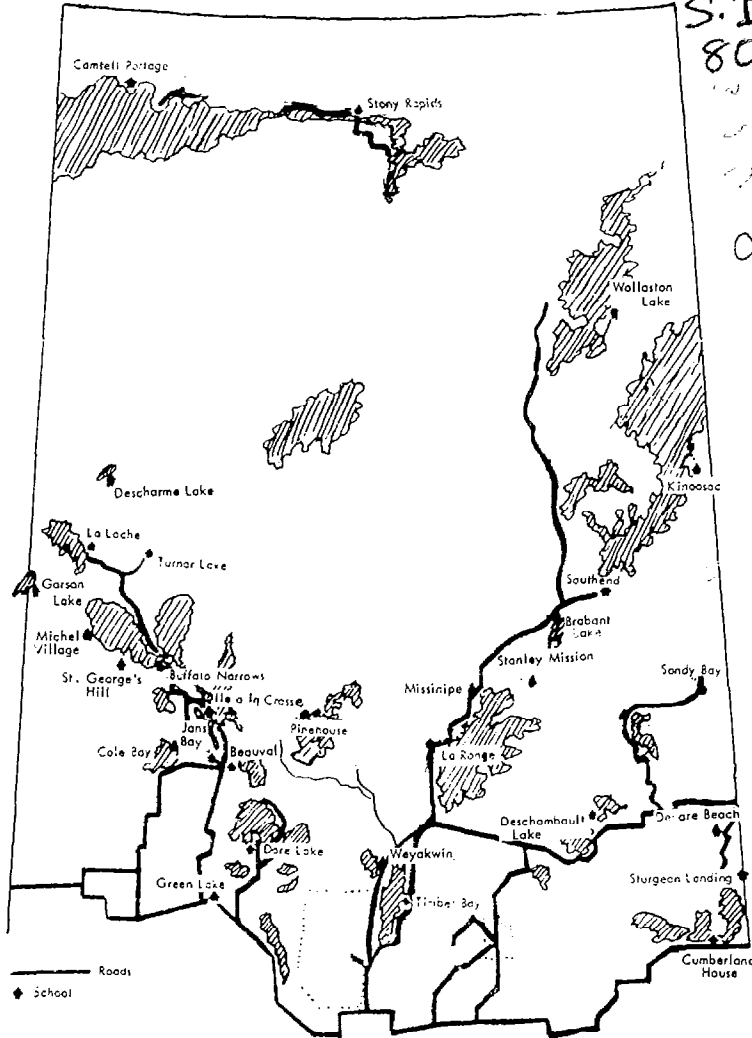


SOURCE	S.T.F.		
EFF.	01	05	80
TERM.	31	12	80
No. OF EMPLOYEES	222		
NOMBRE D'EMPLOYÉS			

1980

Effective 1 May 1980

TEACHERS' LOCAL AGREEMENT



S.D.
80.05.24
[Handwritten signature]

between

The Northern Lights School Division #113

and

the Teachers of

The Northern Lights School Division #113

OCT 27 1980

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25016(01)
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LOCAL COLLECTIVE BARGAINING AGREEMENT

NORTHERN LIGHTS SCHOOL DIVISION #113

This Agreement made at Prince Albert in the Province of Saskatchewan this 24th day of May, 1980,

Between:

The NORTHERN LIGHTS SCHOOL DIVISION #113
hereinafter called "The Board"

and

The Teachers of the NORTHERN AREAS TEACHERS'
ASSOCIATION of Saskatchewan
hereinafter called "The Teachers"

negotiated in accordance with The Education Act 1978, shall be effective from May 1, 1980, to December 31, 1980.

Unless the context otherwise requires, all terms and expressions used in the Agreement shall have the same meaning as are given them in The Education Act and The Interpretation Act.

The terms and conditions herein reduced to writing represent the whole agreement negotiated by the parties and are not subject to any additional terms and conditions other than those, if any, prescribed by law.

SECTION 1 - SALARIES FOR SUBSTITUTE TEACHERS

- 1.1 A substitute teacher shall receive a daily salary of 1/200 of the minimum salary for Class I as set out in the Provincial Collective Bargaining Agreement. If a teacher teaches more than five consecutive days in one and the same classroom, he/she shall be paid in accordance with the provincial salary scale for his/her classification and experience and this rate shall be effective from the first day of the five day consecutive period.
- 1.2 Payments made in accordance with this article shall be deemed to include the amount payable in lieu of annual vacation.

SECTION 2 - PAY PERIODS FOR TEACHERS

- 2.1 Payment of Salaries
teachers shall be paid in 12 monthly payments.
- 2.2 Date of Salary Cheques
Salary cheques shall be due and payable on the last teaching day of each month, the months of July and August excepted. The July and August salary cheques shall be due and payable on the last banking day of the respective months.

2.3 Address of Salary Cheques

Teachers' salary cheques shall be sent directly to the school in care of the principal. When mail services are inoperative, an attempt will be made to deliver the cheques by other reasonable means.

2.4 Banking Services - Salary Cheques

All teachers in the employ of the Northern Lights School Division #113 shall have the option of having their salary cheques deposited to a banking institution in Prince Albert or the Teachers' Credit Union in Saskatoon.

Requests for banking services must be in writing giving the name and address of the bank and the account number. The request must be received no later than the 15th day of the month in which the service is to commence.

SECTION 3 - SPECIAL ALLOWANCE

3.1 Itinerant Consultants' Allowance

Supervisory allowance for itinerant professional "In Scope" personnel shall be a matter to be negotiated between the individual employee and the Board. But this shall not be less than:

1. \$3,250.00 above teacher qualifications plus Supplementary Allowance if based outside of Prince Albert.

3.2 One Roomed Schools

The allowance for teachers in one roomed schools shall be equal to that amount provided as a basic allowance for Principals under the Provincial Collective Bargaining Agreement for teachers.

3.3 Native Language Fluency

Where a teacher displays an acceptable level of fluency in the Cree or Chipewyan language and where it is established by the Board that this is of value in a particular school, the teacher shall be paid a specialty allowance of \$540.00.

The determination of an acceptable level of fluency, the commencement date of the allowance, and the designation of schools where this clause will be in effect will be established by the Northern Lights School Board.

10/1/04

SECTION 4 - REIMBURSEMENT OF TRAVEL EXPENSES

4.1 In the event a teacher or principal is required and authorized by the Superintendent to travel by personal vehicle in the performance of his/her duties, he/she shall be paid as follows:

Outside the community in which his/her school is located - 26¢ per mile.

08/1/04

- 4.2 (a) For schools at Camsell Portage, Kinoosao, Stony Rapids and Wollaston Lake the Northern Lights School Board will provide air transportation from Prince Albert to get the teacher and his/her family to the school in the fall. Return transportation will be provided on the same basis at the end of June.
- 07/20/21 (b) For schools at Michel Village and St. George's Hill, the Northern Lights School Board will provide air transportation from Buffalo Narrows to get the teacher and his/her family to school in the fall. Return transportation will be provided on the same basis at the end of June.
- (c) For schools at Garson Lake and Descherm Lake, the Northern Lights School Board will provide air transportation from La Loche to get the teacher and his/her family to the school in the fall. Return transportation will be provided on the same basis at the end of June.

4.3 The Northern Lights School Board will reimburse newly employed teachers and transferred teachers for expenses as outlined below associated with moving into the community in which the school is located.

- 12/18/21
1. Reasonable freight charges supported by receipts
 2. Mileage rates at 26¢ per mile and/or necessary air travel from Saskatchewan border to location of school
 3. Hotel bills as substantiated by actual receipts

Teachers who are employed on regular contract and are provided reimbursement under this clause must remain in the employ of the Northern Lights School Board for the remainder of the current academic year. A teacher terminating his or her contract with the Board prior to the expiration of the above noted academic year shall repay to the Board an amount equal to 1/200 of the moving costs paid by the Board on his or her behalf for each day he or she falls short of 200 days. The Board shall reserve the right to make deductions from the teacher's final salary payment.

4.4 Principals of multi-room schools or teachers of one room schools who are new to the school, may, upon recommendation of the Superintendent, be reimbursed by the Board for one trip to and from the community in which the school is located for the purpose of spending at least one week in preparation for the opening of the school in the fall term.

4.5 Principals and teachers, when required by the Board of Superintendents, to attend meetings, institutes, or workshops, shall be reimbursed for all reasonable expenses for meals and lodging and shall be paid all authorized air travel and/or automobile mileage at the rate of 26¢ per mile.

SECTION 5/- SABBATICAL LEAVE AND LEAVE WITH GRANT

To Qualify - Any teacher with two or more years of continuous service with the Northern Lights School Board shall be eligible to apply for Long or Short Term Educational Leave.

Definitions - Long Term Educational Leave shall be considered to be any leave which is longer than 20 consecutive school days to a maximum of 14 months .

Short Term Educational Leave shall be considered to be leave which does not total more than 20 consecutive school days.

Long Term Educational Leave

- 110501
- 5.1 The amount of grant for long term leave shall be established by the Board. The minimum grant shall not be less than \$650.00 for each month spent on educational study acceptable to the Superintendent.
 - 5.2 A minimum of two long term leaves, consisting of at least seven academic months each shall be granted each year, as per Section 5.1, provided sufficient acceptable applications are received by the Leave Committee.
 - 5.3 Leave will not constitute a break in tenure but will not count as teaching experience for the purpose of increments.
 - 5.4 Teachers wishing to obtain Long Term Leave must submit applications stating comprehensive plans for the period of leave, to the Secretary of the Board not later than February 1 of the year in which leave is requested.
 - 5.5 All applicants for long term leave shall be notified of the decision of the Board not later than March 31 of the year in which the leave is granted.
 - 5.6 A teacher proceeding on long term educational leave shall be required to sign the approved Educational Leave Agreement within two weeks of offer of leave. (Appendix A)
 - 5.7 Following long term educational leave the teacher shall return to the employ of the Board for a period which equals one year for each \$3,000.00 or part thereof received in grant to a maximum of two years.
 - 5.8 Recipients of long term leave who do not fulfill their employment obligations with the Board as per clause 5.7 shall repay, on demand, that portion of the grant which bears the same relationship to the unfulfilled portion of their employment obligations plus a penalty of 25% of that proportion of the grant.
 - 5.9 A Leave Committee composed of:
 - a maximum of three representatives of the Northern Areas Teachers' Association (one of which will act as Chairman)
 - and
 - a maximum of two representatives of the Northern Lights School Board Superintendents

shall consider applications and determine which teachers shall be recommended for long term leave. The Leave Committee shall make their recommendations to the Board before March 1.

- 5.10 The Leave Committee shall meet at least once a year or more as determined by the Chairman of the Leave Committee.

Short Term Educational Leave

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- 5.11 Teachers wishing to obtain short term educational leave should submit applications to the Secretary-Treasurer of the Board as far in advance of the date of the leave as possible.
- 5.12 Recipients of short term leave may receive full remuneration while on short term educational leave.
- 5.13 A teacher proceeding on short term educational leave shall be required to sign the approved Educational Leave Agreement within two weeks of offer of leave. (Appendix A)
- 5.14 Recipients of short term leave shall be required to return to the employ of the Board for the following academic year.
- 5.15 Recipients of short term leave who do not fulfill their employment obligations as per clause 5.14 shall repay the full amount received plus a penalty of 25% of the amount received.
- 5.16 A teacher who has been on long or short term educational leave and who has an obligation to repay the Board in service or financial reimbursement, and who because of death or permanent disability is unable to fulfill their obligation, shall have this sum or obligation considered paid as of the date that death or permanent disability occurred. This sum or obligation may also be waived at the discretion of the Board.

SECTION 6 - LEAVE OF ABSENCE WITHOUT GRANT

- 6.1 A tenure teacher on making application may be granted Leave Without Grant as per Appendix A.

SECTION 7 - BURSARIES

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- 7.1 Bursaries of not more than \$250.00 in each instance will be awarded to teachers upon the successful completion of certain classes which are considered by the Board to be of value to Northern teachers. These classes will be determined and offered as bursary classes following an April meeting of representatives of the Northern Lights School Board and the Teacher Consultant. Teachers must complete the Application for Bursary form prior to the commencement of a class. (Appendix B) Evidence of successful completion and tuition paid must be submitted to the Board

prior to December 1st. The number and amount of bursaries shall be determined by the Board.

- 7.2 Summer school bursaries are available only to those teachers who have completed at least one year of service with the Northern Lights School Board. They are granted on the condition that the teacher remains in the employ of the Northern Lights School Board for the following year.
- 7.3 A teacher who does not remain in the employ of the Northern Lights School Board for the following complete academic year will be required to repay 1/200 of the bursary received for each day in default.
- 7.4 Teachers on Leave of Absence are considered to be in the employ of the Board. The bursary would be payable when he/she returns to a teaching position.
- 7.5 A teacher who has an obligation to repay the Board in service or financial reimbursement, and who because of death or permanent disability is unable to fulfill the obligations, shall have this sum or obligation considered paid as of the date that death or permanent disability occurred. This sum or obligation may also be waived at the discretion of the Board.

SECTION 8 - MATERNITY LEAVE

- 8.1 Teachers shall, on application, be granted maternity leave without pay on the following conditions:
 - 8.1.1 The application for leave is to be made at least four weeks prior to the commencement of the leave.
- 8.2 The teacher granted maternity leave is entitled to return to her duties as follows:
 - 8.2.1 The teacher may give notice to the Board of her intention to return to her duties at the commencement of the next or second ensuing school term.
 - 8.2.2 The teacher may return to her duties on any date arranged by mutual agreement between the teacher and the Board.
 - 8.2.3 The employing Board may require proof of medical fitness prior to the return to duties of the teacher.
 - 8.2.4 An effort shall be made by the Board in each instance to have the teacher return to the position held by her prior to Maternity Leave.
- 8.3 The application form for Maternity Leave is attached hereto as Appendix C and shall be deemed to form part of this Agreement.

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SECTION 9 - ADOPTION LEAVE

116503

- 9.1 Provided prior approval is obtained from the Superintendent, a teacher shall be given up to a maximum of 3 days to facilitate proceedings.
- 9.2 A teacher shall have the option of receiving pay for the 3 days under sick leave.
- 9.3 For days over and above 3, the teacher may apply to the Board under Section 13.2.

SECTION 10 - PATERNITY LEAVE

118403

- 10.1 Provided prior approval is obtained from the Superintendent, a teacher shall be given up to a maximum of 3 days to be present for the birth of his child or children. The teacher shall have the option of receiving pay for the 3 days under sick leave.
- 10.2 For days over and above 3 the teacher may apply to the Board under Section 13.2.

SECTION 11 - COMPASSIONATE LEAVE

- 11.1 For days up to 5 on which the teacher is absent from the classroom as a result of death or serious illness in the teacher's immediate family, the Board agrees to pay salary if the approval of the Superintendent is obtained.
- 11.2 For the purpose of interpreting this section, immediate family shall include: spouse, son, daughter, mother, father, sister, brother, grandfather, grandmother, foster child, grandchild, parent surrogate, parent-in-law, brother-in-law, or sister-in-law.
- 11.3 For days over and above 5, the teacher may apply to the Board under Section 13.2.
- 11.4 Compassionate Leave days shall be non-accumulative.

110105

SECTION 12 - NEGOTIATION LEAVE

- 12.1 A teacher acting as a representative of the Bargaining Committee in accordance with the provisions of the Education Act 1978, shall suffer no loss in salary for the time necessarily absent from his or her duties for the purposes of negotiations.
- 12.2 The NATA Bargaining Committee shall have not more than 5 representatives out of the classroom for the purpose of negotiation at any one time.

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SECTION 13 - OTHER LEAVES

- 13.1 Special Leave With Pay shall be granted to a teacher on request of the Principal, and prior approval of the Superintendent under the following conditions:
 - 13.1.1 When subpoenaed to appear as a witness

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- 13.1.2 Summoned as a juror
- 13.1.3 To serve as a pallbearer
- 13.1.4 To participate in supervision of school activities where teacher's presence is required
- 13.1.5 To conduct research and acquire information through attendance at conferences, visiting other school systems and other related purposes, within the limits of the Board's budget. The teacher may be reimbursed for his/her actual expenses as stipulated by official receipts.
- 13.1.6 To act as a delegate, or other official at conventions or meetings of educational organizations.

13.2 The Board, at its discretion, may grant leave with pay or without pay for purposes other than those set out in this section up to whatever number of days appear to be appropriate in each instance.

SECTION 14 - NORTHERN AREAS TEACHERS' ASSOCIATION

110201

14.1 The Northern Lights School Division #113 shall assume responsibility for collection of N.A.T.A. fees from all personnel who are employed by the Board and covered by this Agreement, provided the Board receives signed authorization in each instance for the deduction of fees. Fees collected will be forwarded to the Northern Areas Teachers' Association within 30 days of collections.

Such collections are to be made at a rate of 1/10 of the rate set by N.A.T.A. each month for 10 months.

14.2 In the event of a mid-year convention, teachers who supply road transportation will be paid mileage at the rate of 16¢ per mile to Prince Albert and return. All necessary air travel will be provided to and from Prince Albert. A teacher will be reimbursed for actual expenses supported by receipts in cases where other forms of transportation have to be hired to get to and from Prince Albert.

14.3 Unemployment Insurance Rebate

Pursuant to the provisions of the Unemployment Insurance Act, the Northern Lights School Division #113 shall issue a cheque to the Northern Areas Teachers' Association for the full amount of the premium reduction realized for each of the teachers in the employ of the Board.

14.3.1 The annual payment to the Northern Areas Teachers' Association of the total premium reduction realized shall be payable forthwith upon receipt by the Board of the amount of premium reduction rebated by the Unemployment Insurance Commission.

SECTION 15 - SUPPLEMENTARY NORTHERN ALLOWANCE

10/10/77

An annual Supplementary Allowance shall be paid to each teacher as compensation for factors related to living and working in the Northern Areas. The schools in category (a) shall determine the basic allowance and other communities shall receive a decimal factor based on the following rationale. These decimal factors shall include: road and/or air access, medical services, professional services, trade services, banking facilities, food costs, transportation costs, and other relative factors.

The decimal factor shall be adjusted upward or downward where N.A.T.A. and the Northern Lights School Board agree that one or more of these Northern factors in a community changes from what it was as of January 1, 1979.

- 15.1 (a) Teachers employed at Denare Beach, Green Lake, and La Ronge, shall receive a decimal factor of 1.00 for a total Northern Allowance of \$1085 a year.
- (b) Teachers employed at Beauval, Buffalo Narrows, Cumberland House, and Weyakwin, shall receive a decimal factor of 1.26 for a total Northern Allowance of \$1370 a year.
- (c) Teachers employed at Dore Lake, Cole Bay, Timber Bay, Jans Bay, and Sturgeon Landing, shall receive a decimal factor of 1.55 for a total Northern Allowance of \$1680 a year.
- (d) Teachers employed at Deschambault Lake, Lo Loche, Missinipe, Sandy Bay and Turnor Lake, shall receive a decimal factor of 1.70 for a total Northern Allowance of \$1845 a year.
- (e) Teachers employed at Brabant Lake, Pinehouse, and Southend, shall receive a decimal factor of 2.10 for a total Northern Allowance of \$2280 a year.
- (f) Teachers employed at Camsell Portage, Descharme Lake, Garson Lake, Kinoosao, Stony Rapids, Michel Village, Wollaston Lake, and St. George's Hill, shall receive a decimal factor of 2.64 for a total Northern Allowance of \$2865 a year.

SECTION 16 - TEACHERAGE RENTALS

16.1 In addition to the basic rental charge, there shall be an assessment for utilities per unit per month as follows:

Fuel, Electricity, Sewer & Water	\$60.00/dwelling/month
Fuel, Electricity only	\$45.00/dwelling/month
No Services	\$0.00/dwelling/month

16.2 The basic rental charge shall be as follows and shall be interpreted as dollars per month.

Classification	Cumberland House La Ronge Timber Bay Weyakwin Buffalo Narrows Beauval Cole Bay Jans Bay Green Lake	Sandy Bay Deschambault Lake Missinipe Sturgeon Landing Stanley Mission Pinehouse La Loche Turnor Lake Dore Lake	Kinoosao Wollaston Lake Brabant Lake Camsel Portage Stony Rapids St. George's Hill Michel Village Southend Garson Lake Descharme Lake
3 Bedroom House	\$140	\$126	\$113
2 Bedroom House	108	97	87
1 Bedroom House	59	53	48
3 Bedroom Suite	106	95	86
2 Bedroom Suite	100	90	81
1 Bedroom Suite	90	81	73
3 Bedroom Duplex	126	113	102
2 Bedroom Duplex	106	95	86
3 Bedroom Trailer	104	93	84
2 Bedroom Trailer	90	81	73
1 Bedroom Trailer	38	34	31
Cottage	35	31	28

Disputes regarding classification shall be referred to the Housing Committee for interpretation and decision.

For the purpose of interpretation of this clause:

- 1) A cottage shall be defined as a detached dwelling having a floor area of less than 900 sq. ft. and having no basement.
- 2) Any house without a basement shall have one of its bedrooms deleted for rent calculation.
- 3) Dwellings shall be deemed to be duplexes when 2 or more are attached side by side.
- 4) Dwellings shall be classed as suites when 2 or more are attached in an up and down fashion.

16.3 Summer Rental Charge

Rent shall be charged for the months of July and August if a teacher retains

possession of the teacherage either through occupancy by the teacher and/or his/her family or by leaving his/her belongings in the teacherage for the summer months.

- 16.4 Teachers transferring or terminating employment with the Board at the end of the school year must vacate the dwelling by July 7th. Extensions will be provided by prior authorization of the Board and such extensions will be subject to regular rent charge.
- 16.5 The Northern Lights School Board shall collect rent by payroll deduction.
- 16.6 All teacherages provided by the Northern Lights School Board will be furnished with the following items of furniture. The onus will be on the teacher to ensure that all items to be supplied are ordered.

Washer	Two livingroom chairs
Range	Bedroom suite including dresser and chest of drawers
Dryer	in main bedroom
Refrigerator	Single bed and dresser in other bedrooms
Drapes	Chesterfield
	One kitchen table with 4 chairs

Any other items of furniture presently in the teacherages and owned by the Northern Lights School Board will remain in the teacherages.

Orders for replacement furniture will be received by the Northern Lights School Board not earlier than May 1 and not later than October 1. At the first meeting after October 1, the Northern Lights School Board will consider requests for furniture replacement and a decision on the requests will be made on a basis of the need, age of item to be replaced, circumstances associated with the request, and the budgetary fund available for this purpose.

In cases of mechanical failure, washers, dryers, ranges, and refrigerators, will be exempted from the above clause.

- 16.7 There shall be a deposit of \$100/dwelling collectible by payroll deduction when a teacher vacates a dwelling. The deposit will be refunded after the teacherage is inspected, provided the dwelling is maintained in reasonable condition, normal wear and tear excepted.
- 16.8 A housing subsidy will be paid to teachers who provide their own accommodation. The subsidy shall be as follows: \$1 X)/month for 12 months for initial occupant, \$50/month for 12 months for subsequent teacher occupants. Teachers housed in Provincial, Federal, Municipal Government, or Board supplied/owned buildings, and teachers housed in convents shall not be entitled to the subsidy.
- 16.9 Allocation of housing shall be the responsibility of the school Principal and the Superintendent.

- 16.10 There shall be a housing committee composed of one representative selected by the Northern Areas Teachers' Association, one representative selected by the Northern Lights School Board, and the Secretary-Treasurer, Northern Lights School Board. This committee will be responsible for decisions with respect to interpretation of the section of the Agreement,

SECTION 17 - RETIREMENT GRATUITY

- 17.1 The Board shall, pursuant to the provisions of the Education Act, pay a retirement gratuity to teachers who have long service with the Board, and who are superannuating due to age and service, or disability.

In the application of this section it is agreed that teachers who superannuate with fifteen or more years of service with the Board will be considered, and the amount of the gratuity will not exceed \$1500.00.

SECTION 18 - BOARD OF REVIEW

- 18.1 Notwithstanding the sections for the resolution of dispute as provided for in the Education Act 1978, a Board of Review shall be established each year prior to the end of September.

Two representatives shall be named by each of the parties to the Agreement and their names will be submitted to the Secretary-Treasurer of the Board who will act as Chairman of the Board of Review.

- 18.2 The Board of Review shall set up its own procedures and will be responsible for dealing with and making recommendations on any matter related to the meaning, interpretation or application of any words, expressions or provision contained in this Agreement.

- 18.3 The Board, or a teacher, may make representation to the Board of Review on any matter related to the implementation or interpretation of any part of this Agreement. The Board of Review shall make its recommendation in writing and copies shall be forwarded to the parties involved as well as to both parties to this Agreement.

SECTION 19 - REVISION OF AGREEMENT

- 19.1 The Agreement shall be effective as of May 1, 1980, and shall continue in effect until December 31, 1980, and thereafter until revised in accordance with the Education Act 1978.

- 19.2 Notwithstanding the above, the parties to this Agreement, by mutual consent, may revise any provisions of this Agreement during the term of this Agreement. The mutual consent shall be in writing and the specific provisions to be opened for negotiation shall be set forth in the documentation with at least the signatures of two members of the Board and the Teachers' Committee affixed thereto.

Dated at Prince Albert, Saskatchewan, on the 24th day of May, 1980.

W. Clam...
CHAIRMAN

Chris Lee
CHAIRMAN

Norman ...
BOARD MEMBER

Don D. Johnston
PRESIDENT

A. Montgomerie
BOARD MEMBER

J. ...
COUNCILLOR

J. ...
SECRETARY-TREASURER

R. ...
COUNCILLOR

In Behalf of the Board

On Behalf of the Teachers

APPENDIX A
EDUCATIONAL LEAVE
AND
LEAVE OF ABSENCE
AGREEMENT

This Agreement made in triplicate this day of _____ A.D. 19__ . . .

BETWEEN:

The NORTHERN LIGHTS SCHOOL DIVISION #113, a body duly elected pursuant to the Education Act 1978.

Hereinafter called "THE BOARD"
OF THE FIRST PART

AND:

_____ of _____
in the Province of Saskatchewan,

Hereinafter called "THE TEACHER"
OF THE SECOND PART

WHEREAS the Teacher has been in the employ of the Board for _____ years,

AND WHEREAS the Board has established a _____ leave plan
for teachers in its employ,

AND WHEREAS the teacher is desirous of obtaining _____ leave
from the Board for the period _____ 19_____
to _____ 19_____,

AND WHEREAS the Board has agreed that the teacher shall have such leave,

NOWHEREFORE in consideration of the premises and the mutual covenant, the parties hereto
agree:

1. The teacher shall be on _____ leave during the period
from _____ 19__ to _____ 19__.

2. During the said period the teacher shall not teach, but shall during the term of this leave

(Travel, Study, Etc.)

3. Remuneration to the teacher shall be on the following basis:

4. The teacher shall return to teach in the employ of the Board on _____ 19____ and shall on his/her return remain in the employ of the Board for a minimum of _____ years.
5. In the event the teacher wishes not to return and teach in the employ of the Board commencing _____ 19, the teacher shall give notice in writing to this effect to the Board on or before the 31st day of May, 19, _____ and he/she shall thereupon repay on demand, the full amount of the grant received plus a penalty of 25% of that amount.
6. In the event the teacher wishes to terminate his/her contract with the Board at a date prior to that which completes the period of service specified in Clause 4 of this Agreement, such termination shall be made in accordance with the Provincial Regulations. The teacher shall thereupon repay the Board forthwith that sum of money which bears the same relationship to the unfulfilled part of their employment obligations plus the penalty of 25% of that portion of the grant.
7. The teacher shall lose no rights, benefits, or privileges that had been acquired by him/her prior to going on leave and on his/her return, he/she shall be accorded all the rights, benefits, and privileges under any schedule then in effect between the Board and the teacher.
8.
 - a. The teacher shall upon his/her return, be considered for the position he/she held prior to taking leave.
 - b. In the event that a dispute arises as a result of the offer of a position to the teacher upon his/her return from leave, he/she may appeal to the Northern Lights School Board. The decision of the Northern Lights School Board shall be binding on both parties to this Agreement.

WITNESS

SIGNATURE OF TEACHER

- - - - -
WITNESS

ON BEHALF OF THE NORTHERN LIGHTS
SCHOOL BOARD

APPENDIX B

APPLICATION FOR BURSARY

Pursuant to Section _____ of the Northern Areas Teachers' Collective Bargaining Agreement, I, _____ employed by the Northern Lights School Board at _____ teaching Grade _____, wish to make an application for a bursary for the following class _____ held at _____ from _____ 19, _____ to _____ 19, _____, subject to approval of the Board and successful completion of same.

Date:

Signature of Applicant

Recommendation to Northern Lights School Board:

Note: The reason for obtaining this class must be outlined on the back of this application.

APPENDIX C

MATERNITY LEAVE AGREEMENT

This Agreement made in triplicate this _____ day of _____ 19 ____ A.D.

BETWEEN:

NORTHERN LIGHTS SCHOOL BOARD, a body duly elected under the Education Act 1978.

Hereinafter called the "BOARD"
OF THE FIRST PART

AND:

_____ of _____
in the Province of Saskatchewan

Hereinafter called the "TEACHER"
OF THE SECOND PART

WHEREAS the Teacher has been in the employ of the Board,
AND WHEREAS the Board has established a Maternity Leave for teachers in its employ,
AND WHEREAS the Teacher is desirous of obtaining Maternity Leave from the Board,
NOW THEREFORE IN CONSIDERATION OF THE PREMISES AND THE MUTUAL COVENANT,
the parties agree:

1. The teacher shall be on Maternity Leave during the period from _____ 19 ____
to _____ 19 ____.
2. During this period, the teacher shall not be required to teach but shall be considered to
be on leave of absence due to pregnancy.
3. The teacher shall return to the employ of the Board commencing _____ 19 ____.
4. In the event the teacher wishes not to return to the employ of the Board, the teacher
shall give notice in writing to this effect to the Board on or before the 31st of May, 19 ____.
5. In the event the teacher wishes to terminate her contract with the Board, such termination
shall be made in accordance with provincial regulations and procedures.
6. The teacher shall lose no rights, benefits, or privileges that have been acquired by her
prior to going on leave, and on her return she shall be accorded all the rights, benefits,
and privileges under any schedule then in effect between the Board and its teachers.

7. a. The teacher shall, upon her return, be considered for the position which she held prior to taking leave.
- b. In the event that a dispute arises as a result of the offer of a position to the teacher upon her return from leave, she may appeal to the Northern Lights School Board. The decision of the Northern Lights School Board shall be binding on both parties.

WITNESS

SIGNATURE OF TEACHER

WITNESS

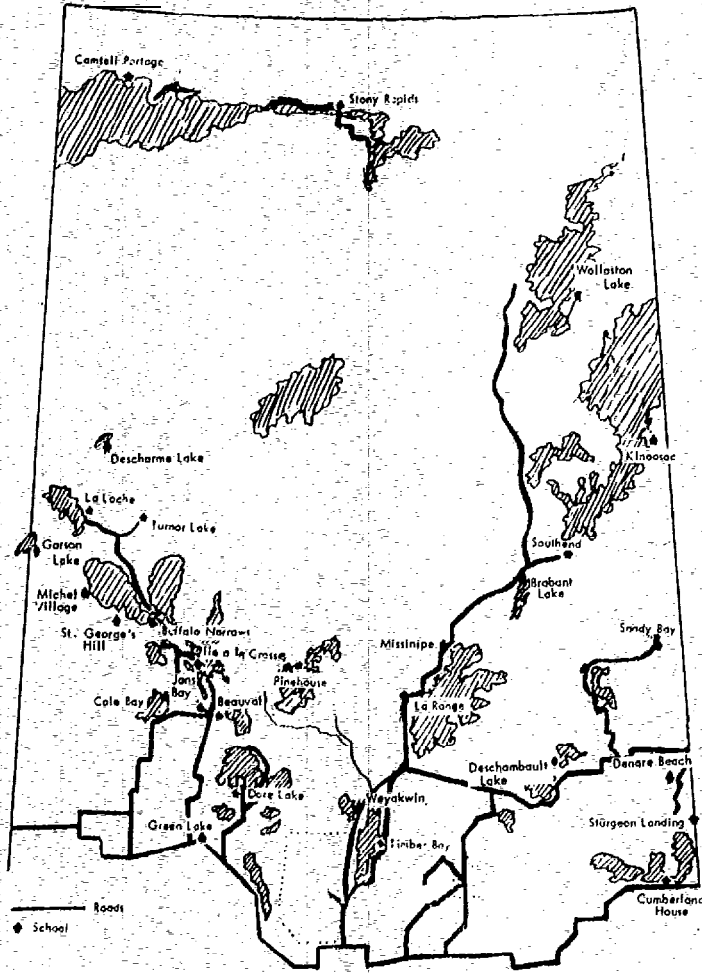
ON BEHALF OF THE NORTHERN LIGHTS
SCHOOL BOARD

1979

Effective 1 May 1979 ✓

SOURCE	S.T.F.		
EFF.	01	05	79
TERM.	31	12	79
No. OF EMPLOYEES	170		
NOMBRE D'EMPLOYÉS			

TEACHERS' LOCAL AGREEMENT



between
 The Northern Lights School Division #113
 and
 the Teachers of
 The Northern Lights School Division #113

AUG - 2 1979

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Local Agreement - Northern Areas

----- Effective May 1, 1979 -----

This Agreement made at Prince Albert, in the Province of Saskatchewan, this 4th day of April, 1979,

Between:

The Northern Lights School Division of Saskatchewan, hereinafter called "The Board"

and

The Teachers of the Northern Areas Teachers' Association of Saskatchewan, hereinafter called "The Teachers"

negotiated in accordance with The Education Act 1978 shall be effective from the first day of the month following ratification and signing of this Agreement, to December 31, 1979.

Unless the context otherwise requires, all terms and expressions used in this Agreement shall have the same meaning as are given to them in The Education Act 1978 and The Interpretation Act.

The terms and conditions herein reduced to writing represent the whole Agreement negotiated by the parties and are not subject to any additional terms and conditions other than those, if any, prescribed by law.

SECTION 1 - SALARIES FOR SUBSTITUTE TEACHERS

- 1.1 A substitute teacher shall receive a daily salary of 1/200 of the minimum salary for Class 1 as set out in the Provincial Collective Bargaining Agreement. If a teacher teaches more than 5 consecutive days, in one and the same classroom, he/she shall be paid in accordance with the provincial salary scale for his/her classification and experience and this rate of salary shall be effective from the first day of the 5 day consecutive period.
- 1.2 Payments made in accordance with this article shall be deemed to include the amount payable in lieu of annual vacation.

SECTION 2 - PAY PERIODS FOR TEACHERS

2.1 Payment of Salaries

Teachers shall be paid in 12 monthly payments.

2.2 Date of Salary Cheques

Salary cheques shall be due and payable on the last teaching day of each month, the months of July and August excepted. The July and August salary cheques shall be due and payable on the last banking day of the respective months.

2.3 Address of Salary Cheques

Teachers' salary cheques shall be sent directly to the school in care of the principal. When mail services are inoperative, an attempt will be made to deliver the cheques by other reasonable means.

2.4 Banking Services - Salary Cheques

For the period January 1 - December 31, 1979, all teachers in the employ of the Northern Lights School Division shall have the option of having their salary cheques deposited to a banking institution in Prince Albert or the Teachers' Credit Union in Saskatoon.

Requests for banking services must be in writing giving the name and address of the bank and the account number. The request must be received no later than the fifteenth day of the month in which the service is to commence.

It is agreed that the provision of banking services is on a one year trial basis. As of December 31, 1979, this clause shall revert to the wording of Section 2.4 of the 1978 Local Bargaining Agreement pending a study of the implications of continuing this service .

SECTION 3 - SPECIAL ALLOWANCES

3.1 Itinerant Consultants Allowance

Supervisory allowances for itinerant professional "In-Scope" personnel shall be a matter to be negotiated between the individual employee and the Board. But this shall not be less than:

1. \$3000 above teacher qualifications plus supplementary allowance if based outside of Prince Albert.

3.2 One Roomed Schools

The allowance for teachers in one roomed schools shall be equal to that amount provided as a basic allowance for Principals under the Provincial Collective Bargaining Agreement for teachers.

3.3 Native Language Fluency

Where a teacher displays an acceptable level of fluency in the Cree or Chipewyan language and where it is established by the Board that this is of value in a particular school, the teacher shall be paid a specialty allowance of \$500.

The determination of an acceptable level of fluency, the commencement date of the allowance, and the designation of schools where this clause will be in effect will be established by the Northern School Board.

SECTION 4 - REIMBURSEMENT OF TRAVEL EXPENSES

- 4.1 In the event a teacher or principal is required and authorized by the Superintendent to travel by personal vehicle in the performance of his/her duties, he/she shall be paid as follows:

Outside the community in which his/her school is located - 24¢ per mile.

- 4.2 (a) For schools at Camse|| Portage, Kinoosao, Stony Rapids and Wollaston Lake, the Northern School Board will provide air transportation from Prince Albert to get the teacher and his/her family to the school in the fall. Return transportation will be provided on the same basis at the end of June.
- (b) For schools at Michel Village and St. George's Hill, the Northern School Board will provide air transportation from Buffalo Narrows to get the teacher and his/her family to the school in the fall. Return transportation will be provided on the same basis at the end of June.
- (c) For schools at Garson Lake and Descharme Lake, the Northern School Board will provide air transportation from La Loche to get the teacher and his/her family to the school in the fall. Return transportation will be provided on the same basis at the end of June.

- 4.3 The Northern School Board will reimburse newly employed teachers and transferred teachers for expenses as outlined below associated with moving into the community in which the school is located.

1. Reasonable freight charges supported by receipts.
2. Mileage rates at 24¢ per mile and/or necessary air travel from Saskatchewan border to location of school.
3. Hotel bills as substantiated by actual receipts.

Teachers who are employed on regular contract and are provided reimbursement under this clause must remain in the employ of the Northern School Board for the remainder of the current academic year. A teacher terminating his or her contract with the Board prior to the expiration of the above noted academic year shall repay to the Board an amount equal to 1/200 of the moving costs paid by the Board on his or her behalf for each day he or she falls short of 200 days. The Board shall reserve the right to make deductions from the teacher's final salary payment.

- 4.4 Principals of multi-room schools or teachers of one room schools who are new to the school may, upon recommendation of the Superintendent, be reimbursed

by the Board for one trip to and from the community in which the school is located for the purpose of spending at least one week in preparation for the opening of the school in the fall term.

- 4.5 Principals and teachers, when required by the Board of Superintendents, to attend meetings, institutes, or workshops, shall be reimbursed for all reasonable expenses for meals and lodging and shall be paid all authorized air travel and/or automobile mileage at the rate of 24¢ per mile.

SECTION 5 - SABBATICAL LEAVE AND LEAVE WITH GRANT

To Qualify - Any teacher with two or more years of continuous service with the Northern School Board shall be eligible to apply for Long or Short Term Educational Leave.

Definitions - Long Term Educational Leave shall be considered to be any leave which is longer than 20 consecutive school days to a maximum of 14 months.

Short Term Educational Leave shall be considered to be leave which does not total more than 20 consecutive school days.

Long Term Educational Leave

- 5.1 The amount of grant for long term leave shall be established by the Board. The minimum grant shall not be less than \$600.00 for each month spent on educational study acceptable to the Superintendents.
- 5.2 A minimum of two long term leaves, consisting of at least six academic months each shall be granted each year, as per Section 5.1, provided sufficient acceptable applications are received by the Leave Committee.
- 5.3 Leave will not constitute a break in tenure but will not count as teaching experience for the purpose of increments.
- 5.4 Teachers wishing to obtain long term leave must submit applications stating comprehensive plans for the period of leave to the Secretary of the Board not later than February 1 of the year in which leave is requested.
- 5.5 All applicants for long term leave shall be notified of the decision of the Board not later than March 31 of the year in which the leave is granted.
- 5.6 A teacher proceeding on long term educational leave shall be required to sign the approved Educational Leave Agreement within two weeks of offer of leave. (Appendix A)
- 5.7 Following long term educational leave the teacher shall return to the employ of the Board for a period which equals one year for each \$3000.00 or part thereof received in grant to a maximum of two years.

- 5.8 Recipients of long term leave who do not fulfill their employment obligations with the Board as per clause 5.5 shall repay, on demand, that portion of the grant which bears the same relationship to the unfulfilled portion of their employment obligations plus a penalty of 20% of that proportion of the grant.
- 5.9 A Leave Committee composed of:
- a maximum of three representatives of the Northern Areas Teachers' Association (one of which will act as Chairman), and
 - a maximum of two representatives of the Northern School Board Superintendents,
- shall consider applications and determine which teachers shall be recommended for long term leave, The Leave Committee shall make their recommendations to the Board before March 1.
- 5.10 The Leave Committee shall meet at least once a year or more as determined by the Chairman of the Leave Committee.

Short Term Educational Leave

- 5.11 Teachers wishing to obtain short term educational leave should submit applications to the Secretary-Treasurer of the Board as for in advance of the date of the leave as possible.
- 5.12 Recipients of short term leave may receive full remuneration while on short term educational leave.
- 5.13 A teacher proceeding on short term educational leave shall be required to sign the approved Educational Leave Agreement within two weeks of offer of leave. (Appendix A)
- 5.14 Recipients of short term leave shall be required to return to the employ of the Board for the following academic year.
- 5.15 Recipients of short term leave who do not fulfill their employment obligations as per Clause 5.13 shall repay the full amount received plus a penalty of 20% of the amount received.
- 5.16 A teacher who has been on long or short term educational leave and who has an obligation to repay the Board in service or financial reimbursement, and who because of death or permanent disability is unable to fulfill their obligation, shall have this sum or obligation considered paid as of the date that death or permanent disability occurred. This sum or obligation may also be waived at the discretion of the Board.

SECTION 6 - LEAVE OF ABSENCE WITHOUT GRANT

- 6.1 A tenure teacher on making application may be granted a Leave Without Grant as per Appendix A.

SECTION 7 - BURSARIES

- 7.1 Bursaries at least equal to the tuition fee for a class and not more than \$250 in each instance will be awarded to teachers upon the successful completion of certain classes which are considered by the Board to be of value to Northern teachers. These classes will be determined and offered as bursary classes following an April meeting of representatives of the Northern School Board and the Teacher Consultant. Teachers must complete the Application for Bursary form prior to the commencement of a class (Appendix B). Evidence of successful completion and tuition paid must be submitted to the Board prior to December 1st. The number and amount of bursaries shall be as determined by the Board.
- 7.2 Summer school bursaries are available only to those teachers who have completed at least one year of service with the Northern School Board. They are granted on the condition that the teacher remains in the employ of the Northern School Board for the following year.
- 7.3 A teacher who does not remain in the employ of the Northern School Board for the following complete academic year will be required to repay 1/200 of the bursary received for each day in default.
- 7.4 Teachers on Leave of Absence are considered to be in the employ of the Board. The bursary would be payable when he/she returns to a teaching position.
- 7.5 A teacher who has an obligation to repay the Board in service or financial reimbursement, and who because of death or permanent disability is unable to fulfill the obligations shall have this sum or obligation considered paid as of the date that death or permanent disability occurred. This sum or obligation may also be waived at the discretion of the Board.

SECTION 8 - MATERNITY LEAVE

- 8.1 Teachers shall, on application, be granted maternity leave without pay on the following conditions:
- 8.1.1 The application for leave is to be made at least four weeks prior to the commencement of the leave.
- 8.2 The teacher granted maternity leave is entitled to return to her duties as follows:
- 8.2.1 The teacher may give notice to the Board of her intention to return to her duties at the commencement of the next or second ensuing school term.

- 8.2.2 The teacher may return to her duties on any date arranged by mutual agreement between the teacher and the Board.
- 8.2.3 The employing Board may require proof of medical fitness prior to the return to duties of the teacher.
- 8.2.4 An effort shall be made by the Board in each instance to have the teacher return to the position held by her prior to Maternity Leave.
- 8.3 The application form for Maternity Leave is attached hereto as Appendix C and shall be deemed to form part of this Agreement.

SECTION 9 - ADOPTION LEAVE

- 9.1 Provided prior approval is obtained from the Superintendent, a teacher shall be given up to a maximum of 3 days to facilitate proceedings.
- 9.2 A teacher shall have the option of receiving pay for the 3 days under sick leave.
- 9.3 For days over and above 3, the teacher may apply to the Board under Section 13.2.

SECTION 10 - PATERNITY LEAVE

- 10.1 Provided prior approval is obtained from the Superintendent a teacher shall be given up to a maximum of 3 days to be present for the birth of his child or children. The teacher shall have the option of receiving pay for the 3 days under sick leave.
- 10.2 For days over and above 3 the teacher may apply to the Board under Section 13.2.

SECTION 11 - COMPASSIONATE LEAVE

- 11.1 For days up to 5 on which the teacher is absent from the classroom as a result of death or serious illness in the teacher's immediate family, the Board agrees to pay salary if the approval of the Superintendent is obtained.
- 11.2 For the purpose of interpreting this section, immediate family shall include: spouse, son, daughter, mother, father, sister, brother, grandfather, grandmother, foster child, grandchild, parent surrogate, parent-in-law, brother-in-law, or sister-in-law.
- 11.3 For days over and above 5 the teacher may apply to the Board under Section 13.2.
- 11.4 Compassionate leave days shall be non-accumulative.

SECTION 12 - NEGOTIATION LEAVE

A teacher acting as a representative of the Bargaining Committee in accordance with the provisions of The Education Act 1978 shall suffer no loss in salary for the time necessarily absent from his or her duties for the purposes of negotiations.

SECTION 13 - OTHER LEAVES

- 13.1 Special Leave with Pay shall be granted to a teacher on request of the Principal, and prior approval of the Superintendent under the following conditions:
- 13.1.1 When subpoenaed to appear as a witness.
 - 13.1.2 Summoned as a juror.
 - 13.1.3 To serve as a pallbearer.
 - 13.1.4 To participate in supervision of school activities where teacher's presence is required.
 - 13.1.5 To conduct research and acquire information through attendance at conferences, visiting other school systems and other related purposes, within the limits of the Board's budget. The teacher shall be reimbursed for his/her actual expenses as stipulated by official receipts.
 - 13.1.6 To act as a delegate, or other official at conventions or meetings of educational organizations.
- 13.2 The Board, at its discretion, may grant leave with pay or without pay for purposes other than those set out in this section up to whatever number of days appear to be appropriate in each instance.

SECTION 14 - NORTHERN AREAS TEACHERS' ASSOCIATION

- 14.1 The Northern School Board shall assume responsibility for collection of N.A.T.A. fees from all personnel who are employed by the Board and covered by this Agreement, provided the Board receives signed authorization in each instance for the deduction of fees. Fees collected will be forwarded to the Secretary, Northern Areas Teachers' Association within 30 days after collection.
- Such collections are to be made at a rate of 1/10 of the rate set by N.A.T.A. each month for ten months.
- 14.2 In the event of a mid-year convention, teachers who supply road transportation will be paid mileage at the rate of 18¢ per mile to Prince Albert and return. All necessary air travel will be provided to and from Prince Albert. A teacher will be reimbursed for actual expenses supported by receipts in cases where other forms of transportation have to be hired to get to and from Prince Albert.

SECTION 15 - SUPPLEMENTARY NORTHERN ALLOWANCE

An annual Supplementary Allowance shall be paid to each teacher as compensation for factors related to living and working in the Northern Areas. One thousand dollars shall be used as a basis and each community shall receive a decimal factor on the following rationale. These decimal factors shall be determined by a survey of the communities and shall include: road and/or air access, medical services, professional services, trade services, banking facilities, food costs, transportation costs, and other relative factors.

The decimal factor shall be adjusted upward or downward, when N.A.T.A. and N.S.B. agree that one or more of these Northern factors in a community changes from what it was as of January 1, 1979.

- 15.1
- (a) Teachers employed at Denare Beach, Green Lake, and La Ronge shall receive a decimal factor of 1.00 for a total Northern Allowance of \$1000 a year.
 - (b) Teachers employed at Beauval, Buffalo Narrows, Cumberland House, and Weyakwin shall receive a decimal factor of 1.26 for a total Northern Allowance of \$1260 a year.
 - (c) Teachers employed at Dore Lake, Cole Bay, Timber Bay, Jans Bay, and Sturgeon Landing shall receive a decimal factor of 1.55 for a total Northern Allowance of \$1550 a year.
 - (d) Teachers employed at Deschambault Lake, La Loche, Missinipe, Sandy Bay and Turnor Lake shall receive a decimal factor of 1.70 for a total Northern Allowance of \$1700 a year.
 - (e) Teachers employed at Brabant Lake, Pinehouse, and Southend shall receive a decimal factor of 2.10 for a total Northern Allowance of \$2100 a year.
 - (f) Teachers employed at Camsell Portage, Descharme Lake, Garson Lake, Kinoosao, Stony Rapids, Michel Village, Wollaston Lake, and St. George's Hill shall receive a decimal factor of 2.64 for a total Northern Allowance of \$2640 a year.

SECTION 16 - TEACHERAGE RENTALS

16.1 In addition to an assessment for utilities which shall be as follows:

Sewer, water and electricity	\$30/dwelling/month
Electricity only	\$20/dwelling/month
No services	\$ 0/dwelling/month

16.2 The basic rental charge shall be as follows and shall be interpreted as dollars per month. There will be a rental charge for the months of July and August only if the teacher and/or his/her family remains in the dwelling.

	Cumberland House La Ronge Timber Bay Weyakwin Buffalo Narrows Beauval Cole Bay Jans Bay Green Lake	Sandy Bay Deschambault Lake Otter Lake Sturgeon Landing Stanley Mission Pinehouse La Loche Turnor Lake Dore Lake	Kinoosao Wollaston Lake Brabant Lake Camsel Portage Stony Rapids St. George's Hill Michel Village Southend
Classification			
3 Bedroom House	105	95	85
2 Bedroom House	82	75	67
1 Bedroom House	42	38	33
3 Bedroom Suite	80	73	65
2 Bedroom Suite	75	68	60
1 Bedroom Suite	67	60	54
3 Bedroom Duplex	86	78	69
2 Bedroom Duplex	80	73	65
3 Bedroom Trailer	78	70	63
2 Bedroom Trailer	67	60	54
1 Bedroom Trailer	28	25	22
3 Bedroom Cottage	42	38	33
2 Bedroom Cottage	25	22	20
1 Bedroom Cottage	17	15	13
3 Room Cottage	17	15	13
2 Room Cottage	12	10	8
Basement Suite	25	23	20

16.3 Summer Rental Charge

Rent shall be charged for the months of July and August if a teacher retains possession of the teacherage either through occupancy by the teacher and/or his/her family or by leaving his/her belongings in the teacherage for the summer months.

16.4 Teachers transferring or terminating employment with the Board at the end of the school year must vacate the dwelling by July 7th. Extensions will be provided by prior authorization of the Board and such extensions will be subject to regular rent charge.

16.5 The Northern School Board shall collect rent by payroll deduction.

16.6 All teacherages provided by the Northern School Board will be furnished with the following items of furniture. The onus will be on the teacher to ensure that all items to be supplied are ordered.

Washer	Two livingroom chairs
Range	Bedroom suite including dresser and chest of drawers in
Dryer	main bedroom
Refrigerator	Single bed and dresser in other bedrooms
Drapes	Chesterfield
	One kitchen table with 4 chairs

Any other items of furniture presently in the teacherages and owned by the Northern School Board will remain in the teacherages.

Orders for replacement furniture will be received by the Northern School Board not earlier than May 1 and not later than October 1. At the first meeting after October 1, the Northern School Board will consider requests for furniture replacement and a decision on the requests will be made on a basis of the need, age of item to be replaced, circumstances associated with the request and the budgetary fund available for this purpose.

In cases of mechanical failure, washers, dryers, ranges and refrigerators, will be exempted from the above clause.

- 16.7 There shall be a deposit of \$75/dwelling collectible by payroll deduction on the final cheque when an employee terminates his/her employment with the Board. The deposit will be refunded after the teacherage is inspected, provided the dwelling is maintained in reasonable condition, normal wear and tear excepted.
- 16.8 A housing subsidy will be paid to teachers who provide their own accommodation. The subsidy shall be as follows: \$120/month for 12 months for initial occupant, \$50/month for 12 months for subsequent teacher occupants. Teachers housed in Provincial, Federal, Municipal Government, or Board supplied/owned buildings and teachers housed in convents shall not be entitled to the subsidy.
- 16.9 Allocation of housing shall be the responsibility of the school Principal and the Superintendent.
- 16.10 There shall be a housing committee composed of one representative selected by N.A.T.A., one representative selected by the Northern School Board, and the Secretary-Treasurer, Northern School Board. This committee will be responsible for decisions with respect to interpretation of this section of the Agreement.

SECTION 17 - RETIREMENT GRATUITY

- 17.1 The Board shall, pursuant to the provisions of the Education Act, pay a retirement gratuity to teachers who have long service with the Board, and who are superannuating due to age and service, or disability.

In the application of this section it is agreed that teachers who superannuate with fifteen or more years of service with the Board will be considered, and that the amount of the gratuity will not exceed \$1500.

SECTION 18 - UNEMPLOYMENT INSURANCE REBATE

- 18.1 Pursuant to the provisions of the Unemployment Insurance Act, the Northern School Board shall issue a cheque to the Northern Areas Teachers' Association for the full amount of the premium reduction realized for each of the teachers in the employ of the Board.
- 18.2 The annual payment to the Northern Areas Teachers' Association of the total premium reduction realized shall be payable forthwith upon receipt by the Board of the amount of premium reductions rebated by the Unemployment Insurance Commission.

SECTION 19 - BOARD OF REVIEW

- 19.1 Notwithstanding the sections for the resolution of dispute as provided for in The Education Act, a Board of Review shall be established each year prior to the end of September. Two representatives shall be named by each of the parties to the Agreement and their names will be submitted to the Secretary-Treasurer of the Board who will act as Chairman of the Board of Review.
- 19.2 The Board of Review shall set up its own procedures and will be responsible for dealing with and making recommendations on any matter related to the meaning, interpretation or application of any word, expression or provision contained in this Agreement.
- 19.3 The Board, or a teacher, may make representation to the Board of Review on any matter related to the implementation or interpretation of any part of this Agreement. The Board of Review shall make its recommendations in writing and copies shall be forwarded to the parties involved as well as to both parties to this Agreement.

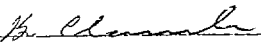
SECTION 20 - REVISION OF AGREEMENT

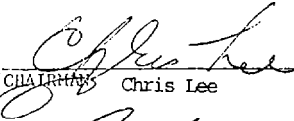
- 20.1 This Agreement shall be effective as of first day of the month following ratification and signing of this Agreement until December 31, 1979, and thereafter until revised in accordance with The Education Act 1978.
- 20.2 Notwithstanding the above, the parties to this Agreement, by mutual consent, may revise any provisions of this Agreement during the term of this Agreement. The mutual consent shall be in writing and the specific provisions to be opened for negotiation shall be set forth in the documentation with at least the signatures of two members of the Board and the Teachers' Committee affixed thereto.

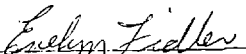
SECTION 21 - CONVERSION OF AGREEMENT FROM IMPERIAL TO METRIC

21.1 In all instances where a rate of 24¢ per mile is used, a rate of .15/km may be substituted.

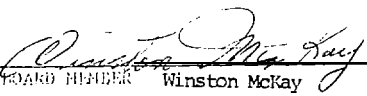
Dated at Prince Albert, Saskatchewan, on the 4th day of April 1979.

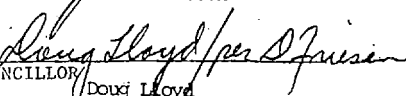

CHAIRMAN Bruce Clarke

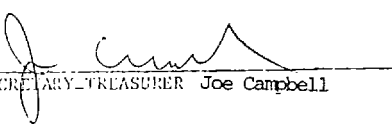

CHAIRMAN Chris Lee

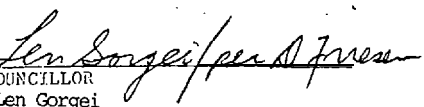

BOARD MEMBER Evelyn Fidler


PRESIDENT Dave Friesen


BOARD MEMBER Winston McKay


COUNCILLOR Doug Lloyd


SECRETARY-TREASURER Joe Campbell


COUNCILLOR Len Gorgei

On Behalf of the Board

On Behalf of The Teachers

APPENDIX A
EDUCATIONAL LEAVE
AND
LEAVE OF ABSENCE
AGREEMENT

This Agreement made in triplicate this _____ day of _____ A.D. 19 _____

BETWEEN:

The NORTHERN SCHOOL BOARD, a body duly elected pursuant to The Education Act
1978,

Hereinafter called "THE BOARD"
OF THE FIRST PART

AND:

_____ of _____
in the Province of Saskatchewan,

Hereinafter called "THE TEACHER"
OF THE SECOND PART

WHEREAS the Teacher has been in the employ of the Board for _____ years,
AND WHEREAS the Board has established a _____ leave plan
for teachers in its employ,

AND WHEREAS the teacher is desirous of obtaining _____ leave
from the Board for the period _____ 19 _____
to _____ 19 _____,

AND WHEREAS the Board has agreed that the teacher shall have such leave,
NOWHEREFORE in consideration of the premises and the mutual covenant, the parties hereto
agree:

1. The teacher shall be on _____ leave during the period
from _____ 19 . to _____ 19 .

2. During the said period the teacher shall not teach, but shall during the term of this leave

(Travel, Study, Etc.)

3. Remuneration to the teacher shall be on the following basis:

4. Teacher shall return to teach in the employ of the Board on _____
19____ and shall on his/her return remain in the employ of the Board for a minimum of
_____ years.
5. In the event the teacher wishes not to return and teach in the employ of the Board
commencing _____ 19____, the teacher shall give notice in
writing to this effect to the Board on or before the 25th day of May, 19____ and
he/she shall thereupon repay on demand, the full amount of the grant received plus a
penalty of 20% of that amount.
6. In the event the teacher wishes to terminate his/her contract with the Board at a date
prior to that which completes the period of service specified in Clause 4 of this Agreement,
such termination shall be made in accordance with the Provincial Regulations. The
teacher shall thereupon repay the Board forthwith that sum of money which bears the same
relationship to the unfulfilled part of their employment obligations plus the penalty of
20% of that portion of the grant.
7. The teacher shall lose no rights, benefits, or privileges that had been acquired by
him/her prior to going on leave and on his/her return, he/she shall be accorded all the
rights, benefits, and privileges under any schedule then in effect between the Board and
the teacher.
8. a. The teacher shall upon his/her return, be considered for the position he/she
held prior to taking leave.
- b. In the event that a dispute arises as a result of the offer of a position to the
teacher upon his/her return from leave, he/she may appeal to the Northern
School Board. The decision of the Northern School Board shall be binding on
both parties to this Agreement.

WITNESS

SIGNATURE OF TEACHER

WITNESS

ON BEHALF OF THE NORTHERN SCHOOL
BOARD

APPENDIX B

APPLICATION FOR BURSARY

Pursuant to Section _____ of the Northern Areas Teachers' Collective Bargaining Agreement, I, _____ employed by the Northern School Board at _____ teaching Grade _____, wish to make an application for a bursary for the following class _____ held at _____ from _____ 19 _____, to _____ 19 _____, subject to approval of the Board and successful completion of same.

Date:

Signature of Applicant

Recommendation to Northern Board:

Note: The reason for obtaining this class must be outlined on the back of this application.

APPENDIX C

MATERNITY LEAVE AGREEMENT

This Agreement made in triplicate this _____ day of _____ 19 ____ A.D.

BETWEEN:

_____ SCHOOL BOARD, a body duly elected under The Education Act 1978,

Hereinafter called the "BOARD"
OF THE FIRST PART

AND:

_____ of _____
in the Province of Saskatchewan

Hereinafter called the "TEACHER"
OF THE SECOND PART

WHEREAS the Teacher has been in the employ of the Board,
AND WHEREAS the Board has established a Maternity Leave for teachers in its employ,
AND WHEREAS the Teacher is desirous of obtaining Maternity Leave from the Board,
NOW THEREFORE IN CONSIDERATION OF THE PREMISES AND THE MUTUAL COVENANT,
the parties agree:

1. The teacher shall be on Maternity Leave during the period from _____ 19 ____
to _____ 19 ____.
2. During this period, the teacher shall not be required to teach but shall be considered to
be on leave of absence due to pregnancy.
3. The teacher shall return to the employ of the Board commencing _____ 19 ____.
4. In the event the teacher wishes not to return to the employ of the Board, the teacher
shall give notice in writing to this effect to the Board on or before the 25th of May, 19 ____.
5. In the event the teacher wishes to terminate her contract with the Board, such termination
shall be made in accordance with provincial regulations and procedures.
6. The teacher shall lose no rights, benefits, or privileges that have been acquired by her,
prior to going on leave, and on her return she shall be accorded all the rights, benefits,
and privileges under any schedule then in effect between the Board and its teachers.

7. a. The teacher shall, upon her return, be considered for the position which she held prior to taking leave.
- b. In the event that a dispute arises as a result of the offer of a position to the teacher upon her return from leave, she may appeal to the Northern School Board. The decision of the Northern School Board shall be binding on both parties.

Signature of Teacher

Witness

On Behalf of the Northern School Board

Witness