

LOCAL AND PROVINCIAL MATTERS AGREEMENT

A Working Document

BETWEEN -

BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION/

The Board of Education of School District No. 52 (Prince Rupert)

(The "Employer")

AND

BRITISH COLUMBIA TEACHERS' FEDERATION/

The Prince Rupert District Teachers' Union

(The "Local")

AS IT APPLIES IN S.D. #52 (PRINCE RUPERT)

Effective July 1, 2022 to June 30, 2025

Please note: This document attempts to set out all the current terms and conditions of employment contained in the Collective Agreement between B.C.T.F. and B.C.P.S.E.A. under the <i>Public Education Labour Relations Act</i> , as those terms and conditions are applicable to this School District. In the event of dispute, the original source documents would be applicable.
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Acknowledgement of Traditional Territories

The employer and the union acknowledge that the Province of British Columbia is situated on the traditional territories of many First Nations, each with their own unique traditions and history. We commit to building respectful, productive, and meaningful relationships with First Nations, Métis, and Inuit groups.

SECTION F PROFESSIONAL RIGHTS

ARTICLE F.1 PROFESSIONAL DEVELOPMENT FUNDING

PCA Articles F.1.1 and F.1.2 are not applicable in S.D. No. 52 (Prince Rupert).

3. Upon ratification in each subsequent round of bargaining, where Article F.1.1 does not already apply, then Article F.1.2 will be implemented as part of the melding process.

LOCAL ARTICLES

ARTICLE F.20 JOINT PROFESSIONAL DEVELOPMENT

1. The Board and the Union agree to maintain a Joint Professional Development Committee.
2. The Committee shall be chaired by the Chairperson of the PRDTU Professional Development Committee and shall have one representative from each staff in the district. Two representatives of the Board shall also be members of this Committee.
3. The primary purpose of this Committee shall be to establish and oversee guidelines and procedures for approving and facilitating both staff and teacher-initiated requests for funding and attendance at professional development activities. These guidelines shall incorporate a process for the allocating and administering of a major part of the available professional development funds (as determined in Article F.20.6) to and by the schools. Each school staff will be expected to determine its own system of monitoring and reviewing the use of their funds in order to encourage individual professional growth or staff development.
4. The Committee may also decide to contribute financially and organizationally towards other District No. 52 Professional Development activities.
5. The Board and the Union agree to the following funding ratio: Board 5:1 PRDTU.
6. The Board and the PRDTU agree on contributing annually to the Joint Professional Development Committee an amount equivalent to each prior year's June Salary Schedule at Category 6 Maximum. Half of this amount will be contributed in October and the second half will be contributed in February of each year.
 - a. Additionally the Board will supplement the fund by \$4,500 to be used by the three village schools (\$1,500 per school) to help defray travel costs involved in professional development activities.

- b. The Board agrees to pay \$8,000 to the Joint Professional Development fund to help defray the costs of providing teachers teaching on call for teachers taking professional development leave.
- 7. The Committee shall be free to approve funding to teachers teaching on call in accordance with the guidelines and procedures established under Article F.20.3.
- 8. The Joint Professional Development Committee shall provide a written report to the Board in June of each school year. The report will provide details of the disposition of funds for the fiscal year.

ARTICLE F.21 PROFESSIONAL IMPROVEMENT

- 1. The sum of \$57.50 per credit (U.B.C. Equivalency) up to a maximum of \$575.00 per year will be paid towards expenses of all teachers successfully completing their approved credit courses and who remain in the employ of the Board.
- 2. Registration fees and a per diem allowance of \$22.00 will be paid to those teachers taking approved non-credit courses to a maximum of \$330.00 per year.
- 3. Teachers on a long term leave of absence are eligible for funding under the terms of this clause subject to returning to employment in this school district. Payment shall be made during the first month of return to teaching employment.
- 4. The onus of having courses approved will be upon the teacher concerned. Final approval shall be granted by the Superintendent of Schools or designate.
- 5. Teachers teaching on call on each year's approved "Teachers Teaching on Call" list shall be eligible to apply for professional improvement expenses under this clause. Application approval by the Superintendent or designate will make the teacher eligible for reimbursement should they at some time in the future be assigned either a temporary or a continuing appointment in the district.
- 6. Application forms, titled Grant-in-aid Application Forms, may be obtained through the School Board Office or School Principals. Grant-in-aid requests for summer school courses must be submitted to the Board Office before June 10. At other times of the year, applications related to non-credit courses must be submitted within a week of commencement of each course.

ARTICLE F.22 NON-INSTRUCTIONAL DAYS

1. For purposes of salary, non-instructional days shall be deemed as working days.
2. The number and allocation of non-instructional days shall be as designated pursuant to Article D.21.1.b.i.2 (Instruction Time).

ARTICLE F.23 PROFESSIONAL AUTONOMY

1. Teachers shall, consistent with effective educational practice within the B.C. public school system, prescribed curriculum and locally developed programs, have individual professional autonomy in determining the methods of instruction, planning, evaluation and presentation of course materials in their professional assignments.
2. Notwithstanding Article F.23.1, teachers shall evaluate in a manner consistent with any school-level or district-wide evaluation practices in place.
3. Professional autonomy does not infringe upon the Board's right to determine effectiveness of instruction and evaluation of its teachers in accordance with the provisions of this agreement.

ARTICLE F.24 EFFECTIVE EDUCATIONAL CHANGE

Consistent with District commitment to effective educational change, the Board and the PRDTU recognize the joint Board/teacher responsibility to ensure, within the limitation of resources available, that appropriate retraining/inservice, professional development and collaboration takes place.