

Memorandum of Agreement

Between

Holy Spirit RCSR No 4

and

The Alberta Teachers' Association

CONFIDENTIAL

The above parties hereby agree that the following constitutes mutual agreement between parties and to recommend acceptance to their principals:

Administrator Red Circling

(NEW) Administrators transferred from one school to another at the request of the Employer, the Employer will red circle their administrative allowance for a period of three years unless the allowance at the new school is higher than the old administrative allowance.

Letter of Understanding Principal Lieu Days – This language will be inserted into the collective agreement.

Associate Principal Lieu Day

(NEW) One lieu day with pay and benefits will be provided to associate principals in each school year. The lieu day will be accessed by associate principals with the mutual agreement of the Superintendent. Substitutes, when needed, will be paid for by the Employer.

Professional Development

(NEW) 9.7 The local agrees to provide externally prepared audited financial statements, compliant with the applicable Canadian accounting standards, of the Professional Development Funds by November 30th each year.

Assessment Days

(NEW) Teachers will be provided with one assessment day per school year. The assessment day will be accessed at the choice of the teacher and the Employer will provide substitute coverage for that day. The activities during the assessment day will be directed by the teacher. At least three days notice shall be given to the principal or in the case of a principal, to the Superintendent or designate. This day shall not be combined with 10.1.18, 10.2.6 or the principal/associate principal lieu days. This day will not be accessed during non-instructional days.

Benefits

(NEW) By June 15th of any given school year, interim, temporary, or probationary teachers who receive a new contract of employment for the upcoming school year will be provided with benefits coverage through ASEBP over the summer break.

Leaves

Amend Paternity Leave

10.1.12 A father will be entitled to two (2) days leave within the first two weeks of his child's birth.

~~Effective September 1, 2014, clause 10.1.12 is replaced with:~~

~~For not more than two (2) days to allow a father to be present at the birth of his child.~~

Family Needs Leave

(NEW) Effective August 31, 2018, leave with pay and benefits for one day per school year shall be granted to teachers to provide care for a family member, make arrangements for medical care of a family member, or attend to other legal or business issues necessary for long-term or emergent support of a family member. Family members include a spouse, parent, spouse's parent, child or a member of the teacher's household.

Part Time Teachers

(NEW) Subject to operational requirements, teachers wishing to access a part time assignment within a full time continuing contract will be provided with this option upon submission of a written request to the Employer. This arrangement will be in place for a maximum time of one full school year unless otherwise agreed to by the teacher and the Employer.

Letter of Understanding – Retiring teacher's substitute application.

Teachers retiring from the Employer will be provided with the opportunity to apply to the substitute teacher list prior to retirement without having to submit a new police information check/vulnerable sector search, intervention record check or a pastoral reference to the Employer. The Employer retains the right to determine whether to accept the retiring teacher as a substitute teacher.

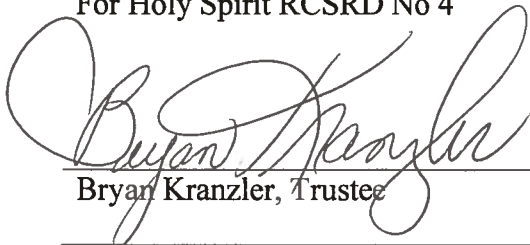
Letter of Understanding – New Positions in the Bargaining Unit

The Employer agrees to provide the role descriptions of Lead Teachers, Specialist Teachers and Coaches to the ATA within 60 days of the ratification of this Memorandum of Agreement.

No other amendments to the current agreement.

IN WITNESS WHEREOF the parties have executed this addendum this 11th day of December, 2017.

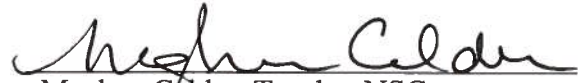
For Holy Spirit RCSR No 4


Bryan Kranzler, Trustee


For The Alberta Teachers' Association


Ken Mack, Teacher NSC Chair



Juliana Lane, Trustee


Meghan Calder, Teacher NSC



Robert Spitzig, Trustee

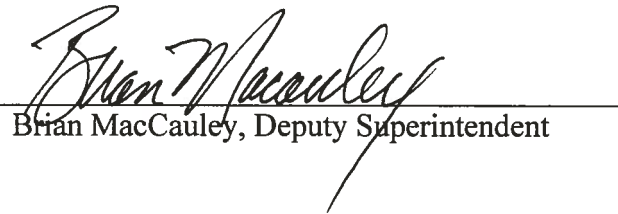

Rick Vornbrock, Teacher NSC


Chris Smeaton, Superintendent


Steve Leger, Teacher NSC


Lisa Palmarin, Secretary Treasurer


Kevin Kinahan, Teacher NSC


Brian MacCauley, Deputy Superintendent


Lisa Everitt, RBA