



# B.C. Teachers' Federation

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## 1985 TEACHERS' SALARY AGREEMENT

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34 (Abbotsford)

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NO. OF EMPLOYEES	TOTAL	EMP.	SOURCE
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1985-86 TEACHERS' SALARY AGREEMENT

BETWEEN: THE BOARD OF SCHOOL TRUSTEES OF SCHOOL DISTRICT NO. 34  
(ABBOTSFORD) (hereinafter referred to as the "Board")

AND: THE ABBOTSFORD DISTRICT TEACHERS' ASSOCIATION  
(hereinafter referred to as the "Association").

WITNESSETH THAT THE PARTIES EACH AGREE WITH THE OTHER AS FOLLOWS:

WHEREAS the Board declares that its primary interest is the educational welfare of the children of School District No. 34 (Abbotsford); that one of its primary objectives is to recruit an able and competent teaching staff; and that in its pursuit of this objective it seeks to promote the social and economic status of all deserving members of its teaching staff wherever possible:

AND WHEREAS the Association declares that its primary interest is identical to that of the Board and that it seeks to establish favourable social and economic status for its members, primarily because these conditions are essential in the recruitment and retention of a qualified teaching staff;

THEREFORE this Agreement respecting the salaries and bonuses of teachers is made pursuant to the School Act of the Province of British Columbia and shall be in effect from the first day of January, 1985 up to and including the thirtieth day of June, 1986. The Board and Association agree that changes to the salary grid, allowance schedule, and benefits plan coverage shall be made only by agreement of both parties. If agreement is not reached on the matter of a new allowance, reference shall be made to the procedure as established under General Clause VIII(j) - "Joint committee."

Any terms referred to in this Agreement and defined in the School Act shall have the meaning as set forth in the said act.

- (a) Act: shall mean the School Act, R.S.B.C.--1979, Chapter 375, and amendments thereto.
- (b) Regulations: shall mean the School Act Regulations, and amendments thereto.
- (c) Human Rights Act: shall mean the Human Rights Act 1984, and amendments thereto.

I. Salary Categories

- (a) Each teacher shall be placed in a salary category based on acceptable years of professional preparation evaluated in accordance with the principles established by the Teacher Qualification Service.

It shall be the responsibility of each incoming teacher to provide certified evidence of category held by providing a copy of the T.Q.S. determination to the Secretary Treasurer of the Board as soon as possible after appointment to the District, but in any event no later than three months from the effective date of appointment.

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Where a teacher experiences difficulty beyond his/her control in securing the necessary certification of category from T.Q.S. and where the three-month limitation cannot be met, an extension as necessary will be granted provided the teacher submits these indications of difficulties in writing to the Secretary Treasurer of the Board at least five working days before the expiration of the above noted three-month period.

Where these procedures are followed and upon receipt of the necessary T.Q.S. certification, adjustment of salary will be made retroactive to the effective date of appointment.

Where the procedures are not followed, any adjustment of salary will be made effective on the date upon which certification of T.Q.S. category is provided to the Secretary Treasurer of the Board.

- (b) Teachers holding a B.C. teacher's certificate of qualification that was issued prior to January 1, 1969 shall be presumed to have the following number of complete years of professional preparation for teaching:

certificate of qualification	EB	EA	PC	PB	PA
			SC	SB	SA
Complete years of preparation	2	3	4	5	6

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- (c) Holders of a Letter of Permission shall be placed in a salary category which will provide a salary appropriate to their years of professional preparation as evaluated by the Board in conformity with its policy governing such evaluations.
- (d) It is agreed that no new regular teachers will be recruited in Category 2/EB and further that Category 2/EB will be deleted when the teachers in that respective Category reach five (5) in number.

II. Basic Annual Salaries

- (a) Except as elsewhere herein provided, each teacher shall be paid a basic annual salary according to salary category and teaching experience, as set out in the following schedule:

WON - 1

1985-86 Salary Grid

January 1, 1985 to June 30, 1986

Years of Experience	Category	Category	Category	Category	Category
	2	3	4	5	6
0	18,512	20,452	22,520	24,847	26,998
1	19,371	21,409	23,613	26,073	
2	20,230	22,366	24,706	27,299	29,717
3	21,089	23,323	25,799	28,525	31,076
4	21,948	24,280	26,892	29,751	32,435
5	22,807	25,237	27,985	30,977	33,794
6	23,666	26,194	29,078	32,203	35,153
7	24,525	27,151	30,171	33,429	36,512
8	25,384	28,108	31,264	34,655	37,871
9	26,242	29,065	32,357	35,881	39,230
10	27,102	30,022	33,450	37,107	40,589
11			34,543	38,333	41,948
12				39,559	43,307
	10x859	10x957	11x1093	12x1226	12x1359

- 3K/1 (b) A relieving or part-time teacher's salary shall be a part of full salary calculated in the same ratio thereto as the teaching time of the relieving or part-time teacher bears to full-time teaching.

III. Proof of Professional Preparation

- (a) Teachers whose current B.C. teacher's certificate of qualification was issued subsequent to December 31st, 1968 shall produce both teacher's certificate and a Teacher Qualification Service category card. Placement will be in accordance with the assigned category indicated on the T.Q.S. card.
- (b) Teachers whose current B.C. teacher's certificate of qualification was issued prior to January 1st, 1969 shall produce their teacher's Certificate and will then be placed in the category equivalent to their presumed years of preparation as written above in Section I(b).
- (c) Holders of a Letter of Permission shall produce such document together with official transcripts from universities and colleges attended in order that years of acceptable preparation may be evaluated.
- (d) No teacher presently employed shall be placed in a lower category as a result of the rewording of this section.

#### IV. Experience

Years of actual experience in a regular teaching appointment shall be recognized for salary purposes in accordance with the provisions stated hereinunder. substitute teaching does not qualify for experience credit. For the purposes of this Section, a year is an accumulation of teaching periods totalling ten months.

- (a) Experience shall be recognized if earned teaching in public schools in Canada, the Commonwealth, the United States of America, and any other country in which the experience is deemed by the Superintendent of Schools to be equivalent to that of a teacher in a British Columbia Public School.
- (b) Years of actual teaching experience may be recognized for teaching service in independent schools, accredited colleges, universities or government institutions, provided that the experience is deemed by the Superintendent of Schools to be equivalent to that of a teacher in the British Columbia Public School System.
- (c) Twelve months service in Commonwealth Armed Forces during the Second World War, between September 1, 1939 and March 31, 1946, and on active service in Korea during United Nations police action, shall be recognized as a year of teaching experience. The last eight months of such service shall be regarded as one year.
- (d) Years of related experience as journeyman, technician or professional employee employed and receiving direct remuneration for service rendered may be recognized as years of teaching experience up to five years if such experience is related to the subjects to be taught by the teacher concerned.
- (e) Teachers appointed as bona fide part-time or regular relieving teachers qualify for experience credit proportionate to the percentage of time they are employed, with the requirement that for a year's credit the cumulative percentage time must be equal to at least ten months full-time employment.
- (f) No teacher shall suffer a loss of experience credit by the coming into effect of this Agreement but will remain at the level earned until experience earned passes the current experience credit. Increments will be adjusted as they are due.

#### V. Increments

Provided that a teacher has demonstrated satisfactory professional growth and has not reached the maximum salary in accordance with the Schedule in Section II(a) of this Agreement and has gained experience in accordance with Section IV of this Agreement, an increment shall be granted. This increment shall be granted effective on the first day of the month following the date on which a teacher completes a year's experience.

VI. Calculations of Pay for Daily Deductions, Part Year and Part Month Employment

The salary of a teacher whose employment commences or terminates during a school year shall be determined as follows:

1. The rate of deduction for a day without pay shall be defined as 1/200 of the current annual salary of the teacher.
2. A continuing temporary contract teacher shall be paid 1/10 of current annual salary in respect of each complete month in which the teacher works all prescribed school days.

For teachers commencing after the first school day in the school year, the first month's salary shall be adjusted so that each subsequent month is "on scale".

VII. Special Allowances

A. Principals

In addition to placement on basic scale, each Principal, shall receive an annual supervisory allowance calculated as follows, based on years of experience as a Principal:

	No of Pull-Time Equivalent Teachers Supervised	<u>Two Plus Years Experience</u>
		<u>Jan. 1, 1985 - June 1, 1986</u>
Elem.	0+3	5,710
	3+7	6,143
	7+-11	7,968
	11+-16	9,081
	16+-21	11,157
	21+-26	12,753
	26+	14,410
Jr. sec.	0+-30	16,061
	30+-40	17,374
	40+-50	19,025
	50+	20,229
Sr. sec.	0+-30	16,317
	30+-40	17,760
	40+-50	19,131
	50+	20,336

Exceptions:

1. Principals with zero (0) years of experience as Principal shall receive ninety percent (90%) of 1985-86 Two Plus Years Experience supervisory allowance in line with number of full-time equivalent teachers supervised.
2. Principals with one (1) year of experience as Principal shall receive ninety-five percent (95%) of 1985-86 Two Plus Years Experience supervisory allowance in line with number of full-time equivalent teachers supervised.

Vice-Principals

In addition to placement on basic scale, each Vice-Principal shall receive an annual supervisory allowance calculated on the following basis:

55% of the supervisory allowance which would be payable to the Principal of the school based on two plus (2+) years of experience as Principal.

C. Other

In addition to placement on basic scale, the following shall receive an annual supervisory allowance:

	<u>Jan 1-Mar 31/84</u>
i) Administrative Assistant to Principal (A.S.S.S.)	5,083
iii) Supervisors	11,395
iv) I.R.C. Coordinator*(pro rata)	6,143
v) Coordinators*(pro rata)	4,914
vi) Consultants*(pro rata)	4,914
vii) Assistant to Principal (Reach-out)	3,685
viii) Department Head (pro rata)	1,650

\*pro rata

In the event that the assignment of these teachers being paid a special allowance is changed, the allowance may be changed on a pro rata basis only if it can be demonstrated to the Association that the duties have been changed accordingly.

D. Substitute Teachers Rates of Pay

Substitute teachers shall be paid a per diem rate of pay, inclusive of holiday pay entitlement under the Employment Standards Act, determined as follows:

- (a) Teachers holding a valid B.C. teacher's certificate of qualification:
  - i) 1/250 of the salary appropriate to the salary category placement for which they would qualify under the provisions of the current Teachers' Salary Agreement if they were appointed to a regular teaching position with no credit for experience, subject to a maximum of Category 4, or
  - ii) In the case of employment for ten or more consecutive teaching days on the same assignment, and subject to the approval of the Superintendent of Schools, an annual salary based on salary category and certified experience up to a maximum of four years, determined and pro-rated in accordance with the current Teachers' Salary Agreement applicable to regular teachers.

VIII. General Clauses

(a) Safeguard Against Salary Reduction

No teacher at present on the staff shall have his or her salary reduced by the coming into effect of this Salary Scale, but shall stay at such salary until the salary schedule justifies an increase.

(b) Vice-principal

All junior and senior secondary schools and elementary schools having enrolled ten divisions or more should have a Vice-principal or other administrative structure mutually agreeable to both parties.



(c) Medical Coverage

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In 1985-86, the Board shall contribute 70% of the cost of membership of teachers in the Medical Services Plan of British Columbia through the School District No. 34 (Abbotsford) teacher employee group.

In 1985-86, the Board shall contribute 70% of the cost of membership of teachers in the Extended Health Benefits Plan operated by the Mutual of Omaha through a School District No. 34 (Abbotsford) teacher employee group. The group contract requires the maintenance of coverage by 100% of all eligible employees.

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(d) Mutual of Omaha Group Insurance Plan

i) Teachers on staff may become members of the Mutual of Omaha Group Insurance Plan.

ii) In 1985-86, the Board shall contribute 70% of the cost of membership in this plan. Participation in the plan is not a condition of employment.

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(e) Dental Plan

All regular full-time and part-time teachers employed by School District No. 34 (Abbotsford) may participate in the dental care plan in effect with underwriter, Mutual of Omaha, or other dental plan agreed upon by the parties.

The group contract requires the maintenance of coverage by at least 75% of all eligible employees.

The Board shall contribute 70% in 1985-86 of the cost of membership in this plan.

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(f) survivor Benefits

Should any member of the Association die, Mutual of Omaha shall continue Dental Care and Extended Health Benefits for the surviving spouse and/or dependent children for three full months following the death of the covered employee.

Medical Services Plan shall be paid on behalf of the surviving spouse and/or dependent children to the end of the next full month following the death of the covered employee. The Association shall pay the employee's share of the Medical Services Plan for the additional month after death.

(g) Fidelity Life Insurance Plan

All regular full-time and part-time teachers employed by School District No. 34 (Abbotsford) may participate in the British Columbia Teachers' Federation Optional Fidelity Life Insurance Plan. The Board will not contribute toward the cost of this plan.

(h) Transfer of Teacher Receiving Special Allowances

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- i) Except as provided in (ii) below, no teacher who has been assigned to a position which qualified him or her for a special allowance shall suffer a loss in total salary as a result of a transfer within the District by the Board except when he or she has had his or her performance rated as less than satisfactory under the School Act or its Regulations in at least two different reports written by at least two different individuals within a school year. These reports shall be written at least twenty teaching days apart, shall specify the problem areas, and shall offer suggestions for improving performance.

Any teacher transferred as stated above where the total salary would be less shall be paid the same total salary as he or she would receive had he or she not been transferred and the total salary shall remain fixed until such time as the total salary for the new position exceeds the previous total salary.

- ii) A teacher who has been assigned for a fixed term to a position which qualified him or her for a special allowance shall receive that allowance for the term of the assignment only.

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(i) Professional Development Leave 62.1/2 ✓

The Board agrees to a maximum of two teachers each year receiving Professional Development Leave for the purpose of professional improvement at two-thirds of basic salary.

A Selection Committee consisting of two representatives of the Association and two representatives of the Board, along with the Superintendent of Schools as Chairman, would recommend to the Board candidates for such leave in accordance with criteria established by the Board after consultation with the Selection Committee.

(j) Joint Committee 4/1 ✓

The Board will join with the Association in establishing a Joint Committee composed of three persons representing the Board and three persons representing the Association. which will consider any points that may arise in connection with the application of the Current Salary Agreement. The Joint Committee will also establish in advance any special allowances in excess of experience and classification entitlement which are not presently contained in the Agreement.

It is agreed that both parties will meet in joint committee within fifteen (15) calendar days upon written request from either party.

Should any dispute not be resolved, the parties shall submit the matter to an Arbitration Board composed of one person nominated by the Board, one person nominated by the Association and one Chairman chosen by the two nominees. The payment of fees of the chairman shall be shared equally by the Board and the Association and the Arbitration Board's findings shall be binding for both parties.

- (k) A copy of this Agreement shall be forwarded by the Board to all members of the Association.
- (l) The annual salaries of teachers shall be payable in ten (10) equal installments at the close of the last teaching day of each month, except the months of July and August.

An advance of \$1000.00 will be paid to teachers on the second teaching Friday of September and the balance of the pay entitlement for September will be payable at the close of the last banking day of September. All payments will be made by direct deposit to the bank, credit union or trust company of the employee's choice located within the School District boundaries.

IN WITNESS WHEREOF the Parties have caused this Teachers' Salary Agreement to be executed this        day of        , 19        by affixing the signatures of their officers thereunto lawfully authorized in that behalf.

The Abbotsford District Teachers'  
Association

The Board of School Trustees of  
School District No. 34 (Abbotsford)

\_\_\_\_\_  
President

\_\_\_\_\_  
Chairman

\_\_\_\_\_  
Agreements Committee Chairperson

\_\_\_\_\_  
Secretary-Treasurer

LETTER OF UNDERSTANDING IN COMMITTEE

BETWEEN

THE BOARD OF SCHOOL TRUSTEES  
(hereinafter called the "Board")

AND

THE ABBOTSFORD DISTRICT TEACHERS' ASSOCIATION  
(hereinafter called the "Association")

It is agreed by both parties that clarification of current personnel procedures is desired. Both parties therefore agree to set a committee consisting of Association members, including both teaching and administrative staff, and the Superintendent of Schools and his delegates. to document guidelines and practices for current personnel policies and other such matters of a personnel nature which currently exist within the School District.

This committee, which shall be known as the "Education Personnel Practices and Procedures Committee," shall initially meet not later than \_\_\_\_\_, 198 , and conclude its draft procedures in final draft form not later than \_\_\_\_\_, 198 .

Both parties acknowledge that the establishment of this committee signifies the desire to ensure equity and fairness in personnel matters when working with teachers and administrators in School District No. 34 (Abbotsford).

DATED this \_\_\_\_\_ day of \_\_\_\_\_, 198 .

\_\_\_\_\_  
Chairman, Board of School  
Trustees

\_\_\_\_\_  
President, Abbotsford District  
Teachers' Association

\_\_\_\_\_  
Secretary-Treasurer  
School District No. 34  
(Abbotsford)

\_\_\_\_\_  
Bargaining chairperson  
Abbotsford District Teachers'  
Association

LETTER OF UNDERSTANDING IN COMMITTEE

BETWEEN

THE BOARD OF SCHOOL TRUSTEES  
(hereinafter called the "Board")

AND

THE ABBOTSFORD DISTRICT TEACHERS' ASSOCIATION  
(hereinafter called the "Association")

Subject: Advancement of Sick Leave Credits

It is mutually agreed between the parties that in the event a teacher should deplete accumulated sick leave entitlement, the teacher can anticipate being able to utilize advanced sick leave credits pertaining to the relevant school year in two (2) segments ie. September to December - six (6) days: January to June - nine (9) days.

- e.g. If sick leave accrued for September (1 1/2 days) and October (1 1/2 days) is depleted in October, the November and December accrual (3 days) will be advanced to cover sick leave taken.
- e.g. If sick leave accrued from September to December (6 days) is depleted in January, then the January to June accrual (9 days) will be advanced to cover sick leave taken.

Sick leave will be accrued at the rate of 1 1/2 days per month in any month that is worked in accordance with Leave of Absence - Article 125 (2) of the School Act.

- e.g. September - accrued 1 1/2 days  
October - absent full month  
no sick leave accrued for October but a credit of 4 1/2 days (accrual for October, November and December) will be advanced and shall be deducted from sick Leave accumulation upon return to work to void any deficit.

Dated this      day of                      , 198 .

\_\_\_\_\_  
Chairman, Board of School  
Trustees

\_\_\_\_\_  
President, Abbotsford District  
Teachers' Association

\_\_\_\_\_  
Secretary-Treasurer  
School District No. 34  
(Abbotsford)

\_\_\_\_\_  
Bargaining Chairperson  
Abbotsford District Teachers'  
Association

PROFESSIONAL STAFF REDUCTIONS

1. PROLOGUE

The Board declares that its primary interest is the educational welfare of the children of School District No. 34 (Abbotsford). Fundamental to the whole procedure is the preservation of the best possible educational program by means of a fair and orderly process of professional staff reduction. It is understood that the Public Sector Restraint Act constitutes the legislative authority for such Board action.

2. DEFINITIONS AND TERMINOLOGY

For the purposes of this article, the following definitions will apply:

- (a) "Day" will mean calendar day.
- (b) "Week" will mean five(5) teaching days.
- (c) "seniority" will mean a teacher's aggregate length of service in the employment of the Board, inclusive of service under temporary appointment and part-time teaching; and leave of absence in excess of one month (30 days) related to:
  - Maternity Leave pursuant to the Employment Standards Act
  - Parenthood Leave
  - approved educational leave
  - leave for duties with the A.D.T.A., B.C.T.F., Dept. of National Defence, or Fraser Valley College
  - secondment to the Ministry of Education or a Faculty of Education
  - or pursuant to a recognized teacher exchange program
  - long term sick leave

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Seniority will be calculated from the date of appointment, and will be pro-rated for part-time service.

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- (d) When the seniority of two or more teachers is equal pursuant to Paragraph 2(c), the teacher with the greatest continuous employment with the Board shall be deemed to have the greatest seniority. "Continuous" will mean unbroken in terms of not involving resignation and re-appointment.
- (e) When the seniority of two or more teachers is equal pursuant to Paragraph 2(d), the teacher with the greatest aggregate length of service with another school authority recognized for salary experience purposes shall be deemed to have the greatest seniority.
- (f) When Paragraphs 2(d) and (e) have been applied, and there are still two or more teachers with equal seniority, then the teacher with the highest qualifications, as determined by the Qualifications Committee, shall be deemed to have the greatest seniority.

- (g) "Teacher" will mean any employee who holds a valid teaching certificate or Letter of Permission whose employment is governed by the Agreement between the Board and the Abbotsford District Teachers' Association, but excluding substitute teachers.
- (h) "Experience" will mean teaching experience as recognized for salary purposes in the Teachers' Salary Agreement.
- (i) (a) "Necessary qualifications" in respect to a teaching position means possession of a valid teaching certificate for the Province of British Columbia, and a reasonable expectation by the Superintendent of Schools, based on the teacher's university education or equivalent training and classroom experience, that the teacher will be able to perform the duties of the position from the commencement date of the assignment and, where the Superintendent deems it appropriate, a written commitment by the teacher to undertake a Pro-D program related to the position to achieve a more fully qualified status, relative to the new assignment, within two years of accepting the position.
- (b) Appeals of the Superintendent's decision with respect to necessary qualifications must be made in writing, and normally accompanied with any supporting documentation, within two working days to the Qualifications Committee, through the office of the Secretary-Treasurer; and the Qualifications Committee will meet to consider each appeal within five working days of receipt of the application.

3. THE TERMINATION PROCESS

- (a) When, for any of the purposes other than those specified in Sections 107, 122, and 123 of the School Act, the Board determines that it is necessary to terminate the appointment of any teacher, the Abbotsford District Teachers' Association will be notified. The individual teachers concerned will also be notified. The Association will be advised of the plans of the Board to implement the appropriate sections of the School Act.
- (b) Notices requesting eligible teacher volunteers for early retirement and for leave of absence will be circulated.
- (c) Where 3(b) does not achieve the necessary reductions in professional staff, non-certified teachers will be issued notices of termination, starting with the least senior teacher in the reverse order of seniority. 229/1
- (d) In the event that further staff cuts are necessary, the professional staff will be divided into two separate levels - elementary and secondary. The number of F.T.E. positions to be reduced at each level will be determined on a basis which reflects the relative proportions of elementary to secondary teachers in

the total teaching population. Within these levels, the Board will apply the following processes to determine staff to terminate:

(1) If the Board determines that it is necessary to terminate the appointment of teachers, the teachers to be retained on the teaching staff shall be those who have the greatest seniority, providing that they possess the necessary qualifications for the positions available.

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(11) In order to maintain the ability of the Board to recruit specialists, it is agreed that a maximum of twenty positions may be designated at the time of appointment by the Superintendent as "special district needs positions", and the A.D.T.A. will be notified of each designation. Teachers with this specified designation will be exempt from the above seniority provisions.

(e) The Board and the Association agree that the Board may use the powers conferred on it pursuant to Section 120(1) of the School Act to implement the provisions of Paragraph 3(d).

(f) The Board is not required to promote a terminated teacher to a vacant position of greater compensation even though that teacher may be qualified or certified for that position.

4. RECALL PROCEDURE - RE-ENGAGEMENT OF PROFESSIONAL STAFF

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(a) If a teacher's contract has been terminated under this Agreement, the teacher's name will be placed on a recall list for a period of twenty-seven (27) calendar months. If a position becomes available during that period, the Board shall first offer re-engagement to the teacher who has the most seniority among those terminated pursuant to this article, provided that teacher possesses the necessary qualifications for the available position. If that teacher declines the offer, the position shall be offered to the teacher with the next greatest seniority and necessary qualifications and the process shall be repeated until the position is filled. All positions shall be filled in this manner while there are remaining teachers who have been terminated pursuant to this article.

(b) A teacher who is offered re-engagement pursuant to Paragraph 4(a) will accept or reject the appointment in writing within 48 hours after the receipt of the formal offer made according to the procedure outlines in the Regulation to the School Act, Sections 79, 80, 81 and 82. If the teacher rejects the appointment or does not respond within the allotted time, the name of the teacher will move to the bottom of the recall list for the remainder of the school year.



- (c) The Board shall allow 10 days from the acceptance of an offer under Paragraph 4(b) for the teacher to commence teaching duties, provided that, where the teacher is required to give a longer period of notice to another employer, such longer period shall be allowed.
- (d) Upon re-engagement, a teacher shall be entitled to a continuing appointment to the teaching staff of the district if he/she held a continuing appointment at the time of termination, or would otherwise be entitled to a continuing appointment under provisions of the School Act.
5. If an employee has been terminated under Article 3 of the Agreement, then he/she may utilize the recall procedure as in Article 4 or shall be entitled to the following severance pay:
- (1) 1 week's pay for less than 6 months' consecutive service.
  - (2) 2 weeks' pay for more than 6 months but less than 2 years' consecutive service.
  - (3) 4 weeks' pay for 2 but less than 3 years' consecutive service.
  - (4) 6 weeks' pay for 3 but less than 4 years' consecutive service.
  - (5) 8 weeks' pay for 4 but less than 5 years' consecutive service.
  - (6) 12 weeks' pay for 5 but less than 6 years' consecutive service.
  - (7) 16 weeks' pay for 6 but less than 7 years' consecutive service.
  - (8) 18 weeks' pay for 7 but less than 8 years' consecutive service.
  - (9) 20 weeks' pay for 8 but less than 9 years' consecutive service.
  - (10) 22 weeks' pay for 9 but less than 10 years' consecutive service.
  - (11) 24 weeks' pay for 10 but less than 12 years' consecutive service.
  - (12) 28 weeks' pay for 12 but less than 15 years' consecutive service.
  - (13) 30 weeks' pay for 15 years' consecutive service.
  - (14) 2 additional weeks' pay for every year of consecutive service thereafter in excess of 15.

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The right of an employee to compensation provided under this article ceases on the day 27 months after the Board first terminates the employment of that employee.

6. SENIORITY LIST

The Board shall, by November 15th of each year, forward to the Association, a list of all teachers employed by the Board, in order of seniority, setting out the length of seniority as of September 1st of that year. This list will also specify the valid specialty teaching qualifications held by each teacher at the time of publication.

7. THE QUALIFICATIONS COMMITTEE

- (a) The Qualifications Committee will be composed of an equal number of representatives of the Board and the Association. It will rule on any questions relating to necessary qualifications. A majority decision of the Qualifications Committee shall be final and binding. In the event that no majority decision is reached, the matter will be referred to the Joint Committee that is charged with the interpretation and application of the Collective Agreement.
- (b) The Board agrees to provide an annual funding of \$100 per teacher for twenty percent of the professional staff to defray the legitimate teacher expenditures in maintaining and upgrading specialist qualifications.
- (c) The fund established pursuant to Article 7(b) will be administered by the Professional Development Joint Committee.

8. This agreement expires June 30, 1986.

Both parties agree to enter into negotiations to renew the document prior to 15 May 1986, and if no agreement is reached, the document will be automatically renewed for one further year.

Signed this 15th day of October, 1985.

\_\_\_\_\_  
President  
Abbotsford District Teachers'  
Association

\_\_\_\_\_  
Negotiating Committee Chairman  
Abbotsford District Teachers'  
Association

\_\_\_\_\_  
Chairman  
Board of School Trustees

\_\_\_\_\_  
Secretary--Treasurer