

Calgary Board of Education Terms of Settlement for Staff Association (main)
May 28, 2008
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- Benefits: Article 20
 - CBE pays employer portion of benefit premiums in July and August for 10-month employees effective September 1, 2008.
 - CBE pays 100% of premiums for life and accidental death and dismemberment effective September 1, 2008, for 12 month employees and effective beginning of the 2008/2009 school year for 10 month employees.
 - Introduction of prorated health spending account amount for new hires during first year of employment for employees hired after January 1, 2008.
 - Pay direct drug card to be implemented by April 1, 2009.

- Job Share: Article 5 Clauses 5.6.1, 5.6.2 & 5.6.3
 - 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.
 - Application deadline of March 31st each year or a later date established by the Board.

- Salary Administration: Article 8 Clause 8.1
 - In response to the interest of paying 10 month employees over 12 months, all employees will be able to request deposit of their pay into up to two bank accounts.
 - This item has been referred to the Task Force.

- Vacation: Article 14 Clause 14.3 & 14.2
 - 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: Article 17 Clause 17.5.1
 - Leave with pay increased from 2 days to 3 days.

- Professional Improvement Fellowship: Article 18 Clause 18.6
 - Introduction of a partially paid leave (65%) for pursuit of academic studies.

- Staff Development Fund: Article 30 Clauses 30.1.1 & 30.1.2
 - 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: Article 24 Clauses 24.6.1, 24.6.3 & 24.6.4
 - Arbitration panel changes to single arbitrator.
- Sick Leave: Article 15 Clause 15.1, 15.5 & 15.10
 - Statement regarding purpose of sick leave.
 - Documentation for sick leave consistent with PSS agreement.
- Job Postings: Article 5 Clause 5.2.1 & 5.4.1
 - Job postings include the following information: location, outline of the position, weekly hours of work, 10 month or 12 month, and hourly rate.
 - List of candidates interviewed provided to Staff Association upon request.
- Working Conditions for Temporary Employees: (LOU pg. 72,73 & 74)
 - Former employees return to their previous wage rate, where applicable.
 - Introduction of increments for temporary employees based on hours worked.
- Chinook Instructors: Appendix "C" pg.64
 - Wage progression changes from being based on semesters to being 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 three years of the agreement.
- Wages: Appendix "C" (pg. 62)
 - 5.00% increase effective September 1, 2007.
 - \$800 signing bonus prorated based on full time equivalency payable for all permanent and probationary employees employed (including employees on leave or layoff) as of the date of ratification of the agreement.
 - 4.53% increase effective September 1, 2008.
 - Alberta Average Weekly Earnings index to determine increase effective September 1, 2009.
 - Wage increases effective the beginning of the school year for 10 month employees working in modified calendar schools.
- Term:
 - 3 years (September 1, 2007 to August 31, 2010).