

MEMORANDUM OF SETTLEMENT
between
Bruce-Grey Catholic District School Board
-and-
Association of Professional Student Services Personnel

The parties agree to the following as settlement, in full:

1. The parties herein agree that the term of the collective agreement shall be from September 1, 2012 to August 31, 2014.
2. The parties herein agree that the said collective agreement shall include the terms of the previous collective agreement that expired August 31, 2012, provided, however, that the attached amendments are incorporated.
3. This Memorandum of Settlement is subject to ratification by the Union and by the Trustees of the Board.
4. The parties agree to recommend acceptance of this tentative agreement to their respective groups as identified in the attached Minutes of Settlement.
5. The parties agree that this Memorandum of Settlement addresses all local issues.
6. All articles, as per the Minutes of Settlement, are effective on the date of ratification unless otherwise specified in this agreement.

Dated at Hanover, this 13th day of December , 2012.

For the Board

Suzanne White
Carol Clark

For the Union

Catherine Penner
Brenda Dealy
Paul Bell

Bruce-Grey Catholic District School Board
-and-
Association of Professional Student Services Personnel

AGREED UPON ISSUES

November 21, 2012

- Article 10:01 (a) Hours of Work**
Amend to read as follows:
The normal hours of work for all three classifications shall be thirty-five (35) hours per week, comprised of seven hours per day, Monday to Friday inclusive.
- Article 13:01 Bereavement Leave**
Amend to read as follows:

An employee shall be entitled to five (5) consecutive working days leave of absence with pay and no loss of sick leave for the purpose of arranging for and attending the funeral, interment or memorial, of the immediate family. The immediate family shall be defined as spouse, child, parent, brother or sister.

Three day and one day leaves shall reflect interment or memorial as well.
- Article 15:03**
Amend the Article to reflect the incorporation of the benefit improvements which took effect in 2010 as a result of the Letter of Understanding on Employee Benefits on Page 25 of the current collective agreement. The following benefit changes are currently in effect:

15:03 b) Extended Health and Drug Plan - delete \$10 family deductible
15:03 b) Vision Care - increased to \$350 per person every 24 months
15:03 b) Services of a psychologist or psychotherapist - \$1,000 per year maximum
15:03 b) Registered Massage Therapist - \$250 maximum per person per year
15:03 c) Basic dental coverage at \$1,500 per person per school year
- Article 19 Term of the Agreement - Amend to read:**
This agreement shall be for a term commencing September 1, 2012, with an expiry date of August 31, 2014, and shall continue from year to year thereafter unless either party gives notice in writing within ninety days prior to the expiry date hereof of that party's intention to terminate this Agreement or to negotiate revisions thereto.

Letters of Understanding - Delete:
Professional Development
Employee Benefits

All other Letters of Intent and Letters of Understanding to be renewed unless otherwise specified.

Dated at Hanover, this 21st day of November, 2012.

For the Board

Suzanne White

For APSSP

Catherine Penner
Brenda Deaky
Randy Bell

Bruce-Grey Catholic District School Board
-and-
Association of Professional Student Services Personnel

AGREED UPON ISSUES

December 13, 2012

Letter of Understanding - Partnerships with External Agencies

Replace existing language with the following:

The Board will consult with the Association prior to engaging in any partnership agreements under Administrative Procedure 9 - 2C. In addition, the parties will meet annually to review the above protocol.

Letter of Understanding

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.

Dated at Hanover, this 13th day of December, 2013.

FOR THE BOARD

Suzanne White
Cathy Cotton

FOR APSSP

Catherine Penna
Brenda Deady
Larry Hill
