

**2013-2019
PROVINCIAL COLLECTIVE AGREEMENT
AND LOCAL MATTERS AGREEMENT**

– Between –

**Board of Education of School District No. 41 (Burnaby)/
British Columbia Public School Employers' Association**

– and –

**Burnaby Teachers' Association/
British Columbia Teachers' Federation**

Effective July 1, 2013 - June 30, 2019

**PROFESSIONAL DEVELOPMENT SECTION
OF COLLECTIVE AGREEMENT**

B.39.* PROFESSIONAL DEVELOPMENT DAYS - RATES OF PAY

1. DISTRICT DAY - PART-TIME TEACHERS

- a. A part-time teacher who is regularly employed at least one calendar month prior to the District Professional Development Day will receive 1/200 of his/her regular scale placement for that day. Such part-time teacher may apply for and receive pay for attendance at the District Professional Development Day.

Written application must be made to Human Resources within two weeks of the event.

- b. Payment shall be made in the following manner. When a teacher does not normally work on the District Pro-D Day, he/she shall receive 1/200 of his/her regular scale placement. When a teacher is regularly employed for a percentage of the District Pro-D Day he/she shall receive an additional payment to cover the difference between his/her normal working time for that day and 1/200 of his/her regular scale placement.

2. When a part-time teacher is not scheduled to work on a school-based non-instructional day, attendance shall be voluntary.

3. DISTRICT DAY – TEACHERS-TEACHING-ON-CALL

- a. A teacher-teaching-on-call who has been employed on fifteen out of the thirty school days prior to the District Professional Development Day or who has taught ten consecutive teaching days prior to the Professional Development Day may apply for and receive pay for attendance at same. The teacher-teaching-on-call will receive the greater of:

- i. If being paid the scale rate the working day prior to the District Professional Development Day, the teacher will receive pay as if it were a school day based on the assignment, or

- ii. The applicable rate of pay for the teacher-teaching-on-call will be equal to the average of the best fifteen days taught by the teacher in the thirty school days prior to the District Professional Development Day.

- iii. Written application must be made to Human Resources within two weeks of the event.

4.* DISTRICT DAY – ADULT EDUCATION TEACHERS

- a. An adult education teacher who is regularly employed at least one calendar month prior to the District Professional Development Day may apply for and receive pay for attendance at the District Professional Development Day.

Written application must be made to Human Resources within two weeks of the event.

- b. Payment shall be made in the following manner: When a teacher does not normally work on the District Pro-D Day, he/she shall receive pay at his/her normal hourly rate for the hours in attendance at professional development activities. When a teacher is regularly employed for a percentage of the District Pro-D Day he/she shall receive an additional payment at his/her normal hourly rate to cover the difference between his/her normal working time for that day and the hours in attendance at professional development activities.

- c. When an adult education teacher is not scheduled to work on the District Pro-D Day attendance shall be voluntary.

E.21. PROFESSIONAL RESOURCES

It is agreed that the Schou Education Centre will act as a resource centre, a film library, a teachers' professional library and a professional development centre and that it, or a comparable alternative, will continue to exist during the term of this agreement.

E.22. DETACHED DUTY

Application for detached duty must be made in advance to the secretary of the Detached Duty Committee.

1. DETACHED DUTY - DEFINITION

For the purposes of this agreement, "Detached Duty" shall be defined as follows:

- a. Attendance at an educational conference, seminar, workshop, in-service course or other approved educational activity, either:
 - i. on the applicant's own time
 - ii. during regular school hours when leave of absence is granted.
- b. Attendance at a course at a recognized educational institution which will benefit his/her teaching but which will not lead to improved certification.

E.23.* DETACHED DUTY FUNDS

1. The Board shall annually establish a fund for the purpose of promoting professional development of the teaching staff of the school district.
2.
 - a. The Board shall place in this fund an amount at least equivalent to three times the amount of a Category 5 maximum salary.
 - b.* The Board shall place an amount per year, listed below, for each adult education teacher (headcount) for the use of adult education teachers. This amount shall be increased by the same percentage as any general wage increase.

| | |
|-----------------------------|----------|
| Effective July 1, 2013 | \$124.00 |
| Effective September 1, 2014 | \$126.00 |
| Effective January 1, 2015 | \$128.00 |
| Effective May 1, 2016 | \$129.00 |
| Effective July 1, 2016 | \$130.00 |
| Effective May 1, 2017 | \$130.00 |
| Effective July 1, 2017 | \$131.00 |
| Effective May 1, 2018 | \$132.00 |
| Effective July 1, 2018 | \$133.00 |
| Effective May 1, 2019 | \$134.00 |

*any calculation made in accordance with provincial Letter of Understanding No. 14 Re: Economic Stability Dividend will be applied as a percentage increase on the current collective agreement salary rates and applicable allowance rates. All future increases will be based on the newly revised rate with ESD.

3. The Detached Duty Funds as established by the Board shall be controlled and administered by the Detached Duty Committee and there will be a monthly report to the Board.

4. The chairperson of the Detached Duty Committee shall be provided with one afternoon per week release time to conduct committee business. This person shall be replaced at Board expense by a teacher-teaching-on-call. Such costs shall be in addition to E.23.2. above.

E.24.* NON INSTRUCTIONAL DAYS

The Parties recognize that non-instructional days are desirable and effective in that they provide time to enhance the professional skills of staff and ensure that appropriate professional development activities take place.

1.
 - a. All of the available non-instructional days as prescribed in the School Calendar shall be used for K-12 teacher professional development activities.
 - b.* Adult education teachers may apply for and receive payment for attendance at the district professional development day.
2. Non-instructional days shall be considered as instructional days for salary purposes.
3. The Board shall have the right to approve such non-instructional days' professional development activities as are planned by a school staff or the local association. Upon request, reasons for a decision of the Board will be provided.

H.28. JOINT PROFESSIONAL DEVELOPMENT COMMITTEE

1. The committee shall consist of:
 - a. Burnaby Teachers' Association - four representatives;
 - b. Burnaby School Board - two representatives;
 - c. Burnaby Association of School Administrators - two representatives.
2. The committee shall be governed by the following procedures:
 - a. The committee shall elect a chairperson and a secretary at the beginning of each school year.
 - b. A quorum of the committee shall consist of five members, two of whom shall be from the teacher group.
 - c. Decision of the committee shall be by majority vote.
 - d. The committee shall be responsible for conducting an assessment of the professional development needs of teachers. Such assessment shall be completed by April 15 annually.
 - e. After analysis of the professional development needs assessment, the committee shall report its findings and recommend priorities for the direction and activities for professional development for the following year.
 - f. These recommendations shall be heard by the staff at Schou Education Centre responsible for the delivery of professional development activities and others as agreed to by the Parties.
3. The Board shall make reasonable efforts within the budgetary allotment to carry out the recommendations of the Committee. When it does not carry out such recommendations, it shall provide reasons, in writing, to the Committee and the Association.