

2020 Teacher Collective Bargaining Finalized Central and Local Matters

<p>A. Teacher Compensation Central</p> <ul style="list-style-type: none"> • Allowance and release time for non-administrative positions • Creation of other positions (non admin) • Criteria for experience increments including substitute and part time • Early retirement incentive plans • Grid structure – years of education and experience • High cost of living location allowances • Housing • Increases and effective dates/teachers' salaries – increases on grid • Initial salary placement • Lump sum/signing bonus • Northern travel and medical benefit • Portability of CTS evaluation (consistent with Experience and Education clauses) • Recognition of additional years of education • Schedule and Date of salary payments/salary payment schedule • Special consideration for CTS trade and other education and experience 	<p>A. Teacher Compensation Local</p> <ul style="list-style-type: none"> • Convention expenses and allowances • Long service incentive • Modifications for year-round schools • Moving expenses and allowances • Night school rates • Pay for delivery of professional development/including teachers' conventions • Service outside the operational days • Summer school rates • Teacher assigned to multiple locations allowance
<p>B. Group Insurance Central</p> <ul style="list-style-type: none"> • Alberta and other provincial health care premiums • Benefits for retirees on contract • Employer percentage contribution to premiums • Group Benefits/Benefits design • Group Health Benefits Carrier • Health Spending Account • Health Wellness Spending Account • Registered retirement savings plan contributions • Retired employee benefits • Splitting of Health Spending Account to create combined Health Spending Account and Wellness Spending Account • Splitting of Health Wellness Spending Account to create combined Health Wellness Spending Account and RRSP Contribution Account • Wellness Spending Account 	<p>B. Group Insurance Local</p> <ul style="list-style-type: none"> • Parking • Payroll deductions for savings • Personal injury and property protection/liability policy • Subrogation

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<p>C. Substitute Teachers Central</p> <ul style="list-style-type: none"> • Commencement of grid rate • Definition of substitute teacher • Determination of less than full daily rate • Group health benefit plans • Health spending accounts • Health Wellness spending accounts • Quarantine pay • Rates of pay—increases and effective dates • Wellness spending accounts 	<p>C. Substitute Teachers Local</p> <ul style="list-style-type: none"> • Assigned duties of teachers replacing • Booking of substitutes • Cancellation of assignment • Hiring of a substitute for each absence • Injury on the job • Itinerant substitute teachers • Notice by teachers who require a substitute teacher (notice to the employer) • Parking • Professional development • Recognition of extended instructional day in relation to the daily rate of pay • Rules around the Substitute teacher list (access, maintaining, and removal) • Travel
<p>D. Administrators Central</p> <ul style="list-style-type: none"> • Administration allowances – increases and structure • Administration time for administrators (including days outside of the approved division/school calendar) • Allocation and appointment of administration • Designations • Instructional time for administrators • Leadership Quality Standard certification completion support • Recognition and support for administrators in schools with extended/additional block schedules • Recognition of Leadership Quality Standard 	<p>D. Administrators Local</p> <ul style="list-style-type: none"> • Acting/surrogate administrators • Creation of new designations/positions • Evaluation of administrative teachers • Lieu days • Multiple designations • Multiple sites • Red circling • Travel • Vacation/work schedule

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E. Leaves of Absence Central	E. Leaves of Absence Local
<ul style="list-style-type: none"> • Accessing Employment Standards Code leaves • Association leaves and secondment • Attendance management • Citizenship leave • Compassionate, bereavement, critical illness, funeral leaves • Court appearance leave • Critical illness of a child • Critical illness of an adult family member • Daily private business/personal leaves of absence – accumulation, restrictions, number of days at cost of sub, number of days at full pay (no cost to the teacher) and discretion • Days of religious or cultural observance leave • Death or disappearance of a child • Domestic violence leave • Extended compassionate care leave • Extended disability leave • Family needs leave • Family medical leave • Graduate study leave • Jury duty leave • Leave accommodation expediated disputes resolution process • Leave for child’s arrival • Maternity leaves • Military reservist leave • Pandemic leave • Parental and adoption leaves • Personal and family responsibility leave • Professional improvement/sabbatical leaves • Quarantine leave • Serious illness • Sick leave • Spousal military leave • Teacher Individual Professional Development Leave • Wedding leave 	<ul style="list-style-type: none"> • Additional parental leave (unpaid) • Central funding of leaves • Custody leave • Deferred salary leave • Emergency leave • Employment insurance premium reduction • General Discretionary Leave • Graduation, convocation and university exams leave • Impassable roads/inclement weather/school closure leaves • Named Officials (Association secondment) including FTE • Secondment • Service club/volunteer • Service to other agencies

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<p>F. Structure Central</p> <ul style="list-style-type: none"> • Application/scope • Association access to information • Association as bargaining agent – role and definition • Association fees • Binding on successors • Bridging • Cancels all previous agreements • Central matters advisory or working committees • Grievance procedure(s) • Legislation • List of particulars • Management rights • No decrease of compensation/reduced or loss of salary • Opening dates and notice to bargain • Opening with mutual agreement – Central • Opening with mutual agreement – Local • TEBA – role and definition • Term/effective and expiry dates/retroactivity 	<p>F. Structure Local</p> <ul style="list-style-type: none"> • Catholic provisions • Effective dates of local provisions • Excluded positions from the collective agreement • Faith/cultural/linguistic provisions • Francophone provisions • Pilot projects • Teacher/Board liaison, wellness, advisory or local matters committees • Union use of employer facilities and distribution of materials
<p>G. Employment Central</p> <ul style="list-style-type: none"> • Lay-off and recall • Reduction of teaching staff • Safe work environment/Occupational health and safety 	<p>G. Employment Local</p> <ul style="list-style-type: none"> • Expense claims • Information and files • Job postings • Seniority • Temporary/probationary teachers' notice • Transfers • Travel for work purposes (not including time)

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<p>H. Conditions of Practice Central</p> <ul style="list-style-type: none"> • Application of instructional and assignable time limits • Assigned time • Class composition • Class size • Contiguous assignment for full-time teachers • Definition of assigned duties • Distributed education teachers' conditions of practice • Duty-free lunch • Instructional time • Leave to attend specialist council/ATA conferences • Maximum instructional days • Maximum non-instructional days • Parent-teacher conferences • Proprietary rights of teachers • Pupil/teacher ratio • Recognition for IPP and programing meetings outside of school hours – Lieu Time • Recognition for parent-teacher conferences – lieu time • Support for inclusion • Teacher autonomy • Teacher directed collaboration • Teacher free from instruction/preparation time • Teacher individual professional development • Time for administration and supervision for teachers 	<p>H. Conditions of Practice Local</p> <ul style="list-style-type: none"> • Collaborative decision making model • Colony teachers' conditions of practice • Extracurricular activities • Individual teacher directed professional funds • Local directed professional development funds • New teacher orientation and induction into the profession – new appointees • Off-campus teachers' conditions of practice • Placement and use of instructional and non-instructional days – school calendar • Right to appeal unreasonable assignment • Teacher assignment/deployment • Teacher involvement in determining instructional groupings • Tuition reimbursement
<p>I. Part-Time Teachers Central</p> <ul style="list-style-type: none"> • Leaves of absence – part-time teachers • Part time assignments FTE calculation • Part time compensation – salary and benefits 	<p>I. Part-Time Teachers Local</p> <ul style="list-style-type: none"> • Alteration of part-time equivalent • Contiguous assignment • Job sharing • Movement between part-time and full-time assignment

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J. Support for Local Bargaining	J. Support for Local Bargaining
<ul style="list-style-type: none">• Committee for transition to local bargaining• Disputes resolutions process for interpretation of the Central and Local Lists of Matters	