

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

1. 3.10 *Glossary for terms*
2. 3.17 *Gender - Use of Plural and Singular in Contract Language; Interpretation of Teacher Contracts and School Act*
3. 3.4 *Cover Page of Agreement - Memorandum*

Section A: The Collective Bargaining Relationships

1. 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*
2. Legislative Change
 - 3.18 *Legislative Change*
3. Recognition of the Union
 - 3.28 *Recognition of Union*
4. Membership Requirement
 - 3.49 *Membership Requirements*
5. Exclusions from the Bargaining Unit
 - 3.8 *Bargaining Unit - Exclusion From Inter-Union Liaison*
6. No Contracting Out
 - 1.32 *Contracting Out, Job Security*
7. BCTF Dues Deduction
 - 3.48 *Dues Deduction - BCTF and College Fees*
8. President's /Officer Release
 - 1.61 *President's/Officer Release, Other Officers*
9. Management Rights
 - 3.21 *Management Rights / Responsibilities*

10. Pro-D Chairperson Release
1.79 Coordinators of Professional Development - Leave & 1.10 - Role into 10
11. 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
12. Leave for Contract Negotiations
1.57 Contract Negotiations Leave
13. School Staff Committees
3.22 Committee-School Staff, District Committees
14. Access to Information
4.40 Access to Information
15. Copy of Agreement
1.26 Copy of Collective Agreement (as it relates to interfacing provincial language and local matters language)
16. 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
17. Expedited Arbitration
3.7 Expedited - Arbitration
18. Troubleshooter
3.13 Grievance - Troubleshooter

Section B: Salary and Economic Benefits

1. 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

2. Category Addition
3. Category Elimination
4. Experience Recognition
 - a. *1.40 Recognition of Experience - Salary Purposes*Special Placement
5. Salary Scale
6. Trade, Technical and Work Experience
7. Increment Date
 - 1.43 Salary - Increments, Withholding, Dates of Extra Increments for Long Service*
8. Part-time Employees' Pay and Benefits
 - 1.82 Part Time Teachers' Sick Leave and Benefits, Employment Rights -Part Time Teachers*
9. Teachers' on Call Pay and Benefits
 - 1.94 Salary and Sick Leave of Substitute Teachers -Benefits*
10. Summer School and Night School Payment
 - 1.86 Counsellors Working Outside School Calendar, Night School Payments, Salary - Payment for Additional Days; Not Regular School Days*
11. Associated Professionals
 - 1.23 Speech Pathologists, Associated Professionals, Other Non-Teaching Employees*
12. 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*
13. 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*

14. Automobile/Travel Allowance
 - 2.1 *Automobile Expenses*
 - 2.2 *Travel Allowance*

15. First Aid Allowance
 - 1.41 *First Aid, First Aid Allowances, Training*

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

17. 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.*

18. 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.*

19. 1.96 *Classroom Supply Allowance (Compensation for Funds Spent by Teachers on Class)*

20. Housing Assistance
 - 2.5 *Housing*

21. Part Month Payments and Deductions
 - 1.87 *Part Month Payments and Deductions - Schedule*

22. No Cuts in Salary and Benefits
 - 1.69 *No Cuts in Salary*

23. Pay Periods
 - 1.88 *Pay Periods, Salary Payday Schedule*

24. Payment For Work Beyond Regular Work Year
 - 1.86 *Counsellors Working Outside School Calendar, Night School Payments/Summer School Payments, Salary-Payment for Additional Days; Not Regular School Days*

24. Board Payment of College Fees
 - 1.5 *College Fees, Employer Payment*

- 25. *General Benefits*
 - 1.10 *General Information, Benefits*
 - 3.36 *Benefits - Management Committee*

- 26. *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*

- 27. *Death Benefits*
 - 1.8 *Death*

- 28. *Unemployment Insurance/SIF Rebate*
 - 3.3 *Benefits - UIC (all rebates)*

- 29. *Continuation of Benefits*
 - 1.13 *Benefits - Payment for During Leave*
 - 1.17 *Salary Indemnity, Salary Continuance, Long Term Disability*

- 30. *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*

- 31. *Employee and Family Assistance Program*
 - 2.3 *EAP/EFAP*

- 32. *Personal Property Insurance*
 - 1.102 *Loss of Personal Effects, Theft, Vandalism*

- 33. *Group RRSP*
 - 3.38 *Benefits - RRSP*

Section C: Employment Rights

1. Employment on Continuing Contract
 - 1.31 *Employment/Appointment on Continuing Contract*
 - 1.98 *Employment Rights - Temporary Teachers*
 - 3.1 *Appointment - Probationary*

2. Dismissal and Discipline for Misconduct
 - 1.37 *Suspension, Dismissal and Discipline*
 - 3.40 *Conduct of a Teacher (Outside School)*

3. Dismissal Based on Performance
 - 3.5 *Dismissal for Non-Performance*

- 3.1 The Processes of Evaluation of Teachers' Teaching Performance

4. Part-Time Teachers' Employment Rights
 - 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*

5. Teacher on Call Hiring Practices
 - 1.95 *Availability of Substitute Teachers and Hiring Practices*

6. Seniority-Severance Pay
 - 1.100 *Severance, Seniority*
 - 3.24 *Seniority (not associated with termination/severance)*

7. 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*

Section D: Working Conditions

1. Hours of Work
 - 1.84 *Duration of School Day; Instructional Time, Extended Day; Four Day Week, Librarians; Counsellors Hours and Schedules*

2. Preparation Time
 - 1.84 *Duration of School Day; Instructional Time, Extended Day; Four Day Week, Librarians; Counsellors Hours and Schedules*

3. 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*

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

- 5. Supervision Duties
 - 1.97 *Duty Free Lunch Hour, Noon Hour Supervision, Supervision Duties*

- 6. Availability of Teacher on Call
 - 1.95 *Availability of Substitute Teachers and Hiring Practices*

- 7. Teacher on Call Working Conditions
 - 3.30 *Substitute Teacher Working Conditions*

- 8. Mentor/Beginning Teacher Program
 - 1.4 *Student Teachers, Beginning Teachers, Mentorship Program*
 - 1.72 *Orientation, Teacher, Employee*

- 9. Child Care for Work Beyond Regular Hours
 - 1.35 *Day Care; Child Care*

- 10. Home Education
 - 1.42 *Home Education, Suspended Students, Hospital/Homebound Teachers*

- 11. Itinerant Teachers
 - 1.36 *Definition of Teachers, Itinerant Teachers*

- 12. Non-traditional Worksites
 - 1.3 *Adult Education, Storefront Schools, Satellite School Programs*

- 13. Correspondence Courses
 - 1.33 *Correspondence School*

- 14. Technological Change
 - 3.31 *Adjustment Plan - Board Introduced Change; Technological Change; Library Resource Automation*

15. Hearing and Medical Checks
 - 1.105 *Medical Examinations, Tests, Screening for TB; Medical Tests – Hearing*

Section E: Personnel Practices

1. Definitions
 - 1.36 *Definition of Teachers, Itinerant Teachers*
2. NOTE: Re: Selection of Administrative Officers, See Addendum B.
3. Non-sexist Environment
 - 3.16 *Non-sexist Environment*
4. Sexual Harassment
 - 3.15 *Harassment - Sexual; Personal Harassment*
5. Harassment
 - 3.14 *Harassment of Teachers*
6. Falsely Accused Employee Assistance
 - 2.4 *Falsely Accused Employee*
7. Violence Prevention in Schools
 - 3.47 *Acts of Violence Against Teachers*
8. Criminal Record Checks
 - 1.111 *Criminal record checks*
9. Resignation
 - 3.44 *Employee Terminating Employment*

Section F: Professional Rights

1. 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*
2. Professional Development: Funding (NOTE: See also Addendum C)
 - 1.19 *Tuition Costs*
 - 1.78 *Professional Development Committee - as related to funding*
 - 1.81 *Funds - Professional Development*
3. Professional Days (Non-Instructional)
 - 1.70 *Non-Instructional Days*

4. School Accreditation
 - 1.1 *Assessment, Accreditation (Elementary & Secondary)*
5. 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*

Section G: Leaves of Absence

1. 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*
2. Maternity and Parental Leave and S.U.B. Plan
 - 1.18 *Maternity Supplemental Unemployment*
 - 1.108 *Maternity Leave*
 - 1.109 *Parental Leave - Short Term*
3. Short Term Paternity Leave and Adoption Leave
 - 1.46 *Adoption Leave*
 - 1.60 *Paternity Leave*
4. Jury Duty and Appearances in Legal Proceedings
 - 1.56 *Jury Duty Leave, Witness*
5. 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*
6. Bereavement/Compassionate Leave
 - 1.48 *Bereavement Leave*
 - 1.53 *Funeral Leave*
7. Leave for Family Illness
 - 1.52 *Care of Dependents Child or Relative - Emergency or Long Term Chronic - Leave, Emergency Leave for Family Illness, Compassionate Leave*
8. Discretionary Leave
 - 1.54 *Short Term - Leave, Discretionary; General; Personal*

9. Leave for Elected Office and Community Service
 - 1.49 *Community Service; Search and Rescue Leave*
 - 1.51 *Election Leave, Political Leave*
10. WCB Leave With Pay
 - 1.21 *WCB*
 - 1.67 *Worker's Compensation - Leave*
11. Early Retirement Incentive Plan - separate from B
12. Leave of Absence Incentive Plan
 - 1.47 *Absence Incentive Plan - Leave*
13. Religious Holidays
 - 1.62 *Religious Holiday - Leave*
14. Leave to Attend Retirement Seminars
 - 1.112 *Leave to Attend Retirement Seminars*
15. Leave for Communicable Disease
 - 1.63 *Communicable Disease, Sick Leave, Sick Leave Portability, Bone Marrow/Cell Separation Program Participation - Leave*
16. Leave for Conference Participation
 - 1.113 *Leave for Conference Participation*
17. Leave for Competitions
 - 1.55 *International Amateur Competition, Sports Competition Leave*
18. Leave for Visiting Exchange Teachers (needs broader title)
 - 1.59 *Dept. of Defence, Exchange Teacher; Outside Assignment, Secondment, Detached Duty - Leave, Resource Teacher Assignment*
19. Leave for University Convocations (needs broader title)
 - 1.64 *Citizenship, Marriage, Special Circumstances, Grad, Weather Leaves*
20. Leave for Blood, Tissue and Organ Donations
 - 1.63 *Communicable Disease, Sick Leave, Sick Leave Portability, Bone Marrow/Cell Separation Program Participation - Leave*
21. 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*

- 22. Miscellaneous Leaves with cost
 - 1.58 *Other - Leave*
 - 1.106 *Committee - Detached Duty*

March 5, 2013 - Provincial