



Bargaining Proposal—2019

Proposal Number: U

Date: _____ Time: _____

Insert a new Article G.9 as follows:

ARTICLE G.9 TEMPORARY PRINCIPAL/VICE-PRINCIPAL LEAVE

1. When a teacher is appointed into an ~~acting~~ **Temporary** Principal or Vice-Principal position they maintain the right to return to their former teaching position within the school, **providing the position still exists** if:
 - a. they are replacing a Principal or Vice-Principal who is on leave or has departed unexpectedly, and
 - b. their appointment as Principal or Vice-Principal does not extend past ~~a period of one~~ **the end of the school year in which the leave was taken (12 months)**.
2. Upon return from leave, the employee shall be assigned to the same position or, when the position is no longer available, a similar position.
3. The vacated teaching position will be posted as a temporary position during this period.
4. Where there are extenuating personal circumstances that extend the leave of the Principal or Vice-Principal **beyond the provisions of 1.b, but not longer than a combined period of ten (10) additional months**, the vacated teaching position ~~may~~ **shall** be posted as temporary ~~for an additional year (12 months)~~.
5. ~~Acting~~ **Temporary** Principals or Vice-Principals appointed pursuant to G.9.1 or G.9.4 who have a right to return to their former teaching position will not be assigned or assume the following duties:
 - a. Teacher evaluation
 - b. Teacher discipline
6. **Teachers taking one of the following:**
 - a. **pregnancy leave (ESA)**
 - b. **leave for BCTF employment**
 - c. **parental leave (ESA)**
 - d. **extended parental/parenthood leave (beyond ESA entitlements)**
 - e. **adoption (beyond ESA entitlements); or**

f. compassionate care leave

will be able return to their former teaching position in the school that they were assigned to for a maximum period of one year (twelve months) from the time the leave of absence commenced. The teacher's position will be posted as a temporary vacancy. Upon return from leave, the employee shall be assigned to the same position or, when the position is no longer available, a similar position.

7. Should a leave described above extend beyond what is set out in G.9.1, G.9.3 and G.9.4, the individual's former teaching position will no longer be held through a temporary posting, and will be filled on continuing basis, unless a longer leave with a right of return to a specific position is provided for in the local collective agreement or otherwise agreed to between the Parties.

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