

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>Battle River SD MOA = 2023 05 03 T = 2023 05 16 D = 2023 05 25</p>			<ul style="list-style-type: none"> • add time protection for part-time teachers; cannot change more than 0.3 FTE without mutual consent • add teachers assigned to multiple locations in one day will receive trustee rate of pay • work outside the school calendar will be paid at 1/200 FTE and 1/400 FTE for less than three hours • add letter of understanding re pilot project for Hutterite teachers—examine the unique teaching environment and issue a report to both the local and the Division 	<ul style="list-style-type: none"> • add no morning supervision on first day of assignment • change cancellation notice from 18 hours to 24 hours • add two paid professional development days for substitutes 	<ul style="list-style-type: none"> • add new Teacher - Superintendent Liaison Committee 	<ul style="list-style-type: none"> • add acting administrators or surrogates will now receive 100 per cent of the allowance • all teachers with administrative allowances will receive two lieu days (was one) • add new position—Division Assistant Principal

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<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>New Chinook’s Edge SD MOA = 2023 05 18 T = 2023 06 06 D = 2023 05 31</p>	<ul style="list-style-type: none"> • add deferred salary leave plan • add communication of deferred salary leave plan through Teachers Matter Committee, circulated for distribution 	<ul style="list-style-type: none"> • add individual teacher-directed professional development funds are now included in the collective agreement (was in administrative procedure) • add increase of \$50 per teacher per year to professional development funds (now \$400 per year) • add rollover of three years to individual teacher-directed professional development funds (pro-rated for substitute coverage not pro-rated for part-time teachers) • add Division will reimburse employees monthly for all expenses of \$50 or greater • add payroll deduction for ATA group savings plan • add Hutterite religious holidays will now be additional (self-directed) organizational/professional learning days (not an exchange of professional development days) 		<ul style="list-style-type: none"> • add substitute teachers will only do assigned duties of the teachers they are replacing • add injury on the job for substitute teachers—five days • add rules around the substitute teacher list that will assist with concerns of substitute teachers in the Division—Hutterite colony teachers 	<ul style="list-style-type: none"> • add calendar drafts will be shared with Teachers Matter Committee prior to Board approval for feedback • add letter of understanding re sharing of transfer process with Teachers Matter Committee at the start of the transfer process each year • add notation in agreement that Teachers Matter Committee currently means “a representative body of teachers including the local president or designate” 	<ul style="list-style-type: none"> • add one lieu day to principal lieu days (now two days) • add one lieu day to vice principal lieu days (now two days) • confirm administrator kilometrage in Division administrative procedure • add 1/200 and 1/400 FTE pay for service outside of operational days • add service outside operational days for district office roles, including coordinators will not be assigned days in excess of those assigned under the operational calendar

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<p>Christ the Redeemer CSSD MOA = 2023 05 05 T = 2023 05 11 D = 2023 05 23</p>	<ul style="list-style-type: none"> • add emergency leave (one day at cost of substitute) • add leave of absence for teacher's own convocation or grade 12 convocation of teacher's spouse or child 		<ul style="list-style-type: none"> • add extracurricular is voluntary • add part-time teachers will be contiguous where reasonably practical • add letter of understanding re extension of teacher transfer letter 	<ul style="list-style-type: none"> • add substitute assignments follow the assignment of the teacher they are replacing • add no morning supervision for substitute on first day of assignment • substitutes can access professional development days and if requested by the Division, they will be paid • add Division will make reasonable efforts for certificated staff to be hired as substitutes before non-certificated 		<ul style="list-style-type: none"> • add two lieu days for school-based principals (was one day) (effective 2023 09 01) • add one lieu day for vice-principal (effective 2023 09 01) new • move administrator lieu day(s) from administrative practice to a letter of understanding • add flexible schedule for administrative vacation/work schedule • add substitute coverage for acting administrators

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<p>New CS Centre-Est MOA = 2023 05 16 T = 2023 05 24 D = 2023 05 25</p>	<ul style="list-style-type: none"> • add supplementary parental leave of 26 weeks after the initial 18 months; teacher returned to position; return to work must coincide with new school year • add emergency leave—one day per year minus the cost of substitute • add impassible roads leave with pay 	<ul style="list-style-type: none"> • add letter of understanding re individual professional development fund for teachers • add letter of understanding re university course reimbursement 	<ul style="list-style-type: none"> • add long service recognition; one lieu day in each of their 10th, 20th and 30th year of service • add job postings will be posted internally five days prior to being posted externally • add part-time teachers shall not have their FTE adjuster greater than .30 FTE in a school year unless mutually agreed to 	<ul style="list-style-type: none"> • add three paid leave days for substitutes injured on the job • add substitute to receive notice of cancellation by 6 PM the night before 	<ul style="list-style-type: none"> • add teacher/board liaison committee with terms of reference 	<ul style="list-style-type: none"> • add flexible schedule for administrators for work/vacation outside of operational days • interim administrator will be assigned to each school with an allowance • administrators will have their lieu days paid out if refused the leave by the employer • add service outside of the calendar will be paid at 1/200 for each day of work or 1/400 for half day (three hours or less) of work

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<p>CS Centre-Nord MOA = 2023 05 09 T = 2023 05 25 D = 2023 05 31</p>	<ul style="list-style-type: none"> • add supplementary parental leave of 26 weeks after 18 months; teachers are returned to position unless they return after April 1 where they may be placed in another position for the remainder of the school year and returned to their position the following September • add letter of understanding re deferred salary leave 		<ul style="list-style-type: none"> • increase Fort McMurray living allowance by \$100 (was \$700) • new long service recognition—teachers get one day in lieu in each of their 10th, 20th, 25th and 30th years of service • add committee to review what happens when an emergency happens in a school • add committee to develop an action plan to address francisation • add extracurricular is voluntary for 2023/24; a committee will review the impact on schools and make recommendations prior to 2024 06 30 	<ul style="list-style-type: none"> • add letter of understanding—two teachers will be hired on contract—one FTE in Edmonton and 0.6 FTE in Fort McMurray to serve as itinerant substitutes • add substitute cancellation notice—24 hours required 		<ul style="list-style-type: none"> •

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<p>New Fort McMurray SD MOA = 2023 05 16 T = 2023 05 D = 2023 05</p>		<ul style="list-style-type: none"> • add annual allocation of professional development funds of \$400 per teacher • add annual allocations of professional developments can be accumulated for a maximum of 3 years and/or \$1,200 • add the Division will pay professional development substitute costs to a maximum of five days per year • add out-of-province conferences may be attended once per year 	<ul style="list-style-type: none"> • add long service incentive and retirement recognition (\$100-\$800) • add voluntary RRSP plan with payroll deduction • add letter of understanding re right to appeal unreasonable assignment • add letter of understanding on the development of a teacher transfer process • add letter of understanding to explore the creation of a Fall Break adjoined to Remembrance Day 			<ul style="list-style-type: none"> • add flexible self-directed schedule for administrators outside of operational calendar

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<p>New Fort Vermilion SD MOA = 2023 05 15 T = 2023 05 25 D = 2023 05 24</p>			<ul style="list-style-type: none"> • add personal property damage while maintaining order and discipline will be reasonably compensated • add language re inclement weather— permission for leave will not be unreasonably denied; make two attempts to get to school and take care of teaching duties that can reasonably be completed at home • add notice to probationary teachers if their contract will be renewed • add provide T2200 for travel for work purposes 		<ul style="list-style-type: none"> • add letter of understanding re forming a liaison committee to address issues related to work life of teachers 	<ul style="list-style-type: none"> • add any teacher working outside of operational days at direction of superintendent will be compensated 1/200 of their salary for each day worked • add two lieu days for principals and vice principals • add teacher acting in capacity of a surrogate/acting administrator may book a substitute teacher

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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"> • 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>Ratified 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 • deferred salary leave is limited to five teachers per year 	<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) 			<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>Ratified 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 			
<p>New Pembina Hills SD MOA = 2023 05 11 T = 2023 05 18 D = 2023 05 24</p>	<ul style="list-style-type: none"> • add emergency leave—one day at cost of substitute • add improved road conditions/ impassible roads leave clause 	<ul style="list-style-type: none"> • add improved tuition reimbursement (tuition reimbursement for post-secondary education at conditions and rates established by the Professional Development Committee) 	<ul style="list-style-type: none"> • add work outside the school calendar will be paid at 1/200 for a full day, 1/400 for less than three hours • add teachers at Vista Virtual will have greater flexibility in selecting their non-work periods • add payroll deduction plan for RRSPs • add part-time teachers will not have their FTE altered more than 0.3 • add letter of understanding re Division will examine the feasibility of improving parking (plug-ins) for all teachers 	<ul style="list-style-type: none"> • add no morning supervision for substitute on the first day of assignment • add letter of understanding re hiring one itinerant substitute for the Division • add the Division will commit to a new automated substitute call-out system 	<ul style="list-style-type: none"> • add develop a Teacher Employment Relations Committee (TERC) 	<ul style="list-style-type: none"> • add letter of understanding that Division will not change Administrative Procedure 40-10 for duration of collective agreement (this guarantees five lieu days for both principals and associate principals)

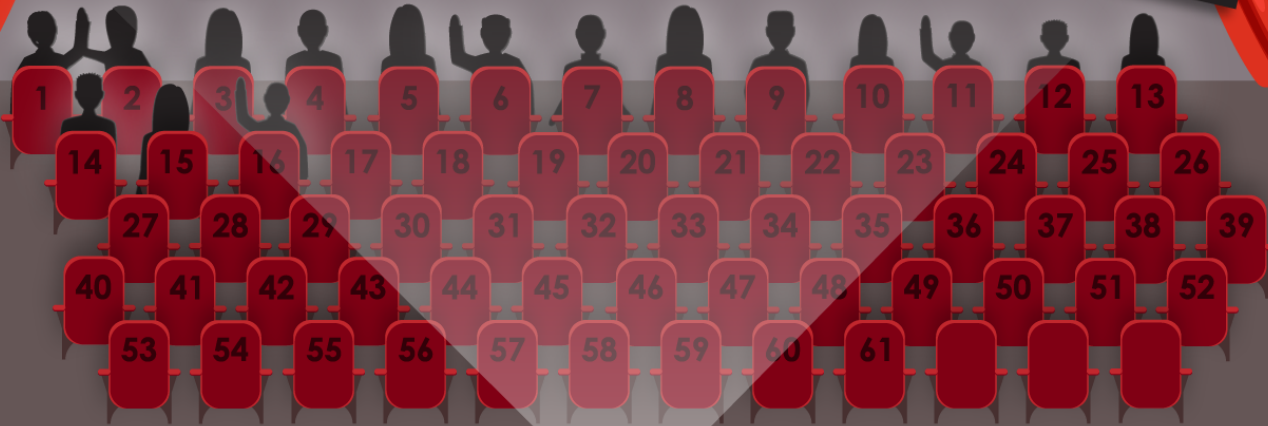
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Ratified Red Deer SD MOA = 2023 03 22 T = 2023 04 04 D = 2023 04 19		<ul style="list-style-type: none"> add clarification of language around the ability to access the fund for professional development relating to trades (was previously “approved” trades) 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
Ratified Wetaskiwin SD MOA = 2023 04 27 T = 2023 05 10 D = 2023 05	<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 24

LOCAL BARGAINING RATIFICATIONS



The Alberta Teachers' Association



MARCH

Grande Prairie RCSSD
Red Deer Public SD
Lethbridge SD

APRIL

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

MAY

Battle River SD
Christ the Redeemer CSSD
CS Centre Nord
Pembina Hills SD
Fort Vermilion SD
Fort McMurray SD
CS Centre Est
Chinook's Edge SD

