



## Bargaining Proposal—2019

Proposal Number: U96

Date: August 26, 2019 Time: 7:17pm

### TEMPORARY PRINCIPAL / VICE-PRINCIPAL LEAVE

1. Where teachers are appointed into an ~~Acting~~ **Temporary** Vice-Principal (or Principal) position they maintain the right to return to their former teaching position within the school if:
  - a. they are replacing a Vice-Principal (or Principal) who is on leave or has departed unexpectedly, and
  - b. their appointment as **Temporary** Vice-Principal (or Principal) does not extend past ~~a period of one year (12 months)~~ **the end of the school year in which the leave was taken.**
2. Upon return from leave **as per 1.b.**, 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 Vice-Principal (or Principal), the vacated teaching position may be posted as temporary for ~~an additional year (12 months)~~ up to 10 months.
5. ~~Acting~~ **Temporary** Vice-Principals (or Principals) 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:**
  - i. **pregnancy leave (ESA)**
  - ii. **leave for elected local union position**
  - iii. **leave for elected provincial union position**
  - iv. **leave for BCTF employment**
  - v. **parental leave (ESA)**

- vi. **extended parental/parenthood leave (beyond ESA entitlements)**
- vii. **adoption (beyond ESA entitlements); or**
- viii. **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 numbers ~~1, 3~~ and **4**, the individual's former teaching position will no longer be held through a temporary posting; and will be filled on a 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