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1998/99 & 1999/2000 Collective Agreement
 Between
 Prairie Spirit School Division No. 50
 (hereinafter referred to as the Board) of the FIRST PART
 AND
 Prairie Spirit Teachers' Association No. 50
 of the Manitoba Teachers' Society
 (hereinafter referred to as the Association) of the SECOND
 PART

ARTICLE 1: Purpose

- (1) It is the intent and purpose of the parties to this agreement to improve the educational services rendered to the children and the taxpayers of the Prairie Spirit School Division No. 50, to promote and improve the working relations between the Board and the Association, and to establish a salary schedule as provided for in Section I of the individual statutory contract, and other conditions of employment resulting from the operation of said schedule.
- (2) Further, consistent with the Working Together for Professional Growth Policy and the Assessment of Professional Personnel Policy, it is the intent and purpose of the parties to this agreement to recognize teachers as professionals.

ARTICLE 2: Effective Period

This agreement shall come into force and take effect as of the First day of July 1998 and shall remain in effect until the Thirtieth day of June 2000 and shall automatically renew itself from year to year unless either party gives the other a written notice by registered mail of a desire to terminate or amend the agreement. Said notice shall be given on or before the First day of April. The parties thereto shall confer within Fourteen (14) days of receipt of said notice in accordance with The Public Schools Act unless otherwise mutually agreed upon.

ARTICLE 3: Salaries

3:01 Educational Qualifications

- (1) For the purpose of this agreement, the members of the teaching staff shall be classified according to the classification set forth in Manitoba Regulation 515/88R or any amendments or substitutions thereof of The Public Schools Act except as otherwise provided in this agreement.

ENTERED

 12/69/01

(2) Change in Qualifications

The onus is on the teacher to give notice to the Division as soon as possible after credit has been obtained. A teacher completing the requirements for a higher classification shall be paid in accordance with the higher classification effective the first day of the month following which notice of change in classification is recognized by the Professional Certification and Student Records Unit of Manitoba Education & Training. If the requirements are met in July or August, payment at the higher classification will commence September 1st.

3:02 Basic Salary

(Effective July 1st, 1998)

<u>Exp</u>	<u>I</u>	<u>II</u>	<u>III</u>	<u>IV</u>	<u>V</u>	<u>VI</u>	<u>VII</u>
0	23193	25697	28655	33831	35917	37478	39875
1	24340	27216	30506	35805	37988	39660	42057
2	25488	28736	32357	37779	40058	41843	44240
3	26635	30256	34209	39752	42129	44026	46423
4	27783	31776	36060	41726	44199	46209	48606
5	28930	33296	37911	43700	46270	48392	50789
6	30078	34815	39762	45673	48341	50574	52971
7				47647	50411	52757	55154
a				49621	52482	54940	57337
9				51594	54552	57123	59520

(Effective July 1, 1999)

Effective July 1, 1999 salaries will be increased by 2% and adjusted by the current Vision Plan and current Dental Plan cost (Dental Plan cost will reflect fee, plan experience and F.T.E. adjustment).

3:03 Salary Reduction

It is hereby understood and agreed that no teacher on staff at the present time will be liable to have his or her salary reduced through application of the newly negotiated schedule.

3:04 Allowances for Experience

(1) (a) Teachers on Staff shall receive increments according to Article 3:02 until maximum is reached.

(b) Teachers in all classes holding a valid teaching certificate shall proceed from their initial placement on the basic schedule by annual increments effective on either September 1st or January 1st, following the accumulation of a

minimum of 180 teaching days experience after certification within the Division or prior to coming on staff and providing such experience is recognized by Manitoba Education & Training.

3:05 Use of Form 2 and 2A Contracts

1. All permanent teachers who work for the division at 35% or greater time shall be employed on a form 2 contract.
2. Form 2A Contracts may be used when hiring teachers to fill positions at less than 35%
3. Form 2A contracts shall be used when hiring teachers to replace teachers who are on leave. Teachers on leave shall advise their intentions (for the next year) no later than March 15 of the year of leave.
4. A teacher employed by the division on a Form 2A contract in successive contract years and subsequently (with no break in service to the division) hired on a Form 2 contract shall receive recognition for experience and seniority from the signing date of the first of the successive Form 2A contracts.

3:06 Provisions for Part-time Teachers

(1) Teachers employed under contract on a part-time basis shall:

(a) be paid according to their qualifications as established in Article 3:02.

(b) be paid on a rate based on the fraction of the time employed.

(c) the service of a part-time teacher shall be accumulated in the proportion of actual percentage of time employed in each school year. A part-time teacher who will remain in the same incremental step for more than one school year shall receive an increment at the end of the first year in said incremental step. That increment shall be paid in the amount of the percentage of time worked multiplied by the appropriate increment. Upon receipt of this increment no additional increment shall be paid until the teacher moves to the next incremental step. Whenever a part-time teacher's accumulated service equals the equivalent of 180 teaching days, that teacher shall be reclassified to the next higher step of the schedule on September 1st or January 1st next, whichever occurs first.

2. Part-time teachers' contracts shall, within reason, reflect the actual time taught.

3. Part-time teachers shall receive preparation time and shall be assigned supervision duties (as appropriate to the school in which they teach) on a pro-rata basis.

4. Part-time teachers' timetables shall be blocked whenever possible. If not possible, split-shifts shall be arranged at the least inconvenience possible for the teacher involved.

5. Part-time teachers shall be guaranteed the right to return to the first available full-time position, within their qualifications and experience, where part-time work was undertaken at the initiative of the employer.

3:07 Administrative Allowances

(1). In 1998/99, a School Principal shall receive an allowance of \$555.00 for each teacher under his/her supervision, but in no case shall the principal receive an allowance of less than \$730.00

(2) In 1999/2000, a School Principal shall receive an allowance of \$565.00 for each teacher under his/her supervision, but in no case shall the principal receive an allowance of less than \$745.00.

(2). Vice-Principals, appointed at the discretion of the Board, shall receive an amount equal to one-half the Principal's allowance for his/her school.

(3). In 1998/99, the said allowance for administrative and supervisory duties shall not exceed \$12240.00 in any one school year.

(4) In 1999/2000, the said allowance for administrative and supervisory duties shall not exceed \$12485.00 in any one school year.

(5). Part-time teachers (excluding itinerant teachers) shall be considered on a pro rata basis for the calculation of administrative allowances for that school.

(6). In 1998/99, in those schools with no Vice-principal appointed, one teacher shall be designated (by the Principal) as head teacher and shall receive an allowance of \$6.15 per half-day that the principal is absent.

(7) In 1999/2000, in those schools with no Vice-Principal appointed, one teacher shall be designated (by the Principal) as head teacher and shall receive an allowance of \$6.25 per half-day that the principal is absent.

3:08 Payment of Salary

Salaries shall be paid on or before the last teaching day of each month on a ten or a twelve month basis, the mechanics of which shall be agreed upon by the Board and the Association.

3:09 Payment of M.T.S. Fees

(1) The Manitoba Teachers' Society membership fees shall be deducted from every teacher, employed under a Form 2 or Form 2A Agreement, who has not given notice to the Board prior to September 15th that he or she is not a member of the Manitoba Teachers' Society. Said fees shall be deducted on a ten/twelve month basis and shall be forwarded monthly to the Central Office of The Manitoba Teachers' Society.

(2) The annual fee for membership in the Prairie Spirit Division Association of The Manitoba Teachers' Society shall be deducted at source in October, for those teachers employed under a Form 2 or Form 2A Agreement, and remitted to the Treasurer of the Division Association by November 15th, except for those teachers who advise the Secretary-Treasurer of the School Division, in writing, prior to October 1st that they are not members of the Prairie Spirit Teachers' Association.

(3) The Treasurer of the Teachers' Association shall advise the Secretary-Treasurer of the School Division, in writing, prior to October 1st, the amount of the Annual Fee to be deducted.

(4) The rebates (presently 5/12) realized from the Employment Insurance Commission as a result of the extended sick leave coverage shall be remitted in one annual lump sum to the Treasurer of the Teachers' Association.

3:10 Substitute Teachers

(1) In 1998/99, all substitute teachers employed by the Division shall be paid at the rate of \$80.00 per day inclusive of vacation pay.

(2) In 1999/2000, all substitute teachers employed by the Division shall be paid at the rate of \$82.00 per day inclusive of vacation pay.

(3) The above change in rates shall become effective the date of the signing of the new agreement.

(4) A qualified substitute teacher, who assumes the teaching workload of the same teacher for six consecutive days or more, shall be paid at the rate of 1/200th his/her classification according to his/her qualifications and experience as stipulated in Article 3:02 effective the 6th day.

3:11 Preparation Time

(1) Elementary Teaching Staff

That, effective no later than September 1, 2002, each member of the teaching staff at the elementary level will be provided with at least the equivalent of three forty minute periods of preparation time per six day cycle. Wherever possible, teaching staff at the elementary level will be allotted preparation time in the amount of four periods per six day cycle.

(2) Collegiate Staff

That, effective no later than September 1, 2002, each member of the teaching staff at the collegiate level will be provided with at least the equivalent of one forty minute period of preparation time per day.

ARTICLE 4: Freedom From Violence

The parties recognize the principle that all-individuals should have a working environment free from physical violence, verbal abuse, or the threat of physical assault and that all parties shall make reasonable efforts to maintain that goal.

ARTICLE 5: Leave of Absence

5:01 Executive Duties

A teacher, being a member of the Manitoba Teachers' Society Executive Committee or of the Executive Committee of any branch thereof, or of any special committee of the society, or being appointed an official representative or delegate of the Society or any branch thereof, and being authorized by the Executive Committee of the Society to attend a meeting of the committee of which he/she is a member, or to act as a representative or delegate, shall be excused from school duties for either purpose or both purposes on not more than a total of ten (10) teaching days in any one school year, provided that a substitute satisfactory to the Board can be secured and that the cost of providing such a substitute is assumed by the Society. A maximum of fifty (50) days in total may be taken for the purpose mentioned above during any school year by the members of the Association. In all cases the teacher shall give reasonable notice to the Board prior to requiring such leave.

5:02 Sabbatical Leave

(1) The Board may, upon request, grant Sabbatical Leave to members of the teaching staff.

(2) Sabbatical Leave may, upon request, be granted to a maximum of one teacher per year.

(3) Where all other considerations are very nearly equal, seniority shall be the basis for awarding Sabbatical Leave.

(4) All applications must be submitted not later than February 1st of the year in which consideration is asked.

(5) Remuneration while on Sabbatical Leave shall be the current basic salary received by the teacher when leave was granted - calculated to a maximum of \$40,000.00 effective July 1st, 1998; - calculated to a maximum of \$40,800.00 effective July 1, 1999, and such amount to be adjusted annually by the average percentage change negotiated under Article 3:02.

(6) Sabbatical Leave will be granted for further academic study. The merit of the particular programme chosen should be set forth by the teacher applying in a letter to the Board.

(7) Teachers with five (5) years seniority in the Division may qualify.

(8) Payment of the award shall be made on a monthly basis in the same manner as it is presently for teachers on staff. Payment of the award will be made with the provision that the teacher shall return to the Division. If the teacher desires to seek employment elsewhere, he shall repay the amount received as set out below:

- (i) If not returning - full payment
- (ii) If returning for one year only - 75%
- (iii) If returning for two years only - 50%
- (iv) If returning for three years - NIL

If a teacher fails to return after Sabbatical, or leaves prior to the end of the forgiveness period, repayment, including interest at the Division's borrowing rate, shall be made on or before September 1st of the year the teacher would normally resume work in the Division.

(9) Upon returning from Sabbatical Leave, the teacher shall assume a position in the Division which is compatible with his/her training and experience.

5:03 Maternity Leave

Every female shall be entitled, upon her written request, (filed no later than 4 weeks before leave is to commence), accompanied by a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of delivery, to a maternity leave without salary, consisting of the greater of:

(1) a period not exceeding 17 weeks if delivery occurs on or before the date of delivery specified in the medical certificate; or,

(2) a period not exceeding 17 weeks plus an additional period equal to the period between the date of delivery specified in the medical certificate and the actual date of delivery, if delivery occurs after the date specified in that certificate; or,

(3) (a) maternity leave of greater duration than specified in (1) or (2) above, where the Board and the teacher, upon consideration of the advice of the teacher's physician, and the recommendation of the Superintendent and the Principal, can reach agreement upon such extended leave.

(b) Where a teacher's maternity leave as provided by the Employment Standards Act terminates within one month of completion of the School term ending in December or June, the teacher agrees to postpone her return to employment until the 1st day of commencement of the next ensuing school term.

(c) If illness due to pregnancy is affecting the classroom performance of the teacher, either the teacher or the board, on the recommendation of the superintendent, may request that the teacher take sick leave, up to their accumulated sick leave entitlement, until such time as the teacher is eligible for maternity leave. A medical certificate may be requested.

(4) The following additional conditions for maternity leave shall be applicable to female employees who have completed one year or more of continuous employment with the Board.

(5) (a) Following the mutual agreement by the employee and the Board of the duration of the maternity leave to be taken, the Board will provide the teacher with a written memorandum of the agreement, including the statement that, at the termination of the maternity leave, the employee will be reinstated in that position occupied by her at the time such leave commenced or in a comparable position with not less than the same wages and benefits. The statement shall incorporate reference to sub clause b or c under item (iii) above where applicable.

(b) When an employee is participant in any benefit plans wherein premiums are on a shared basis, the employee shall prepay her share of the premiums for the period of the duration of the leave agreed upon under the provision of item (3).

(6) Nothing in the aforementioned policy shall be deemed to be inconsistent with the provisions of the Employment Standards Act respecting maternity leave, and where the policy and the Employment Standards Act are in conflict, the benefits under the Employment Standards Act shall prevail.

5:04 Sick Leave

1. It is agreed by the parties that sick leave entitlement shall only be granted by the Division where an employee is unable to be at work and perform his regular duties as a result of illness or injury.

2. Each teacher who is employed under contract by the school board shall accumulate entitlement for sick leave at the rate of (1) day of sick leave for every nine (9) days of actual teaching service, to a maximum of 20 days per year but the total sick leave which shall be allowed to accumulate shall not exceed 100 days.

3. For the purposes of determining sick leave under the collective agreement:

(a) any day during which a teacher is absent from school because of sickness does not constitute a part of actual teaching service; and,

(b) the number of days a teacher is on sick leave with pay shall be deducted from his accumulated sick leave with pay entitlement.

4. Sick leave shall not continue to accrue while on any leave of absence without pay.

ARTICLE 5:05: Sick Leave (Emergency Leave of Absence)

Up to three days of sick leave entitlement may be used for family related matters (serious illness, injury, medical appointments).

ARTICLE 5:06: Leave for Jury and Witness Duty

An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, or a court action against the employer School Division, shall be granted a leave of absence

with pay for the required period of absence and all jury or witness monies received, by the employee, (less that received for meals, transportation, and lodging) shall be remitted to the Division.

ARTICLE 5:07: Leave in Recognition for Extracurricular Activities

A teacher who is involved in extracurricular activities will be eligible for one day of leave for each fifty (50) hours of extracurricular service to a maximum of two days leave per academic year. The teacher will submit, to the principal, a summary of hours of direct contact time spent on each activity. Hours will include scheduled practices, games, travel time to games or tournaments, performances, rehearsals, meetings (ex. yearbook, student council, etc.). Hours accrued cannot be carried from one school year to the next.

Extracurricular activities which would qualify under this clause include all interschool sports, yearbook, drama, student council, school reach, awards night, etc. The principal will retain authority in consultation with the Superintendent to adjudicate whether a specific activity not listed here qualifies under this clause. The timing of the leave must be approved by the principal. Leave days accumulated in one school year may be taken in that or the following school year.

ARTICLE 6: Insurance Plans

6:01 Group Life

The Board shall administer the Manitoba Public School Employees Group Life Insurance Plan #50561-G in accordance with the terms and conditions of the Master Policy of said plan.

6:02 Long Term Salary Continuance

- 1) The Board/Division shall administer The Manitoba Teachers' Society Long Term Disability Insurance Plan according to the requirements of the Plan.
- 2) The premiums for the Plan shall be paid entirely by the participants in the Plan and shall be deducted from each salary cheque and remitted to the Plan pursuant to the instructions provided by the Society.
- 3) All teachers coming on staff after February 1, 1989 who are members of the Society shall be required to participate in the Plan as a condition of employment.

4) Teachers who excluded themselves from participation from Long Term Disability Insurance prior to February 1, 1989 and teachers employed after February 1, 1989 who exclude themselves from membership in the Society shall be allowed to participate in the Plan only after they have satisfied the requirements established by the Society for admission into the Plan.

6:03 Group Dental Plan

(1) The Division will participate in the administration of the MAST/MTS Dental Plan in accordance with the terms and conditions of the agreement entered into by the Division and the Association attached hereto as Schedule 1 (the "Dental Plan Agreement").

(2) The cost of the MAST/MTS Dental Plan will be paid in accordance with the terms and conditions of the Dental Plan Agreement.

(3) With the exception of any employees who had written themselves out of the divisional dental plans prior to July 1998, all employees covered by this collective agreement who are eligible under the terms of the MAST/MTS Dental Plan shall be required to participate in the MAST/MTS Dental Plan.

However, employees whose spouse is a member of a recognized dental plan may write themselves out of the divisional plan and will, as a result, have their gross salary topped up by the amount of the dental plan premium.

6:04 Group Vision Plan

All employees covered by this collective agreement that are eligible under the terms of the Manitoba Blue Cross Group Vision Plan shall be required to participate in the Plan.

6:05 Participation in Group Plans While on Leave

A teacher who has been granted a leave of absence and/or maternity leave and who wishes, and who is eligible, to continue to participate during his/her absence in all group plans, shall request, in writing, that the Division make premium payments under such plans and the teacher wishing to commence the leave of absence shall prepay to the Division a sum of money equal to the total premiums (employee and employer shares), for the period of the leave of absence. The Division shall thereupon make payments under the plans on behalf of the teacher during the leave of absence. In the event there is a rate change of any of the plans during the duration of the leave, the Division shall inform the teacher of the additional sums of money necessitated by the change in rates. Coverage in this case shall be dependent on the payment of the monies necessitated by the revised rate.

Onus is on the teacher to advise the Secretary-Treasurer of continued participation in Group Plans due to a variation in length of the leave.

ARTICLE 7: Reduction in Professional Staff

(1) Where it is determined by the Board that a layoff is necessary and where natural attrition does not affect the necessary reduction in staff, the Board shall give first consideration to retaining teachers having the greatest length of service with the Board, considering also, the needs of the Division and of each particular school.

(2) Notwithstanding the foregoing, the Board shall have the right to disregard the length of service of any teacher in the event of a layoff, if such teacher does not have the necessary training, academic qualifications and/or experience for a specific teaching assignment.

(3) Where teachers have the same length of service with the Board, priority shall be given in the following order:

- i) total length of employment with the Division
- ii) total recognized teaching experience in Manitoba
- iii) total teaching experience as recognized by the Province of Manitoba for classification purposes.
- iv) if all of the above are equal, the teacher to be declared surplus shall be determined by the committee as set forth in #5
- v) in the event that agreement cannot be reached by the committee as set forth in #5, the teacher to be declared surplus will be determined by the Board.

(4) Definitions

a) Training - Instruction received as preparation for the profession of teaching which leads to the development of a particular skill or proficiency with respect to a particular subject(s) or grade level (s).

b) Qualifications - Refers to academic courses, related areas of study, or work experience taken as preparation for instructing a particular subject(s) or grade level(s).

c) Experience - The practical application of training and preparation over a period of time with respect to a particular subject(s) or level(s).

d) Length of Teaching Service - The teacher's length of continuous employment with the Board commencing with the first teaching day after his/her most recent day of hiring with the Board.

(5) In the event of a layoff, the Board or its representatives shall meet with the Executive of the Association or its representatives to:

- i) provide the Association with a seniority list
- ii) discuss the implications of the layoff, and
- iii) shall determine a list of teachers to be laid off.

(6) The teachers designated for layoff shall be notified by letter not later than the thirty-first day of May of any school year and teachers not intending to remain in the employ of the Board shall submit their resignations by this date.

(7) If, after layoffs have occurred and for the period of time from which the teachers have been laid off until the end of May of the following year, positions become available, teachers who have been laid off and have given written notice by the 30th day of June in the year that the layoff occurred that they wish to be re-employed, will be contacted at their last known address. The above teachers shall be offered and shall accept a position with the Board and will be required to return to work on the date set out in the notice, which date shall not be less than 14 calendar days following such notification, or, by mutual agreement providing that they have the necessary training, qualifications and/or experience for the positions available. Length of service with the Board will be used to determine the order in which the laid off teachers are offered the available positions.

(8) Notwithstanding the foregoing, the Board shall be absolved of the responsibility for the re-hiring of a laid-off teacher if:

- i) the teacher signs a full time teaching contract with another School Board under Form 2, or
- ii) the teacher advises the **Board** in writing that he/she no longer wishes to be re-employed, or
- iii) the teacher fails to comply with Article #7 of this Article.

(9) If a teacher is re-employed as provided in #7 above, the following will not be affected:

- i) accumulated sick leave,
- ii) seniority gained prior to being laid off; however, seniority shall not be accrued for the period of time of the layoff.

ARTICLE 8: : Et of Teachers

(1) The Association recognizes the right of the Division to fairly and reasonably assign teachers employed by the Division to schools and classes under the jurisdiction of the Division. Teachers transferred within the Division shall be

notified prior to June 15th for transfers to become effective the following school year. However, if it is mutually agreeable to the teacher and the Division, a transfer of said teacher within the Division is possible at any time during the school year. The Division shall afford the teacher opportunity for consultation, both with respect to the fact of transfer and the details of its accomplishment.

(2) The basic consideration in the transfer or assignment of professional staff shall be to maintain or improve the quality of instruction.

ARTICLE 9: Written Warnings and ic

(1) The Division or any agent thereof shall have the right to issue a written warning(s) to any teacher or suspend any teacher with or without pay.

Where the Division or person(s) acting on behalf of the Division issues a written warning(s) or suspension affecting any person covered by this Collective Agreement and where the affected person is not satisfied that the written warning(s) or suspension is for a just cause, the Division's action shall be deemed to be a difference between the parties to or persons bound by this Collective Agreement.

(2) When such a difference is referred to a Board of Arbitration under Article 10, Provision for Settlement of Dispute, the Board of Arbitration shall have the power to:

- (a) uphold the written warning(s) or suspension;
- (b) rescind the written warning (s) or suspension;
- (c) vary or modify the written warning(s) or suspension;
- (d) order the Division to pay all or part of *any* loss of pay and/or benefits in respect of the written warning(s) or suspension;
- (e) do one or more of the things set out in sub-clause (a), (b), (c), (d).

(3) This Article does not apply to teacher assessment and evaluation processes done pursuant to division policy and practices and amendments thereto, except to the extent that any such assessment or evaluation is used as the basis of or in connection with disciplinary action.

ARTICLE 10: Provision for Settlement of Dispute

Any difference between the parties to or persons bound by the agreement on whose behalf it was entered into, concerning its content, meaning, application or violation which is not satisfied within 20 teaching days from the date when the Association takes the matter up with the Division or the Division notifies the Association in writing, of its desire to have the difference negotiated, shall upon written request of either party, be submitted to an arbitration


board, consisting of three members. **Each** of the parties to the dispute shall, within ten days of the written request for arbitration, appoint an arbitrator and shall notify the other party of the appointment.

These two arbitrators, within a further period of ten days after their appointment, shall meet and select a chairman mutually satisfactory to both. Should the two arbitrators fail to agree upon a chairman within the required ten days either party may request the Minister of Education to make the appointment for a chairman.

Except as herein provided, the Arbitration Act shall apply.

Dated at The Village of Manitou this 12th day of **JANUARY 1999**.

Signed and agreed on behalf of The Prairie Spirit School Division No. 50

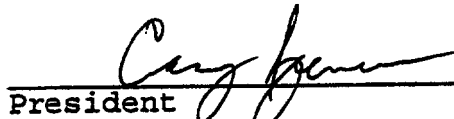

Chairman

Marvin Anderson


Director of Operations

C.G. Arbuckle

Signed and agreed on behalf of The Prairie Spirit Division Association No. 50 of The Manitoba Teachers' Society.


President

Craig Spencer


Chair of Collective Bargaining

Allan Thorleifson

**Side Agreement to the
July 1998 to June 2000
Collective Agreement
between the Prairie Spirit School Division #50
and the
Prairie Spirit Teachers' Association #50**

The **following** agreements arose from discussions concerning the Collective Agreement. As follows:

I.

That, by September 1999, a committee composed of representatives of the Senior Administration, the Teachers' Association, and the **Board** of Trustees shall be constituted **and** empowered to review the Working Together for Professional Growth Policy **and** the Assessment of Professional Personnel **Policy**, to revise these where necessary, to meet with teachers concerning the implementation of the revised policies, and to define **time** lines for these procedures.

II.

There exist in the Pembina Valley School Division Policy Manual policies which include contractual wording recognising that certain policies will not be changed without mutual agreement by the **board and the** teachers of the division. In recognition of these policies and their content, it is agreed that **these** policies, listed below, shall come into effect with the July 1998 - June 2000 contract.

Specifically, these include

Personal Leave (1 day)	File GBRIK
Compassionate Leave	File GBRIF
Leave for other Purposes (1 day)	File GBRIL
Leave for Writing Exams	File GBRIH
Convocation Leave	File GBRII
Paternity Leave (1 day)	File GBRID

Further, since both Tiger **Hills** and Pembina Valley have current policies concerning **two** of the contractually-worded articles and since policy manual revision is underway, it is agreed that the Pembina Valley

contractually-worded versions shall not come into effect until discussion of policy is concluded and the revised policy manual is published.

Specifically, these policies are:

Leave re Inclement Weather	File GBRIG
Deferred Salary Leave Plan	File GBRIM


Dated at the Village of Manitou this 12th day of January 1999.

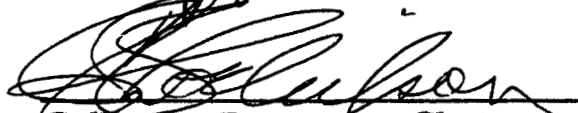
Signed and agreed on behalf of the Prairie Spirit School Division No. 50

 Marvin Anderson
Chairman

 C.C. Arbuckle
Director of Operations

Signed and agreed on behalf of the Prairie Spirit Teachers' Association No. 50 of the Manitoba Teachers' Society.

 Craig Spencer
President

 Allan Thorleifson
Collective Bargaining Chair

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