



What Does This Mean to Me?

Calgary Roman Catholic Separate School District No 1

The report contains two parts—the items that Teachers’ Employer Bargaining Association (TEBA) and the Alberta Teachers’ Association (Association) were able to come to agreement on and then those issues on which the mediator is making recommendations. Issues that were bargained at the table, but which the mediator is not recommending including in teacher collective agreements, are not mentioned in the report. This highlight sheet includes provisions agreed to and those recommended by the mediator.

Two year collective agreement 2018 09 01 to 2020 08 31

1. A binding arbitration process will determine salary increases

- Increase could occur retroactive to 2019 04 01
- Arbitration is to determine increases not decreases
- Arbitration must be complete by 2019 09 30
- Any grid increases would be applied to allowances and other rates of pay

CHANGE—The arbitration process may result in changes to salary, allowances, substitute teacher daily rates and other rates of pay. The outcome is not yet determined.

2. A standard process for proving teacher education across all school jurisdictions Effective 2019 09 01

- Two adjustment dates: September 1 and February 1



- 60 operational days to provide proof or application of proof

CHANGE

- Current: Teachers have six months to provide proof of Teacher Qualification Service. **Change: There will be a shorter period to provide this information.**
- Current: Teachers receive credit and change to pay on the first of the month following submission. **Change: Teachers will have two set dates where changes take effect, but will have retroactivity if they submit within 60 operational days of the effective dates.**

3. A standard definition of teacher experience across all school jurisdictions
Effective 2019 09 01

- Defines a year of experience as 140 operational days on contract
- Allows for carry over of uncredited experience from year to year
- Adjustment dates are September 1 and February 1
- 40 operational days to provide proof of experience
- Teachers experience follows from one school jurisdiction covered by this agreement to another

CHANGE

- Current: Teachers have six months to submit proof of experience. **Change: There will be a shorter period to provide this information.**
- Current: Teachers can accumulate a year of experience after 190 days of service. **Change: It will take teachers fewer days to earn the increment, and uncredited days shall be carried over without restriction.**
- Current: Teachers receive credit and change to pay on the first of the month following submission. **Change: Teachers will have two set dates where changes take effect, but will have retroactivity if they submit within 40 operational days of the effective dates.**

FTE	Current Time to Top of Grid	New Time to Top of Grid	Difference
0.4	221 months	161 months	60 months
0.6	146 months	108 months	38 months

4. Special Consideration for CTS, Trade and other education and experience

Effective 2019 09 01

- Allow school jurisdictions to recognize additional trade or industry education or experience where the collective agreement does not currently contain this provision
- This would apply to teachers in 21 bargaining units

NO CHANGE—Current language applies.

5. A minimum principal allowances of \$25,000 in all collective agreements

Effective 2019 09 01

- This would apply to over 740 schools.
- There would be consequential increases to affected assistant and vice principal allowances.

NO CHANGE—Current language applies.

6. Increases to daily substitute teacher rates Effective Month After Ratification

(2019 05 01)

- All daily rates currently below average will be increased to the current average of \$212 per day
- Substitutes will receive five per cent General Holiday Pay for statutory holidays

CHANGE

- **Change: General holiday pay applies for statutory holidays.**

7. A Definition of Part time FTE Effective 2019 09 01

- Based on assigned time instead of instructional time

Example

Current Calculation (Typical Instructional / Maximum Assignable)	Change Calculation (Typical Assignable / Maximum Instructional)
Instructional Time (907 hours)	Assignable Time (1,200 hours)
Typical teacher 880 hours	Typical teacher 1,100 hours
0.5 FTE	0.5 FTE
440 hours instructional time	453.5 hours instructional time
600 hours assignable time	550 hours assignable time

8. Improvements to group health benefit plans

Effective 2019 09 01 provide Alberta School Employees Benefit Plan (ASEBP) Vision Care Plan 3 to bargaining units without it

- Elk Island Public, Medicine Hat Public, Medicine Hat Catholic and Red Deer Catholic

NO CHANGE—Current language applies.

Effective 2020 01 01 provide a vision care plan equivalent to ASEBP Vision Care Plan 3 to those teachers without ASEBP benefits

- Rocky View, Calgary Catholic and Calgary Public

Effective 2020 01 01 provide a drug plan equivalent to ASEBP’s Extended Health Care Plan 1 to the three bargaining units without ASEBP benefits

- Rocky View, Calgary Catholic and Calgary Public
- Remove the 20 per cent that teachers pay from the current drug plan therefore providing 100 per cent coverage for prescription drugs
- Provide a drug card allowing for payment from the insurer to pharmacy

- Protect teachers from unilateral changes to the drug list by the school jurisdiction

CHANGE

- Current: Teachers are required to pay for their prescriptions up front. Teachers bear 20 per cent of the costs of prescriptions after they have submitted for reimbursement. **Change: Teachers will have a drug card linked to their benefit plan to ensure that the teacher is not out of pocket on the initial cost of prescriptions. The entire cost of medication will now be covered. THIS DOES NOT INCLUDE DISPENSING FEES.**

9. Increase school jurisdiction payment of group health benefit plan premiums to 100 per cent Effective 2019 09 01

- Current average of school jurisdiction paid premiums is 98.6 per cent
- Teachers in 21 bargaining units do not have 100 per cent employer payment of premium

NO CHANGE—Current language applies.

10. A minimum Health Spending Account (HSA) of \$725 Effective 2019 09 01

- HSAs above \$725 remain status quo
- Teachers in 38 bargaining units will see increases
- HSAs range from \$275–\$1,879
- The current HSA average is \$712
- All other HSA language remains unchanged

NO CHANGE—Current language applies.

11. Guarantee Instructional Time Limits for Calgary Public and Catholic and Edmonton Public Teachers

- Calgary Public’s 1,430 minutes per week averaged over the school year ended 2018 06 01. This provision has been replaced without an end date with 907 hours per year.
- The expired limit of 1,430 was not a cap per year because it could be averaged over the school year. The annual amount would depend on the number of weeks in the school year.

- Calgary Catholic’s 1,430 minutes per week averaged over the school year ended 2018 08 31. This provision has been replaced without an end date with 907 hours per year.
- The expired limit of 1,430 was not a cap per year because it could be averaged over the school year. The annual amount would depend on the number of weeks in the school year.
- Edmonton Public’s 1,430 minutes per week has had the end date extended to 2020 09 01 to allow for renegotiation of the pilot project on calendar.

CHANGE

- Current: The expired limit of 1,430 could be averaged and could fluctuate from school to school. **Change: Teachers will have set limits on assignable and instructional hours. These limits do not have an expiry date.**

12. Protect current instructional and assignable time limits

- There is no change to other current assignable or instructional time.

NO CHANGE—30 hours of assignable time per week averaged over the year still applies (This was never sunsetted).

13. Guarantee of 30 minutes duty free rest break Effective date of ratification

- Guarantee of 30 minute duty free rest for teachers during each five hours worked.
- Only where a 30 minute consecutive break is not practical, a teacher may agree in writing to two 15 minute breaks.
- Breaks will be in middle of the day unless it is not reasonable.
- Emergencies or unforeseen circumstances are addressed.

CHANGE—New language added.

14. Increases to Maternity and Parental Leaves (Time Off Only) Effective for either leave commencing after the first of the month after ratification (2019 05 01)

- Maternity Leave will be 16 weeks

- Parental Leave (for birth or adoption) will be 62 weeks

CHANGE

- Current: Teachers receive maternity leave for 15 weeks. Teachers receive 37 weeks Parental Leave. **Change: Teachers receive access to increased time off for Maternity and Parental leaves.**

- 15. Increase school jurisdiction paid group health benefit premiums for teachers on maternity and/or parental leave for up to one year of leave** Effective for either leave commencing after the first of the month after ratification (2019 05 01)

- Benefit premiums will be paid by the school jurisdiction for 16 weeks of maternity leave.
- Benefit premiums will be paid by the school jurisdiction 36 weeks of parental leave (for birth or adoption).

CHANGE

- Current: Employer pays benefit premiums for the 15 week maternity leave. Employer does not pay benefit premiums for parental leave. **Change: Benefit premiums will be paid for the full 16 weeks of Maternity Leave and for 36 weeks of Parental/Adoption Leave.**

- 16. Increase Supplementary Employment Benefits (SEB) pay on Maternity Leave from 95 per cent of regular pay to 100 per cent** Effective for either leave commencing after the first of the month after ratification (2019 05 01)

- Teachers in 22 bargaining units will see an increase.

NO CHANGE—Current language applies.

- 17. Maintain number of weeks of SEB pay**

- There is no change to the number of weeks that the SEB plan is paid.

- 18. No vacation or holiday pay for teacher on contract for the duration of the agreement**

Changes to the *Employment Standards Code* lead to confusion around the application of vacation and holiday pay to teachers. We were neither excluded nor included in the provisions. The Association attempted to leverage this at the bargaining table. Ultimately, the mediator is recommending no change for teachers on contract.