

LIGHT OF CHRIST RCSSD #16



**LOCAL COLLECTIVE BARGAINING
AGREEMENT FOR TEACHERS**

July 1, 2022 – June 30, 2025

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LOCAL COLLECTIVE BARGAINING AGREEMENT FOR TEACHERS, HEREINAFTER REFERRED TO AS THE AGREEMENT

This Agreement made at North Battleford in the Province of Saskatchewan on this 1st day of November, 2022.

BETWEEN:

The Board of Education of the Light of Christ RCSSD #16, hereinafter called "the Board"

AND

The Bargaining Committee appointed by the Teachers of the Light of Christ RCSSD #16, hereinafter called "the Teachers"

negotiated in accordance with *The Education Act, 1995*, Section 237(2) shall be effective from July 1, 2022 and shall continue in effect until June 30, 2025. Thereafter this Agreement shall continue in effect until either party requests revision of one or all sections contained in this Agreement, giving 30 days' notice to the other party. The notice shall be in writing naming the section or sections to be negotiated.

Unless the context otherwise requires, all terms and expressions used in this Agreement shall have the same meaning as are given to them in *The Education Act, 1995*, and *The Legislation Act*.

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

1. Educational/Sabbatical Leave

1.1 Eligibility

- 1.1.1 A Teacher must have two or more years of service with the Board.
- 1.1.2 Leaves designed to enhance personal or professional growth may be granted.

1.2 Deadlines

1.2.1 Leaves effective with the fall term:

- a. applications must be received by the Director no later than January 15;
- b. the Director or designate shall render a decision and inform the Teacher, in writing, by February 15;
- c. the Teacher shall confirm acceptance of the leave, in writing to the Director, no later than March 1.

1.2.2 Leaves effective January 1 or the beginning of Semester 2:

- a. applications must be received by the Director no later than September 15;
- b. the Director or designate shall render a decision and inform the Teacher, in writing, by October 15;
- c. the Teacher shall confirm acceptance of the leave, in writing to the Director, no later than November 1.

1.3 Terms

- 1.3.1 Leaves will generally be limited to no more than one (1) academic year in length.
- 1.3.2 A leave for a period longer than one (1) academic year may be approved to pursue a program of study that is greater than one year in length.
- 1.3.3 The Teacher shall return to the service of the Board for at least two (2) academic years. In the event that the Teacher fails to provide two (2) years of service following the leave, allowances paid during the leave shall be returned to the Board. Partial compliance will require a prorated refund to the Board.
- 1.3.4 Where a leave of absence is granted under this section, the Teacher and the Board shall execute a written agreement incorporating the appropriate terms and conditions stated herein including their placement in the School Division.

1.4 Allowances

1.4.1 Educational Leave

Where the Director has approved the program of study for an Educational Leave, the Teacher shall receive monthly pay of 60% of regular salary excluding supervisory or administrative allowances.

1.4.2 Sabbatical Leave

Where a Sabbatical Leave has been approved for personal or professional growth of a general nature, the Teacher shall receive monthly pay at the rate of 60 % of regular salary excluding supervisory or administrative allowances.

1.5 Approval and Selection

1.5.1 The Director may approve any application where the training is deemed to support the priorities of the Board as indicated in the Strategic Plan.

1.5.2 Where more than one application has been received, a committee will be asked to recommend applicants for the Director's consideration. No more than four (4) names may be recommended. The Director or designate and the LINC Chair shall meet to discuss the composition of the committee. The committee shall consist of two (2) Teachers and three (3) Senior Administration, one of whom shall be a Superintendent who will chair the committee.

1.6 Conditions

1.6.1 Should the Teacher fail to complete successfully the program approved as a condition of the leave, the Teacher shall undertake to refund the full amount of the payments made to him/her under this section together with interest at the prime bank lending rate prevailing at the time the leave is granted. The refunding shall commence no more than one (1) year following the date of Teacher's return to the employ of the Board.

1.6.2 Should the Teacher successfully complete the educational requirements of the approved program during the first year of return service, such action will be deemed to have satisfied the conditions of the leave, and no repayment of funds will be required. Notwithstanding the foregoing, in the event of partial completion of the approved program, the Board may, in its discretion, waive in full or in part the repayment of funds paid under this section.

1.6.3 Should a Teacher die while on leave of absence under this section or during the period of return service, there shall be no liability on any person for refund of payments made to the Teacher during the leave.

2 Bursaries

2.1 Eligibility

The Board may grant a bursary to a Teacher on a continuous contract to take a university class, community college class, correspondence school class, or other non-credit courses or classes, which are determined to be beneficial to the Teacher's professional growth, as approved by the Director of Education. The Board, at its discretion, may grant or assign special bursaries.

2.2 Amount and Reimbursement

The above-mentioned bursary will be in the amount of one half the cost of tuition fee for up to one full class (3 credits) per school year, or to a maximum of \$750.00 per school year. Reimbursement will be made to the applicant upon the submittal of a paid tuition receipt and proof of successful completion of class.

2.3 Deadlines

Applications must be submitted in writing to the Director or designate. Applications must be received by February 15 for the spring and summer session; September 15 for the fall and winter session.

3 Substitute Teachers

3.1 Pay

3.1.1 Substitute Teachers shall be paid a daily rate equal to Class IV, Step 1 under the Provincial Collective Bargaining Agreement and will be effective the month of ratification for that Agreement.

3.1.2 Retroactive pay resulting from the Provincial Collective Bargaining Agreement negotiations will not be calculated on substitute teacher pay.

3.2 Uninterrupted Service

3.2.1 In any period of uninterrupted teaching service in one teaching position in excess of five (5) days, commencing on the 6th consecutive student day, a Teacher shall be paid on the basis of qualifications and experience or at the current substitute teacher rate, whichever is greater.

3.3 Hiring of Substitute Teachers

- 3.3.1 All new Substitute Teachers must complete an application form to be approved by the Director or designate. Substitute Teachers requesting to be placed on the substitute list shall be informed of the rate of pay.

4 Optional In-School Substitute Program

4.1 Participation

- 4.1.1 All Teachers are invited to take part in the in-school substitute program. Teachers are reminded that this is a voluntary program and any Teacher interested in becoming involved is asked to inform the Principal or School-based Administration by September 1, of each school year. In the case of an emergency, Teachers who have not volunteered may also be requested to take part.
- 4.1.2 The in-school substitute program is intended for use when there is adequate time to inform the Teachers who will be called upon to substitute but may be utilized in an emergency situation. It is expected that wherever possible at least one day's notice will be provided to Teachers. In the event that a Substitute Teacher is required upon short notice it is strongly recommended that the Principal or School-based Administration contact a Substitute Teacher from the substitute list. The School Principal or School-based Administration should ask Teachers who have volunteered to participate in this program first, wherever possible.

4.2 Accumulation

- 4.2.1 When a Teacher or an Administrator substitutes for another Teacher during their preparation time or administration time, this time will be accumulated and recorded by School-based Administration.
- 4.2.2 Teachers will accumulate equivalent substitute time (one period earned for one period substituted) to a maximum number of days identified in 4.2.3.
- 4.2.3 The maximum number of days off that can be accumulated through the in-school substitute program is three (3) days per school year. Earned days that are accumulated to a half ($\frac{1}{2}$) day or less in total may be carried over to the following year.

4.3 Coordination

- 4.3.1 School-based Administration are expected to coordinate this program in each school in a fair and equitable manner. Efforts should be made by School-based

Administration to ensure that Teachers who volunteer to participate in this program get opportunities to participate and earn time in lieu. When a Teacher uses additional time off through this program, it must be entered using the current absence management program.

5 Pay Periods

5.1 Pay Periods

- 5.1.1 A Teacher may elect to be paid their annual salary in twelve (12) or ten (10) monthly payments provided the request is submitted using the form prescribed for this purpose on or before September 7th of the academic year for which the salary is to be paid.
- 5.1.2 Teachers will be paid on the 25th of each month or on the Friday preceding the 25th if the 25th falls on a weekend. The December payday will fall on the last school day.
- 5.1.3 Teachers who have elected to be paid one/tenth of their annual salary (on a monthly basis during the school year) shall, on the 25th or closest business day of June, be paid the sum that completes the payment of their salary as determined in accordance with the Provincial Collective Bargaining Agreement.
- 5.1.4 Teachers who have elected to be paid one/twelfth of their annual salary (on a monthly basis) shall be paid on the 25th of each month, including the months of July and August.
- 5.1.5 Retroactive pay shall be paid in full on or before the second pay period after the signing of a new Collective Bargaining Agreement or in accordance with any directives through the bargaining process.

5.2 Payroll Advances

- 5.2.1 Upon written request, Teachers on a continuous contract who are new to the profession shall be given a payroll advance up to a maximum of \$1200.00 to be paid no earlier than September 1. The advance will be repaid as a deduction from the first payroll cheque.

6 Deferred Salary Plan

6.1 Purpose

The purpose of the Deferred Salary Plan is to provide a Teacher with one (1) year leave of absence in conjunction with a period of continuous employment by the Board.

6.2 Terms

The terms of the Deferred Salary Plan, inclusive of service and leave are five (5) or six (6) years.

6.3 Eligibility

To qualify for a Deferred Salary Plan, the Teacher must have a continuous contract with the Board for a period of at least two (2) years prior to entering the Plan. The Teacher would become eligible to apply during their third (3rd) year of teaching.

6.4 Application

The Teacher shall make an application to the Director or designate, in writing, no later than May 31 to enter the Plan at the start of the next school year.

6.5 Criteria

- 6.5.1 Upon the acceptance to the Plan by the Director or designate, the Teacher shall arrange to have the deferred salary held in trust, a savings account, or invested in an account specified to the School Division Chief Financial Officer and deposited in the designated account. The interest gained shall be dependent upon the terms of the account the Teacher arranges.
- 6.5.2 Upon entering the Plan, the Teacher shall defer the respective percentage of net annual professional salary to the Deferred Salary Plan for each of the years that the salary is deferrable. These percentages are twenty-five (25) or twenty (20), for four (4) or five (5) year terms respectively.
- 6.5.3 The Teacher shall notify the Director of Education of the intention to take a Deferred Salary Plan leave of absence by March 31 of the year in which the said leave is to begin.
- 6.5.4 Deferred Salary Plan leave of absence shall be granted for the last school year of the respective term of the Plan.
- 6.5.5 In the event of unforeseen circumstances which would prevent the Teacher from taking the Deferred Salary Plan leave of absence during the term of the Plan, the said

leave may be postponed to a later year by mutual written agreement between the Teacher and the said Board.

- 6.5.6 The Teacher entering the Plan shall be free to pursue any activity during the Deferred Salary Plan while recognizing they are still under employ of the Board and all policies and procedures apply to conduct during this leave.
- 6.5.7 Upon returning to the School Division, the Teacher shall be reinstated to a similar position held prior to the Deferred Salary Plan leave of absence, or such other position as was mutually agreed to, in writing, prior to the commencement of the said leave, or a position as similar as possible to the position held prior to the commencement of the Deferred Salary Plan upon discussion with the Director and the Teacher.
- 6.5.8 The pay periods shall be arranged with the Chief Financial Officer or designated before the leave takes place.

6.6 Options to Cancellation

- 6.6.1 Changes to the Deferred Salary Plan may be made effective on any annual anniversary date of entrance into the Plan.
- 6.6.2 If a Teacher is required to temporarily discontinue teaching but remains in the employ of the Board, the Teacher may request in writing that the Deferred Salary Plan be suspended for the period of absence and the Board shall grant such an extension.
- 6.6.3 The Teacher may, due to unforeseen circumstances, find it necessary to opt out of the Plan prior to completion. Such an arrangement shall transpire on the subsequent anniversary date.
- 6.6.4 In the event that employment of the Teacher by the Board is terminated while the Teacher is in the Deferred Salary Plan, the statutory requirements will prevail, and any deferred fund will be paid out within sixty (60) days of termination of contract.

7 Special Allowance

7.1 Definitions

- 7.1.1 Coordinator: A Teacher appointed as Coordinator will have responsibilities for the planning, development, implementation and evaluation of strategic initiatives in the assigned area(s).

- 7.1.2 Consultant: A Teacher appointed as Consultant will provide specialized service to Division Office staff in an advisory capacity.
- 7.1.3 All positions defined within Section 7.1 will be assigned on a three (3) year term basis. At the end of the term the Director or designate will decide if this position will be renewed, reposted or terminated.

7.2 Compensation

- 7.2.1 Coordinators will be compensated according to the following:
 - a. At the Commencement of Year 1: 12% of annual basic salary
 - b. At the Commencement of Year 3: 15% of annual basic salary
 - c. At the Commencement of Year 5: 18% of annual basic salary
 - d. A part-time Coordinator shall receive proportionate allowance.
- 7.2.2 Consultants will be compensated according to the following:
 - a. 12% of annual basic salary
 - b. A part-time Consultant shall receive a proportionate allowance.
- 7.2.3 A Teacher appointed as an Educational Psychologist will be compensated according to the following:
 - a. 12% of annual basic salary
 - b. A part-time Educational Psychologist shall receive a proportionate allowance.
- 7.2.4 For the purposes of this section, time as a Coordinator/Consultant/Educational Psychologist shall be combined and given one full year of service and given full recognition for increment purposes on the basis of one hundred and ninety (190) days on the position equaling one year service as a Coordinator/Consultant/Educational Psychologist.
- 7.2.5 Coordinators, Consultants, Educational Psychologists and any other Teacher assigned to the Division Office will be entitled to three (3) days off, with pay, per school year in lieu of working prescribed office hours. A part-time Coordinator, Consultant or Educational Psychologist shall receive proportionate allowance, prorated based on their contract.
- 7.2.6 Any Coordinators, Consultants, Educational Psychologists and other Teachers assigned to the Division Office who choose not to take time off for the three days granted may request to exercise one of the following options:
 - a. The Coordinator/Consultant/Educational Psychologist may receive, in addition to their regular salary, one one hundredth and ninety seventh (1/197) of minimum of Class IV for each day not taken based on the present year's grid and to be paid by the end of June.
 - b. A maximum of two (2) days per Coordinator/Consultant/Educational Psychologist may be paid by the end of June.
 - c. A maximum of four (4) days may be carried over from one school year to the next.

7.3 In-School Administrator

- 7.3.1 For Administrators who are required to put in extra day(s) during the summer by the Director or designate, equivalent time shall be granted. Admin EDOs cannot be carried forward. If Administrators choose not to take the equivalent time in lieu, reimbursement will be at the current rate of substitute teacher pay.

8 Preparation Time

8.1 Background

The Board supports the principle of preparation time for each Teacher.

8.2 Allotment

- 8.2.1 Teachers in each elementary school will be assigned 10% of their teaching responsibility for preparation time.
- 8.2.2 Teachers in elementary school will be assigned four and one half (4.5) days per year for planning time.
- On two (2) of these days, the school will be closed to students. The dates for these two (2) days will be set in consultation with Elementary Teachers through the local teachers' association.
 - It will be the Board's decision whether to close schools for the two (2) additional instructional planning days or whether to have Substitute Teachers fill in for Teachers.
 - The additional one half (1/2) day shall be provided the week before the student school year begins.
- 8.2.3 For those Elementary Teachers that are assigned combined homeroom classes one (1) additional instructional planning day shall be provided during the school year.
- 8.2.4 Utilization of these instructional planning days will be organized in consultation with School-based Administrators.
- 8.2.5 High school Teachers will be assigned 16.66 % of their teaching responsibility for preparation time.

9 Supervision and Extra-Curricular Recognition

Teachers who work less than one hundred and ninety (190) days per year shall have supervision and extra-curricular recognition pro-rated in accordance with their contract. For the purpose of this section, teachers may accumulate Earned Days Off (EDO's) for noon supervision and extra-curricular supervision.

9.1 Definitions

9.1.1 Noon Supervision: Noon supervision shall mean approved supervision during the lunch period.

9.1.2 Extra-curricular: Extra-curricular shall be defined as the voluntary time spent coordinating and leading a Principal-approved, student oriented extra-curricular activity outside of regular school hours.

9.2 Recognition

The Teacher must declare their intent to participate in one or both of noon hour supervision and extra-curricular. This declaration must take place by June 10th of the preceding school year. In the case of a new Teacher hired after June 10th, the Teacher shall declare their intent with respect to the above on the first day of their employment. If the Teacher decides to participate in one of the two, they shall be awarded one (1) EDO in recognition. If the Teacher participates in both they shall receive three (3) EDO's in recognition.

9.3 Entitlement

9.3.1 All days off taken by Teachers under this section of the Agreement must have prior approval of the school Principal, and will be subject to the operational feasibility of the school.

9.3.2 A Teacher employed under a part-time contract will be entitled to earn the equivalent percentage of earned days off with pay as the percentage of teaching time indicated in their teaching contract.

9.3.3 Any Teacher who chooses not to take time off for the days granted may request to exercise one of the following options:

- a. The Teacher may receive, in addition to their regular salary, one/ one hundred and ninety seventh (1/197) of minimum Class IV at the substitute teacher rate for each day not taken based on the present year's grid and to be paid by the end of June.
- b. A maximum of two (2) days per teacher may be paid at the end of June.
- c. A maximum of four (4) days may be carried over from one school year to the next.

10 Employment Insurance Rebate

10.1 Disbursement

Pursuant to the provisions of The Employment Insurance Act, 1996, the Board shall submit to the Tri West Teachers' Association as soon as possible after January 31st, an amount equal to five twelfths (5/12) of the premium reduction it obtained on behalf of the Teachers in its employ.

11 Leaves

11.1 Leave Related to Births

- 11.1.1 Maternity leave and paternity leave, without pay, shall be granted in accordance with The Saskatchewan Employment Act and Provincial Collective Bargaining Agreement upon receipt of written formal request (letter or email).
- 11.1.2 Paternity leave of up to two (2) days, with pay, shall be granted when a Teacher's spouse gives birth.
- 11.1.3 Upon request, the Board may extend maternity or paternity leave without pay to a maximum of one (1) year.

11.2 Adoption Leave

- 11.2.1 Adoption leave without pay shall be granted upon application for a period of up to thirty (30) days provided that the Teacher has notified the Board of this intent at the time adoption proceedings are started and provided that the Board is kept informed of the likely dates for which leave may be required. A formal letter of request is required once the dates are known.
- 11.2.2 A Teacher shall be granted one day with pay for the purpose of adoption. The Board, at its discretion, may extend the period of leave with pay where the adoption process requires more than one (1) day.
- 11.2.3 Upon formal written request, the Board may extend adoption leave without pay to a maximum of one (1) year.

11.3 Compassionate Leave Family

- 11.3.1 A Teacher shall be granted compassionate leave with pay and this leave may be up to five (5) days depending on the circumstances.

11.3.2 Compassionate leave applies in the case of death or serious illness of the Teacher's spouse, parent, sibling, child, step-parent, step-child, parent-in-law, sibling-in-law, child-in-law, grandparent, grandchild, aunt, uncle, niece and nephew.

11.3.3 The Board, at its discretion, may grant compassionate leave other than that provided for in this Section.

11.4 Compassionate Leave Other

11.4.1 A Teacher may be granted up to one (1) day leave with pay to act as pallbearer or for any other bereavement responsibility.

11.4.2 Application for such leave should be in writing (letter or email) to Human Resources, even though it is understood that a written request for such a leave may have to be made after the leave is taken.

11.5 Special Leaves

11.5.1 Part-time Teachers on a permanent contract and Teachers on a temporary contract shall have special leaves pro-rated in accordance with their contract. Special leaves do not accumulate from year to year.

11.5.2 The Board may grant Teachers two (2) days leave with pay for absence from work for the following:

a. Events considered Acts of God

b. Absence from work to attend cultural, religious, athletic, and volunteer community service activities at which the Teacher's presence is required. When remuneration is given to a Teacher by the sponsoring community group or association to attend such activities, it is expected that the Teacher will reimburse the Board any remuneration in excess of actual expenses.

c. To attend high school and post-secondary graduation ceremonies involving self, spouse, or their child.

11.6 Unpaid Leave

11.6.1 Teachers may be granted a leave of absence without pay for up to five (5) days (prorated in accordance with their contract) upon submitting a formal written request (letter or email) to Human Resources.

11.7 Personal Leave at Half Pay

11.7.1 Each teacher shall be granted a maximum of three (3) days (pro-rated in accordance with their contract) of personal leave per year at 50% of one, one hundred and ninety seventh (1/197) of their salary for each day of leave. Personal leave must be

used up in each school year and may not be accumulated from year to year.

11.8 Other Leaves

11.8.1 The Board, at its discretion, may grant leave (paid or unpaid) in instances other than those mentioned in this Agreement.

11.9 Consecutive Days Leave

11.9.1 Any combination of EDOs and/or leaves in clauses 11.5 to 11.7 may not exceed six (6) consecutive days away from school. Upon formal written request (letter or email), one (1) exception to this shall be granted every five (5) years of employ with the Board.

12 Communication

It is recognized that communication of the contents of the LINC Agreement is absolutely essential. It is further recognized that ongoing communication between the Teacher's LINC Committee and the Board's LINC Committee is also absolutely essential. With this in mind the following communication plan will be put in place:

12.1 Procedure

12.1.1 Each staff representative will present the revised contract to their respective staff.

12.1.2 The Teacher's LINC Committee assumes the responsibility to ensure that all current and new staff will receive a copy of the contract.

12.1.3 The Teacher LINC Group and the Board LINC Committee will meet annually, or at the mutual agreement of the LINC Chair and the Director of Education or designate. The purpose of this meeting (these meetings) will be to discuss issues/concerns related to the administration of the LINC Agreement.

13 Meal Reimbursement

Teachers traveling from rural areas to North Battleford shall be reimbursed for supper at Board approved rates when attending School Division meetings which extend beyond 5:30 p.m.

14 Vacancies in the System

Every reasonable effort shall be made to inform Teachers of advertised vacancies in teaching positions within the system before they are filled.

15 Local Teachers' Association

15.1 Payroll Deduction

15.1.1 Association fees for members of the Tri-West Teachers' Association shall be deducted from each Teacher's pay on an equal basis, for the months of September to June of each school year. This amount shall be prorated for part time staff based on FTE equivalency as follows:

- a. Less than 10% - number of days worked/197 x annual fee.
- b. 10% or more, but less than 45%, half of the annual fee.
- c. 45% or more, full annual fee

15.1.2 The annual levy amount will be submitted in writing by the Tri-West Teachers' Association President to the Chief Financial Officer by September 15.

15.2 President Release Time

When the President of the Tri-West Teachers' Association is a Teacher employed by the Light of Christ RCSSD #16, the Teacher shall be granted 50% release time to conduct business of the Local Association. The Teacher shall apply, in writing, to the Director of Education or designate, on an annual basis immediately following the Local Association's General Meeting. The Tri-West Teachers' Association shall reimburse the Board the salary and benefits for the President's release time.

16 Grievances

16.1 Definitions

A grievance shall be defined as any difference or dispute between the Board and the Teachers with respect to the interpretation, application, effect or scope of the provisions in this Agreement.


16.2 Timelines and Procedures

- 16.2.1 A Teacher (grievor) may refer any grievance to the LINC Chair, after advising the Principal and the Director of Education, within seven (7) calendar days of discovery of the cause of the grievance.
- 16.2.2 The LINC Chair shall discuss the grievance with the grievor and provide a response to the grievor within seven (7) calendar days from the date upon which the Chair was informed by the grievor.
- 16.2.3 If the grievance remains unresolved, the grievor shall inform the Director of the nature of the grievance within seven (7) calendar days of receiving the response from the LINC Chair.
- 16.2.4 The Director or designate shall gather information and provide a response/decision to the grievor verbally within seven (7) days of being informed by the grievor of the nature of the grievance.
- 16.2.5 If the response/decision from the Director or designate is unsatisfactory, the grievor shall submit the nature of the grievance in writing and signed by the grievor to the Board within seven (7) calendar days of the next Board meeting or within seven (7) calendar days of receipt from the Director or designate, whichever date is later.
- 16.2.6 The Board shall discuss the grievance and reply within seven days of the Board meeting. In the interest of transparency and upon request, the Director or designate may provide to the grievor a copy of the written report submitted to the Board.
- 16.2.7 If the response/decision from the Board is unsatisfactory, an arbitration panel in accordance with *The Education Act, 1995*, will be formed to resolve the grievance within sixty (60) calendar days from receiving the response from the Board.
- 16.2.8 Either party to the grievance has the option to give written notice of requiring an additional seven (7) days due to extenuating circumstances. Such notice must be given before the expiration of the required period of time and will only be granted once during the entire grievance process.
- 16.2.9 If a grievance has not been advanced to the next step by the grievor within the specified time limit in each step set out above, it shall be deemed to be abandoned or settled on the basis of the decision given at the previous step.

In witness whereof the duly authorized representatives of the Board of Education have offered their signature on the 1st of November, 2022.

Signed on behalf of the Board of Education of the Light of Christ RCSSD #16


Glen Gantefoer
Board Chair


Cory Rideout
Director of Education

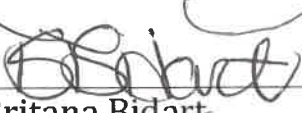

Jordan Kist
Chief Financial Officer

In witness whereof the duly authorized representatives of the Teachers' LINC have offered their signature on the 1st of November, 2022.

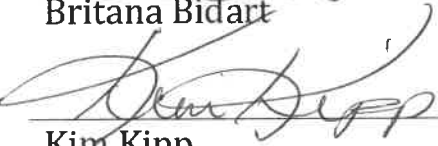
Signed on behalf of the Teachers of the Light of Christ RCSSD #16


Brienne Seery



Nadine Anderson


Britana Bidart


Lisa Cowell


Kim Kipp


Lauren Booth


Joey Sadlowski


Hannah Kendrick

Letter of Understanding
Re: Personal PD Accounts

The Board of Education of Light of Christ RCSSD #16 and the Bargaining Committee appointed by the Teachers of the Light of Christ RCSSD #16 agree:

To discontinue personal PD accounts in the Division. Teachers currently employed by the Board who hold funds in their personal PD accounts will be paid out the funds remaining in their personal PD accounts within 30 days of the ratification of the LINC Agreement. No individual request for payout will be required.

In witness whereof the parties have caused this Letter of Understanding to be executed this 1st day of November, 2022.

Signed on behalf of:
The Board of the Light of Christ RCSSD #16



Glen Gantefoer, Board Chair

Cory Rideout, Director of Education




Jordan Kist, Chief Financial Officer

Signed on behalf of:
The LINC Bargaining Committee



Brienne Seery, LINC Chair



Britana Bidart



Kim Kipp



Joey Sadlowski



Nadine Anderson



Lisa Cowell



Lauren Booth



Hannah Kendrick

