

**LETTER OF UNDERSTANDING**  
**between**  
**The Calgary Board of Education**  
**and**  
**The Calgary Board of Education**  
**Staff Association**

**RATES EFFECTIVE SEPTEMBER 1, 2009**

In accordance with Appendix C of the collective agreement, the undersigned agree that the 5.99% increase in the Alberta Average Weekly Earnings (AAWE) from 2007 to 2008 results in the following rates effective September 1, 2009:

Effective September 1, 2009  
 5.99% increase

| Grade |          | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       |
|-------|----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| A     | Hourly   | 15.41   | 15.92   | 16.62   | 17.34   | 17.88   | 18.59   | 19.29   |         |         |
|       | Biweekly | 1078.70 | 1114.40 | 1163.40 | 1213.80 | 1251.60 | 1301.30 | 1350.30 |         |         |
| B     | Hourly   | 17.34   | 17.88   | 18.59   | 19.29   | 19.98   | 20.69   | 21.38   |         |         |
|       | Biweekly | 1213.80 | 1251.60 | 1301.30 | 1350.30 | 1398.60 | 1448.30 | 1496.60 |         |         |
| C     | Hourly   | 19.29   | 19.98   | 20.69   | 21.38   | 22.25   | 23.11   | 24.00   | 24.88   | 25.73   |
|       | Biweekly | 1350.30 | 1398.60 | 1448.30 | 1496.60 | 1557.50 | 1617.70 | 1680.00 | 1741.60 | 1801.10 |
| D     | Hourly   | 21.38   | 22.25   | 23.11   | 24.00   | 24.88   | 25.73   | 26.44   | 27.15   | 28.02   |
|       | Biweekly | 1496.60 | 1557.50 | 1617.70 | 1680.00 | 1741.60 | 1801.10 | 1850.80 | 1900.50 | 1961.40 |
| E     | Hourly   | 24.00   | 24.88   | 25.73   | 26.44   | 27.15   | 28.02   | 29.08   | 30.13   | 31.35   |
|       | Biweekly | 1680.00 | 1741.60 | 1801.10 | 1850.80 | 1900.50 | 1961.40 | 2035.60 | 2109.10 | 2194.50 |
| F     | Hourly   | 26.44   | 27.15   | 28.02   | 29.08   | 30.13   | 31.35   | 32.39   | 33.45   | 34.69   |
|       | Biweekly | 1850.80 | 1900.50 | 1961.40 | 2035.60 | 2109.10 | 2194.50 | 2267.30 | 2341.50 | 2428.30 |
| G     | Hourly   | 31.35   | 32.39   | 33.45   | 34.69   | 35.73   | 36.78   | 37.84   | 38.89   | 39.74   |
|       | Biweekly | 2194.50 | 2267.30 | 2341.50 | 2428.30 | 2501.10 | 2574.60 | 2648.80 | 2722.30 | 2781.80 |
| H     | Hourly   | 35.73   | 36.78   | 37.84   | 38.89   | 39.74   | 40.99   | 42.04   | 43.08   | 44.18   |
|       | Biweekly | 2501.10 | 2574.60 | 2648.80 | 2722.30 | 2781.80 | 2869.30 | 2942.80 | 3015.60 | 3092.60 |
| I     | Hourly   | 39.74   | 40.99   | 42.04   | 43.08   | 44.18   | 45.29   | 46.43   | 47.82   | 49.03   |
|       | Biweekly | 2781.80 | 2869.30 | 2942.80 | 3015.60 | 3092.60 | 3170.30 | 3250.10 | 3347.40 | 3432.10 |
| J     | Hourly   | 44.18   | 45.29   | 46.43   | 47.82   | 49.03   | 50.27   | 51.55   | 53.07   | 54.40   |
|       | Biweekly | 3092.60 | 3170.30 | 3250.10 | 3347.40 | 3432.10 | 3518.90 | 3608.50 | 3714.90 | 3808.00 |
| K     | Hourly   | 47.82   | 49.03   | 50.27   | 51.55   | 53.07   | 54.40   | 55.78   | 57.19   | 58.91   |
|       | Biweekly | 3347.40 | 3432.10 | 3518.90 | 3608.50 | 3714.90 | 3808.00 | 3904.60 | 4003.30 | 4123.70 |

  
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**Instructors in Continuing Education (Hourly Rate)**

| Description of Wage Progression<br>By Hours of Instruction | Effective September 1, 2009 |
|--|-----------------------------|
| First 40 Hours of Instruction                              | 33.04                       |
| After 40 hours of Instruction                              | 36.25                       |
| After 80 hours of Instruction                              | 39.42                       |
| After 120 hours of Instruction                             | 43.64                       |
| After 160 hours of Instruction                             | 47.83                       |

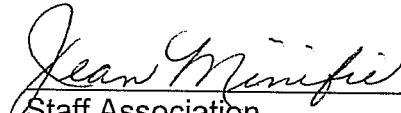
**Language Translator or Screening Assistant (Hourly Rate)**

Effective September 1, 2009, the salary rate for Language Translator or Screening Assistant will be \$25.56 per hour.

**Student Pages**

Effective September 1, 2009, the salary rate for Student Pages will be \$10.52 per hour.

  
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Calgary Board of Education

  
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Staff Association

Feb 23 / 10  
\_\_\_\_\_  
Date

Feb 18, 2010  
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Date