

Wellington Unit

Tentative Agreement Summary 2008-2012

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	A4 Maximum Salary	September 1, 2008	\$86,587	3% Increase
		September 1, 2009	\$89,185	3% Increase
		September 1, 2010	\$91,860	3% Increase
		September 1, 2011	\$94,616	3% Increase

Allowances	Coordinators	September 1, 2008	\$5,356	3% Increase
		September 1, 2009	\$5,517	3% Increase
		September 1, 2010	\$5,682	3% Increase
		September 1, 2011	\$5,853	3% Increase

Department Heads	September 1, 2008	\$4,052	Adjusted base
	September 1, 2009	\$4,174	3% Increase
	September 1, 2010	\$4,299	3% Increase
	September 1, 2011	\$4,428	3% Increase

Post-Graduate Increase to \$792

Working Conditions **Elementary**

Prep & Planning Time	September 1, 2008	200 minutes/week (current)
	September 1, 2009	210 minutes/week
	September 1, 2010	220 minutes/week
	September 1, 2011	230 minutes/week
	September 1, 2012	240 minutes/week

Note: The Joint Staffing Committee will review the allocation of prep/planning to consider scheduling larger blocks of time for the delivery of an Arts program.

Supervision Limits	September 1, 2008	100 minutes/week
	September 1, 2009	90 minutes/week
	September 1, 2010	80 minutes/week
	September 1, 2011	80 minutes/week

Assignment of supervision shall not exceed current practices in place, where they are more favorable.

Elementary teachers shall be available to students in their classroom fifteen minutes prior to the first scheduled class of the day and five minutes prior to the first scheduled class in the afternoon. Such time shall not constitute supervision/on-call or instructional time. Any assigned supervision duty during the times as outlined above, such as but not limited to, bus duty, hall duty and / or yard duty shall constitute supervision.

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The Joint Staffing Committee shall review the master supervision schedule.

Report Card Days One Professional Activity Day prior to each reporting period will be designated for the purpose of assessment and completion of report cards at the elementary level.

Secondary

Supervision Secondary teachers shall be available to students in their classroom fifteen minutes prior to the first scheduled class of the day and five minutes prior to the first scheduled class in the afternoon. Such time shall not constitute supervision/on-call or instructional time. Any assigned supervision duty during the times as outlined above, such as but not limited to, bus duty, hall duty and / or yard duty shall constitute supervision.

Current practice regarding the levels of secondary supervision during the 2007-2008 school year shall be maintained.

The Joint Staffing Committee shall review the master supervision schedule.

On-calls Effective September 1, 2009, No more than three (3) half-periods per week shall be allotted to "on calls." The number of "on-calls" assigned to a teacher shall not exceed twelve (12) half-periods in a semester. A record will be kept by administration and be made available to teachers.

Dual Credit Courses: A secondary school's Average Daily Enrolment in Dual Credit courses shall be included in the calculation of the number of secondary teaching positions required in the Board pursuant to this collective agreement and/or any class-size regulation.

Joint PD Committee

- Within ninety (90) days of ratification, there shall be established a Joint Professional Development Committee (the "PD Committee") consisting of three (3) representatives appointed by the Board and three (3) representatives appointed by the Union.
- The PD Committee will address ways in which funds generated by the allocation in the Grants for Student Needs to enhance professional learning opportunities for teachers will be used.
- Promote best practices in the implementation of professional learning, which shall be embedded in the instructional day.
- The PD Committee will oversee that professional activities for teachers during Professional Activity Days are consistent with the learning goals identified in the Teacher's Annual Learning Plans.
- The PD Committee will provide advice and assistance to Board staff who are assigned responsibility for providing professional development to teachers and planning for such activities.
- The parties shall meet at least four (4) times per year. Once the PD Committee has been established, the first meeting shall take place prior to September 15.

Joint Staffing Committee

- Within ninety (90) days of ratification of this collective agreement, there shall be established a Joint Staffing Committee (the "Committee") composed of three (3) representatives of the Teachers appointed by the Union and three (3) representatives of the Board.

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- The functions of the Committee shall be:
 - to review and discuss the existing staffing model and staff allocation;
 - to monitor compliance with respect to Ministry and collective agreement staffing requirements;
 - to develop a Board wide staffing model;
 - to make recommendations on and monitor the implementation of new programs and initiatives;
 - to consider and make recommendations on staffing issues arising from the Provincial Discussion Table Agreement;
 - to consider any other matters the parties may mutually agree would be appropriate
- The Board shall provide all necessary reports and data related to staffing and workload in a timely manner.
- Once the Committee is established, it shall be convened not later than October 10 in each school year. Thereafter the Committee shall meet five (5) times annually, unless otherwise agreed to by the parties.

Duration September 1, 2008 to August 31, 2012

Items not related to the PDT Agreement

Recognition This agreement is subject to the provisions of the Education Act and the Ontario Labour Relations Act.

Management Rights Changed language regarding the Board making rules and regulations to govern teachers to “reasonable rules, *policies* and regulations.

Re-worded language regarding Offence Declarations to reflect current law.

Conditions of Professional Education Service Deleted language related to mandatory retirement at age 65.

Deleted the language allowing the Board to withhold a salary increment based on “inadequate work” as assessed by the Director.

In the case of non-disciplinary meetings with an administrator, the teacher will be told, in advance, of the specific purpose of the meeting.

Reworded seniority and redundancy clauses to clearly assign seniority based on date of hire to the bargaining unit. Being placed on the recall list does not interrupt seniority.

Receiving an allowance can no longer circumvent seniority for the purposes of redundancy, only qualifications in a restricted area can over-ride seniority where no other qualified teacher is available.

Placement Partial years of experience to be calculated on the basis of 194 school days.

Lump sum payment of salary in June will no longer be available to new hires. Current members of the bargaining unit will not be able to revert back to the lump sum payment once he/she has opted out.

Teachers no longer have to respond regarding their statement of salary unless a correction is required. Should a teacher fail to report a correction within 21 days the teacher will not be entitled to any additional retroactive pay resulting from the error.

Teacher-In-Charge

- TIC will not evaluate other Board employees.
- TIC will be provided an contact number to reach the principal/superintendent

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- (TIC)**
- Classroom teachers will be replaced with an occasional teacher if made a TIC for more than a half-day, non-classroom teachers may be replaced at the discretion of the principal in consultation with the TIC. All TIC's will be replaced in the event of the absence of a principal for 2 days or more.
 - TIC will always be informed when the administrator(s) has left the school
 - TIC's will receive a half-day of in-service on a school day no later than Sept. 30.

Honorarium	September 1, 2008	\$875
	September 1, 2009	\$900
	September 1, 2010	\$925
	September 1, 2011	\$950

If a TIC is assigned more than 10 days, with a minimum of a half-day occurrence, he/she shall receive an additional \$25 per occurrence.

Any teacher who acts as a TIC when the regular TIC is absent shall be released in accordance with this article and be paid \$35 per half-day assignment.

Acting Administrator Acting administrators shall not perform evaluations of any teachers.

Benefits Information to be provided to the teachers regarding benefits.

Teachers over age 65 shall be entitled to benefits except for LTD and group life.

- Leaves**
- Deleted Education/Sabbatical Leave
 - Bereavement leave is to be taken at or around the time of death.
 - Teachers who run out sick leave after giving birth shall receive the difference between the teacher's current sick leave balance up to a maximum of 10 days (the EI waiting period).
 - Amended Miscellaneous Leaves (with deduction from sick leave) to include a provision for leave for a specialized appointment that could not be scheduled outside of the school day.
 - Self-funded leave plans may now be taken in intervals of 6 months or more, beginning Sept. 1 or Feb. 1.
 - Withdrawing from the self-funded leave plan will result in an additional administrative fee of \$300.00.
 - Return from Association leave provision to include positions of responsibility.

Personnel File Amended language to reflect current practice regarding confidentiality and access.

- Teacher Performance Appraisal/NTIP**
- Updated language to reflect current legislation.
 - No additional domains, competencies and look-fors.
 - Extra-curricular activities are excluded from the appraisal process.
 - Regarding NTIP Elements:
 - NTIP activities shall be embedded in the instructional day.
 - The choice of the mentor shall be agreed to by the new teacher, the mentor and the principal.
 - A mentor must have at least 5 years of experience.
 - Mentoring ceases when the new teacher receives a rating other than a "satisfactory" (the Association will provide support).
 - The new teacher may confidentially request a new mentor and the mentor may request to no longer act in the role of mentor at any time.