

Pursuant to the Provisions of the *School Boards Collective Bargaining Act, 2014*

Memorandum of Settlement on Local Terms

BETWEEN

**Elementary Teachers Federation of Ontario and its
Renfrew County Teachers' Local
(the "Union")**

And

**Renfrew District School Board
(the "Employer")**

1. The parties agree that this Memorandum and the attached Appendix A constitute the basis for the full and final settlement of the local terms of the collective agreement. The parties agree to recommend these terms to their respective principals for ratification.
2. The parties will complete the ratification process by March 9th, 2016.
3. Except as provided in the attached Appendix A and in the Memorandum of Settlement respecting central terms dated November 2, 2015, the local terms of the collective agreement imposed pursuant to the *Putting Students First Act* for the period September 1, 2012 to August 31, 2014 as modified by the Memorandum of Agreement between the Union and the Government of Ontario dated June 12, 2013 and any agreement of the parties in local bargaining and as otherwise required by law continue without amendment for the duration of the collective agreement.
4. Except as provided otherwise herein, the terms of this Memorandum and accompanying Appendix A shall be effective on the date of the ratification of these local terms pursuant to the *School Boards Collective Negotiations Act*.
5. The parties shall meet to determine the structure and content of the collective agreement within 90 days of the ratification of this Memorandum. Any dispute with respect to a conflict between the local terms and the central terms and any dispute as to whether an issue is solely local, shall be referred by either party to the central dispute resolution process provided for under the central terms of the collective agreement. Disputes related to provisions that are solely local which cannot otherwise be resolved shall be referred to the local grievance arbitration process for resolution.

Dated at Pembroke, Ontario, this 8th day of February, 2016

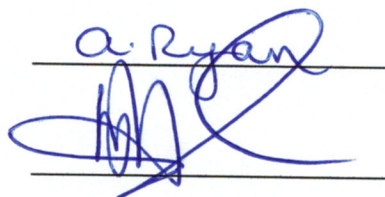
For the Board



Mitchell Goss

L. Binnell

For the Union



A. Ryan

C. Fraser

M. Wagner.

Appendix A

Negotiations between

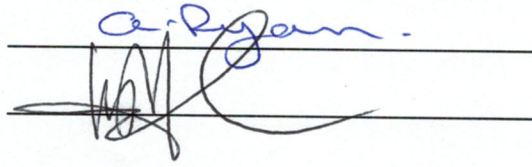
ETFO - The Renfrew County Elementary Teachers' Local (ETFO-RCETL) and the Renfrew County District School Board (The Board)

- 11.04 The Board shall not advertise or fill any vacancies **externally** if qualified redundant teachers and/or teachers with recall rights are eligible to apply for the position. **Redundant teachers who apply for these positions, and who indicate in their application that they have Recall Rights, shall be placed based on seniority providing they are qualified. A redundant teacher who applies for positions under Article 11 and who has the greatest seniority shall be placed up to their contractual entitlement even if the vacancy is greater than his/her FTE.** Members who are redundant and/or have recall rights shall apply as per Article 25.10

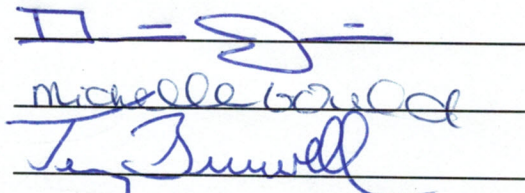
The Federation agrees to withdraw outstanding staffing grievances scheduled for arbitration on June 30, 2016.

Dated at Pembroke, this 8th day of February, 2016.

On behalf of the Elementary Teachers'
Federation, Renfrew County Elementary Teachers



On behalf of the Renfrew County District
School Board



Negotiations between

ETFO - The Renfrew County Elementary Teachers' Local (ETFO-RCETL) and the Renfrew County District School Board (The Board)

ARTICLE 25 - TRANSFER, SURPLUS, REDUNDANCY, LAY-OFF AND RECALL

25.01 Definitions

- (a) A "staff vacancy" for the purposes of this Article, is a vacant position within the Board which exists or will exist for the ensuing school year and to which no teacher has been assigned.
- (b) A "voluntary transfer", in accordance with 25.02, shall mean any staff change, initiated by the teacher that fills a staff vacancy.
- (c) An "administrative transfer", in accordance with 25.03, shall mean a transfer initiated by the Employer.
- (d) A "surplus teacher" is a teacher who has been identified by seniority and/or program needs as being surplus to the staffing requirements of a particular school, as determined by the application of the staffing provisions of this Agreement, for the ensuing school year.
- (e) A "redundant teacher" is a teacher who has been identified **by seniority and/or program need** as being potentially in excess of the staffing requirements of the Board, as determined by the application of the staffing provisions of this Agreement, for the ensuing school year.
- (f) "Program need", for the purposes of this Article, refers to qualifications in relation to Special Education or Core French/French Immersion/Extended French. **If a school is entitled to staff for Special Education or French that exceeds 1.0 FTE, teachers shall be assigned to full-time positions before positions are split or combined with non-program need positions.**
- (g) "Lay-off", for the purposes of this Article, shall occur when there is no teaching position available for a redundant teacher.
- (h) "Internal" refers only to those individuals who are teachers of the Elementary Teachers' Federation of Ontario – Renfrew County Teachers' Local.
- (i) "External" refers to individuals who are not teachers of the Elementary Teachers' Federation of Ontario – Renfrew County Teachers' Local.
- (j) "Surplus Leave of Absence" shall mean a leave of absence granted to a teacher who is taking a part-time leave for the subsequent school year in order to remain at his/her school when he/she has been determined to be partially surplus to his/her school. It is further understood that the teacher shall remain on that school list with his/her full entitlement for the subsequent school year's staffing process subject to surplus/redundancy.
- (k) "Surplus and Redundancy Procedures Committee" shall mean a committee consisting of up to three (3) representatives of ETFO and up to three (3) representatives of the Board.

25.02 Voluntary Transfer

- (a) Teachers who wish to be considered for voluntary transfer for the next school year shall apply in writing to the Superintendent of Human Resources, with a copy to the Local President, by March 1st of the preceding school year indicating **the school and division**.
- (b) Requests for voluntary transfers shall be considered as part of the surplus process, as set out below.

25.03 Administrative Transfer

- (a) The transfer of teachers from one (1) family to another within the County shall be by mutual consent and there will be no penalty assessed against any teacher who declines. The Board shall pay all reasonable moving costs plus a relocation allowance of up to

\$300.00 to help pay for incidental expenses involved provided that the Board requested the teacher transfer.

- (b) For the purposes of Article 25.03, family shall be defined so that:
 - (i) McNab Public School is included in the same family as the schools in the Town of Arnprior;
 - (ii) Admaston Public School is included in the same family as the schools in the Town of Renfrew;
 - (iii) Rockwood Public School, Westmeath Public School and Beachburg Public School are included in the same family as the schools in the City of Pembroke;
 - (iv) Herman Street Public School, Pine View Public School, Valour JK-12, and **Mackenzie Community School** are included in a single family;
 - (v) Sherwood Public School, Palmer Rapids Public School, Killaloe Public School, **Whitney Public School, and Madawaska Public School** are included in a single family;
 - (vi) Cobden Public School and Eganville Public School are included in a single family.
- (c) No administrative transfer shall occur within the last **one (1) year** prior to a teacher's **retirement as verified by a letter of intent from the teacher**. Administration-initiated transfers shall be restricted to not more frequently than once in any **three (3) year** period.
- (d) The teacher(s) to be transferred shall be notified **by June 1st** and **one (1) school day** will be a preparation day, free of teaching in the receiving school.
- (e) The Board will consult with the Union prior to transferring a teacher within a family.

25.04 Should the Board reorganize its schools and classrooms in September to reflect actual enrollment, as opposed to projected enrollment, the reorganization shall be subject to this Agreement and the following shall apply:

- (a) Principals shall be informed of the reorganization and shall, within two (2) school days, hold a meeting of teachers **at their school** to explain the changes and invite confidential requests for transfer.
- (b) Within five (5) school days of the above meeting, the Board shall reorganize based on teachers' requests. If no suitable requests are received, the teacher(s) shall be transferred, based on seniority, subject to program need **as defined in 25.01 (f)**
- (c) **It is understood that the Employer may have the need to reorganize one of its schools during the school year in extenuating circumstances. If the Employer should find itself in such circumstances, the procedures for reorganization specified above shall also be followed.**

- 25.05 (a) The Board may administratively assign or transfer teachers to teach programs for which they possess specific qualifications, as defined in 25.01.
- (b) The Board may deny a voluntary transfer due to program needs as defined in 25.01(f).
- (c) It is understood that the Board will not assign, transfer or deny a request for transfer due to program need, as defined in 25.01(f), provided that the teacher has not been required to use said qualifications for **seven (7) consecutive years**.
- (d) The Union acknowledges that the application of 25.05(c) may result in the declaration of surplus or redundancy of other teachers as per 25.06 and 25.08 and the external posting of a vacancy.
- (e) Teachers shall may be exempted from being required to teach a program, as defined in 25.01(f), after five (5) years of teaching in the area of program need if other staff are

available in the Board to provide the program **and when the following conditions have been met:**

- The exemption **is** initiated by the specialty teacher involved; **and**
- The teacher **has applied** annually, in writing, and no later than **March 1st**, to the Principal and appropriate Superintendent, with a copy to the Local President, requesting this exemption and outlining the reasons for this request.

25.06 Surplus to School Declaration

- (a) Prior to the declaration of school surplus, the Principal shall determine which teachers are to be declared surplus on the basis of seniority **and/or program needs as defined in 25.01 (f)**. Where it is deemed that the needs of the school require the retention of a teacher with less seniority than a teacher declared surplus, the Principal shall provide an explanation to the teacher to be declared surplus and the President of the Local prior to the declaration of surplus. **It is understood that a less senior teacher is only retained for program need when there is no one else on staff who is qualified to teach in the area of program need. Teachers may initiate the surplus leave clause at this point.**
- (b) **The list of surplus teachers will be provided to the President of the Local 15 instructional days prior to the date the SRPC is scheduled to meet.** Teachers receiving additional allowances under 14.01(a) and 14.02(a) are protected from the Surplus Procedures.
- (c) **Ten (10) instructional days prior to the date the SRPC is scheduled to meet**, the Superintendent of Human Resources or designate **will** notify in writing each teacher in each school who is expected to be surplus to the staffing requirements of each school for September of the following year.
- (d) A teacher **selecting** a position must be qualified or undertake to become qualified prior to commencement of the position **in accordance with regulations made under the Education Act. Special Education Part 2 will be required for self-contained special education classes when there are students with developmental delays on the classroom register. If the teacher fails to become qualified, they may be administratively transferred as per 25.03.**
- (e) A teacher who has undertaken to become qualified for a position must provide written notification to the Superintendent of Human Resources, with a copy to the Local President, confirming his/her enrolment in the required course, no later than June 30th.
- (f) A teacher who fails to complete the required course must provide written notification to the Superintendent of Human Resources, with a copy to the Local President, no later than August 15th. The position previously assigned to the teacher will become a vacancy, and the teacher shall be declared redundant in accordance with Article 25.10, and shall be placed on the Recall List.
- (g) Teachers with a current FSL assignment who have not met the conditions outlined in 25.05 may only choose a French position as part of the surplus/transfer process.
- (h) Surplus to school letters shall be rescinded when assignments are made in accordance with section 25.07 or when letters of retirement, resignation, or leave requests are approved after notification of surplus and until the conclusion of the transfer/surplus procedure.
- (i) It is understood that for teachers who have been declared surplus as per 25.06, the surplus to school designation shall be rescinded **at the teacher's discretion**, if a staff vacancy for which the teacher is qualified occurs at the work site where the teacher was declared surplus between the conclusion of the transfer surplus procedure and **August 15th**.

25.07 Assignment of Surplus Teachers and Those Requesting Voluntary Transfers

- (a) Teachers who have requested a transfer under 25.02, and whose request for transfer has not been withdrawn prior to **April 30**, as well as those who are surplus to school under section 25.06, shall be placed on the same list in order of seniority. A teacher shall have a one-time opportunity to modify his/her request for voluntary transfer by making additions or deletions to his/her preferences prior to **April 30**. (Note: When **April 30** falls on a weekend or holiday, the deadline is understood to be noon of the first work day following.)
- (b) Teaching positions that are available will be offered to the teacher from the list with the greatest seniority, subject to program **needs and entitlement**, according to one of the following criteria:
 - (i) the teacher has requested a transfer to that school/location;
 - (ii) the teacher is surplus to a school;
- (c) It is understood that when no vacancy exists in a teacher's Family of Schools, **the more senior teacher within the family** may choose to displace the least senior teacher within that Family of Schools and such notice of surplus shall be deemed to have been given.
- (d) It is understood that other teachers, i.e. those not on the list, are not eligible to apply for any open positions until the conclusion of this assignment process under 25.07.
- (e) Teachers who are being offered an assignment under this process shall be contacted by phone at an appropriate time by the **SRPC** and the timelines in 25.08 shall apply.
- (f) The transfer/surplus assignment process shall commence **no later than the second week of June**. This date may be modified by mutual agreement of both Parties. **A list of available vacancies shall be provided via board e-mail at the end of the day prior to the SRPC meeting date.**
- (g)
 - (i) Teachers who were on part-time assignment shall not be offered greater than their entitlement at the time they were declared surplus; however, it is understood that they are entitled to the equivalent portion of any assignment that becomes available to them under the process. **It is understood that if a teacher takes a portion of a vacancy (or displaced position as per (c) above), no more than two (2) teachers can be assigned to the value of the original vacancy (or displaced position as per (c) above).**
 - (ii) Teachers making a voluntary request for a transfer under 25.02 who were on part-time assignment shall not be offered greater than their entitlement at the time this process begins; however, it is understood that they are entitled to the equivalent portion of any assignment that becomes available to them under the process. Teachers will have the capability to be placed up to their entitlement, but **it is understood that if a teacher takes a portion of a vacancy (or displaced position as per (c) above), no more than two (2) teachers can be assigned to the value of the original vacancy (or displaced position as per (c) above).**
- (f) The Superintendent of Human Resources or designate shall convene a meeting of the Surplus and Redundancy Procedures Committee as per 25.07(e) to offer teachers available positions in order of seniority and 25.08 shall apply. Information meetings for teachers who have been declared surplus and/or redundant **shall be scheduled during the week following said notifications**, in order to communicate the process to be followed. The Board and Union shall determine the format of the meeting.

25.08 Acceptance/Rejection of Assignment

- (a) Teachers whose transfer request has been matched, or teachers who accept a transfer shall, subject to seniority, have their divisional assignment guaranteed for a period of one

school year unless a different divisional assignment has been mutually agreed upon, or unless there are extenuating circumstances requiring a reorganization.

- (b) For teachers who have requested a voluntary transfer, the transfer will be made, and no acceptance is required, if the transfer is a match with the requested school/location as well as the division/specialty request.
- (c) For teachers who have requested a voluntary transfer, and their proposed transfer matches the requested school/location but does not match the division/specialty request, the teacher must make a decision about acceptance of the transfer offer within **10 minutes**.
- (d) For teachers who are surplus to a school, the decision to accept or refuse the proposed surplus assignment shall be made within **30 minutes**.
- (e) Teachers who have requested a voluntary transfer, and have refused an offer under 25.08(d), shall retain their placement on the list until a vacancy occurs which is a match on both requested school/location and division/specialty, or until the assignment process is completed and it has been determined that the transfer cannot be accommodated.
- (f) Surplus teachers who have refused all assignments from the list of available teaching positions shall be placed on the redundancy list according to seniority. It is understood that a surplus teacher who has not accepted a position as per 25.08 and is placed on the recall list has waived his/her right to notification of redundancy as specified in 25.09.

25.09 Declaration of Redundancy

- (a) Redundancy occurs when the full-time equivalent number of teachers in the elementary panel exceeds the full-time equivalent number of teaching positions for the next school year.
- (b) Reductions in staff due to redundancy shall start at the bottom of the Seniority List with the least senior teacher and proceed up the ranked list, subject to program need as per 25.01(f).
- (c) The President of the Local will be provided with a copy of the list of **potentially** redundant teachers **15** instructional days prior to **the date the SRPC is scheduled to meet**.
- (d) **Ten (10) instructional days prior to the date the SRPC is scheduled to meet, the Superintendent of Human Resources or designate will notify in writing** the teacher(s) whose employment may be terminated because of redundancy
- (e) Surplus teachers who have refused all assignments from the list of available teaching positions shall be placed on the redundancy list according to seniority. It is understood that a surplus teacher who has not accepted a position as per 25.08 and is placed on the recall list has waived his/her right to notification of redundancy as specified in 25.09.

25.10 Lay-off/Recall

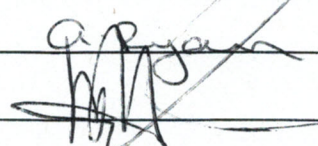
Following 25.08 new vacancies shall be posted in accordance with Article 11 and subject to Article 25.06 (i). Redundant teachers who apply for these positions, and who indicate in their application that they have Recall Rights, shall be placed based on seniority, qualifications, and entitlement. Postings for such positions shall highlight that teachers with Recall Rights must indicate this in their applications, and that teachers with Recall Rights will be placed subject to seniority, qualifications and entitlement. **Where there are redundant teachers, positions that require FSL qualifications shall not be combined with non-FSL positions, but may be posted concurrently. The President of the Local** shall be notified of placements as they occur. Teachers who have been declared redundant have rights to re-employment for three (3) school years following the school year in which they are declared redundant, and shall retain the following rights:

- (i) the right to be recalled on the basis of seniority and to be placed in a position for which the teacher is qualified or can become qualified before the teacher is required to assume the position as per Articles 11.04, 25.06 (e), 25.10, 25.13.
- (ii) the right to retain their position on the seniority list as if there had been no interruption in service
- (iii) the right to retain sick leave credits held at the time they were declared redundant

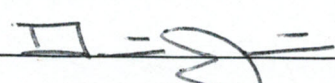
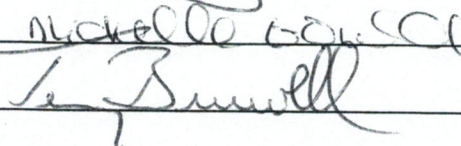
- 25.11 A teacher who has been declared redundant may use Special Leave with pay for job interviews **and may extend his/her benefit coverage for a three (3) month period at the expense of the teacher.**
- 25.12 A teacher on lay-off who has achieved employment with another employer, and who accepts recall, will be allowed notice to that employer **according to the Employment Standards Act.**
- 25.13 With the approval of the Superintendent, a teacher may agree to a part-time assignment on the understanding that he/she will retain his/her entitlement for the following school year. The agreement may be renewed on an annual basis.
- 25.14 The Parties agree that the staffing process for the consolidation of elementary schools as implemented during the 2004-2005 school year shall be attached to the Collective Agreement as Appendix C and shall continue in force subject to amendment from time to time as mutually agreed between the Parties.

Dated at Pembroke, this 8th day of February, 2016.

On behalf of the Elementary Teachers'
Federation, Renfrew County Elementary Teachers



On behalf of the Renfrew County District
School Board

Negotiations between

ETFO - The Renfrew County Elementary Teachers' Local (ETFO-RCETL) and the Renfrew County District School Board (The Board)

ARTICLE 26 – JOB SHARING, AND SEVERANCE PAY

26.01 Job Sharing

The Board supports the concept of job sharing as a means for dealing with redundancy under the following conditions:

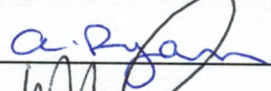
- (a) the teacher who volunteers to share a job will receive a letter from the Board indicating that this is a one (1) year appointment and that the teacher will receive a full-time position for the next year;
- (b) job sharing shall normally be available only to permanent teachers. The Board, at its sole discretion, may allow a probationary teacher to participate.

26.02 Severance Pay

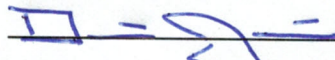
- (a) Any teacher covered by this Agreement who has at least four (4) years of continuous service with the Board who has employment terminated because of redundancy shall be offered a severance allowance amounting to 2% of the highest salary earned in a school year in the employ of the Board for each year of service with the Board to a maximum of 20% of said highest salary earned within fourteen (14) calendar days of the termination of employment provided:
 - (i) that the teacher has applied for each position of which the teacher was notified in accordance with Clause 25.04 and for which the teacher is qualified, within the time limits as specified in Clause 25.06;
 - (ii) that the surplus teacher has not been offered a position by August 15th.
- (b) Acceptance of a severance allowance removes the teacher from the provisions of Clauses 26.02 and 26.03.

Dated at Pembroke, this 8th day of February, 2016.

On behalf of the Elementary Teachers'
Federation, Renfrew County Elementary Teachers



On behalf of the Renfrew County District
School Board



Michelle Boyce

LETTER OF UNDERSTANDING

BETWEEN

The Elementary Teachers' Federation of Ontario, Renfrew Teachers' Local,
(hereinafter "the Union")

-and-

Renfrew County District School Board
(hereinafter "the Board")

WHEREAS the Board and the Union are parties to a collective agreement; and

WHEREAS Article 25 of the collective agreement provides for provisions in regards to staffing procedures.

NOW, THEREFORE the parties agree on a without prejudice and without precedent basis that;

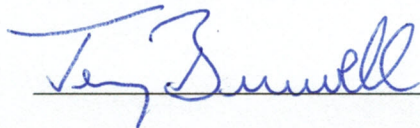
In the case of the rural and/or remote locations of Mackenzie Community School, Whitney Public School, Madawaska Public School, Palmer Rapids Public School, Killaloe Public School, and Sherwood Public School where positions of 0.30 FTE or less are due to be posted, the Parties will meet to discuss the potential implications of splitting positions of 0.3 FTE or less and may, if the parties mutually agree, determine that the position in question will not be split.

Signed at Pembroke this 8th day of February 2016.

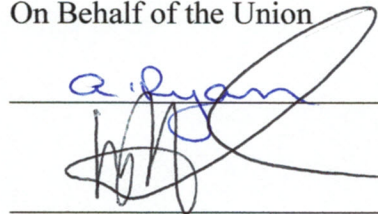
On behalf of the Board



Michelle Gaudet



On Behalf of the Union



**Negotiations between
ETFO - The Renfrew County Elementary Teachers' Local (ETFO-RCETL) and
the Renfrew County District School Board (The Board)**

1. Amend 9.05 (d) to read:

9.05 (d) Adoption Leave Provisions

- (i) Pre-placement leave **for a child for whom the teacher has a parenting responsibility**, shall not exceed two (2) weeks except with the specific approval of the Superintendent.
- (ii) If the presence of the adopting teacher is required for pre-adoption purposes [not including those set out in (i) above], such leave shall be available, provided that the teacher supplies verification from the adoption agency. This shall **include travel required for out-of province or out-of country adoptions**. Such leaves shall be charged against the teacher's special leave allowance [Clause 9.02(e)].

2. Amend 9.08 (a) (ii) to read:

- 9.08 (a) (ii) Intentions to return from leave of absence must be made prior to March 1st for return from leave of absence effective at any time during the following school year. The teacher upon return shall be guaranteed a teaching position in the family of schools from which the leave was granted. The teacher shall continue to accumulate seniority for the period of leave. **The teacher shall be notified of the Board's decision regarding the return from leave, no later than the second Tuesday in April. The Board will acknowledge receipt of the intention to return to work.**

3. Amend 9.12 to read:

9.12 **Executive Officers of the Union Local**

The President/First Vice-President of the Union Local shall, subject to the conditions which follow, be entitled to leave with pay for Union duties. The conditions applicable are:

- (a) The Local shall reimburse the Board the salary and benefit costs of a teacher at Category A3, Step 0 for the Union Local President Leave.
- (b) The Local shall reimburse the Board the salary and benefit costs, if any, of any replacement for the Local First Vice-President half-time leave, up to a maximum of 50% of Category A3, Step 0.
- (c) An allowance as determined by the Local shall be paid to the President, **First Vice-President, and Collective Bargaining Committee members** each school year. The Local agrees to reimburse the Board for this allowance no later than **November 5th** of each school year. Time spent on such leave shall be considered for teaching experience and for seniority.
- (d) The President/First Vice-President shall be returned to the school taught in immediately prior to the leave, or to another school by mutual agreement between the teacher and the Board. This return to the school shall be subject to redundancy procedures.

- (e) In conjunction with 9.01(b), the President's/First Vice-President's sick leave account shall be credited with twenty (20) days of sick leave allowance on September 1st of each year.

4. Amend 14.01 (b) (i) to read:

14.01 (b) (i) Lead Teachers

An allowance of \$1,329 shall be paid to lead teachers selected in each of the site buildings of a school complex.

5. Amend 17.01 (a) to read:

- 17.01 (a) The method of payment shall be ten (10) payments of 8% each and one (1) payment of 20%. There shall be a pay of 8% on the first school day in September. There shall be pays of 8% not later than the last Friday of each month from September to May inclusive. There shall be a pay of 20% not later than the last school day in June. **Beginning in September of 2017, the method of payment shall be bi-weekly.**

6. Amend 18.02 to read:

18.02 Individual Grievance

Step 1

Any dispute related to the interpretation, application, administration or alleged violation of the Agreement may be discussed by the Local with the principal or immediate supervisor. Such a complaint shall be brought to the attention of the principal or immediate supervisor within twenty (20) school days after the Local becomes aware of the circumstances giving rise to the complaint. The informal discussion shall be completed within five (5) days unless otherwise mutually agreed. Failing resolution of the complaint by informal discussion, the Local may lodge a grievance.

Step 2

If no settlement is reached the grievance(s) must be submitted in writing to the Director of Education or designate within **ten (10) school days **from the response from the Principal, Immediate Supervisor or Designate.** Within ten (10) school days of receipt of the grievance, a meeting will be held with the grievor, a Union representative and the Director of Education or designate. The Director of Education or designate shall respond to the grievance in writing within ten (10) school days of the meeting.**

Step 3

If no settlement is reached, the Union may submit the grievance to arbitration within ten (10) school days of the response from the Director of Education or designate under the terms established in Section 49 of the Labour Relations Act (which may be amended from time to time) or under the terms established for arbitration pursuant to 18.07.

7. Amend 20.01 (b) to read:

20.01 (b) Where there is a twenty-four (24) month period during which no letter of discipline has been entered on the file, all previous letters of discipline with respect to the teacher shall be destroyed. Notwithstanding the foregoing, where the letter of discipline incident involves an interaction with a student **of a physical or sexual nature** it shall be maintained in a teacher's personnel file for a period of five (5) years. Thereafter, ~~the a~~ letter of discipline shall not affect the teacher's standing and shall not be considered, relied upon or referred to for purposes of advancement, promotion or discipline.

8. Amend 24.01 to read:

24.01 Retirement Notice Prior to Staffing

A teacher, who intends to retire effective June 30th to August 31st, shall notify the Board in writing, no later than March 1st. Retirement notices received after March 1st may be accepted by mutual consent.

9. Add 31.06 to read:

31.06 Information gathered through surveys, district reviews, program assessments, and classroom visits by LNS, Ministry officials, etc., shall not be used in an individual teacher's performance appraisal.

Signed this 8th day of February, 2016 at Pembroke, Ontario

On behalf of the Renfrew County
District School Board

On behalf of Elementary Teachers'
Federation Ontario – Renfrew County
Teachers

Michael Brown
by Samuel

a. Ryan.

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE RENFREW COUNTY DISTRICT SCHOOL BOARD

AND

ELEMENTARY TEACHERS' FEDERATION OF ONTARIO

RENFREW COUNTY ELEMENTARY TEACHERS

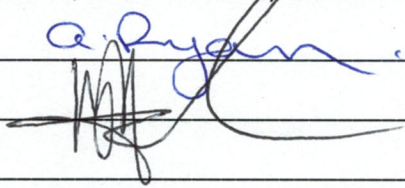
Additional Unpaid Special Leave Days

1. In addition to Special Leave outlined in Article 9 of the Collective Agreement, teachers may apply for up to three (3) additional unpaid leave days each school year.
2. Requests for additional unpaid special leave will not be unreasonably denied provided that there are expected to be enough available occasional staff to cover for absent teachers.
3. Requests for additional unpaid special leave will not normally be for the first week or last week of the school year, or during the two weeks of EQAO testing.
4. Except in the case of emergency, requests for additional unpaid special leave shall be submitted fifteen (15) school days prior to the commencement of the leave.

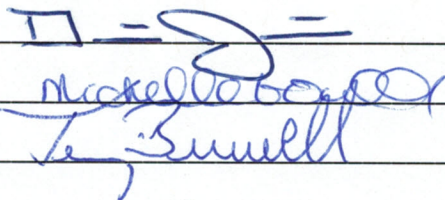
This Memorandum of Understanding expires August 31, 2017 or at the conclusion of the freeze period, whichever is later.

Dated at Pembroke, this 8th day of February, 2016.

On behalf of the Elementary Teachers'
Federation, Renfrew County Elementary Teachers



On behalf of the Renfrew County District
School Board



LETTER OF UNDERSTANDING

BETWEEN

The Renfrew County District School Board

AND

The Elementary Teachers' Federation of Ontario

Renfrew County Elementary Teachers

Re: Surveys

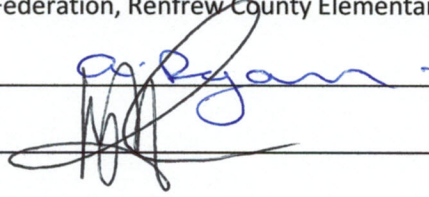
This letter of understanding replaces the April 23, 2010, Minutes of Settlement and shall have the same effect as said Minutes of Settlement.

The Board and the Federation agree that surveys to be completed by teachers will be completed in staff meetings, on PA days or during provided release time.

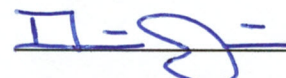
The Board shall not use information derived from surveys in a teacher's evaluation or as part of any disciplinary proceeding.

Dated at Pembroke, this 8th day of February, 2016.

On behalf of the Elementary Teachers'
Federation, Renfrew County Elementary Teachers



On behalf of the Renfrew County District
School Board



Michelle Bouc

Negotiations between
ETFO - The Renfrew County Elementary Teachers' Local (ETFO-RCETL) and
the Renfrew County District School Board (The Board)

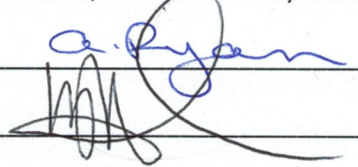
APPENDIX A
TRAVEL ALLOWANCE

1. All teachers on authorized Board business will be paid travel allowance at the current Board rate in accordance with current Board Policy, which may be amended from time to time. Authorized Board business will be defined to include teachers attending meetings within the county at the request of senior administrative staff but excluding the following:
 - meetings held on official professional activity days,
 - meetings held during July and August for the purposes of Summer Institutes.
2. Employees travelling outside the County on Board sponsored business:
 - 45 cents per km if travelling by automobile;
 - economy rates if travelling by air;
 - coach fare if travelling by train.

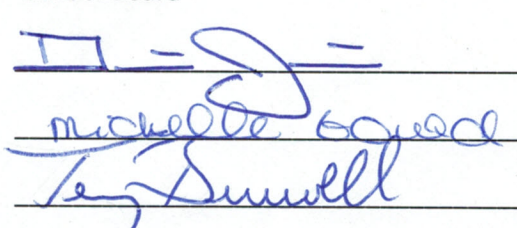
The above represent Board policy as of the date of signing of the Collective Agreement. In all cases, Board policy at the time of travel shall apply.

Dated at Pembroke, this 8th day of February, 2016.

On behalf of the Elementary Teachers'
Federation, Renfrew County Elementary Teachers



On behalf of the Renfrew County District
School Board



Negotiations between

**ETFO - The Renfrew County Elementary Teachers' Local (ETFO-RCETL) and
the Renfrew County District School Board (The Board)**

Current Language

Appendix B – Mileage Chart, October 2015.

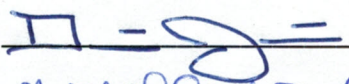
New Language

Appendix B – Mileage Chart, April 2015

Tentatively agreed to this 8th day of February, 2016 at Pembroke, Ontario

Ontario with the understanding that this tentatively agreed upon language is subject to the terms of the central collective agreement and can be reviewed once those terms are concluded to ensure that the changes conform with the central agreement and to allow for further negotiations if they are materially affected by the central agreement.

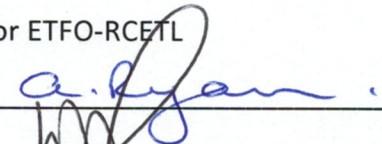
For the Board

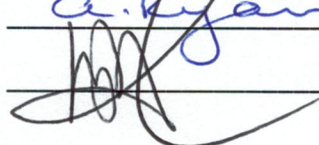


Michelle Goss

Terry Sumrell

For ETFO-RCETL





These negotiations are without prejudice with respect the positions taken in the court proceedings challenging Bill 115 and will not be relied on by any party in those proceedings.

AJC	39	42	66	88	25	81	53	67	80	103	82	99	127	152	122	85	13	59	130	80	96	23	24	83	123	99	173	3	78
ADM			48	70	7	66	30	33	67	85	68	65	111	116	88	67	26	25	96	59	9	6	6	55	89	70	137	42	60
ADHS			69	91	28	84	56	70	83	100	84	113	130	153	126	86	16	68	131	83	99	26	27	86	127	101	174	1	80
BCH				31	41	24	22	39	23	46	25	70	78	126	91	28	54	34	120	21	39	43	42	31	95	41	147	69	12
BD OFF					64	7	35	39	8	15	6	68	47	108	80	5	78	39	107	8	8	65	65	7	82	12	129	91	31
CEN						58	29	39	57	73	56	71	105	122	96	61	14	31	101	56	72	2	1	61	95	76	143	28	53
CDS							31		1	22	1	63	54	107	77	3	68	36	108	3	15	58	59	8	78	18	128	84	24
COB																													
EGN																													
FHS																													
HRM																													
HVW																													
KIL																													
MCS																													
MPS																													
MVDHS																													
MARY ST																													
MCN																													
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RCI																													
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SHR																													
VAL																													
WPS																													
WZD																													
WST																													



RCDSB
TRAVEL CHART

REVISED APRIL 2015
BY FINANCE DEPARTMENT