

Framework for Settlement
Proposed by Calgary Board of Education
Calgary Board of Education / CBE Staff Association (PSS)
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.
 - Grid adjustment effective January 1, 2008:
 - 5.00% increase for grade 2
 - 10.00% increase for grade 3
 - 12.00% increase for grade 4
 - 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.

- Provisional Psychologists
 - Rate of pay increased to \$27.93 per hour effective January 1, 2008.

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

- Benefits:
 - Letter of Understanding that issue of drug card will be examined in Benefit Advisory Committee as part of broader benefits review.
 - Introduction of prorated health spending account amount for new hires during first year of employment; effective month following ratification.

- 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.

- Job Postings:
 - Job postings include the following information: location, outline of the position, hours of work, 10 month or 12 month, and annual salary.
 - List of candidates interviewed provided to Staff Association upon request.

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

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- Staff Development Fund:
 - Increase to \$50,000 effective September 1, 2008.
 - Increase to \$60,000 effective September 1, 2009.
 - Increase to \$70,000 effective September 1, 2010.
 - Two CBE representatives on Advisory Committee.

- Grievance Procedure:
 - Level two and three of the grievance procedure remains 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.
 - CBE withdraws proposal regarding subrogation rights.

- WCB Supplement:
 - Current agreement language.

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