



BARGAINING

Central Table 2024
We are ATA.



The Alberta Teachers' Association

By the Numbers: Impacts of the Mediator's Report

Item	Impacts (+)						
<p>Settlement Costing</p>	<p>Central Table 2024 provides over \$1.5 billion dollars, inclusive of the \$405 million government commitment to address classroom complexity issues, for Alberta teachers.</p> <p>Central Table 2020 settlement was valued at approximately \$157 million. The 2024 settlement is nearly 10 times larger.</p> <p>Total costing for the Central Table 2024 settlement is more than all previous central table settlements combined.</p>						
<p>Grid Increases (including increases to school leader and all other allowances)</p> <p>2024 09 01—3% (retro) 2025 09 01—3% 2026 09 01—3% 2027 02 01— Unified Grid* 2027 09 01—3% All Grids</p> <p><i>* Fort McMurray Public, Fort McMurray Catholic, Fort Vermilion, Northland, and Peace River maintain their home grids.</i></p>	<p>Teachers will receive between 12.55% and 18.53% over 4 years—including a retroactive increase of 3% to September 1, 2024.</p> <p>By August 31, 2028, classroom teachers' salaries will range from a minimum of \$70,914 up to a maximum of \$119,030 per year for those with 6 years of education. Those teachers currently in Category 7 will receive a maximum of \$123,222.</p> <p>Twelve far Northern bargaining units will have salaries ranging from \$73,916 to \$125,488 (at category 6) and as high as \$126,225 for those where category 7 is applicable, including their northern incentive allowances.</p> <p>A unified grid will be used for all bargaining units, except for Fort McMurray Public, Fort McMurray Catholic, Fort Vermilion, Northland, and Peace River, who will keep their own home grids.</p>						
<p>NEW MONEY TO IMPROVE TEACHING AND LEARNING CONDITIONS</p>	<p>An additional \$405 million will be allocated to enhance classroom conditions and address class size and complexity.</p> <table border="0" data-bbox="609 1459 1364 1522"> <tr> <td style="text-align: center;"><u>2025/26</u></td> <td style="text-align: center;"><u>2026/27</u></td> <td style="text-align: center;"><u>2027/28</u></td> </tr> <tr> <td style="text-align: center;">\$125 million</td> <td style="text-align: center;">\$140 million</td> <td style="text-align: center;">\$140 million</td> </tr> </table> <p>This is new funding and beyond the amounts announced in Budget 2025.</p> <p>A provincial working group will be created and will include teachers at the decision-making table. They will be alongside school divisions and Alberta Education, to recommend the best use of the new funding to improve teaching and learning conditions in Alberta classrooms.</p>	<u>2025/26</u>	<u>2026/27</u>	<u>2027/28</u>	\$125 million	\$140 million	\$140 million
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	<p>The creation of a local working group will enable local leaders to collaborate with school officials in addressing the complexities of local classrooms.</p> <p>These local working groups are expected to utilize funds allocated in Budget 2025, along with additional funding as directed by the provincial working group, to enhance local teaching and learning conditions.</p> <p>Locals will play a definitive role alongside school divisions in determining the most effective ways to allocate these resources.</p> <p>Locals will collaborate with their divisions to prioritize expenditures. Should an agreement not be reached, outstanding issues will be raised to the provincial working group and subject to resolution by independent mediation.</p>
<p>Northern Incentives</p>	<p>11 bargaining units (all schools) 5 bargaining units (select schools)</p> <p>Northern Allowance</p> <p>This allowance is for those teachers whose primary employment is at a worksite north of the 57th parallel. The allowance will be \$6,300 per year; prorated for part-time teachers.</p> <p>Northern Incentive Allowance</p> <p>This allowance is for those teachers whose primary employment is at a worksite north of the 57th parallel. The allowance will be \$6,300 per year; prorated for part-time teachers.</p> <p>Fort McMurray Allowance</p> <p>This allowance continues is for Fort McMurray Public and Catholic teachers. The allowance is \$12,480 per year; prorated for part-time teachers.</p> <p>This allowance also applies to teachers whose primary employment is at a worksite in the Regional Municipality of Wood Buffalo. Those teachers not currently receiving this allowance shall commence receiving it as of 2025 09 01.</p>

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<p>Education (for salary purposes)</p>	<p>61 bargaining units</p> <p>Previous language negatively impacted new teachers, in the evaluation of their education credentials for calculation of their salary grid placement, because of the submission dates – September 1 and February 1. If a new teacher commenced employment at any other time of the year, their proper education may not be properly recognized.</p> <p>For example, should a teacher commence their employment in April, with six years of education, as per their TQS evaluation, they would only be paid at category 4 until September 1, assuming they have a contract for the next year.</p> <p>While some employers interpreted the language more loosely, several large employers started to use a stricter interpretation of the language.</p> <p>The change allows the teacher to receive their appropriate education placement on the salary grid, after application, and retroactive to the commencement of employment.</p>								
<p>Substitute Teachers Daily Rate Increases</p> <p>2024 09 01—3% (retro) 2025 09 01—\$271/day 2026 09 01—3% 2027 09 01—3%</p>	<p>61 bargaining units (about 8,700 substitute teachers)</p> <p>Substitute teacher rates increase to 31% by the end of this collective agreement, with a standard provincial daily rate beginning at \$271 on September 1, 2025, increasing to \$287.50 by September 1, 2027.</p> <table border="0" data-bbox="576 1270 1242 1402"> <tr> <td>2024/25 Daily Rate Range:</td> <td>\$224.44–\$245.61</td> </tr> <tr> <td>2025/26:</td> <td>\$271</td> </tr> <tr> <td>2026/27:</td> <td>\$279.13</td> </tr> <tr> <td>2027/28:</td> <td>\$287.50</td> </tr> </table>	2024/25 Daily Rate Range:	\$224.44–\$245.61	2025/26:	\$271	2026/27:	\$279.13	2027/28:	\$287.50
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<p>Substitute Teachers Partial Day Rates</p> <p>2025 09 01</p>	<p>61 bargaining units</p> <p>Substitute teachers who work less than a full day receive a calculated proportional amount of the full daily rate. There is significant variation across the province.</p> <p>The partial daily rate will be calculated as follows:</p> <ul style="list-style-type: none"> • Up to 50% of the day—50% of the daily rate • Between 50-60% of the day—60% of the daily rate • Above 60% of the day—100% of the daily rate • Schools with condensed weeks will receive a minimum of 110% of the daily rate. 								

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<p>Substitute Teachers – Concurrent Service and Part-Time Teachers</p> <p>Effective 2025 09 01</p>	<p>61 bargaining units</p> <p>Currently, part-time teachers who also provide substitute teacher service to their employer are not entitled to gain the experience earned for the substitute service. This service is classified as concurrent and should not be included in the experience calculation.</p> <p>Ironically, if the same teacher were to provide the same substitute service in another school division, that service would count. This disadvantages teachers as they are not properly credited for the service they provided.</p> <p>This letter of understanding is in effective as of 2025 09 01 and extends until the end of the next round of central bargaining and allows for concurrent service to be accumulated.</p>
<p>Substitute Teachers – Part-Time Teacher</p>	<p>61 bargaining units</p> <p>Part-time teachers will now be able to receive the appropriate compensation when they take a substitute teaching position on the same day they have contracted work. Previously, many part-time teachers did not receive their full substitute compensation because their employer consider both FTEs as the same.</p>
<p>Substitute Teachers – Training</p>	<p>48 bargaining units (13 currently have language)</p> <p>Where a school division requires a substitute teacher to participate in specific training to maintain or to gain access to the division’s substitute teacher roster, they shall be paid for the time.</p>
<p>Consideration for Other Experience</p> <p>Effective Date—2025 09 01</p>	<p>61 bargaining units</p> <p>Unification of CTS language across all 61 collective agreements. Divisions must evaluate experience and credentials when the position requires the teacher to have special certification (red seal, etc.). The division must then move the teacher to a more advantageous spot in the salary grid (experience and/or education) up to the maximum in each category, to reflect the outcome of the evaluation.</p> <p><i>*Should the new calculation result in a decrease to the current allowance the teacher is receiving, they will be protected from any decrease.</i></p>

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<p>Group Health Benefits</p>	<p>61 bargaining units - <i>Protection</i></p> <p>3 bargaining units (Calgary Public, Calgary Catholic, Fort McMurray Catholic) – <i>Expand Access</i></p> <p>The Association was able to not only protect the current benefit provider and fend off any proposals that would have seen teachers be required to pay for a portion of their benefit premium but also expand the access to more teachers.</p> <p>The Association has had a goal, along with several locals, most notably Calgary Public, to have the Alberta School Employee Benefit Plan (ASEBP) as the group health benefits provider for all Alberta teachers.</p> <p>This round of central bargaining has achieved ASEBP for all teachers.</p> <p><i>Effective no later than 2028 09 01 or sooner if possible.</i></p>
<p>Evergreen 90 Sick Leave</p>	<p>4 bargaining units (Pembina Hills, Fort McMurray Catholic, fort McMurray Public and Medicine Hat Catholic)</p> <p>Currently the teachers in Pembina Hills do not have access to 90 days of sick leave. In many cases they need to accumulate their unused sick leave days, at a maximum of 20 days per year, and then only to 75 operational days.</p> <p>The teachers in Fort McMurray Public, teachers receive 60 working days of sick leave, after one year of service. Should they return from extended disability and have provided less than one year of service, they receive no sick leave in the year they return to work.</p> <p>The teachers in Fort McMurray Catholic, should they return from extended disability and have provided less than one year of service, they receive no sick leave in the year they return to work.</p> <p>The teachers in Medicine Hat Catholic, should they be on a leave of absence for more than a year must provide service for an additional year, on their return, before being eligible for their 90-days of sick leave.</p> <p>The unified sick leave language that grants evergreen 90 to all teachers addresses these two outlier divisions and brings those teachers to the same sick leave entitlement as all their colleagues.</p>

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Protected Leaves	<p>61 bargaining units</p> <p>As in previous rounds, TEBA was looking to decrease the total number of days for leaves (not including sick leave), by moving to a “bucket approach.” This would provide fewer total days overall but would still maintain restrictions within the bucket on usage.</p> <p><i>Leaves remain protected.</i></p>
Aggression in the Classroom	<p>61 bargaining units</p> <p>Divisions to recognize the importance of promoting safe and healthy environments. Teachers have the right to a work environment free from harassment, violence, and threats of violence.</p> <p>This language creates a standard expectation in all Alberta classrooms which, in addition to the Occupational Health and Safety code, is intended to protect teachers from unsafe working conditions.</p>
Discrimination	<p>61 bargaining units</p> <p>Teachers/school leaders shall be free from discrimination, harassment, restriction, or coercion because of their personal characteristics, beliefs, or Association activity, nor for exercising of these rights.</p>
Ability to Grieve Discipline	<p>61 bargaining units</p> <p>Should a teacher/school leaders be disciplined, without cause, a grievance could be filled to ensure the principles of due process and natural justice were followed.</p>
Discipline	<p>61 bargaining units</p> <p>No teacher or school leader shall be formally disciplined without just cause. Written notice of the cause for discipline must be provided within five operational days. Before the imposition of formal disciplinary action or investigation that could lead to formal disciplinary action the teacher will receive the particulars.</p>

RATIFICATION PHASE

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Item	Impacts (+)
Right to Association Representation	<p>61 bargaining units</p> <p>Teachers have a right to representation during formal discipline or at any meeting where there is a substantial likelihood that if the allegations are substantiated, formal discipline would be likely.</p>
Full-Time Teacher Contiguous Timetable (0-5 Block model in high schools)	<p>61 bargaining units</p> <p>A full-time teacher’s timetable should be contiguous (all blocks connected). If the blocks cannot be contiguous, the teacher will be provided a written rationale.</p> <p>Should a teacher wish to have a non-contiguous timetable, this clause does not preclude the teacher and the principal from making such arrangements.</p>

Item	Impact (+ / -)
Unified Sick Leave Language	<p>61 bargaining units</p> <p>Sick leave language varies across the province, with over 14,000 teachers receiving their sick leave based on contract status, with most requiring a continuing contract to be eligible for 90-days of sick leave.</p> <p>The move to trigger 90-days of sick leave on the second year of service is positive benefit for over 36,000 teachers and status quo for almost 7,500 more teachers.</p> <p>Teachers in their first year of employment will have access to the statutory 20 days of sick leave, or the total number of operational days within the contract divided by 9, whichever is less. These days are available at the commencement of employment.</p> <p>Teachers in Grande Prairie Public, Holy Spirit, and Lethbridge who currently receive their 90-days of sick leave immediately upon employment, will move to receiving their 90-days after their first year of service. Calgary Catholic teachers, who receive their 90-days of sick leave</p>



RATIFICATION PHASE

	<p>after 6 months, will also move to receiving their 90-days after their first year of service.</p> <p>The language will now include a common way of calculating a year of employment. A year of employment will be eight cumulative months under contract with the division</p> <p>The language also defines when the 90-days of sick leave is reinstated (evergreened) as regular duties as per the Education Act. This is a significant improved for most members, where their divisions unhelpfully interpret regular or full-time duties. Returning from sick leave, but requiring short term accommodations, like indoor supervision, are likely to not have their sick leave evergreened.</p> <p>Any forms that are required to be completed by the school division which involve a cost will be reimbursed by the school division.</p>
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