

THE KENORA CATHOLIC DISTRICT SCHOOL BOARD

OCCASIONAL TEACHERS' COLLECTIVE AGREEMENT

September 1, 2008
until
August 31, 2012

between

THE KENORA CATHOLIC DISTRICT SCHOOL BOARD

(hereinafter called "the Board")

and

THE OCCASIONAL TEACHERS OF THE ONTARIO ENGLISH CATHOLIC
TEACHERS' ASSOCIATION

(hereinafter called "the Occasional Teachers")

THE KENORA CATHOLIC DISTRICT SCHOOL BOARD

OCCASIONAL TEACHERS' COLLECTIVE AGREEMENT

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PREAMBLE

The Kenora Catholic District School Board and the OECTA Occasional Teacher Bargaining Unit are committed to improve student achievement, reduce gaps in student outcomes and increase confidence in publicly funded education.

Article I - RECOGNITION

- 1.01 The Kenora Catholic District School Board recognizes the Ontario English Catholic Teachers' Association as the bargaining agent for all occasional teachers employed by the Board.
- 1.02 Scope – All teachers who are legally employed by the Board as an Occasional Teacher shall be covered by this agreement in respect of such occasional teacher employment.
- 1.03 Association Security – All Occasional Teachers employed with the Board shall become members of the Association. An up to date Occasional Teachers list shall be sent to the Association by September 30th of each year. An amended list shall be provided to the Association monthly. The list shall include the name, address, telephone number and email address (if available) for Occasional Teachers on the list. The Board will advise the Association of the number of days worked by unqualified occasional individuals upon request.
- 1.04 Occasional Teachers whose names are included on the Board's list of Occasional Teachers on or prior to June 1st, 1993 shall be members of the Association.

ARTICLE II – DEFINITIONS

- 2.01 "Occasional Teacher" shall mean a person who is employed by the Board to teach as a substitute for a teacher or temporary teacher who is or was employed by the Board in a position that is part of its regular teaching staff including continuing education teachers but,
 - (a) if the teacher substitutes for a teacher who has died during a school year, the teacher's employment as a substitute for him or her shall not extend past the end of the school year in which the death occurred; and
 - (b) if the teacher substitutes for a teacher who is absent from his or her duties for a temporary period, the teacher's employment as the substitute for him or her shall not extend past the end of the second school year after his or her absence begins.
- 2.02 "Casual Occasional Teacher" shall mean any Occasional Teacher employed by the Board for a period of less than ten (10) consecutive teaching days.
- 2.03 "Long Term Occasional Teacher" shall mean an Occasional Teacher who has worked for a period of ten (10) consecutive teaching days, full or part time in the same assignment as a replacement for a Teacher. Notwithstanding the above, an occasional teacher filling a pre-scheduled long-term assignment shall be deemed a Long Term Occasional Teacher from the first day of such assignment.
- 2.04 "Occasional Teacher List" means a list of all occasional teachers approved and accepted by the Board and subject to Article XV of this agreement.

ARTICLE III - EFFECTIVE PERIOD AND RENEWAL

- 3.01 This agreement shall be in force from September 1, 2008 until August 31, 2012. If either party wishes to renew this agreement written notice must be given to the other party by April 30th in the final year.

ARTICLE IV - MANAGEMENT RIGHTS

- 4.01 The right to manage and conduct the business of the Board is invested exclusively with the Board and its administration save and except to the extent specifically modified by any provision of this agreement and in a manner consistent with applicable legislation.
- 4.02 The provisions contained herein shall not be construed as prejudicially to affect the rights and privileges with respect to the employment of teachers, including occasional teachers, employed by Roman Catholic and Protestant Separate School Boards.
- 4.03 Upon ratification the Board will provide copies of the collective agreement to the president for distribution to the membership.

ARTICLE V - NO DISCRIMINATION

- 5.01 There shall be no discrimination by the Board or the Association or any Occasional Teacher against any Occasional Teacher because of membership or non-membership in any lawful union or lawful activity therein.

ARTICLE VI - CHECK-OFF

- 6.01 In every pay period, the Board shall deduct from every pay of each Occasional Teacher (including unqualified individuals) the appropriate amount of dues as authorized by the Constitution of the Association and directed by its Executive. Such dues shall be forwarded to the Association within fourteen (14) days of deduction indicating the name, Social Insurance Number and the amount of dues collected from Occasional Teachers, Letter of permission and/or unqualified persons.
- 6.02 Dues deductions made as in Article 6.01 shall be forwarded to the Provincial Office of the Association. Such deductions shall be accompanied by a listing indicating the Occasional Teacher's name, Social Insurance Number, and the amount of the dues collected from Occasional Teachers, Letter of Permission and/or unqualified persons.
- 6.03 The Association agrees to indemnify and save harmless the Board in respect of all claims, suits, actions, judgments, attachments and from any form of liability as a result of any deductions made in accordance with this agreement.

ARTICLE VII - STRIKES AND LOCK-OUTS

- 7.01 There shall be no strike or lockout during the term of this agreement or of any renewal of this agreement. Strike and lockout shall be as defined in the Ontario Labour Relations Act and Education Act as amended from time to time.

Article VIII - ASSOCIATION REPRESENTATION

- 8.01 The Association may appoint or otherwise select a bargaining committee. Such committee shall represent the Association in all negotiations with the representatives of the Board in the settlement of a collective agreement.
- 8.02 Where a prospective Long Term Occasional Teacher is required to attend Occasional Teacher Local Business during the ten (10) days prior required to qualify for a Long Term Occasional position, the days spent on Occasional Teacher Local Business shall be considered as teaching days for the purpose of accumulating the above-mentioned teaching days. Any such leaves will be without pay.
- 8.03 Liaison Committee – The Board-OECTA Liaison Committee will include one Occasional Teacher representative.

ARTICLE IX - LEAVES OF ABSENCE

With Pay

- 9.01 The Board shall provide the following leaves of absence with pay for Long Term Occasional Teachers:
- (a) Two (2) days sick leave with pay for every twenty (20) days of teaching (pro-rated according to their teaching assignment), retroactive to the first day of the assignment. These days may only be used during a long-term occasional assignment and shall accumulate during such assignment. Sick leave credits will be carried forward for a period of twelve (12) months after end of assignment.
- (b) (i) Long Term Occasional Teachers employed for a period of twenty (20) teaching days or more shall be granted up to five (5) days bereavement leave due to a death in the Occasional Teacher's immediate family (husband, wife, children, children-in-law, parents, parents-in-law, siblings, siblings-in-law, grandparents, grandparents-in-law and grandchildren).
- (ii) Long Term Occasional Teachers shall be eligible for up to two (2) days unpaid bereavement leave due to a death in the Occasional Teacher's immediate family (as defined above) during the period between the first (1st) and twentieth (20th) day of an assignment. Such leave will not constitute a break in service with respect to qualifying as a long term assignment.
- (c) Daily pay for an Occasional Teacher who is absent because of quarantine, jury duty or subpoena as a witness in any proceeding to which he/she is not a party or is not one of the persons charged.

Without Pay

(A) Association Business

- 9.02 An Occasional Teacher who is elected to the position of President of the Association shall, if the duties of the office are such that the President is required to be unavailable for assignment, including short-term attendance at Association functions, be retained on the Board's Occasional Teacher List in an inactive status during the period of such unavailability but not for longer than one school year at a time.

- 9.03 The Local of the Association may, if it so chooses, designate one Occasional Teacher to assist in Association business. If such Occasional Teacher thereby becomes unavailable for assignment, such Occasional Teacher shall be retained on the Board's Occasional Teacher List in an inactive status during the periods of such unavailability but not for longer than one school year at a time.

(B) Other

- 9.04 An Occasional Teacher who because of illness, pregnancy, paternity, adoption of a child or taking a long term occasional teaching assignment in the Kenora Catholic District School Board or with another school board or education authority becomes unavailable for assignment, shall be retained on the Board's Occasional Teacher List in an inactive status during the period of such unavailability, provided that such Occasional Teacher must be available for assignment during the school year next following the commencement of the period of unavailability to be retained on the Occasional Teacher List. Nothing in this agreement shall prevent an Occasional Teacher from making application to the Board for retention on the list for a reason other than cited above.
- 9.05 Any Occasional Teacher becoming unavailable for assignment pursuant to 9.02, 9.03 or 9.04 above shall inform the Board Office of the date of commencement of and return from the period of unavailability.

ARTICLE X - COMMUNICATION

- 10.01 The Board shall provide bulletin board space in each school accessible to the Occasional Teachers and upon which the Association shall have the right to post notices.
- 10.02 All correspondence between the Board and the Association arising out of this Agreement, or incidental thereto, shall pass to and from the secretary of the Board and the President of the local Association or their designate.

ARTICLE XI - POSTING AND OR ADVERTISING PRE-SCHEDULED LONG TERM OCCASIONAL POSITIONS

- 11.01 a) When a teacher employed by the Board is pre-scheduled to be absent from teaching duty for a period of at least one (1) school month, and the Board decides to replace the teacher with a Long Term Occasional Teacher, the Board shall post the position on a bulletin board in each school and on the Board's website. A copy of such postings shall be mailed to the local Occasional Teacher president.
- b) Should the Board receive applications from qualified internal Occasional Teachers the Board will interview the applicants. However, when more than five Occasional Teacher applicants apply, the Board may, from the resumes, shortlist to a minimum of five candidates for interview purposes.
- c) Such position shall first be granted to Occasional Teachers who have been on the Occasional Teacher List. Should the Board not receive applications from qualified Occasional Teachers on the Occasional Teacher List or if the Board does not find a suitable candidate from within the applicants, then the Board may fill the position at its discretion.

- d) When an unscheduled Long Term Occasional position is initially filled as a casual position the Board may post the Long Term Occasional position once it becomes evident that the absence of the teacher is going to last more than ten (10) days.
 - e) All unsuccessful applicants shall have the right to a debriefing interview if requested by the individual.
- 11.02 In the event that a Long Term Occasional assignment reoccurs for the same teacher within the same year, upon the Principal's recommendation, the Board may assign the same Occasional Teacher to that position.
 - 11.03 If the Board intends to hire a permanent teacher, the position shall be posted on the website and on the bulletin board in each school for five working days concurrent with any external advertising. All Occasional Teachers shall have the opportunity to apply. Qualified Occasional Teachers from the Board's Occasional Teacher List shall be provided with first consideration for an interview. Nothing in this clause adversely affects the Board's denominational rights.
 - 11.04 Following a request in writing, Occasional Teachers who have applied unsuccessfully for three permanent teaching positions shall be granted a debriefing interview with the Manager of Human Resource Services, or designate, to discuss their status and prospects.
 - 11.05 Postings that occur during July and August shall be mailed directly to all Occasional Teachers with one or more year's service with the Board. Postings shall also be posted on the Board's website. A copy of such posting(s) shall also be mailed directly to the Association President and Secretary. The Board's sole obligation is to mail the notice and does not include liability for non-receipt.

ARTICLE XII - GRIEVANCE PROCEDURE

- 12.01 The purpose of the grievance procedure is to secure, at the lowest possible administrative level, solutions to grievances which may arise from time to time.
- 12.02 A grievance shall be defined as a concern by an Occasional Teacher, a group of Occasional Teachers, the Local or the Board, relating to the interpretation, application, or administration of the Agreement, or an allegation that this agreement has been contravened.
- 12.03 A grievance, to be acceptable under this Agreement, shall be in writing, shall specify the Article or Articles allegedly violated, shall contain a statement of facts relied upon, shall indicate the relief sought, and shall be signed by the grievant.
- 12.04 Any written notice required under this Article shall be by registered mail or personal delivery to the parties at their respective mailing addresses.
- 12.05 Time limits in this Article will be amended by written mutual agreement of the parties to the grievance.
- 12.06 Step 1 - Informal Stage
 - a) The Occasional Teacher having a concern arising out of this agreement shall first discuss the concern with his/her immediate supervisor. The teacher may submit a written summary of the concern to the immediate supervisor. In the event of a grievance initiated by the Local, communication shall be with the Director of Education.

- b) The concern must be received within forty-five (45) school days after the Occasional Teacher, group of Occasional Teachers, or Local becomes aware, or would reasonably be expected to become aware, of the circumstances giving rise to the concern, or the grievance will be null and void.
- c) The Occasional Teacher may be accompanied by a representative of his/her Local Association.
- d) The immediate supervisor or Director, as the case may be, shall reply in writing within five (5) school days after receipt of the concern. Failing satisfaction with the reply, the concern may become a grievance and may proceed to Step 2, or may be terminated by the grievant.

12.07 Step 2 - Formal Stage

- a) Failing satisfaction with the reply in Step 1 above, then within ten (10) school days of the reply, the grievance shall be submitted in writing to the Director of Education.
- b) The Director of Education shall reply in writing within ten (10) school days of the receipt of the grievance.

12.08 Step 3 - Board Stage

- a) Failing satisfaction with the reply in Step 2 above, then within ten (10) school days of receipt of the reply, the grievance shall be submitted in writing to the Board for presentation at the next regularly scheduled meeting in Committee of the Whole.
- b) The grievant may be accompanied by up to three (3) representatives of the Local Association.
- c) The Board shall reply in writing within ten (10) school days following the meeting.

12.09 Step 4 - Arbitration

- a) After having exhausted the Grievance Procedure in Steps 1, 2 and 3 above, the grievant may, within ten (10) school days following receipt of the reply in Step 3 above, notify the other party in writing of its intention to submit the matter to arbitration. The notice shall contain the name of the first party's appointee to an arbitration board.
- b) The recipient of the notice shall, within seven (7) school days, inform the other party either that it accepts the other party's appointee as a single arbitrator or inform the other party of the name of its appointee to the arbitration board.
- c) Where two appointees are so selected, they shall, within seven (7) school days of the appointment of the second of them, appoint a third person who shall be the chairperson.
- d) If the recipient of the notice fails to appoint an arbitrator or the two appointees fail to agree upon a chairperson within the time limit, the appointment shall be made by the Minister upon the request of either party.
- e) Each party may be represented at the arbitration by a representative of its choice.
- f) The single arbitrator or the arbitration board, as the case may be, shall hear and determine the difference or the allegation and shall issue a decision, and the decision is final and binding upon the parties and upon any employee or employer affected by it.

- g) The decision of a majority is the decision of the arbitration board, but if there is no majority, the decision of the chairperson governs.
- h) The arbitrator or arbitration board, as the case may be, shall not by his/her or its decision add to, delete from, modify, or otherwise amend the provisions of this agreement.
- i) Each of the parties shall bear the fees and expenses of its appointee to the arbitration board and shall share equally the fees and expenses of the chairperson.
- j) Unless mutually agreed otherwise by both parties, the place of an arbitration hearing shall be at a location within the jurisdiction of the school board.

12.10 - Expedited Arbitration

- 1) If both parties agree, the formal grievance procedure steps may be by-passed and the matter shall be referred to a sole arbitrator.
- 2) The parties in good faith agree that any hearings required with respect to the grievance shall be held within thirty (30) school days following the selection of the arbitrator, as long as the arbitrator's schedule permits.
- 3) In expedited arbitration the arbitrator shall be determined by the Minister of Labour.
- 4) Nothing in this Agreement precludes either party's right to exercise its options pursuant to section 49 of the Ontario Labour Relations Act.

ARTICLE XIII - JUST CAUSE - DISCIPLINE AND DISMISSAL

- 13.01 No Occasional Teacher on the lists shall be dismissed or disciplined without just cause. In the event of a disciplinary action or dismissal, the Occasional Teacher shall be given the reason in writing.
- 13.02 An Occasional Teacher who is added to the Occasional Teacher list, by reason of being a new hire, shall have a probationary period of ten (10) working days, after which time clause 13.01 above shall apply.

ARTICLE XIV - ACCESS TO RECORDS

- 14.01 On application to the Director of Education an Occasional Teacher shall be entitled to peruse and make a copy of any report which pertains to that Occasional Teacher.
- 14.02 A copy of the Principal's reports on an Occasional Teacher shall be given to the said Occasional Teacher. The Occasional Teacher may reply to such report and such reply shall become a part of the Occasional Teacher's file.
- 14.03 If a complaint is received from a student or a parent or a Board employee on an Occasional Teacher, the appropriate Board administrator shall discuss the complaint with the Occasional Teacher. If the complaint or memorandum thereof is to be placed on the Occasional Teacher's file, the Occasional Teacher may make a copy of the complaint or memorandum thereof and append comments thereto.

ARTICLE XV - OCCASIONAL TEACHERS' LIST

- 15.01 The Board shall establish an Occasional Teachers' List A and an Occasional Teachers' List B.
- 15.02 To be eligible for inclusion on Occasional Teacher List A, an Occasional Teacher must satisfy the requirements of the Education Act and its regulations and submit proof of certification and all other required documentation.
- 15.03 An Occasional Teacher on either Occasional Teacher A or B shall indicate the following information to be recorded on the respective lists:
- a) preferred schools or geographical area
 - b) select two or more of the following criteria for placement:
 - primary division
 - junior division
 - intermediate division (elementary)
 - intermediate division (secondary)
 - senior division (subject qualification as per OTQRC)
 - French as a Second Language
 - French Immersion
 - c) specify days and time of availability
- 15.04 All Occasional Teacher work in the Board shall be assigned to Occasional Teachers on Occasional Teacher List A or B.
- 15.05 Notwithstanding the above, the primary list for work assignment shall be List A.
- 15.06 Occasional Teacher List B shall be ordered in terms of seniority with the Kenora Catholic District School Board.
- 15.07 In the event that a teacher on Occasional Teacher List A is unavailable or cannot reasonably fulfill the required function, the Board may assign an Occasional Teacher from Occasional List B. No specific rotation for Occasional Teacher List B shall exist.
- 15.08 No preference in assignment will be given to supernumerary teachers and/or new teacher graduates.
- 15.09 Placements shall first be assigned between 4:15 p.m. and 10:00 p.m.; remaining placements should be assigned between 6:45 a.m. to 7:45 a.m. Every effort will be made to ensure Casual Occasional assignments in each school are distributed in a fair and equitable manner.
- 15.10 In the case where the Board becomes aware of the need for an Occasional Teacher outside the parameters set out in 15.09 above, a call can be made forthwith.
- 15.11 a) Occasional Teacher Lists A and B (subject to change by mutual agreement of the Board and the Local; the Board will inform in writing and the Local will reply within seven (7) calendar days) shall constitute the "Lists" for the 2008 - 2012 school years. It is the intention of the Board and Local for the cumulative number of persons on these lists not to fall below twenty-five (25) at any time during the term of this agreement.
- b) Notwithstanding the above, in the event the Board requires to add a qualified Occasional Teacher to List A in order to fulfill a specific need or comply with the

Regulations, the Local Association shall be notified and the President of the Local together with the Director of the Board shall resolve the issue. An addition to List B shall follow the same procedure but shall only be pursued after attempting to find a qualified Occasional Teacher for List A.

- 15.12 Each Occasional Teacher shall be assigned only the regularly scheduled supervision duties and workload of teachers being substituted. Notwithstanding the above, an occasional teacher shall not be assigned supervision duties prior to commencement of classes on the first day of assignment.
- 15.13 An Occasional Teacher who refuses three (3) or more assignments within a period of twenty (20) school days shall be notified by the Board and required to provide an explanation for unavailability in writing within ten (10) days. If in the opinion of the Board the explanation is unsatisfactory the Occasional Teacher may be removed from the list if they are unavailable three (3) times within any following twenty (20) day period.
- 15.14 A copy of the letter of hire for Long Term Occasional Teacher appointments will be emailed to the OT Bargaining Unit President.
- 15.15 An occasional teacher who is called for a half-day assignment, who reports, and who finds that his or her services are not required shall be paid for a half-day's pay for reporting for duty provided that the occasional teacher accepts other professional duties as assigned by the principal or designate.

If the occasional teacher has been called in for a full-day assignment, who reports, and who finds that his or her services are not required shall be paid for a full day's pay for reporting for duty provided that the occasional teacher accepts other professional duties as assigned by the principal or designate.

ARTICLE XVI - RATES OF PAY/METHOD OF PAYMENT

- 16.01 a) The Board shall pay rates of remuneration (including vacation pay) as follows:

Short-term rate:

Qualified:

- (a) effective September 1, 2008 - \$204.68
- (b) effective September 1, 2009 - \$210.82
- (c) effective September 1, 2010 - \$217.15
- (d) effective September 1, 2011 - \$223.66

Unqualified:

75% of the qualified rate

Long-term rate:

1/194th per day of their placement on the current teacher salary grid based on QECO evaluation and teaching experience as documented in accordance with the regular teacher's collective agreement.

- b) In order to receive the appropriate rate of pay, the Long Term Occasional Teacher must submit to the Manager of Human Resource Services a statement of experience and a QECO 5 statement of evaluation or proof of application within fourteen calendar days of starting the Long Term Occasional position.

ARTICLE XVII - LONG TERM ASSIGNMENTS

- 17.01 Statutory holidays and Professional Development days will not be considered a break in service for the purpose of determining the number of continuous days of service; however, they will not be considered teaching days and will be without pay, except as specified in the Employment Standards Act. If the Board requires an Occasional Teacher to be present for a Professional Development Day the Occasional Teacher shall receive their regular daily pay rate. Long Term Occasional teachers will attend Professional Development days during their time in that specific assignment.

ARTICLE XVIII - PAYROLL SCHEDULE

- 18.01 a) Occasional Teachers shall be paid two times per month from September to June. Payrolls will include days worked up to the Friday preceding the pay date.
- b) If a time sheet date and/or pay date falls on a weekend or statutory holiday the effective date(s) shall be the last school day prior to the weekend or statutory holiday.
- 18.02 For subsequent years a schedule will be posted in each school by 15 September of each year.
- 18.03 Payroll cheques shall be deposited directly in to the bank or credit union account specified by the employee.

ARTICLE XIX - CONDITIONS OF EMPLOYMENT

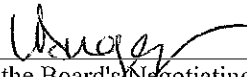
- 19.01 The Board shall not require a teacher to administer medication or perform any medical or physical procedures on a student except in medical emergencies. A teacher may provide such assistance as is necessary for the safety and well being of the student.

AGREEMENT OF CONTRACT


It is hereby certified that this Agreement has been drafted according to the terms and conditions agreed upon by the negotiating committees appointed or elected, as the case may be, by the Kenora Catholic District School Board and the Occasional Teachers of the Ontario English Catholic Teachers' Association.

Dated at Kenora, Ontario, this 4th day of December 2008

FOR THE KENORA CATHOLIC DISTRICT SCHOOL BOARD



Chair of the Board's Negotiating Committee



Chairman of the Board

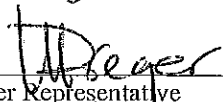


Secretary-Treasurer of the Board


FOR THE OCCASIONAL TEACHERS



Chair of the Teachers' Negotiating Committee



Teacher Representative



Teacher Representative

LETTER OF UNDERSTANDING

between

THE KENORA CATHOLIC DISTRICT SCHOOL BOARD

and

LOCAL BARGAINING UNIT

of the

OCCASIONAL TEACHERS OF THE ONTARIO ENGLISH

CATHOLIC TEACHERS' ASSOCIATION

Re: Article 15 - Occasional Teachers' List

Notwithstanding Article 15 Occasional Teachers will be assigned on a school by school basis based on the Occasional Teacher's selection sheet. It is understood that school lists (three for each school) will be developed taking into account Ontario qualifications with the following specialty areas being recognized:

- FSL (Primary / Junior / Intermediate / Senior)
- Special Education (Primary / Junior / Intermediate / Senior)
- Shop (Intermediate / Senior)
- Physical Education (Intermediate / Senior)
- Science (Intermediate / Senior)
- English (Grade 9 to 12)
- Mathematics (Grade 9 to 12)
- NSL (Primary / Junior / Intermediate / Senior)**
- Computer Technology and E-Learning (Intermediate / Senior)**

Principals will call from List A1 and move to List A2 only if no one is available on List A1. Principals will move to List B if no one is available on List A1 and List A2. When a specialty area is needed preference will be given to teachers on the list with that specialty.

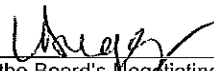
Note:

- A 1 – Qualified in the School
- A 2 – Qualified in Ontario
- B – Unqualified

Dated at Kenora, Ontario, this 4th day of December, 2008.

FOR THE KENORA CATHOLIC DISTRICT SCHOOL BOARD

FOR THE TEACHERS




Chair of the Board's Negotiating Committee



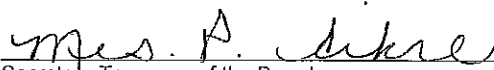
Chair of the Teachers' Negotiating Committee




Chairman of the Board



Teacher Representative



Secretary-Treasurer of the Board



Teacher Representative

LETTER OF UNDERSTANDING

between

THE KENORA CATHOLIC DISTRICT SCHOOL BOARD

and

LOCAL BARGAINING UNIT

of the

OCCASIONAL TEACHERS OF THE ONTARIO ENGLISH

CATHOLIC TEACHERS' ASSOCIATION

Re: Employee Benefits

A Long Term Occasional Teacher in an assignment of one year or more is eligible to participate in the Extended Health and Dental Benefits by paying the premium costs for those benefits.

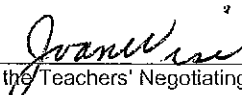
Dated at Kenora, Ontario, this 4th day of December, 2008.

FOR THE KENORA CATHOLIC DISTRICT SCHOOL BOARD

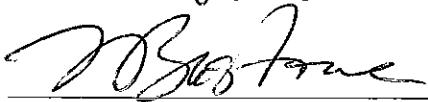
FOR THE TEACHERS




Chair of the Board's Negotiating Committee




Chair of the Teachers' Negotiating Committee



Chairman of the Board



Teacher Representative



Secretary-Treasurer of the Board



Teacher Representative

LETTER OF UNDERSTANDING

between

THE KENORA CATHOLIC DISTRICT SCHOOL BOARD

and

LOCAL BARGAINING UNIT

of the

OCCASIONAL TEACHERS OF THE ONTARIO ENGLISH

CATHOLIC TEACHERS' ASSOCIATION

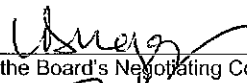
Re: "Call Out" Procedures

The parties through the Liaison Committee, agree to meet to review the Casual Occasional Teacher "Call Out" Procedures. The committee will meet initially by January 1, 2009. The committee will jointly review the current call out procedures and the Association will be consulted with regard to possible changes. The Board will provide the committee members all relevant data related to the call out process and procedures.

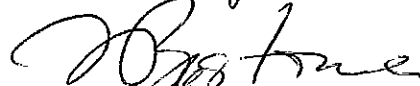
Dated at Kenora, Ontario, this 4th day of December, 2008.

FOR THE KENORA CATHOLIC DISTRICT SCHOOL BOARD

FOR THE TEACHERS

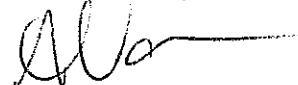

Chair of the Board's Negotiating Committee


Chair of the Teachers' Negotiating Committee


Chairman of the Board


Teacher Representative


Secretary-Treasurer of the Board


Teacher Representative

LETTER OF UNDERSTANDING

between

THE KENORA CATHOLIC DISTRICT SCHOOL BOARD

and

LOCAL BARGAINING UNIT

of the

OCCASIONAL TEACHERS OF THE ONTARIO ENGLISH

CATHOLIC TEACHERS' ASSOCIATION

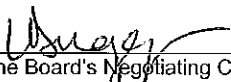
Re: Professional Development

The parties agree that Occasional Teachers may attend Board Professional Development Day activities without remuneration provided space is available. To facilitate Occasional Teacher attendance Occasional Teachers will be invited to attend by the Joint Board Level PD Committee.

Dated at Kenora, Ontario, this 4th day of December, 2008.

FOR THE KENORA CATHOLIC DISTRICT SCHOOL BOARD


FOR THE TEACHERS




Chair of the Board's Negotiating Committee




Chair of the Teachers' Negotiating Committee




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Teacher Representative



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