

Framework for Settlement
Proposed by Calgary Board of Education
Calgary Board of Education / CBE Staff Association (main)
May 15, 2008

- Wages:
 - 5.00% increase effective September 1, 2007.
 - \$800 signing bonus prorated based on full time equivalency payable upon ratification of the agreement.
 - 4.53% increase effective September 1, 2008.
 - Alberta Average Weekly Earnings index to determine increase effective September 1, 2009.
 - Alberta Average Weekly Earnings index to determine increase effective September 1, 2010.

- Term:
 - 4 years (September 1, 2007 to August 31, 2011).

- Benefits:
 - CBE pays employer portion of benefit premiums for 10-month employees in July and August effective September 1, 2008.
 - CBE pays 100% of premiums for life and accidental death and dismemberment effective September 1, 2008.
 - Introduction of prorated health spending account amount for new hires during first year of employment; effective month following ratification.
 - Letter of Understanding that issue of drug card will be examined in Benefit Advisory Committee as part of broader benefits review.

- Job Share:
 - Two permanent employees can apply for a job share of one year in duration.
 - Superintendent of Corporate Services or designate determine whether job share is approved annually based on criteria established by the Board.
 - Layoff provisions apply when job share ends based on pre-job share status.

- Salary Administration:
 - All employees will be able to request deposit of their pay into multiple bank accounts to assist ten month employees in spreading ten months of pay over twelve months.

- Vacation:
 - 12-month employees eligible for 4 weeks of vacation after 5 years of service.
 - 10-month employees eligible for 8% vacation pay after 5 years of service.
 - Vacation pay for ten month employees on each bi-weekly pay.

- Paternity Leave:
 - Leave with pay increased from 2 days to 3 days.

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- Professional Improvement Fellowship:
 - Introduction of a partially paid leave (65%) for pursuit of academic studies as per CBE April 15th proposal.
- Staff Development Fund:
 - Increase to \$200,000 effective September 1, 2008.
 - Increase to \$250,000 effective September 1, 2009.
 - Increase to \$300,000 effective September 1, 2010.
 - Two CBE representatives on Advisory Committee.
- Grievance Procedure:
 - Level two and three of the grievance procedure remain as current agreement.
 - Policy grievance language remains as current agreement.
 - Arbitration panel changes to single arbitrator as per Staff Association March 18th proposal.
- Sick Leave:
 - Statement regarding purpose of sick leave as per CBE April 15th proposal.
 - Eligibility for sick leave with pay usually established by the submission of a signed sick leave declaration form when the absence is for a period not exceeding five days.
 - CBE withdraws proposal regarding subrogation rights.
- Job Postings:
 - Job postings include the following information: location, outline of the position, hours of work, 10 month or 12 month, hourly rate.
 - List of candidates interviewed provided to Staff Association upon request.
- Working Conditions for Temporary Employees:
 - As per Staff Association March 18th proposal with addition of CBE April 15th proposal regarding increments.
- WCB Supplement:
 - Current agreement language.
- Chinook Instructors:
 - Wage progression changes from being based on semesters to based on hours of instruction.
 - Employees will not suffer a reduction in their hourly rate of pay as a result of the change from wage progression based on semester to wage progression based on hours of instruction.
 - Employees will receive the general wage increases for each of the four years of the agreement.

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- Information:
 - As per CBE April 15th proposal.
- Student Pages:
 - As per CBE April 15th proposal.

All changes included in this framework for settlement together with previously agreed items represent full and final resolution to all proposals presented through the course of collective bargaining. All other proposals presented through the course of collective bargaining are officially withdrawn by both parties.

The Calgary Board of Education and the CBE Staff Association agree that the respective bargaining teams will meet to develop a memorandum of agreement that will include the revised collective agreement language to be presented for ratification. The memorandum of agreement will be presented for ratification by both parties prior to June 4, 2008.

Calgary Board of Education

Calgary Board of Education Staff Association

Date

Date