

Appendix 1: Provincial Matters

This section lists the matters to be negotiated provincially. Appendix 2 lists matters to be negotiated locally. This division will remain in effect unless it is changed either through an arbitrator's decision arising from the application of the provincial collective agreement, or as a result of future negotiation between the parties.

Housekeeping: Form Issues

- 3.4 Cover Page of Agreement – Memorandum
- 3.17 Gender – Use of Plural and Singular in Contract Language; Interpretation of Teacher Contracts and *School Act*
- 3.10 Glossary for Terms

Section A: The Collective Bargaining Relationships

Access to Information

- 4.40 Access to Information

Copy of Agreement

- 1.26 Copy of Collective Agreement

Exclusions from the Bargaining Unit

- 3.8 Bargaining Unit – Exclusion from Inter-Union Liaison

Expedited Arbitration

- 3.7 Expedited – Arbitration

Grievance Procedure

- 3.2 Arbitration (sometimes included with grievance procedure)
- 3.11 Grievance Procedure – Board Policy
- 3.12 Grievance Procedure, Dispute Resolution, Natural Justice; Appeal Process for Teachers; Personnel Practices and Due Process

Leave for Contract Negotiations

- 1.57 Contract Negotiations Leave

Legislative Change

- 3.18 Legislative Change

Local/BCTF Dues Deduction

- 3.48 Dues Deduction – BCTF and Association, College Fees

Management Rights

- 3.21 Management Rights/Responsibilities

Membership Requirement

3.49 Membership Requirements

No Contracting Out

1.32 Contracting Out, Job Security

President's/Officer Release

1.61 President's/Officer Release, Other Officers

Pro-D Chairperson Release

1.79 Coordinators of Professional Development – Leave & 1.10 – Role into 10

Recognition of the Union

3.28 Recognition of Union

Release for Local, BCTF, CTF, College of Teachers, and Education International Business

1.65 Leave – Union Business, BCTF, CTF, COT; Long Term

1.66 Leave – BCTF, CTF, COT, Union Business; Short Term

Right to Representation

3.52 Chief Delegates, Union Staff Representatives, Representation, Due Process Right to Representation

1.37 Suspension, Dismissal and Discipline

School Staff Committees

3.22 Committee – School Staff, District Committees

Staff Orientation

1.72 Orientation, Teacher, Employee

Staff Representatives

3.51 Representatives, School Staff

3.52 Chief Delegates, Union Staff Representatives, Representation, Due Process Right to Representation

Term and Renegotiation

1.71 Negotiations – Provision for Re-opening During Term, Re-opening Agreement During Present Term of Contract

1.99 Bridging, Strikes, Term of Agreement, Renewal of Agreement

3.29 Retroactivity

Troubleshooter

3.13 Grievance – Troubleshooter

Section B: Salary and Economic Benefits

Associated Professionals

- 1.23 Speech Pathologists, Associated Professionals, Other Non-Teaching Employees

Automobile/Travel Allowance

- 2.1 Automobile Expenses
- 2.2 Travel Allowance

Benefits – Coverage

- 1.6 Coverage – Benefits
- 1.7 Dental
- 1.9 Extended Health
- 1.11 Group Life Coverage
- 3.37 Benefits – Optional Life Insurance
- 1.12 Long Term Disability
- 1.14 MSP, Benefits
- 1.16 Deferred Salary Retirement Plan
- 1.20 Vision Care
- 1.24 Clothing Allowance; Uniforms/Coveralls
- 2.7 Medical Leave – Preauthorized Travel for Medical Services Leave

Board Payment of College Fees

- 1.5 College Fees, Employer Payment

Category Addition

Category Elimination

Continuation of Benefits

- 1.13 Benefits – Payment for During Leave
- 1.17 Salary Indemnity, Salary Continuance, Long Term Disability

Death Benefits

- 1.8 Death

Employee and Family Assistance Program

- 2.3 EAP/EFAP

Experience Recognition

- 1.40 Recognition of Experience – Salary Purposes Special Placement

First Aid Allowance

- 1.41 First Aid, First Aid Allowances, Training

General Benefits

- 1.10 General Information, Benefits
- 3.36 Benefits – Management Committee

Group RRSP

3.38 Benefits – RRSP

Housing Assistance

2.5 Housing

Increment Date

1.43 Salary – Increments, Withholding, Dates of Extra Increments for Long Service

Isolation Allowance

2.6 Special Allowances, i.e., Moving, Travel, Isolation, One Room School, Rural, Outer Island, Village Assignment, Pro-D Travel Allowance, etc.

Moving/Relocation Allowance

2.6 Special Allowances; i.e., Moving, Travel, Isolation, One Room School, Rural, Outer Island, Village Assignment, Pro-D Travel Allowance, etc.

No Cuts in Salary and Benefits

1.69 No Cuts in Salary

One-Room School Allowance

2.6 Special Allowances; i.e., Moving, Travel, Isolation, One Room School, Rural, Outer Island, Village Assignment, Pro-D Travel Allowance, etc.

1.96 Classroom Supply Allowance (Compensation for Funds Spent by Teachers on Class)

Part-Month Payments and Deductions

1.87 Part Month Payments and Deductions – Schedule

Part-Time Employees' Pay and Benefits

1.82 Part Time Teachers' Sick Leave and Benefits, Employment Rights – Part Time Teachers

Pay Periods

1.88 Pay Periods, Salary Payday Schedule

Payment for Work Beyond Regular Work Year

1.86 Counselors Working Outside School Calendar, Night School Payments/Summer School Payments, Salary – Payment for Additional Days; Not Regular School Days

Personal Property Insurance

1.102 Loss of Personal Effects, Theft, Vandalism

Placement on Scale

1.75 Salary Review

1.38 Bonus for Education Courses, Reimbursement for Non-Credit Courses

- 1.75 Classification of Salary, Placement on Schedule, Letters of Permission, Placement on Schedule
- 1.85 Bonus for Upgrading, Course Bonuses
- 1.90 New Positions, Reclassification – Salary
- 3.45 Error in Salary – Adjustments

Positions of Special Responsibility

- 1.89 Salary – Posts of Special Responsibilities – Teachers in Charge, Curriculum Inservice Fund, Coordinators’ Allowance, Dept. Heads and Posts of Special Responsibilities, Salary and Appointments

Retirement Bonuses

- 1.15 Pension, Retirement, Superannuation
- 1.16 Retirement Incentive Benefits
- 1.22 Bonus for Long Service
- 1.27 Bonus for Early Retirement, Early Retirement Incentive
- 2.8 Wellness Programs

Salary Scale

Summer School and Night School Payment

- 1.86 Counselors Working Outside School Calendar, Night School Payments Salary – Payment for Additional Days; Not Regular School Days

Teacher in Charge

- 1.2 Acting Administrators (Filling Temporarily Vacant Position)
- 1.89 Salary – Posts of Special Responsibilities – Teachers in Charge, Curriculum Inservice Fund, Coordinators’ Allowance, Dept. Heads and Posts of Special Responsibilities, Salary and Appointments

Teacher on Call Pay and Benefits

- 1.94 Salary and Sick Leave of Substitute Teachers – Benefits

Trade, Technical, and Work Experience

Unemployment Insurance/SIF Rebate

- 3.3 Benefits – UIC (all rebates)

Section C: Employment Rights

Dismissal and Discipline for Misconduct

- 1.37 Suspension, Dismissal and Discipline
- 3.40 Conduct of a Teacher (Outside School)

Dismissal Based on Performance

- 3.5 Dismissal for Non-Performance

Employment on Continuing Contract

- 1.31 Employment/Appointment on Continuing Contract
- 1.98 Employment Rights – Temporary Teachers
- 3.1 Appointment – Probationary

Part-Time Teachers' Employment Rights

- 1.45 Job Sharing
- 1.74 Appointment to District (Offer of), Posting & Filling Vacant Positions, Assignments, Job Sharing, Posting & Filling Vacant Positions
- 1.82 Part Time Teachers' Sick Leave and Benefits, Employment Rights – Part Time Teachers
- 1.83 Long Services – Part Time Teaching Plan, Part Year Teachers

Retraining

- 1.50 Board Directed Upgrading, Educational Leave, Academic, Exams, Board Directed Education Upgrading, Educational Improvements Leave, Professional Leave Retraining, Teaching Training, Upgrading – Board Directed

Seniority – Layoff – Recall – Severance Pay

- 1.100 Layoff, Termination, Re-engagement, Severance, Seniority
- 3.24 Seniority (not associated with termination/severance)

Teacher on Call Hiring Practices

- 1.95 Availability of Substitute Teachers and Hiring Practices

Section D: Working Conditions

Availability of Teachers on Call

- 1.95 Availability of Substitute Teachers and Hiring Practices

Child Care for Work Beyond Regular Hours

- 1.35 Day Care; Child Care

Correspondence Courses

- 1.33 Correspondence School

Duration of School Day

- 1.84 Duration of School Day; Instructional Time, Extended Day; Four Day Week, Librarians; Counselors Hours and Schedules
- 1.77 Anecdotal Reports for Elementary Students, Staggered Part Day Entries

Hearing and Medical Checks

- 1.105 Medical Examinations, Tests, Screening for TB; Medical Tests – Hearing

Home Education

- 1.42 Home Education, Suspended Students, Hospital/Homebound Teachers

Hours of Work

- 1.84 Duration of School Day; Instructional Time, Extended Day; Four Day Week, Librarians; Counselors Hours and Schedules

Inner-City Schools

- 2.9 Use of Inner City School Funds

Itinerant Teachers

- 1.36 Definition of Teachers, Itinerant Teachers

Mentor/Beginning Teacher Program

- 1.4 Student Teachers, Beginning Teachers, Mentorship Program
- 1.72 Orientation, Teacher, Employee

Non-traditional Worksites

- 1.3 Adult Education, Storefront Schools, Satellite School Programs
- 2.9 Distance Learning (Electronic Bus)

Preparation Time

- 1.84 Duration of School Day; Instructional Time, Extended Day; Four Day Week, Librarians; Counselors Hours and Schedules

Regular Work Year for Teachers

- 1.92 Regular Work Year for Teachers; School Calendar
- 1.104 Year Round Schools
- 3.46 Reports (Teacher) on Students

1.77 Anecdotal Reports for Elementary Students, Staggered Part Day Entries

1.73 Conference Days – Parent Teacher

3.50 Closure of Schools for Health or Safety Reasons

Services to Teachers

1.107 School Services to Teachers, Like Translation

Space and Facilities

1.110 Space and Facilities

Supervision Duties

1.97 Duty Free Lunch Hour, Noon Hour Supervision, Supervision Duties

Teacher on Call Working Conditions

3.30 Substitute Teacher Working Conditions

Technological Change

3.31 Adjustment Plan – Board Introduced Change; Technological Change; Library Resource Automation

Section E: Personnel Practices

Criminal Record Checks

1.111 Criminal Record Checks

Definitions

1.36 Definition of Teachers, Itinerant Teachers

Falsely Accused Employee Assistance

2.4 Falsely Accused Employee

Filling of Vacant Positions

1.74 Appointment to District (Offer of), Posting & Filling Positions, Assignments, Job Sharing, Posting & Filling Vacant Positions

3.23 Posting Procedures – Filling

3.32 Posting & Filling Vacant Positions – School Reorganization

1.101 Board Initiated Transfers, Involuntary Transfers

1.30 Creation of New Positions

3.33 Staff Reductions – Transfers

3.43 Job Description

Harassment

3.14 Harassment of Teachers

Non-sexist Environment

3.16 Non Sexist Environment

Offer of Appointment to the District

1.74 Appointment to District (Offer of), Posting & Filling Positions, Assignments, Job Sharing, Posting & Filling Vacant Positions

Parental Complaints

- 3.39 Complaints – Public - re: Board Policy Positions and Assignments – referenced to Definition Posting Vacant Positions
- 1.74 Appointment to District (Offer of), Posting & Filling Positions, Assignments, Job Sharing, Posting & Filling Vacant Positions
- 3.23 Posting Procedures – Filling
- 3.32 Posting & Filling Vacant Positions – School Reorganization
- 1.101 Board Initiated Transfers, Involuntary Transfers
- 1.30 Creation of New Positions
- 3.25 General Provisions for Transfer
- 3.34 Teacher Initiated Transfer – Voluntary

Resignation

- 3.44 Employee Terminating Employment

Sexual Harassment

- 3.15 Harassment – Sexual; Personal Harassment

Violence Prevention in Schools

- 3.47 Acts of Violence Against Teachers

Section F: Professional Rights

Educational Change

- 1.34 Curriculum Implementation; Field Services
- 1.76 Consultation Time to Deal w/Curriculum Changes Imposed by Ministry
- 3.41 Future Education Directions Committee

Professional Autonomy

- 3.26 Autonomy – Professional; Method of Instruction
- 3.27 Responsibilities – Duties of Teachers
- 1.44 Copyright Infringement; Indemnification; Save Harmless
- 3.42 Use of PCs – Video

Professional Days (Non-Instructional)

- 1.70 Non-Instructional Days

Professional Development: Funding

- 1.19 Tuition Costs
- 1.78 Professional Development Committee – as related to funding
- 1.81 Funds – Professional Development

School Accreditation

- 1.1 Assessment, Accreditation (Elementary & Secondary)

Section G: Leaves of Absence

Bereavement/Compassionate Leave

- 1.48 Bereavement Leave
- 1.53 Funeral Leave

Discretionary Leave

- 1.54 Short Term – Leave, Discretionary; General; Personal

Early Retirement Incentive Plan – separate from B

Educational Leave

- 1.50 Board Directed Upgrading, Educational Leave, Academic, Exams, Board Directed Education Upgrading, Educational Improvements Leave, Professional Development Leave Retraining, Teaching Training, Upgrading – Board Directed
- 1.103 Study Leave – Year End

Jury Duty and Appearances in Legal Proceedings

- 1.56 Jury Duty Leave, Witness

Leave for Blood, Tissue, and Organ Donations

- 1.63 Communicable Disease, Sick Leave, Sick Leave Portability, Bone Marrow/Cell Separation Program Participation – Leave

Leave for Communicable Diseases

- 1.63 Communicable Disease, Sick Leave, Sick Leave Portability, Bone Marrow/Cell Separation Program Participation – Leave

Leave for Competitions

- 1.55 International Amateur Competition, Sports Competition Leave

Leave for Conference Participation

- 1.113 Leave for Conference Participation

Leave for Elected Office and Community Service

- 1.49 Community Service; Search and Rescue Leave
- 1.51 Election Leave, Political Leave

Leave for Exams

- 1.50 Board Directed Upgrading, Educational Leave, Academic, Exams, Board Directed Education Upgrading, Educational Improvements Leave, Professional Development Leave Retraining, Teaching Training, Upgrading – Board Directed

Leave for Family Illness

- 1.52 Care of Dependent Child or Relative – Emergency or Long Term Chronic – Leave, Emergency Leave for Family Illness, Compassionate Leave