

The Apple Core

Special Edition

The 2014-2018 GVTA-GVSD Collective Agreement

The parties in Garden Valley reached an agreement-in-committee on January 13, 2016, that was subsequently ratified by teachers and the board on February 8th & 9th. Some of the changes from the previous agreement include:

Effective Period: July 1, 2014 to June 30, 2018 (4 years).

Salary Schedule: Sept 2014: 2%; Sept 2015: 2%; Sept 2016: 2%; Sept 2017: 1.5%; Jan 2018: 1.5% (applies to all salaries, rates and allowances in the collective agreement unless otherwise noted).

Salary Payments: Change to semi-monthly pay (24 pay periods); Effective September 2016.

Interest on Retroactive Pay: Waive interest on a one time basis for \$6000 to be directed towards GVTA student scholarships, which will be applied to effectively offset GVTA dues.

Acting Principal Pay: Increase to 30% of Principal's per diem allowance, or \$20 minimum half-day.

Substitute Teachers: Reduction from 6 to 5 days for a substitute teacher to be placed on scale.

Sick Leave: 20 days per year to a maximum of 130.

Family Leave: Increase from 3 to 4 days in Sept 2016 and then to 5 days in Sept 2017.

Preparation Time: Joint committee to study preparation time in K-8 schools.

Preparation Time: Prep time autonomy clause for teachers.

Continued on page 2

Extra-curricular Activities: Now able to carryover hours less than 50 to the next year; effective September 2015.

Personal Leave (New Article): 2 days, one day at no deduction and the second day at substitute cost.

Paternity Leave (New Article): 2 days upon birth or adoption.

Short Term Disability (New Article): If teachers use all of their Sick Leave Days before Long Term Disability kicks in after 80 consecutive days of sick leave, they will now receive 80% of their net salary, non-taxable on the remaining days.

Dental Plan (New Article): \$1500/family member/year. Coverage is for 80% of basic services, 50% of major services, and 50% for orthodontics for dependents.

Extended Health: Vision added; \$300/family member every two years.

As with any contract, there are a few specifics that still need to be reviewed and mutually arranged. Should you have any clarifying questions, please send them to joel.swaan@gvdsd.ca and he will work to find an answer which can then be shared with all teachers.

Blue Cross Dental Plan

\$1500 per person per year

Level One: Basic Services Covered (80 %)

Diagnostic:

- Comprehensive examination, once every 3 calendar years.
- Recall or oral (regular) examinations covered twice in each calendar year.
- Periapical x-rays.
- Full mouth x-rays or panorex x-rays once every 2 calendar years if necessary.

Preventive:

- 1 unit of polishing twice in each calendar year.
- Topical application of fluoride. Up to 2 applications in each calendar year.
- Space maintainers (except when used for orthodontic purposes).

Extractions:

- Uncomplicated procedures for the removal of teeth which are beyond restoration.

Oral surgery:

- Complicated surgical procedures performed in the dentist's office including post-operative care.

Restorative:

Fillings made of amalgams, silicates, plastics and synthetic porcelains.

Repair of damaged dentures. Adding teeth to existing dentures. Relining or rebasing the dentures is limited to once every 3 calendar years.

Endodontics:

The usual procedures required for pulpal therapy and root canal filling.

Periodontics:

The usual procedures for treatment of the diseases of the tissues and bones supporting the teeth.

Anesthesia:

General anesthesia or nitrous oxide analgesia administered in the dentist's office.

Consultations:

Consultations required by attending dentist.

Drugs:

Cost of medication and injections given in the dentist's office.

Level Two: Major Restorative (50%)**1. Extensive restorations:**

Inlays and onlays (One per tooth every 5 calendar years).

Jackets, crowns and bridges to rebuild and replace missing teeth. (Only one procedure per tooth every 5 calendar years.)

2. Prosthetic:

Partial or complete upper and lower dentures, provided by a dentist or licensed denturist. Each procedure limited to once every 5 calendar years. Allowances include all adjustments.

Dental implants will be covered at the least cost alternative of a 3-unit bridge (lab charges covered at 50% of the cost of a 3-unit bridge).

Level Three: Orthodontics (50%)**1. Orthodontics (dependents to age 21 if living at home or 25 if attending post-secondary)**

Correction of malocclusion of the teeth

Observation adjustments

Repairs and alterations

Appliance service

Recementation of bands

Consultations

GUSD STAFF & FAMILIES

BOWLING

*Come and Go
Family Fun*

*Feb 19, 2016
5-8 pm*
Cash Bar
Winkler Bowling Lanes

