

# South Shore Region Tentative Agreement

May 6, 2025



- This presentation is a summary of the Tentative Agreement between the South Shore Regional Centre for Education and the Nova Scotia Teachers Union.



## Documents

- Summary Document
- Full Tentative Agreement with Bolds and Strikeouts

<https://nstu.ca/nstu-members/member-services/contracts-agreements/south-shore-tentative-agreement>



## Article 1 Term of Agreement

- 4 Year Agreement expiring July 31, 2028



## Article 2 Definitions

- Relocation of definitions of:
  - Assumed Permanent Contract Teacher
  - Evaluative Approach
  - Seniority Dominant Approach
- Inclusion of definition of spouse.



## Article 5 Centre Policies and Information

- Changes to information provided to the Union:
  - Teacher staffing changes; and
  - Draft procedures.



## Article 6

### Management-Teacher Committee

- Change to composition of Committee to allow for an additional Union representative when the RRC chair is not a Local President.
- Ability to include other individuals as required.
- Clarification of timelines for Committee.
- Addition of a standing agenda item regarding policy, procedure, protocol, and guideline changes.



## Article 7

### Grievance Procedure

- Clarification that 10-day timeline to file a grievance begins after the conclusion of the informal process, if used.
- Clarification that 10-day timeline to refer to arbitration begins after the conclusion of mediation, if used.
- Extension of timeline to 20 days for a Union grievance to be filed.



## Article 8 Sick Leave

- Inclusion of APSEA as a preceding employer for crediting of sick leave.
- Update to reflect changes in the Teachers' Provincial Agreement for Alcoholism and Drug Dependency Support.
- Ability to request return of sick leave for appointments in instances other than the situation when school is cancelled **and** the practitioner cancels the appointment.



## Article 11 Special Leave

- Removal of same sex partner as same sex partner is captured by spouse or fiancé(e).
- Clarification on travel time in the instance of a death.
- Extension of ability to hold a day of bereavement leave for a memorial service or interment to bereavement leave for non-immediate family.
- Two (2) days of leave (with pay) or other accommodation for participation in major Holy Days of a religion for practicing adherents of the religion.



## Article 17

### Security of Position

- If there are volunteers to be surplus, the most senior volunteer is declared surplus.
- If there are no volunteers to be surplus, the least senior teacher in the school is declared surplus.
- The teacher being declared surplus must resolve the surplus issue (program protection still applies).



## Article 18

### Teaching Staff Allocation Plan

- Clarification of information to be provided to the Union as part of the Plan.



## Article 19 Seniority

- Language changes for clarity.
- No substantive change.



## Article 20 Retention

- Language changes for clarification that this article refers to a layoff situation.



## Article 21

### Recall

- Language changes for clarification that this article refers to laid-off teachers.
- Update of contact information to be provided to Centre by the teacher.



## Article 22

### Term Teachers – Retention and Recall

- Update to priority of positions to be offered:
  - Vacant (permanent)
  - Unfilled (100% full year term)
  - Other term (percentage term)
  - Substitute
  - Including teacher's ranked preferences





- Vacant positions that become available after August 15 will now either be:
  - Posted as vacant positions but Permanent, Assumed Permanent, and Term Recall teachers not in a Vacant position may apply; or
  - Posted as unfilled positions and a Term Recall teacher in an unfilled position will be given a probationary contract.



## Article 23 Transfer

- Change in Posting Rounds:
  - Teacher Transfer Round 1
    - Permanent and Assumer Permanent Teachers only (including surplus teachers)
    - Seniority Dominant
  - Teacher Transfer Round 2
    - Permanent, Assumer Permanent Teachers (including surplus) and Term A and B Teachers
    - Seniority Dominant
    - Surplus first
    - Permanent second
    - Assumed Permanent third
    - Term A fourth
    - Term B fifth
- Changes to Centre-Initiated Transfer/Surplus Teachers Language for clarity.



## Article 24 Staff Placement

- Clarification of posting rounds and hiring methodology:
  - Teacher Transfer Round 1
    - Permanent and Assumer Permanent Teachers only (including surplus teachers)
    - Seniority Dominant
  - Teacher Transfer Round 2
    - Permanent, Assumed Permanent Teachers (including surplus) and Term A and B Teachers
    - Seniority Dominant



- Teacher Transfer Round 3 (and subsequent rounds)
  - Permanent, Assumed Permanent Teachers (including surplus) and Term A, B, C, and D Teachers, equity eligible, non-status terms, substitute, and external candidates
  - Seniority Dominant for Permanent, Assumed Permanent, Term A and B
  - Evaluative for Term C and D, equity eligible, non-status terms, substitutes, and external candidates



## Article 25

### Vacancies and Appointments

- Centre to make reasonable best efforts to post successful applicants within 5 days of filling a position.



## Article 26

### Consultant Positions

- Renamed Positions Requiring an Interview.
- List of positions included in Article:
  - Positions receiving an administrative allowance
  - Attendance support
  - Autism support
  - Coaches
  - Interventionists
  - Learning disability facilitators
  - Mentors
  - Technology support leaders
  - Others as agreed by the Centre and the Union.



## Article 27

### Notice of Assignment

- Principles of LOU#1 from previous agreement incorporated in Article. Consultation required with teachers required to provide pertinent information.
- 24 Hour period to express interest in an internal position will be reduced if all teachers reply in less than 24 hours.



## Article 29

### In-Region Teacher Exchange

- Teachers interested in an In-Region exchange are now required to find their own exchange partner.
- Deadline moved later as a result.



## Article 31 Educational Change

- Language updated to reflect nomenclature changes.



## Article 32 Teacher in Charge

- Requirement for Principals to seek expressions of interest from staff to be Teacher in Charge.



## Article 34

### Printing of Agreement

- With increases in teaching staff, removal of number of copies to be printed in favor of agreement during each round and ability to print more if required during the life of the agreement.



## NEW Letter of Understanding #1

### Implementation Date

- Many staffing article changes will take effect on January 1, 2026. Ratification of the Agreement won't occur until May likely after staffing has started.
- Change for positions posted after August 15 will take effect on ratification so would be in effect this summer.



## OLD Letter of Understanding #1 Notices of Assignment

- Deleted
- Incorporated into Article 27



## OLD Letter of Understanding #2 Promotional Positions

- Deleted
- Incorporated into Article 26



## Appendix A

### Request for Medical Information

- Revised to include cognitive impairments.
- New form is similar to forms in all other Regional Agreements.



## Ratification Vote

- May 14, 2025
- Voting information was mailed today.
- Recommended you count the voting cards early so you can advise the REO (Mai-Ling Storm) if you need more cards.

