

Joint Collective Bargaining Bulletin – March 6, 2018

Living Waters Catholic Regional Division No. 42 & The Alberta Teachers' Association (Woodlands Local No. 40)

The Board of Trustees of Living Waters Catholic Regional Division No. 42 and representatives of The Alberta Teachers' Association (Woodlands Local No. 40) held their fourth (4th) Collective Bargaining Meeting on Monday, December 18, 2017.

The two parties are pleased to announce that a Local Memorandum of Agreement (MOA) was reached, agreed-to, and signed at that time.

At a Bargaining Unit General Meeting of The Alberta Teachers' Association (Woodlands Local No. 40), held Thursday, February 8, 2018, teachers reviewed the Memorandum of Agreement and received their Committees' recommendations. The Memorandum of Agreement reached by their Negotiating Team was ratified, by vote.

The Board of Trustees of Living Waters Regional Catholic Division No. 42 also reviewed and discussed the Memorandum of Agreement at their Regular Board Meeting, February 27, 2018. Following the recommendations of their Negotiating Team, the Board voted unanimously to ratify/approve the agreement reached between the parties.

As a result of both ratification votes being in favor of accepting the results of Collective Bargaining between the Board and teachers, we now have an Agreement in place for a two-year term beginning September 1, 2016 and ending August 31, 2018.

Upon completion of the ratification process, both parties took the opportunity to describe, in writing, the amicable relationship between the parties. The Alberta Teachers' Association expressed to their members gratitude for the continued conversations and discussions between the parties describing them as being *"...respectful, open, and honest ... with positive relationships fostered to ensure a collaborative working environment."*

The Board of Trustees extended their appreciation for *"... the positive manner in which the teacher representatives were prepared for the collective bargaining process and their overall willingness to come to the negotiating table with the intention of working in a positive and cooperative manner in reaching a Memorandum of Agreement."*

With an agreement in place, the Board indicated that: *"We can now move forward together, in providing the best educational experience possible for our students."*

Some highlights and changes in the Collective Agreement resulting from the Central Memorandum of Agreement, bargained on behalf of Alberta School Boards by the Teachers' Employer Bargaining Association (TEBA) and the Alberta Teachers' Association, and local bargaining are as follows:

Matters/Issues agreed to at the Local level include:

- ✓ Acting administrators and allowances
- ✓ Probationary Benefits

- ✓ Leaves of Absence and approval
- ✓ Inclement Weather
- ✓ Liability Insurance Coverage
- ✓ Grievance Procedures
- ✓ Service outside the calendar year
- ✓ Letter of Understanding – NEW Teacher Professional Development
- ✓ Letter of Understanding – NEW Extra-Curricular is Voluntary

Matters/Issues agreed to at the Central level include:

- ✓ Term: 2 years (September 1, 2016 – August 31, 2018)
- ✓ Salary Adjustments: no change i.e. 2016-2017 – 0%, 2017-2018 – 0%
- ✓ Allowances - rates of pay – unchanged
- ✓ NEW Administrators – Continuing Designation Process
- ✓ NEW Time – Assignable and Instructional Time Limits
- ✓ NEW Letter of Understanding: Trial Program on Time Off for Compression
- ✓ NEW Letter of Understanding: Me Too Clause/Increase Modifier
- ✓ NEW Letter of Understanding: Classroom Improvement Fund Grant

The Living Waters Board of Trustees value staff and recognize /appreciate the commitment required in providing the best possible learning experience for children in the communities being served.

For questions regarding this bulletin, please contact:

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