

2020–24 LOCAL COLLECTIVE BARGAINING REPORT

MOA = Memorandum of Agreement

T = Teachers ratified

D = Division ratified

Bargaining Unit	Leaves	Professional Development	Other Comp/Benefits	Substitute Teachers	Committees	Administrators
<p>Ratified Black Gold SD MOA = 2023 04 13 T = 2023 04 20 D = 2023 04 26</p>	<ul style="list-style-type: none"> add clause indicating teacher professional development leave to be provided for up to one year 	<ul style="list-style-type: none"> move current professional development fund of from administrative practice to the collective agreement, enhance fund to \$66,000 (was \$60,000) add letter of understanding for professional development days— will include up to two and one-half days of self- directed professional development 	<ul style="list-style-type: none"> add work outside of the school calendar will be paid at 1/200 (confirmed in writing by central office) 	<ul style="list-style-type: none"> add paid professional development half day for substitutes (substitutes must have worked 25 days) 		<ul style="list-style-type: none"> add red circling for principals add one lieu day (was two days, now three days) for principals add one lieu day (now one day) for assistant principals

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<p>Ratified Golden Hills SD MOA = 2023 04 11 T = 2023 04 18 D = 2023 04 26</p>	<ul style="list-style-type: none"> • add deferred salary leave that indicates return to the same position/school 	<ul style="list-style-type: none"> • continue with professional development fund pilot project • add increase to professional development funding of \$30 per teacher (rollover is now included and capped at \$1,050) • add teacher request for professional development funds will be covered by Division if it exceeds their fund 	<ul style="list-style-type: none"> • extra-curricular is a voluntary letter of understanding • add increase to hourly rates of pay/includes summer school teacher rates • increase teachers-in-charge allowance to \$2,071 (was (\$1,995). Includes teachers at multi-school sites, outreach schools, etc • add colony school teacher allowance in the amount of \$2,600 (previously was part of teacher-in-charge allowance of \$1,995) • add Division will collect data on internal coverage starting in the 2023/24 school year and present this information to the negotiating subcommittee of the local 	<ul style="list-style-type: none"> • add substitute cancellation notice—24 hours required • add letter of understanding re substitute travel allowance increments to encourage substitutes to travel to more remote sites • add letter of understanding re colony school substitute travel allowance (continue to receive \$20 allowance plus travel allowance increments) 	<ul style="list-style-type: none"> • add letter of understanding re Teacher Liaison Advisory Committee to the collective agreement; three members will be chosen by the local (previously chosen by the Division) • add agreement that the Division will establish a working committee on distributed learning, including the two administrators of their online schools and number of teachers to discuss, study and implement practices related to teacher workload 	<ul style="list-style-type: none"> • add one lieu day for principal and vice-principal (now two lieu days each) • add multi-school allowance/ administrators allowance receive an additional 12 percent of their total allowance (was \$2,000 now just over \$3,000) • add an agreement with the Division that they will review with administrators that work outside the school year to ready school sites is at their discretion

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<p>Ratified Grande Prairie RCSSD MOA = 2023 03 03 T = 2023 03 09 D = 2023 03 13</p>	<ul style="list-style-type: none"> • add division will implement deferred salary leave as per Revenue Canada/after one year or less in duration teacher returning shall resume duties in a position held or a comparable position 	<ul style="list-style-type: none"> • increase in replenishing the Professional Development Fund from 1¼ to 2 times the category 4 max • increase professional development fund from \$2,500 to \$4,000 for a continuous teacher and from \$500 to \$800 for a probationary teacher 	<ul style="list-style-type: none"> • add impassable roads/ inclement weather/ school closure leaves • letter of understanding to explore the creation of a fall break • add part-time teachers shall not have their FTE adjusted greater than .30 FTE in a school year without mutual agreement of the parties • add probationary teachers will be given notice of contract continuation on or before June 1 of each year • add teachers directed to work outside operational days shall be compensated at 1/200 of their annual salary per full day of work or 1/400 per half day (three hours or less) • add division will make available payroll deductions for savings 	<ul style="list-style-type: none"> • add a substitute teacher injured on the job shall be paid for a maximum of five consecutive teaching days immediately following the injury when injury is not compensable under Workers' Compensation Board 	<ul style="list-style-type: none"> • add letter of understanding re the Teacher/Board liaison committee and terms of reference 	<ul style="list-style-type: none"> • add administrators shall have a flexible schedule—work/vacation when the schools are open prior to the school year

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<p>Ratified Lethbridge SD MOA = 2023 03 24 T = 2023 04 17 D = 2023 03 28</p>	<ul style="list-style-type: none"> • add deferred salary leave • add clarification of additional parental leave— clause had some language difficulties that required fixing • add graduation leave for teacher’s child and convocation leave for teacher’s child or spouse (already had teacher’s own convocation and exam writing) 	<ul style="list-style-type: none"> • add clarification of reporting on local-administered professional development fund provided by local to division 	<ul style="list-style-type: none"> • add increase of pay for summer school to 1/200 per full day of service (approximately \$3,000 increase) • add contiguous assignment for part-time teachers • add reinstatement of letter of understanding for elementary teachers providing half day in the calendar dedicated to their individual work on assessment 	<ul style="list-style-type: none"> • add agreement to send substitute cancellation issue to the joint Teacher Working Conditions Committee for study, review and solutions • add \$100 for substitutes for completion of occupational health and safety modules (division directed training/professional learning) 	<ul style="list-style-type: none"> • add recognition of Teacher Working Conditions Committee in collective agreement 	<ul style="list-style-type: none"> • add one additional lieu day for principals (was two lieu days, now three lieu days) and vice/assistant principals (was one lieu day, now two lieu days)

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<p>New Northern Gateway SD MOA = 2023 04 14 T = 2023 04 26 D = 2023 05 09</p>	<ul style="list-style-type: none"> • add emergency leave—one day (pay cost of substitute) • add paid leave for service such as firefighter, EMS, and victim services without loss of salary • add to convocation leave—leave to attend child’s graduation 	<ul style="list-style-type: none"> • (new) add professional development fund created for every teacher with a minimum of \$200 per year prorated 	<ul style="list-style-type: none"> • add impassable roads closure language • add calendar creation by the Division will be completed by April 30 for the following year • add extracurricular is voluntary • add RRSP payroll deductions • add damage or loss of personal property will be compensated (no maximum) • add teachers attending new teacher orientation receive 1/200 of their annual salary and benefits • add create Teacher Board Advisory Committee • add teacher prep day from teacher’s preferred location • add reasonable moving expenses (average of two appraisals) • deferred salary leave is limited to five teachers per year 			<ul style="list-style-type: none"> • add one extra lieu day for vice-principal (was one day, now two days) • add teacher with administrator designation performing work during vacation shall be paid at 1/200 administrator salary or equivalent leave with pay

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<p>New Northland SD MOA = 2023 04 19 T = 2023 05 02 D = 2023 04 20</p>	<ul style="list-style-type: none"> • add one day release for convention travel • add discretionary leave bundle (emergency, graduation, leave to volunteer) of three days (new) • add an additional parental leave of one year (was 62 weeks) 	<ul style="list-style-type: none"> • add creation of Joint Professional Development Committee • add individual professional development fund administered by the local only (no longer joint with superintendent) • add professional development tuition payment increased from 75 per cent paid to 80 per cent 	<ul style="list-style-type: none"> • add a new impassable roads language • add personal property damage covered by Division • add long service incentive ranging from \$500.00 to \$5,000.00 based on years of service • add convention allowance increase from \$500 to \$800 • add pay for service outside the calendar clause • add payroll deduction for Group RRSP plan 			

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<p>Ratified Red Deer SD MOA = 2023 03 22 T = 2023 04 04 D = 2023 04 19</p>		<ul style="list-style-type: none"> • add clarification of language around the ability to access the fund for professional development relating to trades (was previously “approved” trades) • add connection of professional development approval and the Professional Growth Plan and approval shall not be unreasonably denied 	<ul style="list-style-type: none"> • add contiguous timetables for part-time teachers • add division shall notify probationary teachers by June 1 if their contract will be renewed 	<ul style="list-style-type: none"> • add substitute must complete the Substitute Teacher Ability to Work Form to report an injury on the job • add substitute teachers shall follow the schedule of the teacher assigned • add no morning supervision on the first day of the assignment • add letter of understanding for itinerant substitute 	<ul style="list-style-type: none"> • add formation of a liaison committee between senior administration and Local 60 to address ongoing relationship and communication issues • creation of an administrative procedure, with consultation form the local, to formalize the Teacher Voice Committee where a representative from every school meets with the superintendent to address concerns 	<ul style="list-style-type: none"> • add vacation/work schedule language regarding the professional obligation to have schools open for the new school year, but on a flexible schedule decided upon by school leaders • add lieu day(s) for work required during the summer
<p>New Wetaskiwin SD MOA = 2023 04 27 T = 2023 05 10 D = 2023 05</p>	<ul style="list-style-type: none"> • add two days leave for relocation for mid-year transfer 	<ul style="list-style-type: none"> • add individual teacher professional development accounts with three-year accumulation (effective 2023 08 23) • add three-year accumulation for development leave days 	<ul style="list-style-type: none"> • remove restrictions on pay for work outside of operational days • add payroll deduction for Group RRSP plan • add investigation of teacher work assignment • add letter of understanding to develop consistent practice to address inclement weather 	<ul style="list-style-type: none"> • add 2- hour notice for cancellation of substitute • add substitutes do not supervise before school on first day of assignment • add pay for extended day on modified calendars for substitute teachers 	<ul style="list-style-type: none"> • add letter of understanding re workload committee 	<ul style="list-style-type: none"> • remove restrictions on administrator lieu days; move from letter of understanding to collective agreement • add one lieu day for school-based principals effective 2023 09 01 (was one, now two) • add one lieu day for school-based vice-principals effective 2023 09 01 (was one day, now two)

2023 05 03

LOCAL BARGAINING RATIFICATIONS

The Alberta Teachers' Association

BARGAINING 2020
NUMBER OF AGREEMENTS

8	61
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MARCH
Grande Prairie RCSSD
Red Deer Public SD
Lethbridge SD

APRIL
Golden Hills SD
Black Gold SD
Northern Gateway SD
Northland SD
Wetaskiwin SD