

LOCAL LETTERS OF UNDERSTANDING/INTENT

LOCAL LETTER OF UNDERSTANDING No. 1: REPORT CARDS

BETWEEN

**THE BOARD OF EDUCATION
SCHOOL DISTRICT # 35 (LANGLEY)**

AND

THE LANGLEY TEACHERS' ASSOCIATION

The Board recognizes the amount of time and effort required in the preparation of reporting forms. To this end the Board will require preparation of reporting forms as follows:

1. Interim reports, in the present format or a format developed by the school staff, will be issued in elementary schools in October. In secondary schools, interim reports in the present format or a format developed by the school staff will be issued for all grade 8 students in October and such reports will be provided to teachers with basic student information completed. All other interim reports are at the discretion of the teacher at both the elementary and secondary levels. However, the Board encourages reports at any time on any child having difficulty.
2. The Board will endeavour to provide teachers with the basic student information on the elementary October interim reports.
3. At the elementary level three formal reports will be issued per year.
4. At the secondary level three formal reports will be issued per year.

Original signed by:

Original signed by:

For the Board

For the Union

October 18, 1993

Date

October 18, 1993

Date

LOCAL LETTER OF UNDERSTANDING No. 2: DISCIPLINE AND DISMISSAL FOR MISCONDUCT

BETWEEN

**THE BOARD OF EDUCATION
SCHOOL DISTRICT #35 (LANGLEY)**

AND

THE LANGLEY TEACHERS' ASSOCIATION

Further to the discussion we had about Article C.27 Discipline and Dismissal for Misconduct, during our negotiating meeting of November 26, 1992, the Board and the Union agree as follows:

1. Complaints regarding the misconduct of a teacher normally arise either directly from the student(s) involved or indirectly from a third party, such as the parent(s) or fellow students of the student involved.
2. Where the person directly involved makes the complaint and a decision is made to investigate, the teacher and the L.T.A. will be notified in accordance with Article C.27.2.
3. If a complaint is raised indirectly by a third party, it will be necessary for the Board to clarify and confirm the basis of the complaint with the student directly involved before deciding an investigation is necessary. Confirming and clarifying a third party complaint with the student involved may occur prior to the teacher and the Union being notified of the Board's intention to investigate under Article C.27.2.
4. Where a complaint does not lead to an investigation and the teacher has not been informed of the alleged complaint to that point, they will be so informed.
5. No disciplinary action can be taken without an investigation.

Original signed by:

Paul Makortoff
Board of Education of
School District #35 (Langley)

October 18, 1993

Date

Original signed by:

Diane Gorton
The Langley Teachers' Association

October 18, 1993

Date

LOCAL LETTER OF UNDERSTANDING No. 5

Between:

British Columbia Public School Employers' Association (BCPSEA)

AND

School District #35 Langley Board of Education "Board"

AND

British Columbia Teachers' Federation (BCTF)

AND

Langley Teachers' Association "Local"

Re: Plans of Assistance

1. In accordance with Article C.29.13.b, Plans of Assistance are provided in the event of a Less than Satisfactory Report. In addition, in principle with a fair opportunity to adjust or change aspects of performance, Plans of Assistance can also be provided any time during the evaluation process.
2. The Board will facilitate a Plan of Assistance developed by the teacher and the evaluator, with the assistance of the Union and the Board. The Plan will be based on criteria selected from Appendix A and identified by the Evaluator as aspects of performance needing support. As part of developing the Plan of Assistance, the parties will seek a shared and common understanding of the aspects of performance upon which the plan is based.
3. A Plan of Assistance will be a positive helping process designed to improve quality of instruction and will include time for discussion, observation, experimentation, demonstration and self-analysis. The parties agree to continue current practice which may include:
 - Release time
 - Leave of absence
 - A peer mentor
 - Opportunities to observe
 - Participation in workshops, conferences, programs, in-service
 - Professional development, course of study
 - Provision of learning and/or teaching resources, teaching supplies and professional materials
 - And other assistance, as agreed.

Date of Signing

For BCPSEA: _____

For the BCTF: _____

For the Board: _____

For the LTA: _____