

**L.I.N.C.
AGREEMENT**

Between

**PRINCE ALBERT
ROMAN CATHOLIC
SEPARATE SCHOOL DIVISION
NO. 6**

and

**TEACHERS OF
THE PRINCE ALBERT
ROMAN CATHOLIC
SEPARATE SCHOOL DIVISION
NO. 6**

July 1, 2007 – June 30, 2012

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LOCAL BARGAINING AGREEMENT

ARTICLE I – TERM OF AGREEMENT

This Agreement made at Prince Albert in the Province of Saskatchewan this 15th day of May, 2010.

BETWEEN

The Board of the Prince Albert Roman Catholic Separate School
Division No. 6 of Saskatchewan, hereafter called "Board of Education"

AND

The Teachers of the Prince Albert Roman Catholic Separate School Division No. 6 of Saskatchewan, hereafter called "The Teachers" negotiated in accordance with the provisions of *The Education Act, 1995* and shall be effective from July 1, 2007 to June 30, 2012, unless otherwise noted.

Changes to Articles VIII, XI, XII and XIV from those Articles contained in the Collective Agreement in effect on and from July 1, 2007 become effective July 1, 2010.

Unless the context otherwise requires, all terms and expressions used in the Agreement shall have the same meaning as are given to them in *The Education Act, 1995*.

All Articles of the Agreement between the Board of Education and The Teachers shall remain in effect until replaced by a new agreement.

ARTICLE II – MATERNITY, PATERNITY, ADOPTION LEAVE

- 2.1 Provisions of *The Labour Standards Act* with respect to Maternity Leave and Adoption Leave shall apply.
- 2.2 Extensions to Maternity Leave beyond the period provided by *The Labour Standards Act* must have the approval of the Board of Education.

Except as provided for under the provisions of the Supplemental Unemployment Benefit Plan established in accordance with the provision contained in the Provincial Bargaining Agreement, Maternity Leave shall be without pay.

2.3 Upon request, a male teacher shall be granted leave with pay for a period of up to two (2) school days for Paternity Leave.

Paternity Leave shall be used as follows:

- a. To attend at the birth of his child if the birth occurs on a school day.
- b. To be present if the mother and child return from the hospital on a school day.
- c. A combination of (a) plus (b) totaling two (2) school days.

2.4 In a case where adoption requires absence from work to take custody of a child, leave with pay shall be granted for a period of up to three (3) consecutive workdays.

2.5 Upon request, a teacher shall be granted parenting leave without pay for the purpose of being at home as caregiver to a new-born or newly adopted child for a period of up to thirty (30) weeks less any leave granted under this article.

- a. Notwithstanding the above, the Board may grant additional parenting leave without pay upon application by the teacher.
- b. The teacher shall be re-instated in the position occupied at the time the leave was requested or in a comparable position.

ARTICLE III – PROFESSIONAL ADVANCEMENT LEAVE

3.1 When the Board of Education grants Leave of Absence with pay to a teacher under section 237 of *The Education Act, 1995* and the purpose of the leave is professional advancement for the teacher, whether known as sabbatical leave, educational leave, professional leave, assisted leave or otherwise - the terms and conditions of this section shall apply.

3.2 When leave is granted by the Board of Education to a teacher for the purpose of conducting research, acquiring information through visiting other school divisions, attending educational conferences contributing to the professional growth of the teacher, or other purposes related to the welfare of the school division, the teacher shall suffer no loss of pay during the period of absence. The teacher may, at the discretion of the Board of Education, be reimbursed for the actual expense in carrying out the intent of the leave. Return service will not be required.

3.3 When a leave is granted by the Board of Education to a teacher for the purpose of engaging in further studies at a recognized college or university and if this has been at the request of the Board of Education to meet a particular need of the division, the teacher shall be paid regular annual salary and an expense allowance.

3.4 If a leave is granted under the condition in 3.3 above, the teacher shall give return service according to this formula:

$$\frac{\% \text{ of Salary}}{10} \times \frac{\text{mos. of leave}}{5} = \text{months of return service}$$

- 3.5 Should the teacher fail to successfully complete the program approved as a condition of the leave, the teacher shall undertake to refund the full amount of payments made to the teacher under this section together with interest at the prime bank lending rate prevailing at the time the leave was granted. The refunding shall commence no more than one (1) year following the date of the teacher's return to the employ of the Board of Education. Should the teacher successfully complete the educational requirements of the approved program during the first year of return service, such action will be deemed to have satisfied the conditions of the leave, and no repayment of funds will be required. Notwithstanding the foregoing, in the event of partial completion of the approved program, the Board of Education may, in its discretion, waive in full or in part the repayment of funds under this section.
- 3.6 Should the teacher fail to comply with this undertaking regarding return service, the teacher shall refund the full amount of the payment made under this article together with interest at the prime bank lending rate prevailing at the time the teacher returns to work. In the event there is partial compliance regarding return service, the amount of the refund shall be determined on a pro rata basis. Notwithstanding the foregoing, the Board of Education may, in its discretion, waive compliance by the teacher in whole or in part.
- 3.7 Notwithstanding anything contained herein, no legal liability will be attached to a teacher or the teacher's estate if, due to illness, permanent disability or death, the teacher is unable to fulfill his/her commitment.
- 3.8 Upon return to teaching following a leave of absence under this article, the teacher shall be placed in a position where, in the opinion of the Board of Education, the improved qualifications can best be utilized.
- 3.9 Where a leave of absence is granted under this Article, the teacher and the Board of Education shall execute a written agreement incorporating the appropriate terms and conditions stated herein.
- 3.10 If a teacher requests a leave for the purpose of engaging in further studies at a recognized college or university and if this leave is granted, the teacher may be granted a sum of money that is mutually agreed upon between the Board of Education and the teacher. The teacher shall make this request prior to January 30 of the year in which the teacher wishes this leave. The Board of Education shall notify the teacher of leave and sum of money, if any, within eight (8) weeks of the final date of application, and the teacher shall confirm this acceptance or rejection of the leave within two (2) weeks of being notified of it.
- 3.11 If a leave is granted under section 10 above, the conditions of 4, 5, 6, 7, 8, and 9 shall apply.
- 3.12 A teacher, upon request to the Director of Education or designate, may be granted leave of absence with or without pay at the discretion of the Board.

ARTICLE IV – BURSARIES

A bursary is defined as:

- 4.1 An amount of money that may be granted to a teacher for taking a university class or other course approved by the Professional Development Committee at summer school or during the school year providing it does not involve a leave from teaching duties.
- 4.2 A teacher may receive bursary assistance upon application to and approval by the Professional Development Committee. Applications for bursary assistance will be invited in the fall of each year.

ARTICLE V – PROFESSIONAL DEVELOPMENT COMMITTEE

- 5.1 A committee will be formed at the beginning of each school year that includes a professional representative from each school and Catholic Education Centre representation. Support staff representation is also invited. The mandate of this committee is:
 - a. to develop and organize mandatory and voluntary in-service programs for professional and support staff
 - b. to survey staffs as required and recommend priority areas for professional development
 - c. to select recipients of bursaries as per Article IV of the Local Agreement.

ARTICLE VI – SUBSTITUTE TEACHERS

- 6.1 Substitute teachers shall be paid 1/200 of the minimum of their classification on the Provincial Salary Grid.

ARTICLE VII – PAY PERIODS

- 7.1 At the time of hiring teachers shall have the option of selecting salary to be paid in ten (10) or twelve (12) monthly payments.
- 7.2 Teachers opting for a twelve (12) month pay period will inform the Board of their option by June 30. The pay option selected by the teacher will be effective the following fall term.
- 7.3 For teachers opting for either 10 or 12-monthly payments, payroll deductions will be made according to the current requirements of Revenue Canada, Teachers' Superannuation Commission (or Saskatchewan Teachers' Retirement Plan) and Saskatchewan Teachers' Federation.

- 7.4 Teachers will be paid on the 20th of the month, and if the 20th falls on a Saturday, Sunday, or other holiday, the teachers will be paid on the last teaching day prior to the 20th of the month. In June, teachers will be paid on the 20th of the month except for teachers who are terminating their employment with the Board. Teachers on twelve (12) monthly payments terminating their employment effective June 30 of any year may be paid their retained earnings on the last day of June, if so requested in writing.
- 7.5 Teachers new to the profession shall be given an advance upon written request to the secretary-treasurer. The advance is to be repaid as a deduction from the first cheque or the first three cheques if so requested.

ARTICLE VIII – SPECIAL ALLOWANCES

- 8.1 Itinerant teachers, those who are required to travel during the regular school day (noon-hour, or during the morning or afternoon session) as a regular part of their teaching assignment, shall be paid a monthly travel allowance. The travel allowance is paid on a 10-month basis and calculated as follows:

$$\text{Basic Allowance} \times \frac{\text{of Schools Assigned}}{\text{Total \# of Schools}} \times \frac{\text{Frequency}}{\text{Week}}$$

Basic allowance is \$175.00 per month. Minimum monthly travel allowance paid under this clause is \$40.00 per month.

- 8.2 A teacher who is assigned to work in more than one school but is not required to travel on a regular basis during the school day (if he/she is required to travel occasionally for staff meetings) will be paid a travel allowance equal to two minimum travel allowances, the first payable in October and the second in February.
- 8.3 A Consultant is a teacher who has been assigned school division responsibility for the co-ordination of work in a particular area. The Consultant functions in the schools in an advisory capacity to assist teachers and other staff members by demonstrating techniques and offering advice in the specific area.

A Consultant shall be paid an allowance of 5% of the minimum of his/her salary classification according to the Provincial Collective Bargaining Agreement for teachers. This allowance shall be pro-rated for teachers assuming part-time Consultant positions. The allowance is paid only during the time in which the teacher is filling the position of Consultant.

- 8.4 A Coordinator is a person whose role in the school division is to plan, develop, implement, and evaluate system initiatives.

A Coordinator shall receive an annual allowance of 18% of maximum Class VI according to the Provincial Collective Bargaining Agreement for teachers. This allowance shall be pro-rated for teachers assuming part-time positions. The allowance is paid only during the time in which the teacher is filling the position of Coordinator.

No teacher employed within the division shall suffer a reduction in salary (including allowances) when moving to the position of Coordinator. He/she shall receive the higher of the allowance as shown in the Collective Bargaining Agreement or salary (plus allowance) that he/she received immediately prior to being appointed Coordinator.

- 8.5 An Educational Psychologist is a person who is responsible for the psychological assessments of students and the subsequent follow-up.

An Educational Psychologist shall receive an annual allowance of 15% of his/her salary classification according to the Provincial Collective Bargaining Agreements for teachers. This allowance shall be prorated for teachers assuming part-time positions. The allowance is paid only during the time in which the teacher is filling the position of Educational Psychologist.

No teacher employed within the division shall suffer a reduction in salary (including allowances) when moving to the position of Educational Psychologist. He/she shall receive the higher of the allowance as shown in the Collective Bargaining Agreement or salary (plus allowance) that he/she received immediately prior to being appointed Educational Psychologist.

ARTICLE IX – GRIEVANCE PROCEDURE

- 9.1 When a teacher has a grievance pertaining to this Agreement, the teacher shall bring the matter to the attention of his/her immediate supervisor within five (5) days of the infraction for discussion and resolution. Such resolution, if not rendered at the time of discussion, shall be rendered within five days of it having been brought up.
- 9.2 If the resolution by the immediate supervisor is not satisfactory to the teacher, the teacher may, within five (5) days of the resolution being given by his immediate supervisor, present the grievance in writing to the Director of Education or designate, who will, within ten (10) days, give a solution in writing to the teacher.
- 9.3 If the matter is not resolved satisfactorily, the teacher may, within ten (10) days of resolution being rendered by the Director of Education or designate, refer it in writing to the Chairperson of the Teachers' Local Bargaining Committee and arrange to resolve the grievance.
- 9.4 When the School Board has a grievance it may contact the Chairperson of the Teachers' Local Bargaining Committee in writing, within thirty (30) days of the alleged infraction and arrange to resolve the grievance.
- 9.5 If, within twenty (20) days of the filing of the grievance by the Chairperson of the Committee involved, the respective committees have not resolved the grievance, it may be referred to arbitration by either party, as provided in section 261 of *The Education Act, 1995*.
- 9.6 In the event that the initiator of the grievance fails to follow the procedure within the time limits established in this article, the grievance shall be deemed to be abandoned, unless the parties mutually agree to an extension of time stipulated herein.
- 9.7 Where the recipient of the grievance fails to respond within the time limits prescribed herein, the grievor may advance the grievance to the next step. The Board of Arbitration shall not be vested with the power to change, add to, delete, or amend the terms of the Agreement.

However, the parties to the grievance shall be bound by the decision of the Board of Arbitration.

ARTICLE X – PERSONAL DAY

- 10.1 In recognition of leadership at the school, parish and community level, each full-time, teacher shall be granted one (1) day personal leave with pay per school year. However, if a teacher has been on leave, the personal day shall be pro-rated.
- 10.2 Teachers shall be able to carry forward a maximum of two (2) personal days into the next school year; total accumulation not to exceed three (3) days. There is no pay-out of days not used.
- 10.3 Personal leave under this article cannot be used on a designated Professional Development Day.
- 10.4 Part-time teachers and those on temporary contracts shall be entitled to personal leave according to this article; however the entitlement shall be pro-rated in accordance with the time employed.

ARTICLE XI – SPECIAL LEAVE DAY

- 11.1 Teachers shall be entitled to one day of special leave with pay per school year for emergencies beyond the control of the teacher. Notification shall be made to the Director of Education through the in-school administrator.
- 11.2 The Director of Education may request a written explanation from the teacher for the request for special leave.
- 11.3 Part-time teachers and teachers on temporary contracts shall be entitled to special leave in accordance with their regularly scheduled teaching time on the day on which the emergency beyond their control occurs.

ARTICLE XII – EARNED DAY OFF

- 12.1 In light of the fact that extra-curricular activities fall outside of the role of the teachers as defined in *The Education Act, 1995*, any teacher who provides forty (40) hours or more of Board approved direct or indirect supervision of students' extra-curricular activities per academic year shall receive earned time off in recognition of extra-curricular hours.
- 12.2 The earned time off shall be calculated as follows:
 - (1) For 40-79 hours of approved extra-curricular activities, a teacher is entitled to ½ day of earned time off, and
 - (2) For 80 hours or more of approved extra-curricular activities, a teacher is entitled to 1 day of earned time off, and
 - (3) For 160 hours or more of approved extra-curricular activities, a teacher is entitled to a second day of earned time off, and.

- (4) For 240 hours or more of approved extra-curricular activities, a teacher is entitled to a third day of earned time off.
- 12.3 The LINC Committee shall submit to the Board of Education for approval by September 30th a list of the extra-curricular activities to be offered during the current school year.
- 12.4 In the event that that earned days off are not taken during the school year in which it is earned, the unused days may be carried over and taken no later than June 30th of the following year. These earned days off may be combined with personal leave days to a possible maximum of five (5) days.
- 12.5 A teacher may apply for a pay out for the days, if not used. A lump sum of \$100.00 will be paid for an accumulation of 80 hours or more. The lump sum payment may not be carried over to the next year.
- 12.6 A teacher who provides one or more but less than 40 hours of approved extra-curricular activities in an academic year, is entitled to carry over those hours of extra-curricular activities within a three-year timeframe until sufficient hours are accumulated to enable the teacher to access either a ½ day or full day of earned time off. A teacher, who commences an approved leave and who has provided extra-curricular activity prior to the leave, shall bank those hours and resume accumulating hours for extra-curricular activities provided after return from leave.
- 12.7 Overnight trips will be credited with six (6) hours of extra-curricular time on school days and twelve (12) hours on non-school days.
- 12.8 A record of the teacher's accumulated hours shall be kept in the school.
- 12.9 On completion of the required accumulated hours, the principal shall forward one (1) copy to the Board office.
- 12.10 The earned days off under this Article cannot be used on a designated Professional Development day.
- 12.11 Part-time teachers and those on temporary contracts shall be entitled to the earned day according to this article as per a full-time equivalent teacher.

ARTICLE XIII – COMPASSIONATE LEAVE

- 13.1 A teacher shall be granted leave with pay as per the following schedule in the event of death in the immediate family (as defined below) of the teacher/teacher's spouse. The actual number of days granted shall be at the discretion of the Director of Education and based on the following:
- parent, spouse or child – up to five (5) days, if required
 - brother, sister - three (3) to five (5) days, if required
 - grandchild - one (1) to three (3) days, if required
 - grandparent - one (1) day, plus travel time, if required
 - aunt, uncle, niece, nephew - one (1) day

- 13.2 For the purpose of this article, immediate family is defined as: spouse, parent, brother, sister, child, grandparent, grandchild or a person with whom the teacher had an especially close relationship in the family.
- 13.3 Upon extenuating circumstances, teachers may apply to the Board for extended bereavement leave.
- 13.4 Any leave granted under this article must be taken within the period commencing one week before and ending one week after the funeral relating to the death in respect of which the leave is granted.
- 13.5 In the event that a teacher is required to assist with or officiate at a funeral outside that covered in section 13.1, bereavement leave to a maximum of one (1) day per occasion will be available. Should additional time be required, the employee may apply for personal leave without pay.
- 13.6 A close friend, provided that the time required is one half day or less and that internal arrangements for coverage of the teacher's duties can be made. If the funeral is outside the Prince Albert area, the teacher may apply for additional leave.

ARTICLE XIV – PREPARATION TIME

The school board supports the principle and value of preparation time for each teacher for the purpose of classroom and instructional improvement.

Preparation time is unassigned time within the school day, as defined by *The Education Act, 1995*, when the teacher is not performing instructional and/or supervisory tasks involving direct interaction with the students. The school board recognizes that a teacher's job goes beyond the classroom, and as such, provides for the dimensions of teaching that are not with students. Preparation time allows for teachers, time to: collaborate and consult, plan and prepare, research and evaluate and reflect.

Teachers will exercise professional responsibility regarding their choices for the use of this time in a manner that is consistent with the duties of teachers as described in *The Education Act, 1995*. Teachers shall be accountable to the principal for the appropriate use of preparation time in accordance with current school division policy.

- 14.1 In order for teachers to better meet the needs of the students, system and community, the Board of Education will include in its annual planning requirements, an allotment of preparation time for teaching staff.
- 14.2 Full-time teachers at St. Mary High School shall receive a minimum of 10% preparation time (1 period in 1 semester per year), as is the current practice, or one period every second day, should classes be scheduled on alternate days for the full school year.
- 14.3 Elementary and Middle Years teachers shall receive a minimum of 10% preparation time (approximately 5 periods of 37 1/2 minutes duration per 6 day cycle, or equivalent in accordance with school time table), beginning with the 2003-2004 school year.
- 14.4 Preparation time shall be prorated to the percent of teaching time assigned for teachers who teach less than the full instructional day.

- 14.5 Preparation time provided to each teacher shall not be less than what is currently provided in practice.
- 14.6 Effective on the first day of the 2010/2011 academic year for that academic year only in addition to preparation time provided in clauses 14.2 and 14.3 teachers shall receive four one-half days of preparation time for that academic year as scheduled by the board of education.
- 14.7 Effective on the first day of the 2011/2012 academic year and for each subsequent academic year, in addition to the preparation time provided in clauses 14.2 and 14.3, teachers shall receive six one-half days of preparation time in each academic year as scheduled by the board of education.
- 14.8 When a teacher is requested by the in-school administrator and agrees to give up the teacher's scheduled preparation time to provide necessary coverage within the school, the preparation time that the teacher has given up shall be rescheduled at a time mutually agreed upon by the teacher and the in-school administrator.

Signed on behalf of the Teachers of the Prince Albert Roman Catholic Separate School
Division No. 6

Date: _____

Signed on behalf of the Prince Albert Roman Catholic Separate School Division No. 6

Date: _____

Original Signed

APPENDIX “A”

DEFERRED SALARY PLAN

BACKGROUND

The reason for tax sheltered deferred salary plans initially was to finance an unpaid leave of absence and to defer income tax.

Teachers who have accessed deferred salary plans speak more to such benefits as: rejuvenation, providing young teachers opportunity to teach, opportunity to try something different whether it be further schooling or other work and so on.

At the present time 14 LINC agreements in Saskatchewan speak to some form of salary deferral.

1. The purpose of the Deferred Salary Leave Plan is to provide a teacher with one-year leave of absence in conjunction with a period of continuous employment by the school division.
 - a. the terms of the Deferred Salary Plan, Inclusive of service and leave are three (3), four (4) or five (5) years.

ELIGIBILITY

2. To qualify for a Deferred Salary Leave Plan, the teacher must have been in the employ of the school division for a period of at least two (2) years prior to entering the Plan. The teacher would only become eligible to apply during their third (3rd) year of teaching.

APPLICATION

3. To enter the Plan in the fall of any given year, the teacher shall make application to the Board of Education not later than May 30 of that year.

CRITERIA

4. Upon the acceptance to the Plan by the Board of Education, the teacher shall arrange to have the deferred salary held in trust, savings account, or invested in an account specified to the school division Secretary-Treasurer and deposited in the designated account. The interest gained shall be dependent upon the terms of the account the teacher arranges.
 - a. Upon entering the Plan, the teacher shall defer the respective percentage of net annual professional salary to the Deferred Salary Leave Plan for each of the years that the salary is deferrable. These percentages are thirty-three point three (33.3), twenty-five (25) or twenty (20) for three-(3), four-(4) or five-(5) year term respectively.
 - b. The teacher shall notify the school division Director of Education of the intention to take Deferred Salary Leave Plan leave of absence by March 31 of the year in which the said leave is to begin.
 - c. Deferred Salary Leave Plan leave of absence shall be granted for the last school year of the respective term of the Plan.

- d. In the event of unforeseen circumstances which would prevent the teacher from taking the Deferred Salary Leave Plan leave of absence during the term of the Plan, the said leave may be postponed to a later year by mutual written agreement between the teacher and the said Board.
 - e. The teacher entering the Plan shall be free to pursue any activity desired during the Deferred Salary Leave Plan.
 - f. Upon returning to the school division, the teacher shall be reinstated to a position held prior to the Deferred Salary Leave Plan leave of absence or such other position as was mutually agreed to in writing prior to the commencement of the said leave, or a position as similar as possible to the position held prior to the commencement of the Deferred Salary Leave Plan upon discussion with the Board of Education and the teacher.
 - g. The pay periods shall be arranged with the Secretary-Treasurer before the leave takes place.
 - h. In any given school year no more than five (5) teachers shall be absent due to Deferred Salary Leave Plan.
5. The Board of Education shall supply to the applicants by April 15 the up-to-date version of the booklet of the Deferred Salary Leaves by the STF.

OPTIONS TO CANCELLATION

6. Changes to the Deferred Salary Leave Plan may be made effective on any annual anniversary date of entrance into the Plan.
- a. A teacher is required to temporarily discontinue teaching but remained in the employ of the school division, the teacher may request in writing that the Deferred Salary Leave Plan be suspended for the period of absence and the Board shall grant such an extension.
 - b. The teacher may, due to unforeseen circumstances, find it necessary to opt out of the Plan prior to completion. Such an arrangement shall transpire on the subsequent anniversary date.
 - c. In the event that employment of the teacher in the school division is terminated while the teacher is in the Deferred Salary Leave Plan, the statutory requirements will prevail, and any deferred fund will be paid out along with the final pay period.

Signed at Prince Albert, Saskatchewan this _____ day of _____, 20____

Signed on behalf of the Board of Education
of the Prince Albert Roman Catholic Separate
School Division No. 6.

Signed on behalf of the Teachers
of the Prince Albert Roman Catholic
Separate School Division No. 6

Original Signed

LETTER OF COMMITMENT

RE: JOINT BARGAINING TRAINING

The parties to the 2007 – 2012 Local Bargaining Agreement between Prince Albert Catholic Separate School Division No. 6 and the teachers employed by the Prince Albert Catholic Separate School Division No. 6 commit to providing joint training opportunities, about negotiation strategies and techniques, to support local bargaining. These joint training sessions will be available to the respective bargaining committees appointed in accordance with section 235 of *The Education Act, 1995*.

The parties to the agreement commit to the following:

1. The parties will retain the services of a mutually agreed upon trained facilitator to conduct the training sessions.
2. The parties will equally share the costs for the services of the facilitator.
3. The parties will complete the training prior to the commencement of the next set of negotiations as set out in section 238 of *The Education Act, 1995*.
4. The parties agree to consider the shared learning and understandings from the training in preparing for and conducting the next set of local negotiations.

Signed on behalf of the teachers of the Prince Albert Roman Catholic Separate School Division No. 6

Date: _____

Signed on behalf of the Prince Albert Roman Catholic Separate School Division No. 6

Date: _____

Original Signed

LETTER OF COMMITMENT

RE: COMMITTEE TO EXAMINE PREPARATION TIME

The parties to the 2007 – 2012 Local Bargaining Agreement between Prince Albert Catholic Separate School Division No. 6 and the teachers employed by the Prince Albert Catholic Separate School Division No. 6 commit to establishing a committee that will examine preparation time in all respects.

The parties will honor the following commitments:

1. The parties to the agreement will establish the terms of reference for the committee.
2. The committee will be comprised of three persons appointed by the board and three persons appointed by the teachers.
3. The representatives of the parties will carry out the work of the committee within the parameters of the Terms of Reference and will provide a report to the parties.
4. The parties to the agreement will meet to receive and review the report of the joint committee no later than March 1, 2011.

Signed on behalf of the teachers of the Prince Albert Roman Catholic Separate School Division No. 6

Date: _____

Signed on behalf of the Prince Albert Roman Catholic Separate School Division No. 6

Date: _____

Original Signed