

# Designation of Provincial and Local Matters

## ❖ Overview

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The purpose of this letter is to capture which matters are designated as provincial and which matters are designated as local. Provincial matters are negotiated by the accredited bargaining agents (BCPSEA and the BCTF). Local matters may be negotiated at the local level.

LOU No. 1 includes the following:

Addendum A: Unpaid Leave in the Designation of Provincial and Local Matters

Addendum B: Selection of Administrative Officers

Addendum C: Professional Development and Teacher Assistants

Addendum D: October 25, 1995 Letter of Understanding (“Unpaid Leave”) – Revised

Appendix 1: Provincial Matters

Appendix 2: Local Matters

## ❖ Letter of Understanding No. 1 Re: Designation of Provincial and Local Matters

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*Letter Of Understanding No. 1*

*Between*

*The British Columbia Teachers’ Federation*

*And*

*The British Columbia Public School Employers’ Association*

### ***Re: Designation of Provincial and Local Matters***

*Pursuant to the Public Education Labour Relations Act, the negotiators for the above parties agree to recommend to their respective principals the following with respect to the designation of provincial matters and local matters as they relate to the current round of negotiations:*

- 1. Those matters contained within Appendix 1 shall be designated as Provincial Matters;*
- 2. Those matters contained within Appendix 2 shall be designated as Local Matters.*

*Dated this 31st of May, 1995 at Vancouver, B.C.*

*“D. Hogg”  
Negotiation Team for  
British Columbia Teachers’  
Federation*

*“K. Halliday”  
Negotiation Team for  
British Columbia Public School  
Employers’ Association*

NOTE: This consolidation of Letter of Understanding No. 1: Designation of Provincial and Local Matters, including Appendices 1 and 2, includes the agreement of May 31, 1995, and subsequent amendments up to April 2004.

## ❖ Explanation

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Letter of Understanding No. 1 is the consolidation of all letters of understanding with respect to the designation of provincial and local matters. It includes the list of all matters deemed to be provincial (Appendix 1) and the list of all matters deemed to be local (Appendix 2). These lists are significant in that they determine which matters fall within the jurisdiction of the provincial bargaining agents – BCPSEA and the BCTF – and which matters fall within the jurisdiction of school districts and local unions for negotiating purposes.

As is evident from the two appendix titles, all matters found in Appendix 1 can only be negotiated by the provincial bargaining agents; all matters found in Appendix 2 are to be negotiated at the local level by school districts and local unions.

This division will remain in effect unless it is changed as a result of future negotiation between the parties. In April 2004, matters which were deemed to be prohibited under S.27.3 of the *School Act* were ordered to be deleted pursuant to *Bill 19, Education Collective Agreement Amendment Act*. There have been no other changes.

## ❖ Relationship to Other Articles

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This LOU is intended as a reference source only. Districts and locals should refer to appendices 1 and 2 when handling grievances and/or other issues related to the administration of the provincial collective agreement that may require a formal agreement. Please see the information found in the Responsibilities section of this manual, as well as Managing Provincial Matters Grievances in Article A.6.

## Addendum A: Unpaid Leave in the Designation of Provincial and Local Matters

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*Addendum A to  
Letter of Understanding No. 1  
Appendices 1 and 2*

### ***Unpaid Leave in the Designation of Provincial and Local Matters***

*Unpaid leave shall be designated for local negotiations, except as it relates to those elements of the clause that are provincial including: continuation of benefits, increment entitlement, pension related matters, and posting and filling.*

*“D. Hogg”  
Negotiation Team for  
British Columbia Teachers’  
Federation*

*“K. Halliday”  
Negotiation Team for  
British Columbia Public School  
Employers’ Association*

*Dated this 31st of May, 1995 at Vancouver, B.C.*

## Addendum B: Selection of Administrative Officers

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*Addendum B to  
Letter of Understanding No. 1  
Appendices 1 and 2*

### ***Selection of Administrative Officers***

*“Selection of Administrative Officers” shall be designated as a local matter for negotiations in those districts where the Previous Local Matters Agreement contained language which dealt with this issue or its equivalent. For all other districts, “Selection of Administrative Officers” shall be deemed a provincial matter for negotiations.*

*The issue of Administrative Officers returning to the bargaining unit does not form part of this addendum to appendices 1 and 2.*

*For the purposes of paragraph (1) of this addendum, the parties acknowledge that language on the issue of “Selection of Administrative Officers” or its equivalent exists in the Previous Local Agreements for the following districts: Fernie, Nelson, Castlegar, Revelstoke, Vernon, Vancouver, Coquitlam, Nechako, Cowichan, Alberni, and Stikine.*

*The parties further acknowledge that there may be language in other Previous Local Agreements on this same issue. Where that proves to be the case, "Selection of Administrative Officers" or its equivalent shall be deemed a local matter for negotiations.*

*Dated this 11th day of December, 1996.*

*"Alice McQuade"  
President  
British Columbia Teachers'  
Federation*

*"K. Halliday"  
Chief Negotiator  
British Columbia Public School  
Employers' Association*

*Dated this 31st of May, 1995 at Vancouver, B.C.*

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## **Addendum C: Professional Development and Teacher Assistants**

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*Addendum C to  
Letter of Understanding No. 1  
Appendices 1 and 2*

### ***Professional Development***

*For the purposes of section 7 of part 3 of PELRA the parties agree as follows:*

*Professional Development:*

*Language concerning the date that funds for professional development are to be made available in a district, reference to a "fund" for professional development purposes and the continued entitlement of an individual teacher to professional development funds and/or teacher-on-call time following a transfer shall be designated as local matters.*

*"R. Worley"  
For British Columbia Teachers'  
Federation*

*"K. Halliday"  
For British Columbia Public School  
Employers' Association*

*Date: April 23, 1997*

*Amended by Education Services Collective Agreement Amendment Act, 2004*

Addendum D:  
October 25, 1995 Letter of Understanding (“Unpaid Leave”) – Revised

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*Addendum D to  
Letter of Understanding No. 1  
Appendices 1 and 2*

***October 25, 1995 Letter of Understanding (“Unpaid Leave”) – Revised***

- 1. The parties agree that “unpaid leave” for the purposes of the Letter of Understanding signed between the parties on October 25, 1995 means an unpaid leave not otherwise designated as a provincial matter in Appendix 1 (Provincial Matters) of the agreement on designation of the split of issues.*
- 2. Unpaid leave as described in (1) above shall be designated for local negotiations except for provincial considerations in the article including: continuation of benefits, increment entitlement and matters related to pensions, and posting and filling.*

*Dated this 7th of October, 1997.*

*“R. Worley”  
For British Columbia Teachers’  
Federation*

*“K. Halliday”  
For British Columbia Public School  
Employers’ Association*

## 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

Leave for University Convocations

- 1.64 Citizenship, Marriage, Special Circumstances, Grad, Weather Leaves

Leave for Visiting Exchange Teachers

- 1.59 Dept. of Defence, Exchange Teacher; Outside Assignment, Secondment, Detached Duty – Leave, Resource Teacher Assignment
- 4.49 Exchange Teachers

Leave of Absence Incentive Plan

- 1.47 Absence Incentive Plan – Leave

Leave to Attend Retirement Seminar

- 1.112 Leave to Attend Retirement Seminars

Maternity and Parental Leave, and Supplemental Unemployment Benefit (SUB) Plan

- 1.18 Maternity Supplemental Unemployment
- 1.108 Maternity Leave: Extended Maternity Leave
- 1.109 Leave Parenthood Parental Leave – Short Term

Miscellaneous Leaves with Cost

- 1.58 Other – Leave
- 1.106 Committee – Detached Duty

Religious Holidays

- 1.62 Religious Holiday – Leave

Short-Term Paternity Leave and Adoption Leave

- 1.46 Adoption Leave
- 1.60 Paternity Leave

Sick Leave

- 1.63 Communicable Disease, Sick Leave, Sick Leave Portability, Bone Marrow/Cell Separation Program Participation – Leave
- 2.7 Medical Leave – Preauthorized Travel for Medical Services Leave

WCB Leave with Pay

- 1.21 WCB
- 1.67 Workers Compensation – Leave



## **Appendix 2: Local Matters**

This section lists matters to be negotiated locally. Appendix 1 lists matters to be negotiated provincially. 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**

- 4.37 Glossary for Terms
- 4.17 Cover Page of Agreement – Memorandum
- 4.21 Preamble, Introduction, Objects, Statement of Purpose
- 4.22 Purpose of Contract

### **Section A: The Collective Bargaining Relationship**

#### Access to Information

- 4.40 Access to Information

#### Access to Worksite

- 4.2 Access to Worksite

#### Bulletin Board

- 4.6 Bulletin Board

#### Internal Mail

- 4.15 Internal Mail

#### Local Negotiation Procedures

- 4.1 Abeyance of Contract

#### Picket-Line Protection

- 4.38 Protection – Picket Line; School Closures – Re: Picket Lines (Strikes)

#### Recognition of the Union

- 4.39 Recognition of Union

#### Teachers' Assistants

- 4.29 Aides, Volunteers, Teacher Assistants

#### Use of School Facilities

- 4.30 Use of Facilities

## Section B: Salary and Economic Benefits

### Payroll Deductions

- 4.24 Payroll Deductions to Teachers Investment Account; Canada Savings Bond Deductions; Investment of Payroll – Choice of Bank Account

### Purchase Plans for Equipment

- 4.27 Computer Purchase

### Self-funded Leave Plans

- 4.17 Leave – Self-Funded Leave Plan, Deferred Salary Leave Plan

## Section D: Working Conditions

### Extracurricular Activities

- 3.11 Extracurricular

### Hazardous Materials Health and Safety

- 4.26 No Smoking – Smoke Free Environment

### Health and Safety Committee

- 4.14 Accident Prevention Committee; Health and Safety Committee

### Local Involvement in Board Budget Process

- 4.5 Committee – Finance Board Budget – Union Involvement, School Funds

### Staff Meetings

- 4.28 Meetings – Staff

### Student Medication and Medical Procedures

- 1.68 Integration, Mainstreaming, Special Needs Students Specific to Student Medication and Medical Procedures

### Teacher Involvement in Planning New Schools

- 4.27 Computer Purchase Plan; Construction of New Schools (Teacher Input) Equipment, Utilization, Supplies

## Section E: Personnel Practices

### Board Policy

- 4.4 Board Policy – Commercialism in Schools; Complaints from Public

### Gender Equity

- 4.36 Gender Equity

### No Discrimination

- 4.35 Discrimination

### Personnel Files

- 4.20 Personnel Files

Race Relations

- 4.33 Multiculturalism; Race Relations

*School Act* Appeals

- 4.25 Appeal by Students/Parents Under *School Act*

**Section F: Professional Rights**

Classroom Expenses

- 4.23 Reimbursement for Classroom Materials Paid by Teachers

Committees

- 4.8 Committee – Professional Relations
- 4.19 Parent Advisory Council
- 4.48 Joint Studies, Liaison, Employment Relations Committee

First Nations Curriculum

- 4.12 First Nations – Indian Studies Curriculum

Fundraising

- 4.13 Fundraising

Professional Development Committee

- 1.78 Professional Development Committee – as related to control

Women's Studies

- 4.31 Women's Studies

**Section G: Leaves of Absence**

- 4.3 Banked Time Plan
- 4.7 Committee – Leave of Absence
- 4.11 Energy Awareness
- 4.16 Leave – Notice
- 4.18 Non-Contractual Items, Without Prejudice