

2025 LOCAL MATTERS AGREEMENT

BETWEEN

The Board of Education of School District No.37 (Delta)

AND

Delta Teachers' Association

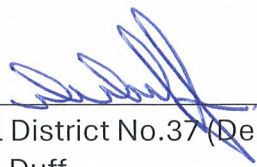
1. The parties hereby agree to amend the 2022-2025 Collective Agreement as set out below.
2. The amendments will be included in the 2025 – 202X Working Document.
3. The amendments are subject to ratification by the processes established by the local union/BCTF and the Board of Education/BCPSEA.
4. These amendments will become effective (please click to check one box):
 - ☒ Upon completion of successful ratifications of the LMA;
 - ☐ July 1, 2025;
 - ☐ On separate implementation dates as identified in each amended article;
 - ☐ Upon completion of the provincial bargaining table, but no earlier than July 1, 2025. (default where agreement is not otherwise reached)

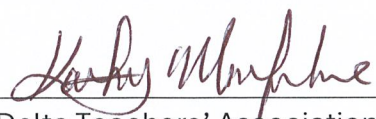
Agreed to Local Matters:

Article Number and Title	Implementation Date indicate one of: • local ratification; • July 1, 2025; or • provincial ratification
A.32 Distribution of Agreement	
C.30 Part-time Employees' Employment Rights	
D.29 Staff Orientation	
D.31 Health and Safety Committee	
F.23 Professional Development	

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

Dated the 25th of February, 2025


School District No.37 (Delta)
Darren Duff


Delta Teachers' Association
Kathy Macfarlane

A.32: DISTRIBUTION OF AGREEMENT

1. The Union shall be given a draft copy of this agreement thirty (30) days from the date upon which both parties have formally ratified the Agreement.
2. Prior to the production of the final copy of the Agreement, the Board and the Union will meet to correct the draft copy and to determine the format of the printed contract.
3. The Board shall provide all employees with electronic access to a final corrected copy, forty-five (45) days, or as soon as possible, after ratification or upon appointment.
4. ~~The DTA shall be provided with 1 copy of the Agreement for every ten (10) members.~~ The DTA shall be provided with 1 copy of the Agreement for every **fifteen (15) members plus** ten (10) additional copies.

C.30: PART-TIME EMPLOYEES' EMPLOYMENT RIGHTS

1. Part-time employees are employees employed on the equivalent of less than an annual full-time basis. They shall be paid salary and earn sick leave pro-rated in proportion to the time employed (FTE) by the Board.
2. Fractions of less than .4 FTE will be granted to employees only where annual school program organization and effective staff deployment permit.
3. An employee with a full-time appointment may, without prejudice to that appointment, request a part-time assignment for a year or less. A request for a part-time assignment shall not be unreasonably denied. The change shall be granted through a leave-of-absence without pay.
4. At the end of the leave-of-absence, the teacher shall revert to a full-time continuing appointment within their school unless the part-time assignment is renewed.
5. Two (2) employees may apply for a job-sharing assignment in respect of a specific full-time position. The request shall not be unreasonably denied. In the absence of one (1) of the job-sharing partners, the remaining partner shall, except in extenuating circumstances, assume full-time teaching duties and shall be paid on scale. **When the employees entering a job share both have continuing contracts within the same site, both teachers shall retain their continuing contract internal rights within the site.**
6. Employees hired to the district on a part-time contract basis shall, after on (1) year aggregate service, be considered an employee who has moved from full-time employment to a part-time position.
7. An employee who moves from full-time employment to a part-time assignment shall be considered to be on leave so that they may purchase pensionable service to provide for a full year's pension credit.

D.29 STAFF ORIENTATION

1. The Board and the Union shall provide an **in person or virtual** orientation for all new employees ~~either in person or through electronic access~~ **within thirty (30) days**. The date and format shall be mutually agreed to by the Union and the Board.
2. The orientation shall acquaint employees with the basic operation of the school district and the school as well as the rights and responsibilities of the Collective Agreement.
3. The Board will provide release time for employees new to the district in support of their adjustment to the district.

D.31: HEALTH AND SAFETY COMMITTEE

1. The Union and the Board agree that no employee should be required to work in an environment which is hazardous to health or which puts safety into question.
2. A District Health and Safety Committee shall be established by the Board.
3. The District Health and Safety Committee shall have joint representation with equal numbers of Union and Board representatives. **The DTA shall have two (2) representatives.**
4. The **District Health and Safety** Committee, in accordance with the provisions of the Occupational Health and Safety Regulations of the Workers' Compensation Act, shall:
 - a. ~~be responsible in ensuring that the district is in compliance with the Worksafe regulations;~~
 - ba. promote safety in the workplace;
 - b. review accidents and injuries;
 - c. investigate complaints of unsafe or unhealthy conditions that have been reported and investigated, but not resolved at the school level;
 - d. ensure that regular meetings and inspections have been carried out by site committees;
 - ee. consider recommendations and propose implementation where warranted **to attain compliance with the Workers' Compensation Act and Regulations;**
 - df. meet monthly during the school year.
5. **District Health and Safety** Committee minutes shall be posted on the District communication platform within 2 weeks of the meeting.
6. **Joint Occupational Health and Safety Site Committees shall hold monthly meetings and regular inspections that meet the requirements of WorkSafe Legislation.**
7. **School Administrative Officers shall be notified of major maintenance work that may disturb proceedings of a class no later than noon the day preceding commencement of that work, except in cases of emergencies, or where such notice is impractical. Any impacted teachers(s) will be notified.**
8. It is agreed that reasonable physical standards in portable classrooms will include:
 - i. a fire alarm connected to the main building,
 - ii. a reasonable ventilation system,
 - iii. P.A. communication with the main building,

- iv. a fully-accessible pathway to the main building,
 - v. a telephone, or some other two-way teacher activated communication device.
9. Teachers shall not be called on to administer medication nor administer other medical procedures on a regular or predictable basis.
 10. Teachers will be informed, according to WorkSafe Regulations, about possible safety risks regarding students new to the school or district when applicable.
 11. When a student violent incident occurs, all school staff will adhere to WorkSafe Regulations.

F.23: PROFESSIONAL DEVELOPMENT

1. The Board and the Union agree on the importance of fostering the professional development of individuals and school-based professional development leadership. Each school staff shall elect a Professional Development contact person.
2. The Board shall provide a fund for the purpose of promoting the professional development of the teaching staff of the school district. The funding formula shall be in the number of F.T.E. teachers as at October 31 each year, plus the number of teachers on the official teacher-on-call list as at October 31 each year, multiplied by 50% of the daily teacher-on-call rate of pay.
3. Any funds not used in a given year shall be carried forward and added to the following year's in-service funds.
4. The professional development fund will be not required to finance educational change or curriculum implementation in the district.
5. Teachers-teaching-on-call shall have access to the professional development fund on the same basis as other employees in the district.
6. The professional development fund shall be administered by the Union's Professional Development Committee.
7. Professional development at the school level will be developed collegially by Administration and school staff.
8. The Union shall submit an annual report to the Board accounting for the disposition of funds.
9. **The District and the Association will engage in discussions to develop District-wide guidelines regarding individual professional development.**
10. **The Board shall inform the Association of District-wide professional activities taking place outside the district-wide professional day as per D.21.3.**