

MEMORANDUM OF AGREEMENT

BETWEEN:

APSSP ST. CLAIR CHAPTER

“APSSP”

- and -

ST. CLAIR CATHOLIC DISTRICT SCHOOL BOARD

“the Employer”

Collectively referred to as “the Parties”

WHEREAS the Ontario Education Act states in Part II Sec. 25 that “every board shall appoint one or more school attendance counsellors”;

AND WHEREAS the Employer has historically assigned the responsibilities of attendance counselling to non-APSSP and APSSP employees;

AND WHEREAS the Employer recently assigned attendance counselling responsibilities among four (4) existing Child and Youth Workers;

AND WHEREAS APSSP submits that the above noted Child and Youth Workers should receive additional compensation as a result of the attendance counselling responsibilities;

AND WHEREAS the Parties have had full and frank discussions regarding these matters and wish to record their agreement in writing;

NOW THEREFORE the Parties agree as follows:

- 1) APSSP and the Employer agree that this Agreement is without prejudice or precedent.
- 2) Effective April 4, 2016, the Employer agrees to provide a responsibility allowance to the four (4) above noted employees for the duration of this assignment on the following basis:
 - i) Employees assigned to work a half (1/2) day per week shall receive an annual allowance of \$1000;
 - ii) Employees assigned to work one (1) full day per week shall receive an annual allowance \$2000; and
 - iii) Employees assigned to work 1.5 days per week shall receive an annual allowance in the amount of \$3000.
- 3) The Parties agree that these amounts shall be prorated over the course of the year and shall be applied to the employee's regular pay for the duration of their assignment.
- 4) The Parties agree that the Employer reserves the right to add, modify or cancel the above noted assignment at any time in which case further payments under this allowance will cease.
- 5) APSSP agrees to withdraw any and all complaints regarding this matter and confirms that all matters pertaining to the allocation of attendance counselling is fully settled and resolved.

- 6) The Parties agree that this Agreement is outside of the bargaining process shall not form part of the local collective agreement.

Dated at Wallaceburg this 10th day of May, 2016.

Heather Carron-Doyle, President
APSSP

James Duff, Executive Manager – Human Resource Services
The Employer