

**Grievance Settlement
Between
Cape Breton University (CBU)
And
Cape Breton University Faculty Association (CBUFA)**

The following agreement is made on a without prejudice and without precedent basis as a settlement of the Association Grievance dated October 6, 2017 re teaching release for faculty,

Whereas Article 27.2.3, Teaching Releases, indicates in 27.2.3.1:

- (f) Any other teaching releases shall be as agreed upon an individual faculty Member, his/her Department Chair, and his/her School Dean and subject to the approval of the Vice-President, Academic and Provost. The Association shall be consulted on any such reduction.

Whereas CBUFA has sought clarification on the procedure used to determine who is given a teaching release; and

Whereas CBUFA has sought assurance that CBUFA is consulted on any such teaching reduction as called for under Article 27.2.3.1 (f);

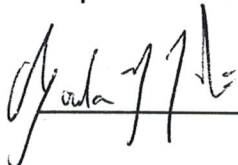
Therefore, the Parties agree that the procedure as outlined below will be followed:

- Faculty requesting a teaching release related to research under article 27.2.3.1 (f) must make application for such by June 30 of the year preceding the year in which the request is being made. E.g. a Member who is requesting a teaching release for the fall 2019 semester must make application for such by June 30, 2018. In exceptional cases, such as the awarding of a grant for a major research project, application can be made outside the timeline noted above. Consideration may be given to providing a teaching release sooner than noted above.
- The onus is on the Member to make application in a timely manner and the Member must provide reasons why the release is requested.
- Such application shall be made to the School Dean, copied to the Department Chair.
- By August 31, the Dean will bring forward to the Vice President Academic requests for teaching release and the recommendation whether or not the request should be granted.
- By October 31 the Vice-President Academic will consult with the President of CBUFA on all requests received.
- By November 30, the Vice-President Academic will make a decision on whether or not the request is approved and will notify the Dean of that decision.
- All other requests for teaching release (e.g., in recognition of additional responsibilities that exceed the normal service requirements) will be brought to the attention of the President of CBUFA in the term prior to when the release is being

considered. Final determination of whether or not the release is to be provided will be determined by the VPA once the consultation has taken place.

Signed in Sydney, CBRM, Nova Scotia this 12 day of February 2018.

Board of Governors
Cape Breton University



Cape Breton University
Faculty Association

