

What the Proposed Agreement Means for You



BARGAINING
Central Table 2024
We are ATA.

\$1.5 billion to improve teacher compensation and working conditions over the term of the agreement



SALARY INCREASES

Teachers will receive salary increases of up to 18.53%. This includes:

- A retroactive increase of 3% back to September 1, 2024, and
- An additional 3% increase in each of the next 3 years and
- A grid unification increase of up to 5.98% beginning February 2027.

- By September 1, 2027, 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 at category 7 will earn up to a maximum of \$123,222.
- All teachers in eleven Northern bargaining units and some working in five other Northern schools will receive an additional allowance between \$3,000 and \$6,300 per year starting in September 1, 2025.
- 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.
- Substitute teacher rates increase 31% by the end of this contract, with a standard provincial daily rate beginning at \$271 on September 1, 2025, increasing to \$287.50 on September 1, 2027.
- Substitute teachers across the province will receive a full day's pay for teaching more than 0.6 of the day and 60 % of the daily rate for teaching between 0.5 and 0.6 of the day.



BENEFIT IMPROVEMENTS

- All teachers will have 100% employer-paid ASEBP benefits coverage prior to the end of the 2024-28 agreement, but sooner if reasonably practicable. This change affects both Calgary Public and Catholic, as well as Fort McMurray Catholic teachers.
- All teachers will receive 90 days of sick leave "evergreened" throughout the year with a unified sick leave clause for all teachers.



IMPROVING TEACHING AND LEARNING CONDITIONS

- An additional \$405 million in new money will be allocated to improve classroom conditions and address class size and complexity. A provincial working group will include teachers at the decision-making table to help determine how best to use the increased funding to improve teaching and learning conditions in Alberta classrooms.
- Creation of local working groups will allow local leaders to be at the table with board officials to address local classroom complexity issues. Money allocated in Budget 2025 and the additional supports coming from the provincial working group will be used to improve local teaching and learning conditions. Locals will have a real and enforceable role alongside school boards in determining how best to spend this money. Should agreement not be reached, outstanding issues will be raised to the provincial level and subject to resolution by independent mediation.
- For the first time, references to aggression in schools, class size and complexity, will appear in the collective agreement.





Salary, Daily Rates and Allowances

Term: 4-years, 2024 09 01 to 2028 08 31

2024 09 01 – Retroactive 3% salary grid increases

2025 09 01 – Add 3% to all home salary grids

2026 09 01 – Add 3% to all home salary grids

2027 02 01 – Grande Prairie Public grid (including steps 0-9 and TQS-4, TQS-5, TQS-6, but not including TQS-7) becomes the Unified Salary Grid for all but Ft. McMurray Public and Catholic, Ft. Vermillion, Northland, and Peace River.

2027 09 01 – Add 3% to Unified Salary Grid and salary grids of Ft. Mc Murray Public and Catholic, Ft. Vermillion, Northland, and Peace River.

Increases are applicable to all allowances and rates (Except the \$25,000 minimum principal allowance)

Protections

Aggression in Schools: Clause in the collective agreement stating teachers have the right to a work environment free from violence, threats of violence and harassment.

Discrimination: Teachers shall be free from discrimination, harassment, restriction, or coercion because of their personal characteristics, beliefs, or Association activity, or for exercising of these rights.

Discipline: Teachers may be formally disciplined only with just cause.

Association Representation: Teachers have a right to representation during formal discipline.

Classroom Complexity

Government Commitment to Address Classroom Complexity:

Formation of a provincial working group to make recommendations to the Minister.

Funds in addition to those of Budget 2025:

- 2025/26 – \$125 million
- 2026/27 – \$140 million
- 2027/28 – \$140 million

Issues can include aggression, complexity, inclusion, assessments, etc.

Local Classroom Improvement Working Group:

A local committee, co-chaired by the Local, comprising 8 members (4 local members, appointed by the Local, and 4 division members). Division cannot prevent issues from being brought to CIWG. If the problem cannot be resolved, the report goes to the provincial committee. An independent mediator may be engaged to help parties reach consensus.

Substitute Teachers and Other

2024 09 01 - Retroactive 3%

2025 09 01 - New province-wide daily rate: \$271.00

2026 09 01 - Daily rate increases by 3%: \$279.13

2027 09 01 - Daily rate increases by 3%: \$287.50

New partial and extended daily rates

Up to 50% of the day —50% of daily rate

50-60% of the day—60% of daily rate

60-100% of the day—100% of daily rate

Extended day—prorated as per extension of the day, but no less than 110% of daily rate.

ASEBP: By 2028 08 31 and possibly earlier, all teachers will be covered by ASEBP.

Evergreen 90 Sick Leave: Available to all teachers.

Northern Incentive Program: Designated Northern teachers will receive between \$3,000 and \$6,300.

