

**Letter of Understanding
Between
The Eskasoni School Board
(Hereinafter referred to as the "Employer")
And
The Public Service Alliance of Canada - Local 80510
(Hereinafter referred to as the "Union")
RE: COVID-19**

This Letter of Understanding is made without prejudice and without precedent to the interpretation or application of the Collective Agreement, or any other agreements between the parties, or to any similar dispute between the parties.

The parties agree the current COVID-19 pandemic has created a unique set of circumstances that will require a combination of new and innovative strategies to ensure a safe workplace.

Therefore, the parties agree to the following changes to 29.05 - Hours of Work in the current collective agreement:

29.05 Hours of Work

Teachers and Teacher Aides at the Elementary and Middle School:

Hours of work will be from 8:30 a.m. to **2:30 p.m.** except for Fridays when closing will be **2:00 p.m.** **Teachers and TAs will be required to supervise students within the classrooms during the scheduled lunch period from 11:40 a.m. to 12:10 p.m. (Kindergarten - Grade 2) and 11:55 a.m. to 12:25 p.m. (Grades 3-8).** Support staff, administration staff and specialist teachers will provide at least one (1) personal break per day of no less than ten (10) minutes for all employees who have supervised lunch duty.

(a) Teachers and Teacher Aides at the High School:

Hours of work will be from 8:40 a.m. to **2:40 p.m.** except for Fridays when closing will be **2:10 p.m.** **Teachers and TAs will be required to supervise students within the classrooms during the scheduled lunch period from 11:45 a.m. to 12:05 p.m.** Support staff, administration staff and specialist teachers will provide at least one (1) personal break per day of no less than (10) minutes for all employees who have supervised lunch duty.

(b) Teachers and Teacher Aides at T.E.C. School:

Hours of work will be from 8:30 a.m. to **2:30 p.m.** except for Fridays when closing will be **2:00 p.m.** **Teachers and TAs will be required to supervise students within**

the classrooms during the scheduled lunch period.

(c) Teacher and Teacher Aides at ESK:

Hours of work will be from 8:30 am to 2:30 pm except for Fridays when closing will be 2:00 pm (inclusive of a supervised lunch).

(d) Alternate durations are possible, upon mutual consent of the Employer, the employee and the Union.

This Letter of Understanding shall be effective for the 2020/2021 school year unless amended by mutual consent of both parties.

For the Employer

For the Union



Elizabeth Cremonesi, Director of Education



Colleen Coffey, PSAC REVP Atlantic

Date: Nov. 6. 2020

Date: 10.30.20