

**2022 LOCAL MATTERS AGREEMENT**

BETWEEN

The Board of Education of School District No.53 (Okanagan Similkameen)

AND

South Okanagan Similkameen Teachers' Union



1. The parties hereby agree to amend the 2019-2022 Collective Agreement as set out below.
2. The amendments will be included in the 2022 – 202X Working Document.
3. The amendments are subject to ratification by the processes established by the local union/BCTF and the Board of Education/BCPSEA.
4. These amendments will become effective July 1, 2022

**Agreed to Local Matters:**

Article Number and Title	Implementation Date <i>indicate one of:</i> <ul style="list-style-type: none"><li>• local ratification;</li><li>• July 1, 2022; or</li><li>• provincial ratification</li></ul>
A.33 – New Teacher Orientation	July 1, 2022
C.23 – Part-time Teachers' Employment Rights	July 1, 2022
D.26 – Extra-Curricular Activities	July 1, 2022
D.27 – Health and Safety	July 1, 2022

5. The agreed to amendments are attached and form part of this local matters agreement.

Dated the 26 of May, 2022

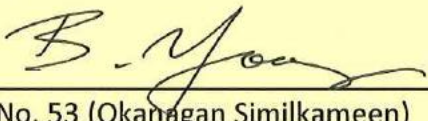
  
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School District No.53 (Okanagan Similkameen)  
\_\_\_\_\_  
South Okanagan Similkameen  
Teachers' Union

## Attachments

Amend Copy of Agreement as follows:

### Article A.33: New Teacher Orientation

1. The Employer shall provide an orientation for teachers **on appointment and new to the District. The orientation will be early in the school year and the Union President or designate shall be invited to attend.**
2. **New TTOC orientations will occur upon hire.**



SD No. 53 (Okanagan Similkameen)



South Okanagan Similkameen Teachers' Union

Amend Copy of Agreement as follows:

**Article C.23: Part-time Teachers' Employment Rights**

1. Prior to April 1, a teacher with a continuing full-time appointment ~~to the teaching staff of the district~~, may without prejudice to that appointment, request a part-time appointment for a year or less, and the Employer shall not unreasonably refuse such a request.
2. Prior to April 1, a teacher with a continuing part-time appointment, may, without prejudice to that appointment, request a reduced assignment for a year or less. The Employer will consider educational needs such as the learning environment, recruitment and overall staffing in the school.
3. At the end of the specified period, the teacher may request a further part-time appointment of not more than one additional year, which may be granted at the Superintendent's discretion.
4. At the end of the period of the part-time appointment, a teacher shall have the option of:
  - a. ~~reverting~~ **returning** to a ~~comparable~~ **their** continuing appointment in the same school, or if such is not available,
  - b. assuming a ~~another~~ comparable continuing **appointment position** in that school, or if such is not available,
  - c. assuming a ~~another~~ comparable continuing **appointment position** in the district,  
or
  - d. with the approval of the Employer, the appointment becoming a reduced continuing part-time appointment. Such approval may depend on the willingness of the teacher to be transferred to ~~match up with~~ another continuing part-time **appointment position**. In that event, approval will not be withheld.
5. A teacher with a continuing part-time appointment may without prejudice to that appointment request an additional temporary part-time appointment ~~for a specified fraction of time~~.
6. A teacher on a part-time continuing appointment, or a part-time temporary appointment, may request a full-time continuing appointment, and shall have rights to such appointment as are contained in this agreement.

7. Two teachers employed full-time by the Employer may jointly request a specified job-sharing appointment in respect of a single full-time position that is currently held by either one of the teachers. Where the request is granted,
- a. salary shall be pro-rated according to the percentage of time worked by each teacher;
  - b. when one of the teachers agrees to work due to the temporary absence or illness of the other teacher, that teacher shall receive payment at full pro-rata scale placement for all such work;
  - c. each teacher is considered for all other purposes, including benefits (Article B.11.2.f), to be on unpaid leave of absence with respect to the time not worked for the period of one year at which time they may request a further job-sharing appointment of not more than one additional year, which may be granted at the Superintendent's discretion;
  - d. at the end of the period of the ~~job-sharing~~ **job-sharing** appointment or where one of the teachers terminates employment, Article C.23.3 shall apply.



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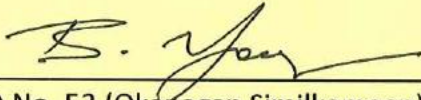


South Okanagan Similkameen Teachers' Union

Amend Copy of Agreement as follows:

**Article D.26: Extra-Curricular Activities**

1. In this agreement, extra-curricular programs and activities include all those that are beyond the provincially prescribed and locally determined curricula of the ~~school~~ **Board**.
2. The Union and the Employer agree that extra-curricular activities are an important element of a student's school life. It is recognized that teachers participate in extra-curricular activities on a voluntary basis.
3. Involvement or non-involvement in extra-curricular activities shall not form any part of the job description, posting, or evaluation of any teacher.
4. The employer's comprehensive general liability insurance shall cover teachers for liability arising from approved extra-curricular activities.



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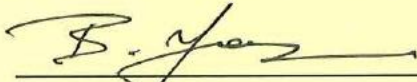


South Okanagan Similkameen Teachers' Union


Amend Copy of Agreement as follows:

### Article D.27 Health and Safety

1. The Employer agrees to maintain a safe and healthy environment in the **workplace work place**.
2. A **Occupational Health and Safety Committees** shall be established and maintained as required by **the Workers' Compensation Act and Occupational Health and Safety Regulations**. ~~The Health and Safety Committee shall develop a plan to assist in meeting the WHMIS requirements of the Federal and Provincial WHMIS legislation.~~
3. **A District Health and Safety Committee shall be maintained by the District.**
34. A teacher shall not be disciplined or penalized for refusal to work in conditions that the teacher reasonably believes are unsafe or where health is a risk.
45. Teachers have a duty to render assistance in an emergency.
56. The examination of students for communicable diseases or infestations shall not be the responsibility of any teacher.



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