



This Agreement made this 21<sup>st</sup> day of August, 2020

BETWEEN

THE BOARD OF EDUCATION  
OF THE HORIZON SCHOOL DIVISION NO.205 (Hereinafter called "the Employer")

AND

DEER PARK EMPLOYEES' ASSOCIATION (ITUNA)  
(Hereinafter called "the Association")

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## Purpose of Agreement

The purpose of this agreement is to:

- i) To maintain and improve harmonious relations and settled conditions of employment between the Employer and its employees;
- ii) To recognize the mutual value of joint discussions and negotiations;
- iii) To encourage efficiency in operations;
- iv) To provide an amicable method of settling differences or grievances which may arise with respect to matters covered by this Agreement;
- v) Subject to the terms and conditions herein contained, the parties hereto by these present are entering into a collective agreement with respect to the terms and conditions of employment.

## Article 1 – RECOGNITION

### 1.1 Bargaining Unit

The Employer recognizes the Deer Park Employees' Association (Ituna) as the sole and exclusive bargaining agent for all Bus Drivers and Spare Bus Drivers working in the Ituna Sub-Division of the Board of Education of the Horizon School Division No. 205. The Employer also recognizes the right of an employee to be represented by an Association Officer.

### 1.2 Management Responsibilities

Subject to the provision of this Agreement the parties recognize the right, duty and responsibility of the Employer to organize, manage and direct the operations and the work force employed in the Horizon School Division to maintain order, discipline and efficiency.

### 1.3 Membership

Every employee who is now or hereafter becomes a member of the Association shall maintain his membership in the Association as a condition of his employment, and every new employee whose employment commences hereafter shall, within thirty days after the commencement of his employment, apply for and maintain membership in the Association and maintain membership in the Association, as a condition of his employment, provided that any employee in the appropriate bargaining unit who is not required to maintain his membership or apply for and maintain his membership in the Association shall, as a condition of employment, tender to the Association the periodic dues uniformly required to be paid by the members of the Association.

### 1.4 Check off of Association Dues

The Employer agrees, upon written request of the Association, to deduct from the pay of employees, the amount of Association dues so authorized. The total sum so deducted shall be remitted by cheque to the Secretary-Treasurer of the

Association not later than the 20th day of the following month, accompanied by a list containing the following information: Employee Name, Employee Classification, Gross Salary, Dues Deducted.

#### 1.5 Association of Cooperation

The Association agrees for itself and its members to loyally promote and uphold the regulations as set out by the Employer for the proper maintenance of school services and to do everything possible to retain and create harmony and goodwill between the Employer and the employee.

#### 1.6 Correspondence

All correspondence between the parties arising out of the Agreement or incidental thereto shall pass to and from the Director of Education or designate and the President of the Association. Correspondence may be sent by the Employer to the Vice-President of the Association, in the absence of the President. If a notice is mailed by registered post in Canada, it shall be conclusively deemed to have been received by the Addressee on the fourth (4th) business day following the mailing thereof. In this clause, day means any day except Saturday, Sunday or holidays.

### Article 2 – No Discrimination

- 2.1 The Employer and the Union agree that there shall be no discrimination, interference, restriction or coercion exercised or practiced with respect to any employee, in accordance with the provisions outlined in **The Human Rights Act, The Saskatchewan Employment Act**, or any other applicable Act or Regulation, that includes, but is not limited to, reasons of: age, race or perceived race, creed, colour, nationality, ancestry, place of origin, political or religious affiliation, sex, sexual orientation, marital status, family status, disability, nor by reason of membership or activity in the Union.

Whenever the singular or masculine is used in this Agreement, it shall be considered as if the plural or any gender has been used where necessary.

### Article 3 – Grievances

#### 3.1 Definition of Grievance

A grievance exists when there is a dispute or difference of opinion between the Employer and the Association or any employee as to the interpretation, or application of any provision of the Agreement or where either party or an employee alleges that any provision of the Agreement has been violated and the dispute, difference, or allegation has not been resolved following informal discussion between the parties involved

#### 3.2 Grievance Procedure

The Employer and the Association agree that the grievance procedure should be an efficiency mechanism for the resolution of grievances. The agreed procedure shall be as follows:

- i) The grievance shall be presented in writing within five (5) working days of the alleged violation to the Director of Education or designate, the written grievance shall be submitted on the form prescribed in Appendix A and shall be signed by the employee concerned and either the President or Vice-President of the Association.
- ii) The employee concerned, an Association representative and the Director of Education or designate or designate shall meet to discuss the grievance within ten (10) working days of its receipt.
- iii) The Director of Education or designate shall render a written decision within five (5) working days of the meeting.
- iv) If the grievance is not resolved in Step I, the Association may request the Director of Education or designate to facilitate the formation of a grievance committee within five (5) working days of the receipt of the decision in Step I. This Committee shall consist of three members appointed by the Employer and three members appointed by the Association. Neither the grievor nor the Association representative, nor the Supervisor, nor the Director of Education shall be Committee members. The Committee shall be formed, appoint its Chairperson from within who shall retain voting rights, hear the grievance and render its written decision within ten (10) working days of the request to be formed. A majority decision by the Committee shall be recommended to the Employer and the Association Executive, by their appointed members, for confirmation. This recommendation will be heard by the Board and the Association Executive at their next meeting.
- v) Grievances, which are not resolved after Step 2, may be referred to a Board of Arbitration within six (6) working days of the Board and Association's decisions.
- vi) The Board of Arbitration shall consist of one (1) member appointed by the Association, one (1) member appointed by the Board and a Chairperson jointly named by the two (2) members so appointed. In the event the appointed members fail to agree on the appointment of a chairperson, the appointment of a chairperson shall be made by the chairperson of the Labour Relations Board
- vii) The Board and the Association shall each pay one-half (1/2) of the remuneration and expenses of the person appointed as chairperson of the Board of Arbitration.

### 3.3 Decision of the Board

The Board of Arbitration shall:

- i) not be vested with the power to change, alter, modify, delete, or amend the terms of this Agreement;
- ii) be limited to dealing with the issues which were submitted to it for arbitration;

iii) render a final and binding decision within ninety (90) working days.

### 3.4 Time Limits

Any time limits expressed in the grievance procedure may be extended by mutual agreement between the parties.

## Article 4 - Lay-Off, Recall, Job Posting and Seniority

### 4.1 Notice of Lay-Off

- i) An employee may be laid off due to shortage of work in accordance **with The Saskatchewan Employment Act** but in no case with less than four (4) weeks notice.
- ii) The Association will be notified of all lay-offs as they occur.

### 4.2 Lay-off and Recall

- i) Employees will be laid off by classification by attendance area pursuant to Article 4.1(i). Laid-off bus drivers must indicate to the Director of Education or designate, in writing, within fourteen (14) calendar days of the notice of lay-off; their intention to be placed on the Spare Drivers' List retaining their seniority. Thereafter, laid-off bus drivers on the spare list must notify the Director of Education or designate in writing, fourteen (14) calendar days prior to their anniversary of their placement on the spare list, of their intention to remain on that list. Failure to notify the Director of Education or designate will result in loss of access to Article 4.2(ii).
- ii) No new employee will be hired in a classification covered by this Agreement, in any attendance area until those laid-off; in that classification, have been provided with an opportunity to fill the position. Job posting factors will apply.
- iii) Notice of recall shall be given by registered mail, by telephone, by text or by email and the employee shall, within five (5) working days from the date of registration, advise the Director of Education or designate as to whether he/she wishes to return to work and in the event the employee wishes to return, he/she must do so no later than fifteen (15) working days from the date of the registered mail advertising of the recall.

It shall be the responsibility of the employee to keep the Employer informed of his / her current address, telephone number, cell phone number and/or email address.

- iv) Where driving routes are combined, seniority, residence, driving record and loss of route shall be considered.
- v) The Employer will assume no additional financial obligation (i.e return home mileage, etc.) as a result of an employee accepting a position not within their



attendance area or greater than five (5) kilometers from their place of residence. (The Director of Education or designate will define Attendance Areas.)

#### 4.3 Automatic Lay-Off and Recall

Notwithstanding Article 4.1, those persons employed on the basis of the school year shall be deemed to be laid off for school vacation periods. This Article shall serve as notice of lay-off and recall. Recall shall be automatic except when notice of lay-off has been given under Article 4.1. All permanent part-time employees shall be provided with a copy of the school calendar and shall be advised, as soon as possible, of any changes to the calendar.

#### 4.4 Job Posting – In-Scope

- i) When a position, within the scope of this Agreement becomes vacant and the Director of Education or designate proceeds to fill the vacancy or when a new position is created, a job notice outlining the details of the position shall be posted as follows:
  - On Horizon School Division’s website
  - On Horizon School Division’s social media
- ii) The notice shall be posted for at least ten (10) working days prior to the close of receipt of applications. The Director of Education or designate may also advertise the position externally during the time the job posting is in effect
- iii) Factors to be considered in awarding the position will be:
  - the distance to the route,
  - required skills and abilities,
  - performance,
  - education,
  - behavior

All factors will have equal status. When two (2) candidates are considered equal, the most senior will be awarded the position. An external candidate will not be considered if there is a member of the Bargaining Unit who meets the position requirements.

- iv) An unsuccessful internal candidate shall be given written notice of not being selected.
- v) The Employer will assume no additional financial obligations (i.e. return home mileage, etc.) as a result of a driver accepting a position not within their attendance area or greater than five (5) kilometers from their place of residence to the nearest point on the bus route. (The Director of Education or designate will define Attendance Areas.)

#### 4.5 Seniority Accumulation

- i) Spare Bus Drivers will accumulate seniority based on work occasion with each work occasion counted as one day. One or more work occasions in the same day shall be counted as one day.
- ii) Regular Route Bus Drivers will accumulate seniority based on actual days driven. They shall not be entitled to seniority credits for days for which they have been granted leave without pay, for either a complete or partial day.

#### 4.6 Seniority List

An up-to-date seniority list shall be posted once each year, in September, in a place or places accessible to all employees and shall be open to protest for a period of thirty (30) days from date of posting. On presentation by an Association Representative of proof of error, a correction shall be made immediately. A copy of the seniority list along with any corrections shall be sent to the Association's Secretary.

#### 4.7 Loss of Seniority

Seniority and service related rights shall be lost in the event the employee:

- is discharged for just cause;
- resigns from his employment with the Board;
- fails to comply with section 4.2 (iii)
- is laid off for a period longer than twelve (12) consecutive months; or
- retires from the employ of the Board.

### ARTICLE 5 – Suspension and Discharge

#### 5.1 Discipline and Discharge

No employee shall be disciplined or discharged without just cause. In case of discipline or discharge, the employee shall be advised in Writing by the Director of Education or designate of the reasons for such actions. All discipline and discharge is subject to the grievance procedure.

#### 5.2 Discharge

Without restricting the generality of Article 5.1, the Employer and the Association agree that the penalty for the following actions shall be discharge:

- i) a Bus Driver or substitute bus driver who drives a school bus when he/she does not hold a valid Saskatchewan School Bus Driver's license.
- ii) a Bus Driver or substitute bus driver who fails to renew his/her license within sixty (60) days of its expiry date.

#### 5.3 Following Discharge

Should it be found upon investigation that an employee has been unjustly suspended or discharged, such employee shall be immediately reinstated in his former position without loss of seniority, and shall be compensated for all time

lost in an amount equal to his normal earnings for the period of suspension or discharge. Compensation shall be processed during the pay period next following such reinstatement.

## ARTICLE 6 – Annual Vacation and Statutory Holidays

### 6.1 Vacation Pay

Employees shall receive vacation pay in lieu of annual vacation provided for under **The Saskatchewan Employment Act**. The applicable vacation pay is to be paid each pay period.

### 6.2 Public Holidays

Bus Drivers shall not be required by the employer to work on statutory holidays which fall within the regular school calendar and will be paid on the basis of a normal day's wages for that employee for each of the following days which fall during the school year:

New Year's Day	Christmas Day	
Good Friday	Labour Day	Victoria Day
Thanksgiving Day	Family Day	Remembrance Day

## ARTICLE 7 – Sick Leave

### 7.1 Sick Leave Defined

Sick leave is defined as 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**.

### 7.2 Basic Entitlement

- i) Each permanent/temporary employee shall be entitled to sick leave in the amount of two days (2) for each month worked,
- ii) Casual employees employed in accordance with Article 10. shall be entitled to the basic entitlement outlined in Article 7.2 i) after working a known period of fifteen (15) or more consecutive days in the same position. Any unused sick leave at the end of the temporary assignment or special project may be accumulated to a maximum of thirty (30) days.

### 7.3 Accumulated Entitlement

Unused portion of an employee's sick leave shall accumulate to a maximum of one hundred and eighty (180) days.

### 7.4 Proof of Illness

- 7.4.1 The Employer may request an employee to provide proof of illness from a medical practitioner confirming that the employee is unable to carry out their duties due to illness when claiming sick leave benefits in excess of three (3) consecutive working days.

7.4.2 The Employer reserves the right to request proof of illness for any absence due to illness where abuse is suspected.

#### 7.5 Notification

Every employee who is absent on account of illness shall notify Transportation Services, as applicable without delay, and failure to do so, without good cause, shall deprive such employee from the benefits to which he/she would normally be entitled for that illness prior to the time due notice is received by Transportation Services. On return to work every employee shall forward a letter outlining his or her request to the Director of Education or designate.

#### 7.6 Annual Statement

Each employee shall be entitled to receive annually, during the month of September, a statement of unexpended sick leave credit. Such statement shall be open for correction for the period of twenty (20) working days.

### ARTICLE 8 – Leaves of Absences

#### 8.1 Bereavement/Compassionate Leave

In the case of a death of an Immediate relative, the employee shall be granted a leave of absence not exceeding five (5) working days, three (3) days of which shall be leave with full pay.

“Immediate Relative” - parent, grandparent, guardian, brother, sister, child, husband or wife (including common-law) or the parent, brother, sister or child of an employee's spouse (including common-law), as the case may be, and step-parents, step-children, or step-siblings.

##### 8.1.1 Application – Bereavement/Compassionate Leave

Each employee shall apply for bereavement leave under this Article in writing to the Director of Education or designate either before or after the date of the leave.

#### 8.2 Pressing Necessity

Each employee may be entitled to leave for pressing necessity. Requests for leave shall be made in writing to the Director of Education or designate. A maximum of five (5) days pressing necessity, three (3) of which will be with pay may be granted during each calendar year. Subject to the five (5) day maximum, the following instances are examples for pressing necessity leave:

- i) an emergency, accident, sickness or serious illness of an employee's parent, spouse, common-law spouse, child, common-law child;
- ii) attending to non-routine medical and dental appointments or specialist referrals for the family noted in i) above.
- iii) subject to the three (3) day maximum, all requests for pressing necessity leave with pay shall be at the discretion of the Employer.

- iv) all days granted as leave with pay shall be charged to the employee's accumulated sick leave account.

### 8.3 Jury/Witness Leave

An employee who is absent from work as a result of being subpoenaed to be a witness in court or of being required to serve on a jury shall be paid his normal salary while absent subject to the following conditions:

- i) The employee shall pay to the Employer any remuneration other than expenses, which he receives, for such absence: With respect to the Court of Queen's Bench, the employee, if appearing as a witness, shall make application in accordance with "The Queen's Bench Fees Regulations for witness fees.
- ii) The employee shall notify the Director of Education or designate as soon as possible after receipt of notice for such absence.
- iii) This provision does not apply to an employee:
  - who has a direct or indirect interest in the outcome of any proceedings,
  - who appears as an accused in any proceedings.

### 8.4 Maternity Leave

Leave shall be granted in accordance with **The Saskatchewan Employment Act**.

### 8.5 Adoption Leave

The Director of Education or designate shall grant an employee a leave of absence, without pay, for a maximum six (6) month period immediately subsequent to the adoption of a child. Further, such leave shall be granted upon one (1) week's written notice by the employee to the employer. If the employee is unable to give one week's notice, then subsection 29.2(3) of **The Saskatchewan Employment Act** shall apply.

### 8.6 General Leave

The Director of Education or designate may grant a leave of absence, without pay, to any employee requesting such leave. All requests for leave under this Article must be made in writing to the Director of Education or designate and must be approved by the Director of Education or designate before any leave is taken.

## ARTICLE 9 – Safety and Health

The parties agree to adhere to the relevant portions of **The Saskatchewan Employment Act** and the Regulations made thereunder.

## ARTICLE 10 – Definition of Employee Categories

### 10.1 Employee Categories

All employees covered by this Agreement shall fall into the following categories

- 10.1.1 Permanent Employee – A person appointed to a permanent position (Regular Route Bus Driver).
- 10.1.2. Temporary – A person hired for a period of at least two (2) calendar months but less than one (1) year. Temporary employees shall be entitled to seniority rights provided for in this Agreement while on a temporary contract.
- 10.1.3. Casual – Persons engaged to work on a call-in basis or in an emergent situation, which does not require a posting. Casual employees shall not be entitled to any seniority rights provided for in this Agreement until they have worked 90 days. Once the 90 workdays have been worked, seniority will accumulate from the first day worked. Spare bus drivers are deemed to be Casual Employees.
- 10.1.4. Job Share – When two or more persons share a position/route subject to prior approval having been obtained, from the Employer. Terms and conditions will be determined by the Employer.
- 10.1.5 Probationary Employees
- i) All newly hired employees, except casual employees, shall be on probation for the first six (6) months of active employment. During the probationary period, the employees shall be entitled to all rights and benefits of this Agreement except with respect to grievances for discharge for unsuitability. After completion of the probationary period, seniority shall be effective from the original date of hire.
  - ii) Casual employees shall be on probation for the first ninety (90) workdays. During the probationary period, the casual employees shall be entitled to all rights and benefits of this Agreement except with respect to seniority provisions and grievances for discharge for unsuitability. After completion of the probationary period, seniority shall be effective from the original date of hire.

## 10.2 Job Classification/Reclassification

- i) If a new position is created or an employee requests reclassification of his/her position, the Director of Education or designate and a representative of the Association shall meet to deal with the classification of the new position or the request for reclassification. Any agreement reached between the Director of Education or designate, and the Association representative shall be submitted to the Employer and the Association Executive for approval.
- ii) If no agreement is reached in i) above then the classification or reclassification may be submitted for resolution through the grievance procedure, commencing at Step 2.
- iii) When approved, it will be signed by both parties.

## ARTICLE 11 – Payment of Wages and Hours of Work

### 11.1 Hours of Work

The normal daily hours of work of a bus driver are deemed to be four (4) hours per driving day and includes the driver's regular route travel time as reported to the employer each year and also includes time for cleaning, warm-up, checking, fuel-up, servicing and driver in-services.

### 11.2 Overtime

Pursuant to **The Saskatchewan Employment Act**.

### 11.3 Payment of Wages

11.3.1 The employer shall pay wages and allowances according to Horizon School Divisions payment schedule. Such payments shall be subject to normal statutory deductions by the Employer.

Employees who are employed on a school year shall have their pay equalized and paid in ten (10) monthly installments, September through June; Said equalized pay shall include pay for assigned work which is calculated in accordance with the hourly rates including allowances as set out in the Schedule A "Rates of Compensation", plus pursuant to Article 6, vacation pay for vacation entitlement and pay for statutory holidays.

## ARTICLE 12 – Bus Driver Qualifications and Obligations

### 12.1 Approved Drivers.

No person shall operate a school vehicle except the driver assigned by the Director of Education or designate. The Director of Education or designate will approve a spare drivers' list from which the Bus Fleet Supervisor will select an alternative driver in the event that the regular driver is unable to perform his duties. The alternate driver shall operate the vehicle in accordance with terms of this Agreement.

### 12.2 Medical Examination

The Employer at its discretion may require a bus driver to take a medical exam and/or driving exam, periodically, at the Employer's expense.

### 12.3 Driver In-Services

Attendance at all Board sponsored Driver In-service meetings shall be mandatory. Spare Drivers shall be compensated for attendance at the rates in Schedule A.

### 12.4 Regulations

Employees shall comply with all protocols of the Board of Education of the Horizon School Division No. 205.

## ARTICLE 13 – Term of Agreement

### 13.1 Duration of Agreement

This Agreement shall be effective from July 1, 2019 and shall remain in force until and including June 30, 2023 and from year to year thereafter unless written notice is given as provided in Article 13.2.

### 13.2 Written Notice

Either party may not less than thirty (30) days nor more than ninety (90) days prior to the expiry of this Agreement, give written notice to the other party of its desire to terminate the Agreement or negotiate a revision thereof.



## SCHEDULE A – RATES OF COMPENSATION

### 1. Daily Rates

Daily rates of pay for regular route drivers for scheduled driving days including cancellation due to weather conditions.

Rate of pay will be based on the number of days as determined by the Employer annually including student driving days plus 2 additional days.

Rates	July 1, 2020	July 1, 2021	July 1, 2022
	2%	2%	2%
Base Rate up to 110 km	\$84.83	\$86.53	\$88.26
Next 111 km to 199 km	.2970	.3029	.3090
Over 200 km	.3228	.3293	.3359

The route distance used to calculate the daily rate of pay for regular route bus drivers shall be the route distance as established on September 30<sup>th</sup> of each year.

Bus routes will be determined by Transportation Services as per the procedures and guidelines developed by the Horizon School Division. Each employee's route will be communicated to them prior to the start of the school year however routes may change with minimal notice throughout the year. Employees are required to complete reports and provide documentation regarding their routes when requested.

### 2. Spare Drivers for Regular Bus Routes

Spare bus drivers driving a regular route shall receive a daily rate of \$90.00 per day and \$45.00 per half day plus vacation pay and public holiday pay pursuant to **The Saskatchewan Employment Act**.

Substitute drivers that have not completed the probationary period will receive the regular route pay on the 4<sup>th</sup> consecutive day of driving the same route. Substitute drivers that have completed the probationary period will receive the regular route pay for any days driven.

### 3. Field Trip Rates

Rates	July 1, 2020	July 1, 2021	July 1, 2022
	2%	2%	2%
When loaded with students and waiting time	\$17.91/hour	\$18.27/hour	\$18.63/hour

Above Field Trip Rates include all required statutory holiday pay and annual vacation pay amounts.

Minimum payable: two (2) hours (including waiting time) A meal allowance shall be granted by the Employer.

#### 4. Plug-in Power

Rates payable annually on June 30<sup>th</sup> to regular route drivers for full season when the expense is incurred by the driver:

Effective 2020-2021 school year:

All buses: \$320.00 per year

#### 5. Bus Servicing

Applicable to those drivers who specifically drive their bus into Foam Lake for service reimbursement upon notification from Transportation Service will be paid at the same rate as a Field Trip.

If the bus driver has to use his/her personal vehicle to be driven home or back to pick up the bus, he/she will be compensated for mileage at a rate determined by the Employer.

#### 6. Bus Driver In-services

Spare Route Drivers shall receive the following as compensation for attending Employer sponsored in-services.

Will be paid the daily rate as outline in Schedule "A" 2.

#### 7. Bus Drivers' Medicals and Test Fees

The Employer shall reimburse regular and spare drivers for medical and driver test fees associated with re-qualification. Claims for reimbursement must be supported by the original copy of the appropriate receipts.

#### 8. Allowance for Wheelchair Buses

Bus drivers who are required to load wheelchairs on the bus will be paid \$5.00 per day in addition to the daily rate. Rates payable annually on June 30<sup>th</sup> for full school year:

#### 9. Cellular Phone

A regular route driver is required to carry a cell phone. The employee shall bear the cost for the purchase of a cell phone. The employer will provide a subsidy for the cost of the cell phone in the amount of \$26.45 per month, to be paid in June of each year.

Substitute bus drivers will be compensated for the use of their personal cell phone while subbing at a rate of \$0.55 per day. Payment will be made in June for the preceding school year.

#### 10. Bus Washing Allowance:

Regular route drivers shall receive an allowance of \$175.00 per school year for washing the school bus.

Expenses related to bus washes will be paid by the Employer.

SCHEDULE B

DEER PARK EMPLOYEES' ASSOCIATION  
Grievance Form  
(ITUNA)

**Case Number:** \_\_\_\_\_

**Employer:** \_\_\_\_\_

**Employee Name:** \_\_\_\_\_

**Classification:** \_\_\_\_\_

**Supervisor:** \_\_\_\_\_

To: Director or designate, Horizon School Division No. 205

We the undersigned claim that \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_.

Therefore, we request that \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_.

\_\_\_\_\_  
Grievor

\_\_\_\_\_  
Date


\_\_\_\_\_  
President or Vice President

\_\_\_\_\_  
Date

EXECUTED ON BEHALF of the Board of Education of the  
Horizon School Division No. 205

  
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EXECUTED ON BEHALF of the  
DEER PARK EMPLOYEES' ASSOCIATION (ITUNA)

  
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