
Provincial Discussion Table Agreement Items

Preamble *The Wellington Catholic District School Board and the Ontario Catholic Teacher's Association Wellington Bargaining Unit are committed to improve student achievement, reduce gaps in student outcomes and increase confidence in the publicly funded education.*

Salary Daily Rate Formula maintained throughout agreement:

1/194 of A0 Step 0 (Currently \$195.99)

September 1, 2008	\$201.87	3% Increase
September 1, 2009	\$207.92	3% Increase
September 1, 2010	\$214.16	3% Increase
September 1, 2011	\$220.59	3% Increase

Letter of Understanding:
Paid Professional Development Days Each Occasional Teacher shall be eligible to attend and be paid for a minimum of one (1) Professional Development Day per school-year, subject to attendance. The Board shall post a list of available Professional Development activities and locations to take place on Board-designated P.D. days.

(Additional 3.5% PDT funding) The topics, content and format of these workshops shall be developed via the Board's Professional Development Committee. Any unused funding can be rolled over to the next year to provide additional paid PD days.

By mutual agreement, the parties may agree to reallocate some or all of the available funds.

Duration September 1, 2008 to August 31, 2012

Items not related to the PDT Agreement

Long-Term Occasional Assignments Number of days to an LTO assignment reduced to 14 days.

Two (2) days of sick leave per month that will accumulate throughout a school year and to the next school year in the same assignment. Up to five (5) days can be carried over to a subsequent LTO assignment.

Bereavement leave provisions for LTOs are now the same as regular teachers.

Occasional teachers on the OT list for one (1) year or more shall be considered first of posted long-term assignments.

A long-term occasional teacher will become eligible for the Board benefits plan after 45 days (an improvement from the previous 60 days).

Pregnancy and Parental Leave (LTOs) Language added to clarify process for notice for Pregnancy/Parental Leave and return from leave if the LTO assignment has not yet concluded.

Tentative Agreement Summary: Wellington Unit 2008-2012

Leave may be extended up to an additional year without being removed from the OT list.

Casual OT Call-Out

An occasional teacher may be removed from the call-out list after the third consecutive refusal or after the sixth non-consecutive refusal per term (defined as September to December, January to March and April to June).

The Board will provide the Association with an electronic list of occasional teachers by September 15th, with updates by February 15th and May 30th of each year.

Casual occasional teachers will always receive a minimum of a half-day's pay. Any assignment that crosses past the mid-point of the day shall pay a full-day's pay. The Casual OT must remain in the school, however, to receive such pay.

Letter of Agreement: In the event that legislation includes Occasional Teachers within the scope of the New Teacher Induction Program (NTIP), the Board agrees that NTIP for Occasional Teachers shall be conducted in the same manner as Teachers.

Letter of Agreement: The Board will make every reasonable effort to have the "Renewal Form" for Occasional Teachers available on-line allowing Occasional Teachers to complete and return the form to Human Resources at his/her convenience, but no later than August 1st as per 12.05 (c).

Hiring to Regular Teaching Positions

Occasional Teachers who meet the requirements under 13.04, who have successfully completed a Long Term assignment of sixty (60) days or more and are qualified for the position as required by the *Education Act* and Regulations shall be given first consideration prior to external candidate.

Parking Pass

Occasional Teachers will be provided with a vehicle identification tag for placement in the teacher's vehicle, identifying them as a WCDSB Occasional Teacher, stipulating the current school year. This tag will only be used when the Occasional Teacher is working. A new tag will be provided each September.

No Administrative Duties

Members of the bargaining unit shall not be assigned the duties of an administrator (for example, no occasional teacher shall be designated Teacher in Charge).

OT Information Package

Each casual occasional teacher, at the beginning of the day, shall be provided with a package which includes the following:

- a) Duplicate class lists;
- b) Seating plans where appropriate;
- c) Lesson plans. Supervision duties and bell times;
- d) Medical information for identified students in the class-room;
- e) Any other relevant information pertaining to the class.

Letter of Agreement: The Board agrees to investigate Occasional Teacher access to the Board's email system and website.

New Teacher Induction Program

Letter of Agreement: In the event that legislation includes Occasional Teachers within the scope of the New Teacher Induction Program (NTIP), the Board agrees that NTIP for Occasional Teachers shall be conducted in the same manner as Teachers.