

2018 Teacher Collective Bargaining Finalized Central and Local Matters Table Placement

A. Teacher Compensation Central	A. Teacher Compensation Local
<ul style="list-style-type: none"> Increases and effective dates/teachers' salaries – increases on grid 	<ul style="list-style-type: none"> Schedule and Date of salary payments/salary payment schedule
<ul style="list-style-type: none"> Lump sum/signing bonus 	
<ul style="list-style-type: none"> Summer school rates 	
<ul style="list-style-type: none"> Night school rates 	
<ul style="list-style-type: none"> Grid structure – years of education and experience 	
<ul style="list-style-type: none"> Criteria for experience increments including substitute and part time 	
<ul style="list-style-type: none"> Recognition of additional years of education 	
<ul style="list-style-type: none"> Initial salary placement 	
<ul style="list-style-type: none"> Special consideration for CTS trade and other education and experience 	
<ul style="list-style-type: none"> High cost of living location allowances 	<ul style="list-style-type: none"> Convention expenses and allowances Moving expenses and allowances Northern travel and medical benefit Teacher assigned to multiple locations allowance Long service incentive Pay for delivery of professional development/including teachers' conventions Modifications for year-round schools Service outside the operational days Early retirement incentive plans
B. Group Insurance Central	B. Group Insurance Local
<ul style="list-style-type: none"> Group Benefits/Benefits design Group Health Benefits Carrier 	
<ul style="list-style-type: none"> Employer percentage contribution to premiums 	<ul style="list-style-type: none"> Alberta and other provincial health care premiums
<ul style="list-style-type: none"> Health Spending Account Wellness Spending Account 	<ul style="list-style-type: none"> Splitting of Health Spending Account to create combined Health Spending Account and Wellness Spending Account

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	<ul style="list-style-type: none"> • Registered retirement savings plan contributions • Payroll deductions for savings • Parking • Personal injury and property protection/liability policy • Benefits for retirees on contract • Retired employee benefits • Subrogation
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C. Substitute Teachers Central	C. Substitute Teachers Local
<ul style="list-style-type: none"> • Definition of substitute teacher 	
<ul style="list-style-type: none"> • Rates of pay—increases and effective dates 	<ul style="list-style-type: none"> • Determination of less than full daily rate • Recognition of extended instructional day in relation to the daily rate of pay
<ul style="list-style-type: none"> • Commencement of grid rate 	
<ul style="list-style-type: none"> • Group health benefit plans 	
<ul style="list-style-type: none"> • Health spending accounts 	
<ul style="list-style-type: none"> • Injury on the job 	
	<ul style="list-style-type: none"> • Cancellation of assignment • Professional development • Travel • Notice by teachers who require a substitute teacher (notice to the employer) • Assigned duties of teachers replacing • Hiring of a substitute for each absence • Parking • Booking of substitutes

D. Administrators Central	D. Administrators Local
<ul style="list-style-type: none"> • Administration allowances – increases and structure 	
<ul style="list-style-type: none"> • Designations 	<ul style="list-style-type: none"> • Creation of new designations/positions
<ul style="list-style-type: none"> • Allocation and appointment of administration 	
<ul style="list-style-type: none"> • Administration time for administrators 	
<ul style="list-style-type: none"> • Instructional time for administrators 	
	<ul style="list-style-type: none"> • Red circling • Vacation/work schedule • Travel • Lieu days • Multiple sites • Multiple designations

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	<ul style="list-style-type: none"> • Evaluation of administrative teachers • Acting/surrogate administrators
<ul style="list-style-type: none"> • Recognition of School Leader Quality Standard 	
E. Leaves of Absence Central	E. Leaves of Absence Local
<ul style="list-style-type: none"> • Sick leave • Extended disability leave • Attendance management • Association leaves and secondment • Maternity leaves • Parental and adoption leaves 	<ul style="list-style-type: none"> • Named Officials (Association secondment)
<ul style="list-style-type: none"> • Daily private business/personal leaves of absence – number of days at full pay, no cost to the teacher 	<ul style="list-style-type: none"> • Daily private business/personal leaves of absence – accumulation, restrictions, number of days at cost of sub, and discretion
<ul style="list-style-type: none"> • Family needs leave • Family medical leave 	
<ul style="list-style-type: none"> • Compassionate, bereavement, critical illness, funeral leaves 	<ul style="list-style-type: none"> • Additional parental leave • Central funding of leaves • Citizenship leave • Court appearance leave • Critical illness of an adult family member • Critical illness of a child • Custody leave • Death or disappearance of a child • Deferred salary leave • Domestic violence leave • Emergency leave • Employment insurance premium reduction • Extended Compassionate Care Leave • Graduate study leave • Graduation, convocation and university exams leave • Impassable roads/inclement weather/school closure leaves • Jury duty leave • Leave for child's arrival • Military reservist leave • Personal and family responsibility leave • Professional improvement/sabbatical leaves • Quarantine leave • Secondment • Serious illness • Service club/volunteer • Service to other agencies

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	<ul style="list-style-type: none"> • Spousal military leave • Wedding leave
	<ul style="list-style-type: none"> • General Discretionary Leave
F. Structure Central	F. Structure Local
<ul style="list-style-type: none"> • Term/effective and expiry dates/retroactivity 	<ul style="list-style-type: none"> • Effective dates of local provisions
<ul style="list-style-type: none"> • Application/scope 	
<ul style="list-style-type: none"> • Association as bargaining agent – role and definition 	
<ul style="list-style-type: none"> • TEBA – role and definition 	
<ul style="list-style-type: none"> • Opening dates and notice to bargain 	
<ul style="list-style-type: none"> • Bridging 	
<ul style="list-style-type: none"> • Opening with mutual agreement – Central 	
<ul style="list-style-type: none"> • Opening with mutual agreement – Local 	
<ul style="list-style-type: none"> • List of particulars 	
<ul style="list-style-type: none"> • No decrease of compensation/reduced or loss of salary 	
<ul style="list-style-type: none"> • Grievance procedures – central matters 	<ul style="list-style-type: none"> • Grievance procedures – local matters
<ul style="list-style-type: none"> • Legislation 	
<ul style="list-style-type: none"> • Cancels all previous agreements 	
<ul style="list-style-type: none"> • Binding on successors 	
<ul style="list-style-type: none"> • Association access to information 	
<ul style="list-style-type: none"> • Association fees 	
<ul style="list-style-type: none"> • Management rights 	
<ul style="list-style-type: none"> • Central matters advisory or working committees 	<ul style="list-style-type: none"> • Excluded positions from the collective agreement • Teacher/Board liaison, wellness, advisory or local matters committees • Pilot projects • Union use of employer facilities and distribution of materials • Catholic provisions • Francophone provisions • Faith/cultural provisions
G. Employment Central	G. Employment Local
<ul style="list-style-type: none"> • Safe work environment/Occupational health and safety 	
	<ul style="list-style-type: none"> • Seniority • Transfers • Information and files • Reduction of teaching staff • Lay-Off and recall

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	<ul style="list-style-type: none"> • Job postings • Temporary/probationary teachers' notice • Expense claims • Travel for work purposes (not including time)
H. Conditions of Practice Central	H. Conditions of Practice Local
<ul style="list-style-type: none"> • Assigned time 	
<ul style="list-style-type: none"> • Instructional time 	
<ul style="list-style-type: none"> • Application of instructional and assignable time limits 	
<ul style="list-style-type: none"> • Teacher free from instruction/preparation time 	
<ul style="list-style-type: none"> • Definition of assigned duties 	
<ul style="list-style-type: none"> • Teacher assignment/deployment 	
<ul style="list-style-type: none"> • Right to appeal unreasonable assignment 	
<ul style="list-style-type: none"> • Time for administration and supervision for teachers 	
<ul style="list-style-type: none"> • Parent-teacher conferences 	
<ul style="list-style-type: none"> • Duty-free lunch 	
<ul style="list-style-type: none"> • Support for inclusion 	
<ul style="list-style-type: none"> • Class size 	
<ul style="list-style-type: none"> • Class composition 	
<ul style="list-style-type: none"> • Maximum instructional days 	<ul style="list-style-type: none"> • Placement and use of instructional and non-instructional days – school calendar
<ul style="list-style-type: none"> • Maximum non-instructional days 	
<ul style="list-style-type: none"> • Teacher individual professional development 	
<ul style="list-style-type: none"> • Teacher directed collaboration 	
<ul style="list-style-type: none"> • Leave to attend specialist council/ATA conferences 	
<ul style="list-style-type: none"> • Right to assist in determining instructional groupings 	
<ul style="list-style-type: none"> • Collaborative decision making model 	
<ul style="list-style-type: none"> • Teacher autonomy 	<ul style="list-style-type: none"> • Off-campus teachers' conditions of practice • Colony teachers' conditions of practice • New teacher orientation and induction into the profession – new appointees • Local directed professional development funds • Individual teacher directed professional funds • Tuition reimbursement • Extracurricular activities
<ul style="list-style-type: none"> • Pupil/teacher ratio 	

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<ul style="list-style-type: none"> Distributed education teachers' conditions of practice Proprietary rights of teachers 	
I. Part-Time Teachers Central	I. Part-Time Teachers Local
<ul style="list-style-type: none"> Part time compensation – salary and benefits 	<ul style="list-style-type: none"> Contiguous assignment
<ul style="list-style-type: none"> Part time assignments FTE calculation 	
<ul style="list-style-type: none"> Part time leaves of absence 	
	<ul style="list-style-type: none"> Alteration of part-time equivalent Movement between part-time and full-time assignment Job sharing
J. Support for Local Bargaining	J. Support for Local Bargaining
<ul style="list-style-type: none"> Disputes resolutions process for interpretation of the Central and Local Lists of Matters Committee for transition to local bargaining 	
K. Work Life Improvement	K. Work Life Improvement
<ul style="list-style-type: none"> Teacher work-life improvement fund 	

Original signed May 2, 2018