

Substitute Teacher Clause Summary and Pay Rates (2020-2024 Collective Agreement)

Effective September 1, 2023

School Division	On Grid	Effective	Prof Developmt	Counted for Experience Increment	Half Day Rate	Full Day Rate	Sick or Injury CIs
Aspen View	More than 5 days	6th day		Employed as a substitute teacher within the preceding five (5) years. One (1) experience increment during any one (1) school year. 140 Days per year. Residual carried over.	60%	\$ 224.44	
Battle River	More than 4 days	5th day	Yes		60%	\$ 224.44	
Black Gold	More than 3 days	4th day	Yes		prorated	\$ 224.44	
Buffalo Trail	More than 5 days	6th day			prorated	\$ 225.47	
Calgary Catholic	2 or more days	2nd day	Yes		50%	\$ 235.02	20D
Calgary Public *	2 or more days	2nd day			50%	\$ 235.02	20D
Canadian Rockies	5 or more days	6th day	Yes		\$ 121.20	\$ 224.44	
Chinook's Edge	3 or more days	4th day			60%	\$ 224.44	5D
Christ the Redeemer	More than 2 days	3rd day	Yes		50%	\$ 224.44	
Clearview	More than 4 days	5th day			\$134.66 AM \$112.22 PM	\$ 224.44	
CS Centre-Est	More than 5 days	6th day			\$ 118.95	\$ 224.44	3D
CS Centre-Nord	More than 2 days	3rd day			\$ 122.88	\$ 231.84	
CS Nord-Ouest	More than 4 days	1st day			60%	\$ 238.62	3D
CS FrancoSud	More than 4 days	5th day			140.81 AM 117.34 PM	\$ 234.68	
East Central Catholic	More than 5 days	1st day			50%	\$ 224.44	
Edmonton Catholic	More than 2 days	3rd day			\$ 141.65	\$ 236.09	20D
Edmonton Public	More than 1 day	1st day	Yes		\$ 138.47	\$ 230.79	20D
Elk Island Catholic	More than 2 days	3rd day			60%	\$ 224.44	3D
Elk Island Public	More than 4 days	3rd day			\$ 123.44	\$ 224.44	20D
Evergreen Catholic	More than 4 days	5th day	Yes		50%	\$ 224.44	
Foothills	More than 4 days	5th day	Yes		50%	\$ 224.44	
Fort McMurray RCS	After 5 days	6th day			\$ 133.39	\$ 238.20	
Fort McMurray	After 4 days	5th day			\$ 134.54	\$ 231.97	10D
Fort Vermilion	3 or more days	1st day			\$ 135.98	\$ 234.45	
Golden Hills	5 or more days	6th day			\$ 116.35	\$ 232.70	
Grande Prairie Catholic	More than 4 days	5th day			\$ 121.93	\$ 246.86	5D
Grande Prairie Public	More than 5 days	6th day			\$ 122.81	\$ 245.61	
Grande Yellowhead	5 days	6th day			50%	\$ 224.44	
Grasslands	More than 5 days	6th day			60%	\$ 226.56	
Greater St Albert Catholic	5 or more	1st day	Yes		50%	\$ 234.48	
High Prairie	5 or more	1st day			\$ 116.01	\$ 232.02	
Holy Family Catholic	After 3 days	4th day			60%	\$ 234.44	
Holy Spirit Catholic	More than 5 days	1st day			prorated	\$ 224.44	
Horizon	More than 5 days	6th day		50%	\$224.44 (5 day wk) \$249.13 (4.5 day wk) \$280.55 (4 day week)	5D	
Lakeland Catholic	4 or more days	1st day		50%	\$ 224.44		

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Lethbridge	More than 5 days	1st day	Yes	<p>Employed as a substitute teacher within the preceding five (5) years.</p> <p>One (1) experience increment during any one (1) school year.</p> <p>140 Days per year.</p> <p>Residual carried over.</p>	\$118.95 AM \$96.51 PM	\$ 224.44	
Living Waters Catholic	More than 4 days	5th day			\$ 122.12	\$ 244.23	5D
Livingstone Range	More than 4 days if contract / More than 5 if no contract	If contract, retro to 1st day; if no contract 6th day	Yes		50%	\$ 224.44	
Medicine Hat Catholic	More than 10 days More than 19 days	11th day 1st day	Yes		prorated	\$ 224.44	
Medicine Hat Public	More than 5 days	6th day	Yes		\$ 112.48	\$ 224.97	
Northern Gateway	More than 5 days	6th day			60%	\$ 224.44	
Northern Lights	5 or more days	1st day			\$ 112.22	\$ 224.44	
Northland	5 or more days	1st day			60%	\$ 224.44	
Palliser	More than 4 days if contract; more than 5 days if no contract	If contract, retro to 1st day; if no contract 6th day			prorated	\$ 224.44	
Parkland	More than 5 days	6th day			\$ 113.99	\$ 227.97	
Peace River	After 5 days	6th day			\$ 117.51	\$ 235.02	
Peace Wapiti	After 4 days	5th day			prorated	\$ 243.20	
Pembina Hills	More than 5 days	6th day			60%	\$ 224.44	
Prairie Land	5 or more days	6th day	Yes		\$ 116.71	\$ 224.44	5D
Prairie Rose	More than 5 days if no contract; more than 4 if contract	6th day if no contract. Retro to 1st day if contract.			\$ 105.49	\$ 224.44	
Red Deer Catholic	After 2 days	3rd day			\$ 116.71	\$ 224.44	
Red Deer Public	More than 2 days	3rd day			57%	\$ 224.44	20D
Rocky View	More than 2 days	1st day			60% AM; 50% PM	\$ 232.70	
St Albert Public	4 or more days	1st day	Yes		\$ 112.41	\$ 224.82	5D
St Paul Education	More than 5 days	6th day			60%	\$ 224.44	
St Thomas Aquinas Catholic	More than 5 days	6th day	Yes		50%	\$ 232.31	
Sturgeon	More than 5 days	1st day	Yes		\$ 116.71	\$ 224.44	
Westwind	More than 5 days no contract; More than 4 days on contract	5th day no contract; 1st day with contract			prorated	\$ 224.44	
Wetaskiwin	More than 3 days	4th day			60%	\$ 224.44	
Wild Rose	More than 5 days	6th day	Yes	60%	\$ 224.44	5D	
Wolf Creek	More than 5 days	6th day		60%	\$ 224.44	5D	
CHARTER SCHOOLS							
Almadina School Society	More than 3 days	3rd day		As above	\$ 117.51	\$ 235.02	
Aurora Academic Charter	More than 6 days	6th day		5 years - 130 days per year	\$ 140.00	\$ 234.00	
Boyle Street Education Centre	More than 5 days	5th day		5 years - 130 days per year	\$ 130.88	\$ 237.96	
Clearwater Academy	More than 3 days	3rd day		5 years - 140 days per year	50%	\$ 235.00	

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New Horizons Charter	More than 5 days	4th day		5 years - 130 days per year	50%	\$ 220.00	
Valhalla School Foundation	More than 4 days	5th day		3 years - 130 days per year	50%	\$ 229.72	
	* Division provides a group benefits plan for Substitute teachers (entire premium costs funded by the teacher).						
As at 2023 10 17	Those indicated in RED have not yet reached or ratified a Local Memorandum.						