

LETTER OF AGREEMENT

TEACHERS' WORKING CONDITIONS FUND

Whereas the parties recognize that the Teachers' Working Conditions Fund will improve the working conditions of teachers and thus lead to a mutual aim of the parties to provide quality education.

Effective September 1, 2017, a Teachers' Working Conditions Fund shall be established which will provide to teachers \$1,000,000 in the 2017-2018 school year, \$1,000,000 in the 2018-2019 school year and \$1,000,000 in the 2019-2020 school year and \$1,000,000 in the 2020-2021 school year.

In the years following the expiration of this Collective Agreement, the Employer agrees to provide \$1,000,000 per school year until the signing of the next Collective Agreement. The Fund is to be administered as follows:

- .01 The Teachers' Working Conditions Fund is to be utilized to improve the working conditions of teachers.
- .02 Each school shall appoint a teacher committee to administer the fund and all decisions concerning the utilization of the monies in the fund for projects related to Articles 19 and 22, shall be made by the teacher committee. Proposals by the teacher committee for other uses of the fund including wellness and P.D. activities, educational materials and school improvement plan shall be subject to the approval of the Superintendent or his/her designate.
- .03 The school committee shall consider suggestions and recommendations submitted by the Superintendent or his/her designate which could improve the working conditions of teachers and which could be financed by the Fund.
- .04 Proposals to be considered by the Teacher Committee may be submitted by any teacher on staff in that school.
- .05 The hiring of personnel, purchasing of goods and services or any other expenditure which results from the utilization of the fund shall be administered and processed by the School District.
- .06 Projects financed by the Fund must have a duration equal to the amount of funding allocated; and, under no circumstances shall these projects create a continuing obligation, financial or otherwise, for either the Employer or the teachers.
- .07 Forty percent (40%) of the fund shall be distributed equally to each school in the province. The balance of the fund shall be distributed proportionally to each school based on the number of approved full-time equivalent teachers in the school as of September 30th of any school year.