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**2008-2012**

**AGREEMENT**

**BETWEEN**

**BRUCE-GREY CATHOLIC DISTRICT SCHOOL BOARD**

**(Hereinafter called “the Board”)**

**AND**

**BRUCE-GREY O.E.C.T.A. OCCASIONAL TEACHERS**

**BRANCH AFFILIATE**

**(Hereinafter called “the Affiliate”)**

## PREAMBLE

Whereas it is the common goal of the Board and the members of the OECTA Unit to provide the best possible, affordable educational services for the children under the jurisdiction of the Bruce-Grey Catholic District School Board; and

Whereas it is firmly held that this educational service should be based on sound principles of a Christian and Catholic character; and

Whereas to achieve this common goal it is essential that the Board and Teachers strive to create and maintain a harmonious relationship;

It is the desire of the Board and the Teachers to set forth in this Agreement the salaries, allowances and certain conditions of employment which govern the Board and the Unit.

The Bruce-Grey Catholic District School Board and the Bruce-Grey O.E.C.T.A. Occasional Teachers Bargaining Unit are committed to improve student achievement, reduce gaps in students outcomes and increase confidence in publicly funded education.

## ARTICLE 1 - DEFINITIONS

- 1:01 (a) "Teacher" shall mean a "Teacher" as defined at Part X.1 of the *Education Act, The Education Quality Improvement Act* and Regulations, as amended from time to time.
- (b) "Occasional Teacher" shall mean an Occasional Teacher as defined at section 1.1 of the *Education Act, The Education Quality Improvement Act* and Regulations, as amended from time to time.
- (c) "Casual Occasional Teacher" shall mean any Occasional Teacher employed by the Board to teach on a day to day basis.
- (d) "Long-Term Occasional Teacher" shall mean an Occasional Teacher who has worked for a period of fifteen (15) or more consecutive teaching days as a replacement for a Teacher excluding Board recognized holidays or days performing Association duties and functions.
- ii) Effective September 1, 2010, a "Long Term Occasional Teacher" shall mean an Occasional Teacher who is assigned to the same teaching position for fourteen (14 ) or more consecutive days.
- 1:02 (a) Each Long-Term Occasional Teacher shall have a dated "Long-Term Occasional Contract of Employment" specifying the assignment, its approximate duration and salary. A true copy of such contract shall be rendered to the Occasional Teacher. Failure by the Board to render such contract does not remove the Occasional Teacher's rights under 1.01 (d).
- (b) In the event that the Long-Term Occasional Contract of Employment is to be

terminated by either party prior to the original termination date, the party intending to terminate the contract shall give the other five (5) teaching days notice. In the case of the Board terminating the contract of employment it may give the Occasional teacher five (5) days pay in lieu of notice.

- (c) In determining whether an Occasional Teacher is a Long Term Occasional Teacher the Board shall not regard professional development days, leave for Association business or statutory holidays or early school closing days as breaking the consecutiveness of the teaching days involved, but a statutory holiday shall not be regarded as a teaching day.

1:03 Occasional Teacher Lists means a list of all Occasional Teachers who have been approved by the Board after going through the entire selection process and would not include an individual brought in to teach under the emergency provisions of the Education Act and Regulations.

1:04 Whenever the singular or feminine gender is used in this agreement, it shall be considered as if the plural or masculine has been used where the context of the agreement so requires, and the converse shall apply equally.

## ARTICLE 2 - RECOGNITION

2:01 The Board recognizes the Ontario English Catholic Teachers' Association as the exclusive bargaining agent for all Occasional Teachers employed by the Board.

## ARTICLE 3 - SCOPE

3:01 No Teacher as defined in Article 1.01 (a) above shall be covered by this Agreement. However, a person who is employed by the Board as a Teacher in respect of part-time employment, and who is accepted by the Board for additional employment as an Occasional Teacher, shall be covered by this Agreement in respect of such occasional teaching employment.

3:02 The Board shall assign a previously known vacancy, which is bargaining unit work, to Teachers on the Occasional Teacher list, when they are available, prior to accessing emergency personnel to fill the vacancy.

## ARTICLE 4 - ASSOCIATION SECURITY

4:01 Occasional Teachers shall become members of the Association, from the first working day for the Board.

4:02 The Board will provide an updated Occasional Teacher List by October 31 and will send updates to the Association as names are added to the list.

- 4:03 The Board will provide the Association with the names of all persons employed on a Letter of Permission at the time their employment is approved by the Board.
- 4:04 The Board shall provide, on a monthly basis, a report on the use of emergency supply personnel under regulation 298 Section 20.

#### **ARTICLE 5 - ASSOCIATION DUES**

- 5:01 In every pay period the Board shall deduct from every pay of each Occasional Teacher the appropriate amount of dues as authorized by the Constitution of the Association and directed by its Executive. The Association shall provide in writing reasonable notice to the Board of any change in the fee deductions.
- 5:02 Dues will be forwarded to the Provincial Office in a timely manner.
- 5:03 The Association will indemnify and hold the Board harmless with respect to the collection of dues under article 5.

#### **ARTICLE 6 - ASSOCIATION REPRESENTATION**

- 6:01 The Association may appoint or otherwise select a bargaining committee. Such committee shall represent the Association in all negotiations with the representatives of the Board.
- 6:02 The members of the bargaining committee who are on Long Term Occasional contracts shall suffer no loss of pay for any portion of their regularly scheduled work time with the Board in attending negotiations' meetings. The Association will reimburse the Board for the cost of the replacement casual occasional teacher.
- 6:03 Where a prospective Long-Term Occasional Teacher is required to attend negotiations' meetings during the fifteen (15) day period required to qualify for a Long Term Occasional position, the day(s) spent at negotiations shall be considered as teaching day(s) for the purpose of accumulating the above-mentioned fifteen (15) teaching days.
- Effective September 1, 2010, where a prospective Long-Term Occasional Teacher is required to attend negotiations' meetings during the fourteen (14) day period required to qualify for a Long Term Occasional position, the day(s) spent at negotiations shall be considered as teaching day(s) for the purpose of accumulating the above-mentioned fourteen (14) teaching days.
- 6:04 When the Bruce-Grey Occasional president or designate is requested by the Board to attend a meeting or function during a school day on which he/she is employed as an Occasional Teacher, the Board shall pay the President or designate the appropriate rate of pay for that day.

#### **ARTICLE 7 - MEMBERSHIP IN THE UNION**

It is the mutual desire of the Board and the Unit that all teachers shall exercise their rights under this collective agreement, or the applicable statutes of Ontario, in a professional and responsible manner without any fear or discrimination or recrimination.

#### **ARTICLE 8 - NO STRIKE AND LOCKOUTS**

During the term of this agreement or any renewal thereof, there shall be no strike or lockouts as defined in the Ontario Labour Relations Act.

#### **ARTICLE 9 - RIGHTS**

##### 9:01 Management Rights

The Board has the right and obligation to manage the affairs of the system, including the right to:

- i) hire, transfer, promote, demote, discipline, dismiss or assign duties to or lay off teachers subject to the provisions of this agreement expressly governing the exercise of these rights and subject to the Acts and Regulations of the Province of Ontario.
- ii) operate and manage the school system in accordance with its obligations and to make, from time to time, reasonable rules and regulations to govern teachers. Such rules and regulations shall not be inconsistent with the provisions of this Agreement.
- iii) every provision of this collective agreement shall be construed in such a way as to give full effect to the denominational rights of Roman Catholics or their separate schools or school trustees under section 93 of the Constitution Act.
- iv) nothing in this collective agreement shall be construed in such a way as to take away from or to limit or restrict in any way the denominational rights of Roman Catholics or their separate schools or school trustees under section 93 of the Constitution Act.

##### 9:02 Occasional Teachers' Rights

The Occasional teachers have all the rights and privileges granted by this agreement and by applicable Federal and Provincial Acts and Regulations.

## ARTICLE 10 - LIAISON COMMITTEE

- 10:01 a) The Board and the Occasional Unit shall form a joint Liaison Committee composed of an equal number of representatives of the Association and the Board.
- b) Purposes of the Liaison Committee:
- i) To examine concerns, problems or issues related to the implementation of this agreement, which may arise from time to time.
  - ii) To consult and make recommendations on any matters of interest to either party.
  - iii) To deal with issues pertaining to the implementation of Board and Government initiatives.
  - iv) To review the Board's use of Letters of Permission.
  - v) To develop an Occasional Teacher Booklet.
- The deliberations of this committee shall not delete, modify or amend any clause in the collective agreement except as provided in this agreement.
- c) Meetings shall be arranged between the President of the Unit and the Manager of Human Resources and they shall meet in each term unless it is mutually agreed that they forgo the meeting for that term.

## ARTICLE 11 - DISPUTE RESOLUTION PROCESS

- 11:01 For purposes of this Agreement, a grievance is defined as a difference arising between the parties relating to the interpretation, application, administration or alleged violation of the Agreement.
- 11:02 Informal Stage  
Any dispute should first be discussed with the School Principal or the immediate Supervisor within ten (10) working days of the event or circumstances giving rise to the complaint. The teacher shall have the right to Association representation for such meeting with the School Principal or immediate Supervisor. If the dispute is not resolved within ten (10) working days of informal discussion, a formal grievance may be filed at Step 1.
- 11:03 Formal Stage  
Step One

At the conclusion of the informal process, or if no resolution has been reached, a formal grievance, with a copy to the Principal/Supervisor, shall be submitted to the Manager of Human Resources within ten (10) working days.

A formal grievance must:

- a) be in writing;
- b) include the name of the grievor(s), and a description of the action(s) or event(s) giving rise to the grievance;
- c) identify the redress sought;
- d) include the specific clause(s) allegedly breached.

The parties may, if they so desire, meet to discuss the grievance at a time and place suitable to both parties. The Manager of Human Resources shall answer the grievance in writing within ten (10) working days of the receipt of the statement of the grievance. Failing settlement, the next step of the grievance procedure may be taken.

### 11:04 Step Two

Within ten (10) working days following the decision under Step One, the grievance may be submitted to the Director of Education or designate. A meeting will then be held between the Director of Education or designate within ten (10) working days of the receipt of the grievance. The decision of the Director of Education shall be delivered in writing within five (5) working days of such meeting. Failing settlement, either party may submit written notice to refer the matter to arbitration within ten (10) working days after the reply in Step Two is given.

- 11:05 The Unit Executive may initiate a policy or group grievance relating to the interpretation, application, administration or alleged violation of this agreement beginning at Step Two of the grievance procedure. Such grievance shall be filed within ten (10) working days of the incident giving rise to the grievance and shall be in the form prescribed in Step One. Any such grievance may be referred to arbitration as provided for in this Article.
- 11:06 A complaint or grievance arising from an allegation by the Board that the teachers or the Unit Executive have violated a provision of this agreement will be referred to the Unit Executive within ten (10) days of the alleged violation. The parties will attempt to resolve the grievance. Failing resolution, the grievance will be referred to arbitration as provided for in Article 6:08.

### 11:07 Mediation

The parties agree that it is their intent to resolve grievances without recourse to arbitration, wherever possible. Therefore, the parties may, upon mutual agreement,

engage the services of a mediator in an effort to resolve the grievance and may extend the time limits for the request for arbitration. The parties will share equally the fees and expenses, if any, of the mediator.

11:08 Arbitration

Failing settlement of the grievance, either party may, after exhausting the grievance procedure established by this agreement, notify the other in writing of its desire to submit the difference to arbitration. The notice shall contain the name of the party's nominee to an Arbitration Board and shall be delivered to the other within ten (10) working days of the reply under Step Two. The recipient party shall, within ten (10) working days, advise the other of the name of its nominee to the Arbitration Board.

The parties may, by mutual agreement, refer the matter to a single, mutually agreed upon, arbitrator.

11:09 The two nominees so selected shall, within ten (10) working days of the appointment of the second of them or a time mutually agreed upon, appoint a third person who shall be the Chairperson. If the recipient party fails to appoint an arbitrator, or if the nominees fail to agree upon a Chairman, within the time limit, the appointment shall be made by the Minister of Labour for Ontario upon the request of either party. The Arbitration Board shall hear and determine the difference or allegation and shall issue a decision and the decision shall be final and binding upon the parties and upon any teacher affected by it.

11:10 No person may be appointed as an arbitrator who has been involved in an attempt to negotiate or settle the grievance.

11:11 Each of the parties hereto will bear the expense of the nominee appointed by it and the parties will jointly share the expenses of the Chairperson of the Arbitration Board, if any.

11:12 The Board of Arbitration shall not be authorized to make any decision inconsistent with any Act or a regulation thereunder or the provisions of the agreement, nor to alter, modify or amend any part of this agreement.

11:13 Notwithstanding the procedure above, either party may request the Minister of Labour to refer a grievance matter to a single arbitrator in accordance with Article 49 of the Ontario Labour Relations Act.

11:14 The time limits specified in this article are mandatory and failure to meet such time limits will result in abandonment of the grievance by the grievor or automatic referral to the next step of the procedure if violated by the defending party. Should both parties be in default, the grievance shall be deemed to have been abandoned. The date of registration of a registered letter, the date on a courier receipt or the date of hand delivery shall be deemed to be that date of any submission or decision.

11:15 The time limits contained herein may be amended by the written mutual agreement of the parties at any stage in a particular dispute or grievance.

**ARTICLE 12 - ACCESS TO RECORDS**

12:01 On application to the Human Resources Department an Occasional Teacher shall be entitled to peruse and receive a copy of any report which pertains to the Occasional Teacher. If the individual is of the opinion that the record contains an error, he/she may request a correction of the personal information. If the request for a correction is refused the employee has a right to attach a statement of disagreement to the record.

12:02 Any reports of disciplinary nature shall be removed from the file after a three (3) year period, provided further disciplinary action has not been taken against that teacher during the three (3) year period.

**ARTICLE 13 - OCCASIONAL TEACHER LIST**

13:01 The Board shall establish an Occasional Teachers' List. This list shall mean the total of any sub-lists kept by the Board's Human Resources Department.

13:02 To be eligible for inclusion on the Occasional Teachers' List, an Occasional Teacher must satisfy the requirements of the Ontario College of Teachers, the Education Act, and its Regulations.

13:03 Prior to being placed on the Occasional Teachers' List, an applicant must submit proof of certification and all other required documentation.

13:04 In order for an Occasional Teacher to be accepted for placement on the Occasional Teachers' List, the Occasional Teacher shall:

- a) select a geographic area or geographic areas
- b) elect to be placed on a "Specialty List" provided the Occasional Teacher holds the appropriate qualifications and/or
- c) select one or more of the following divisions: primary junior intermediate-elementary intermediate-secondary and senior
- d) specify days and time of availability
- e) specify subject preferences

13:05 An Occasional Teacher who accepts a previously known vacancy as defined in Article 3.02 but is not required for that assignment shall be notified by 7:00 a.m. on the first day of the assignment. Should the Occasional Teacher not be notified prior to 7:00 a.m., they will be reassigned for that day to an alternative assignment and

will be paid for the day providing that they accept and complete the alternative assignment. If there is no alternative assignment, they will be paid for one half day.

#### **ARTICLE 14 - POSTING OF PRE-SCHEDULED TERM OCCASIONAL POSITIONS AND OTHER POSITIONS**

- 14:01 a) When a Teacher employed with the board is pre-scheduled to be absent from teaching duty for a period of at least one (1) school month, but less than a school year and the Board decides to replace the teacher with a Long-Term Occasional Teacher, the Board shall post the position on the website and on the school bulletin boards, provided that the Teacher has given notice to the Board at least 30 days prior to the absence.
- b) Applications for such positions shall first be considered from Occasional Teachers who have completed their probationary period.
- c) Should the Board receive applications from qualified internal Occasional Teachers the Board will interview the applicants. However, when more than five occasional teachers applicants apply, the Board may, from resumes, shortlist to a minimum of five candidates for interview purposes.
- d) Should the Board not receive applications from qualified Occasional Teachers on the Occasional Teacher List or if the Board does not find a suitable candidate, then the Board may fill the position at its discretion.
- e) All unsuccessful applicants shall have the right to a debriefing interview if requested by the individual.
- 14:02 Postings which occur during July and August shall be provided to the OECTA Occasional President.
- 14:03 In the event that a Long Term Occasional assignment reoccurs for the same teacher within the same year, upon the Principal's recommendation, the Board shall assign the same Occasional Teacher, where feasible to that position.
- 14:04 All correspondence between the Board and the Association arising out of this Agreement, or incidental thereto, shall pass to and from the Manager of Human Resources or designate and the President of the Association.
- 14:05 If and when the Board intends to hire a permanent teacher, the position shall be posted on the website and on the bulletin board in each school for five working days prior to any external advertising. All Occasional Teachers shall have the opportunity to apply. Qualified Occasional Teachers from the Board's Occasional Teacher List shall be provided with first consideration for an interview.
- 14:06 Following a request in writing, Occasional Teachers who have applied unsuccessfully for three regular teaching positions shall be granted an interview

with the Manager of Human Resources, or designate, to discuss their status and prospects.

#### **ARTICLE 15 - METHOD OF PAYMENT**

- 15:01 a) The daily salary rate for an Occasional Teacher shall be:  
\$205.00 effective September 1, 2008  
\$211.00 effective September 1, 2009  
\$217.00 effective September 1, 2010  
\$224.00 effective September 1, 2011
- b) The daily salary rate shall include vacation and statutory pay.
- c) A Long-Term Occasional Teacher shall be paid in accordance with the current salary grid applicable to the Board's teachers. Category placement on the grid will be determined in accordance with the current Q.E.C.O. program in effect for the Board's teachers. The grid rates shall include holiday pay and vacation pay. Placement on the salary grid shall be in accordance with the Long-Term Occasional Teacher's recognized teaching experience and category placement. Payment of the Teacher's salary grid shall be retroactive to the first day of the long-term occasional assignment. The Long-Term Occasional Teacher shall be paid as set out herein until the expiry of the long-term assignment.
- 15:02 Occasional Teachers shall be paid bi-weekly. Pay statements are to be mailed immediately upon issue.
- 15:03 The Board shall deposit Occasional Teacher's salary in accounts of financial institutions at the individual teacher's choice provided that the financial institution is a participating member in the electronic funds transfer system.
- 15:04 When an Occasional Teacher is assigned to replace a part-time teacher or a part of a full time teacher's assignment, including their previously assigned supervision for that portion of the day, the Occasional Teacher shall be paid on a pro rata basis.

#### **ARTICLE 16 - ALLOWANCE FOR EXPERIENCE**

- 16:01 For Long Term Occasional, experience shall mean the time recognized for remuneration purposes consisting of all properly documented teaching experience gained subsequent to graduation from a Teachers' College or Faculty of Education while teaching on an occasional basis or on a continuous basis under contract with a school board constituted under the Education Act or an educational institution acceptable to the Board and shall be recognized in full to the nearest month as of September 1st of each year.

## ARTICLE 17 - BENEFITS

17:01 A Long Term Occasional Teacher employed by the Board on a continuous basis shall be eligible on the sixtieth day, at his/her option, to participate in the benefit plans, with the exception of the Long Term Disability Plan, subject to the same terms and conditions as applicable to the Board's elementary teachers. The Board shall contribute to the premium costs of those plans on the same percentage as it does with its elementary teachers.

## ARTICLE 18 - LEAVES OF ABSENCE

### 18:01 With Pay

Long term Occasional Teachers are entitled to two days sick leave with pay for every 20 days of teaching.

Long term Occasional Teachers will be paid for days absent because of quarantine, jury duty or subpoena as a witness in any proceeding to which he/she is not a party or is not one of the persons charged.

### 18:02 Without Pay

#### Association Business

An Occasional Teacher who is elected to the position of President of the Association shall, if the duties of the office are such that the President is required to be unavailable for assignment, be retained on the Board's Occasional Teacher List for a maximum of one year in an inactive status:

18:03 The Local of the Association may, if it so chooses, designate one Occasional Teacher to assist in Association business. If such Occasional Teacher thereby becomes unavailable for assignment, such Occasional Teacher shall be retained on the Board's Occasional Teacher List for a maximum of one year in an inactive status

### 18:04 Bereavement Leave

In the event of a death in the immediate family, a Long Term Occasional Teacher shall be allowed up to five (5) consecutive working days leave of absence without loss of pay for the purpose of attending the funeral.

In the event of a death in the extended family, a Long Term Occasional Teacher shall be allowed up to three (3) consecutive working days leave of absence without pay for the purpose of attending the funeral.

In the event of a death in the immediate family, a Casual Occasional Teacher shall be allowed up to five (5) consecutive working days leave of absence without pay for the purpose of attending the funeral. In determining whether to grant a Long-Term Occasional contract these days shall not be regarded as breaking the consecutiveness of the days involved but shall not be considered as teaching day(s) for the purpose of accumulating the above-mentioned fifteen days.

Effective September 1, 2010, in the event of a death in the immediate family, a Casual Occasional Teacher shall be allowed up to five (5) consecutive working days leave of absence without pay for the purpose of attending the funeral. In determining whether to grant a Long Term Occasional contract these days shall not be regarded as breaking the consecutiveness of the days involved but shall not be considered as teaching day(s) for the purpose of accumulating the above-mentioned fourteen (14) teaching days.

Immediate Family includes spouse, child, parent, brother, sister.  
Extended Family shall be defined as mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law, grandparent or grandchild.

### 18:05 Other

An Occasional Teacher, who because of illness, pregnancy, paternity, adoption of a child, Compassionate Care Leave or Board approved leave becomes unavailable for assignment, shall be retained on the Board's Occasional Teacher List in an inactive status during the period of the leave.

18:06 Any Occasional Teacher becoming unavailable for assignment shall inform the Human Resources Department of the date of commencement of and return from the period of unavailability if known.

## ARTICLE 19 - PROFESSIONAL DEVELOPMENTS DAYS

19:01 The Board shall pay a Long Term Occasional Teachers, scheduled to work, for each Professional Development Day subject to attendance.

## ARTICLE 20 - TRAVEL ALLOWANCE

20:01 The existing Board travel allowance shall be paid to an Occasional Teacher. This shall only apply when replacing an itinerant teacher.

## **ARTICLE 21 - JUST CAUSE - DISCIPLINE AND DISMISSAL**

- 21:01 All Occasional Teachers shall have a probationary period of sixty (60) teaching days.
- 21:02 It is understood that an Occasional Teacher will be deemed to have completed his or her probationary period if he/she was employed with the Board as a permanent teacher in the school year immediately prior.
- 21:03 No Occasional Teacher shall be disciplined, suspended or dismissed without just cause. The Association understands that the Board may apply a lesser standard of just cause for probationary teachers.

## **ARTICLE 22 - LUNCH BREAK / WORKLOAD**

- 22:01 An Occasional Teacher shall receive the same lunch break as the regular teacher being replaced.
- 22:02 Each Occasional Teacher shall be assigned only the regularly scheduled teaching duties, lunch period and workload of the teacher being replaced.

## **ARTICLE 23 - MEDICAL / PHYSICAL PROCEDURE**

- 23:01 No Occasional Teacher shall be required to perform any medical and/or physical procedure or administer medication on any student except in an emergency situation.

## **ARTICLE 24 - DISTRIBUTION OF AGREEMENT**

- 24:01 The Board shall print and distribute copies of this agreement to all the Occasional Teachers in its employ.

## **ARTICLE 25 - DURATION OF AGREEMENT**

- 25:01 Save as otherwise set out, this Agreement shall become effective on September 1, 2008 and shall remain in effect until August 31, 2012 and shall automatically continue in effect in one year intervals unless either party notifies the other in writing within 150 days before the expiry of the agreement of its desire to negotiate for the renewal of this Agreement. Negotiations for such renewal shall commence within thirty (30) days of notification.

## **LETTER OF UNDERSTANDING**

### Elementary Schools

In a situation where a Casual Occasional Teacher is replacing more than one Teacher, the Occasional Teacher shall be provided with a preparation period (pro rated for part-time) and no more than one teacher's supervision assignments.

The Board will endeavour not to assign any duties prior to the commencement of the first day of an assignment for an Occasional Teacher.

## **LETTER OF UNDERSTANDING**

### Secondary Schools

In a situation where a Casual Occasional Teacher is replacing more than one Teacher, the Occasional Teacher shall be provided with a minimum of one half period for preparation and no more than one teacher's supervision assignments.

## **LETTER OF UNDERSTANDING**

### Part-time Secondary Assignments

The parties shall meet annually to discuss and agree to the method of pay for Casual Daily Occasional Teachers assigned to a part-time secondary workload.

Notwithstanding Article 22:02, if a Casual Occasional Teacher is required to work in a secondary school, they shall be paid in accordance with the following:

- i) One period and no more than one-quarter (1/4) period supervision/on-call assigned in an adjoining period will be paid one-third (1/3) day
- ii) Two periods and no more than one half (1/2) period supervision/on-call assigned in an adjoining period will be paid two-thirds (2/3) day
- iii) Three periods and no more than one-half (1/2) period supervision/on-call will be paid one full day.

**LETTER OF INTENT**

Joint Health & Safety

The Board agrees to investigate, in a timely manner, the practice with regard to the inclusion of an Occasional Teacher Representative on the Joint Health and Safety Committee.

**LETTER OF INTENT**

Access to Board's Intranet System (First Class)

The Board agrees to provide access to its intranet system (First Class) for all Occasional Teachers on the Board's Occasional Teacher List no later than September 1, 2009.

**LETTER OF INTENT**

Call Out Procedures

The parties, through the Liaison Committee, agree to meet to review the Casual Occasional Teacher "Call Out" Procedures.

The Committee will meet initially by January 1, 2009 and at other times as determined by either of the parties.

The committee will jointly review the current call out procedures with a view to introducing and overseeing the implementation of a new call-out procedure for Occasional Teachers for the 2009-2010 school year, if required.

The Board shall provide to the committee members all relevant reports and data related to the existing and revised call-out procedure(s).

In witness thereof, the Board has signed this Agreement this \_\_\_\_\_ day of \_\_\_\_\_, 2008.

Bruce-Grey Catholic District School Board

\_\_\_\_\_

Chair

\_\_\_\_\_

Secretary

In witness thereof, O.E.C.T.A. has signed this Agreement this \_\_\_\_\_ day of \_\_\_\_\_, 2008.

The Ontario English Catholic Teachers' Association

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\_\_\_\_\_

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\_\_\_\_\_