

COLLECTIVE AGREEMENT 2025 - 2029

between

**The Board of Education of the Living Sky
School Division No. 202**

and

Canadian Union of Public Employees, Local 4747



September 1, 2025 – August 31, 2029

Land Acknowledgement

Living Sky School Division acknowledges our place on Treaty 6 Territory, traditional lands of the Nehiyawak, Nakawe, Dene, Lakota, Dakota and Metis people. We honor the spirit and intent of our sacred treaty relationship, and take action for reconciliation by teaching our shared history and learning from the land and from each other.

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THIS AGREEMENT MADE THIS 12 DAY OF March A.D. 2026

BETWEEN:

THE BOARD OF THE LIVING SKY SCHOOL DIVISION NO. 202
North Battleford, Saskatchewan
Hereinafter referred to as the "Employer"

OF THE FIRST PART

AND: THE CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL #4747
Hereinafter referred to as the "Union"

OF THE SECOND PART

ARTICLE 1 - PREAMBLE

1.01 The parties establish and agree to the following terms:

- a) To maintain harmonious relations and settled conditions of employment,
- b) to recognizing the mutual value of joint discussion and negotiations on all matters pertaining to working conditions, hours of work and rates of pay,
- c) to encourage efficiency in operations,
- d) to promote the morale, well-being, and job security of all employees in the bargaining unit of the union.

ARTICLE 2 - PROVISIONS FOUND CONTRARY TO LAW

2.01 If any provisions of this Agreement are found to be contrary to any law in place now or in the future, the law will take precedence until amendments can be made to this Agreement to comply with the law.

ARTICLE 3 - AGREEMENTS

3.01 Terms of Agreement

- (a) This Agreement shall be effective for **four (4) years**, commencing September 1, **2025, and shall remain in force up to and including August 31, 2029, and from year to year thereafter unless written notice is given pursuant to Article 1.02**
- (b) - **Written Notice.**

This agreement provides for its continuation during any negotiating period and all terms and conditions shall apply, unless otherwise contained, retroactive to the date of signing.

- (b) **Written Notice - Either party may, not less than sixty (60) days nor more than one hundred and twenty (120) days before the expiry date hereof, give notice in writing to the other party to negotiate a revision thereof.**

3.02 Annual Meeting of the Committee

It is agreed that the CUPE Executive Board shall meet prior to the first full week of December with Human Resources to discuss topics of mutual interest. The Union President and Human Resources or designate are mutually responsible for facilitating this meeting.

ARTICLE 4 - DEFINITIONS

- 4.01** Whenever the singular or masculine is used in this Agreement, it shall be considered as if the plural or feminine has been used where the context so requires.

4.02 Casual Employees

- (a) Casual employees shall be defined as employees (excluding student employment) who work on a call-in basis and **those** scheduled to work for a period of **ninety (90)** days or less.
- (b) Service gained as a casual employee shall not be considered as service for the purpose of determining seniority.

4.03 Temporary Employees

Temporary employees shall be defined as employees who fill a vacancy created by an employee on an approved leave of absence of **ninety (90)** days or longer or who fill a temporary position.

- i. Temporary employees shall receive all rights and benefits of the Agreement, except they shall be considered terminated upon completion of their temporary term of employment.
- ii. Service gained as a temporary employee shall not be considered as service for the purpose of determining seniority, except **for the purpose of bidding on new positions and vacancies and/or** when a temporary employee becomes permanent as per Article 15.02.

4.04 Permanent Employees

Permanent employees shall be defined as employees who are employed on a continuous basis.

4.05 Local Union

Local Union **for the purpose of this agreement** shall be defined as the CUPE Local 4747 **Executive Board as outlined in their Local Bylaws.**

4.06 Part time and Temporary Employees

Part time employees on permanent contracts and employees on temporary contracts of 5 months or more shall have access to Sections 18.06, 20.05 and 20.06 with pay, pro-rated in accordance with their contracts.

ARTICLE 5 - SCOPE

5.01 The Employer agrees to recognize the Union as the sole collective bargaining agency for employees covered by this Agreement. This Agreement shall apply to all employees employed by the Living Sky School Division including Mechanics, Trades People and Journeypersons at the Division Office, but excepting all other Division Office personnel working out of the Division Office, including, but not limited to:

- Director of Education
- Chief Financial Officer
- **Administrators**
- **Specialists**
- Speech Pathologists
- Student and Community Support Workers
- Assistant Managers
- Administrative Assistants
- **Facility Coordinator**
- Payroll Officers
- Human Resources Assistants
- Student Services Employees
- Co-op Students and Summer Students
- Contracted Staff
- Justice Liaisons
- **Project Officers**
- **All members of the Teacher's Local Implementation Negotiation Committee (LINC)**
- Assistant Director of Education
- Superintendents
- **Service Leads**
- Psychologists
- Occupational Therapists
- Managers
- Executive Assistants
- **Receptionists**
- Clerks
- Payroll Assistants
- Analysts
- Custodians
- Contracted Bus Drivers
- Counselors
- Traditional Cultural Workers

ARTICLE 6 - UNION SECURITY

6.01 Every employee who is now or hereafter becomes a member of the Union shall maintain their membership in the Union as a condition of their employment. Every new employee whose employment commences hereafter shall apply immediately and maintain membership in the Union as a condition of their employment. Any employee in the appropriate bargaining unit who is not required to maintain their membership or apply for and maintain their membership in the Union shall, as a condition of their employment, tender to the Union the periodic dues uniformly required to be paid by the member of the Union.

6.02 Job Security

The parties agree that job security is important.

6.03 Contracting Out

It is not the intention of the Employer to enter into new contracting out of work arrangements during the term of the Agreement, nor is it the intent to lay off employees or reduce hours of work due to contracting out. However, if it becomes necessary to contract out during the term of this Agreement, the Union will be provided with a minimum of 30 days' notice and an opportunity to discuss any intent to contract out. Should the Employer choose to contract out, the employees affected will have the option of accessing the layoff and recall provisions of the Agreement or receiving a negotiated severance package.

In case of an emergency, the Employer shall have the right to contract out work to address the situation and at the same time notify the Union of the situation and the type of work. An emergency is defined as a pressing need that requires immediate attention.

6.04 Work of the Bargaining Unit

Persons whose jobs are not in the Bargaining Unit shall not work on any jobs which are included in the Bargaining Unit except:

- a) in emergencies when regular employees are not available;
- b) for purposes of instruction or training; or
- c) mutually agreed upon in writing by both parties.

In no case shall these activities reduce the hours of work or the pay of an employee.

ARTICLE 7 - RESPONSIBILITIES

7.01 Union Responsibilities

- (a) The Employer recognizes CUPE as the sole and exclusive bargaining agent for all employees in the scope of the Union. Either party may have the assistance of a representative in any discussions, grievances or negotiations between the parties to this Agreement.
- (b) No employee shall be required **or permitted** to make a written or verbal agreement which may conflict with the terms of this Agreement.

7.02 Management Responsibilities

The Union recognizes that the Living Sky School Division's right and duty to manage is vested solely with the Employer, subject to the terms of this Agreement.

ARTICLE 8 - CHECK-OFF

8.01 Deduction of Dues

The Employer agrees to deduct from every employee any monthly dues or assessments levied, in accordance with the Union Bylaws, and owing by them to the Union. Deduction shall be made from each payroll period and shall be forwarded to the Treasurer of the Union not later than the 15th day of the month following each pay period, accompanied by a list of employees and the amount of their deductions.

8.02 Authorization Cards

The Employer agrees to distribute dues, authorization cards and Union information packages provided by the Union to each new employee when they are completing payroll information.

ARTICLE 9 – HARASSMENT AND VIOLENCE IN THE WORKPLACE

Harassment

The parties agree that there shall be no discrimination, interference, restriction, coercion or intimidation exercised or practiced with respect to any person employed by the employer in any matter by reason of ancestry, place of origin, colour, family status, disability, nationality, receipt of public assistance, gender identity, creed, sex, sexual orientation, age, marital status, race or perceived race, nor by reason of membership in a trade union and any other prescribed grounds prohibited under *The Saskatchewan Employment Act* or Human Rights legislation.

The employer and the union jointly affirm that every employee shall be entitled to a respectful workplace. The environment must be free of behaviours such as discrimination, harassment, disruptive workplace conflict and disrespectful behaviour. The principal of fair treatment is a fundamental one and both the employer and the union will not condone any improper behaviour on the part of any person which would jeopardize any employed person's dignity and well-being or undermine work relationships and productivity. In addition, the parties agree that a respectful workplace includes a safe and healthy workplace.

Violence

Violence in the workplace is defined as the attempted, threatened, or actual conduct of a person that causes or is likely to cause injury and includes any threatening statement or behaviour that gives a worker reasonable cause to believe they are at risk of injury consistent with *The Saskatchewan Employment Act* and Occupational Health and Safety Regulations.

The Employer and the Union agree that violence against employees in the workplace is unacceptable and commit to work together to eliminate its incidence and causal factors. The Employer will maintain a Workplace Violence Prevention Protocol that complies with Saskatchewan Health and Safety Regulations. This Protocol will include education and training, identification of high-risk worksites and positions, measures to minimize or

eliminate risk, procedures for informing workers of known risks, and processes for reporting and investigating incidents.

Amendments will be reviewed by the Joint Health and Safety Committee, and the Protocol will be accessible to all employees and reviewed to ensure compliance.

The Employer will intervene and take supportive and appropriate action when any acts of violence, threats, or intimidation occur. Employees who experience a violent incident shall be given the opportunity to consult with a physician and/or seek counselling without loss of salary or benefits. An employee who, in good faith, reports workplace violence shall suffer no harassment, retaliation, intimidation, or adverse consequences; such actions will be considered a serious offence. Grievances related to violence shall be handled in a manner that respects confidentiality while upholding fairness and justice.

ARTICLE 10 - GRIEVANCE AND ARBITRATION PROCEDURE

10.01 Definition of a Grievance

A grievance exists when there is a dispute or difference of opinion between the Employer and any employee or the Union as to the interpretation or application of any provision of this Agreement, and the dispute or difference has not been resolved following discussions between the parties involved.

10.02 Time Limits

Time limits outlined in this Article may be extended by the mutual agreement of **both** parties.

10.03 Procedure

The Employer and the Union agree that the grievance and arbitration procedure should be an efficient and expeditious mechanism for the resolution of grievances. Therefore, the agreed procedure for the resolution of grievances filed by the Union shall be as follows:

(a) STEP 1

In the event of a grievance arising, a written submission describing the grievance and expressing the remedy sought by the Union on the matter shall be presented to the Human Resources or designate within **thirty (30)** calendar days of the event giving rise to the grievance.

The employee concerned, a representative of the Union and Human Resources or designate shall meet to discuss the grievance **within fourteen (14)** calendar days of its receipt.

A written decision shall be rendered to the **Union** within **fourteen (14)** calendar days of such discussion.

(b) STEP 2

Failing resolution under Step 1, a written application for a hearing may be made by the Union through Human Resources or designate to the Director of Education within 21 calendar days of receipt of the decision at Step 1.

A hearing shall occur within 14 calendar days following receipt of the application.

The Director of Education shall send their decision, in writing, to the Union within 7 calendar days of the hearing.

(c) **STEP 3**

If the grievance is not settled in Step 2, the above may be referred to either a single arbitrator (by mutual consent) or Board of Arbitration. Referral must be made within 21 calendar days following receipt of the Director of Education's decision at Step 2.

The Board of Arbitration shall consist of 1 member appointed by the Union, 1 member appointed by the Employer, and a chairman, jointly named by the 2 members so appointed.

Where the appointees of the parties fail to agree, within 30 calendar days of their appointment, on the appointment of a chairman, either party may request the chairperson of the Labour Relations Board to make the 3rd member appointment.

10.04 Decision of the Board

The Board of Arbitration shall:

- (a) Not have the power to change this Agreement, or to alter, modify or amend any of its provisions;
- (b) Be limited to dealing with the issues which are submitted to it for arbitration, and
- (c) Render a final and binding decision within 60 calendar days.

10.05 Technical Objections to Grievances

No grievance shall be defeated or denied by any formal or technical objection. An arbitrator shall have the power to allow all necessary amendments to the grievance and the power to waive formal procedural irregularities in the processing of a grievance, in order to determine the real matter in dispute and to render a decision which he deems just and equitable.

10.06 Expenses

The Union and the Employer shall each pay 1/2 the remuneration and expenses of the Chairman of the Board of Arbitration.

10.07 Loss of Pay

The employee concerned and the local Union representative as identified in this Article shall suffer no loss in pay or benefits in attending the discussions and hearings specified under this Article.

10.08 Accessibility to Employer's Premises and Investigation

All reasonable arrangements will be made to permit a Union representative, accompanied by Human Resources, or designate, to enter the Employer's premises to view working conditions that may be relevant to the settlement of a grievance.

ARTICLE 11 - VACANCIES, POSTINGS

11.01 Posting

When permanent or temporary vacancies initially exceeding 90 days occur or new positions are established, job postings shall be created. At the same time, vacant positions may be advertised publicly. Temporary positions may be extended beyond their original contract dates within a given school year without posting them. Each posting shall contain an outline of the position and shall be posted for a period of 7 days in places accessible to all employees including the Living Sky School Division website and sent via email. A copy of the posting shall be submitted to the Union President. Preference will be given to the CUPE member who has the greatest seniority, provided the applicant has the required qualifications and abilities for the position. During periods when school is closed for more than 7 days, the posting shall be displayed on the Living Sky School Division website.

11.02 Role of Seniority

In making staff changes, transfers or promotions, appointments shall be made of the applicant with the greatest seniority provided the applicant has the required qualifications and abilities for the position.

11.03 Notification to the Union

The Union President shall be notified of all promotions, appointments, hirings, lay-offs, transfers, recalls, dismissals and abolitions of positions.

11.04 Union Communication

The Union shall have a right to post notices of meetings and such other Union notices of interest to the membership on existing communication systems which are accessible to employees. These could include but not be limited to bulletin boards, email, faxes and interoffice mail.

ARTICLE 12 - PROBATION

12.01 Probation for New Employees

- a) A new employee shall be on probation for a period of 120 calendar days from the date of hire. During the probationary period, the employee shall be entitled to all rights and benefits of this Agreement, except with regard to dismissal. An employee shall be informally evaluated within the first 90 calendar days of the probationary term, with a formal written evaluation provided prior to the end of the probationary period.
- b) An uninterrupted Temporary contract (bridged by full-time casual work in the same position) will be on probation for the first contract only at the same school.

12.02 Trial Period

An employee who has been promoted or transferred shall be on a trial period for 90 calendar days from the date of appointment. The employee shall be confirmed in the new position upon completion of the trial period.

The employee shall work in the new position for a minimum of 2 weeks and shall be informally evaluated within the first 30 calendar days.

In the event the employee is unsatisfactory in the new position, or if the employee makes a request, they shall revert to their former position without loss of seniority or salary. Any other employee promoted or transferred as a result shall also be returned to their former position without loss of seniority or salary.

The employee and Employer shall give at least 1 weeks' notice of reversion.

12.03 Trial Period - Out of Scope Position

An employee who has accepted an out-of-scope position with the Employer shall retain reversion rights for a period of 90 calendar days in accordance with the Trial Period clause.

ARTICLE 13 - SUSPENSION AND DISMISSAL

13.01 Presence of a Union Representative

Except in cases where the Employer considers that an employee's conduct warrants immediate dismissal, the practice shall be to discipline (dismissal, suspension, demotion, verbal or written reprimand) the employee in the presence of the Union Representative at which time the employee will be given an opportunity to be heard.

13.02 Suspension Procedure

Suspension pending investigation is not considered discipline. If an employee is suspended pending investigation, the Board shall render its decision regarding discipline no later than fourteen (14) calendar days from the date of the suspension, except as otherwise agreed between the Employer and the Union. Where the suspension is without pay and investigations reveal that no discipline is warranted or that the discipline is less than the time spent on suspension, the employee shall be paid for the time lost and be made whole in all respects.

13.03 Unjust Discipline or Dismissal

No employee shall be disciplined except for just cause. An employee who has been unjustly disciplined or dismissed shall be immediately reinstated in the former position held and receive all benefits and wages for such time lost.

13.04 Personnel Files

- (a) Upon prior arrangement and in the presence of administration, the employee shall have access to and be supplied with copies of any material on their file.
- (b) An employee may submit a written comment with respect to any entry in the file, and such comment shall be attached to the relevant document and included in the file.
- (c) Upon written application to Human Resources or designate, the employee may request to have written reprimands removed from their file after **two (2)** years of subsequent active employment during which no formal disciplinary action is taken. Human Resources or designate has the ability to grant or deny the request. Denial would only occur in situations involving discipline for proven matters of a more serious nature such as, but not limited to, harassment, **violence, insubordination,** or theft.

- (d) After three (3) years, no reprimand or coaching shall be considered or used against employees for future discipline unless situations involving discipline in proven matters of a more serious nature as defined in (c).

ARTICLE 14 - STAFF REASSIGNMENT, LAYOFF OR RETIREMENT

14.01 Layoff Defined

A layoff shall be defined as a reduction in the workforce, or a minimum reduction of 25% of a permanent employee's regularly scheduled hours.

14.02 Role of Seniority

The Employer recognizes that job security should increase in proportion to length of service. When reducing staff, senior employees shall be retained, providing qualifications and abilities are sufficient for the work to be performed.

Should two or more employees have the same seniority date, a random method will be used to determine which employee is the most senior. The method will be determined through mutual agreement by the employer and the union.

14.03 Notice of Layoff

When a layoff is necessitated, the layoff procedure shall include consultation with the employee and the Union to discuss the options available.

The Employer shall not lay off an employee who has been employed for at least 3 continuous months without giving that employee at least:

- (a) 1 week's written notice, if their period of employment is less than 1 year;
- (b) 2 weeks' written notice, if their period of employment is 1 year or more but less than 3 years;
- (c) 4 weeks' written notice, if their period of employment is 3 years or more but less than 5 years;
- (d) 6 weeks' written notice, if their period of employment is 5 years or more but less than 10 years, and
- (e) 8 weeks' written notice, if their period of employment is 10 years or more.

14.04 Procedure for Bumping

If an employee receives a layoff notice and chooses to bump, providing they have the required qualifications and the ability for the position, the procedure shall be followed in this order:

- (a) Bump an employee with less seniority within the same classification within the Community in which the employee is presently working;
- (b) Bump an employee with less seniority within the Community in which the employee is presently working;
- (c) Bump an employee with less seniority within the same classification within the Division, then
- (d) Bump an employee with less seniority within the Division.

For purposes of this Article, the Town of Battleford and the City of North Battleford are considered one Community.

Employees, after being advised of their options, shall be granted up to 7 calendar days to select their option.

14.05 Continuation of Benefits

During a layoff, employees shall maintain, but not accrue, accumulated sick leave, seniority, and service for vacation credits.

14.06 Recall

While on layoff, employees shall be considered, along with other interested current CUPE 4747 employees, for vacant positions provided they have seniority, required qualifications and ability for the position. No new employees will be hired until those laid off have been given an opportunity of recall.

It is the responsibility of employees on layoff to consult the Division website for current and upcoming postings.

14.07 Automatic Layoff

Notwithstanding Article 14.03 entitled "Notice of Layoff", employees who work on the basis of the student year shall be deemed to be laid off for the school vacation periods. Recall following the school vacation periods shall be automatic unless the Employer has served indefinite layoff notice under Article 14.03. This Article will serve as notice of layoff and recall for the school vacation periods during the term of this Agreement.

14.08 Transfer

The Employer shall have the right to allocate or transfer employees, at its discretion, provided wages or seniority are not adversely affected. The transfer procedure shall include consultation with the employee and the Union. If an employee does not accept a transfer, they shall be laid off in accordance with the Layoff and Recall provisions under Article 14.03 and Article 14.06.

14.09 Declaration of Intent to Retire

Whenever possible, an employee who intends to retire shall provide a minimum of 30 days written notice of their intent to their Supervisor and the Human Resources Administrator prior to their retirement date. Those planning to retire in September, shall give notice no later than June 1st.

ARTICLE 15 - SENIORITY

15.01 Seniority of a permanent employee shall be established from the date of hire with the Employer calculated on the basis of continuous service. Continuous service shall include:

- (a) Scheduled school breaks;
- (b) Union leave of up to 1 year;
- (c) Education leave of up to 1 year, and
- (d) Unpaid leave of absence of up to 1 year.

15.02 Seniority and Temporary Employees

Should a temporary employee subsequently be made permanent, seniority shall be calculated from the 1st date of continuous service. An uninterrupted Temporary contract (bridged by full-time casual work in the same position) will be considered continuous service.

15.03 Loss of Seniority

Employees shall lose their seniority and be deemed to have terminated their employment under the following conditions:

- (a) Dismissal for just cause unless reinstated;
- (b) Resignation or retirement in writing;
- (c) Continuous layoff due to lack of work for a period exceeding 24 months, or
- (d) Failure to report for work within 15 days after being notified to report following a layoff, unless the employee can give a reason satisfactory to the Employer of such failure to report within the time prescribed.

15.04 Seniority List

The Employer shall post a seniority list every April effective March 31st of that year. A copy shall be forwarded to the Union. Employees must discuss any inaccuracies with the Union. The Union shall address these inaccuracies with the Employer with proof of the error within 30 calendar days of the seniority list posting. If the error is confirmed, the error will be corrected, a revised seniority list will be posted, and a copy will be sent to the Union.

ARTICLE 16 - ANNUAL VACATIONS

16.01 Annual Vacations

- (a) Annual vacations shall be allocated as follows:
 - Less than 1 year - 1 1/4 days per month
 - 1 to 6 years - 3 weeks (1 1/4 days accumulated per month)
 - 7 to 14 years - 4 weeks (1 2/3 days accumulated per month)
 - 15 to 20 years - 5 weeks (2 1/12 days accumulated per month)
 - 21 years plus - 6 weeks (2 1/2 days accumulated per month)
- (b) The employee's "Date of Hire" shall be the anniversary date.
- (c) All employees working on a 10-month basis shall receive pay in lieu of an annual vacation. Vacation pay shall be paid in each pay period.
- (d) An employee leaving the Employer prior to 1 years' service shall be paid, in addition to all other monies due to them, the amount equal to 3/52 of their gross earnings (including all overtime) for the period employed.
- (e) Vacation schedules shall be arranged between the employees and their supervisors prior to June 1st of each year, subject to operational feasibility.

ARTICLE 17 - STATUTORY HOLIDAYS

17.01 Statutory Holidays

- (a) "Statutory Holidays" shall mean the following days with pay:

New Year's Day
Family Day (February)
Good Friday
Easter Monday (or the first Monday of Spring Break)
Victoria Day
Canada Day
1st Monday in August
Labour Day
The National Day of Truth and Reconciliation
Thanksgiving Day
Remembrance Day
Christmas Day
Boxing Day

And all other holidays proclaimed by federal, provincial, or civic authorities. Any employee required to work on any of these days shall be paid, in addition to their regular wages, at the rate of double time (2X) for the time worked.

- (b) Statutory holidays for 10-month employees shall include those that fall between the period of August 15th to June 30th.

ARTICLE 18 - SICK LEAVE

18.01 Definition

Sick leave is defined as a period of time an employee is absent from work with pay by virtue of personal illness, disability or because of an accident for which compensation is not payable under *The Workers' Compensation Act, 1979* or *The Automobile Accident Insurance Act*.

18.02 Entitlement to Sick Leave

All employees covered by this Agreement, except casual employees, shall be entitled to the hourly equivalent of 2 days of sick leave with pay for every month worked. The unused portion shall accumulate to a maximum of 176 days or the hourly equivalent. The Employer will track accumulated sick leave in hours, which will be reported on each employee's pay stub.

18.03 Proof of Illness

- (a) Each employee shall supply to the Employer a note from a medical practitioner, certifying the employee was unable to carry out their duties due to illness:
 - i. for time absent from work in excess of 5 consecutive days; or
 - ii. **the employee has been absent twice for two or more days in the preceding twelve (12) months.**

When the Employer requests a medical certificate, the Employer shall be responsible for the costs assessed by the physician to obtain the certificate.

- (b) During the time that the employee is in receipt of full salary from the Employer, payments to them in lieu of wages under *The Automobile Accident Insurance Act*, or damages for loss of wages are to be turned over to the Employer.

18.04 Reporting Absence

In any case of absence due to illness, the employee will report the matter to their immediate supervisor and enter the absence no later than **one hundred and twenty (120) minutes** prior to the time the employee's work commences whenever possible, **where substitute employees are needed, or ninety (90) minutes prior for positions where no substitute employee is required.**

18.05 Leave of Absence in Lieu of Sick Leave

Where an employee has exhausted all of their accumulated sick leave, the Employer shall grant unpaid leave of absence upon application to Human Resources or designate for the duration of such illness or 12 months, whichever is less.

18.06 Family Medical Leave

Employees shall be granted leave with pay, not exceeding **five (5) days** per year **for the employee to provide the required needs due to illness, medical or dental care for immediate family members.** Immediate family is defined as spouse, children, grandchildren, parents, and grandparents. The leave shall be deducted from the employee's accumulated sick leave. This leave shall not accumulate from year to year.

18.07 Personal Medical Appointments

An employee shall endeavor to make arrangements for health care appointments outside of scheduled work time. Where an employee is unable to make necessary arrangements outside of work, such leaves will be deducted from the employee's sick leave entitlement. Employees must notify their immediate supervisor one week in advance of the appointment. When one week notice cannot be given, the employee shall contact Human Resources. The employer may request verification of the time and location of appointment. Appointments should be booked in a way that minimizes time away from work.

ARTICLE 19 - COMPASSIONATE LEAVE

19.01 Compassionate Leave *Family*

- (a) An employee shall be granted leave with pay to a maximum of 5 days depending upon circumstances.
- (b) Compassionate Leave applies in the case of death or serious illness of a parent, spouse, brother, sister, child, mother-in-law, father-in-law, brother or sister-in-law, grandparent, grandchild, former guardian, fiancé, or some other person with whom the employee has had a special relationship. A serious illness is defined as life threatening or an emergent medical situation. The Employer, at its discretion, may grant Compassionate Leave other than that provided for in this Section and/or in excess of the number of days provided for in this Section.

19.02 Compassionate Leave *Other*

An employee shall be granted leave without loss of pay and benefits for up to 1 day to attend the funeral of a friend or relative not covered under Section 19.01.

19.03 Compassionate Care Leave

- (a) In accordance with the *Employment Insurance Act* and upon written request to Human Resources or designate, employees shall be granted a leave of absence of up to 26 weeks plus the required waiting period to care for a family member who is in significant risk of death within 6 months. The employee is not required to take the benefit weeks consecutively; however, the time must be taken within 52 weeks of the commencement of the leave.
- (b) During the leave, the employee shall continue to accumulate all benefits and seniority. Should the employee choose to make contributions for the period of the leave to the pension or benefits plan, the Employer will pay the Employer's contribution for the same period.
- (c) Family member is defined in the *Employment Insurance Act*. Employees applying for Compassionate Care Family Leave must provide a doctor's certificate stating that a family member suffers from a serious medical condition with a significant risk of death within 6 months and that the family member requires the care or support of 1 or more other family members.

ARTICLE 20 - LEAVES OF ABSENCE

20.01 Unpaid Leave

The Board, for good and sufficient reasons, and subject to operational feasibility, may grant a leave of absence without pay. The request shall be submitted to Human Resources or designate in writing in advance.

20.02 Union Leave

- (a) An employee who is elected or selected for a position with the Union, or anybody to which it is affiliated, shall be granted leave of absence for a period of up to 1 year. Such leave shall be extended for 1 additional year upon request of the employee. Such employee shall receive pay and benefits as provided in this Agreement. The Union shall reimburse the Employer for all pay and benefits during the period of absence.
- (b) An employee elected or appointed to represent the Union at conventions or educational workshops, if deemed operationally feasible by the Supervisor/ Principal, shall be granted a leave of absence without loss of pay or benefits. Application shall be made to Human Resources or designate in advance of the event. The Union shall reimburse the Employer for all pay and benefits during the period of absence.
- (c) A Union representative shall suffer no loss of salary for time absent from duties for the purpose of participation on matters arising from this Agreement. The direct Supervisor shall authorize the time away from the employee's regular duties.
- (d) Should negotiation sessions between the Employer and the Union be held at times when a Union representative is scheduled to work, the employee shall suffer no loss of salary or benefits. The maximum number of Union employees participating in Union negotiations shall not exceed 6.

20.03 Public Office Leave

- (a) The Employer, upon application by an employee to Human Resources or designate, shall grant to the employee reasonable leave of absence without pay from their employment to seek nomination as a candidate and to be a candidate for a municipal, provincial, or federal election. Upon the expiration of the leave of absence, the Employer shall allow the employee to continue their employment without loss of any privilege connected with seniority, such seniority to be determined at the date the leave of absence began.
- (b) The Employer shall, upon application by an employee to Human Resources or designate, grant to the employee reasonable leave of absence without pay from their employment, if the employee has been elected to a municipal, provincial, or federal government. The leave shall be granted for the term of office. Upon the expiration of the leave of absence, the Employer shall allow the employee to continue their employment without loss of any privilege connected with seniority, such seniority to be determined at the date the leave of absence began.

20.04 Jury or Witness Leave

- (a) An employee shall be granted leave of absence without loss of salary, benefits or seniority when subpoenaed to serve as a member of a jury or as a witness. Any remuneration awarded by the Court above actual expenses shall be repaid to the Employer up to the maximum of salary involved for the period of absence.
- (b) If appearing as a witness for the Court of King's Bench, the employee shall make application in accordance with "The Court of King's Bench Fees Regulations" for witness fees.

20.05 Wellness/Personal Leave

- (a) Wellness involves circumstances of a physical, mental, emotional, spiritual, or psychological nature.
- (b) Upon request, employees shall be granted 2 Wellness Days per school year with pay.
- (c) Upon request, employees shall be granted 1 Personal Day per school year at 50% of their daily rate of pay.

20.06 Special Leave

An employee may be granted leave with full salary for 1 day per school year upon application to Human Resources or designate, in respect to the following:

- (a) For absence from work for events considered Acts of God;
- (b) To participate in athletic events at the provincial or national level;
- (c) For First Responder situations at which the employee's presence is required;
- (d) To attend a secondary or post-secondary graduation ceremony involving self, spouse, child or grandchild;
- (e) To attend meetings of boards in which the employee holds an elected office, or
- (f) For pressing and unplanned non-medical emergency situations not covered by any other clause in this Agreement.
- (g) For active participation in cultural events for healing or spiritual purposes.

20.07 Maternity, Paternity, Adoption Leave

- (a) An employee is entitled to maternity, parental and adoption leave in accordance with *The Saskatchewan Employment Act*.
- (b) For the purposes of seniority and rights of recall, maternity, parental or adoption leave does not constitute a break in service, and seniority and rights of recall continue to accrue.

20.08 Supplemental Employment Benefits (SEB) Plan

In recognition that there will be a health-related portion of a maternity leave during which a woman will be medically unfit to work for health related reasons due to pregnancy, delivery or post-delivery, benefits for this period will be paid under the provisions of a Supplemental Employment Benefits Plan (SEB Plan) designed by the Employer and in accordance with the registration requirements of the Benefits Program, Canada Employment and Immigration.

Details of the plan are outlined in HR Procedure.

20.09 Disability Leave

(a) Return to Work

An employee who returns to work after being on disability leave for less than 2 years shall be placed in the position held immediately prior to the disability leave, providing the employee is able to perform the duties of the position.

(b) Inability to Return to Work

If, after being on disability leave for 2 calendar years, an employee is unable to return to work, the Employer and Union shall meet to determine whether the position vacated by the employee should be permanently posted. If, after 2 years, the employee is able to return to work, the employee's name shall be placed on a disability re-employment list. While on the list, the employee may also apply for positions for which they have seniority, providing qualifications and ability are sufficient for the work to be performed.

(c) Re-employment List

Employees whose names are placed on the disability re-employment list shall retain vacation service, sick leave credits and seniority for the entire period.

20.10 Workers' Compensation

In the event of an employee accessing Workers' Compensation, they shall continue to receive regular pay for a maximum period of 1 year and a minimum time defined by the employee's accumulated sick leave. The difference between the amount paid by Workers' Compensation and the full daily rate of pay shall be deducted from the employee's sick leave. During the 1-year period, the Workers' Compensation pay is turned over to the Employer. After 1 year or the exhaustion of the accumulated sick leave, the employee receives benefits directly from the Workers' Compensation Board.

20.11 Intimate Partner/Interpersonal Violence Leave Provisions

Employees who have completed 13 consecutive weeks of employment are entitled to interpersonal violence leave in each fifty-two (52) week period as follows:

- a) Up to ten (10) days, which may be taken intermittently or in portions of a day. Of these, five (5) days shall be paid at the employee's regular rate of pay and five (5) days shall be unpaid; and up to sixteen (16) weeks of unpaid leave, which must be taken in one continuous period.
- b) Leave may be taken for purposes such as seeking medical or psychological care, accessing victim services, obtaining legal or law enforcement assistance, or relocating for safety. The Employer may request reasonable evidence from a qualified professional but shall maintain strict confidentiality and limit disclosure to those who require the information to carry out their duties or as required by law.
- c) No employee shall be subjected to discipline, dismissal, or any other adverse action for taking interpersonal violence leave or if attendance or performance is impacted as a result of experiencing interpersonal violence.

ARTICLE 21 - RECOGNITION OF VOLUNTARY SERVICE

21.01 Employees who provide noon and/or extra-curricular supervision shall be recognized as per HR Procedure.

ARTICLE 22 – CLASSIFICATIONS

22.01 Job Classification Review

When an employee feels they are completing duties that no longer comply with their current job description or their current job requirements, they may address their concerns with the area CUPE Vice President. If an application is warranted, it should be submitted in writing to Human Resources or designate. Human Resources or designate shall schedule a meeting to review the circumstances with the employee and the CUPE Vice President. Should a reclassification of the position occur, the employee currently fulfilling these duties shall be reclassified without posting the position.

22.02 New Classifications

Should a newly classified position be created, the classification title and the rate of pay shall be negotiated with Human Resources or designate, the Union President and 3 Vice Presidents. A supplementary Agreement shall be executed regarding the New Classification. The provisions to this Agreement with respect to filling the position shall apply.

22.03 Abolition of Classifications

In the event the Employer is considering the abolition of classifications covered by this Agreement, 30 days' notice of the intention shall be communicated to the Union.

22.04 Job Descriptions

The Employer agrees to notify the Union President by email when an updated job description for a Unionized position is placed on the website. The descriptions shall be available for comment by the Union President.

ARTICLE 23 - WORKING CONDITIONS

23.01 Professional Development

The Employer believes in thoughtful schools where students and staff focus on learning. In an effort to advance and promote lifelong learning, funding will be made available to facilitate professional development opportunities for all staff.

The Employer shall also reimburse employees for all professional/licensing fees that are relevant for their position with the employer.

23.02 Pension Plan

In addition to the Canada Pension Plan, every employee eligible shall join the pension plan under *The Municipal Employees' Pension Act*. The Employer and the employee shall participate and make contributions in accordance with the provisions of The Municipal Employees' Pension Plan.

23.03 Benefits

The Employer shall maintain membership in the Saskatchewan School Boards Association Benefit Plan for employees working 15 hours per week or more. The Employee Benefit Plan shall be composed of the following:

- (a)
 - i. CORE Accidental Death & Dismemberment;
 - ii. CORE Life Insurance;
 - iii. Dental Plan C;
 - ii. Extended Health Care B;
 - iii. Long Term Disability Plan A;
 - iv. Employee Family Assistance, and
 - v. Vision Plan A.

On behalf of the employee, the Employer shall pay 100% of the premium for the benefits listed above except Vision, which will be 50% Board paid and 50% employee paid.

23.04 Employment Insurance Rebate

Pursuant to the *Employment Insurance Act 1996*, the Employer shall forward to the Union Treasurer as soon as possible after January 31st of each year, an amount equal to 5/12 of the premium reduction obtained on behalf of each CUPE member in its employ.

ARTICLE 24 - OCCUPATIONAL HEALTH AND SAFETY

24.01 Legislation

When the provisions of Article 24 reference the Act, they are referring to *The Saskatchewan Employment Act*, Parts III and V. When the provisions of Article 24 reference the Regulations, they are referring to *The Occupational Health and Safety Regulations, 2020*.

24.02 The employer will take every precaution reasonable in the circumstances for the protection of employees.

The parties agree to abide by The Occupational Health and Safety Regulations and its regulations. The union and the employer, as a matter of principle, recognize that occupational health and safety is a shared concern. While the provision of a healthy and safe workplace is the responsibility of the employer, both parties will cooperate on promoting and improving rules and practices which will enhance the physiological, psychological, and social well-being with respect to working conditions. The employer and the union agree that they mutually desire to maintain standards of safety and health in the workplace in order to prevent accidents, injury, and illness, and to promote the health and safety of all employees.

The employer shall not dismiss, intimidate, coerce, suspend, or transfer a worker or practice discrimination or take reprisals against them, or impose any other sanction upon them because they have suffered an employment injury or exercised their rights under this collective agreement, or any applicable statute.

24.03 Work Refusal Under Occupational Health and Safety

The Employer acknowledges and complies with its obligations under The Occupational Health and Safety Act, 1993 (Saskatchewan), including the statutory rights of employees to know about workplace hazards, to participate in occupational health and safety processes, and to refuse unusually dangerous work in accordance with the Act.

24.04 Co-operation on Safety

The Union and the Employer shall co-operate in improving conditions which will provide adequate training and protection to employees engaged in hazardous work.

24.05 Union-Employer Safety Committee

An Occupational Health Committee shall be established in accordance with the Act and the Regulations and will include representation from the Union.

24.06 Health Committee Pay Provisions

The Occupational Health Committee shall hold meetings in accordance with the Regulations. Additional meetings may be called by either the Union or the Employer to deal with unsafe, hazardous or dangerous conditions. Representatives of the Union shall suffer no loss of pay for attending such meetings. Copies of minutes of all Committee meetings shall be sent to the Employer and the Union and shall be posted on designated bulletin boards.

24.07 Safety Measures

- (a) Employees working in unsanitary or dangerous jobs shall be supplied with the necessary tools, training, safety equipment and protective clothing. This shall include reimbursement once every **twelve (12)** months to a maximum of **one hundred and seventy-five dollars (\$175.00)** for the purchase of required protective footwear. Where special circumstances warrant, employees may apply for additional reimbursement.
- (b) No employee shall be disciplined for exercising any action outlined in the Act or the Regulations.

ARTICLE 25 - HOURS OF WORK AND SHIFTS

25.01 Call Back

Employees shall be paid 3 hours at overtime rates for each occasion the employee is called back to duty whether or not they are required to be on duty for the full 3 hours.

25.02 Posting Caretaker Schedules

A schedule of hours of work of caretakers shall be established and communicated in writing to the employee by the Principal or designate at least 2 weeks in advance.

25.03 Hours of Work

- (a) The overtime threshold for employees working in one classification shall be 40 hours per week, 8 hours per day for the following positions:

- i. Caretakers (subject to Sub-Article 25.08);
- ii. Cooks;
- iii. Facility Operators (subject to Sub-Article 25.08);
- iv. Journeyman Cook;
- v. Journeymen/Trades (subject to Sub-Article 25.08);
- vi. Kitchen Aides;
- vii. Nutrition Co-ordinators, and
- viii. Transportation Porters.

The overtime threshold for employees working in one classification shall be 37.5 hours per week, 7.5 hours per day for the following positions:

- i. Educational Assistants;
- ii. Library Assistants and Technicians;
- iii. School Liaison Workers, and
- iv. Secretaries.

- (b) School Liaison Workers shall have flexible work schedules.
- (c) When employees are employed in 2 different job classifications, flexible work hours shall be permitted, with prior approval, provided that the individual does not exceed 40 hours of work per week. Positions will not be restructured to provide employees with an opportunity to maximize the 40-hour work week. Should an employee exceed 40 hours in a work week without prior approval, the regular rate of pay shall apply.

25.04 Overtime on Regularly Scheduled Days

All time worked in excess of the regular full-time hours shall be paid at the rate of double time (2X) thereafter.

25.05 Overtime on Days Off

Days off shall be consecutive, and employees required to work on their regularly assigned days of rest shall be paid at the rate of double (2X) time.

25.06 Paid Rest Periods

Scheduling of rest breaks shall occur in consultation with the employee and are subject to operational feasibility. The Principal/Supervisor will **make every effort** to provide a rest break of up to fifteen (15) minutes in the 1st half and 2nd half of the workday.

25.07 Compressed Work Week

As mutually agreed among the Local Union, Employee(s), Supervisor and Superintendent of Learning or designate, work hours may be re-arranged to allow for a compressed work week. These arrangements may be made during periods of school closure or to accommodate caretaking and maintenance requirements within the School Division. Possible long or short-term scheduling arrangements may be made, subject to operational feasibility. Reasonable requests shall be considered.

- a) Should an employee on a compressed work week use a leave or sick day, as provided for and outlined within this Agreement, it is understood their regular daily hours prior to the compressed work week shall apply. Further, the available hours for any leave shall not exceed **ten (10) hours** per day.
- b) **All leaves not identified in this article will continue to accrue.**
- c) **Under Article 19.01 Compassionate Leave *Family*, employees working a compressed work week shall be granted leave with pay to a maximum of 40 hours, depending on circumstances.**
- d) **Under Article 19.02 Compassionate Leave *Other*, employees working a compressed work week shall be granted a day's leave with pay, based on their daily hours worked in the compressed work week, to a maximum of 10 hours, depending on circumstances.**
- e) **Under Article 20.05 Wellness/Personal Leave and 20.06 Special Leave, employees working a compressed work week will accrue, based on their daily hours worked in the compressed work week, up to a maximum of 10 hours of leave for each day.**

25.08 Outside Employment

If an employee is engaged or engages in employment with another employer or operates a business, it shall be understood that such other employment or business shall not conflict with the employee's position, nor shall it interfere with the employee's ability to work. Also, such other employment or business shall not conflict with Board Policy regarding provision of services or purchase of goods and materials.

ARTICLE 26 - PAY CRITERIA

26.01 Twelve Month Pay Period

Employees who work 10 months may choose to have their pay divided into 12 equal monthly pay periods. A request shall be made in writing to the Payroll Manager or designate prior to the start of the school year.

26.02 Payday

- (a) Paydays shall be on the 15th of the month, or the Friday preceding the 15th, if that date falls on a weekend or holiday, and on the final business day of the month.
- (b) For casual employees, paydays shall be on the 6th and 21st of the month or the Friday preceding these dates if that date falls on a weekend or holiday.

26.03 Performing Duties in a Higher Paid Classification

- (a) An employee within a specific school required to fill a position in a classification with a higher rate of pay shall be paid in the higher classification at the same increment as their current classification.
- (b) When considering employees to fill a position in a classification at a higher rate of pay, appointment from within that school shall be made on the basis of seniority with qualifications and ability being sufficient for the position to be filled.

26.04 Increments

Permanent employees shall receive an increment in pay in accordance with Schedule "A", on the anniversary date of hire. Temporary and casual employees shall receive an increment in pay in accordance with Schedule "A" when they have been paid the equivalent of full-time hours for 1 year in their classification.

26.05 Starting Rate of Pay for Temporary and Casual Employees

The starting rate of pay for temporary and casual employees shall be at the base rate of the increment in their classification.

ARTICLE 27 - PAYMENT OF ALLOWANCES

27.01 Automobile Allowance

- (a) The allowance payable to employees authorized to use privately owned vehicles for School Division business is as follows:
 - Vehicle: Kilometre rate as set biannually by the Employer, or an allowance of \$5.50 per day for each day that a vehicle is used.
- (b) When an individual is required to utilize their truck for School Division business, the allowance is as follows:
 - Truck: Kilometre rate as set biannually by the Employer, plus 2.5 cents per kilometre, or an allowance of \$6.00 per day for each day that a vehicle is used.

ARTICLE 28 - BUS DRIVERS

28.01 Hours of Work

The normal daily hours of work for a bus driver are determined from the time shown on the driver's pick-up and drop-off schedule. In addition, daily hours will include time for cleaning, sanitizing the interior of the bus, warm up, circle check, fueling, paper work and commuting to and from the driver's residence with the bus as well as trips for service to the designated garage.

28.02 Casual Bus Driver List

A list of approved casual bus drivers shall be made available to all bus drivers. As changes occur to this list, it will be updated and circulated.

28.03 Driver Responsibility

In the event a driver requires a leave of absence from their duties, approval shall be obtained in accordance with the leave provisions. The bus driver shall book a casual driver from the approved list and advise the Transportation Manager or designate of the arrangements.

28.04 Duties Beyond the Regular Route

(a) Cleaning a Spare Bus

Drivers shall be paid minimum wage plus \$0.75 per hour plus up to \$15.00 to use a truck wash with receipts once per month. The Transportation Manager or designate may authorize additional cleaning.

(b) Service Trips Outside the Attendance Area

The Transportation Manager or designate shall authorize all service trips before they occur.

- i. Bus - minimum wage plus \$0.75 per hour plus meals at Division rates (if applicable).
- ii. Private Vehicle - minimum wage plus \$0.75 per hour plus kilometers and meals at Division rates.

(c) Bus Driver Evaluation Meetings

Drivers shall be paid minimum wage plus \$0.75 per hour, for a minimum of 3 hours, to attend evaluation meetings as required by the Transportation Manager or designate.

28.05 Extra-curricular Trips

Drivers shall be paid \$20.00 per trip, plus the per kilometer rate for actual kilometers travelled, plus the minimum wage rate for wait time.

- i. Day Trips: Wait time to a maximum of 8 hours per day with additional hours paid at the overtime rate of double (2X) the minimum rate.
- ii. Overnight Trips: Paid to a maximum of 8 hours per day wait time plus meals and accommodation at Division rates.
- iii. Wait Time: Calculated from the time the bus arrives at the destination and is unloaded until the bus is loaded for the return trip.

28.06 Allowances and Reimbursements

(a) Bus Wash Reimbursement

Regular drivers shall be reimbursed, with supporting receipts, up to the maximum listed in Schedule "A".

(b) Plug In Allowance

Regular drivers shall be paid from November 1st to March 30th inclusive.

- i. Gas (Refer to Schedule "A")
- ii. Diesel (Refer to Schedule "A")

For absences of 4 or more consecutive days, the pro-rated amount shall be deducted from the regular driver and paid to the casual driver.

(c) Cellphone:

Bus drivers who are required by the employer and agree to use their personal cell phone for Employer business, shall receive a monthly reimbursement of twenty dollars (\$20.00) from September to June.

28.07 Casual Bus Drivers

(a) Cleaning a Bus

Casual drivers shall be paid minimum wage plus \$0.75 per hour plus up to \$15.00 to use a truck wash with receipts once per month. The Transportation Manager or designate may authorize additional cleaning.

(b) Professional Development

Casual drivers requested and invited to attend Professional Development days shall be paid at the daily rate and kilometers of the shortest rural division route for the school year.

(c) Bus Pick-up

If the Employer requires a casual bus driver to pick up a bus, the driver shall receive \$10.00 for bus pick-up and delivery plus mileage at the Division rate for use of his personal vehicle.

28.08 Ride Along Pay

A bus driver employed by the Division on a casual or permanent basis shall be paid minimum wage plus \$0.75 per hour when, with the Employer's approval, they accompany another driver for reasons such as learning a new route.

28.09 Examination and Medical Costs for S Endorsement

The Employer shall provide a bus for drivers to use when obtaining or renewing the S endorsement on their drivers' licenses. Each bus driver shall be reimbursed the cost of obtaining or renewing an S endorsement as well as the medical fees assessed for required medical examinations. Drivers traveling to the test site with their vehicles shall be reimbursed mileage for the return trip from their homes to the test site.

28.10 Route Changes

The Employer may alter routes at its discretion during the school year and adjust kilometers accordingly.

ARTICLE 29 – ACCOMMODATION OF EMPLOYEES

29.01 General

Accommodation is a shared responsibility. The employer will make reasonable efforts, short of undue hardship, to accommodate employees unable to perform their duties due to disability or protected ground subject to the *Human Rights Code*. Accommodation will be implemented in a timely manner following these steps: (i) existing duties; (ii) modified existing duties; (iii) other available duties; (iv) modified alternate duties. All options will be assessed before decisions are made.

Employees must submit medical documentation detailing limitations, prognosis, functional ability to perform duties, and expected duration. The employer may request only necessary information for accommodation and will maintain confidentiality in line with privacy and Occupational Health & Safety legislation.

Accommodation decisions must ensure ongoing compliance with occupational health and safety requirements and will be made by the employer, who retains authority over work assignments, operational procedures, and safety measures. Accommodation will be provided unless the employer can demonstrate undue hardship, such as substantial cost or serious health and safety risk.

The employer and union may agree to waive certain collective agreement provisions where necessary to implement accommodation. Employees and union representatives attending accommodation meetings will be released from duty without loss of pay.

SCHEDULE "A"
One-Time Inflationary Adjustment Payment

Inflationary Adjustment Payment

The Employer shall provide a one-time inflationary adjustment payment equal to one percent (1%) of an eligible employee's total employment income as reported in Box 14 of the employee's 2025 T4 Statement of Remuneration Paid.

Purpose and Wage Treatment

This payment is provided solely as an inflationary adjustment. It shall not be added to, incorporated into, or used to adjust the salary grid, wage rates, or base salary, and shall not be used in the calculation of any future wages, benefits, premiums, allowances, or entitlements under this Collective Agreement.

Eligibility

Eligibility for the inflationary adjustment payment shall be limited to all employees who were employed by the Employer on September 1, 2025, regardless of employment status. For greater certainty, this includes employees employed on that date in casual, temporary, permanent positions, whether on a full-time or part-time basis.

Employees on Leave

Employees who were on an approved leave of absence, paid or unpaid, on September 1, 2025, shall be deemed to have been employed on that date for the purposes of eligibility, provided the employment relationship had not been severed.

Exclusions

Employees whose employment ended prior to September 1, 2025, or whose employment commenced after September 1, 2025, shall not be eligible for the inflationary adjustment payment.

One-Time Nature

The inflationary adjustment payment is a one-time payment and shall not establish a precedent or entitlement to similar payments in the future.

SCHEDULE A NEGOTIATED INCREASES

The wage rates set out in Schedule A reflect the general wage adjustments agreed to by the Parties. Wage rates shall be adjusted on the dates and in the amounts set out below and shall be applied to the wage rates in effect immediately prior to each adjustment.

Wages set out in Schedule A will be applied to all those employed, and all hours worked, from September 1, 2025 to the date of ratification.

Tradesperson and Journeyperson Classifications

Effective September 1, 2025, wage rates for employees classified as Tradespersons or Journeypersons shall be increased by five percent (5%).

Effective September 1, 2026, wage rates for these classifications shall be increased by three percent (3%).

Effective September 1, 2027, wage rates for these classifications shall be increased by three percent (3%).

Effective September 1, 2028, wage rates for these classifications shall be increased by four percent (4%).

Educational Assistant I and Educational Assistant II Classifications

Effective September 1, 2025, wage rates for employees classified as Educational Assistant I and Educational

Assistant II shall be increased by four percent (4%).

Effective September 1, 2026, wage rates for these classifications shall be increased by three percent (3%).

Effective September 1, 2027, wage rates for these classifications shall be increased by three percent (3%).

Effective September 1, 2028, wage rates for these classifications shall be increased by three percent (3%).

All Other Employee Classifications

Effective September 1, 2025, wage rates for all other employee classifications shall be increased by three percent (3%).

Effective September 1, 2026, wage rates for these classifications shall be increased by three percent (3%).

Effective September 1, 2027, wage rates for these classifications shall be increased by three percent (3%).

Effective September 1, 2028, wage rates for these classifications shall be increased by four percent (4%).

September 1, 2025

Classification	Year 1	Year 2	Year 3
Caretaker	\$ 22.78	\$ 23.41	\$ 24.09
Caretaker Fireman	\$ 23.63	\$ 24.27	\$ 24.92
Head Caretaker	\$ 23.63	\$ 24.27	\$ 24.92
Cook	\$ 22.99	\$ 23.55	\$ 23.95
Educational Assistant 1	\$ 20.99	\$ 22.01	
Educational Assistant 2	\$ 22.29	\$ 23.31	\$ 24.27
Facility Operator	\$ 25.02	\$ 25.66	\$ 26.31
Journey person	\$ 36.83		
Journey person Cook	\$ 24.87	\$ 25.43	\$ 25.83
Kitchen Aid	\$ 21.17	\$ 21.60	\$ 22.17
Lead Caretaker – NBCHS	\$ 25.02	\$ 25.66	\$ 26.31
Lead Secretary – NBCHS	\$ 24.66	\$ 25.78	\$ 26.96
Library Assistant	\$ 21.90	\$ 22.91	\$ 23.87
Library Technician	\$ 23.10	\$ 23.74	\$ 24.45
Nutrition Coordinator	\$ 24.38	\$ 24.94	\$ 25.34
Liaison Worker 1	\$ 26.78	\$ 28.20	\$ 29.60
Liaison Worker 2	\$ 32.45	\$ 34.30	\$ 36.15
Secretary	\$ 23.27	\$ 24.39	\$ 25.56
Tradesperson	\$ 25.48	\$ 26.59	\$ 27.68
Bus Drivers			
Rural route Daily Rate	\$ 64.39		
Rural Route KM Rate	\$ 0.2891		
Urban Route Daily Rate	\$ 73.01		
Urban Route Kms outside town limits	\$ 0.2806		
Wheelchair Allowance Daily Rate	\$ 10.00		
Plug Allowance Nov-Mar Gas	\$ 350.00		
Wash Reimbursement Sept – Jun Gas	\$ 250.00	with receipts	
Plug Allowance Nov-Mar Diesel	\$ 430.00		
Wash Reimbursement Sep-Jun Diesel	\$ 250.00	with receipts	
Transportation Porter	\$ 0.77	above minimum wage	

September 1, 2026

Classification	Year 1	Year 2	Year 3
Caretaker	\$ 23.46	\$ 24.11	\$ 24.81
Caretaker Fireman	\$ 24.34	\$ 25.00	\$ 25.67
Head Caretaker	\$ 24.34	\$ 25.00	\$ 25.67
Cook	\$ 23.68	\$ 24.26	\$ 24.67
Educational Assistant 1	\$ 21.62	\$ 22.67	
Educational Assistant 2	\$ 22.96	\$ 24.01	\$ 25.00
Facility Operator	\$ 25.77	\$ 26.43	\$ 27.10
Journey person	\$ 37.93		
Journey person Cook	\$ 25.62	\$ 26.19	\$ 26.60
Kitchen Aid	\$ 21.81	\$ 22.25	\$ 22.84
Lead Caretaker - NBCHS	\$ 25.77	\$ 26.43	\$ 27.10
Lead Secretary - NBCHS	\$ 25.40	\$ 26.55	\$ 27.77
Library Assistant	\$ 22.56	\$ 23.60	\$ 24.59
Library Technician	\$ 23.79	\$ 24.45	\$ 25.18
Nutrition Coordinator	\$ 25.11	\$ 25.69	\$ 26.10
Liaison Worker 1	\$ 27.58	\$ 29.05	\$ 30.49
Liaison Worker 2	\$ 33.42	\$ 35.33	\$ 37.23
Secretary	\$ 23.97	\$ 25.12	\$ 26.33
Tradesperson	\$ 26.24	\$ 27.39	\$ 28.51
Bus Drivers			
Rural route Daily Rate	\$ 66.32		
Rural Route KM Rate	\$ 0.2978		
Urban Route Daily Rate	\$ 75.20		
Urban Route Kms outside town limits	\$ 0.2890		
Wheelchair Allowance Daily Rate	\$ 10.00		
Plug Allowance Nov-Mar Gas	\$ 350.00		
Wash Reimbursement Sept - Jun Gas	\$ 250.00	with receipts	
Plug Allowance Nov-Mar Diesel	\$ 430.00		
Wash Reimbursement Sep-Jun Diesel	\$ 250.00	with receipts	
Transportation Porter	\$ 0.79	above minimum wage	

September 1, 2027

Classification	Year 1	Year 2	Year 3
Caretaker	\$ 24.16	\$ 24.83	\$ 25.55
Caretaker Fireman	\$ 25.07	\$ 25.75	\$ 26.44
Head Caretaker	\$ 25.07	\$ 25.75	\$ 26.44
Cook	\$ 24.39	\$ 24.99	\$ 25.41
Educational Assistant 1	\$ 22.27	\$ 23.35	
Educational Assistant 2	\$ 23.65	\$ 24.73	\$ 25.75
Facility Operator	\$ 26.54	\$ 27.22	\$ 27.91
Journey person	\$ 39.07		
Journey person Cook	\$ 26.39	\$ 26.98	\$ 27.40
Kitchen Aid	\$ 22.46	\$ 22.92	\$ 23.53
Lead Caretaker - NBCHS	\$ 26.54	\$ 27.22	\$ 27.91
Lead Secretary - NBCHS	\$ 26.16	\$ 27.35	\$ 28.60
Library Assistant	\$ 23.24	\$ 24.31	\$ 25.33
Library Technician	\$ 24.50	\$ 25.18	\$ 25.94
Nutrition Coordinator	\$ 25.86	\$ 26.46	\$ 26.88
Liaison Worker 1	\$ 28.41	\$ 29.92	\$ 31.40
Liaison Worker 2	\$ 34.42	\$ 36.39	\$ 38.35
Secretary	\$ 24.69	\$ 25.87	\$ 27.12
Tradesperson	\$ 27.03	\$ 28.21	\$ 29.37
Bus Drivers			
Rural route Daily Rate	\$ 68.31		
Rural Route KM Rate	\$ 0.3067		
Urban Route Daily Rate	\$ 77.46		
Urban Route Kms outside town limits	\$ 0.2977		
Wheelchair Allowance Daily Rate	\$ 10.00		
Plug Allowance Nov-Mar Gas	\$ 350.00		
Wash Reimbursement Sept - Jun Gas	\$ 250.00	with receipts	
Plug Allowance Nov-Mar Diesel	\$ 430.00		
Wash Reimbursement Sep-Jun Diesel	\$ 250.00	with receipts	
Transportation Porter	\$ 0.81	above minimum wage	

September 1, 2028

Classification	Year 1	Year 2	Year 3
Caretaker	\$ 25.13	\$ 25.82	\$ 26.57
Caretaker Fireman	\$ 26.07	\$ 26.78	\$ 27.50
Head Caretaker	\$ 26.07	\$ 26.78	\$ 27.50
Cook	\$ 25.37	\$ 25.99	\$ 26.43
Educational Assistant 1	\$ 22.94	\$ 24.05	
Educational Assistant 2	\$ 24.36	\$ 25.47	\$ 26.52
Facility Operator	\$ 27.60	\$ 28.31	\$ 29.03
Journey person	\$ 40.63		
Journey person Cook	\$ 27.45	\$ 28.06	\$ 28.50
Kitchen Aid	\$ 23.36	\$ 23.84	\$ 24.47
Lead Caretaker - NBCHS	\$ 27.60	\$ 28.31	\$ 29.03
Lead Secretary - NBCHS	\$ 27.21	\$ 28.44	\$ 29.74
Library Assistant	\$ 24.17	\$ 25.28	\$ 26.34
Library Technician	\$ 25.48	\$ 26.19	\$ 26.98
Nutrition Coordinator	\$ 26.89	\$ 27.52	\$ 27.96
Liaison Worker 1	\$ 29.55	\$ 31.12	\$ 32.66
Liaison Worker 2	\$ 35.80	\$ 37.85	\$ 39.88
Secretary	\$ 25.68	\$ 26.90	\$ 28.20
Tradesperson	\$ 28.11	\$ 29.34	\$ 30.54
Bus Drivers			
Rural route Daily Rate	\$ 71.04		
Rural Route KM Rate	\$ 0.3190		
Urban Route Daily Rate	\$ 80.56		
Urban Route Kms outside town limits	\$ 0.3096		
Wheelchair Allowance Daily Rate	\$ 10.00		
Plug Allowance Nov-Mar Gas	\$ 350.00		
Wash Reimbursement Sept - Jun Gas	\$ 250.00	with receipts	
Plug Allowance Nov-Mar Diesel	\$ 430.00		
Wash Reimbursement Sep-Jun Diesel	\$ 250.00	with receipts	
Transportation Porter	\$ 0.84	above minimum wage	

CLASSIFICATION DESCRIPTIONS

Facility Operator:	An individual who holds a Fifth Class Power Engineering Certificate and is responsible for the building maintenance, systems monitoring, maintenance and repair at NBCHS.
Lead Caretaker - NBCHS:	An employee who is responsible for building stewardship and leading four or more caretakers on the evening shift at NBCHS.
Journeyperson:	An employee holding and maintaining journey person status in a field recognized and required by the Division. Currently these include carpenter, electrician, mechanic and plumber.
Library Assistant:	An employee without a post-secondary education.
Library Technician:	An employee holding a certificate or diploma from a recognized educational institution. Employees who have been previously grandfathered will also fit into this category.
Nutrition Co-ordinator:	An employee coordinating the nutrition program at community schools and holding a Food Handling Certificate.
School Liaison Worker I:	An employee holding a certificate or diploma from a recognized educational institution in the following areas: Social Services, Human Services, Psychology, Sociology or equivalent.
School Liaison Worker II:	An employee holding a degree from a recognized educational institution in Social Services, Human Services, Psychology, Sociology or equivalent.
Lead Secretary - NBCHS:	An employee who is responsible for leading a team of secretaries at NBCHS.
Tradesperson:	An employee holding a certificate in a field recognized and required by the Division, and/or having above average skills and proven abilities in the trades areas for which journey person status has not been obtained.

LETTER OF UNDERSTANDING
ALTERNATE SCHEDULE FOR CANDO SUPPORT STAFF DURING 2024/2025 SCHOOL YEAR

The purpose of this Letter of Understanding is to outline the revised schedules for Cando Educational Assistants and Secretary during the 2024/2025 school year as well as an agreed upon method for their calculating leave accrual. This Letter of Understanding will remain in effect for the 2024/2025 school year.

The Board of Education of the Living Sky School Division No. 202 of Saskatchewan and CUPE Local 4747 agree to the following:

- 1) During the 2024/2025 school year, Cando Community School Educational Assistants and Secretary will work an alternate calendar with 14 less work days. As a result, they will be required to work additional hours each scheduled work day to make up their total hours for the year:

Position	New Hours of Work
Educational Assistants	6 hours and 28 minutes per day
Secretary	6 hours and 27 minutes per day

- 2) The above Cando Support Staff will accrue Compassionate Leave described in 19.01 and 19.02, Wellness/Personal Leave described in 20.05 and Special Leave described in 20.06 based on their new daily hours of work listed above.

- 3) All leaves not mentioned in this Letter of Understanding will continue to be accrued as outlined in the 2022-2025 CUPE Local 4747 Collective Bargaining Agreement.

Resigned with the ratification of the current September 1, 2025, to August 31, 2029 Agreement this 12 day of March, 2026.

SIGNED ON BEHALF OF:

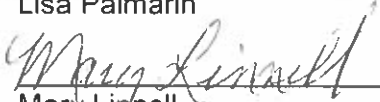
THE BOARD OF EDUCATION OF THE
LIVING SKY SCHOOL DIVISION NO. 202



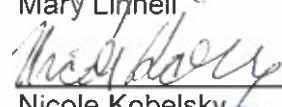
Rae Hoflin



Lisa Palmarin



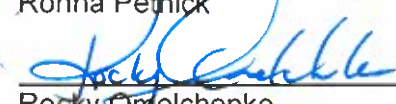
Mary Linnell



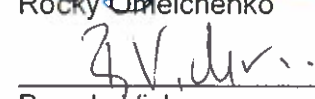
Nicole Kobelsky



Ronna Pethick



Rocky Ormelchenko



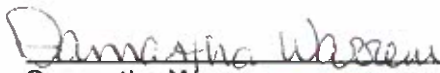
Brenda Vickers

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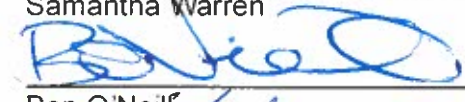
THE CANADIAN UNION OF
PUBLIC EMPLOYEES NO. 4747



Krista Walker (CUPE President)



Samantha Warren



Ben O'Neill



Barry Graff



Ricki Corfield

LETTER OF UNDERSTANDING
GRANDFATHERING QUALIFICATIONS:

The Parties to this Agreement recognize that there is an increased emphasis placed on post-secondary educational requirements, as a result of an increase in special needs students and the diversity of the Living Sky School Division.

It is also recognized that experienced employees provide a valuable service to the students of the Living Sky School Division No. 202.

Permanent employees of the Living Sky School Division No. 202 as of January 1, 2007, will be deemed to be qualified within the classification for which they are currently employed and are eligible to apply for positions which may become vacant within their given classification. The employer reserves the right to ask for specialized qualifications where it is deemed in the best interest of the students for which the service will be provided.

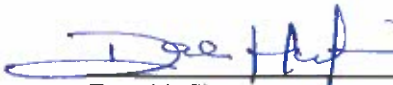
Resigned with the ratification of the current September 1, 2025, to August 31, 2029 Agreement this 12 day of March, 2026.

SIGNED ON BEHALF OF:

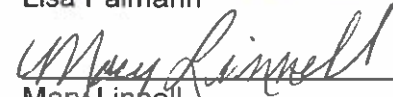
THE BOARD OF EDUCATION OF THE
LIVING SKY SCHOOL DIVISION NO. 202

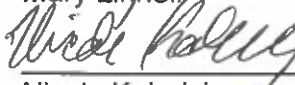
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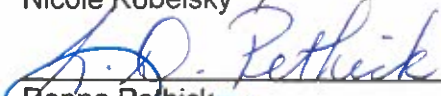
THE CANADIAN UNION OF
PUBLIC EMPLOYEES NO. 4747

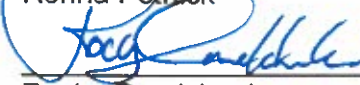

Rae Hoflin


Lisa Palmarin


Mary Linnell

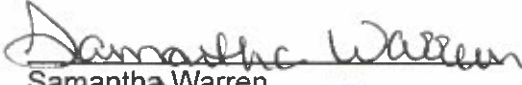

Nicole Kobelsky

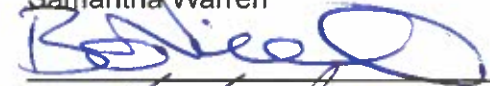

Ronna Pethick


Rocky Omelchenko

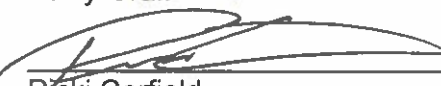

Brenda Vickers


Krista Walker (CUPE President)


Samantha Warren


Ben O'Neill


Barry Graff


Ricki Corfield

MEMORANDUM OF AGREEMENT
RED CIRCLED EDUCATIONAL ASSISTANTS

The Parties to this Agreement recognize that both education and experience are vital to the interests of employees and the students whom they serve.

Effective September 1, 2016, any educational assistants previously hired that do not hold the educational assistant certificate or equivalent from a recognized post-secondary education institution shall be placed on the grid noted below.

	Step 1	Step 2	Step 3
Red Circled Educational Assistants	\$18.48	\$19.46	\$20.39

The employee shall remain on this grid until such a time as the "Educational Assistant I" grid surpasses the grid above, at which point they shall move to that pay grid, or until such time as they attain the required education to be included in the "Educational Assistant II" classification. Upon proof of successful completion of the certificate or equivalent from a recognized post-secondary institution, the employee will be placed at the appropriate step of the Educational Assistant II salary grid.

Employees who are red circled in the grid above will have the ability to progress from step 1 to step 2 and step 2 to step 3 based on service as noted in the collective agreement.

Dated this 19th day of December 2016.

Resigned with the ratification of the current September 1, 2025, to August 31, 2029
Agreement this 12 day of March, 2026.

SIGNED ON BEHALF OF:

THE BOARD OF EDUCATION OF THE
LIVING SKY SCHOOL DIVISION NO. 202

SIGNED ON BEHALF OF:

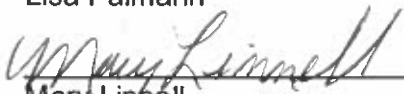
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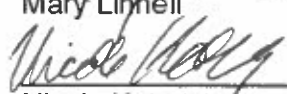
Rae Hoffin



Lisa Palmarin



Mary Linnell



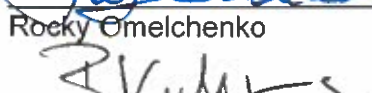
Nicole Kobelsky



Ronna Pethick



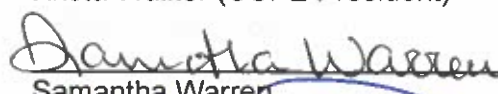
Rocky Omelchenko



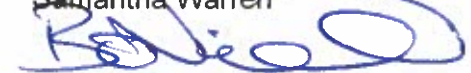
Brenda Vickers



Krista Walker (CUPE President)



Samantha Warren



Ben O'Neill



Barry Graff



Ricki Corfield

LETTER OF UNDERSTANDING
EDUCATIONAL ASSISTANTS CLASSIFICATIONS

The Parties to this Agreement recognize the importance of post-secondary training for the betterment of our students.

The parties agreed to two separate Educational Assistant Classifications as follows.

Educational Assistant I – An employee without the applicable certificate from a recognized post-secondary institution.

Educational Assistant II – An employee holding a certificate from a recognized post-secondary institution in the following program areas:
Educational Assistant, Teachers Assistant, Early Child
Education, Youth Care Worker or equivalent.

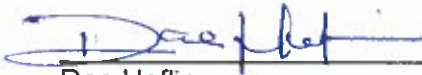
This agreement is deemed to form part of the Collective Agreement between the Board of Education of the Living Sky School Division No. 202 and CUPE Local No. 4747 and shall be attached to the same until such point as the parties agree to its removal.

Dated this 19th day of December 2016.

Resigned with the ratification of the current September 1, 2025, to August 31, 2029 Agreement this 12 day of March, 2026.

SIGNED ON BEHALF OF:

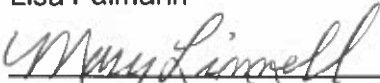
THE BOARD OF EDUCATION OF THE
LIVING SKY SCHOOL DIVISION NO. 202



Rae Hoflin



Lisa Palmarin



Mary Linnell



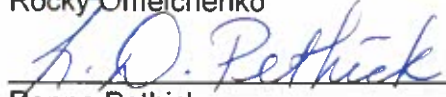
Nicole Kobelsky



Brenda Vickers



Rocky Omelchenko



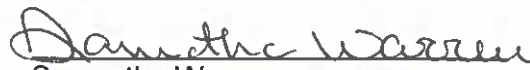
Ronna Pethick

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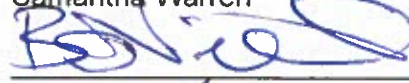
THE CANADIAN UNION OF
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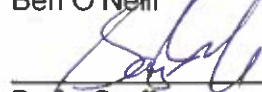
Krista Walker (CUPE President)



Samantha Warren



Ben O'Neill



Barry Graff



Ricki Corfield

LETTER OF UNDERSTANDING
GUARANTEED WAGE FOR CUT KNIFE COMMUNITY SCHOOL BUS DRIVERS

Preamble:

Cut Knife Community School will begin piloting an alternate day calendar over the next three (3) academic school years, commencing with the 2025-2026 school year and continuing through the 2027-2028 school year. This alternate calendar will result in a reduction of fourteen (14) instructional days-and therefore workdays-per academic year.

In recognition of the Employer's commitment to ensuring that current staff are not negatively impacted by this trial calendar, the Employer and Union hereby agree to the following terms:

1) Bus Driver's currently driving routes C1, C2 and C4 which serve Cut Knife Community School will maintain their full-time status for purposes of pay, pension and benefits. For the duration of this Letter of Understanding, the annual wage of the aforementioned bus drivers will not be reduced as a direct result of any changes in their assigned routes or working hours arising from the implementation of the alternate day calendar at Cut Knife Community School.

2) Bus drivers maintaining full-time status are expected to be available and willing to work replacement shifts during their regular working hours on days when school is not in session due to the alternate calendar.

- The employer will assign these shifts on a rotational basis, following the alphabetical order of the driver's last names and
- Bus drivers will be expected to work these assigned shifts, or take appropriate leave.
- Working these assigned shifts will not result in additional pay as they will be considered part of the aforementioned bus driver's full-time salary.

3) This Letter of Understanding does not apply to staff hired after this execution of this agreement. It is understood and agreed that any new bus drivers hired into positions serving the Cut Knife Community School will be considered part-time based on their reduced bus schedule and hours of work.

4) Except as specifically modified by this letter of understanding, all other terms and conditions of the existing collective Agreement between employer and Union shall remain in full force and in effect.

Resigned with the ratification of the current September 1, 2025, to August 31, 2029 Agreement this 12 day of March, 2026.

SIGNED ON BEHALF OF:

THE BOARD OF EDUCATION OF THE
LIVING SKY SCHOOL DIVISION NO. 202



Rae Hoffin



Lisa Palmarin



Mary Linnell



Nicole Kobelsky



Brenda Vickers



Rocky Omelchenko



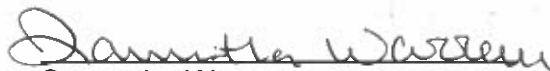
Ronna Pethick

SIGNED ON BEHALF OF:

THE CANADIAN UNION OF
PUBLIC EMPLOYEES NO. 4747



Krista Walker



Samantha Warren



Ben O'Neill



Barry Graff



Ricki Corfield



SIGNING PAGE

IN WITNESS WHEREOF THE PARTIES HERETO HAVE CAUSED THESE PRESENTS TO BE EXECUTED ON THE FIRST DAY AS WRITTEN ABOVE.

SIGNED ON THIS 12 DAY OF March, 2026

ON BEHALF OF:

ON BEHALF OF:

THE BOARD OF EDUCATION OF THE
LIVING SKY SCHOOL DIVISION NO. 202

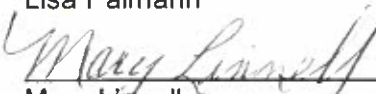
THE CANADIAN UNION OF
PUBLIC EMPLOYEES NO. 4747



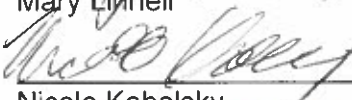
Rae Hoflin



Lisa Palmarin



Mary Linnell



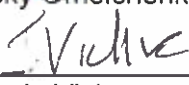
Nicole Kobelsky



Ronna Pethick



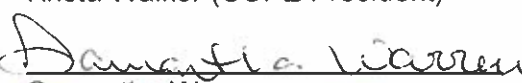
Rocky Ormelchenko



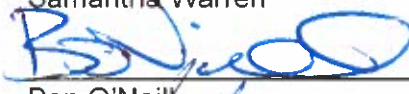
Brenda Vickers



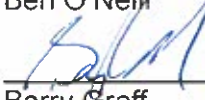
Krista Walker (CUPE President)



Samantha Warren



Ben O'Neill



Barry Graff



Ricki Corfield
