

LETTER OF UNDERSTANDING

Between

School District No. 63 ('Saanich')

And

Saanich Teachers' Association ('Association')

**RE: Non-Instructional Day outside the School Year**

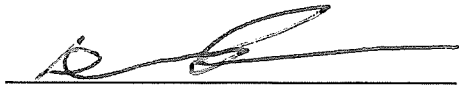
This letter is without prejudice and without precedent to this and any other school district and/or any other school year and will only be renewed by the consent of the parties. This letter will be reviewed by the parties on or before May 31<sup>st</sup>, 2024 to consider extension, amendments or cancellation.

The purpose of this LOU is to allow one of the school-based non-instructional days (NIDs) to be held outside of the School Year according to B.38.

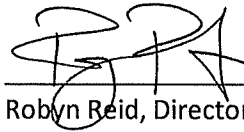
1. The teaching staff of a school, by a selection process, may hold a Non-Instructional Day (NID) outside the School Year.
2. This NID is intended to be a Professional Development Day where the activities are determined and organized by teachers, or with the assistance of the school administration, and is not intended to include elements of school planning.
3. All teachers on staff of the school, regardless of their schedule or FTE, will be invited to attend this NID.
4. Teachers attending the NID will attend work on that day on a voluntary basis.
5. All teachers attending the NID, shall be granted equal time off during the school year in lieu of pay.
  - a. The lieu day shall be scheduled on **May 17<sup>th</sup>, 2024**, and the NID shall be treated as a school-based NID where individual teachers will determine whether or not they will participate in the staff organized activities.
  - b. Teachers who are not scheduled to work on the designated day in lieu, shall be entitled to their time in lieu on another day, which will be arranged in consultation with the school principal. They shall not be required to use their time in lieu on a provincial or quad-district NID.
  - c. Teachers who are not scheduled to work on any NIDs shall be entitled to their time in lieu on another day, which will be arranged in consultation with the school principal.
  - d. Teachers who are described by 5.b, or 5.c above and their administrators shall meet by October 31<sup>st</sup> to resolve the scheduling of the time in lieu.

- e. Teachers who attend the NID, but change schools before utilizing their time in lieu, shall still be entitled to their time in lieu at their new school in accordance with paragraph 5.a to 5.d above.

Signed, this 6 day of April, 2023.



Don Peterson, STA President



Robyn Reid, Director of Human Resources