

# MEMORANDUM

To: Boards of Education  
Teachers  
Ben Grebinski, Executive Director, LEADS  
Jaime Valentine, Executive Director, SASBO

From: Don Hoium, Chairperson, Government-Trustee Bargaining Committee  
Randy Schmaltz, Chairperson, Teachers' Bargaining Committee

Date: November 18, 2020


Re: *Implementation Guide for the 2019-2023 Provincial Collective Bargaining Agreement*

Each party to the *2019-2023 Provincial Collective Bargaining Agreement* has a responsibility to implement the terms and conditions of the Agreement. By virtue of signing the Agreement, each party commits to fulfilling the negotiated terms and conditions of the Agreement.

The purpose of the attached *Implementation Guide* is to highlight changes to the *2019-2023 Provincial Collective Bargaining Agreement* which may require a change in practice to those charged with the important task of implementing the terms and conditions of the Agreement.

This document does not address changes in grammar, punctuation or spelling, nor does it address changes to salary and allowances.

Signed this 18 day of November, 2020.



Don Hoium  
Government-Trustee Bargaining Committee



Randy Schmaltz  
Teachers' Bargaining Committee

# IMPLEMENTATION GUIDE

## ARTICLE THREE – RECOGNITION OF EXPERIENCE

- The amended Clause 3.5.3 creates the opportunity for teachers to provide proof that they requested documentation regarding past experience from past employers and to direct the new employer to waive or extend the 90-day deadline for the provision of such documentation.
- The amended Clause 3.5.4 directs employers to accept and consider other forms of documentation to substantiate past experience when past employers are unable to or do not provide the requested documentation.

## ARTICLE FOUR – ALLOWANCES FOR PRINCIPALS, VICE-PRINCIPALS AND ASSISTANT PRINCIPALS

- The provisions of Clause 4.6.2 came into effect on August 31, 2019. Principals who are transferred by an employing board of education are subject to the maximum three years of provision of their previous allowance.

## ARTICLE SEVEN – DUTY TO ACCOMMODATE FOR DISABILITY AND SICK LEAVE

- The amended Clause 7.1.1.1 provides greater specificity as to who qualifies as a duly qualified medical practitioner.
- The amended Clause 7.5.2.3(b) requires boards to exclude the months of July and August in calculating when access to accumulated sick leave is forfeited following termination of a contract.