



**GREATER
SASKATOON
CATHOLIC
SCHOOLS**

**LOCAL IMPLEMENTATION
AND
NEGOTIATIONS COMMITTEE
(LINC)
AGREEMENT**

January 1, 2007 – August 31, 2009

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THIS AGREEMENT BETWEEN:

THE BOARD OF EDUCATION OF ST. PAUL'S ROMAN
CATHOLIC SEPARATE SCHOOL DIVISION NO. 20
OF SASKATCHEWAN,

hereinafter called the "Board"

- and -

THE TEACHERS OF ST. PAUL'S ROMAN CATHOLIC
SEPARATE SCHOOL DIVISION NO. 20

hereinafter called the "Teachers"

OUR MISSION

Education in the Catholic tradition is the lifelong process of seeking and coming to know God in the fullness of creation.

The purpose of the Greater Saskatoon Catholic Schools is to assist parents and the local Church community in the formation of students in heart, mind, body and spirit.

Catholic schools strive to provide an atmosphere of love in which students are inspired by hope in Jesus Christ and have their faith strengthened through the power of the Holy Spirit.



OUR LOGO

Catholic school divisions in Saskatoon, Humboldt, Biggar, Viscount and rural areas surrounding Saskatoon have joined together to become Saskatchewan's largest Catholic school division.

A key feature of the logo is the perspective lines that represent rural and urban communities coming to forge a unique partnership. Reminiscent of rural landscapes, the lines merge into the towering structures of a "city" that is also a cross. The cross, in turn, is a growing tree of knowledge deeply rooted in the land and in the consciousness of Saskatchewan people.

Centred on the Bible, the rays of energy emanating from the cross reach into the expanded school division community through sharing and communication. The contemporary sans serif font demonstrates balanced proportions and has a timeless quality. Olive green complements both the biblical as well as the “growing minds” context.

The result is a logo that is rich in symbolism and one that successfully illustrates our division’s stability and strength.

SECTION I - TERM OF AGREEMENT

This Agreement between the Board and the teachers of St. Paul's Roman Catholic Separate School Division No. 20 shall come into force January 1, 2007 and remain in force until revised according to the Provisions contained herein.

SECTION II - PROVISIONS OF THE AGREEMENT

This Agreement shall be the Local Agreement negotiated between the parties hereto as provided by The Education Act.

SECTION III - REVISION OF THE AGREEMENT

- 3.1 This collective bargaining Agreement becomes effective January 1, 2007 and shall continue in effect until August 31, 2009 and thereafter until revised in accordance with The Education Act, 1995.
- 3.2 The parties to the Agreement may, by mutual consent, revise any provision of the Agreement during the term of the Agreement.
- 3.3 Should any of the provisions of this Agreement be found to be contrary to the provisions of any law, now or hereafter enacted, this Agreement shall not be abrogated, but will be subject to such amendments as may be necessary to bring it into conformity with the law.

SECTION IV - PROFESSIONAL DEVELOPMENT

4.1 Professional Development Committees

4.1.1 The following Committees shall be established:

- a) Division Committee
- b) Teacher Committees:
 - Elementary and High School Teachers
 - Principals
 - Vice/Assistant Principals
 - Consultants/Coordinators
- c) Speech Pathologists – Educational Psychologists

4.1.2 Membership on each committee shall be as follows:

Division Committee - Three members appointed by the Board and three members appointed by the Catholic Section of the Saskatoon Teachers' Association. The Board shall also appoint a convening and reporting Chair.

Teacher Committees - As appointed by the Catholic Section of the Saskatoon Teachers' Association.

Speech Pathologists – Educational Psychologists – As appointed by the Catholic Section of the Saskatoon Teachers' Association.

4.2 Professional Development Activities

The Division Committee and Teacher Committees may make recommendations with respect to the following activities:

- Educational Leave
- Conference Activities
- Tuition Fee Bursaries
- Inter and Intra School Visitations
- Local School Professional Development Programs
- Personal Professional Development Programs

and any other type of professional development activity recognized by any of the four (4) Teacher Committees.

4.3 Duties of Committees

4.3.1 The Division Committee shall:

Make recommendations to the Board regarding the selection of candidates and allocation of funds to recipients of Educational Leave Awards granted during the previous academic year as well as a financial statement.

Make recommendations to the Board regarding the amount of refunds referred to in Section 4.6.5. and Educational Leave program alterations referred to in Section 4.6.6.

Fund Inter/intra school visitations to a maximum cost of \$2,000 annually.

Submit to the Board and the teachers an Annual Report which shall be a summary of all Educational Leave Awards granted during the previous academic year as well as a financial statement.

4.3.2 The Teacher Committees shall:

Submit to the designated Superintendent no later than June 15th its recommended priorities and budget allocations for the expenditure of funds for the next school year.

Be responsible for the assignment of funds in keeping with the priorities and budget allocations as approved by the Board.

Submit to the Board an Annual Report consisting of a financial statement, a summary of all professional development activities undertaken during the previous year, and reconciliation of expenditures as they relate to the approved priorities.

4.4 Budgetary Provisions

4.4.1 In order to assist in the professional development of its teachers, the Board shall establish a Professional Development Fund.

2007-2008 School Year

The fund will be established on the basis of \$293.43 per full time equivalent teacher as of September 30 of the current academic year.

In addition to the base fund, the Elementary and High School Committees will each receive \$7,500.00 for Professional Development initiatives directly related to Extra-Curricular programming.

2008-2009 School Year

The fund will be established on the basis of \$302.23 per full time equivalent teacher as of September 30 of the current academic year.

In addition to the base fund, the Elementary and High School Committees will each receive \$7,500.00 for Professional Development Initiatives directly related to Extra-Curricular programming.

4.4.2 The monies contained within the Fund shall be apportioned to those committees established by Section 4.1 on the following basis:

Teacher Committees	-	66.5%
Division Committee	-	33.5%

4.4.3 The sum apportioned to the Teacher Committees shall be distributed on the following basis:

. Elementary and High School Teachers Committee	-	70%
. Principals Committee	-	15%
. Vice/Assistant Principals Committee	-	7.5%
. Consultants/Coordinators Committee	-	7.5%

4.4.4 The fund available to the Speech and Language Pathologists\Educational Psychologist Committee shall be:

2007/2008 School Year - \$ 500.00 per full-time equivalent teacher as of September 30 of the current academic year.

2008/2009 School year - \$515.00 per full-time equivalent teacher as of September 30 of the current academic year.

Speech and Language Pathologists and Educational Psychologists shall not be included in the Teacher Committee FTE count.

4.4.5 Elementary and high school teachers shall distribute their fund according to full-time equivalent teachers in the respective groups as of September 30 of each academic year. The funds allocated to these committees are to be utilized for either conference awards or tuition fee bursaries in accordance with guidelines established by the respective teacher committees.

4.4.6 School staffs, including the Coordinator/Consultant staff at the Board Office, may make application to the respective Teacher Committee for funds to conduct school (Board Office) based group professional development programs.

4.4.7 Funds assigned to Teacher Committees in accordance with Sections 4.4.2 and 4.4.3 and which are not expended shall be credited to the respective Teacher Committee on July 1 of each year.

4.4.8 Funds assigned to the Division Committee in accordance with Section 4.4.2 and which are not expended shall be credited to the Division Committee on July 1 of each year.

4.4.9 When a request for a Conference\Workshop in Saskatoon is approved by the appropriate Travel and Conference Committee, for teachers in Humboldt, Biggar, and Viscount travel expenses will be provided in accordance with Section 7.3

4.5 Tuition Fee Bursaries

4.5.1 Payment of bursaries shall be made on receipt of documentation indicating the successful completion of the approved class, and on the return of the teacher to the employ of the Board.

4.5.2 During the period of time from July 1 to June 30 of the following year, the maximum amount of Tuition Fee Bursary funds available to a teacher shall not exceed the registration cost of a six credit class offered by the University of Saskatchewan.

4.5.3 The benefits of this provision are not available to teachers on Educational Leave exceeding two months in duration.

4.6 Conference Awards

4.6.1 A Conference Award may be granted to a teacher to participate in a conference, convention, workshop, or observation activity in an area in which the teacher has major teaching, administrative, or special assignments or duties.

4.6.2 In no instance shall the Board utilize these funds to pay a teacher's membership fee in any organization.

4.6.3 Teachers who would be required to be absent from normal duties in connection with Conference Awards must have the written approval of such absence from the designated Superintendent and the Principal.

4.6.4 The maximum amount of funds payable for travel, meals and accommodation shall not exceed that permitted by Board policy.

4.7 Educational Leave

4.7.1 Educational Leave for the purpose of pursuing academic studies may be granted to a teacher for a period of time exceeding five consecutive teaching days but not exceeding ten consecutive months.

4.7.2 Teachers receiving an Educational Leave Award for a period of study of two months or less shall suffer no loss of salary during the Leave. Teachers receiving an Educational Leave Award for a period of study exceeding two months shall receive up to 80% of salary during the Leave. In both instances, salary shall be defined as including any administrative, supervisory or special allowances received at the time the Leave is taken.

4.7.3 Only those candidates approved by the Director of Education and who have completed two years of satisfactory service with the Board shall be eligible to apply for and receive an Educational Leave Award.

- 4.7.4 In January of each year the Director of Education shall announce division priorities for Educational Leave Awards. Such priorities shall only serve as a guideline for the division committee -- awards for areas of study outside of the guidelines may also be granted.
- 4.7.5 Applications for Educational Leave Awards will be accepted only during the month of February. In instances where an application is not supported by the Division Committee, the applicant will be notified of same, in writing, by the Convening and Reporting Chairperson of the Division Committee. Applications which are supported by the Division Committee shall be submitted to the Board along with a recommendation for approval. The Board, through the Convening and Reporting Chairperson of the Division Committee shall notify such applicants, in writing, by April 1 as to the acceptance or rejection of the application and in case of acceptance by the Board, the teacher shall confirm acceptance or rejection of the award, in writing, within two weeks of being notified.
- 4.7.6 A teacher who receives an Educational Leave Award shall be committed and shall undertake, in writing, to return to the employ of the Board for at least one year immediately following the Educational Leave. A teacher who fails to fulfil such commitment shall repay to the School Board that portion of the award received which is directly proportional to the unfulfilled commitment. Such repayment shall become due and payable as at the date on which the teacher leaves the employ of the Board.
- 4.7.7 A teacher who has been granted an Educational Leave Award and who must change his/her program must have such changes approved by the designated Superintendent acting upon the recommendation of the Division Committee.
- 4.7.8 At the time an Educational Leave Award is granted to a teacher, the teacher and the Board must mutually agree to the conditions regarding the teacher's position at the expiration of the Leave.
- 4.7.9 No legal liability will be attached to a teacher or a teacher's estate if disability, prolonged illness, or death prevent the fulfilment of the terms of Section 4.7.6.
- 4.7.10 Funds returned to the School Board under Section 4.7.6 shall be re-allocated to the Division Committee.

4.8 Replacement Teachers

The cost of substitute teachers required as a result of Leaves granted to participate in professional development activities, with the exception of Educational Leave, shall be a charge against the appropriate Teacher Committee.

4.9 Deferred Salary Leave Plan

The Teacher Deferred Leave Plan allows a teacher to apply for an academic year leave of absence which shall be taken within six years of the date of application. The teacher shall be solely responsible for self-financing the year of absence.

To qualify for the leave of absence, the teacher must be in the employ of the Board

for a minimum of two years immediately prior to entering the plan.

To enter the plan, the teacher shall make application to the Director of Education no later than March 1st. The teacher shall specify the year the leave is to be taken when application is made.

The teacher entering the plan shall be free to pursue any activity desired during the leave of absence.

A teacher who takes a deferred salary leave shall be committed and shall undertake, in writing, to return to the employ of the Board for at least one year immediately following the deferred salary leave.

Placement upon return will be in accordance with policy GFA - Regulations and Procedures.

The Board shall notify the teacher in writing, of acceptance or rejection of application by April 30 of the year in which the application was submitted.

The teacher shall have the right to opt out of the plan at any time provided the Board receives written notification by March 1st of the academic year prior to the leave.

4.10 Special Division Bursary Fund

The Board of Education will continue the Special Division Bursary Fund of \$6,500.00 subject to said funds being granted by the Department of Learning. The fund is to support bursaries that meet Department of Learning Recruitment and Retention targets as well as the stated Division priorities.

The Director of Education shall communicate to schools the Division's needs by June 30 of each year.

The fund will be administered by the Chairs of Elementary teachers, High School teachers and Division Committee.

SECTION V - SUBSTITUTE TEACHERS

5.1 Effective the first of the month following ratification, Substitute Teachers shall be paid at the rate of 80% of Class IV, Step 1 for service provided to schools within the City of Saskatoon and at St. Alphonse School. Substitute Teachers shall be paid at 1/197 of the minimum of substitute salary class on the provincial grid for service within the City of Humboldt. Substitute Teachers shall be paid at 1/197 of the minimum of Class III for service at St. Gabriel School.

5.2 Effective the first of the month following ratification, upon carrying out five consecutive daily assigned duties for the same classroom teacher, the Substitute Teacher shall be paid at the current rate then paid for teachers with the same classification and experience commencing on the 6th consecutive day.

Common Dismissal Days and Conferencing days are not to be considered as a break in service.

- 5.3 When the provincial salary schedule changes as a result of a provincial collective agreement, the corresponding increase in daily salary rate for substitute teachers shall be effective the first day of the month following ratification of that provincial agreement.
- 5.4 The Substitute Teacher Rate charged to Travel and Conference Committees and to individual teachers will be set at the lowest actual substitute rate including the cost of benefits within Greater Saskatoon Catholic Schools. In the event a leave is of a duration requiring sub pay at grid the rate charged will reflect actual cost.

SECTION VI - SPECIAL ALLOWANCES

6.1 Co-ordinators

Effective the first of the month following ratification Coordinators shall receive an annual allowance of 19% of Class VI maximum.

6.2 Consultants

Effective the first of the month following ratification Consultants shall receive an annual allowance at the rate of 10% of Class VI maximum.

6.3 Speech Pathologists and Educational Psychologists

Effective the first of the month following ratification Speech Pathologists and Educational Psychologists will cease to be part of the Consultant's group.

Effective the first of the month following ratification Speech Pathologists and Educational Psychologists shall receive an allowance at the rate of 10% of Class VI maximum.

6.4 Program Leaders

Effective the first of the month following ratification Program Leaders shall receive an annual allowance at the rate of 5% of Class VI maximum.

6.5 High School Instructional Leadership

High Schools will receive funding for the promotion of Instructional Leadership in accordance with the formula outlined below.

High School Advisory Council

High School Advisory Councils shall receive an annual allocation of funds based on the enrollment as of September 15th of the current academic year. The per student allotment shall be:

\$ 20.32 from July 1, 2007 to June 30, 2008

\$ 20.83 from July 1, 2008 to June 30, 2009

The amounts specified above shall be distributed among the High School Advisory Council members in accordance with a formula to be determined by the principal and staff of each High School and approved by the Director of Education. In the event that the principal and staff of the High School cannot agree on a formula, the Director of Education shall be entitled to determine the formula.

6.6 Elementary School Instructional Leadership (Actualization of Curriculum Teams – ACT)

Elementary Schools will receive proportionate funding for the promotion of Instructional Leadership accordingly:

Effective September 1, 2007, Division-Wide funding of \$ 92,704

Effective September 1, 2008, Division-Wide funding of \$ 97,339

SECTION VII - TRAVEL ALLOWANCES

7.1 The following certified staff shall receive Travel Allowances:

- Itinerant teachers formally assigned by the Director to teach in more than one work location during the school day,
- Co-ordinators,
- Consultants,
- Speech and Language Pathologists and Educational Psychologists
- Program Leaders,
- High school career work education teachers,
- High school physical education teachers who, as part of the formal curriculum, are required to accompany students and teach in more than one location during the school day,
- Teachers formally assigned by the Director, on a continuing basis, to accompany (or consult or counsel on matters related directly to) individual students designated according to Special Education regulations of the Department of Education.

7.2 Teachers may claim travel allowance for actual business travel directly related to the instructional program. Travel allowances will be paid for in-city travel related to extra curricular and professional development activities authorized by the School Division.

7.3 Travel Allowances shall be paid at the Board approved rate and process.

7.4 No payment shall be made in the first instance, for travel between home and the designated place of employment.

- 7.5 Travel reimbursement claims are to be made monthly when travel exceeds 100 kilometres. Claims of less than 100 kilometres may be made the last day of school prior to the Christmas recess and prior to the end of the first week in June.

SECTION VIII - LEAVES

- 8.1 Negotiation Leave so long as The Education Act, 1995 remains in force, a teacher certified as a representative of the teacher local committee shall suffer no loss in salary for time necessarily spent absent from teaching duties for the purpose of:
- participating in negotiations with Board of Education,
 - participating in conciliation proceedings,
 - participating in arbitration proceedings or, for attendance required by a Conciliation Officer or Arbitration Board without trustee representatives also in attendance.

SECTION IX - PAY PERIOD

- 9.1 All teachers will have their salaries determined and paid monthly on a ten month basis. Teachers may elect to have a separate account set up where funds will be deposited for July and August.

SECTION X - PREPARATION TIME

- 10.1 The school division supports the principle and value of preparation time for teachers. Preparation time, for the duration of this agreement, shall be administered as follows:
- The continuation of the Preparation Time practices in effect during the 2006/2007 school year for elementary and high schools within Saskatoon. For elementary schools this included:
 - 150 minutes per 5 day instructional week or 10% of their contract time – whichever is less.
 - Five (5) Common Dismissal Days dedicated to planning for instruction.
 - The provision of preparation time equivalent to 10% of classroom teacher contract time shall be allocated to St. Gabriel School to be administered at the discretion of the school principal. The maximum allocation to any one teacher will be 10% of the individual's contract allocation.
 - Teachers in St. Augustine and St. Dominic Schools in Humboldt shall receive 150 minutes per 5 day instructional week or 10 % of classroom teacher contract time – whichever is less.
 - The provision of preparation time equivalent to 10% of classroom teacher contract time shall be allocated to St. Alphonse School to be administered at

the discretion of the school principal. In recognition of the difficulty in allocating regularly scheduled Preparation Time within the 5 day instructional week, teachers shall have 5 non-student contact days dedicated to Preparation Time.

- 10.2 Preparation time is assigned duty time within the school week, as defined by The Education Act, 1995, when the teacher is not performing instructional and/or supervisory tasks involving direct interaction with students.

SECTION XI - NOON SUPERVISION

- 11.1 The school division recognizes that noon supervision provided to students by teachers is voluntary and that teachers who choose to supervise will be compensated according to Board policy.

SECTION XII - SECONDMENT OF STA PRESIDENT

- 12.1 When the president is an employee of Saskatoon Catholic Schools, the Board will pay the salary plus any applicable allowance to the STA president during the leave. The STA will reimburse the Board for the salary and any allowance paid to the STA president during the leave.

SECTION XIII - GRIEVANCE PROCEDURE

- 13.1 For the purpose of this section a "grievance" shall be defined as in Section 2(q) of The Education Act.
- 13.2 A teacher shall submit any grievance in writing to the Chairperson of the Teacher's Local Implementation and Negotiations Committee. The Chairperson shall, upon receipt of the notice contact the Chairperson of the Board's Negotiation Committee within seven (7) days and arrange to resolve the grievance as provided for in The Education Act.
- 13.3 If the grievance is not resolved by the procedure specified in Section 13.2, a grievance committee shall be established consisting of four members, two appointed by the Board and two appointed by the Teachers. The Chairperson of the Teacher's Local Implementation and Negotiations Committee shall inform the Grievance Committee of the unresolved grievance and the Grievance Committee shall meet within seven (7) days to consider the grievance.
- 13.4 The Grievance Committee may make such recommendations to the parties to such grievance as it deems advisable for the resolution of the grievance. A decision of the Grievance Committee shall be binding on the parties to the grievance if passed by a majority of the committee present and voting.
- 13.5 If the grievance is not resolved by the Committee, either party may refer the matter to

arbitration in accordance with the provisions of The Education Act.

SECTION XIV - GENERAL

- 14.1 Unless the context otherwise requires, the terms and expressions used in this Agreement shall have the same meaning as when used in The Education Act.
- 14.2 The Education Act shall mean The Education Act, 1995 and any amendments thereto – Suggestion – Move to Section II

LETTER OF UNDERSTANDING

Between

The Board of Education of St. Paul's R.C.S.S.D. #20

and

The Teachers of St. Paul's R.C.S.S.D. #20

NOON LUNCH SUPERVISION

Noon lunch allocations will be provided to schools on the basis of need.

- All teaching staff who choose to provide noon lunch supervision shall be scheduled to earn the equivalent of the cost of two substitute teacher days before others are scheduled to earn in excess of this amount.

The Noon Lunch Supervision Committee will be re-called to address the following:

- Best Practices for Tracking and Record Keeping
- Compensation Rates and Options

Compensation provided to teachers will result in no loss of benefit in terms of supervision time required to earn the equivalent of one cost-of-sub deducted day.

The hourly rate of pay for teachers shall be calculated as follows:

Actual Daily Charged Rate of Substitute Teacher x 1/10 .

Teachers in Humboldt and Biggar shall be entitled to carry over a maximum of four (4) days in lieu of noon supervision from one school year to the next.

Teachers in Saskatoon shall be entitled to carry over a maximum of two (2) days in lieu of noon supervision from one school year to the next.

On behalf of the Board of Education:

On behalf of the teachers:

Date: _____

LETTER OF UNDERSTANDING

Between

The Board of Education of St. Paul's R.C.S.S.D. #20

and

The Teachers of St. Paul's R.C.S.S.D. #20

LEAVE PROVISIONS

Leave adjudication in Greater Saskatoon Catholic Schools shall be in accordance with the Division Leave Guidelines which can be accessed on the School Division website and in accordance with the provisions of Policy GFA.

Teachers from the communities of Biggar, Humboldt, and Viscount will suffer no loss of benefit in Compassionate and Act of God Leave as articulated in the respective legacy LINC agreements (see appendix). Compassionate and Act of God Benefits for Teachers in Viscount shall be as articulated in the legacy agreement of Humboldt.

On behalf of the Board of Education:

On behalf of the teachers:

Date: _____

LETTER OF UNDERSTANDING

Between

The Board of Education of St. Paul's R.C.S.S.D. #20

and

The Teachers of St. Paul's R.C.S.S.D. #20

FLU SHOTS

The Board of Education will fund Flu Shots at 60% of the incurred cost.

On behalf of the Board of Education:

On behalf of the teachers:

Date: _____

LETTER OF UNDERSTANDING

Between

The Board of Education of St. Paul's R.C.S.S.D. #20

and

The Teachers of St. Paul's R.C.S.S.D. #20

COMMON DISMISSAL DAYS – HUMBOLDT AND BIGGAR

In the communities of Humboldt and Biggar, Common Dismissal Days (Non student contact days) may be used for staff meetings, professional development, and preparation time. The number of Common Dismissal Days is to increase from 4 to 5.

On behalf of the Board of Education:

On behalf of the teachers:

Date: _____

LETTER OF UNDERSTANDING

Between

The Board of Education of St. Paul's R.C.S.S.D. #20

and

The Teachers of St. Paul's R.C.S.S.D. #20

ST. GABRIEL RETIREMENT GRATUITY

Existing teachers from St. Gabriel School in Biggar will have the option of accessing the retirement gratuity provision as articulated below.

Teachers when retiring due to age and service, or disability shall be entitled to a maximum of two (2) days gratuity for each year worked up to a total maximum of \$1,000.00.

On behalf of the Board of Education:

On behalf of the teachers:

Date: _____

LETTER OF UNDERSTANDING

Between

The Board of Education of St. Paul's R.C.S.S.D. #20

and

The Teachers of St. Paul's R.C.S.S.D. #20

TEACHER TRANSFER

All Board-Initiated Teacher transfers shall be within the boundaries of the legacy school divisions as defined in the 2004/2005 school year (no teacher will be transferred to a 'new' community).

On behalf of the Board of Education:

On behalf of the teachers:

Date: _____

LETTER OF UNDERSTANDING

Between

The Board of Education of St. Paul's R.C.S.S.D. #20

and

The Teachers of St. Paul's R.C.S.S.D. #20

Negotiations

Negotiations for the next LINC agreement are slated to commence in the fall of 2009.

On behalf of the Board of Education:

On behalf of the teachers:

Date: _____

Appendix

Historical Compassionate and Act of God Leave as articulated in the legacy LINC agreements of St. Gabriel and Humboldt Catholic Schools

Humboldt Catholic Schools Legacy Agreement

Compassionate Leave

- 4.3.1 Compassionate leave with pay shall be granted to teachers to attend to the serious illness and or death of members of the teacher's immediate family or the immediate family of the teacher's spouse. Immediate family shall include: spouse, child, parents, siblings, grandchild, grandparents, mother-in-law, father-in-law, brothers-in-law, sisters-in-law, sons-in-law, and daughters-in-law.
- 4.3.2 Upon request to the Principal, one day of compassionate leave with pay shall be granted annually in instances other than the immediate family.

Special Leaves

Special leave with pay may be granted by the Board to a teacher under the following conditions:

- 4.4.7 For absences from work necessitated by emergencies beyond the control of the teacher, such as disaster, fire, flood, storm.

St. Gabriel Legacy Agreement

Compassionate Leave

- 8.1 The School Board shall grant compassionate leave with pay to teachers in case of serious illness and or death of members of the teacher's immediate family or the immediate family of the teacher's spouse.
- 8.2 Upon request from the teacher, the School Board shall grant up to five (5) days of compassionate leave with pay in the case of death of a spouse, and/or child, or a father/father-in-law, mother/mother-in-law, brother or sister and up to three (3) days for a son-in-law/sister-in-law, grandchild, grandparent, guardian or foster family.
- 8.3 Upon request from the teacher, the School Board shall grant up to three (3) days of compassionate leave with pay in case of serious illness of the teacher's spouse, and/or child, or a father/father-in-law, two (2) days compassionate leave with pay in the case of serious illness of a son-in-law, grandparent, guardian or foster family.

- 8.4 Upon request from the teacher, the School Board shall grant one (1) day compassionate leave with pay in the case of death of the teacher's or teacher's spouses' aunt, uncle, niece or nephew, to a maximum of one (1) day in any school year.
- 8.5 Upon request from the teacher, the School Board may grant more days, with or without pay, as outlined in 8.4.

Special Leave

- 11.1 A teacher shall be granted up to three (3) days in any one academic year, leave with full salary under the following conditions:
- (a) For absence from work for events considered Acts of God (fire, storm, disasters, etc.)