

Memorandum of Agreement
Between
The Calgary Roman Catholic Separate School Division No 1
and
The Alberta Teachers' Association

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

Clause 3.9 (Change in numbering from 3.09)

Technical Education Teachers' Qualification. Teachers hired from industry for the sole purpose of teaching Career and Technology Studies courses in their area of specialization shall be entitled to the category of Teacher Qualification that is determined pursuant to clause 3.2; but shall be given one year of teaching experience for each year of directly related industrial experience **as determined by the District. Such action by the District shall be subject to grievance procedures as specified in this Agreement.** acquired after the teacher has received the associated trade designation relevant to their area of specialization including journeyman status or other certification applicable to the trade.

5.4 Night Classes and Summer School Program/Classes

To each teacher of a night class or summer school program/classes, the sum of \$66.88 per hour of instruction effective September 1, 2016. To each coordinating teacher of night classes, the sum of \$71.79 per hour effective September 1, 2016.

To each Vice-Principal of summer school program/classes, the sum of \$74.49 per hour effective September 1, 2016.

The above amendments to clause 5.4 are made as a result of the signed Release and Settlement Agreement dated September 16, 2015.

6.3 Sick Leave

D. Sick Leave Documentation. Before any payment is made under the foregoing regulations, the teacher shall provide:

- (i) A teacher who is absent for necessary medical or dental treatment or because of accident, sickness or disability for more than **five (5) three (3)** consecutive school days shall present a District Medical Form to the District. A teacher who is absent for the aforementioned reasons for up to **five (5) three (3)** consecutive school days may be required to present a District Medical Form to the District

provided that the teacher is informed of such requirement on the day of absence or as soon thereafter as the teacher can be contacted by the District ~~and Local 55 of the Association shall be so informed in writing.~~

- (ii) When the sickness extends for a period of over **twenty (20) consecutive teaching days** ~~one (1) month~~, the ~~teacher employee~~ may, at the discretion of the District, be called upon to furnish a further District Medical Form **signed by a qualified medical practitioner, provided that both the teacher and the Executive Assistant of Local 55 are so informed in writing.**
- (iii) Prior to returning to work after an absence due to illness of over **twenty (20) consecutive teaching calendar days**, an employee shall supply a satisfactory District Medical Form, signed by a qualified medical practitioner.
- (iv) The District may direct a teacher to be examined by the District's appointed physician and/or to a Functional Work Assessment at the expense of the District, provided that both the teacher and the Executive Assistant of Local 55 are so informed in writing.

6.5 Compassionate Leave. A teacher attending the funeral or memorial service of a near relative **may be granted up to five (5) days** leave of absence with pay. If the teacher does not attend the funeral or memorial service, reasonable leave with pay may be granted by the Superintendent or designate. Additional leave may be granted when, at the discretion of the Superintendent or designate, circumstances warrant it.

6.5.1 A Funeral Service is a service held to memorialize a deceased person with their body present. A Memorial Service is a service held to memorialize a deceased person with their body not present. If a burial occurs prior to the service for a loved one, the service is considered a Memorial Service.

6.13 Teacher Leave. A teacher, upon application to the Superintendent or designate, shall be granted one (1) day leave with pay during a school year. The cost of the Guest (Substitute) Teacher shall be paid by the District.

Effective September 1, 2018, a teacher shall be entitled to carry forward one (1) such day of Teacher Leave not previously used by the teacher, in which case, the teacher shall be entitled to a maximum of two (2) days of Teacher Leave in a given school year. If the teacher has used two (2) such days in any school year, the teacher will not be entitled to carry forward any other such days not used prior to that year.

In the event that a teacher has two (2) days of Teacher Leave available in a given school year, the second (2nd) day shall not be taken in conjunction with any other leave provision, including Teacher Leave.

The Teacher Leave day(s) with pay will not be granted:

- ~~during Teachers' Convention;~~
- on Faith Day;
- on Professional Development days;
- on Parent/Teacher days;

- on District Teacher Organization days;
- on School Special Event days, and
- to extend any holiday period, i.e., **Christmas Break, Spring/Easter and the Summer Break.**

The District may limit the number of teachers granted one (1) day leave with pay on any given day so as not to have any negative effect on District operations.

This clause is applicable to all teachers, including teachers who are in receipt of a salary Allowance, as set forth in Article IV.

PROFESSIONAL IMPROVEMENT LEAVE – PILOT EXTENSION

On June 3, 2015, the Calgary Roman Catholic Separate School District No. 1 (District) and the Alberta Teachers’ Association (ATA) signed a Letter of Understanding covering the Professional Improvement Leave – Pilot.

On May 9, 2016, the District and the ATA signed a Letter of Understanding covering the Professional Improvement Leave – Pilot agreeing to an extension for the 2017-2018 school year.

Further, the District and the ATA agree to an additional extension of the current Letter of Understanding covering the Professional Improvement Leave – Pilot for the 2018-2019 school year.

However, point #6 of the Letter of Understanding is amended as follows:

6. The Professional Improvement Leave Committee will meet to:
 - a.) Review the Guidelines;
 - b.) Solicit, receive, review and make recommendations regarding application for access to the financial resources available;
 - c.) Report results of the Pilot to the negotiating Committees of the Local #55 and the District, prior to May 2, 2018.

Retain point #7:

7. The Professional Improvement Leave Committee will make recommendations to the negotiating Committees of the Local #55 and the District regarding changes that may be necessary to clause 6.1 Sabbatical Leave.

The District will draft a new Administrative Procedure to cover the “Role of a Guest (Substitute) Teacher”.

The attached agreed list of housekeeping items.

No other amendments to the current agreement except those as already agreed.

IN WITNESS WHEREOF the parties have executed this addendum this 10th day of January, 2018.

For CRCSSD No 1

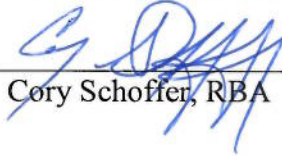


Richard Svoboda, Superintendent, Human Resources



Michael Krupa, Director Employee and Labour Relations

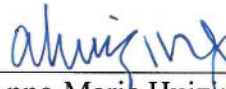
For The Alberta Teachers' Association



Cory Schoffer, RBA



Bonnie McIntyre, NSC Chair



Anne-Marie Huizing, EPC Chair

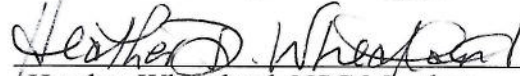


Murray Oufim, NSC Member

Oufim



Harold (Hal) Soby, NSC Member



Heather Wheatland, NSC Member