

SOURCE	Local		
FEF	9910627		
TERM.	00	12	31
No. OF EMPLOYEES	300		
NOMBRE D'EMPLOYÉS	LP		

COLLECTIVE AGREEMENT

Between

THE ELEMENTARY TEACHERS' FEDERATION OF ONTARIO
representing
Occasional Teachers Employed in the Elementary Panel
_____ (hereinafter called the "Union")

and

THE GRAND ERIE DISTRICT SCHOOL BOARD
(hereinafter called the "Board")

June 21, 1999

to

December 31, 2000

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ARTICLE 1 - PURPOSE

- 1.01 It is the desire of both parties to set forth reasonable and fair terms and conditions of employment and to specify within this Collective Agreement the entitlement of those occasional teachers covered by this Collective Agreement as to salary, conditions of employment, and other matters mutually agreed to, all of which constitute the entire negotiated Collective Agreement between the parties hereto.

ARTICLE 2 - SCOPE AND RECOGNITION

- 2.01 The Grand Erie District School Board (hereinafter referred to as "the Board") recognizes the Elementary Teachers' Federation (hereinafter referred to as "the Union") as the exclusive bargaining agent for every occasional teacher who is on the Board roster of occasional teachers who may be assigned to an elementary school.
- 2.02 The Union will inform the Board from time to time of who is authorized to act on behalf of the Union.

ARTICLE 3 - DEFINITIONS

- 3.01 "Occasional Teacher" shall mean an "Occasional Teacher" as defined in the Education Act which may be amended from time to time.
- 3.02 "Long-term Occasional Teacher" shall mean a teacher who is required to teach for a period of nine (9) or more consecutive teaching days as a substitute for the same teacher.
- 3.03 "Casual Occasional Teacher" shall mean an occasional teacher who is not a Long-term Occasional Teacher.
- 3.04 "Occasional Teacher List" means a list of all teachers qualified to teach in Ontario who have been accepted by the Board to teach as Occasional Teachers in the elementary panel.
- 3.05 "Elementary teachers" shall mean the elementary teachers, other than Occasional Teachers, employed by the Board in its elementary panel.
- 3.06 "Board" shall mean the Board and its predecessors.

ARTICLE 4 - UNION DUES AND ASSESSMENTS

- 4.01 The Board shall deduct for every pay period for which an Occasional Teacher receives a pay, union dues and assessments. Dues and assessments deducted in accordance with this Article shall be forwarded to the General Secretary at ETFO within thirty (30) days of the dues being deducted.

ARTICLE 4 - UNION DUES AND ASSESSMENTS (continued)

- 4.02 The payment shall be accompanied by a list identifying the Occasional Teacher, his/her Social Insurance Number, salary for the period and the amount(s) deducted. A copy of the list shall be forwarded to the President of the Local Occasional Teachers' Union, and where possible, the information shall be provided in electronic form. The Union shall inform the Board, from time to time, of the amount of such dues and assessments.
- 4.03 The Union shall indemnify the Board and hold the Board harmless from any claims, suits, attachments, and any form of liability as a result of such deductions authorized by the Union.

ARTICLE 5 - RIGHTS AND RESPONSIBILITIES

- 5.01 The Union recognizes that, within the limitations and qualifications contained in this Collective Agreement, it is the sole and exclusive right of the Board to manage the affairs of the Board. The Board agrees that its rights and responsibilities shall be exercised in a manner that is equitable, non-discriminatory and consistent with this Collective Agreement and the prevailing statutes that govern education and employment in Ontario.
- 5.02 Only supervisory officers, elementary principals and vice-principals shall evaluate an Occasional Teacher's competence.
- 5.03 (a) An Occasional Teacher shall not be disciplined or discharged except for just cause. The reasons for discipline or discharge shall be communicated in writing to the Occasional Teacher.
- (b) When a principal or supervisor calls an Occasional Teacher to a meeting which may result in discipline, the principal or supervisor shall inform the Occasional Teacher of the nature of the meeting. For such a meeting the Occasional Teacher is entitled to Union representation.
- 5.04 In the event that the assignment of a Long-term Occasional Teacher is to be terminated prior to the originally scheduled termination date, the Long-term Occasional Teacher shall be given five (5) school days notice or five (5) school days pay in lieu of notice. This shall not apply if the termination of the assignment occurs for just cause.

ARTICLE 6 - ACCESS TO INFORMATION

- 6.01 The only personnel file respecting an Occasional Teacher shall be maintained by Human Resources of the Board and shall be available and open to the Occasional Teacher for inspection in the presence of the Superintendent responsible for Human Resources, or designate, at any reasonable time during the regular working hours of the Department.
- 6.02 An Occasional Teacher shall be entitled to request copies, without cost, of any materials contained in his/her personnel file.
- 6.03 Where an Occasional Teacher authorizes, in writing, access to his/her personnel file by another person acting on the Occasional Teacher's behalf, Human Resources Services shall provide such access, as well as copies of materials contained therein, if also authorized and requested.

ARTICLE 6 - ACCESS TO INFORMATION (continued)

- 6.04 An Occasional Teacher has the right to add a rebuttal to his/her file with a copy to his/her principal or immediate supervisor.
- 6.05 An Occasional Teacher is entitled to:
- (a) request a correction of their own personal information if the Occasional Teacher believes there is an error or omission;
 - (b) require that a statement of disagreement be attached to information reflecting any correction that was requested but not made.
- 6.06 An Occasional Teacher shall receive a copy of any material placed in his/her personnel file within seven (7) calendar days of the material being filed.
- 6.07 Upon written request, the Board shall provide the Union with data that the Board determines to be relevant to negotiations and the administration of this Collective Agreement.

ARTICLE 7 - COPIES OF THE COLLECTIVE AGREEMENT

- 7.01 The Board shall provide to the Union, for each member, a sufficient number of copies of the current Collective Agreement in force between the parties. Each newly-hired Occasional Teacher shall be provided with a copy of this Collective Agreement.
- 7.02 The Board shall provide a copy of the Collective Agreement to the principal of each elementary school under the jurisdiction of the Board.
- 7.03 The Board shall provide to all newly-hired Occasional Teachers an information package which contains an executive list of the Union and a map of the schools, both of which are to be supplied by the Union, and a collective agreement and school directory, both of which are to be supplied by the Board.

ARTICLE 8 - OCCASIONAL TEACHER LIST

- 8.01 Up-to-date Occasional Teacher Lists shall be sent to the Local Occasional Teachers' Union President by November 30 and by April 30 of each year. These lists shall provide the following information for each Occasional Teacher: name, telephone number, home address, qualifications, availability, and schools where the Occasional Teacher is prepared to teach.
- 8.02 An Occasional Teacher's name shall remain on the Occasional Teacher List unless he/she is terminated, resigns, or is no longer available for assignment. Notwithstanding the foregoing, an Occasional Teacher who wishes to be continued on the Occasional Teacher List for the following school year shall notify Human Resources Services by June 30th on a form sent to each Occasional Teacher by June 1st. Human Resources Services shall remove from the Occasional Teacher List the name of any Occasional Teacher for whom no notice is received by June 30th. It is the responsibility of each Occasional Teacher to confirm that their form has been received by Human Resources Services prior to the June 30 deadline.

ARTICLE 8 - OCCASIONAL TEACHER LIST (continued)

- 8.03 The Board will advise the Local Occasional Teachers' Union, with a copy to the Local Occasional Teachers' President, of the names and addresses of all new Occasional Teachers within thirty (30) days of their names being added to the Occasional Teacher List.
- 8.04 In filling casual occasional assignments, the Board shall endeavour to secure a qualified Occasional Teacher. When the Board is unable to assign a qualified Occasional Teacher, the Board, subject to the limitations contained in the Education Act, is entitled to employ an unqualified person.

ARTICLE 9 - FILLING OF CASUAL OCCASIONAL ASSIGNMENTS

- 9.01 The Board shall consult with representatives of the Union about the procedure(s) for the filling of casual occasional teaching assignments.

ARTICLE 10 - JOB VACANCIES FOR LONG-TERM OCCASIONAL TEACHING ASSIGNMENTS

- 10.01 For pre-determined long-term occasional assignments known to the Board for at least 15 school days prior to the commencement of the assignment and of at least two (2) months duration, the Board shall post such assignments for a minimum of four (4) school days in each elementary school and work site. Notwithstanding the foregoing, during the months of July and August, the Board agrees to post such assignments in the main Board Office for six (6) days, excluding weekends or statutory holidays.
- 10.02 If the successful applicant for a posted position is not on the Occasional Teacher List, his/her name shall be added to the list.
- 10.03 Provided that there are no surplus and/or redundant regular teachers, the Board agrees that any qualified Occasional Teacher has the privilege of applying for any vacancy in the system for which he/she is qualified, or can become qualified prior to the commencement of the assignment.

ARTICLE 11 - PROBATIONARY PERIOD

- 11.01 An Occasional Teacher who is accepted by the Board to teach as an Occasional Teacher in its elementary schools shall be considered to be a Probationary Occasional Teacher for the first forty (40) days worked as an Occasional Teacher.

ARTICLE 12 - SALARY

12.01 All salary rates set out in this Article include vacation pay and statutory holiday pay to which Occasional Teachers are entitled under applicable legislation.

12.02 (a) Casual Occasional Teacher

i) Effective the first day of the month following ratification, the daily rate of pay shall be as follows:

Daily Rate	Vacation Pay	Total
\$152.88	\$ 6.12	\$159.00

ii) Effective January 1, 2000, the daily rate of pay shall be as follows:

Daily Rate	Vacation Pay	Total
\$153.85	\$ 6.15	\$160.00

(b) A Long-term Occasional Teacher shall be placed on the current Elementary Teachers' Salary Scale in accordance with the teacher's recognized teaching experience and category placement effective on the ninth (9th) consecutive day of teaching and retroactive to the first day the Occasional Teacher began the long-term assignment.

(c) Teachers who have worked part-time (less than a full day's timetable) or a part-year shall be credited with teaching experience in the ratio of time worked to total time. Teaching time, for part year, full-time and/or part-time experience credit, shall be expressed in tenths to the nearest tenth, provided that any teaching experience in an assignment of less than one month of continuous full-time teaching or its part-time equivalent shall not be included.

(d) Notwithstanding the foregoing, teachers shall not be credited with summer school, night school and other forms of continuing education teaching experience for the purposes of grid placement.

(e) The effective date for grid advancements is to be September 1st.

12.03 Effective September 1, 1999, Occasional Teachers shall be paid twice per month (15th and last day of the month) by direct deposit into the Occasional Teacher's personal account in the financial institution of his/her choice.

12.04 The daily rate for long-term occasional assignments will be calculated by dividing the annual salary by 200.

12.05 Category definitions for Long-term Occasional Teachers will be in accordance with the Qualifications Evaluation Council of Ontario, Program 4, September 1994.

12.06 It is the responsibility of the Occasional Teacher to provide the Board with a Qualifications Rating Statement from the Qualifications Evaluation Council of Ontario.

ARTICLE 13 - WORKING CONDITIONS

- 13.01 During the term of this Collective Agreement, the Board shall undertake to develop up-to-date in-school information for Occasional Teachers. This information shall include: a timetable for the Occasional Teacher's assignment (including supervision periods), a schedule identifying period times an up-to-date class list, a seating plan, a floor plan of the school, an outline of the school day (including opening procedures, washroom procedures), fire drill and emergency procedures, written information on school discipline procedures, information on access to equipment and sources of assistance, and a list of students with special health-related or other needs. The Board shall ensure that, to the extent possible, lesson plans and textbooks are available for the class in the case of casual occasional teaching assignments.
- 13.02 The Board agrees that the primary responsibility of the Occasional Teacher is to fulfil the timetable of the elementary teacher being replaced.
- 13.03 Subject to securing a qualified Occasional Teacher, the Board shall provide an Occasional Teacher when a K-8 classroom teacher is absent from regular duties for at least half a day.
- 13.02 When an Occasional Teacher substitutes for a Teacher who is receiving a travel allowance and travel time, the Occasional Teacher shall receive, in accordance with the Board's Policy, reimbursement at the Board's current per kilometer rate and the same travel time as provided the teacher being replaced.

ARTICLE 14 - MEDICAL/PHYSICAL PROCEDURE

- 14.01 An Occasional Teacher shall not be required to perform any medical/physical procedure for pupils. If an Occasional Teachers chooses to perform any medical/physical procedure for pupils, the Board shall arrange for training the teacher, where appropriate, prior to performing the procedure. It shall not be the required part of the duties and responsibilities of an Occasional Teacher to examine pupils for communicable conditions or diseases or to diagnose such conditions or diseases.

ARTICLE 15 - REPORTING PAY GUARANTEE

- 15.01 An Occasional Teacher who is called for a half-day assignment, who reports, and who finds that his/her services are not required, shall be paid for a half-day's pay for reporting for duty, provided that the Occasional Teacher accepts other professional duties assigned by the Principal for one-half day.
- 15.02 An Occasional Teacher who is called for a full-day assignment, who reports, and who finds that his/her services are not required, shall be paid for a full-day's pay for reporting for duty, provided that the Occasional Teacher accepts other professional duties as assigned.
- 15.03 An Occasional Teacher shall not be considered late for an assignment as a result of a late request to report for such assignment provided he or she arrives within a reasonable time after receiving such late request.

ARTICLE 16 - BENEFITS

- 16.01 Subject to eligibility requirements, a Long-term Occasional Teacher employed on pre-determined long-term occasional assignment of at least two (2) months duration may participate in the Extended Health Plan, Dental Plan and Life Insurance benefits outlined in the Elementary Teachers' Agreement. The Board's share of the premium costs shall be the same as for a regular teacher with the same workload.

ARTICLE 17 - SICK LEAVE

- 17.01 A Long-term Occasional Teacher shall be credited with one (1) day of sick leave credit after teaching ten (10) consecutive teaching days, and an additional two (2) days for each twenty (20) teaching days thereafter until the end of the long-term occasional assignment. Unused sick leave credits shall be carried over to subsequent long-term occasional assignments in the same school year, but shall not be carried forward to subsequent school years.

ARTICLE 18 - LEAVES

18.01 Bereavement Leave

A Long-term Occasional Teacher who is scheduled to work and who is at work when a death occurs in the immediate family, may be allowed up to three working days off with pay for the purpose of attending or making arrangements for the funeral. Immediate family shall mean father, mother, spouse, brother, sister, child, grandparent, grandchild, father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, ward or guardian. One day may be allowed to attend the funeral of a grandparent-in-law, aunt or uncle. If additional time is required by a Long-Term Occasional Teacher, **up** to five (5) days of leave of absence without pay will be granted.

18.02 Examination and Graduation

A Long-Term Occasional Teacher who is scheduled to work and who has received the prior approval of the Director of Education, or designate, may be absent from duty without loss of pay in accordance with the following:

- (a) For the purpose of writing an examination the half-day period during which the examination occurs will be granted.
- (b) For the purpose of attending his/her graduation, the half-day period during which the graduation occurs will be granted.

18.03 Jury Duty or Subpoena

A Long-Term Occasional Teacher who is absent from his/her assigned long-term occasional assignment by reason of a summons to serve as a juror, or a subpoena as a witness in any proceeding to which she is not a party or one of the persons charged, shall be paid the difference between the normal earnings and the payment she receives as a juror or as a witness.

18.04 Quarantine

A Long-term Occasional Teacher shall be granted a leave of absence, with pay, **as** a result of being quarantined or otherwise prevented by order of the Medical Officer of Health from attending to his/her duties.

ARTICLE 18 - LEAVES (continued)

18.05 Hazardous Weather

A Long-term Occasional Teacher who is unable to arrive at his/her workplace or designated workplace due to hazardous weather may have up to three (3) days in any one school year, with pay. Such requests must state the reason for absence, and approval is at the sole discretion of the Director, or designate.

ARTICLE 19 - VOLUNTARY LEAVE OF ABSENCE

19.01 Subject to the sole and exclusive discretion of the Board, an Occasional Teacher may have his/her name removed from an Occasional Teacher List for a period of up to and including one school year. The Occasional Teacher shall be returned to an Occasional Teacher List at the end of the leave provided that the Occasional Teacher advises the Board's Human Resources Department thirty (30) days prior to the end of the leave.

ARTICLE 20 - LEAVE FOR UNION BUSINESS

- 20.01 (a) At the request of the Union, the Board may excuse one or more Occasional Teachers for the purpose of conducting official Union business. Such leave shall be subject to prior arrangements with the Superintendent responsible for Human Resources, or designate, the reasonable requirements of the timetable and the availability of other Occasional Teachers to replace the Occasional Teachers involved. Absences shall be segments of either half-days or full-days.
- (b) The Occasional Teachers granted leave under 20.01(a) shall suffer no loss of salary and benefits, if applicable. The Union shall reimburse the Board for the full replacement costs, if any.

ARTICLE 21 - PREGNANCY/PARENTAL LEAVE

21.01 The Board shall grant Pregnancy/Parental leave in accordance with the Employment Standards Act which may be amended from time to time.

ARTICLE 22 - GRIEVANCE AND ARBITRATION PROCEDURE

22.01 Definitions

- (a) A "grievance" shall be defined as any matter arising from the interpretation, application, administration or alleged violation of this Agreement, including any question as to whether a matter is arbitrable.
- (b) A "party" shall be defined as:
 (i) the Union
 (ii) the Board.
- (c) "Days" shall mean regular work days unless otherwise indicated.

22.02 An Occasional Teacher shall have the right to have present a representative from ETFO to assist the teacher at any stage of this grievance and arbitration procedure.

ARTICLE 19 - GRIEVANCE AND ARBITRATION PROCEDURE (continued)

22.03 (a) Step One - Complaint Stage

Any dispute must first be discussed by the Occasional Teacher with the Principal, or immediate supervisor, within twenty (20) days of the time when the grievor should reasonably be expected to be aware of the relevant facts. If the grievor is unable to resolve the dispute, the Union may file a formal grievance at Step Two, within ten (10) days of the discussion with the Principal or Supervisor.

(b) Step Two

The Union must submit a written grievance with the Superintendent responsible for Human Resources, or designate, who shall answer the grievance in writing within fifteen (15) days after receipt of the grievance.

The written grievance shall contain:

- (i) a description of how the alleged dispute is in violation of the Agreement; AND
- (ii) a statement of the facts to support the grievance; AND
- (iii) the relief sought, AND
- (iv) the signatures of the duly authorized official of the Union, and the Occasional Teacher concerned.

(c) Step Three

If no settlement is reached at Step Two, the Union may, within ten (10) days of receipt of the written reply of the Superintendent responsible for Human Resources, refer the matter to the Board. The Union shall present the grievance to the Board at a meeting to be held within twenty (20) days of the Board's receipt of the grievance. The Board shall answer the grievance in writing within five (5) days of the meeting.

22.04 If the reply of the Board is unacceptable to the Union, it may, within ten (10) days of receiving the written reply of the Board, apply for arbitration. Failure to proceed with notice for arbitration within the ten (10) days will result in forfeiture of rights to the arbitration procedure.

22.05 Policy and Group Grievance

The Union has the right to file a policy grievance or group grievance on behalf of two or more teachers who are similarly affected as a result of an alleged violation of the Agreement. The Board has the right to file a policy grievance. Any policy or group grievance must be filed within twenty (20) days of the event which gave rise to the grievance or within twenty (20) days of the time when the party should reasonably be expected to be aware of the relevant facts. Such grievance shall be filed at Step Two except that a Board grievance shall be filed with the Local President of the Union and at Step Three, a Board representative shall present its grievance to the Union's Grievance Committee.

ARTICLE 22 - GRIEVANCE AND ADJUDICATION PROCEDURE (cont)

22.06 Arbitration

The party desiring arbitration shall notify the other party in writing of its desire to submit the difference or allegation to arbitration. The notice shall contain the name of the first party's appointee to an Arbitration Board. The recipient of the notice shall, within ten (10) days, inform the other party either that it accepts the other party's appointee as a single Arbitrator or inform the other party of the name of its appointee to the Arbitration Board. Where two (2) appointees are so selected, they shall, within five (5) days of the appointment of the second of them, appoint a third person who shall be the Chair. If the recipient of the notice fails to appoint an Arbitrator or, if the two appointees fail to agree upon a Chair within five (5) days, the appointment shall be made by the Minister of Labour upon the request of either party. Notwithstanding the foregoing, the parties may mutually agree to submit the grievance to a single Arbitrator. If the parties are unable to agree to the Arbitrator, the appointment shall be made by the Minister of Labour.

A single Arbitrator or a Board of Arbitration shall hear the pertinent representation by the parties and/or representatives and determine the difference or allegation and shall issue a decision within the time-limits specified by the Ontario Labour Relations Act. The decision shall be final and binding upon the parties and upon any teacher affected by it. The decision of a majority is the decision of the Arbitration Board, but, if there is not a majority, the decision of the Chair governs.

The single Arbitrator or Board of Arbitration shall not, by its decision, add to, delete from, modify, or otherwise amend the provisions of the Agreement.

The single Arbitrator or Board of Arbitration shall have the power to relieve against timelines, modify penalties, including discharge and disciplinary penalties, and make whatever decision it considers just and equitable in the circumstances.

22.07 Time restrictions may be extended if mutually agreed in writing.

22.08 There shall be no reprisals of any kind taken against any teacher because of participation in the grievance or arbitration procedure under this Agreement.

22.09 Both parties agree to pay one-half (1/2) of the fees and expenses of the single arbitrator, or the fees and expenses of the parties' respective appointees and one-half (1/2) of the fees and expenses of the chair of the Arbitration Board.

22.10 Where a teacher has been dismissed for just cause, the teacher may file a grievance at Step Two within ten (10) school days of written notice of termination.

22.11 Nothing in this Article precludes the parties from mutually agreeing to grievance mediation during any stage of the grievance procedure. The agreement shall be made in writing and shall stipulate the name of the person and the timeline for grievance mediation to occur.

ARTICLE 22 - GRIEVANCE AND ARBITRATION PROCEDURE (continued)

- 22.12 An Occasional Teacher's attendance at a meeting at any stage of the grievance procedure, including arbitration, shall be without loss of pay or any other entitlement. As far as practicable, such meetings shall be held after the school day. Costs for the Occasional Teacher shall be paid by the Union.

ARTICLE 23 - CORRESPONDENCE

- 23.01 All correspondence between the parties arising out of this Collective Agreement shall pass to and from the Superintendent responsible for Human Resources, or designate, and from the President of the Occasional Teachers' Local Union, or designate, unless otherwise specified in this Collective Agreement.

ARTICLE 24 - PROFESSIONAL ACTIVITY DAYS

- 24.01 The Board shall provide information to the Union about the professional development activities provided by the Board.
- 24.02 Subject to availability of space, an Occasional Teacher may attend, without pay, scheduled professional development activity days arranged by the Board.
- 24.03 A Professional Activity Day shall not interrupt the continuity of an occasional teaching assignment.

ARTICLE 25 - STRIKE AND LOCKOUT

- 25.01 There shall be no strike or lockout during the term of the Collective Agreement. The terms "strike" and lockout" shall be as defined in the Labour Relations Act.

ARTICLE 26 - HARASSMENT

- 26.01 The Board and the Union agree that every employee is entitled to freedom from harassment in the workplace.

ARTICLE 27 - OCCUPATIONAL HEALTH AND SAFETY ACT

- 27.01 The Board agrees to abide by the Occupational Health and Safety Act. Any alleged violation of the Act shall be dealt with pursuant to the enforcement mechanisms outlined in the Act.

ARTICLE 28 - UNION REPRESENTATION

- 28.01 The Union shall notify the Board in writing of the names of persons elected to the office in the Local Occasional Teachers' Union, and of persons who may be authorized by the Union to represent Occasional Teachers in a particular school or workplace on behalf of the Union (workplace steward).
- 28.02 Subject to the approval of the Principal, access to a bulletin board in each school or workplace shall be provided for the posting of Union business and information for the Union membership.
- 28.03 Subject to the approval of the Principal, the Union may have access to its members at all schools and workplaces for Union business provided that it does not interrupt the instructional day.

ARTICLE 29 - UNION/MANAGEMENT LIAISON COMMITTEE

- 29.01 The parties agree to form a Union-Management Committee comprised of not more than three (3) representatives from each party. The Committee shall meet every three (3) months, if necessary, and it shall discuss matters of mutual concern provided that such matters shall not include matters which are subject to collective bargaining or matters which are subject for grievance and/or arbitration.

ARTICLE 30 - DURATION AND RENEWAL

- 30.01 This Collective Agreement shall be in effect on the date of ratification and shall remain in effect until December 31, 2000 and from year to year thereafter unless notice is given by either party pursuant to Section 59 of the Labour Relations Act.
- 30.02 Notwithstanding the period of notice stipulated in Section 59 of the Labour Relations Act, either party may notify the other within the period of one hundred and fifty (150) days prior to the termination date of the Collective Agreement that it desires to negotiate the renewal, with or without modifications, of this Collective Agreement.
- 30.03 The parties shall meet within fifteen (15) days from the date of notice pursuant to 30.01 or within such further period as the parties agree upon.

IN WITNESS WHEREOF each of the parties hereto has caused this Agreement to be signed by its duly authorized representatives this 21st day of June, Nineteen Hundred and Ninety-nine.

FOR: THE BOARD

FOR: THE UNION

Arlene Cuervo
Chairman

Dorothy Stedman
President, Occasional Teachers' Union

Lou White
Chairman, Salary Negotiating Committee

[Signature]
Chief Negotiator

[Signature]
Director of Education and Secretary

[Signature]
Negotiating Committee

Negotiating Committee

Negotiating Committee

Negotiating Committee