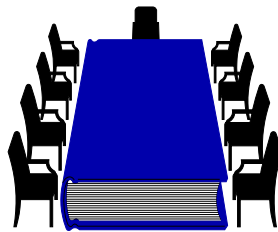


LOCAL COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE BOARD OF EDUCATION

**ENGLEFELD PROTESTANT SEPARATE
SCHOOL DIVISION #132
OF SASKATCHEWAN**



AND



THE TEACHERS

of

**ENGLEFELD PROTESTANT SEPARATE
SCHOOL DIVISION #132**

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July 1, 2014 - June 30, 2017

This AGREEMENT made at Englefeld in the Province of Saskatchewan this 24th day of June 2014.

BETWEEN: The Board of Education of the Englefeld Protestant Separate School Division #132 of Saskatchewan, hereinafter called "**THE BOARD**";

AND: The Local Implementation Negotiating Committee appointed by the Teachers of the Englefeld Protestant Separate School Division #132 of Saskatchewan, hereinafter called "**THE TEACHERS**".

This collective bargaining agreement is a result of an agreement between the Teacher Negotiating Committee and the Board of Education of the Englefeld Protestant Separate School Division #132. This contract is binding upon The BOARD and The TEACHERS of the Englefeld Protestant Separate School Division #132.

Unless the context otherwise requires, all terms and expressions used herein have the same meaning as are given to them in THE EDUCATION ACT, 1995. Words used in the masculine gender will apply to both male and female teachers. Should any provision of this Agreement proves to be invalid or in conflict with a statute of Saskatchewan or a regulation thereunder, all other provisions of the Agreement will apply mutatis mutandis. Pay will refer to a per diem rate.

The terms and conditions herein reduced to writing representing the whole Agreement negotiated by the parties hereto, and are not subject to any additional terms and conditions other than those, if any, prescribed by law.

SECTION 1. TERM OF AGREEMENT

1.1 This collective bargaining agreement becomes effective on July 1, 2014 and will continue in effect until June 30, 2017 and thereafter until revised in accordance with the Education Act, 1995.

SECTION 2. PAY PERIODS

- 2.1 Teacher salaries will be paid in ten(10) monthly payments on the 25th day of each month or the last working day prior to the 25th.

SECTION 3. SALARIES FOR SUBSTITUTE TEACHERS

- 3.1 For the first three days of substitute teaching, the teacher will be paid at the rate of 100% of 1/197 of the minimum of the Class in which he or she is placed on the current Provincial Collective Bargaining Agreement.
- 3.2 Commencing on the fourth teaching day in any position, the per diem salary for a substitute teacher will be one - one hundred and ninety seventh (1/197) of the annual rate that would be payable to the same teacher under the Provincial Salary Agreement if he or she were employed on a regular full time basis.

SECTION 4. LEAVES

- 4.1 Leaves
Leaves will be granted as outlined in Policy 7100 - Employee Leave Entitlements.
- 4.2 Negotiation Leave
Teachers duly appointed as the local bargaining committee of the association will suffer no loss in salary for time absent from their regular duties for the purpose of participating in negotiations, or in mediation, conciliation or arbitration proceedings.
- 4.3 Paternity Leave
Paternity Leave of up to one day, with pay, will be granted to a teacher to accompany his partner at the time of birth.
- 4.4 Personal Day Leave
Each teacher will be entitled to three (3) days personal leave, with pay, per school year which can be used in case of an emergency (ie flooded basement), safety (ie winter road conditions) or family illness. One day is available for use at the teacher's discretion. These days cannot be carried over from one school year to the next.

SECTION 5. PROFESSIONAL DEVELOPMENT AND BURSARY FUNDS

- 5.1 PROFESSIONAL DEVELOPMENT - The Board will contribute to a Professional Development Fund each year. The amount contributed will be determined in consultation with the EPSSD LINC Committee.
- 5.1.1 The annual amount contributed by the Board to the Professional Development Fund will equal \$500.00 per full time teacher equivalent employed. This amount can be increased for the remaining year(s) of this Agreement by the Board and Teachers LINC committees. Payments will be made to the teachers attending (based on Section 6 of this Agreement) as approved by the principal.
- 5.1.2 The Board will cover all substitute teacher costs while teachers are absent for Professional Development activities.
- 5.2 BURSARY FUND - Grants from this fund will be made to teachers who have completed University classes or attend Summer Short Courses. Grants will be to a maximum of \$500.00 per full time equivalent teacher per year. The cost of tuition and materials will be recognized up to 100% if funds permit.

SECTION 6. REIMBURSEMENT OF EXPENSES

- 6.1 When a teacher is authorized, or requested, by the Board to travel by vehicle in the performance of his duties he will be paid an allowance equal to the mileage and meal allowance as per current Board policy.
- 6.2 A travel allowance equivalent to the current rate paid by the Government of Saskatchewan per kilometer traveled will be paid to any teacher using his/her vehicle to transport students for extra curricular activities as authorized by the Board of Education or the Principal. The teacher will also have his/her accommodation reimbursed as supported by receipts, and meals at the Board approved per diem, when attending District, Regional or Provincial activities. The Board of Education in consultation with LINC will establish an amount annually during the determination of Board's budget. Application for payment will be made at the end of January and the end of June of the current school year.

SECTION 7. NOON HOUR SUPERVISION

- 7.1 Teachers who volunteer to do noon hour supervision as assigned by the Principal will be entitled to three(3)earned days off with pay during the school year. These days cannot be taken on Professional Development days.
- 7.2 Teachers will be allowed to carry forward up to three days to the following school year. Teachers will be limited to a maximum of six (6) EDOs in any school year. Teachers shall make this request prior to May 31.
- 7.3 Teachers not desiring to perform noon hour supervision will notify the Board of Education, in writing, prior to June 1 in any given year of his/her intention not to perform noon hour supervision duties for the following school year. It is further understood that if notices are not received by June 1st, noon hour supervision will be provided by the teacher for the following year.
- 7.4 For days earned as per Section 8.1, teachers will apply to the Principal at least three days in advance of the commencement of the leave. The Principal may grant the said leave on shorter notice at his discretion.
- 7.5 Teachers will be reimbursed for unused earned days off at the rate of 1/197 of minimum of Class 4 as set out in the current Provincial Collective Bargaining Agreement. Payment will be made in the June payroll.
- 7.6 Extenuating circumstances may preclude advanced notification.
- 7.7 No more than two teachers may take leave at any one time.
- 7.8 If more than two teachers request days off for the same time period, the matter will be decided by date of application.

SECTION 8. PREPARATION TIME

- 8.1 Preparation Time will be four (4) days designated in each school year to be used by teachers for teacher-initiated preparation for classroom instruction.
- 8.1.1. These are days when students will not attend school.
- 8.1.2. These days to be integrated in the board-approved year schedule.

SECTION 9. BOARD POLICIES

- 9.1 The Board will consult with the Teacher Local Bargaining Committee prior to adding, deleting, or amending clauses in the Board's policy which relate directly to teacher welfare or teacher working conditions.

SECTION 10. GRIEVANCE PROCEDURE

- 10.1 A Board of Review will be established to deal with problems arising out of the local contract. The Board will consist of two members from the LINC committee and two members from the Board, and if this committee cannot solve the grievance a 5th member will be appointed by mutual agreement. In case the committee cannot agree on the appointment, the 5th member will be appointed by the Minister.
- 10.2 A grievance or complaint by a teacher will be referred through the LINC chairman to the grievance committee within 14 days of the alleged infraction.
- 10.3 A grievance or complaint by the Board will be referred by the Chairman of the Board to the grievance committee within 14 days of the alleged infraction.
- 10.4 The Board of Review will meet within 14 days of the submission.

SECTION 11. EXTRA CURRICULAR ACTIVITIES

Our community, the teachers and the Board recognize the importance of extra curricular opportunities for the students. It is recognized that teachers contribute to the school life outside of their regular classroom duties. While these contributions are voluntary, their benefits are very vital to promote the growth and well-being of our students and to develop and maintain a positive school climate.

- 11.1 Extra curricular activities include those activities organized for the benefit of the students outside of classroom learning and for which no other remuneration or salary is paid.
- 11.2 The board will budget an annual amount, in consultation with LINC, for the recognition of extra curricular service. For the duration of this agreement the annual amount will be \$6,500.00.
- 11.3 The distribution of funds in recognition of extra curricular will occur according to school policy in the following manner. The annual fund set aside by the Board of Education for recognition of extra curricular service will be controlled by the LINC committee. Teachers will submit hours of service annually on or before June 15 to the LINC committee. Money will be distributed by the LINC committee based on the ratio of total hours submitted.

IN WITNESS WHEREOF the said parties hereto affixed their signatures this 24th day of June 2014.

SIGNED ON BEHALF of the teachers of the Englefeld Protestant Separate School Division No 132

Corrine Harcourt

Desi Zimmerman

SIGNED ON BEHALF of the Board of Education of the Englefeld Separate School Division No 132

Donna Altermatt

Donna Zimmerman