



COLLECTIVE AGREEMENT

between

**CAPE BRETON-VICTORIA REGIONAL
CENTRE FOR EDUCATION**

and

NOVA SCOTIA TEACHERS UNION

August 1, 2021 to July 31, 2026

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THIS AGREEMENT is made in triplicate this 6th day of November, A.D., 2023

BETWEEN:

THE CAPE BRETON-VICTORIA REGIONAL CENTRE FOR EDUCATION, a **Regional Centre** established under the provisions of the *Education Act*

(Hereinafter called the “**REGIONAL CENTRE**”) **PARTY OF THE FIRST PART**

– and –

THE NOVA SCOTIA TEACHERS UNION,
a body corporate, pursuant to Chapter 109, S.N.S., 1968, the *Teaching Profession Act*

(Hereinafter called the “**UNION**”) **PARTY OF THE SECOND PART**

WITNESSETH that the parties hereto in consideration of the mutual covenants herein set out and for other good and valuable consideration between the said parties have agreed with each other as follows:

ARTICLE 1 – RECOGNITION

1.01 The Regional Centre acknowledges and recognizes the Nova Scotia Teachers Union to be the sole bargaining agent for and on behalf of all teachers employed by the Regional Centre as teachers under the *Education Act* and its Regulations.

ARTICLE 2 – DEFINITIONS

2.01 Whenever used in this Agreement, the following words and terms shall have the respective meanings ascribed to them as follows:

- (i) “Regional Centre” means the Cape-Breton Victoria Regional Centre for Education, whether represented through administrative staff or the Regional Centre, as determined from time to time by the Regional Centre;
- (ii) “teacher” means a person holding a teacher’s certificate or a vocational teacher’s certificate or a vocational teacher’s permit pursuant to the *Education Act* of Nova Scotia and employed under a probationary, permanent or term contract;
- (iii) “unfilled position” means a position for which there is an incumbent teacher;
- (iv) “vacant position” or “vacancy” means a full-time position for which there is no incumbent teacher.

ARTICLE 3 – TERM OF AGREEMENT

- 3.01 The term of this Agreement, except where otherwise provided, shall be from **August 1, 2021 – July 31, 2026** or until a new agreement is reached pursuant to the *Teacher's Collective Bargaining Act* or this Agreement is amended by mutual consent of the parties.

ARTICLE 4 – RIGHT TO UNION REPRESENTATION

- 4.01 Every teacher shall have the right to have a Union representative (which may be the Union Executive Staff Officer Liaison) at any discussion with supervisory or administrative personnel when dealing with matters of discipline, discharge or grievance.
- 4.02 Where a supervisor intends to interview a teacher for matters that could lead to discipline, discharge, or grievance, the supervisor shall notify the teacher in advance of the purpose and context of the interview in order that the teacher may contact a union representative (who may be the Union Executive Staff Officer Liaison) providing that this does not result in any undue delay of the appropriate action being taken. The exercise of this right by a teacher shall not result in a delay of said interview scheduled by the employer by more than three (3) school days, or otherwise by mutual agreement.
- 4.03 Clauses 4.01 and 4.02 shall not apply to discussions that are of an operational nature and do not involve disciplinary action.

ARTICLE 5 – GRIEVANCE PROCEDURE

- 5.01 The Union shall, no later than September 30 of each school year, appoint not more than four (4) teachers to be members of a committee which shall be known as the Grievance Committee and the function of this committee shall be to deal with grievances.
- 5.02 The Union shall inform the Regional Centre in writing of the members of the Grievance Committee and of any changes in the membership thereof.
- 5.03 Where a teacher or the Union has a dispute with the Regional Centre or its representative regarding interpretation, application, operation or any alleged violation of this Agreement, the dispute shall constitute a grievance and shall be processed according to procedure set forth in this Article.

Step One

- 5.04 Within ten (10) calendar days after the alleged grievance has come to the attention of the grievor, the grievor, with or without the Grievance Committee, may present the grievance in writing to the Director of Human Resources Services or to some person designated by the Director of Human Resources Services. The grievance shall provide a summary of the facts giving rise to the grievance, identify the specified Article(s) of the Agreement alleged to have been violated, and describe the redress sought. The grievor shall provide the Grievance Committee with a copy of the grievance.
- 5.05 Two (2) management representatives of the Regional Centre, as determined by the Director of Human Resources Services, the grievor and a Union representative (who may be the Union Executive Staff Officer Liaison) shall meet within ten (10) calendar days within the receipt of correspondence pursuant to Article 5.04 in an attempt to resolve the dispute.
- 5.06 The Director of Human Resources Services or designate, shall reply in writing within ten (10) calendar days to the grievor and provide the Grievance Committee with a copy of the reply.

Step Two

- 5.07 In the event the grievance is not resolved to the satisfaction of the Union, the Grievance Committee may within ten (10) calendar days of the reply pursuant to Article 5.06 advise by notice in writing the Director of Human Resources Services, that it wishes to proceed to 5.08.
- 5.08 The Grievance Committee and two (2) management representative of the Regional Centre as determined by the Director of Human Resources Services shall meet within ten (10) calendar days of the receipt of notice pursuant to 5.07 and shall endeavour to settle the grievance. At such meeting, there may be present such additional persons as the parties may mutually agree upon and both parties shall act reasonably in this regard.
- 5.09 The Director of Human Resources Services or designate shall reply in writing to the Union within ten (10) calendar days of the date of the meeting pursuant to Article 5.08.

Step Three

- 5.10 If the Grievance Committee and the Director of Human Resources Services, or designate, are unable to settle the grievance as a result of the meeting in 5.08, then the Union may within ten (10) calendar days of receipt of the response pursuant to 5.09, advise the Director of Human Resources Services, or designate, in writing, that the grievance shall be referred to an arbitrator.

- 5.11 The arbitrator shall be appointed by mutual agreement between the Regional Centre and the Union within (10) calendar days of receipt by a party of the notice of referral pursuant to 5.10. If the parties are unable to concur in the appointment of an arbitrator, the arbitrator shall be appointed by the Minister responsible for Labour for the Province of Nova Scotia, upon the request of either party.
- 5.12 The arbitrator shall not reach any decision inconsistent with the terms and conditions of this Agreement, nor alter, amend or modify any of the provisions thereof.
- 5.13 The arbitrator selected shall meet with the parties within thirty (30) calendar days of appointment and shall render a decision as soon as possible thereafter and shall forthwith send a written copy of the decision to both parties.
- 5.14 If the time limits as provided in this Article are not followed, the grievance shall be deemed to have been abandoned. On the other hand, the grievor(s) may proceed to the next step in the case of absence of a stipulated meeting or answer within the stipulated time limits.
- 5.15 The decision of the arbitrator shall be final and binding upon the Regional Centre, the Union and the teacher(s).
- 5.16 One half (½) of the costs, expenses, and fees of the arbitrator shall be paid by the Union and the other half (½) by the Regional Centre.
- 5.17 Time limits may be extended by mutual agreement of the parties involved and shall be confirmed in writing within ten (10) calendar days.
- 5.18 (i) When the alleged grievance has come to the attention of the grievor any time between and including the last teaching day in June and the day immediately prior to the first teaching day in September, the grievor shall only be required to fulfil the obligations set forth under Article 5.04 and thereafter all other time lines referred to herein with respect to the grievance procedure shall be suspended until the first teaching day in September at which time the parties' obligations commencing with Article 5.06 shall resume.
- (ii) In the event that any of the time periods referred to in this grievance procedure begin or expire on a day during Christmas Break or March Break (including Saturday and Sunday), the beginning or expiration of the period of time shall be deemed to take place on the first teaching day following the Christmas Break or March Break.
- 5.19 Any step of the grievance procedure may be omitted by the mutual consent of both parties in writing.

ARTICLE 6 – UNION TIME — LOCAL AFFAIRS

- 6.01 (i) The Regional Centre shall provide a maximum of twenty-two (22) days in each school year with pay for Union release time to allow teachers to carry out their duties of office.
- (ii) No more than five (5) days shall be carried forward to the next academic school year and shall be used in that school year.
- 6.02 (i) In addition to the days provided for in Article 6.01, the Regional Centre shall allow the Union to allocate additional days not to exceed one hundred and ninety-five (195) days per academic school year to teachers to perform their duties of office provided that the Union pays to the Regional Centre the actual cost of the replacement teacher(s).
- (ii) The Regional Centre shall forward an invoice for substitute days pursuant to 6.02(i) no later than December 31 of the following school year.
- 6.03 The Union, through the Chairperson of the Cape Breton-Victoria Regional Representative Council, shall advise the Director of Human Resources Services or designate in advance when days pursuant to Article 6.01 or 6.02 are required by a teacher and further shall make every reasonable effort to provide advance notice in writing.
- 6.04 Days as provided for in Articles 6.01 and 6.02 are days in addition to paid days claimed under Article 31.02(iv) – Other Absences of the Teachers’ Provincial Agreement or when the Regional Centre or an agent of the Regional Centre requests a meeting with a teacher(s).

ARTICLE 7 – SENIORITY AND RECALL

Seniority Lists

7.01 Seniority and recall lists shall be established as follows:

(i) **Seniority Lists**

- (a) A seniority list showing the names and seniority status of all permanent contract teachers employed by the Regional Centre shall be prepared by the Regional Centre and, after consultation and approval by the Union, a copy of the seniority list as finally approved shall be initialed by a representative of the Union and the Regional Executive Director or designate and such list shall be conclusive evidence of the seniority of permanent contract teachers employed by the Regional Centre. The said list shall be revised every year.

- (b) A seniority list showing the names and seniority status of all probationary teachers employed by the Regional Centre shall be prepared by the Regional Centre and after consultation and approval by the Union, a copy of the seniority list as finally approved shall be initialed by a representative of the Union and the Regional Executive Director or designate and such list shall be conclusive evidence of the seniority of probationary teachers employed by the Regional Centre. The said list shall be revised every year. Nothing in this clause shall affect the probationary status of a teacher being that a probationary teacher is retained at the pleasure of the Regional Centre and may be dismissed without cause.
- (c) Teachers shall be placed on the seniority list in accordance with provisions of 7.02.
- (d) Seniority lists shall be in all schools by April 30.
- (e) Effective April 30, 2020, any challenge to a position on the seniority list shall be brought to the attention of the Human Resources Department in writing within 30 calendar days of first appearance as a permanent teacher on the seniority list.

(ii) Recall Lists

- (a) A recall list showing the names and status of all teachers employed by the Regional Centre under a term contract issued pursuant to subsection (1) of clause 33.01 of the Teachers' Provincial Agreement shall be prepared by the Regional Centre and after consultation and approval by the Union, a copy of the list as finally approved shall be initialed by a representative of the Union and the Regional Executive Director or designate and such list shall be conclusive evidence of the status of said term contract teachers employed by the Regional Centre. This list shall be revised yearly.
- (b) Notwithstanding Article 7.01(ii)(a), term teachers shall require a satisfactory evaluation for the term in order to be placed on the recall list. An evaluation which states "requires more time to assess" shall be considered a satisfactory evaluation. The evaluation shall be provided to the teacher on or before seven (7) days from the end of the term contract or prior to the commencement of the filling of positions pursuant to Article 11.11. Where no evaluation is provided for a term teacher, the term teacher shall automatically be placed on the recall list for the ensuing school year.

Seniority

- 7.02 (i) Seniority shall be calculated from the date and time in order of hiring as a probationary teacher or teaching service deemed to be probationary service as per Article 33.02 of the Teachers' Provincial Agreement according to the official Regional Centre minutes.
- (ii) Seniority shall be determined by the last consecutive years of service as determined by 7.02, plus the seniority as recorded with the immediate preceding employing School Board replaced by the Regional Centre.
- (iii) Any change in legal structure of a Regional Centre shall have no effect on the seniority of a teacher who is in the employ of the Regional Centre at the time of such change. The seniority of any teacher so affected shall be the same as it would have been had such modification not taken place.
- (iv) Seniority shall continue to accumulate:
- (a) during a teacher's absence as described in Regulations under the *Education Act*, or the Teachers' Provincial Agreement;
 - (b) during a leave of absence with pay;
 - (c) during a leave of absence without pay pursuant to the provisions in Article 18;
 - (d) during a leave of absence for the purpose of service as an official of a teachers' professional organization;
 - (e) in all other cases for which a professional agreement between the Nova Scotia Teachers Union and the Regional Centre expressly provides.
- (v) Seniority shall be lost for any of the following reasons:
- (a) resignation of the teacher;
 - (b) dismissal which remains uncontested or is confirmed pursuant to the applicable grievance process;
 - (c) the teacher is laid off or terminated for a period of five (5) consecutive years without being recalled to a permanent teacher position;
 - (d) in the case of a probationary teacher, when dismissed by the Regional Centre for reasons other than staff reduction.
- (vi) A seniority list showing the date of hire of each teacher in the employ of the Regional Centre shall be compiled by the Regional Centre and made available to the Union. In compiling this list, the Regional Centre shall make any necessary adjustments to take into account any unpaid leaves of absences during which seniority did not continue to accumulate following the establishment of the Regional Centre.

Staff Retention

- 7.03 (i) Staff reduction shall be accomplished by attrition whenever possible. In an effort to prevent staff reduction, the Regional Centre agrees to accept any application from teachers for the following:
- (a) deferred salary leave plan;
 - (b) job sharing;
 - (c) early retirement;
 - (d) extended leaves;
 - (e) any other plan that may be adopted by the parties.
- (ii) In the event that staff reduction is necessary, teachers shall be retained by the Regional Centre as follows:
- (a) firstly, permanent contract teachers in accordance with the seniority list established pursuant to 7.01(a);
 - (b) secondly, probationary teachers in accordance with the seniority list established pursuant to 7.01(b);
 - (c) thirdly, term contract teachers, in accordance with the provisions of 11.11 (ii) of this Agreement;
 - (d) fourthly, term contract teachers in accordance with the provisions of 11.11 (v) of this Agreement.

Procedures (Permanent and Probationary)

- 7.04 (i) Staff reductions shall not be invoked to release teachers liable to dismissal for cause;
- (ii) Teachers directly affected by staff reduction policy shall be informed by the Regional Centre in accordance with Article 20 of the Teachers' Provincial Agreement;
- (iii) The Regional Centre shall provide for the teacher concerned, a suitable letter outlining the reason for leaving the employ of the Regional Centre;
- (iv) Teachers directly affected by staff reduction policy shall be given first opportunity to fill positions under the jurisdiction of the Regional Centre;
- (v) The Regional Centre shall maintain a list of all teachers formerly employed in the system who remain unemployed because of staff reduction. A teacher will remain on the re-employment list for a maximum of five (5) years. However, it shall be the duty of the teacher to advise the Regional Centre of all changes in address. Failure to do so will constitute a waiver on the part of the teacher to the right to be employed during the time the address is inaccurate;

- (vi) Positioning of a teacher on the list pursuant to 7.04 (e) shall be based on the seniority of the teacher at the time of staff reduction;
- (vii) A teacher's name is removed from the list when the teacher accepts permanent employment as a teacher;
- (viii) Teachers unemployed because of staff reduction shall be placed on the list of active substitutes and shall be given priority in the hiring of substitutes in reverse order of the release;
- (ix) Teachers on the re-employment list, according to their position on the list, shall be given first opportunity to fill positions that subsequently become open or are created within the system under the jurisdiction of the Regional Centre provided they are qualified in the opinion of the Regional Centre to fill the position;
- (x) In the event that the Regional Centre is unable to provide regular teaching assignments to all permanent and probationary contract teachers during the life of this Agreement, then upon the recommendation of a Joint Regional Centre Union Committee, two (2) members of which are appointed by the Regional Centre, the Regional Centre shall place up to four (4) of the teachers so affected as full-time substitutes. The said substitutes shall have all the rights and privileges, including salary, of a full-time regular teacher. Schedule "A" attached hereto shall indicate the guidelines applicable to the hiring of permanent full-time substitutes.

ARTICLE 8 – VACANCIES

- 8.01 All vacancies are determined by the Regional Centre and are defined as full-time positions for which there are no incumbent teachers.
- 8.02 Permanent contract teachers and probationary contract teachers shall not be eligible to apply for positions, other than administration, after the transfer round in accordance with Article 11.02 is complete.
 - (i) Provided the vacancies have appeared on at least one voluntary transfer list, vacancies which occur after the transfer process pursuant to Article 11 is complete shall be filled by the Regional Centre;
 - (ii) Vacancies which have not appeared on at least one voluntary transfer list, shall be temporarily filled by the Regional Centre for one (1) year.

- 8.04 Notice of all vacancies and one-year unfilled positions available prior to the twentieth teaching day in any school year which are for NSTU supervisory positions shall be posted in the schools for a minimum of three (3) days, two (2) of which shall be teaching days and the job description and qualifications shall be posted with the notice and said positions shall be filled in the following time frames:
- (i) available between April 1 and June 30 shall be filled by August 15, if possible, but in no event later than September 15.
 - (ii) available before the 21st day of school before October 15.
- 8.05 NSTU supervisory positions available after the 21st day of school and for the balance of the academic school year shall be filled by the Regional Centre by appointment from within the school, where possible.
- 8.06 In filling vacancies or one (1) year unfilled positions, the Regional Centre shall consider written and electronic applications only. If a vacancy or one (1) year unfilled position is not filled from the original applicants, and the Regional Centre still wishes to fill the vacancy, the Regional Centre will call for further applications.
- 8.07 Teachers presently in the employ of the Regional Centre shall be given priority in filling all vacancies or one (1) year unfilled positions within the system provided they possess the necessary qualifications.
- 8.08 Notwithstanding Article 8.04 during the months of July and August, such vacancies or one (1) year unfilled positions, shall be posted to the Regional Centre's website.
- 8.09
- (i) All positions must be filled in accordance with posted qualifications and job descriptions;
 - (ii) Where the posted qualifications for a position are altered because the position requirements have substantially changed, the position shall be re-posted.
- 8.10 Teaching positions shall not be posted until the receiving principal has been consulted.

ARTICLE 9 – PROMOTIONS

- 9.01 In filling any position, including any NSTU supervisory position, the candidates shall compete on the following criteria: qualifications, abilities, experience, and length of service with the Regional Centre. The Regional Centre shall determine the weight to be given to each of the criteria provided that each of the criteria shall be accorded a weight of no less than fifteen percent (15) and no more than thirty-five percent (35).
- 9.02 The Regional Centre shall consult on a regular basis with the Union as to the weight it is according to each of the criteria in competitions for positions.

ARTICLE 10 – NSTU SUPERVISORY PERSONNEL

- 10.01 The Regional Centre shall indicate for all NSTU supervisory appointments:
- (i) a job description; and
 - (ii) any requirement to be met to fill the vacancy.
- 10.02 The appointment of NSTU supervisory personnel shall be the sole responsibility of the Regional Centre subject to the terms of the Collective Agreement.
- 10.03
- (i) In the event of school consolidation in accordance with Article 11.19, all NSTU supervisory positions in the affected schools will be vacated. Teachers who have vacated these supervisory positions shall be transferred in accordance with Article 11.19. The supervisory positions that result from the school consolidation shall be filled in accordance with Article 9.
 - (ii) In the event of a school closure in accordance with Article 11.19, NSTU supervisory personnel in the school closed shall be forced in accordance with Article 11. The supervisory personnel in the receiving school will not be affected.

ARTICLE 11 – TRANSFER OF TEACHERS

- 11.01 The transfer of all teachers within the system shall take place during the period April 1 to the last teaching day, specifically:
- (i) Voluntary transfers shall occur between May 1 and June 25.
 - (ii) Forced Transfers shall occur by the last teaching day where possible.

- (iii) All one-year unfilled positions that may become available in any school year shall only appear on the second and the third voluntary transfer list and all permanent and probationary teachers shall have the right to apply for transfer to any such one (1) year unfilled positions that appear on such lists. Those teachers transferring into such positions, at the end of the school year, shall revert to their former positions. In the event their former positions have been phased out, they shall be returned to the position they would have held had they not taken the one (1) year position pursuant to this Article 11.
- (iv) All teachers must own a permanent position, where permanent positions are available, by the completion of the staffing rounds. Any teacher who does not own a permanent position after the final voluntary transfer list, must select, in order of seniority, a position from the forced list to be their permanent position. This would not apply if the only permanent position is North of Smokey.

Voluntary Transfers

- 11.02 The list of available positions which may be filled by voluntary transfers shall be posted as soon as all schools have been advised of their projected staff requirements for the ensuing year within the time frame specified in 11.01, with a minimum of three (3) voluntary transfer lists.
- (i) All teachers within the system have the right to apply for transfer to available positions. All requests for transfers shall be electronically submitted to the Regional Centre's Director of Human Resources Services or designate as indicated on the transfer notice.
 - (ii) The Regional Centre shall publish lists in all schools of available vacant and unfilled positions at regular intervals during the period between May 1 and June 25. All vacancies which result from retirements, resignations, death of a teacher, dismissal for just cause or newly created teaching positions shall also be included on such lists. Teachers shall have a minimum of three (3) days, two of which shall be teaching days, to apply for transfer to available positions. The timeline may be shortened by mutual agreement.
 - (iii) The necessary qualifications for posted positions will be available online to teachers. It is the responsibility of the teacher to provide evidence of qualifications for the position to which they are applying.

Joint Committee

- 11.03 A Joint Committee of the Regional Centre and Union to be called Regional Centre-Teacher Transfer Committee consisting of two (2) members appointed by the Regional Centre, and two (2) members appointed by the Union shall:
- (i) Consider all requests for transfer and recommend transfers on the basis of system seniority unless the transfer causes jeopardy to the program to which the teacher wishes to transfer.
 - (ii) Notwithstanding 11.03(i), requests for transfer to a regional position, including coach or mentor positions, will be provided to the most senior applicant who demonstrates the necessary competencies through an application process which may include an interview conducted by the Regional Centre. Necessary competencies shall be included in the job posting. Any changes to necessary competencies following posting of the position shall require the position to be re-posted.
 - (iii) Make recommendations to the Regional Executive Director regarding all transfers within the system.
 - (iv) When the Regional Executive Director fails to concur with a recommendation of the Regional Centre Teacher Transfer Committee, reasons shall be given in writing to the Union prior to the position being re-posted.
 - (v) The Regional Executive Director may deny the recommendation for transfer. Where the Regional Executive Director denies the recommendation for transfer, the Regional Executive Director shall fill the position in the following order: (i) from existing applicants, where possible (ii) re-post the position (iii) a new hiring. Where such a request is denied, the Regional Executive Director shall give, in writing to the teacher, with a copy to members of the committee, the reason(s) for denial. Denials are not subject to grievance.
 - (vi) A successful applicant in one round of positions shall have the opportunity to apply for positions which become available on subsequent lists.
 - (vii) A
 - (i) Effective August 1, 2022, teachers hired or with recall rights in the following specialty areas – Art, Music, French (Core and Immersion), Grade 6 Intensive French, Skilled Trades, Apprenticeship, Mi'kmaq, Gaelic, Yoga, Resource, Speech, School Psychology and Guidance – shall, during the first seven (7) years after the teacher is hired into

any one of the foregoing specialty areas, be restricted to transfer only within that specific specialty area (unless they have upgraded their required qualifications), provided they are qualified. A teacher's seven (7) year transfer restriction shall be calculated from the date a teacher's probationary contract or teaching service deemed to be probationary begins.

- (ii) Teachers who have not met the seven (7) year obligation due to the unavailability of a position shall be granted a position not in their specialty area the following year, if one is available, until such time as their seven-year commitment has been met. The year(s) teachers are granted a position not in their specialty area, due to the unavailability of a position, shall count towards the seven (7) year obligation.
- (iii) Effective August 1, 2022, teachers transferring into Reading Recovery shall, during the subsequent five (5) years, be restricted to transfer only within Reading Recovery, provided they are qualified and does not impact the training cycle of the school.

B

- (i) Effective August 1, 2022, teachers hired for or with recall rights in positions North of Smokey shall during the first three (3) years after the teacher's hire be restricted to transfer only within that geographic area, provided they are qualified. A teacher's three (3) year transfer restriction shall be calculated from the day the teacher's probationary contract or teaching service deemed to be probationary begins or if the teacher is employed pursuant to Article 33.01 (i) of the Teachers' Provincial Agreement for three (3) consecutive years.
 - (ii) Notwithstanding 11.03 (vi) B (i), teachers with consecutive service immediately prior to August 1, 2022 at schools North of Smokey will be given credit for that service in the application of the 3) year restriction in Article 11.03 (vii) B.
- (viii) Teachers teaching in the specialty areas in 11.15 (i) and (ii) who are otherwise qualified and who have been denied a transfer pursuant to Article 11.03 (v) shall be placed at the teacher's request on a Regional Centre priority list. Following the placement of teachers pursuant to Article 11.06 (i) positions which remain unfilled or vacant following the meeting pursuant to Article 11.06 (i) shall be offered to teachers on the list as one a (1) year only position. Order of choice shall be granted on the basis of the teacher's system seniority, subject to qualifications and the availability of qualified teachers.

Forced Transfers

- 11.04 Where staff reduction becomes necessary within a school, teachers shall be transferred out of their school according to their position on the seniority list. The teacher to be transferred shall be the one with the least seniority in the school according to the system seniority list. Such teacher(s) shall be notified prior to the commencement of the transfer process unless unforeseen circumstances arise due to change in enrolment. All permanent or probationary teachers in one-year teaching positions within schools are either automatically placed on the forced transfer list in the following year or revert to their positions pursuant to 11.01(iii) whichever is applicable.
- 11.05 Notwithstanding Article 11.04, when the transfer of the least senior teacher from the school results in the substantial reduction of a program, the Regional Centre shall give written reasons, when requested, for program protection. The school principal, in consultation with Human Resource Services, shall first endeavour to fill the program within the existing staff of the affected school. If the program cannot reasonably be maintained through rearrangement of staff within the school, then the next junior teacher shall be forced. Said teacher shall be given written reasons, when requested, for the transfer.
- 11.06
- (i) Following the completion of the voluntary transfers on June 25 a meeting will be held with all teachers remaining on the forced transfer list by the last teaching day of the school year. A list of positions which remain available shall be posted electronically to all forced transfer teachers one (1) day prior to the meeting. Teacher(s) forced to transfer shall be given the opportunity to fill teaching positions of their choice for which they are qualified and which remain available within the system. Order of choice shall be granted on the basis of the teacher's system seniority. Positions not posted on the last voluntary transfer list shall be a one (1) year position only and subject to the provisions of 11.06 (vi).
 - (ii) Positions which remain unfilled or vacant following the meeting pursuant to 11.06 (i) are available to the Regional Centre for hiring.
 - (iii) Following the meeting pursuant to 11.06 (i), the Regional Centre shall post on the Regional Centre's web site a minimum of two (2) rounds of postings, one of which shall occur in August. Only teachers who were eligible to attend the meeting pursuant to 11.06 (i) are eligible to apply for positions. The Regional Centre shall advise said teachers and the Union of the dates of posting.

- (iv) Available positions to be posted pursuant to 11.06 (iii) shall include new positions that become available after the meeting pursuant to 11.06 (i) and positions that become available from teachers identified in 11.06 (iii) selecting positions on the first or second posting round. All requests for transfer shall be electronically submitted to the Regional Centre's Director of Human Resources Services or designate as indicated on the posting notice. Subject to qualifications, teachers shall be awarded positions on the basis of system seniority.
- (v) Positions that weren't selected on each round of posting pursuant to 11.06 (iii), positions resulting from teachers selecting positions on the last round of posting and positions that become available after the third round of postings are available to the Regional Centre for hiring.
- (vi) All positions filled under Article 11.06 (ii), (iii), (iv) and (v) shall be one (1) year positions only and said positions shall be posted to the Regional Centre's website as vacant or unfilled positions after May 15 of the following year.

11.07 The Regional Executive Director or designate shall make every reasonable effort to meet with the Union by the last teaching day, to discuss all forced transfers and the opportunity shall be given to both parties to make mutually agreed alterations.

11.08 (i) If, after the transfer process has begun, and before the 20th teaching day, it becomes necessary, due to unforeseen circumstances such as change in enrolment, to transfer the teacher, there shall be consultation with the Union and the teacher and reasons shall be given in writing for the transfer. If the transferred teacher's former position becomes available in the following school year, the transferred teacher shall be given the opportunity to revert to their former position.

(ii) If after the 20th teaching day, a transfer of a teacher becomes necessary, accommodation may be arrived at only upon consultation and mutual agreement between the Union and the Regional Centre.

Employment Equity

11.10 The Regional Centre may place a maximum of four (4) applicants in a full-term position (in total per school year) for a diverse candidate (a diverse candidate, for the purposes of this Article, is defined to include African Nova Scotians and members of other racially visible groups, Indigenous peoples, persons with disabilities, women in non-traditional roles, and persons belonging to sexual orientation, gender expression, and/or gender identity minority groups) provided the following:

- (i) There are no teacher layoffs during the staffing process in that school year;
- (ii) There will be no teachers currently on the Category A Recall list who will lose Category A Recall Status due to a lack of available term positions in the same level and subject area as the employment equity position.

Such placement may only occur after the placement of all permanent and probationary teachers. In any placement, the Regional Centre will notify the union and provide relevant details of the placement. Except in circumstances agreed to by the Union, once placed, these teachers cannot be moved by the Centre into other positions during the current school year.

11.11 Following the placement of permanent and probationary teachers pursuant to Article 11.02 and 11.06 positions which become available to the Regional Centre shall be filled by the Regional Centre for the ensuing school year in the following order:

- (i) permanent and probationary teachers on the Re-employment list pursuant to Article 7.04(e);
- (ii) **Category A Recall**
 Term contract teachers who have at least two (2) full-time term consecutive years of service with the Regional Centre in the immediately preceding school years for a minimum of one hundred and seventy-five (175) days:
 - (a) to replace a regularly employed teacher who is on leave from the Regional Centre;
 - (b) to replace a regularly employed teacher who has been seconded;
 - (c) to replace a regularly employed permanent contract teacher who is job-sharing; or
 - (d) to replace a regularly employed permanent contract teacher who is employed to teach for one (1) semester in a school year;
 - (e) to replace a teacher on unpaid leave following an absence of a minimum of two (2) consecutive school years.

provided the placement shall be in order of the teacher's seniority on the basis of consecutive service with the Regional Centre and further provided the teacher is, in the judgment of the Regional Centre, qualified to fill the position so offered.

Any positions available shall be offered in the following order:

- (a) regular teaching positions;
 - (b) term positions pursuant to 11.11(ii);
 - (c) any other term position.
- (iii) Following the placement of teachers defined in Article 11.11 (ii), term positions defined in Article 11.11 (ii) that subsequently become available, up to and including the twentieth (20) school day, shall be offered to said teachers who have not been placed in an Article 11.11 (ii) position, in accordance with the provisions of Article 11.11 (ii).
- (iv) Teachers who have achieved two (2) year full time term consecutive years of service as per Article 11.11 (ii) and who are employed in any combination of substitute and term service for one hundred and seventy-five (175) days in a school year to take the place of the same regular teacher in subsequent school years shall maintain said status as per Article 11.11 (ii).
- (v) **Category B Recall**
Term contract teachers:
- (a) who have service in consecutive school years with the Regional Centre;
 - (b) effective August 1, 2013, whose total term contract service has been in excess of forty (40) days in each of those consecutive school years, and
 - (c) whose aggregate of term contract service is at least three hundred and ninety (390) days taught and claimed,

will be offered the position in the order of most days taught and claimed, provided the teacher is, in the judgment of the Regional Centre, qualified to fill the position so offered. Any positions shall be offered in the following order:

- (a) regular teaching positions;
- (b) term positions pursuant to 11.11 (ii);
- (c) any other term position.

Once the Regional Centre has met its obligations in accordance with 11.11 above and a teacher has been placed, the Regional Centre's obligations to all teachers with a position shall be considered satisfied as it pertains to the ensuing school year.

- (vi) For the purposes of Article 11.11, where a teacher has two (2) or more term contracts in the same academic school year with the Regional Centre and where the aggregate service is a minimum of one hundred and seventy-five (175) days and where the teacher has satisfactory evaluations, the teacher shall be deemed to have accumulated one (1) full-time term of service with the Regional Centre for the purposes of calculating the requirements under 11.11 (ii).

11.12 Any teacher in a forced transfer position shall have the option of returning to their former school if a position is reinstated or created on or before the 20th teaching day of the immediate ensuing school year and provided the teacher is, in the judgment of the Regional Centre, qualified to fill the position that may have become available. The teacher concerned shall be notified of this option by the Regional Centre through the principal if an opening occurs.

Staffing

11.13 Staffing of new schools, irrespective of their opening dates, shall be accommodated during the regular transfer timelines as specified in this Article unless otherwise agreed upon by the Union.

11.14 The Regional Centre and Union agree that a teacher replacing another teacher who is on Leave of Absence is in an unfilled position. The replacing teacher, so called, shall have no seniority rights, for purposes of this Article, over other members of a school's staff.

11.15 Designated trades at Memorial High School, as defined by the *Apprenticeship and Tradesmen's Qualifications Act*, and as determined annually by the Regional Centre shall be treated as follows:

- (i) In the event that a designated trade is reduced or phased out, the least senior teacher among those qualified to teach a designated trade shall be forced to leave the school.
- (ii) Effective August 1, 1998, trades teachers hired by way of a teaching permit shall teach only courses associated with the trade for which they have been certified according to their trade.

Circuit and or Itinerant Teachers

11.16 All teachers identified as Itinerant and or Circuit, or school based shall have full access to the provisions of this transfer article subject to and in accordance with the following terms and conditions:

- (i) Itinerant/circuit teachers are those teachers whose teaching assignment is not less than 50% delivering the following programs: elementary French, elementary Art, elementary Physical Education, Classroom Music, Instrumental Music, Speech Therapy, Resource, Assessment Teams, and Guidance.
- (ii) Teachers in elementary French, elementary Art and elementary Physical Education programs that meet the requirement of not less than 50% referred to above, shall continue to be Itinerant/circuit teachers unless or until the assignment in the elementary program falls below 30%.
- (iii) Teachers who do not meet the description in Article 11.16(i) but have been recognized as itinerant/circuit teachers in accordance with the Settlement Agreement dated March 9, 2001 may, by mutual agreement of the parties, be subject to the terms and conditions of Article 11.16. Those teachers to which these provisions may apply shall be identified by a separate letter mutually confirmed by both parties.
- (iv) Those itinerant/circuit teachers identified in a separate letter mutually confirmed by the parties shall be considered school based and therefore shall remain subject to all of the provisions of this transfer article as it would otherwise apply to regular classroom teachers. If at any time a school-based/itinerant teacher identified in the letter transfers to any other teaching position their name shall be deleted from the letter, and they shall no longer be considered school-based for the purposes of any itinerant teaching positions. The Regional Centre shall inform the Union annually of any teacher's name who is deleted from the letter.
- (v) All vacant positions in the program areas referred to in Article 11.16(i) shall be considered non-school-based.
- (vi) When staffing itinerant schools, the Regional Centre shall first complete the staffing assignments, including any realignment, of school based itinerant teachers before the provisions of Article 11.17 take effect.
- (vii) School-based itinerant/circuit teachers shall be assigned a base school. When a school-based teacher's assignment in the itinerant program area is eliminated, the teacher shall be entitled to be assigned with a base school based on seniority within the school per Article 11.04 in any program area for which the teacher is qualified.
- (viii) Assignments in the itinerant/circuit program areas shall be completed prior to the commencement of the volunteer transfer process.

- 11.17 The following transfer procedures shall apply to non-school based itinerant/circuit teachers:
- (i) Forced transfers or the designation of a teacher(s) as surplus can only occur in instances of reduction of staff or a loss in enrolment.
 - (ii) A forced transfer or the designation of a teacher(s) as surplus shall not occur if the teaching assignment for a particular position does not change or if, any change does not affect the assignment of another itinerant teacher.
 - (iii) A forced transfer or the designation of a teacher(s) as surplus shall not occur unless a realignment of teachers in the itinerant school is necessary.
 - (iv) Forced transfers or the designation of a teacher(s) as surplus shall not occur when the Regional Centre provides additional teaching time to an itinerant school and where the addition of said time does not reduce the teaching assignment of any teacher(s) in the itinerant school.
 - (v) Notification of any change in the assignment of itinerant teachers must be made prior to the commencement of the voluntary transfer process.
 - (vi)
 - A Subject to the conditions set out in 11.17 (i, ii, iii, iv), where an itinerant teacher's assignment has changed due to a realignment of teachers in the itinerant school and which realignment affects the current assignment of another teacher or teachers in the itinerant school, all affected teachers will be declared surplus and said teachers will select a position in the itinerant school pursuant to 11.17 (vii).
 - B Subject to qualifications, in situations where there is more than one (1) itinerant school position at a school, the teacher with the least seniority shall be declared surplus in the itinerant school where there is a reduction of itinerant school positions at the school.
 - C Subject to qualifications, in situations where there is more than one (1) itinerant position at a school and where there is a realignment of an itinerant position(s) at the school and which realignment results in a reduction of teaching time at the school, the teacher with the least seniority shall be assigned to the realigned position.

- (vii) All vacant positions, which include positions resulting from teachers being declared surplus pursuant to Article 11.17 (vi) A, in the program areas defined in Article 11.16(i) and (ii) shall be made available to non-school based itinerant/circuit teachers in that itinerant school. The Regional Centre shall post the list of available vacant positions to non-school based itinerant teachers forty-eight (48) hours prior to the filling of the position. In the absence of exceptional circumstances, seniority shall be the overriding factor in filling these vacant positions provided the teacher is qualified for the position.
- (viii) The final remaining vacant itinerant positions shall be posted according to the regular transfer process and shall be noted as itinerant positions.
- (ix) When a reduction occurs in an itinerant area, the teacher(s) with the least seniority on the individual itinerant list will be placed on the forced transfer list.
- (x) Notwithstanding Article 11.17 (ix), a teacher with greater seniority may request to be placed on the forced transfer list provided this request prevents a teacher in Article 11.17 (ix) from being placed on the forced transfer list. If two (2) or more teachers make said request the teacher with the greater seniority will have priority for placement on the forced transfer list.
- (xi) The Regional Centre will provide the Union with a list of staff in each of the itinerant areas by October 15 of each school year. Such list is to contain the name and seniority number of the teacher. A copy of said lists shall be initialled by a representative of the Union and the Regional Executive Director or designate.

School Complex

- 11.18 (i) For the purposes of this Article a school complex means two or more buildings designated by the Regional Centre as a school.
- (ii) When staff reduction in the complex necessitates the movement of a teacher from one building to another within a complex, it shall be done by mutual consent of the teacher and the Regional Centre. If mutual consent is not possible, the teacher to be transferred shall be the one with the least seniority.

School Consolidation

- 11.19 (i) This Article deals with three (3) categories of school change: 1. School Consolidation, 2. Full School Closure and 3. Partial School Closure/ Grade Reconfiguration.

- (ii) In this Article, school consolidation is defined as follows:
 - a. the process of combining three or more schools into one building; or
 - b. the process of combining two schools, one of which has a student population of fifty percent (50%) or more of the student population of the other.
- (iii) In the event of school consolidation, the teachers from the school(s) which are closing will be transferred to the receiving school.
- (iv) In the event of school consolidation where staff reduction becomes necessary in the receiving school, teachers will be forced in accordance with Article 11.
- (v) In the event of a full school closure, the teachers from the closing school will be forced in accordance with Article 11.
- (vi) When a partial school closure or grade reconfiguration occurs:
 - a. Teachers shall be transferred out of their school according to their position on the seniority list. Subject to 11.04, the teacher to be transferred shall be the one with the least seniority in the school according to the system seniority list.
 - b. Notwithstanding 11.19 (vi) (a) a teacher with greater seniority may request to be transferred out of their school provided this request prevents a teacher in 11.19 (vi) (a) or (e) from being transferred.
 - c. Notwithstanding Article 11.19 (vi) (a), the Regional Centre may determine that a program taught by the teacher with the least seniority is essential to that school's overall program.
 - d. The school Principal, in consultation with Human Resources Services, shall endeavor to fill the declared essential program(s) within the existing staff of the school.
 - e. If in the judgement of the Regional Centre, the quality of the declared essential program(s) cannot be maintained through a rearrangement of staff in the school, then the next junior teacher in the school shall be transferred.

- (vii) In the event of a partial school closure or grade reconfiguration where staff reduction becomes necessary in the receiving school, teachers will be forced in accordance with Article 11.
- (viii) In the event of a school consolidation, full school closure, partial school closure/grade reconfiguration, the Regional Centre Teacher Transfer Committee as per Article 11.03, shall be convened to facilitate the transition of teachers to their new position.

11.20 All dates specified in this Article 11 may be altered only by mutual agreement between the Regional Centre and the Union.

ARTICLE 12 – NOTICE OF ASSIGNMENT

- 12.01 Following consultation between the Principal (or designate) and each teacher, each teacher shall be given written notification by the Principal (or designate) of the intended assignment, including, where applicable, intended major subject areas and intended grade level(s) for the next school year. This shall occur prior to the posting of the first applicable transfer list.
- 12.02 Prior to posting positions pursuant to Article 11, the Principal (or designate) shall make reasonable efforts to inform teachers assigned to their school of vacancies and unfilled positions in the school and give those teachers an opportunity to be considered for a change in assignment contingent upon qualifications.
- 12.03 After notification has been given to a teacher, the teacher and the Union shall be notified of the reason for any change in teaching assignment, or the Union shall be advised why notification cannot be given.
- 12.04 (i) Subject to 12.04 (ii), any teacher who selects a job on the voluntary transfer list cannot be re-assigned to any other position within the school which they selected for the ensuing school year unless such movement results from their further participation in the voluntary transfer process.
- (ii) If during the ensuing school year, after the voluntary transfer process has been completed, an unforeseen staff re-assignment becomes necessary within the school in which the teacher had chosen a position in accordance with (i) above, that teacher shall be permitted to be considered along with all other school staff teachers for the re-assignment.

ARTICLE 13 – SHARED TEACHING

- 13.01 The Parties agree to implement job-sharing provisions for teachers as outlined in Schedule “B”.
- 13.02 Any permanent contract teacher shall be free to enter a shared teaching agreement with any other permanent contract teacher if available or otherwise the shared teaching position available shall be subject to the Regional Centre’s normal hiring process.
- 13.03 The Regional Centre shall have the right to approve all shared teaching applications.

ARTICLE 14 – REGIONAL CENTRE-INITIATED TRANSFER

- 14.01 Regional Centre-Initiated Transfer from one school to another can occur throughout the school year.
- 14.02 Regional Centre-Initiated Transfers may be made for exceptional personnel issues related to staff, students, or the community.
- 14.03 In all cases of Regional Centre-Initiated Transfer there must first be discussion between the Director of Human Resources Services or designate and the teacher(s). If the teacher(s) request, a representative of the Union may be present during the discussion. If requested by the teacher(s), the Director of Human Resources Services or designate shall give written reasons for the transfer to the teacher(s), with a copy to the Chair of the NSTU-RRC.
- 14.04 It is agreed that in all cases involving the transfer of a teacher from one school to another (where there is not mutual consent between the Regional Centre and the teacher), such change may be made after prior consultation with the teacher affected. In effecting such transfers, the Regional Centre:
- (i) shall not act unjustly, unreasonably, arbitrarily, discriminatorily, or in bad faith;
 - (ii) shall, without limiting the generality of sub-paragraph (a), take into consideration the following matters:
 - a) the teacher’s wishes;
 - b) the teacher’s age;
 - c) the teacher’s qualifications and teaching experience;
 - d) the teacher’s proximity to retirement;
 - e) the residence of the teacher;
 - f) whether the teacher has a license to drive a motor vehicle;

- g) any physical disabilities or health problems of the teacher;
- h) the availability of car pools or other means of transportation.

(iii) shall, if requested, give the teacher written reasons for the transfer within ten (10) days and forward a copy to the Chair of the RRC.

14.05 In the event that a teacher grieves a transfer effected pursuant to Article 14.04, the Regional Centre shall bear the burden of establishing that the transfer was in compliance with Article 14.04.

14.06 In the event that a teacher grieves a transfer effected pursuant to Article 14.04:

- (i) all of the time limits in Article 5 – Grievance Procedure shall be reduced by fifty (50) percent;
- (ii) the Arbitrator shall have the authority to make an interim award delaying transfer until the grievance is resolved; and
- (iii) for the purposes of Article 5 – Grievance Procedure, “effective knowledge” remains as ten (10) calendar days from the date of the receipt of the reasons given pursuant to Article 14.04.

14.07 In each and every case of a Regional Centre-Initiated Transfer in which the transfer involves the teacher having to journey a greater distance to their place of employment, the Director of Human Resources Services or designate shall make every reasonable effort to place the affected teacher in a position which is geographically situated as close as possible to the teacher’s residence.

14.08 Should a teacher transfer pursuant to Article 14.02 within a school year, there shall be every reasonable effort made to provide up to two (2) weeks between the time a teacher is officially informed of the transfer by the Director of Human Resources Services or designate, and the time the transfer takes place. The teacher shall be provided with up to three (3) days free from teaching duties but shall report to a worksite to prepare for the transfer.

ARTICLE 15 – TEACHER IN CHARGE

15.01 A teacher may be appointed by the Regional Centre or its agent as a Teacher in Charge in accordance with this Article.

15.02 In the event that all administrative personnel assigned to the school are absent from the school, the Teacher in Charge may be requested to assume the duties specified in this clause.

- 15.03 The Teacher in Charge, when requested to act, shall attend to ensuring that routine supervision is adequate to secure the safety of students and that security of the school is maintained, and shall deal only with emergency matters as they may arise with required assistance from senior administration.
- 15.04 While acting as a Teacher in Charge, the teacher is covered by all terms and conditions of this Agreement.
- 15.05 When absences of administrative personnel continue for more than five (5) consecutive school days, the Teacher in Charge will assume all administrative duties, excluding only formal evaluation of instruction and personnel. When a Teacher in Charge is eligible to receive an administration allowance pursuant to the Teachers' Provincial Agreement, all administrative responsibilities shall be assumed by the teacher.
- 15.06 Prior to September 30th of each school year, Principals will invite any interested teachers to express interest in performing the Teacher in Charge function. Whenever possible the Teacher in Charge will be selected from those teachers within the applicable school who have expressed an interest in performing this function. The appointment of the Teacher in Charge shall be at the discretion of the Regional Centre. A teacher has the right to refuse to act as a Teacher in Charge except in emergencies.
- 15.07 Provided it is not a teaching supervisory position, where the appointment of a Teacher in Charge is less than one (1) day a substitute teacher may be provided, but where the appointment is for one (1) or more days a substitute teacher shall be provided to relieve the Teacher in Charge of regular teaching duties.
- 15.08 An itinerant and/or circuit or school-based teacher pursuant to Article 11.16 may be appointed teacher in charge subject to the following:
- (i) The appointment is restricted to the Teacher's base school pursuant to Article 50 – Travel Allowance of the Teachers' Provincial Agreement.
 - (ii) A qualified substitute teacher is available.
 - (iii) If the appointment is more than five (5) consecutive days, the appointment is subject to the approval of the Co-ordinator of Human Resources Services.

ARTICLE 16 – TEACHER AMENITIES

- 16.01 Every teacher shall have a lunch break of at least thirty (30) minutes per day between the hours of 11:00 a.m. to 1:00 p.m.
- 16.02 Teachers required to travel for the purposes of their assigned duties shall have a lunch break of at least thirty (30) minutes per day between the hours of 11:00 a.m. to 1:00 p.m. separate and apart from the required travel time.

ARTICLE 17 – SUMMER SCHOOL/EVENING CLASSES

- 17.01 If the Regional Centre determines to provide summer school or evening classes for students, teachers will be first appointed from the teachers presently employed by the Regional Centre who express an interest in teaching such classes and who are deemed qualified and competent by the Regional Centre to do so.
- 17.02 Salary and benefits shall be as determined by the Regional Centre.
- 17.03 The Regional Centre and the Cape Breton-Victoria Regional Representative Council (NSTU) may agree in writing to change the terms and conditions of this clause and such agreed change shall be an amendment to this Agreement.

ARTICLE 18 – LEAVE OF ABSENCE

- 18.01 The Regional Centre shall grant a one (1) year Leave of Absence without salary or benefits to a full-time teacher who holds a permanent contract and who applies for leave for the purpose of research, study, travel, attendance to personal affairs, or service as an official of a teacher's professional organization.
- 18.02 (i) The Regional Centre may grant an additional leave following the initial year up to one (1) year;
- (ii) The Regional Centre may grant new leaves after the teacher has returned for a minimum period equal to the length of the consecutive leave.
- 18.03 A The Regional Centre may grant Special Leave without pay to a teacher when offering for election in a federal, provincial or municipal election subject to the following:
- (i) The granting of such leave shall be at the request of the teacher and shall not be unreasonably withheld;
- (ii) All days granted shall be full;

- (iii) Up to twenty (20) days for federal or provincial elections (of these days the first five (5) may be nonconsecutive, the remainder shall be consecutive);
- (iv) Up to five (5) days for municipal elections (all of these days shall be consecutive).

B Any teacher elected as a Member of Parliament or Member of the Legislative Assembly or elected as a Municipal Representative shall, upon request, be granted a leave of absence for the period of time so elected.

- 18.04 (i) Notification for a full year Leave of Absence shall be submitted to the Regional Centre on or before March 1 of the school year prior to the one in which the leave is desired. However, if the leave is to be less than a full year, notification should be submitted to the Regional Centre at least thirty (30) days prior to the date the leave is to commence unless unforeseen circumstances make this impossible;
- (ii) A teacher on a leave of absence over a full school year must notify, in writing, the Regional Centre on or before April 1 of the teacher's intention to return to active teaching for the ensuing school year. Failure to so notify the Regional Centre before May 15 will remove the right of the teacher to be placed pursuant to 18.05. Failure to notify the Regional Centre between May 15 but before June 15 will relieve the Regional Centre of the obligation to offer such a teacher a position for the ensuing school year.
- 18.05 Upon return from any Leave of Absence a teacher shall be reinstated to a position held immediately prior to going on a Leave of Absence or to a position which the teacher would have been entitled to occupy had the teacher not gone on leave.
- 18.06 Notwithstanding 18.05, if the position of the teacher has been phased out the provisions of Article 7, Seniority and Recall clauses of this Agreement shall apply upon their return.
- 18.07 During an authorized Leave of Absence which is for a duration of one (1) year or less, seniority shall continue. Any leaves of absence which may be granted and extend, on a consecutive basis, beyond one (1) year, shall result in seniority not accumulating for any leave period extending beyond one (1) year.

- 18.08 (i) Exclusive of any benefits which may be conferred by the Teacher's Provincial Agreement, or elsewhere in this Agreement, all other benefits of a teacher on a Leave of Absence shall be suspended during the Leave of Absence but shall be reinstated when the teacher resumes teaching with the Regional Centre.
- (ii) Entitlement to medical care benefits shall only continue if the teacher pays to the Regional Centre, monthly, in advance, the full cost of the Regional Centre's contributions to such benefits including the Regional Centre's share for the actual period of absence. Continuation and entitlement of medical care and group insurance benefits during any such absence shall be subject to the terms and conditions of the applicable plan.
- 18.09 The Regional Centre may grant a Leave of Absence for a period of less than one (1) year. Permission to take such leave shall not be unreasonably withheld. Should the request for a Leave of Absence in excess of two (2) months be denied, the Regional Executive Director, or designate, shall provide reasons in writing, if requested, justifying the refusal.

ARTICLE 19 – SPECIAL LEAVE

- 19.01 (i) A teacher shall be entitled to Special Leave for up to eight (8) days with full pay, immediately following each death of a spouse or child. The time of each leave shall extend to fourteen (14) calendar days beyond the date of the death.
- (ii) Other than the death of a spouse or a child, a teacher shall be entitled to Special leave for up to five (5) days with full pay, immediately following each death in the teacher's immediate family or that of the teacher's spouse. The time of each leave shall extend to fourteen (14) calendar days beyond the date of the death.
- (iii) Where the interment or memorial service is not held within the fourteen (14) calendar day period immediately following the death of an immediate family member, and in the event that there is subsequently an interment or memorial service which falls on a school day, the teacher shall be entitled to bank one (1) of the eight (8) days referred to in Article 19.01(i) or one of the five (5) days referred to in Article 19.01 (ii). The day may be taken at a later time for the purposes of attending such service. Further provided that the day is taken within six (6) months following the end of the school year in which the death occurred.

- 19.02 “Immediate Family” shall include spouse or same sex partner, fiancé(e), mother, father, grandmother, grandfather, child, sister, brother, son-in-law, daughter-in-law, grandson, granddaughter, stepchild and former guardian.
- 19.03 (i) Teachers can request and may be granted up to two (2) days with no loss of salary necessitated by the death of a permanent resident of the teacher’s household. A permanent resident shall be defined as a person who has lived in the household for at least one (1) year.
- (ii) A teacher shall be entitled to special leave of three (3) days with pay immediately following the death of the teacher’s aunt, uncle, sister-in-law, brother-in-law, niece or nephew. Where the interment or memorial service is not held within the fourteen (14) calendar day period immediately following the death, and in the event that there is subsequently an interment or memorial service which falls on a school day, the teacher shall be entitled to bank one (1) of the three (3) days. The day may be taken at a later time for the purpose of attending such service. Further provided that the day is taken within six (6) months following the end of the school year in which the death occurred.
- 19.04 (i) The Regional Centre shall grant up to five (5) days leave per school year with pay necessitated by each serious illness in the immediate family of the teacher, provided it shall be entirely within the discretion of the Regional Centre to determine what constitutes serious illness and the Regional Centre shall be entitled to call for medical evidence in support of any claim for leave based on serious illness.
- (ii) Where no other reasonable alternative is available, a teacher shall be granted up to two (2) days per school year with pay for care and comfort measures attending to the illness (not otherwise covered in 19.04(i)), including medical appointments that cannot be scheduled outside of the workday, of their child, stepchild, parent, step-parent, spouse, same-sex partner, fiancé(é), or person for whom they have been declared guardian. The illness or attendance at the medical appointment must reasonably require an adult to be present.
- 19.05 In addition to the days granted in Article 19.01 and 19.04, in the event of death or serious illness, a teacher may request, and the Regional Centre may grant special leave with pay, on an individual basis, as may be warranted under the particular circumstances.
- 19.06 A teacher shall be entitled to Special Leave to a maximum of ten (10) days with pay to be a living donor. This leave would allow a teacher the time required for testing, counselling, consultation, extraction, and recovery.

- 19.07 Upon request, the Regional Centre may grant a teacher leave without pay, providing reasonable notice has been given and providing substitutes are available and operational requirements permit.
- 19.08 Personal leave, to a maximum of three (3) days per school year, with pay, may be granted to teachers in the employ of the Regional Centre at the discretion of the Regional Executive Director or designate, for reasons including but not limited to:
- (i) Urgent and imperative business such as recovery from a fire, flood or other natural disaster;
 - (ii) Where burial of an immediate family member of the teacher occurs outside the Province, reasonable travel time not to exceed two (2) additional days;
 - (iii) When a public carrier changes its transportation schedule to or from an international airport due to unforeseen circumstances, and this change impacts a teacher's planned return to work, provided: that the teacher's absence was not precipitated by unpaid days and; that it is incumbent upon the teacher to produce documentation to substantiate the claim;
 - (iv) When the high school graduation of the teacher's child occurs during the school day, up to one (1) day may be granted.

ARTICLE 20 – RELIGIOUS HOLIDAYS

- 20.01 The Regional Centre may, upon written application from the teacher grant up to two (2) days leave with pay, or other accommodation, for practicing adherents of established religious faiths to participate in the major holy days of their religion.

ARTICLE 21 – SICK LEAVE

- 21.01 Every teacher shall be entitled to twenty (20) days Sick Leave per school year.
- 21.02 Every teacher may accumulate one hundred percent (100%) of their unused Sick Leave to a total of one (1) full school year in addition to the days granted pursuant to 21.01 and subject to 21.05 hereafter.
- 21.03 The Regional Centre shall credit the teacher with sick leave as credited with either the immediately preceding employing Education Entity in Nova Scotia or to members of the NSTU employed prior to transfer by APSEA to the

maximum allowable pursuant to Article 21.02 and provided the teacher shall be responsible to supply the necessary documentation. Such teachers shall not be permitted to use any accumulated sick leave during the first year of their teaching service with the Regional Centre.

- 21.04 Unused days in the previous year which cannot be accumulated are cancelled and void.
- 21.05 Notwithstanding Article 21.01, when any teacher employed by the Regional Centre is unable to commence teaching in September of any school year because of illness or accident, the Regional Centre shall pay that teacher up to a maximum of their accumulated sick leave and, upon return to work, the teacher shall then receive the twenty (20) days sick leave pursuant to Article 21.01.
- 21.06 A female teacher shall be permitted to use up to sixty (60) days sick leave for each leave of absence for pregnancy provided this provision shall only apply after the teacher has first exhausted all employment insurance maternity plan benefits pursuant to the Teachers' Provincial Agreement.
- 21.07 Subject to Article 21.05, cumulative sick leave days shall not begin to be used until the current year's regular sick leave has been expended, pursuant to 21.01.
- 21.08 The parties to this Agreement recognize that sick leave provisions are to be used only for illness and accident. The parties further agree that medical and/or dental treatment/appointments will occasionally require the use of sick leave. In such cases, teachers will make every reasonable effort to schedule such treatments/appointments outside of the students' instructional hours.
- 21.09 It shall be the responsibility of the Regional Centre to maintain a record of days credited to each teacher and days used by each teacher.
- 21.10 The Regional Centre shall inform each teacher in its employ on the teacher's direct deposit statement the number of sick days credited to the teacher.
- 21.11 (i) In the event a teacher resigns from the employ of the Regional Centre, such teacher's accumulated sick leave shall be terminated upon the effective date of the resignation.
- (ii) In the event a teacher is terminated by the Regional Centre, for reasons other than just cause, such teacher shall have their accumulated sick leave reinstated providing re-employment by the Regional Centre occurs within twenty-four (24) months of the original termination date.

- 21.12 Teachers may be required to present a medical certificate if the illness is more than five (5) consecutive days or if there is a persistent pattern of illness. The Regional Centre shall be responsible for the cost of a medical certificate.

ARTICLE 22 – FUNERAL SERVICES

- 22.01 The Principal will determine appropriate representation at funerals, while maintaining secure operation of the school.
- 22.02 In cases where there is a death of a member of the school staff or a member of the student body, students and teachers may be permitted to attend the funeral service, in consultation with central office staff.

ARTICLE 23 – MANAGEMENT/TEACHER COMMITTEE

- 23.01 Effective on the date of the signing of the Agreement, the Regional Centre and the Union shall establish a Management/Teacher Committee consisting of up to five (5) representatives appointed by the Union and up to five (5) Management representatives of the Regional Centre, one of whom shall be the Director of Human Resources Services. A Regional Centre representative and a Union representative from the committee shall be designated as joint chairpersons and shall alternate in presiding over the meetings. For greater clarity, the five (5) representatives appointed by the Union shall include not more than four (4) teachers employed by the Regional Centre and not more than one (1) representative employed by the Union.
- 23.02 The mandate of the Management/Teacher Committee is to encourage the exchange of information, ideas, and opinions on educational and operational matters of mutual interest and concern. The Committee shall be a cooperative venture and shall not address grievances or matters of collective bargaining.
- 23.03 The Management/Teacher Committee shall meet at least four (4) times a year. The committee may also meet at such additional times as shall be mutually agreed by the parties.
- 23.04 A meeting of the Committee can be called by either party provided there is at least two weeks' notice and that the date of the meeting is mutually agreeable to both parties.
- 23.05 The agenda for each Management/Teacher Committee meeting shall be set five (5) working days prior to the meeting as mutually agreed to by the Joint Chairpersons. Submissions of agenda items shall include a brief explanation of the agenda item.
- 23.06 The Regional Centre will provide a secretary to record and circulate the minutes of the meeting.

ARTICLE 24 – REGIONAL CENTRE POLICY

- 24.01 Regional Centre policy which affects the terms and conditions of employment of teachers shall be consistent throughout the region and to this end, the Regional Centre shall provide a policy manual to each school and a copy to the Union.
- 24.02 The Regional Centre agrees that any policy affecting the terms and conditions of employment of teachers or a change in such policy shall be in accordance with the provisions of this Agreement.
- 24.03 The Regional Centre shall forward to the Union a draft of proposed changes in education or personnel policy that directly affects teachers before the adoption of the said policy by the Regional Centre. The Union shall have the right to make representation for contractual implications and/or compliance with said policy to the Regional Centre or the appropriate committee of the Regional Centre.

ARTICLE 25 – SCHOOL CLIMATE

- 25.01 The parties acknowledge that proper school discipline is essential to educational achievement and a positive school climate. Further, that abusive acts by pupils against teachers will not be tolerated in that the Regional Centre will act in an expeditious, comprehensive, and appropriate manner should such situations occur or when other breaches of discipline take place.
- 25.02 The parties recognize the responsibility of teachers and school administrators to keep order and good discipline in their schools.
- 25.03 When a discipline concern is unresolved at the school level, teacher(s), accompanied by the president of the local (or designate) if so desired, shall have the right to address the issue with the appropriate co-ordinator.
- 25.04 If the discipline concern remains unsolved, the teacher shall have the right, accompanied by the president of the local (or designate) if so desired, to address the issue with the Regional Executive Director, or designate.
- 25.05 The Regional Centre will ensure, so long as it has control over its website content, that *Violence in the Workplace Regulations* pursuant to *The Occupational Health and Safety Act* and the CBVRC's *Incident Report Form* are available on the Regional Centre's website for teacher use.

ARTICLE 26 – TEACHER’S CHILDREN

- 26.01 A teacher shall not be required to teach their own child/children.
- 26.02 With the consent of the Regional Centre, a teacher may enrol their child/children in any school in the system under the jurisdiction of the Regional Centre provided there is no additional cost to the Regional Centre.

ARTICLE 27 – OCCUPATIONAL HEALTH & SAFETY

- 27.01 The Regional Centre, Union and teachers agree to cooperate in the prevention of accidents and the promotion of safety and health. All parties agree to comply with all applicable provisions of the Nova Scotia *Occupational Health and Safety Act* and its Regulations.
- 27.02 The Regional Centre shall make every effort to ensure that one (1) teacher at each school has received up to date first aid training including CPR training. When the Regional Centre deems substitutes to be necessary for this to occur, the Regional Centre shall provide a substitute. In order to accomplish this, the Regional Centre will offer one (1) basic first aid training course (including CPR) per school year to interested teachers (up to a maximum of eighteen (18) teachers per school year).

ARTICLE 28 – GENERAL

- 28.01 This Agreement does not revoke or alter any agreement (except for collective agreements) between the parties which is not specifically dealt with herein.
- 28.02 This Agreement applies to and is binding upon the Union and the Regional Centre, and those so bound shall carry out in a reasonable manner the provisions of the Agreement.
- 28.03 The Regional Centre shall exercise its rights under this Agreement fairly and reasonably, in good faith and without discrimination.

ARTICLE 29 – PRINTING OF AGREEMENT

- 29.01 The Regional Centre shall post an electronic version of this Agreement for teachers in the bargaining unit as soon as possible after the signing of this Agreement.
- 29.02 The Union shall have printed, in booklet form, five hundred (500) copies of this Agreement.
- 29.03 The cost of printing shall be equally shared between the Union and the Regional Centre.

ARTICLE 30 – EDUCATIONAL CHANGE

- 30.01 Educational change refers to the introduction of methods, theories and practices that are intended to continually improve teachers' professionalism and student learning. Such change may include new teaching practices and strategies, the use of new equipment and materials and changed teaching responsibilities.
- 30.02 Both parties recognize that continual improvements of educational process rely on the need to change and adjust and both parties recognize the importance of dialogues not only at the initial but at subsequent stages as a way of preparing for and encouraging change and adjustment.
- 30.03 Either party may convene a meeting of the Management/Teacher Committee to discuss significant impending changes referred to above. Such discussions shall include consideration of the impact on teaching staff, the re-training needs and the in-service needs of teachers. Where in the control of the Regional Centre and where possible, such retraining or in-servicing shall take place prior to implementation.

IN WITNESS WHEREOF the parties hereto have signed this Collective Agreement the 6th day of November, 2023.

**NOVA SCOTIA
TEACHERS UNION**

**CAPE BRETON-VICTORIA
REGIONAL CENTRE FOR
EDUCATION**

Ryan Lutes
NSTU President

Susan Kelley
Regional Executive Director

Dawn Spracklin
Chair – Cape Breton-Victoria RRC
President – Cape Breton District Local
NSTU

Wendy King
Director of Human Resources Services

Dave Currie
President – Northside-Victoria Local
Services
NSTU

Tracie Collier
Coordinator of Human Resources

Witness

Witness

Schedule “A”

Permanent Substitute Guidelines [reference to Article 7.04 (x)]

The Regional Centre and Union mutually agree to the hiring of up to four (4) permanent substitutes.

The intent is to avoid lay-offs of permanent or probationary staff.

1. The positions will be open for selection to teachers who are still on the forced transfer list as of June 30.
2. Permanent substitutes will be given long-term substitute positions as close as possible to their place of residence, unless otherwise requested by the teacher.
3. Permanent substitutes are expected to teach in program areas, grade levels and locations as assigned. The Regional Centre will endeavour to match teaching assignments to the teacher’s capabilities.
4. When not teaching, the teachers will be placed by the office of the Regional Executive Director on the basis of need(s).
5. For purpose of location, administration and assignment, the teacher will be assigned to the Coordinator of Human Resources Services.
6. Upon completion of his or her assignment as a permanent substitute, the teacher will be placed on the forced transfer list.
7. Permanent substitute teachers will retain the status of permanent contract teachers with all benefits as per the Union agreement.
8. Permanent substitutes have a right to ask principals of schools in which they serve for an evaluation.
9. Permanent substitute status for a teacher may change pending permanent openings at which time they may be assigned for one (1) full year. Selection for available term positions would be in order of seniority for those people assigned to permanent substitute status.

Schedule “B”

Shared Teaching Provisions

Eligibility	Participation in shared teaching is available to teachers in the employ of the Regional Centre.
Percentage	Shared Teaching is only possible on fifty percent (50%) fifty percent (50%) basis.
Certificate	One of the shared teachers must have a permanent contract with the Regional Centre.
Application	The applications must be submitted on or before March 15 of the school year prior to the school year in which the shared teaching is to occur. The Regional Centre will respond to all applications with a firm decision by April 30.
Supporting Documents	The applications must be accompanied by: (i) the proposed teaching schedule; (ii) the recommendation of the school principal; (iii) the recommendation of the curriculum supervisor.
Approval	Approval is at the discretion of the Regional Centre.
Contract	The teachers shall be employed on a term contract. The teachers shall be deemed to be on permanent contract as provided by the Teachers’ Provincial Agreement. The teachers must also sign the shared Teaching Contract.
Return to Full Time Position	The return to full time position is at the option of the teachers from school year to school year providing the teachers would not have otherwise been terminated.
Teacher Evaluation	Teachers involved in a shared teaching arrangement shall be evaluated in accordance with the normal evaluation criteria plus evaluations as to how the teachers work as a team.
Duration	Each shared teaching application is for a one (1) year period.

Re-application	To continue a shared teaching arrangement beyond a one (1) year period, re-application is required. There is no obligation on the part of the Regional Centre to approve or continue any or all shared teaching arrangements.
Salary	Salary will be fifty percent (50%) of the teacher's applicable annual salary. The teacher who works either the first one-half (1/2) of the school year or the second one-half (1/2) of the school year shall be paid the salary entitlement during his or her time of teaching.
Method of Payment	Unless alternate arrangements are agreed to by the parties, salary payments will be made on a regular basis of the entire school year on the same schedule as for full-time teachers.
Seniority	Each sharing teacher shall accumulate one (1) full year of seniority for each year of participation in a shared teaching arrangement.
Pension	Each sharing teacher shall receive credit for pension purposes for ninety-seven and one-half (97 ½) days for each year of participation in a shared teaching arrangement.
Parent Visitation	Both teachers in a shared teaching arrangement shall be present for Parent Visitation sessions. If school time is involved for Parent Visitation, only the teacher regularly scheduled for duty shall be paid.
In-Service Days	When in-Service is held, only the teacher who is regularly scheduled for duty must attend and only that teacher shall be paid. The other teacher is encouraged to attend.
Benefits	Teachers on a shared teaching arrangement shall receive the benefits set forth in the Teachers' Provincial Agreement for a teacher on a term contract. Sick Leave, Maternity Leave, Service Award and Salary Continuation cost sharing of premium shall all be on a prorated basis.

Total Care cost sharing of premium, Special Leave, Travel Allowance, Professional Development Grants, Sabbatical Leave, Leave of Absence shall be a full benefit and shall not be prorated and all other full benefits of the agreement between the Regional Centre and the Union shall apply.

Communication

Teachers involved in a shared teaching arrangement shall be expected to maintain close communication with each other and to carry out the necessary team planning that is required to achieve effective classroom instruction.

Substitution

Teachers on a shared teaching arrangement contract teach for ninety-seven and one-half (97 ½) days only and cannot perform any substitution unless they are in a forced lay-off or forced transfer situation.

Opting Out

If the shared teaching position is unsatisfactory, the participants cannot return to full time teaching, on a permanent basis, until September of the following year. By mutual agreement, and with appropriate approval, a teacher may request a leave of absence from their shared teaching assignment.

APPLICATION FOR SHARED TEACHING POSITION

Participating teachers:

Name: _____

Name: _____

Address: _____

Address: _____

Phone: _____

Phone: _____

Prof #: _____

Prof #: _____

Present Teaching Assignment:

School: _____

School: _____

Grade: _____

Grade: _____

Subjects: _____

Subjects: _____

We, the above-named teachers, hereby apply for a Shared Teaching Position for the school year _____.

The position we wish to share involves teaching _____ subjects at the _____ grade level at _____ (school).

We understand that approval or rejection of this application is at the option of the Regional Centre.

Please find enclosed:

1. A copy of our proposed teaching schedule with rationale.
2. Recommendation of school principal.
3. Recommendation of Director of Programs or designate.

Teacher's Signature

Teacher's Signature

Date

Date

SHARED TEACHING CONTRACT

Section I

I _____ hereby agree to enter a shared teaching arrangement with _____ for the school year _____.

I have read the terms and conditions of the Shared Teaching agreement as negotiated between the NSTU and the Cape Breton-Victoria Regional Centre for Education and agree to enter a shared teaching arrangement subject to said terms and conditions.

The said terms and conditions referred to above are contained in Article 13 and Schedule B Shared Teaching Provisions of the Professional agreement between the Nova Scotia Teachers Union and the Cape Breton-Victoria Regional Centre for Education.

Witness

Teacher's Signature

Date

Section II

In accordance with the terms and conditions related to Shared Teaching, approval is given the above mentioned teacher to participate in a Shared Teaching position for a period of one (1) year beginning on _____ and _____ terminating on _____.

Witness

Signature on behalf
of the Regional Centre

Date

SHARED TEACHING POSITION

Proposed Schedule for Sharing Teachers:

We, the teachers involved in this Shared Teaching Application wish to split this position by alternately teaching _____.

We understand that this or any shared teaching schedule, if approved, cannot be altered or changed throughout the school year without the written permission of the Cape Breton-Victoria Regional Centre for Education.

RATIONALE FOR PROPOSED SCHEDULE:

Teacher's Signature

Teacher's Signature

Date

Date

SHARED TEACHING POSITION

RECOMMENDATION OF SCHOOL PRINCIPAL:

Signature of Principal

School

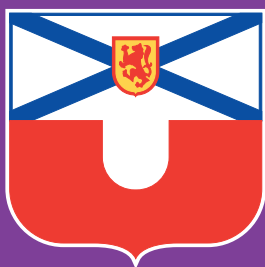
Date

RECOMMENDATION OF DIRECTOR OF PROGRAMS:

Signature of Director of Programs

School

Date



Printed November 2023

Nova Scotia Teachers Union
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Halifax, NS
B3L 4L7

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