



*Current agreement
still in effect.*

LOCAL COLLECTIVE BARGAINING AGREEMENT FOR TEACHERS

**BETWEEN: THE BOARD OF EDUCATION OF THE PRAIRIE VALLEY
SCHOOL DIVISION NO. 208**

AND

THE TEACHERS OF THE PRAIRIE VALLEY SCHOOL DIVISION NO. 208

July 1, 2006 to June 30, 2009

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LOCAL COLLECTIVE BARGAINING AGREEMENT FOR TEACHERS

BETWEEN: The Board of Education of the Prairie Valley School Division No. 208 of Saskatchewan, (hereinafter called "the Board")

AND: Teachers of the Prairie Valley School Division No. 208 of Saskatchewan (hereinafter called "a teacher")

constitutes the Local Agreement negotiated in accordance with *The Education Act, 1995*.

This agreement made at the R.M. of Sherwood in the Province of Saskatchewan this 26th day of June, 2006.

AGREEMENT

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

The terms and conditions herein reduced to writing represent the whole agreement negotiated by the Parties and are not subject to any additional terms and conditions other than those, if any, prescribed by law.

SECTION 1 – Term of Agreement

- 1.0 This agreement shall be effective from July 1, 2006 to June 30, 2009, and thereafter until revised in accordance with *The Education Act, 1995*.

SECTION 2 – Leaves

2.1 Compassionate Leave

- 2.1.1 A teacher shall be granted leave with pay, by the principal, for a period of up to and not exceeding five (5) school days in the event of a death of a member of a teacher's immediate family or the immediate family of a teacher's partner.
- 2.1.2 A teacher shall be granted leave with pay, by the principal, for a period up to and not exceeding five (5) days per school year when critical illness or injury of a member of the immediate family requires a teacher's immediate attention.
- 2.1.3 For the purpose of this section, "immediate family" is defined as a partner, child, parent, guardian, sibling, grandparent, grandchild, aunt or uncle of a teacher or of a teacher's partner (Child includes a stillborn baby or miscarriage).
- 2.1.4 A teacher shall be granted up to one (1) day leave with pay, by the principal, to act in an official capacity at a funeral. Official capacity would include being a pallbearer or eulogist.
- 2.1.5 Additional compassionate leave may be granted at the discretion of the Board or its designate.

2.2 Maternity/Parenting/Adoption Leave

- 2.2.1 A teacher shall be granted maternity leave, parenting leave, and adoption leave in accordance with *The Labour Standards Act* and the Provincial Collective Bargaining Agreement.
- 2.2.2 Insofar as is reasonably possible, a teacher shall be reinstated to the position and locality occupied prior to the leave.
- 2.2.3 Parenting/Adoption Leave – leave of up to two (2) days with pay shall be granted, by the principal, to a parent at the birth/adoption of a child.

2.3 Special Leaves

- 2.3.1 A teacher shall be granted leave with pay, by the principal, for one (1) day on the day of the post-secondary convocation/graduation of self, partner, child, and/or parent.
- 2.3.2 A teacher shall be granted leave with pay, by the principal, for one (1) day for defense of the teacher's thesis or dissertation.
- 2.3.3 A teacher shall be granted leave with pay, by the principal, for a period of up to three (3) teaching days per school year in order to attend a provincial, national, or international meeting or conference in which a teacher holds a key office or executive position or in order to attend a provincial, national, or international

event in which the teacher actively participates and qualifies for as a result of a recognized competition. Up to two (2) additional days may be approved with or without pay by the Director of Education or designate upon request.

- 2.3.4 The Executive of the Prairie Valley Teachers' Association (PVTA) shall be granted up to an aggregate of twenty (20) days with pay per school year to carry out executive duties. The PVTA shall reimburse the Board for all substitute costs. Payment shall be made by June 30 of the school year.
- 2.3.5 Leave with pay for emergency purposes only and for a period not exceeding one (1) day per school year shall be granted to a teacher by the principal. Emergency leave is defined as disaster, fire, and/or flood. The principal shall notify the Director of Education or designate of any such leave. Additional days with or without pay may be approved by the Director of Education or designate upon request.
- 2.3.6 Leave with pay for adverse travel conditions only and for a period not exceeding one (1) day per school year shall be granted to a teacher by the principal. Additional days with or without pay may be approved by the Director of Education or designate upon request.
- 2.3.7 Teachers shall be granted leave with pay to a maximum of two (2) days in any one school year to attend to family health-related matters concerning immediate family. Health-related is defined as medical/dental/optical appointments, unforeseen illness, injury, or family counseling. Immediate family is defined as partner, parent, or child.

An employee on less than full-time contract shall be granted leave under this section in proportion to the percentage of teaching time specified in his or her contract.

Should a similar leave become part of the provincial agreement, the negotiated provincial agreement must meet or exceed the local contract agreement in order for the provincial agreement to take precedence. The agreement that provides the greatest benefit will take precedent and will constitute the total eligible benefit.

- 2.3.8 A teacher shall be granted leave without pay in order to conduct personal business. Such leave shall not exceed two (2) days per school year. A teacher need only notify the principal for the purpose of taking this leave. The principal shall notify the Director of Education or designate of any such leave:

2.4 Long-term Leave of Absence Without Pay

- 2.4.1 A teacher may be granted leave of absence without pay for a period of up to fourteen (14) months. A teacher's application for such leave shall be submitted in writing to the Board four (4) months prior to the date when the leave is to commence. The Board shall notify a teacher within six (6) weeks of the final day

for application, and a teacher shall confirm acceptance or rejection of the leave within two (2) weeks of being notified of it.

2.5 Professional Enhancement Opportunities

2.5.1 Educational Leave

- a) **Purpose:**
The Board may grant educational leave to support teachers in undertaking an extended program of study to satisfy a need in the school division.
- b) **Preservice Requirements:**
Two (2) years with the Prairie Valley School Division or any of the pre-amalgamation school divisions that form Prairie Valley School Division.
- c) **Remuneration:**
Award equal to 50% or more of salary.
- d) **Return Service Agreement:**
In the event of failure to return to the employ of the Board for two (2) years or to successfully complete the program, a teacher shall refund the amount of the award together with interest at the preferred bank-lending rate prevailing at the time of the award.
- e) **Application for Leave:**
A teacher shall apply for leave of absence under this section not later than four (4) months prior to the proposed commencement of the leave but no later than March 31 of a school year.

The Director of Education or designate shall present the request to a committee consisting of two (2) division trustees, the chairperson of LINC, and the president of the PVT A. This committee shall review the request and make a recommendation to the Board including the remuneration as set out in section (c). The Board shall give a final decision on the request after receiving the recommendation of the committee and considering the needs of the school division. The Board shall notify a teacher of its decision within six (6) weeks of the final date for applications, and a teacher shall confirm acceptance or rejection of the leave within two (2) weeks of being notified of it.

2.5.2 Session Awards

- a) **Purpose:**
The Board may grant session awards to support teachers in taking a post secondary or specialized training course(s).
- b) **Preservice Requirements:** None

- c) **Amount of Award:**
Generally equal to the full amount of tuition or as determined by the Selection Committee.
- d) **Return Service Agreement:**
Successful applicants must return to the Board for at least one (1) school year for award(s) granted that year. In the event of failure to return to the employ of the Board, a teacher shall refund the amount of the award together with interest at the preferred bank-lending rate prevailing at the time of the award.

Should a teacher granted the award fail to successfully complete the educational program, which was considered when the award was granted, the full amount of the award with interest as specified in section 2.5A (d) shall be refunded to the Board.

- e) **Selection Procedure:**
The Director of Education or designate shall present request(s) to a committee, consisting of two (2) division trustees, the chairperson of LINC, and the president of the PVTA. This committee shall review the request(s) and make a recommendation to the Board. The Board shall give a final decision on the request after receiving the recommendation of the committee and considering the needs of the school division.

2.5.3 Decentralized Professional Development Funds

- a) The Board will provide monies for professional development to each school on a decentralized basis through the budget process. The amount of the funds to be allocated to professional development will be determined at budget time by the Board.
- b) Professional development priorities in each school will be determined through a process that examines individual teacher plans, school plans and system needs.
- c) Each school shall develop a Professional Development Committee which shall include the in-school administration. The general duties of the committee shall be:
- i) to assist the in-school administration in the professional development budget planning process;
 - ii) to approve professional development leave requests;
 - iii) to decide upon the reimbursement of expenses;
 - iv) to keep an appropriate record of professional development activities and costs; and
 - v) to submit approved professional development application forms to the Director of Education or designate.

- d) The decentralized Professional Development Funds will cover the registration fee and costs of travel, accommodation, and meals as determined by the school's Professional Development Committee. The allocations cannot exceed Board rates.
- e) The Board shall be responsible for all substitute teacher costs incurred as a result of these professional development activities.

2.6 Deferred Salary Leave Plan

The Deferred Salary Leave Plan is an agreement between the teacher and the Board whereby a teacher can plan to take a one-year leave at a future date agreed to by the teacher and the Board subject to the following terms:

- 2.6.1 A teacher shall apply to the Board no later than March 1 of the year in which the plan would commence.
- 2.6.2 A teacher must have a minimum of two (2) years experience in the division before applying.
- 2.6.3 The amount deferred under this plan shall be 20% in each of the four (4) consecutive school years.
- 2.6.4 The teacher with the consent of the Board may withdraw from the plan upon giving six (6) months notice of intent to do so prior to the established date of the leave.
- 2.6.5 Insofar as is reasonably possible, the teacher shall be reinstated to the position and locality occupied prior to the leave.
- 2.6.6 In the event of redundancy, policy shall apply to all teachers in the school division including the teacher on leave.
- 2.6.7 Interest on the salary set aside as invested under the plan shall be calculated not later than December 31 in each year that the employee participates in the plan and shall be paid to the teacher not later than January 31 of the ensuing year.
- 2.6.8 During the year of leave, the Teacher will not accumulate or be entitled to the following:
 - a) credit for experience for the year of leave in calculating salary increments; and
 - b) maternity, sick, or other types of leaves.

2.6.9 No amendment shall be made to the Deferred Salary Leave Plan that will prejudice the plan with respect to any tax ruling by Canada Revenue Agency applicable to such Deferred Salary Leave Plans prior to the amendment, and this plan shall be subject to any review, ruling, or approval by Canada Revenue Agency that may affect this plan.

SECTION 3 – Preparation Time

Teachers on the Traditional Calendar

3.1 Two (2) non-student days shall be allocated by the Board in the school year calendar for individual teacher planning.

3.2 Staff shall be allotted for preparation time during the 2006/07 school year at an equivalent of .08 per full-time equivalent teacher.

Staff shall be allotted for preparation time during the 2007/08 school year at an equivalent of .09 per full-time equivalent teacher.

Staff shall be allotted for preparation time during the 2008/09 school year at an equivalent of .10 per full-time equivalent teacher.

3.3 Allocations for preparation time shall be applied to full-time and part-time teachers at a rate proportional to each teacher's percentage contract of employment.

3.4 Allocations for preparation time shall be used for preparation time.

SECTION 4 – Staff Recruitment and Retention

The following applies to the former Aspen Grove School Division:

4.1 Effective January 1, 2005, in recognition of the value of professional development, each teacher will be allocated a Personal Professional Development Account after ten (10) years of eligible pension service to the Aspen Grove School Division (or any of the pre-amalgamation divisions that form the Prairie Valley School Division).

A teacher shall receive school administration approval and division approval prior to accessing this account. The allocation is intended to cover costs including substitute teacher costs and shall be as follows:

10 years of service	-	\$1,500.00
15 years of service	-	\$2,000.00
20 years of service	-	\$2,500.00
25 years of service	-	\$3,000.00

The initial amount in each teacher's account will be based on the teacher's current years of service as per the original implementation date as defined above and will not be retroactive (e.g., twenty-one (21) years of service = \$2,500.00).

Teachers will have an opportunity to have the amount of their initial Personal Professional Development Account adjusted to represent their total years of service including service accumulated through temporary contracts in any of the pre-amalgamation divisions that form the Prairie Valley School Division. It is the teacher's responsibility to provide proof of additional service in any of the pre-amalgamation divisions prior to January 1, 2007 with their account balance being adjusted by June 1, 2007.

- 4.1.2 The accumulated maximum amount at any one time in any Personal Professional Development Account shall be \$4,500.00.
- 4.1.3 Until June 30, 2009, teachers with ten (10) continuous years of service in the Aspen Grove School Division (or any of the pre-amalgamation school divisions that form Prairie Valley School Division) and twenty-five (25) or more years of total teaching service shall have the option of choosing either a \$5,500.00 Personal Professional Development Account or a \$5,500.00 service gratuity.
- 4.1.3.1 If a teacher who qualifies as per Section 4.1.3 and is eligible to retire has not accessed the full amount of their professional development funds allocated to their account prior to the date they are eligible to retire, the teacher shall have the unused funds from their professional development account paid to them as a retirement gratuity.
- 4.1.4 Until June 30, 2009, teachers with ten (10) continuous years of service in the Prairie Valley School Division (or any of the pre-amalgamation school divisions that form Prairie Valley School Division) and twenty (20) years of eligible pension service who are eligible to retire on the date this contract is signed, may request any unused funds from their professional development account be paid to them as a retirement gratuity.
- The incentives (Section 4.1.3 and 4.1.4) are available to a teacher retiring at a mutually agreeable date or the end of a school year. A teacher must provide the Board with a minimum of three (3) months' written notice prior to their retirement date of their intention to retire.
- 4.1.5 To determine the years of contributory service, only a certified statement by the Teachers' Superannuation Commission or the Saskatchewan Teachers Retirement Plan will be accepted.

The following applies to the former Qu'Appelle Valley School Division:

- 4.2.1 Effective January 1, 2004, in recognition of the value of professional development and growth, each teacher will be allocated a Personal Professional Development Account

after ten (10) years of service to the Qu'Appelle Valley School Division (or any of the pre-amalgamation divisions that form the Prairie Valley School Division).

A teacher shall receive school administration approval and division approval prior to accessing this account. The allocation is intended to cover costs including substitute teacher costs and shall be as follows:

10 years of service	-	\$1,500.00
15 years of service	-	\$2,000.00
20 years of service	-	\$2,500.00
25 years of service	-	\$3,000.00

The initial amount in each teacher's account will be based on the teacher's current years of service as per the original implementation date as defined above and will not be retroactive (e.g., twenty-one (21) years of service = \$2,500.00).

Teachers will have an opportunity to have the amount of their initial Personal Professional Development Account adjusted to represent their total years of service including service accumulated through temporary contracts in any of the pre-amalgamation divisions that form the Prairie Valley School Division. It is the teacher's responsibility to provide proof of additional service in any of the pre-amalgamation divisions prior to January 1, 2007 with their account balance being adjusted by June 1, 2007.

- 4.2.2 The accumulated maximum amount at any one time in any Personal Professional Development Account shall be \$4,500.00.
- 4.2.3 Until June 30, 2008, teachers with ten (10) years of service in the Prairie Valley School Division (or any of the pre-amalgamation school divisions that form Prairie Valley School Division) and twenty-five (25) or more years of total teaching service shall have the option of choosing a \$5,500.00 Personal Professional Development Account or choosing the following retirement incentive.

This incentive is available to a teacher retiring at a mutually agreeable date or at the end of a school year. A teacher must provide the Board with a minimum of three (3) months' written notice, prior to their retirement date, of their intention to retire.

Years of Contributory Service	Payments as of January 1 (following retirement)		
	1 st year	2 nd Year	3 rd Year
During the 30th year or less*	3,000.00	1,500.00	750.00
During the 31 st year *	1,500.00	750.00	
During the 32 nd year*	750.00		

* No later than the end of the school year of the respective eligible year.

- 4.2.4 To determine the years of contributory service, only a certified statement by the Teachers' Superannuation Commission or the Saskatchewan Teachers Retirement Plan will be accepted.
- 4.2.5 In the event of the death of a teacher who is receiving the early retirement incentive, the balance shall be paid in accordance with the above schedule to a teacher's estate.

The following applies only to Grand Coulee, Gray, Lang, Milestone, Pense, and Wilcox schools:

- 4.3.1 Effective September 1, 2006, in recognition of the value of professional development and growth, each teacher will be allocated a Personal Professional Development Account after ten (10) years of service to the Prairie Valley School Division (or any of the pre-amalgamation divisions that form the Prairie Valley School Division).

A teacher shall receive school administration approval and division approval prior to accessing this account. The allocation is intended to cover costs including substitute teacher costs and shall be as follows:

10 years of service	-	\$1,500.00
15 years of service	-	\$2,000.00
20 years of service	-	\$2,500.00
25 years of service	-	\$3,000.00

The initial amount in each teacher's account will be based on the teacher's current years of service as defined above and will not be retroactive (e.g., twenty-one (21) years of service = \$2,500.00).

- 4.3.2 The accumulated maximum amount at any one time in any Personal Professional Development Account shall be \$4,500.00.
- 4.3.3 Until June 30, 2008, teachers with ten (10) years of service in the Prairie Valley School Division (or any of the pre-amalgamation school divisions that form Prairie Valley School Division) and twenty-five (25) or more years of total teaching service shall have the option of choosing a \$5,500.00 Personal Professional Development Account or choosing the following retirement incentive.

This incentive is available to a teacher retiring at a mutually agreeable date or at the end of a school year. A teacher must provide the Board with a minimum of three (3) months written notice, prior to their retirement date, of their intention to retire.

Years of Contributory Service	Payments as of January 1 (following retirement)		
	1 st year	2 nd Year	3 rd Year
During the 30th year or less*	3,000.00	1,500.00	750.00
During the 31 st year *	1,500.00	750.00	
During the 32 nd year*	750.00		

* No later than the end of the school year of the respective eligible year.

- 4.3.4 To determine the years of contributory service, only a certified statement by the Teachers' Superannuation Commission or the Saskatchewan Teachers Retirement Plan will be accepted.
- 4.3.5 In the event of the death of a teacher who is receiving the early retirement incentive, the balance shall be paid in accordance with the above schedule to a teacher's estate.

SECTION 5 – Pay Periods

- 5.1 All teachers in the Prairie Valley School Division shall have their salary deposited directly into the financial institution of their choice so as to be accessible on the twenty-fifth (25) day of each month except for the month of December which will be accessible on the twentieth (20) of the month.
- 5.2 All teachers shall be paid on a 10-month basis. A teacher may by the first of September on the prescribed form authorize the Board to deduct an amount of money from each of the teacher's 10 net cheques in order to facilitate payment in July and August. Interest will not be paid on the funds deducted to make the July and August payments.
- 5.3 The amount of the authorized deduction shall remain unchanged from year to year unless a request for a change is made on the prescribed form by September 1 of the affected school year. The deductions throughout the year shall not be changed or withdrawn during the school year.
- 5.4 When 5.2 is chosen, the total deduction during the school year shall be electronically deposited in two equal installments so as to be accessible on the twenty-fifth (25) day of July and August respectfully.
- 5.5 A new teacher under a continuing contract shall select the amount of holdback upon confirmation of acceptance of employment by completing the appropriate form. Teachers under a temporary or replacement contract shall be paid on a 10-month basis only.
- 5.6 Teachers in their first year of teaching may by the first of the month apply for a one time \$500 advance on the first month's salary to be payable on the tenth (10) of the month.
- 5.7 In the case of teachers whose employment ceases, their final cheques will be available, upon request, at the Board Office within ten (10) business days of the final day of employment.

SECTION 6 – Local Association Fees

- 6.1 The PVTA shall send a request in writing by September 1 of each school year to the Payroll Supervisor identifying the amount of the monthly association fee to be deducted from each full-time and part-time teacher.
- 6.2 The above payment shall be deducted in equal monthly amounts from the September to June net salary of the teacher. If the teacher goes on unpaid leave during the school year, the deduction will not be prorated.
- 6.3 The Prairie Valley School Division shall remit the total deduction to the secretary-treasurer of the PVTA on a monthly basis.
- 6.4 The PVTA shall be responsible for collecting fees for all teachers who are not employed for a complete school year.

SECTION 7 – Employment Insurance Rebate

- 7.1 Pursuant to the applicable section(s) of *The Employment Insurance Act*, the Board shall pay to the PVTA a sum of money equal to 5/12 of the employment insurance premium reduction obtained on behalf of, and in respect to all STF members employed by the Board.
- 7.2 Such payment shall be made by January 31 of each year for the preceding calendar year.

SECTION 8 – Substitute Teachers

- 8.1 For a regular day, a substitute teacher shall be paid a daily rate equal to 1/197 of the annual rate of pay for Class 4, step 1 as per the Provincial Collective Bargaining Agreement. For an extended day, a substitute teacher shall be paid 1.08 times 1/197 of the annual rate of pay for Class 4, step 1 as per the Provincial Collective Bargaining Agreement.
- 8.2 Commencing on the sixth teaching day in any period of uninterrupted employment for the same teacher, the per diem salary for a substitute teacher shall be 1/197 of the annual rate that would be payable to the same teacher under the Provincial Collective Bargaining Agreement.
- 8.3 It is the responsibility of the teacher to supply the Board with proof of teaching experience. If not supplied within thirty (30) days from time of substitution, the teacher shall be paid the minimum of their class.
- 8.4 Retroactive pay resulting from Provincial Collective Bargaining Agreement negotiations will not be calculated on substitute pay.

- 8.5 The Board shall offer a substitute teacher a temporary contract upon receiving a notification from the teacher under contract indicating that the teacher will be absent from work for twenty (20) or more consecutive days.

SECTION 9 – Special Allowances

- 9.1 Where a teacher is assigned consultative duties, the teacher shall be paid an allowance equivalent of 10% of the teacher's gross salary.
- 9.2 The allowance shall be in proportion to the amount of time the consultative duties are relative to the teacher's total contract.

SECTION 10 – Travel, Sustenance, Lodging, and Other Expenses

- 10.1 For pre-approved travel to curricular and extra-curricular activities or for other school business, teachers who use their vehicles shall be reimbursed at the current Board rate. Staff should use Prairie Valley School Division mileage reimbursement forms and should car-pool whenever reasonably feasible.
- 10.2 Payments shall be made for traveling that commences and terminates at the school.
- 10.3 Where curricular activities and other school business approved by the Board necessitates out-of-pocket expenses and provided there is no reimbursement by any other organization, teachers shall be reimbursed for those expenses at the rate of 100% for necessary accommodation to a maximum of the Board rate (receipts required) or at the Board rate for private accommodation provisions and for meals to a maximum of the Board rate (receipts required).

SECTION 11 – Noon Supervision

- 11.1 A teacher is entitled to a duty free lunch break.
- 11.2 Teachers who provide noon supervision do so on a voluntary basis.
- 11.3 Noon hour supervision includes the supervision of the noon intramural program(s).
- 11.4 A teacher who provides noon supervision shall have the option of being paid at the Board rate or to earn time in lieu at the following rate for providing noon supervision:

Twenty (20) hours	1 day
Thirty (30) hours	1.5 days
Forty (40) hours	2.0 days

- 11.5 Noon supervision in excess of forty (40) hours shall be paid at the Board rate for teachers.

SECTION 12 – Extra-curricular Activities

- 12.1 Teachers who supervise extra-curricular activities do so on a voluntary basis.
- 12.2 Extra-curricular activities are those activities that are pre-approved by the Board and:
 - a) includes students;
 - b) are not for academic support; and
 - c) occur outside the normal hours of instruction and for which a teacher is not receiving other remuneration.
- 12.3 In recognition of the efforts of teachers to provide extra-curricular activities that take place beyond the instructional time, any teacher who provides twenty (20) or more hours of Board approved extra-curricular supervision per school shall receive time in lieu at the following rate:

Twenty (20) hours	0.5 day
Thirty (30) hours	1.0 day
Sixty (60) hours	1.5 days
Eighty (80) hours	2.0 days
Two hundred and fifty (250) hours	3.0 days

For each activity, teachers may log up to 10% of their total hours, for organizing and administrating the extra-curricular activity (without students).

12.4 Transition Period

For a one time transition period only, the former Aspen Grove teachers will be able to carry over any extra-curricular hours earned during June 2006 to the 2006 - 2007 school year.

SECTION 13 - Days in Lieu

- 13.1 The maximum number of days in lieu that may be earned by a teacher, as per Sections 11 and 12, in one school year is five (5) days.
- 13.2 A teacher may carry forward up to five (5) days. Any unused days will be paid out at the substitute teacher rate.
- 13.3 The maximum number of earned days that may be used in any one school year is five (5).
- 13.4 Principals shall approve, provided there is evidences of good planning and appropriate substitute teaching coverage in place, the taking of days in lieu to a maximum of five (5) consecutive earned days in traditional calendar schools and a maximum of four (4) consecutive earned days in Program for Protected Classroom Instruction (P.P.C.I.)

schools. If days are used and not earned, a teacher shall forfeit the teacher's per diem salary.

13.5 Days in lieu used in conjunction with special leave days require the approval of the Director of Education or designate.

13.6 Days in lieu shall not be used on non-student days, excluding teacher planning days, except in exceptional circumstances and with the approval of the Director of Education or designate.

13.7 Transition Period

- a) For a one time transition period only, the former Aspen Grove teachers may carry over a maximum of six (6) EDOs earned through noon hour supervision and extra-curricular activities to the 2006 – 2007 school year and may use up to a maximum of six (6) EDOs during the 2006 – 2007 school year.
- b) The EDOs are to be used as per Sections 13.4, 13.5, and 13.6 of the new Prairie Valley School Division LINC Agreement.

SECTION 14 - Early Notice of Superannuation

14.1 When a teacher is eligible to superannuate within an school year and the teacher indicates the wish to do so, the teacher will be given the option of being placed on a one time temporary contract for a duration of no longer than five (5) months provided that the following conditions are met:

- a) the teacher provides at least one (1) month's notice to superannuate;
- b) the teacher provides documentation showing eligibility to superannuate from either the Teachers' Superannuation Commission or the Saskatchewan Teachers Retirement Plan; and
- c) the temporary contract ends at a natural break within the existing school year.

SECTION 15 – Emerging Issues

15.1 Local Collective Agreement Development

15.1.1 The negotiating committees of the Board and the PVTAs shall meet at least twice per year, in the fall and in the spring, and also upon the request of either party to discuss any emerging issues.

15.1.2 If a difference of opinion arises as to the meaning, interpretation, or application of a word, expression, or provision contained in this Agreement, the parties shall endeavour to settle such disagreements through appropriate channels, either administrative or LINC representatives or both.

15.1.3 If disagreements cannot be resolved in the manner described in Section 15.1.2, either party may request in writing a meeting with a committee consisting of two Board members or designates and two LINC representatives. If the disagreement is not resolved to the satisfaction of both parties within fifteen (15) days of a written request for a meeting, either party may refer the matter for disposition under the provisions of *The Education Act, 1995*.

IN WITNESS WHEREOF the parties hereto have executed this Agreement on the day and year first above written.

The Board of Education of the Prairie Valley School Division No. 208




Chairperson



Director of Education


Teachers of the Prairie Valley School Division No. 208



Chairperson, LINC



Member-at-Large, LINC



Witness