



File HC

### **GUIDELINES FOR COLLECTIVE BARGAINING**

The Board will negotiate terms and conditions of employment with all officially recognized employee bargaining groups pursuant to the provisions of existing Collective Agreements, the *Public Schools Act*, *Labour Relations Act* and *Employment Standards Code*. Terms and conditions of employment shall mean compensation paid or furnished to the employee, physical conditions at the place of employment which affect the health or safety of employees, and benefits as the term is commonly understood in public employment.

The Business and Finance Committee of the Board shall be the official negotiating committee of the Board. The Chair of the Business and Finance Committee or his/her appointee shall be the spokesperson. With the approval of the Board, the Committee may delegate a Board approved negotiator as its spokesperson.

The Business and Finance Committee is authorized to make tentative agreements with the bargaining units provided these agreements do not alter or conflict with official Board policies, regulations or the Board-approved negotiation plan. Any item which alters or conflicts with official Board policies, regulations or the negotiation plan must be approved by the Board before any tentative agreements are reached with the bargaining units.

Although not all inclusive, the following general items are considered non-negotiable. Specific items will be determined by the Board as necessary:

1. The executive management and administrative control over the school system and its properties and facilities.
2. The hiring of employees and, subject to the provision of law, the determination of their qualifications, and conditions for their continued employment, or their dismissal or demotion, and the transfer or reassignment of all such employees.
3. The establishment of grades, courses and programs of instruction, including special programs, and the provision for athletic, recreational and social events for students.
4. The determination of the means and methods of instruction, the selection of text books and other teaching materials, the use of teaching aides of whatever kind or nature and the amount of money to be budgeted for such items.
5. The determination of class size, class schedules, hours of instruction, School Calendar, and the duties, responsibilities and assignments of teacher and other employees.
6. The salary associated with a position created during the term of a Collective Agreement.