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Media Release

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LINC Agreement Reached for Horizon and HTA

Humboldt, SK – The Horizon Teachers’ Association (HTA) and Board of Education have passed a new Local Implementation and Negotiation Committee (LINC) Agreement. This new local collective bargaining agreement between the Horizon Board and HTA, representing Horizon teachers, will take effect on August 24, 2016. The previous LINC Agreement expired on August 14, 2014.

Highlights of the new contract include a move to a 10-month pay schedule, flexibility for staff around noonhour supervision, improved access to professional development and a higher degree of clarity in the agreement document’s language.

“Hours of hard work on both sides of our negotiating committee have enabled us to deliver an agreement that provides positive steps forward for our teachers and Board,” says Kevin Garinger, Director of Education for Horizon School Division. “I am extremely proud of our negotiating team for working together throughout this process. Our entire system will see the benefits of having this new agreement in place.”

The negotiating team utilized a process known as “Interest-Based Bargaining” (IBB) throughout their meetings. The IBB process is collaborative in nature and begins with the parties meeting to build relationships and spend time educating each other about their interests and needs. The parties then look for ways to accommodate the greatest number of interests on each topic. The goal of this process is a win/win outcome. Using IBB, the negotiating teams were able to reach a tentative agreement on April 26, 2016. In May, four information sessions were held around Horizon to allow teachers to ask questions and learn about the agreement directly from the HTA bargaining committee.

Robert Lissinna, teacher at Kelvington High School, served as co-chair of the HTA bargaining committee. “The experience of these negotiations was very positive and collaborative,” said Mr. Lissinna. “We look forward to working with the division in the future and through the process of implementing this contract.”

HTA school staff liaisons conducted a ratification vote in each school on May 25. Results were tallied on May 26, with 80% of voters in favour of the agreement. Horizon’s Board of Education ratified the agreement at their regular monthly meeting on May 11, 2016. The new LINC Agreement will be in place until June 30, 2020.

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