

Bargaining themes:

1. Teacher Workload

Issue being addressed:

- Current language considers only one factor (the type and number of designated students) in assessing a teacher's workload, omitting other important factors that may be relevant
- Class composition language restricts some identified students from accessing particular classes that may benefit their learning
- School boards are required to allocate resources where they are not necessarily the best fit for particular learning context
- The restoration of the language within the current educational context has led to confusion of application and numerous interpretive disputes
- Collective agreement language addressing teacher workload is inconsistent across the province

Desired outcome:

- To establish a provincially consistent approach that provides appropriate, context-specific relief for teachers' workloads so they can be supported to maximize their engagement in their teaching practice
- To provide school boards the ability to use resources in a way that most benefits their students' learning needs and makes the most sense for their context
- Simpler and clearer language that reduces interpretation confusion

2. Recruitment and Retention

Issue being addressed:

- Some barriers may exist which impede teacher mobility and retention of teachers

Desired outcome:

- To support districts in their ability to attract and retain teachers
- To achieve consistent treatment of teachers across the province in terms of background experience and placement on the salary scale

3. Innovative Learning Structures

Issue being addressed:

- Some collective agreement provisions restrict the way boards can design their school year

Desired outcome:

- For boards to be able to modify the school year to allow for both students and teachers to learn and teach in more adaptable ways

4. Professional Learning

Issue being addressed:

- Collective agreement provisions related to teacher professional growth are inconsistent across the province

Desired outcome:

- To explore ways to enhance support for both school boards and teachers in maximizing student success by focusing on ways to enhance professional growth practices

5. Miscellaneous/Housekeeping