross salary, including any allowances.

- h) As soon as practical following the effective date of this Agreement and following the effective date of any revised salary grid, the Board shall issue to each teacher a statement showing the calculation of the gross salary of the teacher and information on which the calculation is based. The statement shall also include a summary of the employee benefit plans in which the teacher is registered. The teacher shall have a period of twenty one (21) days for review. It shall be the responsibility of the teacher to examine the statement in detail, to certify its correctness or, if necessary, to obtain a revised statement from the Board, failing which the statement is deemed correct and the teacher will have no claim for retroactive pay as a result of an incorrect statement.

ARTICLE V - SALARIES AND ALLOWANCES

5.01 Teachers' Salary Schedule

Agreed as per PDT agreement (See Schedule "A" attached).

5.02 New Positions

Where the Board creates and defines a new teaching position to be filled by a teacher who comes within the scope of this Agreement, the Board shall establish the title, initial salary with any allowance deemed appropriate, advertise, and make an appointment. The salary and, if applicable, the allowance for the position shall be negotiated with the teachers' authorized representatives on request, within the normal time frame, at the next regular set of negotiations in accordance with Article 1.01. The solely recognized representatives would be as per Article 1.01.

5.03 Coordinator Allowance

The Board shall pay an allowance to Coordinators in addition to grid salary as follows:

September 1, 2008	\$ 5,356
September 1, 2009	\$ 5,517
September 1, 2010	\$ 5,682
September 1, 2011	\$ 5,853

5.04 Department Head Allowance

The Board shall pay an allowance to Department Heads in addition to grid salary as follows:

September 1, 2008	\$ 4,052
September 1, 2009	\$ 4,174
September 1, 2010	\$ 4,299
September 1, 2011	\$ 4,428

5.05 Teacher-In-Charge

- i) The parties recognize that from time to time school administrators (principal/vice-principal) may be absent temporarily from their duties. To accommodate these situations, a teacher(s) may be designated as a "teacher-in-charge" at a school. All teachers will be eligible to apply yearly for this position.
- ii) No teacher shall be assigned without his/her consent.
- iii) A teacher-in-charge will remain a member of the bargaining unit for the duration of the duties assigned and will retain all rights and privileges accorded under the terms of the collective agreement.
- iv) When the principal is absent the teacher-in-charge shall be in charge of the school and perform such administrative duties as assigned by the principal from time to time.
- v) The teacher-in-charge shall not participate in evaluation or disciplining of teachers, including occasional teachers, or any other Board employees in the school.
- vi) The teacher-in-charge shall be provided with the emergency contact numbers of the principal, vice-principal and superintendent. The administrators shall be available through this contact number while there is no administrator in the school.
- vii) The services of a teacher-in-charge may only be called upon when the school administrator(s) (principal/vice-principal(s)) are absent from the school.
- viii) When the teacher-in-charge is a "classroom teacher", they shall be replaced with an occasional teacher if the Principal is absent for a one-half (1/2) day or greater. Replacement of "non-classroom" teachers shall be at the discretion of the Principal in consultation with the teacher-in-charge. When the administrator is absent for two (2) or more consecutive days, the teacher-in-charge may request an occasional teacher replacement.
- ix) The teacher-in-charge must be informed immediately when there is no administrator in the school.
- x) Teachers-in-charge shall receive at least one-half (1/2) of in-service on a school day no later than September 30th.

- xi) In all schools the teacher-in-charge shall be paid an honorarium per school year equal to:

	<u>Effective:</u>	<u>Honorarium:</u>
Schools under 300 students and schools with a Full-time Vice-Principal:	September 1, 2008	\$772.50
	September 1, 2009	\$795.68
	September 1, 2010	\$819.55
	September 1, 2011	\$844.13
Schools 301-400 students:	September 1, 2008	\$824.00
	September 1, 2009	\$848.72
	September 1, 2010	\$874.18
	September 1, 2011	\$900.41
Schools in excess 401 students:	September 1, 2008	\$875.50
	September 1, 2009	\$901.77
	September 1, 2010	\$928.82
	September 1, 2011	\$956.68

- xii) Subject to sub-article xiii) below, a Teacher-in-charge shall not be assigned for more than the following days:

Schools under 300 students and schools with a Full-time Vice-Principal:	8 days
Schools 301-400 students:	9 days
Schools in excess 401 students:	10 days

Such days may be allocated in no less than half-day blocks.

- xiii) For each assigned half-day beyond those stated in 5.05 xii) or in the case(s) where another teacher performs the duties of the Teacher in Charge in lieu of the appointed one; an additional honorarium as shall be paid as follows:

<u>Effective:</u>	<u>Honorarium:</u>
September 1, 2008	\$25.75
September 1, 2009	\$26.52
September 1, 2010	\$27.32
September 1, 2011	\$28.14

5.06 Acting Administrator

- i) The Board may assign to a qualified teacher the duties of an administrator (Principal/Vice-Principal) for a temporary period of time not to exceed forty (40) consecutive school days. However, in the case of a pregnancy/parental leave or a Board approved leave of absence including a long term medical leave this period can be for the balance of the school year in which the assignment is made.
- ii) Any extension of this period shall be by mutual consent of the Board and OECTA.
- iii) No teacher shall be assigned without his/her consent.
- iv) Acceptance by the teacher of such duties on a temporary basis shall not interrupt the teacher's accumulation of seniority rights or credit for experience under the provisions of this agreement or his/her membership in the Union.
- v) All provisions of the collective agreement shall apply to the teacher during the term of the assignment.
- vi) The assigned teacher shall not perform the evaluation of teachers.
- vii) An assigned teacher shall be replaced by an occasional teacher for the duration of the assignment.
- viii) The Acting Administrator shall be compensated at the daily rate applicable for the position.

5.07 Recognized Post Graduate Degrees

A recognized post-graduate degree (to a maximum of one) not used for placement as per Article 5.01 shall receive a reimbursement of \$792. Only those teachers paid under Article 5.01 are eligible to receive the annual reimbursement. A post-graduate degree is a degree at the Master or Doctorate level.

Those in receipt of more than one a post-graduate degree allowance as of August 31, 1998, will continue to receive that level of reimbursement.

ARTICLE VI - BENEFITS

- 6.01 a) In any calendar year, the Board shall pay 95% of the costs of the premiums in effect on the first day of September of that year for Sun Life Extended Health Care Plan, Sun Life Semi-Private Hospital Care Plan, Sun Life Group Life Insurance Plan and Sun Life Dental Plan for eligible full-time teachers and their dependents. For eligible teachers who work less than full-time, the Board's contribution shall be that percentage of the

contribution paid on behalf of full-time teachers which is equal to the percentage of full-time which the teachers work.

The teacher shall pay the remaining costs.

- b) Teachers who work less than half time shall not be eligible to participate in employee benefit plans.
- c) The Board will remit the monthly premium to an insurer for Extended Health Care Plan, Semi-Private Hospital Care Plan, Group Life Insurance Plan, or any other agency as the case may be on behalf of its eligible employees (and their eligible dependents when required) to provide the benefits hereinafter specified.

Upon so doing, the Board shall be relieved of any liability to any employee and/or dependent with respect to such benefit(s). The monthly premium that the Board agrees to remit shall be obtained by deducting from the pay of each eligible employee each month the employee's share as established in Article 6.01 a) of the required premium for each benefit provided including arrears. The Board also agrees to pay the balance of such premiums each month that is required in order to provide the said benefits.

- d) The Board shall furnish all teachers with a comprehensive statement on all medical plans along with benefit summary sheets at the end of each September. Benefit information can also be accessed via the provider's website.
- e) It shall be the responsibility of the teacher to assure the deduction(s) being made corresponds with the coverage, which the teacher has authorized and which corresponds with his or her marital and family status.
- f) During an unpaid leave of absence the full costs of any Plan are borne by the teacher. The Long Term Disability Plan is available and compulsory during the statutory portion of a Pregnancy/Parental Leave but is not available at other times. All other compulsory plans continue to be available and compulsory unless exemptions can be obtained on the usual conditions. Arrangements for continued participation can be made through the Administration office and should be made before the leave begins.
- g) Notwithstanding Article 6.01 to Article 6.05, the Board may arrange with any carrier to provide employee benefits provided that the benefits or coverage are not less than those specified in Article 6.01 to Article 6.05.
- h) The parties agree that the group benefits booklet does not form a part of the terms of this collective agreement. Teachers should refer to their group benefits booklet for information on positive enrolment/coordination of benefits.

Teachers who work beyond the age of 65 shall be entitled to benefits subject to the same terms and conditions of the benefit plan outlined in Article VI with the exception of long term disability and group life insurance.

- i) The Board shall provide the unit with a copy of the Master Agreement.

6.02 Dental Plan

The current dental plan will include:

- 1) Level I and Level II unlimited basic plan (restorative and periodontics - endodontics)
- 2) Level III (major restorative plan, crowns, bridges and dentures) at 50% co-insurance with \$1,750 annual maximum
- 3) Level IV (dependent orthodontia up to and including age 19) at 50% co-insurance with \$1,750 lifetime maximum. The Board shall pay 50% of the cost of the premium of this level.
- 4) The Dental Plan will include 9 months recall on regular examinations and cleaning. Periodontal scaling (8 units per benefit year).

The plan covers the dental procedures up to the level of the Provincial Dental Association fee guide subject to any co-insurance factor.

Effective September 1, 2005, the dental plan for this employee group is based on two (2) years less than the current Ontario Dental Association (ODA) fee guide.

Dental procedures and codes covered by the Plan are to be contained in the employee group benefits booklet, Dental Plan section.

6.03 Extended Health Care

- a) Pay Direct Prescription Drug Card

Effective September 1, 2001, the plan will require a \$2.00 per prescription fee at the time of purchase and will cover prescription drugs which legally require a prescription.

Upon submission of Positive enrolment/Coordination of benefits enrolment form, the teacher will be issued one pay direct prescription drug card for SINGLE Extended Health Benefits Coverage and two cards (identifying dependents) for FAMILY Extended Health Benefits Coverage unless the teacher is coordinating benefits with a spouse. (See positive enrolment/coordination of benefits section of your group benefits booklet.)

Prescription drugs, which have a generic equivalent, will be reimbursed based on the lowest cost generic available. If, for medical reasons, the prescribing physician writes "no substitution", the plan will pay for that brand name drug.

b) Private/Semi-Private Hospital Coverage

Semi-private hospital coverage will be provided from the first (1st) day of hospitalization of a member or eligible dependent.

c) Private Duty Nursing

Private Duty Nursing services will be limited to \$25,000 maximum every 3 years per insured.

d) Medi-Passport Travel Card

A Med-e-merg travel emergency assistance card provides 1-800 24-hour emergency travel assistance for out of Province coverage, limited to 60 days.

e) Vision Care

Optical expenses benefits to include the cost of eyeglasses (or contacts) and/or laser eye surgery for the insured teacher and each of the insured teacher's spouse and dependents, if applicable, subject to five hundred dollars (\$500) maximum per family, and \$250 single, benefit every 24-month period.

Where applicable refer to your employee group benefits booklet, Extended Health Care section or the provider website detailing additional eligible expenses covered by this Plan.

6.04 Group Life Insurance Plan

a) A Group Term Life Insurance Plan, to age 65, is provided and is a condition of employment.

b) Teachers may elect one of the following:

- i) 1X Annual Salary to the next higher \$1000
- ii) 2X Annual Salary to the next higher \$1000
- iii) 3X Annual Salary to the next higher \$1000

The insurer may require medical evidence of insurability.

The Board pays 95% of the cost of the premiums for coverage up to twice annual salary. For coverage beyond that, the teacher pays 100% of the premium costs.

- c) Evidence of insurability may be required if a teacher changes class after he or she becomes eligible for insurance and such changes will be effective at the commencement of the new benefit year (September 1).
- d) The Board's share is pro-rated for part-time teachers on coverage up to twice-annual salary

6.05 Long Term Disability

The Board shall administer the Long-Term Disability Plan with 100% of the premium costs paid by participating teachers.

Details regarding Long-Term Disability benefits are available in the Benefit booklet.

ARTICLE VII - LEAVE PLANS

7.01 Cumulative Sick Leave

GENERAL

1. A sick leave plan will be established for every teacher employed by the Board subject to the provisions of the collective labour agreement and subject to the final authority of the Board. The administration of the plan shall be vested in the Director of Education or designate.

2. Each teacher, at the beginning of each school year, shall be given a statement of his/her reserve.

3. Transfer of Sick Leave Credits

An employee coming directly to this Board from a Board, which has an accumulative sick leave plan, shall have such credits transferred and they shall be used in case of illness.

4. Amendment or Repeal

The employee shall be given notification one month prior to any proposed action by the Board regarding amendments, repeal or re-enactment of any clause of this plan. Discussion between the Board and the employees will take place within thirty days of such notification.

5. In the event the teacher receives payment for loss of salary from a third party, resulting from an accident or illness, the teacher shall be required to repay to the Board the amount of money received as a result of the Sick Leave Plan up to the amount received from the third party.

Any period of absence, which was deducted from the teacher's accumulated sick leave credit because of such accident or illness, shall be restored by the equivalent number of days in such third party payment:

EXAMPLE:

1. Teacher with salary -----> \$51,400
Accumulated sick leave -----> 200 days
2. Has an accident in which other party was at fault
3. Was confined to hospital
and total time away was -----> 90 days
Board paid salary -----> \$23,845
4. Sick leave reduced to -----> 110 days
5. Court action awards \$50,000 to medical, loss of salary, etc.
6. Teacher repays \$23,845 to Board.
7. Board reinstates accumulated sick leave to 200 days.

7.02 Provisions for Sick Leave:

1. a) A teacher employed by the Board shall be entitled to have 100% of the unused portion of their annual statutory sick leave transferred annually to his/her accumulated sick leave reserve
- b) A full-time teacher is entitled to 20 days sick leave in any school year. A part-time teacher shall be entitled to that portion of 20 days which the number of days taught is of 200, with any fraction being raised to the next highest integer.
- c) A full-time teacher shall be entitled to accumulative sick leave credit to a maximum of 200 days and pro-rated for teachers employed less than full-time.
- d) After the sick leave to which teacher is entitled has been used in any school year, each teacher shall receive pay under this plan for absence caused by sickness, physical and/or mental disability, up to the amount of his/her accumulated sick leave and the number of days so paid shall be deducted from the days accumulated to his/her credit. Notwithstanding the foregoing, where a teacher participates in the Long Term Disability Plan, during any one illness the employee may use sick leave credit, if accumulated, only to the end of the waiting period required by the Long Term Disability Plan or 80 days whichever comes first.

- e) If, because of absence, a teacher's cumulative sick leave credit has been reduced, it may be built up again in subsequent years.
- 2.
- a) Every teacher who is absent because of sickness shall notify his/her principal or the Board office of his/her absence and of the probable date of return.
 - b) The Board may require a teacher to submit a certificate from a qualified medical or dental practitioner to justify an absence, due to illness, of three or more consecutive days, or for any shorter period, if in the opinion of the Director such action is necessary.
 - c) The certificate from a qualified medical or dental practitioner described in 7.02(2) (b) above, shall be in the form supplied to the teacher by the Board. The teacher shall take the form to the medical practitioner of his/her choice.

The Board shall grant leave of absence, without loss of salary or deduction from sick leave credit, in the following circumstances:

7.03 Bereavement Leave

- i) Leave of absence without loss of pay or reduction of sick leave shall be granted to a maximum of five (5) working days at time of death in the case of the death of an immediate member of his/her family for the purpose of arranging for and attending at the funeral. Immediate member of the family shall mean: spouse, parent, parent-in-law, brother, sister or child.

With the prior approval of the Director of Education or designate a teacher may be allowed the use of up to two (2) of these days to be taken after the time of death to deal with estate administration issues.

- ii) Leave of absence without loss of pay or deduction of sick leave shall be granted to a teacher to a maximum of two (2) working days, to attend the funeral of a son-in-law, daughter-in-law, brother-in-law, or sister-in-law, grandparent or grandchild.
- iii) Leave of absence, without loss of pay or deduction of sick leave, shall be granted to a teacher to a maximum of one day to attend the funeral of a relative not specified in Article 7.03 (i) and (ii).
- iv) At the discretion of the Director or designate, a teacher may be granted up to two (2) additional days without pay, to meet the exigencies of distance, special circumstance or for persons not listed above.

- 7.04 Pregnancy/Parental/Adoption Leave
- i) The Board shall provide Pregnancy /Parental and Adoption leaves and sickness benefits according to the current Provincial Employment Standards Act.
 - ii) Where sufficient sick leave credits are unavailable the Board shall pay the difference between the teacher's current sick leave balance up to a maximum of ten (10) days (the EI waiting period).
 - iii) For a maximum of two (2) days for the birth or adoption of a child, where the teacher is absent for needs directly related thereto.

7.05 Professional Service/Professional Obligations

For up to five (5) days per school year for the following professional purposes:

- (1) to write, but not prepare for, examinations which will improve professional or academic qualifications;
- (2) to attend, as a properly approved representative, a meeting of O.E.C.T.A., or O.T.F.,
- (3) to take part in any activity which, in the opinion of the Director, has sufficient professional value for the teacher and the Board?

7.06 Witness/Jury Duty

Where a teacher is required to be absent by reason of receipt of a summons to attend as a juror or by reason of receipt of a subpoena as a witness in which the teacher is not a party to the proceeding. Any conduct money received by the teacher to appear as a witness will be given to the Board.

7.07 Quarantine

Where a teacher is entitled to salary despite absence from duty in the case, where, because of exposure to a communicable disease, the teacher is quarantined or otherwise prevented by the order of the Medical Officer of Health from attending upon his or her duties.

7.08 **Miscellaneous Leaves (with a deduction from sick-leave)**

- (i) With the prior approval of the Director of Education or designate, a teacher may be granted a leave of absence with pay for the limited purpose of dealing with a serious or immediate health problem of a parent, brother, sister, spouse, son, daughter,

parent-in-law. This absence will be deducted from the teacher's sick leave credits.

- (ii) In the case of illness of a teacher's spouse, son, daughter, or parents, which requires the teacher's personal attention, or for the purpose of a specialized appointment that cannot be scheduled outside of regular working hours, the teacher shall be granted time off with pay, to a maximum of two (2) days. Time off in excess of two (2) days will require the approval of the Director or designate as outlined in (i) above. Any time taken under this provision will be deducted from the teacher's sick leave credits.
- (iii) A teacher may be granted a one (1) day leave of absence with pay to attend the graduation of a spouse, child or parent from university or college. This absence will be deducted from the teacher's sick leave credit.

7.09 Teacher Funded Leave Plan

- a) The parties agree to establish a Teacher-Funded Leave Plan through which a teacher may save money and use the savings to finance a year of leave during the final year of the chosen Plan. The plan will be operated in accordance with this Article.
- b) Participation in the Plan may begin at the beginning of the term/year. The leave will begin in the first term/year or first term/year of a 3rd year of a three term/year plan, the 4th term/year of a 4 term/year plan or the 5th term/year of a 5 term/year plan.
- c) Any teacher with three or more years of seniority with the Board may apply to participate in the Plan. The application, in writing, must be received by the Director three (3) months prior to participation in the plan. The application shall include the teacher's estimate of the value of the leave to the system.
- d) The Board will determine the number of applications, which may be approved in any year.
- e) The Board may accept or reject any application on the basis of the Board's estimate of the effect of approval upon the system.
- f) The Board will reply to any application within two months following receipt and will specify its reasons in cases of refusal. No leave shall be unreasonably denied.
- g) Each teacher permitted to participate in the Plan shall enter into an Agreement with the Board. The Agreement shall contain the following terms:

X = time worked Y = total time in the plan

- 1) While participating in the plan, the teacher shall be paid X / Y of the salary and allowances to which he/she would otherwise be entitled.
- 2) The remainder shall be retained by the Board and shall be accumulated with interest.
- 3) Income tax, E.I. and C.P.P. deductions shall be calculated based only on X / Y earnings paid to the teacher. Pension Plan contributions and teacher benefit deductions shall be calculated on 100 per cent (100%) earnings in accordance with the Plan.
- 4) A statement of the status of a participating teacher's account shall be given to the teacher at the beginning of each term/year of the plan.
- 5) The leave will begin in the final term/year of participation in the Plan. Subject to (6) below, on that date, the Board shall pay to the teacher the funds, with accumulated interest, less amounts withheld to cover the full cost of employee benefit plans, statutory and other necessary deductions.
- 6) At the request of the teacher received on or before a month preceding the plan, the Board shall pay to the teacher following the commencement of their leave the appropriate accumulated funds. Deductions will be pro-rated appropriately.
- 7) The Executive of the OECTA Local involved will, prior to the commencement of the leave, assure the Board that the teacher is fully aware of tax, pension and employee benefit plan implications.
- 8) During the leave, the teacher will retain his/her seniority but will not gain in experience for salary purposes. The teacher shall not be entitled to sick leave or have access to accumulated sick leave credit.
- 9) A teacher may withdraw from the Plan in the following circumstances:
 - a) at any time with the consent of the Board.
 - b) at the end of any year provided the Board has not engaged a replacement.

- c) at any time when the teacher's position with the Board is terminated for any reason.
- 10) If the Board is unable to find a replacement, that is acceptable, a leave may be deferred for a maximum of two years. If an acceptable replacement is still not found, the teacher shall withdraw from the Plan.
- 11) If, in the opinion of the Board, the good of the system requires it, any participating teacher may be required to withdraw from the Plan at any time.
- 12) Where a teacher withdraws from the Plan, all retained funds, with accumulated interest, shall be paid to the teacher within sixty days. If the teacher dies, the funds, with accumulated interest, shall be paid to the teacher's estate.
- 13) Subject to Article 3.06 in the Board-Teacher Agreement and in Board policies, upon return from a leave, in a position similar to that which the teacher held before the leave. For a teacher who was in a position of responsibility, a similar position shall be any position, which carried the same title.
- 14) The teacher shall accept full responsibility for any problems, which might arise, through participation in the plan, with Revenue Canada, the Ontario Teacher Pension Plan Board or the carriers of any employee benefit plan.
- 15) At the time of withdrawal of funds from the Plan, the Board will withhold \$300.00 to cover administrative costs, unless the Board has withheld the leave.
- 16) The OECTA local shall reimburse the Board for any loss of grant revenue, which might result from the operation of the Plan.

ARTICLE VIII - FEDERATION AND COLLEGE OF TEACHERS' FEES

- 8.01 a) Federation Fees shall be deducted in equal instalments from each pay and the Board shall remit the amount to the OECTA Provincial Secretary-Treasurer. For the purpose of this Article "Federation Fees" shall have the same meaning as under Section 47 (2) of the Ontario Labour Relations Act. OECTA shall indemnify and save the Board harmless against any claim or liability arising out of the application of this Article.
- b) College of Teacher fees as required under the provisions of the College of Teachers' Act and its Regulations will be deducted by the Board in two

(2) equal instalments in the month of January and will be submitted by the Board to the College of Teachers.

- c) It is the sole responsibility of a teacher who is on a leave of absence to remit College of Teacher fees as required under the provisions of the College of Teachers' Act and its Regulations during the period of the leave. The Board will advise the teacher of this in the letter to the teacher approving the leave of absence.

ARTICLE IX - GRIEVANCE PROCEDURE

9.01 General Application

- a) A grievance is defined as any dispute between the parties, which relates to the interpretation, application, administration or alleged contravention of this agreement.
- b) The time limits specified in this article are mandatory and failure to meet such time limits will result in abandonment of the grievance by the griever or automatic referral to the next step of the procedure if violated by the defending party. Should both parties be in default, the grievance shall be deemed to have been abandoned. The date of registration of a registered letter, the date on a courier receipt or the date of hand delivery shall be deemed to be that date of any session or decision.
- c) The time limits contained herein may be amended by the written mutual agreement of the parties at any stage in a particular dispute or grievance.
- d) A grievance brought by the Board or the Association, as an entity shall be filed at the Grievance Committee Stage and proceed as prescribed thereafter.
- e) A grievance, to be acceptable under this agreement must be timely, must be in writing, make reference to the article(s) violated and be signed by the griever(s). It must contain a precise statement of the facts relied upon and must contain a statement of the remedy sought.

9.02 Dispute Resolution Process

Step I

Within ten (10) school days of the incident giving rise to the dispute or within ten (10) school days of reasonably becoming aware of the incident, a member(s) of the OECTA Local shall identify the nature of the dispute to the principal or his/her school or to his/her immediate supervisor.

Step 2

The Principal or supervisor shall respond verbally or in writing, as appropriate, to the member(s), their proposed resolution of the dispute within five (5) school days of having been presented the dispute in Step I above.

Step 3

In the event that the member(s) is not satisfied with the proposed resolution at Step 2, they may, within ten (10) school days, submit a written statement as outlined in 9.01 (e).

9.03 Grievance Stage

- a) Within five (5) school days of the receipt of the grievance, the Administrator of Human Resources or designate shall arrange a meeting(s) with the OECTA President or designate to seek a mutual resolution to the dispute.
- b) The Administrator of Human Resources or designate will give a written response to the dispute allegations to the member(s) and the OECTA Local President within five (5) school days of the meeting(s) held to resolve the dispute at this stage.

9.04 Grievance Committee Stage

- a) In the event that the resolution proposed at the Grievance Stage is not acceptable to the OECTA Local member(s) the OECTA Local member will submit the grievance with the appropriate documentation outlining the reasons to the Director of Education within ten (10) school days of receipt of the response at the Grievance Stage.
- b) The Director of Education and the OECTA Local President will arrange a meeting(s) of the Joint Grievance Committee at a mutually agreeable time not to exceed five (5) school days after the receipt of the Grievance in 9.04 (a) above. The parties will meet to discuss and examine the alleged violation of the collective agreement, examine documentation, present their rationale and seek a mutually acceptable solution.
- c) The Joint Grievance Committee will be composed of:
 - i) 3 members to represent the Board including the Director of Education or designate;
 - ii) 3 members to represent the Branch Affiliate, one of whom must be a member of the local Branch Affiliate Executive;

- iii) The Joint Grievance Committee will hold its meetings in private session. While a grievor(s) is not a member, the committee may call the grievor(s) to provide information as appropriate. The Committee will announce its decision within five (5) days after completion of private session(s).
- d) Following release of a decision by the Joint Grievance Committee, the parties will decide independently their decision to settle, abandon or pursue the grievance and will notify the other party of such decision within five (5) school days of the final meeting of the Joint Grievance Committee. Failure to provide written notification will be deemed acceptance of the solution as final and binding.

9.05 Grievance Mediation Stage

- a) In the event that either party rejects the proposed solution of the Joint Grievance Committee, the Director of Education and the OECTA Local President may on behalf of both parties, jointly request assistance from a mutually agreeable mediation service.
- b) The costs of Grievance Mediation Services will be borne equally by the parties with the costs of representatives of each party to the mediation process borne entirely by that party.

9.06 Grievance Arbitration Stage

In the event that the dispute remains unresolved following the Grievance Mediation Stage or following the release of the written notification of the Joint Grievance Committee either party may, within ten (10) school days of the completion of the mediation or after the release of the written notification of the Joint Grievance Committee, which ever last occurs, request submission of the grievance to arbitration.

9.07 Arbitration Provision

- a) Where a difference arises between the parties relating to the interpretation, application, administration or alleged contravention of this agreement, including any question as to whether a matter is arbitral, either of the parties may, within fourteen (14) days after the grievance procedure established by this agreement has been exhausted, notify the other party in writing of its desire to submit the difference or allegation to arbitration. The parties have five (5) days to select a single arbitrator following receipt of notice.
- b) Where a single arbitrator has not been named under (a) the party initiating the grievance will send a notice containing the name of its appointee to an arbitration board. The recipient of the notice shall within five (5) days inform the other party of the name of its appointee to the arbitration board. The two appointees so selected shall, within five (5)

days of the appointment of the second of them, appoint a third person who shall be the chair.

- c) If the recipient of the notice fails to appoint an arbitrator, or if the two appointees fail to agree upon a chair within the time limit, the appointment shall be made by the Minister of Labour for Ontario upon the request of either party.
- d) The arbitration board shall hear and determine the difference or allegation and shall issue a decision and the decision is final and binding upon the parties and upon any employee or employer affected by it. The decision of a majority is the decision of the arbitration board, but if there is no majority decision of the chair governs.
- e) The time limits provided under this collective agreement for the taking of steps in the grievance or arbitration procedure shall be subject to subsection 48(16) of the Labour Relations Act.
- f) The time limits provided under this collective agreement for the taking of steps in the grievance or arbitration procedure may be extended on a case-by-case basis by written consent of the parties.
- g) Notwithstanding the procedure above, either party may request access to expedited arbitration under Section 49 of the Labour Relations Act, 1995.

ARTICLE X - O.E.C.T.A. RELEASE TIME

10.01 Release Time - Association Officers

- 1. Upon written request of the Association Executive, the Board shall grant a leave of absence from educational duties for one or more school years for the President and other release officers of the local Association Unit as prescribed in the Unit and Association bylaws.
- 2. All salary, allowances and benefits shall be paid by the Board to the Association Officers during the period of leave in a manner consistent with the Collective agreement.
- 3. Salary and benefits will be pro-rated so that the amount of time spent in teaching duties will be paid by the Board and the amount spent in unit duties will be paid by the provincial O.E.C.T.A. respectively or as mutually agreed to by the Association and the Board. The Board also agrees to pay additional allowances approved by the association, subject to reimbursement by the local and/or provincial.
- 4. Salary and benefits shall be administered by the Board through the personnel payroll process.
- 5. Seniority, experience and sick leave credits shall continue to accumulate during the leave.

6. In the event that an approved Unit Officer is unable to perform his/her duties, the Unit may appoint another teacher as Interim Unit Officer until that Officer is able to return to his/her duties. The Board shall grant a leave to the teacher named by the Association as Interim Officer during the period of the appointment as per sections 1-5 above.
7. Upon completion of the term of office, the release officer shall be placed in a teaching position of the same percentage and status, so long as the teacher's previous position of responsibility continues to exist, as in the year immediately preceding assumption of the officer's role.

10.02 Chief Negotiator Release

The Board agrees to the principle of release time for the Chief Negotiator. The amount of such release time and the return to a teaching assignment will be mutually agreed to by the President of the respective Unit and the Director. The Unit will pay the salary and the Board the benefits of said individual.

ARTICLE XI - STAFFING

11.01 Elementary and Secondary School Staffing

- a) The Board will staff the elementary and secondary schools in the school system subject to its financial ability, the availability of qualified and acceptable staff and the availability of classroom space as approved by the Ministry of Education and as required under the Education Act, and its related Regulations as might be amended from time to time, in consultation with the Joint Staffing Committee.
- b) There shall be established a Joint Staffing Committee (the "Committee") composed of three (3) representatives of the Teachers appointed by the union and three (3) representatives of the Board.

11.02 Elementary School Preparation, Planning Time

Effective 2008-2009

- a) Full-time teachers in elementary schools shall be granted preparation and planning time comprised of the following:
 - i) two hundred (200) minutes per week within the instructional day.
- b) Preparation time for part-time teachers shall be prorated.

Effective 2009-2010

- a) Full-time teachers in elementary schools shall be granted preparation and planning time comprised of the following:
 - i) two hundred and ten (210) minutes per week within the instructional day.
- b) Preparation time for part-time teachers shall be prorated.

Effective 2010-2011

- a) Full-time teachers in elementary schools shall be granted preparation and planning time comprised of the following:
 - i) two hundred and twenty (220) minutes per week within the instructional day.
- b) Preparation time for part-time teachers shall be prorated.

Effective 2011-2012

- a) Full-time teachers in elementary schools shall be granted preparation and planning time comprised of the following:
 - i) two hundred and thirty (230) minutes per week within the instructional day.
- b) Preparation time for part-time teachers shall be prorated.

Effective June 30, 2012

- a) Full-time teachers in elementary schools shall be granted preparation and planning time comprised of the following:
 - i) two hundred (240) minutes per week within the instructional day.
- b) Preparation time for part-time teachers shall be prorated.

Notwithstanding other provisions in this collective agreement, the Board may assign the additional teaching staff generated by the increase in elementary teacher preparation time above the 2008-09 level to enable full-time school based teaching assignments in the Arts in more than one elementary school. This shall be done in consultation with the Joint Staffing Committee.

Notwithstanding other provisions in this collective agreement, the additional weekly minutes of preparation time above the 2008-09 level generated within twenty (20) consecutive instructional days, may be aggregated to provide for meaningful blocks of preparation time for teachers.

11.03 a) Elementary Supervision

- i) Elementary teachers shall be available to students in their classroom fifteen minutes prior to the first scheduled class of the day and five minutes prior to the first scheduled class in the afternoon. Such time shall not constitute supervision/on-call or instructional time. Any assigned supervision duty during the times as outlined above, such as but not limited to, bus duty, hall duty and / or yard duty shall constitute supervision.
- ii) The maxima of supervision per week for elementary teachers are as follows:
 - 100 minutes in 2008-2009;
 - 90 minutes in 2009-2010;
 - 80 minutes in 2010-2011;
 - 80 minutes in 2011-2012.
- iii) The introduction of the maxima described above shall not increase Collective Agreement provisions or current practice during the 2007-2008 school year, where such provisions may be more favorable.
- iv) Supervision shall be assigned by the Principal equitably among the staff.
- v) Principals shall provide the School Association representative with a tentative master supervision schedule by September 30 of each school year. Pursuant to ii) above, any concerns regarding the scheduling of supervision shall first be discussed with the Principal to be addressed in a mutually agreed to fashion. If there is no agreement, the concern shall be referred to the Joint Staffing Committee.
- vi) Supervision assignments shall be pro-rated based on percentage of employment contract.

b) Secondary Supervision

- i) Secondary teachers shall be available to students in their classroom fifteen minutes prior to the first scheduled class of the day and five minutes prior to the first scheduled class in the afternoon. Such time shall not constitute supervision/on-call or instructional time. Any assigned supervision duty during the times as outlined above, such as but not limited to, bus duty, hall duty and/or yard duty shall constitute supervision.
- ii) Supervision shall be assigned by the Principal equitably among the staff.
- iii) Current practice regarding the levels of secondary supervision during the 2007-2008 school year shall be maintained.

- iv) Principals shall provide the School Association representative with a tentative master supervision schedule by September 30 of each school year. Pursuant to ii) above, any concerns regarding the scheduling of supervision shall first be discussed with the Principal to be addressed in a mutually agreed to fashion. If there is no agreement, the concern shall be referred to Joint Staffing Committee.
- v) Supervision assignments shall be pro-rated based on percentage of employment contract.

11.04 Release Time for Assessment, Evaluation and Report Cards

One Professional Activity Day prior to each reporting period will be designated for the purpose of assessment and completion of report cards at the elementary level.

11.05 Secondary School Assignment

- a) Full time teachers shall be assigned to no more than three (3) credit/credit equivalent courses and one on-call/preparation period per day in one semester in a day school program during the school year.
- b)
 - i) No more than three (3) half-periods per week shall be allotted to “on calls.” The number of “on-calls” assigned to a teacher shall not exceed fourteen (14) half-periods in a semester. A record will be kept by administration and be made available to teachers.
 - ii) **Effective September 1, 2009**

No more than three (3) half-periods per week shall be allotted to “on calls.” The number of “on-calls” assigned to a teacher shall not exceed twelve (12) half-periods in a semester. A record will be kept by administration and be made available to teachers
- c) “On-calls” are limited to coverage of first and second day teacher illness, retreats, field trips, extra-curricular activities, emergencies, subject council meetings that involve single or half-period coverage and supervision of provincial testing if the testing occurs during a period which would otherwise be part of the teachers’ preparation time. Other coverage mutually agreed to by the Board and the Union may also be counted as an “on-call”.
- d) “On-calls shall be allocated among teachers in a fair and equitable manner.
- e) Occasional teachers will be used when on-call coverage is not available.
- f) The teaching schedule for part-time teachers shall be prorated according to the schedule below:

Course Assignment	Full Time Equivalency
One (1) Course	0.1667
Two (2) Courses	0.3333
Three (3) Courses	0.5000
Four (4) Courses	0.6667
Five (5) Courses	0.8333
Six (6) Courses	1.0000

- g) Part-time teachers will be assigned “on-calls” and as defined in (c) above and supervisory duties on a pro-rated basis.
- h) Any teacher with a course assignment of six (6) credit/credit-equivalent courses is expected to remain on site during the regular instructional hours of the secondary school.
- i) Dual Credit Courses: A secondary school’s Average Daily Enrolment in Dual Credit courses shall be included in the calculation of the number of secondary teaching positions required in the Board pursuant to this collective agreement and/or any class-size regulation.

11.06 School Day and School Year

The length of school day and school year shall be in accordance with the Education Act and Regulations as amended from time to time.

11.07 Travel Time

A teacher who is assigned duties at two (2) or more locations on the same day shall be provided with adequate time to travel between the locations.

Teachers required to travel between schools shall be given consideration when school supervision duties are assigned.

11.08 School Closure or Opening

In the event of closure of an existing school or opening of a new school, the mechanics for the subsequent allocation of staff shall be determined by the Board in consultation with OECTA executive and forwarded to OECTA Unit Executive for review and approval.

11.09 In the Board's elementary schools no one class will have more than two grades.

11.10 Vacancies, postings and transfers

- (a) Vacancies are defined as those teaching positions within the bargaining unit which may become available due to attrition, growth, transfer or newly created positions. Newly created positions include but are not limited to new or expanding programmes.

Teacher transfers will be as per the document "Teacher Transfers and Posting/Vacancy Process" with the appropriate date changes to reflect the current school year. Any changes, additions and/or deletions can occur with the mutual agreement of both parties.

- (b) The Board shall post a notice of every vacancy for at least five (5) school days, on the Board's Teacher's Conference e-mail site. A vacancy may be posted for fewer days with the agreement of the Union
- (c) Prior to every posting the OECTA president(s) will be contacted and will receive the posting.

11.11 Personal Files

A teacher's Personal File shall include the Medical Information File and the Teacher's Personnel File.

- a) The personal file respecting a teacher shall be maintained by the Board and shall be available and open to the teacher for inspection following 48 hours written notice (including e-mail) at any reasonable time during the regular working hours of the Board in the presence of the appropriate Board official. The teacher may be accompanied by an individual of the teacher's choice.
- b) A teacher shall be entitled upon request to copies, without cost, of any materials contained in the teacher's personal file.
- c) Where a teacher authorizes in writing access to the teacher's personal file by another person acting on the teacher's behalf, the Board shall provide such access, as well as copies of materials contained therein, if also authorized and requested.
- d) If a teacher disputes the accuracy or completeness of information in the teacher's files the Board shall, within fifteen (15) days from receipt of a written request by the teacher stating the alleged inaccuracy, either confirm or amend the information and shall notify the teacher in writing of its decision including reasons for that decision.

1) **Medical Information File**

The Board shall keep any medical information in separate files accessible to the teacher, subject to c) above, and the Disability Management and Wellness Coordinator or designate.

2) **Personnel File**

The Board shall keep employment information in a personnel file accessible to the teacher, subject to c) above, and necessary members of the Human Resources Department.

- i) Teachers shall receive copies of any materials placed in their personal files pertinent to the teacher's conduct or of a disciplinary nature within five (5) working days of the material being filed.
- ii) The signature of a teacher on any document respecting the performance or conduct of that teacher shall be deemed to be evidence only of the receipt thereof and shall not be construed as approval of, consent to, or agreement with the contents.
- iii) If a teacher disputes the accuracy or completeness of information in the teacher's files the Board shall, within fifteen (15) days from receipt of a written request by the teacher stating the alleged inaccuracy, either confirm or amend the information and shall notify the teacher in writing of its decision including reasons for that decision.
- iv) If a teacher continues to dispute the accuracy of the contents of the files, the teacher can request in writing the removal of the specified material. In the event that the Board refuses to remove the said material, the teacher may file a statement of disagreement which will be attached to the record.
- v) Where the Board amends information per f) and/or g) above, the Board shall, notify all persons who received a report based on inaccurate information.
- vi) After three (3) years, a teacher may request the removal of any negative report in his/her file. Notwithstanding the denial of any such request, the weight and significance to be attached to the negative report shall be diminished over time. Negative reports of a minor nature shall be removed after three (3) years at the request of the Teacher, unless there have been further similar incidents within the three (3) year period.

11.12 Assault on a Teacher

The Board agrees that every teacher has a right to freedom from assault, (actual or threatened, verbal or physical) upon their persons, sustained in the course of their professional duties.

11.13 Health and Safety

Teachers who serve on the Joint Health and Safety Committee as well as teachers who are appointed as the site health and safety rep shall be permitted to carry out their duties during regular school hours, as required by statute.

11.14 Report Cards

- a) Except for exceptional circumstances, the Board shall have common time lines and deadlines for all schools, which will specify dates for submission of reports to the office, and release of reports. Adequate lead-up time to the preparation of report cards shall be provided.

- b) There shall be a maximum of two (2) Parent-Teacher Interviews scheduled to extend into the evening, per school year. A Parent-Teacher Interview Night shall not extend beyond 9:00 p.m.

ARTICLE XII - EMPLOYMENT INSURANCE PREMIUM REDUCTIONS

- 12.01 Any Employment Insurance (E.I.) Premium Reductions to which teachers are entitled shall be reimbursed to the O.E.C.T.A. Local.

ARTICLE XIII – PROFESSIONAL DEVELOPMENT

- 13.01 There shall be established a Joint Professional Development Committee (the “PD Committee”) composed of three (3) representatives of the Teachers appointed by the Union and three (3) representatives of the Board.

ARTICLE XIV - DURATION AND RENEWAL

- 14.01 Duration & Renewal

4 year agreement September 1, 2008 – August 31, 2012:

- a) The term of this agreement shall have effect from the first (1st) day of September, 2008 and continue in force until the thirty-first (31st) day of August, 2012 and from year to year thereafter unless either party gives to the other party notice in writing within the 150 day period before its termination, that it desires to negotiate with a view to renewal of this agreement with or without modifications.
- b) The parties shall meet within 15 calendar days from the giving of the notice, or within such period as the parties agree upon, and they shall begin to bargain in good faith and make every effort to make or renew a collective agreement.
- c) Changes made to this Collective Agreement during its lifetime may be made by mutual agreement in writing, after ratification by the OECTA and the Board.
- d) Where mutual agreement to amend occurs, the amendment shall be binding on both parties effective the date of the agreement.

ARTICLE XV – DISTRIBUTION

- 15.01 The Board shall provide each teacher in the employ of the Board a copy of this Agreement within thirty (30) days of ratification by both Board and Teachers.

SALARY SCHEDULE 'A'

Wellington Catholic District School Board
 Ontario English Catholic Teachers' Association
 Grid

September 1, 2008

3% INCREASE

	B/A0	A1	A2	A3	A4
0	\$39,162	\$42,338	\$43,631	\$45,927	\$48,439
1	\$40,822	\$44,133	\$45,495	\$48,079	\$50,592
2	\$42,484	\$45,927	\$47,362	\$50,592	\$53,102
3	\$44,807	\$48,439	\$49,802	\$53,461	\$55,973
4	\$47,127	\$50,950	\$52,386	\$56,332	\$59,203
5	\$49,784	\$53,820	\$55,256	\$59,203	\$62,432
6	\$52,439	\$56,692	\$58,126	\$62,432	\$65,660
7	\$55,094	\$59,561	\$60,996	\$65,660	\$68,891
8	\$57,748	\$62,432	\$63,867	\$68,891	\$72,478
9	\$60,405	\$65,302	\$66,737	\$72,120	\$76,067
10	\$65,013	\$70,283	\$70,306	\$76,067	\$80,730
11			\$74,848	\$81,296	\$86,587

September 1, 2009

3% INCREASE

	B/A0	A1	A2	A3	A4
0	\$40,337	\$43,609	\$44,940	\$47,305	\$49,892
1	\$42,046	\$45,457	\$46,860	\$49,521	\$52,109
2	\$43,758	\$47,305	\$48,783	\$52,109	\$54,695
3	\$46,152	\$49,892	\$51,296	\$55,065	\$57,652
4	\$48,541	\$52,479	\$53,957	\$58,022	\$60,980
5	\$51,278	\$55,434	\$56,914	\$60,980	\$64,305
6	\$54,012	\$58,392	\$59,870	\$64,305	\$67,630
7	\$56,747	\$61,348	\$62,826	\$67,630	\$70,957
8	\$59,481	\$64,305	\$65,783	\$70,957	\$74,652
9	\$62,218	\$67,261	\$68,739	\$74,284	\$78,349
10	\$66,964	\$72,392	\$72,415	\$78,349	\$83,152
11			\$77,093	\$83,735	\$89,185

September 1, 2010

3% INCREASE

	B/A0	A1	A2	A3	A4
0	\$41,547	\$44,917	\$46,288	\$48,724	\$51,388
1	\$43,308	\$46,820	\$48,265	\$51,007	\$53,673
2	\$45,071	\$48,724	\$50,246	\$53,673	\$56,336
3	\$47,536	\$51,388	\$52,835	\$56,717	\$59,382
4	\$49,998	\$54,053	\$55,576	\$59,762	\$62,809
5	\$52,816	\$57,097	\$58,621	\$62,809	\$66,234
6	\$55,633	\$60,144	\$61,666	\$66,234	\$69,659
7	\$58,449	\$63,188	\$64,711	\$69,659	\$73,086
8	\$61,265	\$66,234	\$67,757	\$73,086	\$76,892
9	\$64,084	\$69,279	\$70,801	\$76,512	\$80,700
10	\$68,973	\$74,563	\$74,588	\$80,700	\$85,646
11			\$79,406	\$86,247	\$91,860

September 1, 2011

3% INCREASE

	B/A0	A1	A2	A3	A4
0	\$42,794	\$46,264	\$47,677	\$50,185	\$52,930
1	\$44,607	\$48,225	\$49,713	\$52,537	\$55,283
2	\$46,423	\$50,185	\$51,754	\$55,283	\$58,026
3	\$48,962	\$52,930	\$54,420	\$58,418	\$61,163
4	\$51,497	\$55,675	\$57,243	\$61,555	\$64,693
5	\$54,401	\$58,810	\$60,380	\$64,693	\$68,221
6	\$57,302	\$61,948	\$63,516	\$68,221	\$71,749
7	\$60,202	\$65,084	\$66,652	\$71,749	\$75,279
8	\$63,103	\$68,221	\$69,789	\$75,279	\$79,198
9	\$66,007	\$71,358	\$72,925	\$78,808	\$83,121
10	\$71,042	\$76,800	\$76,826	\$83,121	\$88,216
11			\$81,788	\$88,835	\$94,616

FOR THE BOARD

Superintendent of Corporate Affairs _____

Executive Manager of Human Resources _____

Manager of Human Resources _____

FOR OECTA

OECTA Local _____

OECTA Local _____

OECTA Provincial _____

DATED AT _____ ON _____, 2009

LETTER OF UNDERSTANDING

JOINT STAFFING COMMITTEE

- a) Within ninety (90) days of ratification of this collective agreement, there shall be established a Joint Staffing Committee (the "Committee") composed of three (3) representatives of the Teachers appointed by the Union and three (3) representatives of the Board.
- b) The functions of the Committee shall be:
 - i) to review and discuss the existing staffing model and staff allocation;
 - ii) to monitor compliance with respect to Ministry and collective agreement staffing requirements;
 - iii) to develop a Board wide staffing model;
 - iv) to make recommendations on and monitor the implementation of new programs and initiatives;
 - v) to consider and make recommendations on staffing issues arising from the Provincial Discussion Table Agreement;
 - vi) to consider any other matters the parties may mutually agree would be appropriate
- c) The Board shall provide all necessary reports and data related to staffing and workload in a timely manner.
- d) Once the Committee is established, it shall be convened not later than October 10 in each school year. Thereafter the Committee shall meet five (5) times annually, unless otherwise agreed to by the parties.

LETTER OF UNDERSTANDING

JOINT PROFESSIONAL DEVELOPMENT COMMITTEE

The Board and the Union are committed to the continuous development of a Catholic Professional Learning Community in each of the schools of the Board and system-wide, and, to that end are committed to fostering an atmosphere within each of the schools and system-wide that promotes a focus on learning, collegiality, respect for professionalism, continuous learning, collective inquiry into best practices, innovation and experimentation, all in order to improve teaching and student learning.

The Board and the Union agree that professional learning is job-embedded, and informed by research, done in partnership with colleagues and is to be informed by the Teachers' Annual Learning Plan. Therefore:

- a) Within ninety (90) days of ratification, there shall be established a Joint Professional Development Committee (the "PD Committee") consisting of three (3) representatives appointed by the Board and three (3) representatives appointed by the Union.
- b) The PD Committee will address ways in which funds generated by the allocation in the Grants for Student Needs to enhance professional learning opportunities for teachers will be used.
- c) Promote best practices in the implementation of professional learning, which shall be embedded in the instructional day.
- d) The PD Committee will oversee that professional activities for teachers during Professional Activity Days are consistent with the learning goals identified in the Teacher's Annual Learning Plans.
- e) The PD Committee will provide advice and assistance to Board staff who are assigned responsibility for providing professional development to teachers and planning for such activities.
- f) The parties shall meet at least four (4) times per year. Once the PD Committee has been established, the first meeting shall take place prior to September 15.

LETTER OF UNDERSTANDING

PERFORMANCE APPRAISAL AND NEW TEACHER INDUCTION

- a) Performance Appraisal for Teachers and New Teacher Induction, as defined by the legislation, shall be conducted in accordance with the *Education Act*, Regulations, and the Ministry of Education's Technical Requirements Manual documents Performance Appraisal of Experienced Teachers, 2007, Manual for Performance Appraisal of New Teachers, 2006, and Induction Elements Manual, 2006. There shall be no additional domains, competencies and look-fors.
- b) No member of the bargaining unit shall participate in the evaluation of another member.
- c) Extra-curricular activities shall not be considered to be within the scope of Teacher Performance Appraisal.
- d) By September 30th of each school year the Board shall disclose to the Unit the names, if any, and locations, of the teachers who are designated to participate in Performance Appraisal. For teachers hired after September 30, the Board shall notify the Union within two (2) weeks of hire.
- e) The name of any teacher having received other than a "satisfactory" rating in the Performance Appraisal shall be forwarded to the President of the Association within five (5) working days of the member having received the rating.
- f) The Board and the Association agree to keep all matters related to Performance Appraisal as confidential except as required by law.
- g) With regard to the Induction Elements of the New Teacher Induction Program:
 - i) The elements of the New Teacher Induction Program shall be embedded in the instructional day.
 - ii) Subject to legislation, mentoring is a supportive and confidential process between the mentor and the New Teacher.
 - iii) The choice of a mentor shall be by mutual agreement of the New Teacher, the mentor and the Principal.
 - iv) A mentor must be a member of the bargaining unit with five (5) or more years of teaching experience.
 - v) Upon receipt of a rating other than a "satisfactory", mentoring shall be terminated. The New Teacher may confidentially request a new mentor and the mentor may confidentially request to no longer act in the role of a mentor for a New Teacher at any time in the process.

LETTER OF UNDERSTANDING

EXTRA CURRICULAR ACTIVITIES

The Board and OECTA both recognize the value of extra curricular activities to the overall educational experience of the students. The schools of the Wellington Catholic District School board have enjoyed a rich history and tradition of extra curricular activities made possible through the voluntary effort and commitment of a dedicated staff. Subject to the requirements of any Act or Regulation, both OECTA and the Board agree and support an extra curricular program that is voluntary, reasonable in scope, and manageable by students and staff.

LETTER OF UNDERSTANDING

LONG TERM DISABILITY

In the event a teacher has made timely application for L.T.D. and approval is delayed for procedural reasons beyond the control of the teacher, or the teacher's application is denied, and the teacher appeals the denial, the teacher may elect to use sick days remaining to his/her credit beyond eighty (80) permitted under Article 6.05 provided that:

- i) the teacher may only draw on days to his/her credit up to the amount remaining in his/her bank;
- ii) upon approval of the teacher's claim, the amount paid by the carrier for the period from the date of the expiry of the waiting period to the date of payment shall be remitted to the employer and shall be the sole property of the employer;
- iii) the teacher shall execute a direction to the L.T.D. carrier to such effect;
- iv) the employer shall be entitled to and authorized in advance by the teacher to deduct from any monies owed to or owed in the future to the teacher by the employer the amount of any shortfall or difference between the amount paid by the Board in sick leave and the amount remitted to the employer by the L.T.D. carrier;
- v) upon receipt of full restitution the employer shall re-credit to the teacher sick days equivalent to the number of days from the expiry of the waiting period to the date of approval of the teacher's L.T.D. claim;

- vi) In the event the teacher's appeal is denied by the LTD carrier, the teacher may access any remaining banked sick credits to the maximum of his/her reserve, provided she/he is still unfit to return to work as certified by a qualified medical doctor.

LETTER OF UNDERSTANDING

CRIMINAL RECORDS CHECK

In compliance with the Safe Schools Act and Regulation 521/01 all new teachers, at the time of hire, are required to provide to the board a current criminal reference check which includes a vulnerable sector screening.

Existing employees must provide to the Board by September 1 of each school year a signed Offence Declaration Form. If the teacher is transferred during the school year, the teacher shall provide the Offence Declaration Form before the transfer is affected.

LETTER OF UNDERSTANDING

BENEFITS

Conditional upon approval by the Lieutenant Governor-in-Council, the parties will meet by January 15, 2010 to determine the allocation of the WCDSB's share of the benefit enhancement funding in accordance with the Provincial Discussion Table Agreement.

The Board shall provide the information outlined in the attached letter to the Unit President in a timely manner.

LETTER OF UNDERSTANDING

BENEFITS BEYOND AGE 65

The parties agree to meet to discuss long term disability and group life benefit provisions for teachers working beyond the age of 65 and health and dental benefits for teachers over 70 years of age.

