



## WORTH DOING

### The First 20 Memoranda of Agreement (MoAs)

For each round of local bargaining, each bargaining unit creates an initial proposal based on the list of matters available for local bargaining and the needs of their members. Not all bargaining units seek the same improvements to their collective agreements and not all improvements are possible in each bargaining unit. Some bargaining units have issues that are specific to that school division. Here are some of the achievements of the first 20 MoAs in the 2018–2020 round of local bargaining.

#### **Leaves**

Half of the first 20 agreements have improvements in personal leave clauses. In these agreements, teachers have gained additional accumulation for personal leave days not used in a school year, and/or have been able to remove restrictions on accessing personal leave.

#### **Professional Development (PD)**

Many of the first 20 agreements include either establishing a teacher-controlled PD fund, increasing school division contributions to an existing fund or extending school division funding for PD into the future.

#### **Other Compensation/Benefits**

Teacher wellness is a topic of importance for many local tables. All bargaining units in the first 20 who were advancing the addition of a Wellness Spending Account to the Health Spending Account (HSA) now have the ability to allocate money from their HSAs to wellness. While wellness spending is a taxable benefit, it provides teachers with flexibility in using their accounts to best meet their health and wellness needs.

#### **Part Time Teachers**

Clauses are being added to collective agreements to protect part time teachers including language to ensure contiguous assignments as well as to limit how much FTE can be changed in a school year.

#### **Substitute Teachers**

In many of the settled bargaining units, substitute teachers will see increases in the half-day teaching assignment rate, typically from 50 to 60 per cent of the daily rate. Professional development for substitute teachers is also improving. Some of the agreements are adding access to paid days for substitute teachers attending professional development days. Language is also being added for cancellation of assignment, guaranteeing that, if the substitute job isn't cancelled

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within a certain window of time, the substitute teacher will still receive pay to attend work that day.

### **School Leaders**

Several of the first 20 agreements include an addition of lieu days for school leaders, including principals and vice/assistant principals. There is also improvement in compensation for travel, as well as red circling clauses to protect an administrator's allowance for a specified period of time in the case of an involuntary transfer.

## **WORTH SHARING**

Despite the tough fiscal environment for many school divisions, local bargaining is making gains for teachers. This local round of bargaining started in June 2019. **#WEAREATA**