

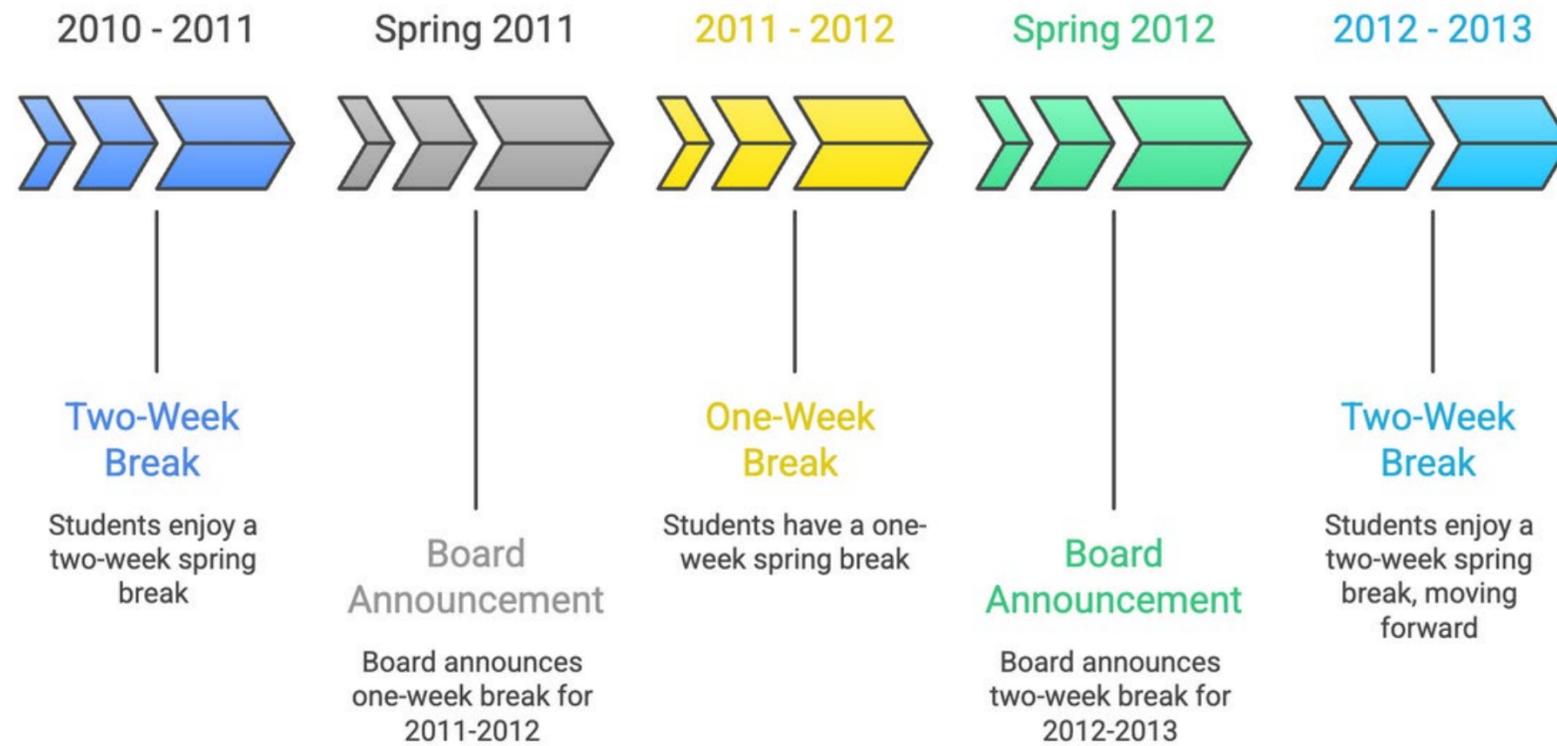
CALENDAR JOURNEY



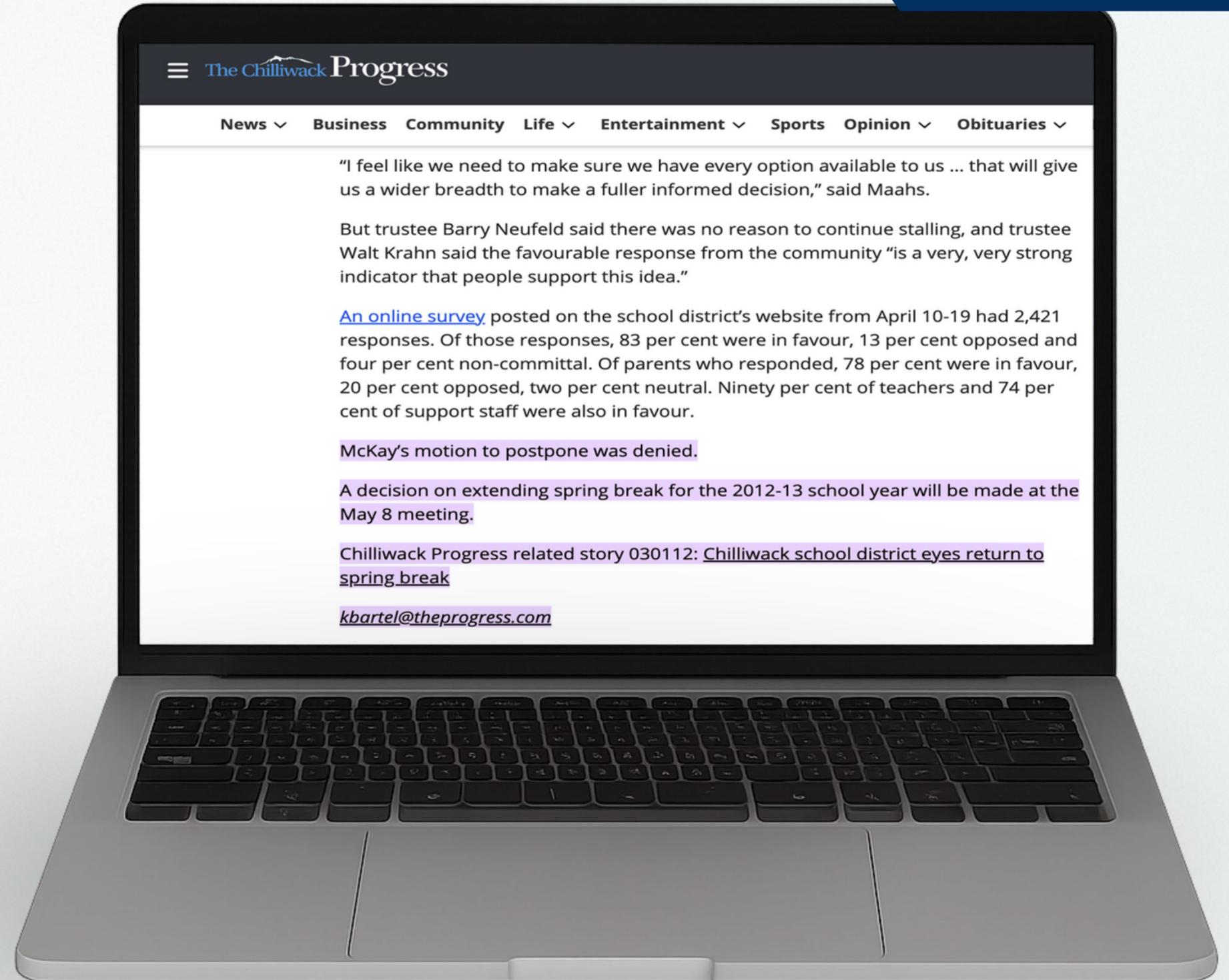
**Chilliwack
School District**



Two-Week Spring Break Implementation



Chilliwack School District (SD33) started its move to a two-week spring break in 2012, with discussions happening in April 2012 and a final decision made in May 2012 to implement it for the 2012-2013 school year, effectively shifting to a two-week break that year, a change that became more common across BC districts.



SPRING BREAK MINUTES/HOURS

- Board Approved for 2012–2013 school year
- 25 hours per 10 month permanent employee
- Start discussions with CUPE in Jan/Feb
- Each year we sign an LOU with CUPE
- FAQs are created



BC School Calendar Regulation

Boards must submit calendars to the Minister
by March 31

School Calendars must Include:

- Days in session
- Vacation period (including winter & spring break)
- Hours of instruction (minimums are required)

Provide an opportunity for parents and
employees to comment

Instructional hours for 2025 –2026 school year

- 878 hours – Elementary
- 952 hours – Middle & Secondary

Boards must schedule at least one non -
instructional day focused on Indigenous
worldview and enhancing student
achievement

Collective Agreement

ARTICLE D.22 REGULAR WORK YEAR FOR TEACHERS

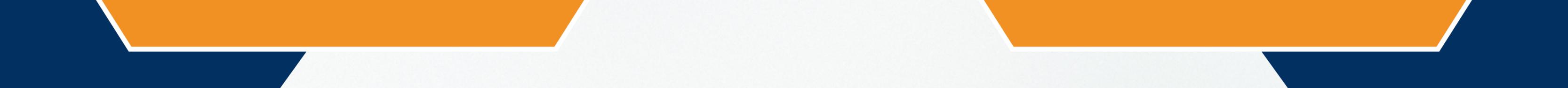
1. The regular work year for teachers shall be the school calendar provision of the *School Act* and Regulations. If either party believes there is a conflict between the *School Act* and Regulations, and this Article, pursuant to Article A.9, the parties shall meet to negotiate a mutually acceptable alternative that is not in conflict with the *School Act* and Regulations.
2. The annual salary established for employees covered by this agreement shall be payable in respect of the teacher's regular work year. The regular work year shall include
 - a. no fewer than five (5) days for professional development;
 - b. no fewer than one (1) year end administrative day;
 - c. one (1) full day and two (2) early dismissals after instruction of three hours for student assessment/evaluation and parent/teacher consultation for each formal reporting period.

All days in session shall be scheduled between the Tuesday after Labour Day and the last Friday in June of the subsequent year, excluding Saturdays and Sundays, statutory holidays, winter break and spring break.

3. The days in session in the regular school year for the teacher shall include no fewer than five (5) non-instructional days for professional development. Scheduling for those days shall be jointly planned by the Superintendent of Schools and the CTA President. Scheduling is to include coordination of district-wide and school based non-instructional dates and shall be completed for the subsequent year by April 30th.
4. No teacher shall suffer loss of pay in the event of a Board ordered closure of a work site or a Board ordered cancellation of student attendance due to inclement weather or due to Acts of God. It is understood that a teacher so affected may be re-assigned to another work location.
5. The first day of winter break shall be on the Monday preceding December 26. School shall reopen on the Monday following January 1. If January 1 is a Sunday, then school shall reopen Tuesday, January 3. The first day of spring break shall be the third Monday in March. School shall reopen the fourth Monday in March. If the fourth Monday in March is Easter Monday, school shall reopen on the Tuesday following the fourth Monday in March.
6. Any work performed by employees covered by this agreement beyond the teacher's regular work year shall be voluntary and paid pursuant to Article B.29.
7. If permitted in the Regulations, teachers of Kindergarten shall be entitled to design and implement a gradual entry program involving altered hours and the phasing in of small groups of children. Such programs shall be completed within the first two (2) weeks of September.

ARTICLE D.23 HOURS OF WORK

1. Each full time elementary teacher's weekly instructional hours, exclusive of noon intermission, shall not exceed twenty-five (25) hours inclusive of
 - a. ninety (90) minutes of preparation time. One hundred ten (110) minutes effective June 30, 2019 and one hundred twenty (120) minutes effective July 1, 2023.
 - b. daily recesses.
2. Each full time middle and secondary teacher's weekly instructional hours, exclusive of regular noon intermissions, shall not exceed twenty-seven and one-half (27 1/2) hours inclusive of
 - a. twelve and one-half percent (12.5%) preparation time
 - b. daily recesses, change periods and homerooms.
3. Preparation time for part time teachers of .4 class time or more shall be pro-rated.
4. Part time assignments in secondary schools shall normally be scheduled in consecutive teaching blocks.
5. For the purposes of the teacher's regular instructional assignment, each teacher shall be on the school premises at least fifteen (15) minutes prior to school opening in the morning, five (5) minutes prior to school opening in the afternoon and five (5) minutes after school closure in the afternoon. For the purposes of this clause, school opening shall be defined as the beginning of the teacher's regular instructional assignments and school closure shall be defined as the end of the teacher's regular instructional assignments.
6. The intent of the above shall be considered to be maintaining the status quo in this district.



**Spring Break Regulation
& Calendar Collective Agreement**

Because Article D22.5 hard caps a one week Spring Break and D23 caps instructional hours.

The District must adjust the length of the school days to remain compliant when adopting a two week Spring Break.



CTA Grievance

November 3, 2017

CTA filed a step 2 grievance which proceeded to a step 3 grievance and then a referral to arbitration on April 6, 2018 stating the District was in breach of Articles D 22 & D 23



February 27 - 28, 2019

Arbitrator Elaine Doyle was appointed and would be responsible for rendering a decision

The Decision...

Starting in the fall of 2019 the parties (CTA & Employer) will meet to discuss the School Calendar for each subsequent school year.

The discussion will identify the parameters of the school year, specifically what hours of the article in the Collective Agreement will require modification with regards to Articles D 22 & D 23.

The parties agree that it is necessary to meet obligations and recognize that in order to achieve compliance the parties recognize that amendments will be required to provisions of the Collective Agreement for the duration of a specific school year.

The Decision...

If by December 31st of every year the parties have not reached agreement on the necessary amendments to the Collective Agreement in order to implement a School Calendar each party will set out a proposed calendar.

The difference will be resolved by Arbitrator Doyle on the basis that she will select which model will be utilized.

The agreement will then be in effect until the parties have opportunity to bargain amendments to Article D 22 & D 23 in the Collective Agreement.

The Decision...

Because the two-week Spring Break exists through negotiated Letters of Understanding, and the particulars of an arbitration to have discussions regarding the School Calendar as it relates to the two-week Spring Break—including whether it should continue, be modified, or be removed—this matter directly impacts Articles D.22 and D.23 of the Collective Agreement. As such, it is a labour relations matter, and discussion in a public forum would be considered bargaining in public.

The Superintendent, in collaboration with Human Resources, is responsible for bringing forward a compliant School Calendar for Board approval prior to March 31st each year, once labour discussions with the CTA have been completed.

Currently, we have the potential for a 5 year School Calendar

LOU Signed

2024 - 2025

2025 - 2026

2026 - 2027

5 Year

2027 - 2028

2028 - 2029

2029 - 2030

2030 - 2031

2031 - 2032

Ministry only approves in a three year cycle

Current

already approved
2026 – 2027

District would submit

March 31, 2027

2027 – 2028

2028 – 2029

2029 – 2030

March 31, 2030

2030 – 2031

2031 – 2032



Professional Development Days

- 5 in total and one School Based day



Assessment & Evaluation Days

- Three in total
- Assessment and Evaluation Framework for the day have been created



Early Dismissal

- Three in total
- LOU created each January for the upcoming school year with the CTA for consistency across the School District

THANK YOU

Questions?



Chilliwack
School District

