

## 2020–24 LOCAL COLLECTIVE BARGAINING REPORT

MOA = Memorandum of Agreement

T = Teachers ratified

D = Division ratified

Bargaining Unit	Leaves	Professional Development	Other Comp/Benefits	Substitute Teachers	Committees	Administrators
<p><b>New</b>  <b>Golden Hills SD</b>                      MOA = 2023 04 06                      T = 2023 04 18                      D = 2023 04 23</p>	<ul style="list-style-type: none"> <li>add deferred salary leave that indicates return to the same position/school</li> </ul>	<ul style="list-style-type: none"> <li>continue with professional development fund pilot project</li> <li>add increase to professional development funding of \$30 per teacher (rollover is now included and capped at \$1050)</li> <li>add teacher request for professional development funds will be covered by Division if it exceeds their fund</li> </ul>	<ul style="list-style-type: none"> <li>extra-curricular is a voluntary letter of understanding</li> <li>add increase to hourly rates of pay/includes summer school teacher rates</li> <li>increase teachers-in-charge allowance to \$2100 (was (\$1995). Includes teachers at multi-school sites, outreach schools, etc.</li> <li>add colony school teacher allowance in the amount of \$2600 (previously was part of teacher-in-charge allowance of \$1995)</li> <li>add Division will collect data on internal coverage starting in the 2023-24 school year and present this information to the negotiating subcommittee of the local</li> </ul>	<ul style="list-style-type: none"> <li>add substitute cancellation notice - 24 hours required</li> <li>add letter of understanding re substitute travel allowance increments to encourage substitutes to travel to more remote sites</li> <li>add letter of understanding re colony school substitute travel allowance (continue to receive \$20 allowance plus travel allowance increments)</li> </ul>	<ul style="list-style-type: none"> <li>add letter of understanding re Teacher Liaison Advisory Committee to the collective agreement; 3 members will be chosen by the local (previously chosen by the Division)</li> <li>add agreement that the Division will establish a working committee on distributed learning, including the two administrators of their online schools and number of teachers to discuss, study and implement practices related to teacher workload</li> </ul>	<ul style="list-style-type: none"> <li>add one lieu day for principal and vice-principal (now two lieu days each)</li> <li>add multi-school allowance / administrators allowance receive an additional 12 percent of their total allowance (was \$2000 now just over \$3000)</li> <li>add an agreement with the Division that they will review with administrators that work outside the school year to ready school sites is at their discretion</li> </ul>

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<p><b>Ratified</b>  <b>Grande Prairie RCSSD</b>  MOA = 2023 03 03  T = 2023 03 09  D = 2023 03 13</p>	<ul style="list-style-type: none"> <li>• add division will implement deferred salary leave as per Revenue Canada/ after one year or less in duration teacher returning shall resume duties in a position held or a comparable position</li> </ul>	<ul style="list-style-type: none"> <li>• increase in replenishing the Professional Development Fund from 1¼ to 2 times the category 4 max</li> <li>• increase professional development fund from \$2500 to \$4000 for a continuous teacher and from \$500 to \$800 for a probationary teacher</li> </ul>	<ul style="list-style-type: none"> <li>• add impassable roads/ inclement weather/ school closure leaves</li> <li>• letter of understanding to explore the creation of a fall break</li> <li>• add part-time teachers shall not have their FTE adjusted greater than .30 FTE in a school year without mutual agreement of the parties</li> <li>• add probationary teachers will be given notice of contract continuation on or before June 1 of each year</li> <li>• add teachers directed to work outside operational days shall be compensated at 1/200 of their annual salary per full day of work or 1/400 per half day (3 hours or less)</li> <li>• add division will make available payroll deductions for savings</li> </ul>	<ul style="list-style-type: none"> <li>• add a substitute teacher injured on the job shall be paid for a maximum of five consecutive teaching days immediately following the injury when injury is not compensable under Workers' Compensation Board</li> </ul>	<ul style="list-style-type: none"> <li>• add letter of understanding re the Teacher/Board liaison committee and terms of reference</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• add administrators shall have a flexible schedule—work/ vacation when the schools are open prior to the school year</li> </ul>

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<p><b>Lethbridge SD</b> MOA = 2023 03 24 T = 2023 04 17 D = 2023 03 28</p>	<ul style="list-style-type: none"> <li>• add deferred salary leave</li> <li>• add clarification of additional parental leave – clause had some language difficulties that required fixing</li> <li>• add graduation leave for teacher’s child and conconvocation leave for teacher’s child or spouse (already had teacher’s own conconvocation and exam writing)</li> </ul>	<ul style="list-style-type: none"> <li>• add clarification of reporting on local-administered professional development fund provided by local to division</li> </ul>	<ul style="list-style-type: none"> <li>• add increase of pay for summer school to 1/200 per full day of service (approximately \$3000 increase)</li> <li>• add contiguous assignment for part-time teachers</li> <li>• add reinstatement of letter of understanding for elementary teachers providing half day in the calendar dedicated to their individual work on assessment</li> </ul>	<ul style="list-style-type: none"> <li>• add agreement to send substitute cancellation issue to the joint Teacher Working Conditions Committee for study, review and solutions</li> <li>• add \$100 for substitutes for completion of occupational health and safety modules (division directed training/professional learning)</li> </ul>	<ul style="list-style-type: none"> <li>• add recognition of Teacher Working Conditions Committee in collective agreement</li> </ul>	<ul style="list-style-type: none"> <li>• add one additional lieu day for principals (was two lieu days, now three lieu days) and vice/assistant principals (was one lieu day, now two lieu days)</li> </ul>

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<p><b>Red Deer SD</b> MOA = 2023 03 22 T = 2023 04 04 D =</p>		<ul style="list-style-type: none"> <li>• add clarification of language around the ability to access the fund for professional development relating to trades (was previously “approved” trades)</li> <li>• add connection of professional development approval and the Professional Growth Plan and approval shall not be unreasonably denied</li> </ul>	<ul style="list-style-type: none"> <li>• add contiguous timetables for part-time teachers</li> <li>• add division shall notify probationary teachers by June 1 if their contract will be renewed</li> </ul>	<ul style="list-style-type: none"> <li>• add substitute must complete the Substitute Teacher Ability to Work Form to report an injury on the job</li> <li>• add substitute teachers shall follow the schedule of the teacher assigned</li> <li>• add no morning supervision on the first day of the assignment</li> </ul>	<ul style="list-style-type: none"> <li>• add formation of a liaison committee between senior administration and Local 60 to address ongoing relationship and communication issues</li> <li>• creation of an administrative procedure, with consultation from the local, to formalize the Teacher Voice Committee where a representative from every school meets with the superintendent to address concerns</li> </ul>	<ul style="list-style-type: none"> <li>• add vacation/work schedule language regarding the professional obligation to have schools open for the new school year, but on a flexible schedule decided upon by school leaders</li> <li>• add lieu day(s) for work required during the summer</li> </ul>

2023 04 12

