

**PROVINCIAL COLLECTIVE AGREEMENT
WORKING DOCUMENT**

BETWEEN

BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION /

BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 59

(PEACE RIVER SOUTH)

(The "Employer")

AND

BRITISH COLUMBIA TEACHERS' FEDERATION /

PEACE RIVER SOUTH TEACHERS' ASSOCIATION

(The "Local")

AS IT APPLIES IN SCHOOL DISTRICT NO. 59 (PEACE RIVER SOUTH)

Effective July 1, 2022 – June 30, 2025

Please note: This document attempts to set out all the current terms and conditions of employment contained in the Collective Agreement between B.C.T.F. and B.C.P.S.E.A. under the Public Education Labour Relations Act, as those terms and conditions are applicable to this School District. In the event of dispute, the original source documents would be applicable.

Acknowledgement of Traditional Territories

The employer and the union acknowledge that the Province of British Columbia is situated on the traditional territories of many First Nations, each with their own unique traditions and history. We commit to building respectful, productive, and meaningful relationships with First Nations, Métis, and Inuit groups.

2. The Board will provide to each secondary school the full funding derived from the Fiscal Framework which is provided for the accreditation process. Such funding will be used for:
 - a. appropriate release time to carry out the accreditation without impacting the current education programs;
 - b. extra secretarial time as required.
3. The use of a non-instructional day shall be decided upon by a majority vote of the teachers on the school staff.
4. The staff and the administrative officers shall be consulted on the final make-up of all external review team members.

ARTICLE F.27 PROFESSIONAL GROWTH PLANNING

1. Teachers may develop an individual professional growth plan and,
 - a. may share their plan with their coach if no financial support is required. The general title of the plan should be submitted to the administrative officer or supervisor, or the school professional development committee;

OR

 - b. if funding is required, they may present an abstract which includes a list of required resources to the administrative officer or supervisor, or to the appropriate funding source/committee;

OR

 - c. may share it in its entirety with the administrative officer or supervisor, or with colleagues.
2. Groups of teachers may submit a group professional growth plan. This group plan will meet the requirements of submitting an individual growth plan as described in Article F.27.1. All group growth plans are to be filed with the PRSTA. Teachers may take part in more than one group professional growth plan.
3. Each teacher is required to have a hard copy of their professional growth plan unless the teacher has notified the PRSTA, in writing, that they no longer wish to be involved with professional growth plans. Teachers are to notify the PRSTA no later than November 1st of each school year concerning this decision.

4. Teachers engaged in a professional growth plan:
 - a. are to file the following information with the PRSTA office no later than November 1st of each school year:
 - i. the teacher's name;
 - ii. the name of their current coach(es);
 - iii. a copy of the plan, which meets the required criteria;
 - iv. a release for the topics of their plan to be published along with those of all other participants;
 - v. a self-assessment of the previous year's plan, where applicable.
 - b. All teachers who either:
 - i. do not provide the PRSTA with the information outlined in Article F.27.4.a,

OR
 - ii. whose plan does not meet the required criteria as set out by the PRSTA,

will be notified by the PRSTA either to file the required information and/or meet the required criteria, or to withdraw formally from the program.
 - c. The PRSTA will inform the Board of those teachers who have elected to leave the program. Such notification will be no later than November 30th of each year.
5. Teachers who have not submitted a professional growth plan and the self-assessment of the previous year's plan, will be evaluated by their administrative officer that school year and once every three years in subsequent years.
6. Teachers who have opted out of the plan and subsequently decide to rejoin the plan may do so by submitting a professional growth plan by November 1st of any school year, as outlined in Article F.27.4.a.
7. The Support for Growth Committee will provide templates for individual and group growth plans and templates for self-assessment for teachers wishing to use them.
8. Nothing in this clause limits the terms of Article C.3 (Evaluation).