

2025 LOCAL MATTERS AGREEMENT

BETWEEN

The Board of Education of School District No.53 Okanagan Similkameen

AND

South Okanagan Similkameen Teachers Union

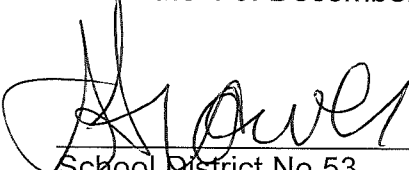
1. The parties hereby agree to amend the 2022-2025 Collective Agreement as set out below.
2. The amendments will be included in the 2025 – 202X Working Document.
3. The amendments are subject to ratification by the processes established by the local union/BCTF and the Board of Education/BCPSEA.
4. These amendments will become effective:
 - Upon completion of the provincial bargaining table, but no earlier than July 1, 2025.

Agreed to Local Matters:

Article Number and Title	Implementation Date
A. 33 New Teacher Orientation	July 1, 2025
D. 21 Medication and Medical Procedures	July 1, 2025
D. 27 Health and Safety	July 1, 2025
D. 29 Staff Meetings	July 1, 2025
E. 20 Posting and Filling Vacancies	July 1, 2025
E. 22 Assignment in School	July 1, 2025

5. The agreed to amendments are attached and form part of this local matters agreement.

Dated the 4 of December, 2024



School District No.53
(Okanagan Similkameen)



South Okanagan Similkameen
Teacher's Union

Attachments

Amend copy of Agreement as follows:

Article A.33 New Teacher Orientation

1. The Employer shall provide an orientation for teachers on appointment and new to the District. The orientation will be early in the school year and **shall acquaint teachers with the operations of the District**; the union President or designate shall be invited to attend.
2. New TTOC orientations will occur upon hire.



School District No.53
(Okanagan Similkameen)


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Amend copy of Agreement as follows:

Article D.21 Medication and Medical Procedures

1. The Employer shall establish a system for the administration of medication and medical procedures for students. **This system shall be clearly documented and communicated to teachers.**
2. Teachers shall not be called on to administer medication or medical procedures to students on a regular, predictable basis.
3. ~~Where exceptional circumstances exist that require a student to receive medication or medical procedures, and no one other than the teacher can administer such medication,~~
When a student requires medication or medical procedures outside of the regular, predictable basis, and no one other than the teacher can administer such medication, the Principal and teacher will discuss and seek a common resolution. When required, the Principal or designate will arrange appropriate training. **When appropriate, training will be in consultation with a medical professional.**
4. Teachers have a duty to render assistance to students in an emergency.



School District No.53
(Okanagan Similkameen)

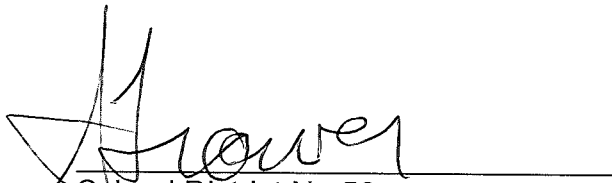


South Okanagan Similkameen
Teachers Union

Amend copy of Agreement as follows:

Article D.27 Health and Safety

1. The Employer agrees to maintain a safe and healthy environment in the workplace.
2. Occupational Health and Safety Committees shall be established and maintained as required by Worker's Compensation Act and Occupational Health and Safety Regulations.
3. A District Health and Safety Committee shall be maintained by the District.
4. A teacher shall not be disciplined or penalized for refusal to work in conditions that the teacher reasonably believes are unsafe or where health is at risk.
5. Teachers have a duty to render assistance **to others** in an emergency- **that arises while they are working.**
6. The examination of students or communicable diseases or infestations shall not be the responsibility of any teacher.



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(Okanagan Similkameen)


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Amend copy of Agreement as follows:

Article D.29 Staff Meetings

1. The Principal shall give at least seven (7) days notice of a regular staff meeting. Where seven (7) days advance notice is not given, teachers shall make reasonable efforts to attend the meeting.
2. All staff members shall have the right to submit items for consideration on the staff meeting agenda **up to two (2) days prior to the staff meeting. If an agenda is not provided two (2) days prior to the meeting, items submitted will be part of the agenda.** The Principal may refuse to place an item on the agenda for the reasons of impropriety or confidential personnel matters.
3. **Whenever possible,** An agenda of items shall be given to teachers two (2) days prior to any regular staff meeting.
4. Written minutes of staff meetings shall be kept and copies shall be provided to all staff **prior to the distribution of the next regular staff meeting agenda.**
5. Staff meetings shall be held only on school days as defined by the school year calendar.
6. Staff meetings shall not be scheduled to commence more than one-half (1/2) hour prior to the beginning of classes nor to conclude later than two (2) hours after the dismissal of students. The length of the staff meeting shall not exceed one and one-half (1 1/2) hours except with the agreement of the parties.
7. Teachers shall attend regular staff meetings, unless excused by their Principal. Attendance at staff meetings which extend beyond the time frames set out in paragraph 6 is not required, but teachers shall make reasonable efforts to attend such staff meetings.
8. Part-time and itinerant teachers shall attend staff meetings whenever practicable.



School District No.53
(Okanagan Similkameen)



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Amend copy of Agreement as follows:

Article E.20 Posting and Filling Vacancies

1. Posting Procedure

All temporary and continuing positions in the District for which recruitment is required shall be posted internally as follows:

- a. ~~Electronically~~ **on the district website** and in all schools and district facilities;
- b. all employees of the District may apply for such positions;
- c. successful applicants will be advised of their new appointment;
- d. unsuccessful internal applicants will be advised that their application was not successful.

2. Recruitment advertisements may be placed externally in addition to the internal postings noted above.

3. Filling Priorities

- a. Position vacancies shall first be filled from the following list:
 - i. teachers eligible from the re-engagement list under Article C.26;
 - ii. ~~E~~employer-initiated transfers;
 - iii. Applications from:
 1. continuing teachers
 2. teachers returning from leaves

Where a vacancy is to be filled from Article E.20.3.a.iii, the vacancy will be filled by the senior applicant who has the qualifications necessary to fill the vacancy. Qualifications are defined in Article E.20.5.

- b. Any remaining vacancies shall next be filled by placement of teachers returning from leaves who were not placed under Article E.20.3.a.

4. In filling any remaining vacancies, the Employer shall consider the following:
 - i. temporary teacher applicants;
 - ii. teacher teaching on call applicants and other applicants.

Such appointments shall be made in a fair and reasonable manner.

5. The teacher appointed to a position shall be the teacher who possesses the best qualifications for the position. Where teachers possess qualifications which are relatively equal, the teacher with the greatest seniority shall be selected. Qualifications are defined as the academic training, experience, skills and abilities necessary to assume the duties and responsibilities of the available position, quality of teaching as reflected in reports, and the educational needs of the receiving school. It may include examination of written reports and references. Qualifications for a position will be fixed in the posting for the vacancy.

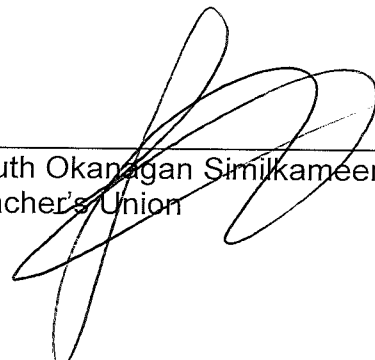
6. Filling Procedure

- a. The reassignment of continuing teachers within the school including teachers returning to the school from leaves of absence with rights to positions as prescribed in the Collective Agreement shall occur prior to April 30, where possible (Article E.22.2.a).
- b. Prior to June 30, filling of vacancies for the following school year shall proceed in the following manner:
 - i. All vacancies for the coming school year shall be posted as outlined in Article E.20.1.
 - ii. All vacancies filled from April 30 to June 30 shall follow the procedures in Posting and Filling (Article E.20), first from Article E.20.3 and then from Article E.20.4.

7. a. Vacancies filled after June 30 and to April 30 and **vacancies filled after May 1 that end by June 30 of the current school year** shall be filled as a temporary assignment. ~~Vacancies filled after June 30 and to April 30 shall be filled as a temporary assignment. These positions will not normally be filled by a teacher who already occupies a continuing or temporary position. After the reassignment of teacher in accordance with Article E.20.6.a, these vacancies shall be posted for the following school year. A continuing teacher who was given a temporary assignment shall only be considered in the reassignment process in the teacher's original school as per Article E.20.6.a.~~
- i. **Temporary positions will not normally be filled by a teacher who already occupies a continuing or temporary position.**
 - ii. **After the reassignment of teachers in accordance with Article E.20.6.a, vacancies shall be posted for the following school year.**
 - iii. **A continuing teacher who was given a temporary assignment shall only be considered in the reassignment process in the teacher's original school as per Article E.20.6.a.**
- b. Notwithstanding Article E.20.7.a, where a position has been posted prior to June 30 and the position has not been filled under Article E.20.3, the Employer may fill the position after June 30 on a continuing basis.
- c. Nothing in this article is intended to limit the appointment provisions of Article C.24.1.
8. After the commencement of school in September, when a part-time teacher's assignment is increased by a maximum of ~~3~~ **0.3 FTE**, the part-time teacher may receive the increase on a temporary basis without the increase being posted. After April 30, after the reassignment of continuing teachers within a school, the entire assignment or the subsequent vacancy will be posted and all teachers in the district may apply.



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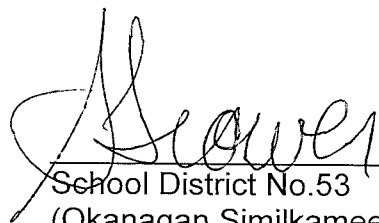


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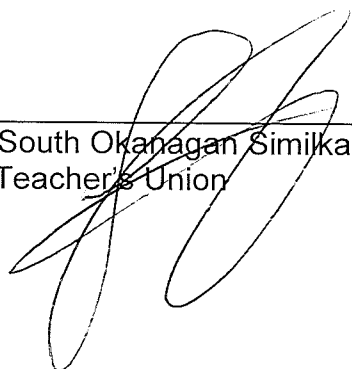
Amend copy of Agreement as follows:

Article E.22 Assignment in School

1. Assignment within a school shall be based on the qualifications, training, experience, personal preference of the teacher, equitable distribution of the workload, and the needs of the school.
2.
 - a. **Principals shall review** timetable constraints and scheduling options ~~will be reviewed with teachers prior being finalized. Where possible such review shall take place prior to the first round of postings.~~ **April 30 of each year.**
 - b. **After the commencement of school in September, or ~~W~~where** reassignment within a school is necessary because of unforeseen circumstances ~~after the commencement of school in September,~~ timetable constraints and scheduling options will be reviewed with teachers and, prior to the reassignment being finalized, all available teachers shall have the opportunity to express interest.
3. Assignments within a school shall be adjusted so that beginning teachers will be given a carefully designed teaching assignment whereby the most demanding classes are not the responsibility of a beginning teacher. ~~The teaching staff committee shall encourage more experienced teachers in a school to volunteer to assist with the orientations of a new teacher.~~
4. A teacher may appeal an assignment to the Principal either directly or through the teaching staff committee. Failing resolution of the matter, it may proceed to the Superintendent.



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