



LONDON DISTRICT
Catholic School
BOARD

COLLECTIVE AGREEMENT

between

THE LONDON DISTRICT CATHOLIC SCHOOL BOARD
(hereinafter called "the Employer")

and

THE ASSOCIATION OF PROFESSIONAL STUDENT SERVICES PERSONNEL
(hereinafter called "the Association")

September 1, 2012 to August 31, 2014

The London District Catholic School Board and the Association of Professional Student Services Personnel agree to follow the terms of the 2008 – 2012 Collective Agreement subject to the amendments as attached. For clarity, the term Collective Agreement includes any and all applicable Letters of Understanding.

FOR THE BOARD

Joseph Dase

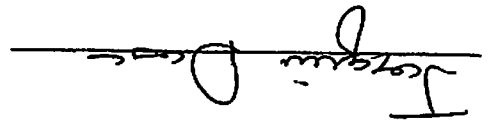
FOR THE ASSOCIATION

Joseph Dase

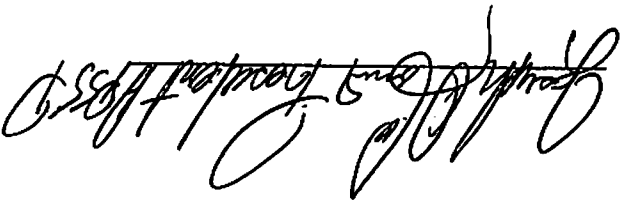
Amendment to Incorporate Memorandum of Understanding and Putting Students First Act - December 11, 2012 9:15 am

Subject to any required modifications and replacements, and except as it may be amended by statute, regulation or PPM, the parties agree that the terms and conditions relevant to this bargaining unit contained in the Putting Students First Act and in the Memorandum of Understanding between the Ministry of Education and the Association of Professional Student Services Personnel attached hereto, dated July 30, 2012, shall form part of the Terms and Conditions of Employment and part of the revised Collective Agreement as required by the Putting Students First Act, 2012, for the restraint period September 1, 2012 to August 31, 2014 or any extension thereof. Such terms contained in the MoU shall supersede any provisions of the 2008-2012 collective bargaining agreement between the parties which are inconsistent with or not substantively identical to such terms.

FOR THE BOARD



FOR THE ASSOCIATION



December 11, 2012 - 11:15 am – given to A.P.S.S.P. for review
Amend as follows:

ARTICLE 8: BENEFITS

Medical Benefits

8.01 (b) The plan in 8.01 (a) shall include items as outlined in the September 2010 benefit plan booklet.

Dental Insurance

8.02 The plan shall include items as outlined in the September 2010 benefit plan booklet.

(i) (ii) Delete

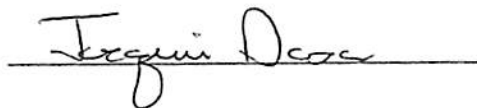
Vision Care

8.03 The Employer will pay 85% of a vision plan covering prescription glasses as outlined in the September 2010 benefit plan The Board will deduct the balance of the premium cost from the Employee's pay. This includes eyeglasses, frames, lenses and contact lenses, replacement lenses and glasses resulting from eye exam and repairs to frames and lenses

Long Term Disability Insurance

8.05 The Employer shall pay 85% of the premium of the following Long Term Disability Plan; 75% of pre-disability earnings to a maximum of **\$6750** per month payable to age sixty-five (65) for sickness and accident. The Board will deduct the balance of the premium cost from the Employee's pay. Subject to qualifying, benefits will begin after seventy-five (75) working days of disability have expired, or at the expiration of any sick leave credits to which the employee is entitled should the **sick leave days period of short term disability** be longer than seventy-five (75) working days. The coverage will be mandatory for all eligible employees.

FOR THE BOARD



FOR THE ASSOCIATION

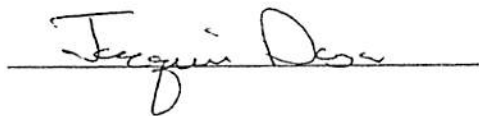


December 11, 2012 – 12:13 pm – given to A.P.S.S.P. for review
Amend as follows:

ARTICLE 17: JOB POSTINGS

17.01 Where a vacancy is created which the Employer elects to fill, such vacancy shall be posted for ten (10) working days. A copy of the posting shall be provided to the Association **President**. Where the Employer decides not to fill a vacancy in the bargaining unit, the Employer agrees to notify the Association in writing.

FOR THE BOARD



A handwritten signature in cursive script, appearing to read "Terquin Deso", written over a horizontal line.

FOR THE ASSOCIATION



A handwritten signature in cursive script, appearing to read "Joseph P. [unclear] President", written over a horizontal line.