

CISVA WORKING CONDITIONS:

Sick Days

- Sick days as per the contract. (e.g. 15 days per year cumulative to 25 days over 2 years for full time teachers, pro-rated for part-time teachers.)
- As per the 2003-2004 agreement, teachers may use up to 3 days of available sick leave per school year to care for the teacher's sick child, providing that no one else is available and able to provide the care required.

Leaves of Absence

- **Maternity Leave**: as per Employee Standards. (15 weeks maternity + 35 weeks parental leave). The employer will also add a supplemental benefit of wages equal to 75% of the teacher's usual gross weekly salary minus the amount of the weekly Employment Insurance Benefit being received during the health-related portion of her maternity leave for a minimum of 6 weeks and a maximum of 15 weeks, as determined by medical documentation.
- **Paternity Leave**: 3 days related to the birth of his child
- **Bereavement Leave**: 10 days in the case of the death of a spouse or child, 3 days in the case of the death of an immediate family member not mentioned above.

Special Leave Days

- 3 "Special Leave Days" may be granted each year for pressing personal matters that cannot be done at another time.

Supervision of Students

- Supervision of students is limited to 45 minutes a week, not including the daily 15 minutes of supervision at lunchtime.

Preparation Time

- A minimum of 120 minutes preparation time per week for full time teachers. (Pro-rated for part-time teachers)

Parent Participation

- Teachers and principals are exempt from parent participation in the schools their children attend, with part-time teachers being pro-rated.