



Bargaining Proposal—2019

Proposal Number: U50
Date: March 13, 2019 Time: 10:15am
(corrected version 11:05am)

ARTICLE D. ADULT EDUCATION TEACHERS' HOURS OF WORK AND WORK YEAR

- a. The annual salary based on category and experience provisions for Adult Education teachers shall be payable based on their hours of work during the work year and shall be inclusive of statutory holidays and Professional Development days.
- b. The regular work year for Adult Education teachers shall be scheduled between Labour Day and July 1 of the following calendar year. For the purposes of pensionable service, the work year shall be January 1 to December 31 of each year and calculated based on Article B.1.
- c. For purposes of calculating Full-Time Employment (FTE), one (1) FTE shall be nine hundred and fifty (950) hours of instruction, inclusive of preparation time, and professional development, non-instructional days, and statutory holidays.
- d. Adult Education teachers may apply for hours exceeding one (1) FTE in order to achieve one (1) FTE, subject to post and fill provisions, but the total hours shall not exceed 1040 hours inclusive of preparation time during the school year as defined in D._b above.
- e. The regular work year for the Adult Education teachers will include no fewer than five (5) non-instructional days for Professional Development, no fewer than one non-instructional administrative day, and all statutory holidays. Classes shall not be scheduled on statutory holidays, non-instructional days, or any administrative days.

Adult Education teachers shall be eligible to receive pay for district non-instructional days and statutory holidays which fall on days they would otherwise have worked, subject to the hourly rate of pay in Article B.1.

- f. Employees may use summer and TTOC work to reach full-time employment and/or one full year of pensionable service. Summer and TTOC work shall be considered work beyond the school year for full-time Adult Education teachers and the option to teach in the summer shall be voluntary.
- g. Adult Education teachers whose work assignment includes non-continuous courses, including assignments where an Adult Education teacher is scheduled for courses during the day and courses scheduled during the same evening, or any configuration of courses with more than a three-hour

intermission between, shall receive a shift differential of 10% of the hourly rate per hour, applied to hours scheduled after any intermission of three (3) or more hours.

No employee shall be denied access to an assignment due to eligibility for the shift differential.

- h. The local teachers' union will receive a copy of all correspondence on any arrangements under this article.

Any and all superior provisions contained in the previous Collective Agreement shall remain part of the Collective Agreement.

Signed this _____ day of _____, 2019

For BCTF

For BCPSEA