

# **COLLECTIVE AGREEMENT**

*[Incorporating language established in the Back to School Act]*

**BETWEEN**

**THE LIVING WATERS CATHOLIC  
SEPARATE SCHOOL DIVISION**

**AND**

**THE ALBERTA TEACHERS' ASSOCIATION**

**SEPTEMBER 1, 2024 to AUGUST 31, 2028**

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This collective agreement is made this 28th of October 2025 between The Living Waters Catholic Separate School Division (“Employer”) and the Alberta Teachers' Association (“Association”).

**WHEREAS** *this collective agreement is made pursuant to the laws of the province of Alberta as amended from time to time including but not limited to the Education Act, the Alberta Human Rights Act, the Public Education Collective Bargaining Act (PECBA), the Teaching Profession Act, the Employment Standards Code, the Occupational Health and Safety Act and the Labour Relations Code.*

**WHEREAS** *the Teachers’ Employer Bargaining Association (TEBA) and the Association recognize the value of harmonious and mutually beneficial relationships in the conduct of teacher collective bargaining.*

**WHEREAS** the terms and conditions of employment and the salaries of the teachers have been the subject of negotiations between the parties and are set forth in this Agreement.

**WHEREAS** the term “agent of the Employer” as it appears in the agreement is defined as “Superintendent or designate”.

**NOW THEREFORE THIS AGREEMENT WITNESSETH** that the parties agree as follows:

**1. APPLICATION/SCOPE**

- 1.1. *This collective agreement shall be applicable to every person who requires a teaching certificate as a condition of employment with the Employer, including teachers with principal designations, and excepting positions agreed to be excluded in local bargaining between the Employer and the Association. These employees shall herein be collectively called teachers or, where the context requires, teacher.*
- 1.2. Notwithstanding Article 1.1, individuals employed in the following positions shall be excluded from this agreement:
  - a) Superintendent
  - b) Deputy Superintendent
  - c) Associate Superintendent
  - d) Director of Teaching and Learning
- 1.3. *All teachers shall pay monthly to the Association moneys equal to the established fees or dues of the Association. Such dues and fees shall be deducted monthly by the Employer from each teacher's month end pay and remitted to the Association following the deduction. Any dispute between a teacher and the Association related to dues or membership fees shall be referred to the Association for resolution. The Employer shall not be held liable for any costs arising from the resolution of any dispute.*
- 1.4. *The Association is the bargaining agent for each bargaining unit and:*

- 1.4.1. *has exclusive authority to bargain collectively with TEBA on behalf of all the teachers in the bargaining units and to bind the teachers in any collective agreement with respect to central terms; and*
- 1.4.2. *has exclusive authority to bargain collectively with each Employer on behalf of all teachers in each bargaining unit with respect to local terms and to bind the teachers by a collective agreement.*
- 1.5. **Role of TEBA**
  - 1.5.1. *For the purpose of bargaining collectively with the Association, TEBA is an employer organization for the purpose of the Labour Relations Code and has, with respect to central bargaining, exclusive authority to bargain collectively on behalf of the Employers and to bind the Employers in any agreement with respect to central items.*
  - 1.5.2. *Sections 21(2), 32, 62 and 81 to 83 of the Labour Relations Code do not apply with respect to TEBA.*
  - 1.5.3. *For the purpose of bargaining collectively with the Association, an Employer has, with respect to local bargaining, exclusive authority to bind the Employer in any agreement with respect to local terms.*
- 1.6. *The Employer retains all management rights, unless otherwise provided by the expressed terms of this collective agreement.*
- 1.7. *Implementation of this collective agreement shall not cause a teacher presently employed to receive a salary less than that calculated under any previous collective agreement unless mutually agreed to by TEBA and the Association.*
- 1.8. *This collective agreement cancels all former collective agreements and all provisions appended thereto.*
- 1.9. *This collective agreement shall enure to the benefit of and be binding upon the parties and their successors.*
- 1.10. *All provisions of this collective agreement shall be read to be gender neutral.*
- 1.11. **Association and TEBA Labour Relations Committee**
  - 1.11.1. **Scope**

*TEBA and the Association agree to form a committee for the ongoing discussion of the central settlement and associated labour relations matters. This committee will be available to:*

    - a) *Assist in resolving differences arising from the local bargaining process where the parties to the collective agreement disagree about whether a particular matter is a central or local matter;*

- b) *Clarify the understanding of the Association and TEBA regarding central table provisions;*
- c) *Assist in resolving differences arising from legislative changes or labour relations issues that may have an effect on central provisions, and,*
- d) *Advise on the production and revision of collective agreements.*

#### **1.11.2. Structure**

- a) *The committee will meet as necessary at times determined by the Association and TEBA. Either party may require a meeting to be scheduled.*
  - b) *The Association and TEBA shall each bear the cost of their participation in this committee.*
  - c) *The Association and TEBA will each appoint three (3) representatives to the committee.*
  - d) *The committee will be chaired jointly.*
- 1.11.3. *Processes for the committee's operation will be established by the mutual agreement of the parties and may be amended from time to time.*
- 1.11.4. *The Association and TEBA may jointly, or independently, issue communication to clarify understanding arising from the Labour Relations Committee.*

## **2. TERM**

- 2.1. *The term of this collective agreement is September 1, 2024 to August 31, 2028. Unless stated otherwise, this collective agreement shall continue in full force and effect through August 31, 2028.*
- 2.2. *List Bargaining*
- 2.2.1. *Negotiations regarding the list of central and local matters must commence not less than six (6) months and not more than eight (8) months before the expiry of the then existing collective agreement and shall be initiated by a written notice from the Association or TEBA to the other.*
  - 2.2.2. *If agreement is not reached, the matter shall be determined by arbitration under PECBA.*

### 2.3. Central Matters Bargaining

2.3.1. *Either TEBA or the Association may, by written notice to the other, require the other to begin negotiations. Notwithstanding section 59(2) of the Labour Relations Code, a notice to commence central bargaining by TEBA or the Association must be served not less than fifteen (15) days and not more than thirty (30) days after the central matters and local matters have been determined.*

2.3.2. *A notice referred to in subsection 2.3.1 is deemed to be a notice to commence collective bargaining referred to in section 59(1) of the Labour Relations Code.*

### 2.4. Local Bargaining

2.4.1. *Notwithstanding section 59(2) of the Labour Relations Code, a notice to commence local bargaining by an Employer, or the Association, must be served after, but not more than sixty (60) days after, the collective agreement referred to in section 11(4) of PECBA has been ratified or the central terms have otherwise been settled.*

2.4.2. *A notice referred to in subsection 2.4.1 is deemed to be a notice to commence collective bargaining referred to in section 59(1) of the Labour Relations Code.*

### 2.5. Bridging

2.5.1. *Notwithstanding section 130 of the Labour Relations Code, when a notice to commence central bargaining has been served, a collective agreement in effect between the parties at the time of service of the notice is deemed to continue to apply to the parties, notwithstanding any termination date in the collective agreement, until*

a) *a new collective agreement is concluded, or*

b) *a strike or lockout commences under Division 13 of Part 2 of the Labour Relations Code during local bargaining.*

2.5.2. *If a strike or lockout commences during central bargaining, the deemed continuation of the collective agreement is suspended until an agreement with respect to central terms is ratified under section 11(4) of PECBA or the central terms have otherwise been settled.*

### 2.6. Meet and Exchange

2.6.1. *For central table bargaining, representatives of the Association and TEBA shall meet and commence collective bargaining not more than thirty (30) days after notice is given. At the first meeting, the Association and TEBA shall exchange details of all amendments sought.*

2.6.2. *For local table bargaining, representatives of the Association and an Employer shall meet and commence collective bargaining not more than thirty (30) days after notice is given. At the first meeting, the Association and Employer shall exchange details of all amendments sought.*

2.7. *Opening with Mutual Agreement*

2.7.1. *The Association and TEBA may at any time by mutual agreement negotiate revisions to the central matters contained in this collective agreement. Any such revisions shall become effective from such date as shall be mutually agreed upon by the Association and TEBA.*

2.7.2. *The Association and the Employer may at any time by mutual agreement negotiate revisions to the local matters contained in this collective agreement. Any such revisions shall become effective from the date mutually agreed upon by the parties.*

2.8. *Provision of Information*

2.8.1. *As the Association is the bargaining agent for the teachers employed by each Employer, each Employer shall provide to the Association at least twice each year no later than October 31 and May 31, a common report, in a format established by TEBA, with a list of Employer employees who are members of the Association and include the following items for each teacher:*

2.8.1.1. *name,*

2.8.1.2. *certificate number,*

2.8.1.3. *home address,*

2.8.1.4. *personal home phone number,*

2.8.1.5. *the name of their school or other location where employed,*

2.8.1.6. *contract type,*

2.8.1.7. *full-time equivalency (FTE), and*

2.8.1.8. *salary grid placement*

*Where reasonably possible, the Employer will identify teachers on leaves of absence greater than five months. Nothing in this clause prevents the Employer from providing the information on a more frequent basis.*

*The Association may submit a request to the Employer for updated information to support its representative duties. Such requests shall not be unreasonably denied.*

*Employers shall provide the information needed for the Association to contact individual new hires and returning teachers independently of the Employer to obtain the teacher's election, if and as required by Election of Union Dues Regulation. Such information shall be provided to the Association within ten (10) operational days of the teacher returning or gaining employment with the Employer.*

2.8.2. *The Employer shall provide the following information to the Association and to TEBA annually as soon as possible after September 30<sup>th</sup> but no later than the last operational day in December:*

2.8.2.1. *Health Wellness Spending Account (HWSA)/ Registered Retirement Savings Plan (RRSP) utilization rates;*

2.8.2.2. *Most recent Employer financial statements;*

2.8.2.3. *Total benefit premium cost;*

2.8.2.4. *Total substitute teacher cost;*

2.8.2.5. *Current benefit premium rates;*

2.8.2.6. *Total principal/vice-principal/assistant principal allowance cost;*

2.8.2.7. *Total other allowance cost; and*

2.8.2.8. *Notwithstanding the timeline set out in clause 2.8.2, the full-time assignable hours for a typical full time teacher for each school shall be provided no later than October 31.*

### **3. SALARY**

3.1. *Salary Pay Date/Schedule*

3.1.1. *All teachers shall be paid by electronic bank deposit.*

*One twelfth (1/12) of a teacher's annual salary shall be paid on or before the twenty-fifth (25th) day of each month with the exception of December and June when payment shall be on the last operational day. If Easter Break or Spring Break occurs during the twenty-fifth (25th) of the month, payment shall also be the last operational day prior to the twenty-fifth (25th) of the month. In June, for those teachers not returning to work in the next school year, they shall be paid their final salary payment in accordance with the Education Act.*

3.2. *Grid*

3.2.1. *The Employer shall pay its teachers the salaries and allowances as herein set forth and computed. All sums mentioned herein are "per annum" unless specifically stated otherwise.*

3.2.2. *The amount of university education and length of teaching experience, computed as hereinafter provided shall together determine the basic salary rate for each teacher contracted by the Employer.*

3.2.3. *The minimum salary, maximum salary, and increments for each year of teaching experience are calculated as per **Addendum A**.*

3.3. *Education*

3.3.1. *The evaluation of teacher education for salary grid purposes shall be determined by a statement of qualifications issued by the Alberta Teacher Qualifications Service in accordance with the policies and principles approved by the Teacher Salary Qualifications Board established under Memorandum of Agreement among the Department of Education, The Alberta Teachers' Association and the Alberta School Trustees' Association dated March 23, 1967.*

3.3.2. *For newly employed teachers to the Employer, until such time as the Employer receives satisfactory proof of teacher education or proof of application made to Teacher Qualifications Service, the teacher will be placed at four (4) years education.*

3.3.2.1. *If proof of teacher education or application is received within sixty (60) operational days, payment shall be made retroactive to the commencement of employment.*

3.3.2.2. *If proof of teacher education or application is not submitted within sixty (60) operational days, salaries will be adjusted retroactive to the month following such submission.*

3.3.3. *Teachers claiming additional education shall supply proof of teacher education or proof of application made to Teacher Qualifications Service to the Employer within sixty (60) operational days from the date of completion of education.*

3.3.3.1. *If proof of teacher education or application is received within sixty (60) operational days, payment shall be made retroactive to the month following such submission.*

3.3.3.2. *If proof of teacher education or application is not submitted within sixty (60) operational days, salary will be adjusted to either September 1 or February 1, whichever date is closest after the submission.*

### 3.4 Experience

*Teachers shall:*

- a) *Gain experience while holding a valid Alberta teaching certificate or its equivalent in the relevant governing jurisdiction, and working in a position that requires a teaching certificate as a condition of employment; and*
- b) *Not gain experience during vacation periods and leaves of absence without salary.*

3.4.1. *Experience increments shall be earned by a teacher on contract after one hundred and forty (140) operational days with the same Employer.*

3.4.2. *Experience increments shall be earned by a substitute teacher after one hundred forty (140) operational days in the preceding five (5) years with the Employer.*

3.4.3. *A teacher shall be granted only one (1) experience increment during any one (1) school year.*

3.4.4. *Uncredited experience shall be carried over for the calculation of experience increments.*

3.4.5. *The adjustment dates for an earned increment for teaching experience shall be September 1 and February 1.*

#### **Prior Experience**

3.4.6. *The teacher is responsible for providing proof of experience satisfactory to the Employer in accordance with this article.*

- a) *Until proof of experience is submitted to the superintendent or designate, all teachers new to the Employer shall be deemed to have zero years of experience on the salary grid.*
- b) *If proof or evidence of application for such proof is submitted to the superintendent or designate within forty (40) operational days of commencement of employment, the superintendent or designate shall adjust the teacher's salary retroactively to the commencement of employment.*
- c) *If proof or evidence of application for such proof is not submitted within forty (40) operational days, salary will be adjusted the month following such submission.*

3.4.7. *The Employer shall recognize prior teaching experience as if it was earned by employment with the Employer provided that the teacher provides satisfactory proof as per clause 3.4.8.*

- 3.4.8. *A teacher requesting that the Employer recognize experience earned with a previous employer shall provide to the Employer written confirmation from the previous employer certifying:*
- a) *The number of days worked for each year of employment, length of employment, and affirmation that the experience was earned while the teacher was in possession of a valid Alberta teaching certificate or its equivalent in the relevant governing jurisdiction;*
  - b) *The position held while earning the experience was one that required a valid teaching certificate; and,*
  - c) *The written confirmation is signed by an authorized officer of the previous employer.*
- 3.4.9. *The teacher's initial salary placement, and progression through the salary grid in accordance with this article, shall not be affected by movement between Employers covered by PECBA. At the time of movement from another employer, the receiving Employer shall assume the recognition of experience provided by the previous employer.*
- 3.4.10. *Clauses 3.4.6 through 3.4.9 of this article shall be applicable only to teachers whose date of hire is on or after the effective date of this agreement.*

3.5. *Special Considerations for Other Education and Experience*

- 3.5.1. *In addition to teacher education as per clause 3.3 and teacher experience as per clause 3.4, the Employer shall evaluate the education and experience of teachers who require trade or other specialized education and experience as a requirement of their teaching assignment.*
- 3.5.1.1. *Teachers must present valid proof of education and experience, satisfactory to the Employer, prior to this evaluation.*
  - 3.5.1.2. *This evaluation shall be conducted when a teacher is hired to teach a Career and Technology Studies/Foundations (CTS/CTF) or other program where trade or other specialized education or experience is required, when a teacher is assigned to teach such a program, or when a teacher upgrades their trade or other qualifications.*
  - 3.5.1.3. *A copy of the decision will be provided to the teacher.*
- 3.5.2. *After the evaluation in 3.5.1 has concluded, the Employer shall place a teacher on a step greater than their experience and/or education dictates under clauses 3.3 and 3.4 to recognize additional experience*

*and/or education, up to the maximum provided in the applicable category.*

3.5.3. *Such recognition for teacher education purposes will no longer be recognized if the teacher, at their request, no longer provides instruction in a CTS/CTF course where the course curriculum requires the teacher to have technical trade qualifications.*

3.6. Other Rates of Pay: Service Outside the Calendar Year

3.6.1. A teacher who agrees to render service outside the calendar year, at the request of the Superintendent, shall be paid 1/200th of the teacher's total annual salary, for each full day of work, or 1/400th of the teacher's total annual salary for each half day of work. This clause does not apply to those teachers in receipt of an administrative allowance.

#### **4. ADMINISTRATOR ALLOWANCES AND CONDITIONS OF PRACTICE**

4.1. Creation of New Designations/Positions

4.1.1. The Employer may create and fill administrative positions other than those specifically enumerated elsewhere in this collective agreement. The Employer shall provide notice of the establishment of such position to the local teachers and meet to establish the remuneration for the position. Failing agreement, the Employer shall establish the remuneration and the matter shall be a subject for negotiations in the next round.

4.2. Administration Allowances

*May be altered by salary adjustments (except the minimum principal allowance)*

*When a teacher is appointed by the Employer as principal or assistant principal, the teacher shall receive, in addition to salary payable on the salary grid, an administrative allowance in accordance with Schedule 1 below:*

4.2.1. Principal Allowance - Schedule 1

*A basic allowance of eighteen percent (18.0%) of the maximum salary for four (4) years of education, plus:*

- a) *an allowance of zero (0) percent of the fourth year maximum of the salary grid for each of the first fifty (50) students, plus*
- b) *an allowance of 0.053 percent of the fourth year maximum of the salary grid for each of the next one hundred (100) students in the school, plus*
- c) *an allowance of 0.033 percent of the fourth year maximum of the salary grid for each additional student in the school.*

- d) *The student count shall be on September 30<sup>th</sup> of each year. Where a principal is designated responsibility for ECS, ECS students shall be included in the student count and each ECS student shall be counted as 0.5.*
- e) *Principals shall receive a minimum allowance of \$25,000 annually, prorated based on FTE.*

4.2.2. Assistant Principal(s)

- a) *The Assistant Principal shall receive one half the allowance paid to the principal under this Article.*
- b) *The minimum allowance for Assistant Principal allowance will be adjusted in accordance with current proportionality to the Principal allowance.*
- c) *An assistant principal shall be designated to schools with fifteen (15) FTE teachers, including the principal.*

4.2.3. Divisional Coordinator

*A teacher designated as Divisional Coordinator for the system by the Superintendent shall be paid an additional three thousand eight hundred ninety-nine dollars and nine cents (\$3,899.09) per year. This amount will increase as per the salary grid increase each year.*

**Effective September 1, 2024, (3%) increase**

*Additional four thousand sixteen dollars and six cents (\$4,016.06) per year*

**Effective September 1, 2025, (3%) increase**

*Additional four thousand one hundred thirty-six dollars and fifty-four cents (\$4,136.54) per year*

**Effective September 1, 2026, (3%) increase**

*Additional four thousand two hundred sixty dollars and sixty-four cents (\$4,260.64) per year*

**Effective September 1, 2027, (3%) increase**

*Additional four thousand three hundred eighty-eight dollars and forty-six cents (\$4,388.46) per year*

4.3. Acting/Surrogate Administrators - Compensation

- 4.3.1. *Where a principal is absent from school for a period of six (6) or more consecutive school days and the Superintendent designates an assistant principal or a teacher as acting principal, the person so designated shall be paid an administrative allowance of one two hundredth (1/200th) of the principal's administrative allowance,*

retroactive to the beginning of the designation period. Where an assistant principal is designated as acting principal, they shall not receive an assistant principal's allowance for such days so designated. Acting designations shall terminate upon the principal's return to their position.

- 4.3.2. In a school where all administration is absent from duty, a teacher shall be assigned the responsibility by the administration. In addition to their salary payable on the salary grid the teacher shall receive an allowance as outlined below per day while assuming administrative duties, for the first five (5) days (annually cumulative). Starting on the sixth (6th) day and for all subsequent days in that school year, the teacher designated as acting principal will receive an allowance of one two hundredth (1/200th) of the principal's allowance for each day worked. This amount will increase as per the salary grid increase each year.

**Effective September 1, 2024, (3%) increase**

Additional \$67.15 per day

**Effective September 1, 2025, (3%) increase**

Additional \$69.16 per day

**Effective September 1, 2026, (3%) increase**

Additional \$71.23 per day

**Effective September 1, 2027, (3%) increase**

Additional \$73.37 per day

- 4.3.3. Where reasonably practicable, a substitute teacher shall be hired to replace a teacher designated as an acting administrator on an instructional day.

4.4. Teachers with and Assistant/Vice Principal Designations

- 4.4.1. A teacher designated as a principal shall enter into a series of term contracts for a period of up to a total of five (5) years, excluding periods of unpaid leaves of absence. Up to two (2) of these five (5) years may be on a probationary basis. Following the term contract maximum of five (5) years, inclusive of the maximum two (2) years probationary period, the Employer must decide whether or not the designation will continue, and if it continues, it is deemed to be a continuing designation.
- 4.4.2. Any current principal who has had a term contract(s) for a term(s) of a total of less than five years on September 1, 2017 may continue under the term contract until the total number of years designated as a principal is five (5) years.
- 4.4.3. *A teacher designated as an assistant or vice principal shall enter into a series of term contracts for a period of up to five (5) years. Up to two*

*(2) of these five years may be on a probationary basis. Following the term contract maximum of five (5) years, inclusive of the maximum two (2) years probationary period, the Employer must decide whether or not the designation will continue, and if it continues, it is deemed to be a continuing designation.*

4.4.4. *Any current assistant or vice principal who has had a term contract(s) for a term(s) of a total of less than five years on September 1, 2023 may continue under the term contract until the total number of years designated as an assistant or vice principal is five years. When the total length of the assistant's or vice principal's designation will be five years between September 1, 2023 and January 1, 2024, the Employer must decide by January 1, 2024 whether or not the designation will continue in the 2023/24 school year, and if it continues, it is deemed to be a continuing designation.*

4.4.5. *For any current assistant or vice principal who is on a term contract(s) for a period of five years or more as of September 1, 2023, the Employer may extend the temporary contract for one additional year and must decide by January 1, 2024 whether or not the designation will continue, and if it continues, it is deemed to be a continuing designation. If the designation is not continued, it will expire at the conclusion of the term provided in the term contract, unless it is otherwise terminated in accordance with the express provisions of the term contract.*

#### 4.5. Other Administrator Designations

##### Multiple Designations

4.5.1. For principals who have been designated to more than one (1) site, they shall receive all applicable allowances. As per article 4.2, the Principal shall be paid an allowance for the largest school in which they have been designated, plus an allowance as follows, for the additional site(s):

4.5.1.1. 3% of fourth (4th) year maximum and 0.4% of the fourth (4th) year maximum for each full-time equivalent (FTE) teacher on the additional site. The Principal is excluded from the FTE count.

#### 4.6. Other Administrator Conditions

##### Administrator Lieu Days

4.6.1. Notwithstanding Article 8.6.1, administrators shall be responsible to organize their schools in order that the schools are ready for operation. In recognition of this responsibility, each administrator is entitled to take four (4) days of personal leave with pay and benefits, at their discretion, in addition to any other leaves in this agreement. If any days are not taken by June 30<sup>th</sup> of the school year, a maximum of two (2)

days shall be paid out at 1/200th of their salary and allowance to be paid on the August pay cheque.

## 5. SUBSTITUTE TEACHERS

### 5.1. Rates of Pay

5.1.1. *A substitute teacher is a teacher employed on a day-to-day or half-day basis where a contract of employment is not in effect. Substitute teachers shall be paid according to the following schedule:*

#### 5.1.2. **Full Daily Rate**

5.1.2.1. *Effective September 1, 2024, three per cent (3%) increase, the full day substitute teachers' daily rates of pay will be \$246.63 plus two per cent (2%) in lieu of benefits of \$4.93 for a total of \$251.56.*

5.1.2.2. *Effective September 1, 2025, the full day substitute teachers' rate will be \$271 per day plus two per cent (2%) in lieu of benefits of \$5.42 for a total of \$276.42.*

5.1.2.3. *Effective September 1, 2026, three per cent (3%) increase, the full day substitute teachers' rate will be \$279.13 per day plus two per cent (2%) in lieu of benefits of \$5.58 for a total of \$284.71.*

5.1.2.4. *Effective September 1, 2027, three per cent (3%) increase, the full day substitute teachers' rate will be \$287.50 per day plus two per cent (2%) in lieu of benefits of \$5.75 for a total of \$293.25.*

#### 5.1.3. **Effective Until August 31, 2025 – Per Half Day**

5.1.3.1. *Effective September 1, 2024, 3% increase \$123.31 plus two percent (2%) in lieu of benefits \$2.47 for a total of \$125.78.*

#### 5.1.3. **Effective September 1, 2025 – Partial Day and Extended Day Rates**

5.1.3.1. *Substitute teachers shall receive pay for partial and extended days in accordance with the following schedule:*

<b><i>Up to and including 50% of the day</i></b>	<b><i>More than 50% and up to and including 60% of the day</i></b>	<b><i>More than 60 % and up to and including 100% of the day</i></b>	<b><i>Extended day (more than 100% of the day)</i></b>
<i>50% of the daily rate</i>	<i>60% of the daily rate</i>	<i>100% of the daily rate</i>	<i>Prorated in accordance with the extension of the day, but no less than 110% of the daily rate</i>

5.1.3.2. *Substitute teachers accepting multiple partial day assignments on the same day shall not receive more than 100% of the daily rate unless teaching in a school with an extended day.*

5.1.3.3. *Notwithstanding 5.1.3.2, nothing shall prevent part-time teachers from accepting substitute teacher work or being compensated in accordance with clause 5.1.3.*

## 5.2. *Commencement of Grid Rate*

5.2.1. *Rate of pay for a teacher employed on a substitute basis who fills the same teaching position for more than four (4) consecutive school days, shall be paid effective the fifth (5th) day according to placement on the salary grid subject to the terms of this agreement.*

5.2.2. *In determining the placement on the grid, a substitute teacher shall provide evidence of teacher education and teaching experience in accordance with the provisions of Articles 3.3 and 3.4 (depending on the effective dates).*

5.2.3. *The period of consecutive employment during the school year shall not be considered interrupted or non-consecutive, if a holiday, teachers' convention, professional day or such other system-regulated breaks interrupt the substitute teacher's continuity in the classroom.*

## 5.3. *Other Substitute Teacher Conditions*

5.3.1. *When a teacher is absent on an instructional day, a certificated substitute shall be hired to replace each absent teacher where reasonably practicable.*

5.3.2. *Substitute teachers will receive, at minimum, twenty-four (24) hours advanced notice of cancellation of assignment. Cancellation occurring less than twenty-four (24) hours from the commencement of assignment will result in the substitute teacher receiving the daily rate agreed to in the initial booking.*

5.3.3. *All substitute teachers shall have access to unpaid school professional development days. If substitutes are required to attend a school*

professional development day, they shall be paid the daily substitute rate.

5.3.4. *A substitute teacher who must complete training, at the employer's request, to maintain their availability on the substitute teacher roster and who provides such service shall be compensated in accordance with clause 5.1.*

#### 5.4. *Substitute Teacher Injury on the Job*

5.4.1. *If a substitute teacher is unable to work as a result of an injury incurred in the course of performing their assigned duties, and where the injury is not compensable under Workers' Compensation, the Employer shall pay the teacher the per diem rate specified in clause 5.1 for a maximum of five (5) consecutive teaching days immediately following the injury, provided that the inability to work is verified by a physician. The injury must be reported to school administration before the conclusion of the assigned shift at the school where it occurred to be considered a valid application for payment. Medical costs incurred by the substitute teacher from the verification conducted by a physician, will be paid by the Employer.*

5.4.2. *Payments made by the Employer in a work-related injury shall be made on a without prejudice basis without any liability to the Employer.*

5.4.3. *If a substitute teacher is unable to work as a result of an injury incurred in the course of performing their assigned duties and accepts the per diem rate from the Employer, they shall not accept employment on those days or they shall forfeit per diem payment for injury from the Employer.*

## 6. **PART TIME TEACHERS**

6.1. *Part-time teacher FTE will be determined by the ratio of the teacher's actual annual assignable time to the teacher assignable time of a full-time assignment in the teacher's school. This FTE will be used to calculate the maximum prorated portion of a teacher's instructional time.*

6.2. *Teachers on part-time contracts have the Employer's contributions to their benefit plan premiums prorated according to their percentage FTE. However, the Employer shall contribute a minimum of seventy-five percent (75%) of the premium cost for any eligible part-time teacher employed at less than 0.75% FTE (as per Article 7). This provision does not apply to teachers on part-time contracts at Vanier School prior to September 1, 1993.*

6.3. The timetable for a part-time teacher shall be contiguous, where reasonably practicable. A part-time teacher whose timetable is not able to be made contiguous will be provided with a rationale for the decision.

6.4. Part-time teacher's FTE shall not be altered without agreement of the teacher.

## 7. GROUP BENEFITS

### 7.1. *Group Health Benefit Plans (Addendum B)*

- 7.1.1. *The Employer shall contribute one hundred percent (100%) of the group premium rate towards the cost of each employee's premium for coverage under a designated carrier - Extended Health Care Plan. Extended Health Care shall be a condition of employment.*
- 7.1.2. *The Employer shall contribute one hundred percent (100%) of the group premium rate towards the cost of each employee's premium for coverage under a designated carrier - Dental Plan. The Dental Plan shall be a condition of employment.*
- 7.1.3. *The Employer shall effect and maintain group life insurance and AD&D applicable to and for the benefit of teaching staff in its employ, and shall contribute one hundred percent (100%) of the cost of such insurance. Life and AD&D shall be a condition of employment.*
- 7.1.4. *The Employer shall effect and maintain group extended disability salary continuance coverage applicable to and for the benefit of teaching staff in its employ and shall contribute one hundred percent (100%) of the cost of such insurance. Extended Disability shall be a condition of employment.*
- 7.1.5. *The Employer shall contribute one hundred percent (100%) of the group premium rate towards the cost of each employee's premium for coverage under a designated carrier - Vision Plan 3. This plan shall be a condition of employment.*
- 7.1.6. *The group insurance program covered under this Article shall not apply to substitute teachers.*

### 7.2. *Group Benefits Eligibility*

- 7.2.1. *Any ineligible teacher who subsequently becomes eligible for coverage shall register with the agent of the Employer within thirty (30) calendar days of becoming eligible to obtain coverage. Failure to register may result in loss of coverage.*
- 7.2.2. *Teachers whose probationary contract of employment ends at the completion of a school year and who sign a new probationary or continuous contract shall have their benefits continue over the summer.*

### 7.3. *Health Spending Account/Wellness Spending Account*

The Employer shall provide a Health Spending Account for all teachers who have signed a continuous or probationary contract with the Employer in the amount of nine hundred fifty dollars (\$950).

- 7.3.1. The Employer shall provide a Health Spending Account/Wellness Spending Account (HSA/WSA) to all eligible teachers. The Employer agrees to contribute each school year to a Health Spending Account/Wellness Spending Account (HSA/WSA). The plan shall be administered by ASEBP in accordance with Canada Revenue Agency and the *Income Tax Act* of Canada for the benefit of the qualifying teacher and their dependents.
- 7.3.2. *Notwithstanding the amount of the Health Spending Account as listed in collective agreements, the maximum allowed Health Spending Account credit contributions per school year shall be \$900. Teachers with Health Spending Account balances greater than \$900 shall be allowed to carry forward any current unused balance to the extent permitted by the CRA.*

#### 7.4. Other Group Benefits

- 7.4.1. Payroll Deduction - Registered Retirement Savings Plan:
  - 7.4.1.1. The Employer shall make available a payroll deduction for Registered Retirement Savings Plan (RRSP) contributions to a single plan chosen by the Association.
- 7.4.2. Employment Insurance Premium Reduction:
  - 7.4.2.1. Payments made towards plans by the Employer shall permit it to retain and not pass on to teachers any rebate of premiums otherwise required under Canada Employment and Immigration Commission regulations.
- 7.4.3. Benefit contributions Prepayment:
  - 7.4.3.1. Any leave where a teacher would have to pay for their own benefits, shall have the option to prepay their benefit contributions.
- 7.4.4. Subrogation:
  - 7.4.4.1. If an employee receives sick leave benefits because the employee has been injured through the fault of another party, the Employer has subrogation rights. This means the employee may make a claim to recover the amount of these benefits from the other party and the employee shall reimburse the Employer for any benefits which have been paid.

#### 7.5. *Travel Assistance Benefit*

*For the purpose of the Collective Agreement two thousand five hundred dollars (\$2,500) of the annual salary as set out in Clause 3.2 of the agreement shall be considered to be a travel assistance benefit paid in a designated area as*

*defined by Canada Revenue Agency and shall be indicated as such in the appropriate area on the T4 slip. The teacher shall make this request annually, and it shall be in writing. For teachers making this request, the Employer shall indicate the \$2,500 allowance in the appropriate box on their annual T4 slip and it shall not be considered part of salary. The provision of this benefit shall in no fashion add to the cost of salary or benefits to the Employer and shall be in accordance with the provisions set out by Canada Revenue Agency.*

#### **7.6. Damage to Personal Property**

*7.6.1. Where, as a result of a workplace incident, a teacher suffers damage or destruction to their clothing, eyeglasses or personal property, the teacher shall be entitled to receive reasonable reimbursement for financial losses incurred. Such reimbursement shall occur provided:*

- a) the item is required to perform the teacher's duties;*
- b) they have exercised reasonable efforts to secure and protect their property from damage; and*
- c) the workplace incident had been reported to school administration.*

### **8. CONDITIONS OF PRACTICE**

#### **8.1. Teacher Instructional and Assignable Time**

*8.1.1. Teacher instructional time will be capped at 916 hours per school year commencing the 2022-23 school year.*

*8.1.2. Teacher assignable time is capped at 1200 hours per school year.*

#### **8.2. Assignable Time Definition**

*8.2.1. Assigned Time is defined as the amount of time that Employers assign teachers and within which they require teachers to fulfill various professional duties and responsibilities including but not limited to:*

- a) operational days (including teachers' convention)*
- b) instruction*
- c) supervision, including before and after classes, transition time between classes, recesses and lunch breaks*
- d) parent teacher interviews and meetings*
- e) employer and school directed professional development, time assigned to teacher professional development, and travel as defined in clause 8.2.3*
- f) staff meetings*

- g) *time assigned before and at the end of the school day*
- h) *other activities that are specified by the Employer to occur at a particular time and place within a reasonable work day.*

8.2.2. *Teachers have professional obligations under the Education Act and regulations made pursuant to the Education Act, as well as the Teaching Quality Standard, which may extend beyond what is assigned by Employers. Teachers have discretion, to be exercised reasonably, as to when they carry out their professional responsibilities that extend beyond their assigned time.*

8.2.3. *Time spent traveling to and from professional development opportunities identified in 8.2.1 (e) will not be considered in the calculation of a teacher's assignable time if:*

- a) *the teacher is being provided any other pay, allowances or a per diem for that travel time (excluding any compensation provided for mileage).*
- b) *the actual distance required to travel for the purposes of such professional development does not exceed the teachers' regular commute to their regular place of work by more than eighty (80) kilometers. In such instances, assignable time will be calculated as one quarter (1/4) of an hour for every twenty (20) kilometers traveled in excess of the eighty (80) kilometer threshold.*
- c) *the time is spent traveling to and from the teacher's annual convention.*

### 8.3. Other Conditions of Practice

8.3.1. Staff deployment within a school shall be the responsibility of the principal, in consultation with the superintendent and teacher. In the event of lack of agreement, the Superintendent's decision is final.

### 8.4. Duty Free Lunch

*The Employer will provide each teacher assigned work for five (5) hours or longer a thirty (30) minute rest period during each five (5) hours worked.*

8.4.1. *Where an unbroken thirty (30) minutes of rest is not practicable, the rest period may be broken into two (2) periods of no less than fifteen (15) minutes each.*

*Such arrangement must be agreed to in writing by the teacher and the Employer.*

8.4.2. *When reasonable, this break shall occur in the middle of the assignment.*

8.4.3. *These provisions may be waived if an accident occurs, urgent work is necessary or other unforeseeable or unpreventable circumstances occur, or it is not reasonable for a teacher to take a rest period.*

8.5. Extra-Curricular Activities

8.5.1. The Employer recognizes the value of extra-curricular activities including the participation of teachers. However, teacher participation in extra-curricular activities is voluntary.

8.5.2. Should a teacher decide to participate in such activities, the teacher will not be paid by the Employer for such service.

8.6. School Year

8.6.1. Teachers will not be required to render service more than two hundred (200) consecutive days commencing the opening day of school in each school year, exclusive of vacation periods, weekends and holidays.

8.6.2. The first date upon which a teacher will be required to render the first day of service in any school year shall be announced by the Employer not less than three (3) calendar months prior to such date unless circumstances are delayed because of agreements with other Employers such that a school calendar cannot be organized.

**9. PROFESSIONAL DEVELOPMENT**

9.1. *Teacher Professional Growth Plan*

9.1.1. *Teacher Professional Growth Plans will consider but will not be required to include the Employer's goals.*

9.1.2. *The teacher professional growth process, including discussions between the teacher and principal on the professional growth plans, will continue to take place.*

9.1.3. *Employers and/or schools are not restricted in developing their own staff development plan in which the Employer and/or school may require teachers to participate.*

9.2. Professional Development Fund

9.2.1. The Employer shall contribute \$40,000 annually to a Professional Development Fund. Unexpended monies shall accrue in the fund for use in the following or subsequent years, to a maximum of \$60,000.

9.2.2. A Professional Development Fund Committee comprised of two members appointed by the local and two members appointed by the

Superintendent shall develop criteria for eligibility and review the submissions based on alignment with the teacher's professional growth plan, school education plans, priorities of the Employer, and potential to enhance teacher practice (as outlined in the Teaching Quality Standard). All teachers shall abide by the Terms of Reference, which is developed and approved by the Professional Development Fund Committee.

## **10. SICK LEAVE, MEDICAL CERTIFICATES AND REPORTING**

- 10.1. *A certificate signed by a medical doctor or a doctor of dentistry indicating that the absence was necessitated by illness, shall be submitted by the teacher where the sick leave is for a period in excess of four (4) consecutive days.*
- 10.2. *All teachers in their first year with the Employer shall have a minimum of twenty (20) school days accumulated sick leave at the beginning of the school year. Should a first-year teacher be absent due to illness or disability in excess of the number of days of sick leave entitlement resulting in a salary deduction that month, any accumulated sick leave entitlement earned in the same school year shall be applied and any salary adjustment required shall be made on the last cheque issued to the teacher for the current school year.*
  - 10.2.1. *In the event that the first year teacher*
    - a) *has insufficient sick leave to provide full salary during the qualifying period of extended disability benefits, and*
    - b) *is accepted by the insurance carrier as an EDB claimant,*
    - c) *the Employer shall pay the salary of the teacher for the period of insufficient sick leave to a maximum of ninety (90) calendar days once the teacher is accepted by the insurance carrier as an EDB claimant and they receive the first EDB payment.*
- 10.3. *After one (1) year with the Employer, all teachers shall have ninety (90) calendar days sick leave entitlement. A teacher, other than a first year teacher, who has been absent due to medical disability shall, upon return to duty, be entitled to an additional sick leave benefit of ninety (90) calendar days.*
- 10.4. *After ninety (90) calendar days of continuous absence due to medical disability, no further salary shall be paid and the extended disability plan shall take effect.*

## **11. MATERNITY, ADOPTION AND PARENTAL LEAVE**

- 11.1. *Maternity Leave*
  - 11.1.1. *Upon request, a teacher shall be entitled to maternity leave of absence for a period of up to sixteen (16) weeks commencing within thirteen*

*(13) weeks prior to the estimated due date and no later than the actual date of the birth of the teacher's child.*

- 11.1.2. *Maternity leave shall be without pay and benefits except as provided in clause 11.3.*
- 11.1.3. *A teacher shall, when possible, give the Employer three (3) months but no less than six (6) weeks written notice of their intention to take a maternity leave. Such notice shall be accompanied by a medical certificate or written statement from a midwife registered with the College of Midwives of Alberta indicating that the teacher is pregnant and giving the estimated date of birth.*
- 11.1.4. *The teacher may terminate the health-related portion of the maternity leave at any time with a medical certificate indicating their fitness to return to work. The teacher shall give the Employer no less than four (4) weeks' notice, in writing, of the intended date of return.*
- 11.1.5. *Upon expiration of the leave provided pursuant to clause 11.1.1, the teacher shall be reinstated in the position the teacher occupied at the time the leave commenced or in a mutually agreed upon position. In any case, in accordance with the Employment Standards Code and this Collective Agreement, the teacher will be provided with an alternative position of comparable nature.*

## 11.2. *Parental Leave*

- 11.2.1. *Upon request, a teacher shall be entitled to parental leave of absence for the birth or adoption of a child. The leave shall be for a period of up to sixty-two (62) weeks to be taken within seventy- eight (78) weeks of the child's birth or placement in the home.*
- 11.2.2. *Parental leave shall be without pay and benefits except as provided in clause 11.3.*
- 11.2.3. *The teacher shall give the Employer at least six (6) weeks written notice of the teacher's intention to take a parental leave. Specifically, in the case of adoption, the teacher will provide as much notice as possible.*
- 11.2.4. *The teacher may terminate the leave at any time. The teacher shall give the Employer no less than four (4) weeks' notice, in writing, of the intended date of return.*
- 11.2.5. *Upon expiration of the leave provided pursuant to clause 11.2.1, the teacher shall be reinstated in the position the teacher occupied at the time the leave commenced or in a mutually agreed upon position. In any case, in accordance with the Employment Standards Code and this Collective Agreement, the teacher will be provided with an alternative position of a comparable nature.*

- 11.2.6. *If teachers under clause 11.2.1 are parents of the same child, the parental leave granted may be taken by one teacher or shared by both teachers. In any case, the Employer may grant but is not required to grant parental leave to more than one parent of the child at the same time.*

11.3. *Salary Payment and Benefit Premium*

- 11.3.1. *At the commencement of maternity leave, the teacher shall be eligible for one (1) of the following options:*
- 11.3.2. *If the absence begins prior to twelve (12) weeks before the estimated date of delivery and continues without return to work, the teacher shall access sick leave until such point as the teacher is eligible to apply for Extended Disability Benefits. The teacher shall provide a medical certificate indicating that they are unable to work because of a medical condition.*
- 11.3.3. *If the absence begins within the twelve (12) weeks before the estimated date of delivery or on the date of delivery, the teacher shall choose either (a) or (b). Such choice shall apply until the teacher returns to work after the delivery.*
- a) *The teacher may access sick leave entitlement with pay as specified in Article 10 for the period of illness or disability.*
- b) *The Employer shall implement a Supplementary Employment Benefits (SEB) which shall provide teachers on maternity leave with 100% of their salary during eighteen (18) weeks of leave.*
- 11.3.4. *The Employer shall pay the portion of the teacher's benefits plan premiums and contribute HSA/WSA amounts specified in Article 7.0 of the Collective Agreement for sixteen (16) weeks of maternity leave.*
- 11.3.5. *The Employer shall pay the portion of the teacher's benefits plan premiums specified in Article 7.0 of the Collective Agreement for thirty-six (36) weeks of parental leave. The HSA/WSA will remain active for the duration of the parental leave but no further credits will be contributed to the HSA/WSA during this time.*

11.4. *Benefits – Prepayment or Repayment of Premiums During Unpaid Portion of Leave*

- 11.4.1. *Teachers may prepay or repay benefit premiums payable during the duration of Parental leave.*
- 11.4.2. *Subject to the terms and conditions of the benefits insurance carrier policies, teachers parental leave may make arrangements through the Employer to prepay one hundred percent (100%) of the benefit premiums for applicable benefits provided for in the existing collective agreement, for a period of up to eighteen (18) months.*

- 11.4.3. *Notwithstanding clause 11.3, subject to the terms and conditions of the benefits insurance carrier policies, upon request by the teacher, the Employer will continue paying the Employer portion of the benefit costs for a teacher on Parental leave, for the remainder of the parental leave, up to eighteen (18) months, provided the teacher repays the Employer portion of the benefit premiums.*
- 11.4.4. *A teacher who commits to clause 11.4.3 is responsible to repay the amount of the Employer paid benefit premiums, and shall reimburse the Employer upon return from the leave, in a mutually agreeable, reasonable manner over the period of no more than eighteen (18) months following the teacher's return to duty.*
- 11.4.5. *If a teacher fails to return to their teaching duties, the teacher shall be responsible to forthwith repay the Employer paid benefit premiums, and shall reimburse the Employer upon receipt of an invoice.*
- 11.4.6. *If a teacher has not fully repaid the cost of benefit premiums previously paid by the Employer under clause 11.4.3 the teacher is not eligible to reapply for additional consideration under clause 11.4.3.*

## **12. PRIVATE BUSINESS/GENERAL/PERSONAL LEAVES OF ABSENCE**

- 12.1. *Temporary personal leave of absence for not more than three (3) days in total in any school year shall be granted to each teacher. The first day of such leave shall be at full salary and benefits. The remaining two (2) days under this Article shall be at full salary and benefits minus the amount equivalent to the salary and source deductions (CPP and EI) of a substitute. Forthcoming payment to the Employer shall be through payroll deductions. A teacher taking such leave shall present a signed statement regarding the reason for absence.*
  - 12.1.1. *The first full day of personal leave in any given year may be accumulated to a maximum of four (4) days.*
  - 12.1.2. *If more than two (2) teachers in the same school request personal leave on the same day, the first two (2) requests shall be granted. Any remaining requests will be subject to the operational requirements of the school; however, the Employer shall make a reasonable effort to approve as many additional requests as possible.*

## **13. ASSOCIATION LEAVE AND SECONDMENT**

- 13.1. *The parties acknowledge the importance of working collaboratively when arranging for mandatory or discretionary leaves and secondments in this article by providing advance notice when possible and committing to making best efforts in resolving challenges.*
- 13.2. *A teacher shall be granted leave of absence with pay provided the Employer is reimbursed by the Association for the actual costs of the substitute, including the Employer portion of statutory benefit contributions, to fulfill the*

*duties as an elected or appointed member of the Alberta School Employee Benefit Plan Board of Trustees, the Alberta Teachers' Retirement Fund Board of Directors, or the Association's Provincial Executive Council, Discipline and Practice Review Committees, and central and local table negotiating committees.*

- 13.3. *Upon written request to the superintendent or designate, the Employer may consider additional Association Leave. The written request shall be provided with as much notice as possible and, where possible, not less than five (5) working days in advance of the leave, stating the teacher's name, and the date(s) and time(s) the teacher will be absent from their professional duties with the Employer. The Association will reimburse the Employer as per clause 13.2. Such leaves will not be unreasonably denied.*
- 13.4. *Where the Association requests a secondment for a teacher who is elected to Provincial Executive Council, as the President of a local, or other local official already named in the collective agreement, the teacher shall be seconded on a scheduled basis up to a maximum of the teacher's FTE provided that the amount of FTE the teacher is seconded is mutually agreed to by the Employer, the teacher, and the Association and is at no cost to the Employer.*
- 13.5. *During such secondment, the Employer shall maintain the teacher's regular salary, applicable allowances, and any benefit contributions required by the collective agreement and make the statutory contributions on the teacher's behalf. The Association shall reimburse the Employer for all payments made by the Employer to the teacher or on their behalf while on secondment under this clause.*

#### **14. OTHER LEAVES**

*Leaves of absence without loss of salary and benefits, excluding clause 14.8 shall be granted by the Employer upon approval of the Superintendent, or designate.*

##### **14.1. Compassionate Leave:**

- 14.1.1. *For not more than five (5) operational days to be taken within a two (2) week period because of the critical illness of a spouse, child, parent, brother, sister, parent's spouse, aunt, uncle, nephew, niece, grandparents, grandchild, in-laws or other members of the teacher's household. Critical illness shall be substantiated by a medical certificate signed by a medical doctor.*
- 14.1.2. *Critical illness shall be defined as a life-threatening condition, which presents an immediate or imminent threat to life as ascertained by a medical doctor or when a person has been diagnosed with a terminal illness and impending death.*
- 14.1.3. *For not more than five (5) operational days to be taken within a two (2) week period because of the death of a spouse, child, parent, brother, sister, parent's spouse, aunt, uncle, nephew, niece,*

*grandparents, grandchild, in-laws or other members of the teacher's household.*

14.2. *Jury Duty Leave*

14.2.1.

- a) *For Jury Duty or any summons related thereto;*
- b) *To answer a subpoena or summons to attend any court proceeding as a witness in a cause other than a teacher's own.*

14.2.2. *14.2.1 (a) and (b) are allowed providing that the teacher remits to the Employer any witness fee or jury stipend (excluding allowances and expenses) set by the court or other body.*

14.2.3. *When special circumstances exist, the Employer will consider requests for leave in addition to that specifically mentioned in Article 14.1 and 14.2 under the provisions in Article 13.*

14.3. *Leave for Child's Arrival*

14.3.1. *Temporary Paternal Leave for four (4) school days in the event of a birth of the child. The Paternity Leave shall be taken within one (1) week of the child's birth.*

14.3.2. *Temporary Adoption Leave for two (2) school days on the date of adoption or receipt of the child.*

14.4. *Family Medical Leave*

14.4.1. *A teacher shall be granted six (6) days of leave of absence with pay, per year for the purpose of supporting a teacher's immediate family in obtaining necessary medical or dental treatment, or for the illness of teacher's immediate family as defined as those listed in 14.1.*

14.5. *Convocation Leave*

14.5.1. *A teacher is entitled to leave of absence with pay and applicable benefits for one (1) day of each of the teacher's own convocation in which the teacher is participating as a degree or diploma recipient provided the convocation falls during the school year and the convocation falls on a school day.*

14.5.2. *The Employer shall grant up to one (1) teaching day with pay and applicable benefits to attend a high school graduation and/or post-secondary convocation exercises for the teacher's spouse and/or children that are participating as a degree or diploma recipient provided the convocation falls during the school year and the convocation falls on a school day.*

14.6. Inclement Weather

- 14.6.1. Upon notice to the principal, a leave of absence shall be granted where a teacher is absent because, despite reasonable effort, the teacher is unable to travel to their site from their usual place of residence because of:
- a) Inclement weather;
  - b) Impassable road conditions; or
  - c) The failure of transportation facilities other than the teacher's own.
- 14.6.2. In such absences, the leave shall be with pay and benefits, minus the current rate of pay for a substitute teacher.

14.7. Deferred Salary Leave Plan

- 14.7.1. The Employer agrees to implement a Deferred Salary Leave Plan (DSLPL) as approved by Canada Revenue Agency.

14.8. Discretionary Leave

- 14.8.1. At the sole discretion of the Employer, additional leaves of absence may be granted by the Employer, with salary and benefits, with salary and benefits less the cost of substitute pay or without salary and benefits, if the Employer grants additional leave to an Employee, it shall in no way imply precedence and cannot be used as evidence in other leave applications submitted by other Employees.

**15. GRIEVANCE PROCEDURE**

15.1. *This procedure applies to differences:*

- 15.1.1. *about the interpretation, application, operation or alleged violation of any collective agreement provision including the question of whether such difference is arbitrable;*
- 15.1.2. *where the Association asserts that terms are implied or incorporated into the collective agreement including the question of whether such a difference is arbitrable; and,*
- 15.1.3. concerning the imposition of discipline for just cause but excluding those matters where the teacher has a right to file an appeal to the Board of Reference under the Education Act.

15.2. *Before invoking the grievance procedure, a teacher, with the support of the Association at the teacher's discretion, will first make reasonable effort to resolve the difference at the local level.*

- 15.3. *If the difference (hereinafter called a 'grievance') is not resolved as described in clause 15.2, it shall be submitted in writing to the Superintendent or designate and the Coordinator—Teacher Employment Membership Support. Such written grievance notices shall be made within forty (40) operational days of when the grieving party first had knowledge of the occurrence/event giving rise to the grievance.*
- 15.4. *The written grievance notice, which can be provided by email, can be initiated by a teacher, the Association or the Employer and shall contain the following:*
  - 15.4.1. *the name(s) of the parties aggrieved;*
  - 15.4.2. *a statement of facts giving rise to the grievance;*
  - 15.4.3. *the article(s) of the agreement that are alleged to have been violated; and,*
  - 15.4.4. *the remedy or correction being sought.*
- 15.5. *A copy of the grievance notice, and any applicable formal response to the grievance, shall be provided to the Superintendent or designate of the Employer, the Chair of the Board of Directors of TEBA or designate, and the Coordinator—Teacher Employment Membership Support, within fifteen (15) operational days.*
  - 15.5.1. *When requested by TEBA, the Employer shall provide additional information on grievances in a form determined by the TEBA Chair.*
- 15.6. *Representatives of the Employer and the Association shall meet to discuss the grievance within fifteen (15) operational days of receiving written grievance notice.*
  - 15.6.1. *The party initiating a grievance may, at its sole discretion, provide notice of its intent to forego a discussion of the matter at a grievance meeting, and request a formal reply within fifteen (15) operational days.*
- 15.7. *The Association will give advance notice to the Employer when a grievor plans to attend a grievance meeting. In such instances, the Association shall bear the expense of the grievor's attendance including the actual cost of the substitute and the Employer portion of statutory benefit contributions, as per clause 13.2. The Employer will give advance notice to the Association when a representative of the Employer affected by the grievance is attending a grievance meeting. If the matter involves a grievance by the Employer against a teacher, the Employer shall bear the expense of the teacher's attendance, including any salary and group health benefit contributions, and travel and accommodation costs.*
- 15.8. *The party receiving the grievance has fifteen (15) operational days following the grievance meeting in clause 15.6 to formally respond to the grievance.*

- 15.9. *If the difference is not resolved through the response in clause 15.8 or if no response is provided, the grieving party may advance the grievance to arbitration by notice to the other party within fifteen (15) operational days.*
- 15.10. *Only the Employer and/or the Association may convey a grievance to arbitration.*
- 15.11. *The Employer and the Association shall proceed to arbitration by a sole arbitrator. The sole arbitrator must be mutually agreed to by the parties within fifteen (15) operational days of receipt of the arbitration notice, after which either party may request the Director of Mediation Services to appoint a Chair.*
- 15.12. *By mutual consent, the parties may agree to convene a three member arbitration board consisting of a Chair and one (1) nominee each. The parties shall appoint their nominees within fifteen (15) operational days of the agreement to convene a three member arbitration board, and the nominees shall endeavour to select an independent Chair.*
- 15.12.1. *If the parties are unable to select a Chair within fifteen (15) operational days of the appointment of the second representative, either party may request the Director of Mediation Services to appoint a Chair.*
- 15.13. *Each party to the grievance shall bear the expense of its respective appointee and the two (2) parties shall bear equally the expenses of the Chair.*
- 15.14. *The arbitrator/arbitration board shall determine their own procedure but shall give full opportunity to all parties to present evidence and to be heard. The arbitrator/arbitration board shall make any order they consider appropriate.*
- 15.15. *The findings, decision, and award of the arbitrator/arbitration board is final and binding on:*
- 15.15.1. *the Employer and the Association; and,*
- 15.15.2. *Teachers covered by the Collective Agreement who are affected by the award.*
- 15.16. *TEBA Involvement in Grievance Proceedings*
- 15.16.1. *At any point in the Grievance Procedure, where TEBA determines that the grievance concerns a matter that is more appropriately addressed at the provincial level, TEBA may, at its sole discretion, assume carriage of the grievance process on behalf of the Employer.*
- 15.16.2. *At any point in the Grievance Procedure, where the Association believes that the grievance concerns a matter that is more appropriately addressed at the provincial level, the Association may request that TEBA take over the grievance process from the Employer.*
- 15.16.2.1. *Any applicable timelines in the grievance procedure are frozen for the duration of TEBA and the Association's deliberations under clause 15.16.2.*

15.16.2.2. *Representatives of the TEBA and the Association shall meet to discuss the request for carriage within ten (10) operational days of receiving a written request.*

15.16.2.3. *Within five (5) operational days of the meeting set out in clause 15.16.2.2, representatives of the TEBA shall provide a decision to the Association as to whether or not they will take carriage of the grievance.*

15.16.3. *In the event that TEBA assumes carriage over a grievance process as per clause 15.16.1 or 15.16.2. TEBA will provide written notice to the Superintendent or designate and the Coordinator - Teacher Employment Membership Support including the name and contact information of TEBA's representative and legal counsel for the matter.*

15.16.4. *In instances where TEBA assumes carriage over a grievance process, all references to Employers in this article shall be read to apply to TEBA.*

#### 15.17. *Optional Mediation Process*

15.17.1. *The parties may mutually agree at any point in the Grievance Procedure to engage in a non-binding mediation process to attempt to resolve the grievance. To facilitate the mediation process the parties agree to extend the timeline for moving to the next step in the grievance process so that a period of ten (10) operational days is provided after the conclusion of the mediation process to recommence formal grievance proceedings.*

15.17.2. *The mediator shall be appointed by mutual agreement of the parties and the expenses of the mediator shall be equally borne by the parties. If the parties cannot reach agreement on a mediator, either party may request in writing that the Director of Mediation Services make the necessary appointment.*

15.17.3. *The purpose of the mediator's involvement in the process is to assist the parties in reaching a resolution of the dispute. Any discussions, proposals, and/or materials generated for that purpose are to be considered privileged and are exchanged on a without prejudice basis. Both parties shall disclose all specifics and particulars relevant to the issue in dispute and neither party will rely on the mediated discussion or outcomes should the matter be referred to an Arbitration Board for resolution.*

15.17.4. *In the event the grievance cannot be resolved, the Mediator may issue a report including a non-binding recommendation for settlement.*

#### 15.18. *Administration*

- 15.18.1. *All of the time limits referred to in this grievance procedure shall refer to operational days, and be exclusive of Saturdays, Sundays and statutory holidays. For the purposes of this article, an “operational” day is an instructional or non-instructional day in the Employer’s school calendar on which teachers are scheduled to work, and the months of July and August shall not be included.*
- 15.18.2. *In the event, at any stage of this procedure (except clause 15.3) the grieving party fails to take the necessary action within the time limits specified, the grievance shall be deemed to be abandoned.*
- 15.18.3. *The time limits in this article may be extended at any stage by mutual agreement by the parties. Requests for extension of timelines shall not be unreasonably denied. Such agreement shall be communicated in writing.*
- 15.18.4. *At any point the grievance may be resolved through terms mutually agreed upon by the parties. Any agreed to resolution is binding on the signatories to the resolution.*

### **16. EMPLOYMENT**

#### 16.1. *Discrimination*

- 16.1.1. *There shall be no discrimination, harassment, restriction or coercion exercised or practiced by either party in respect of any Employee by reason of age, race, colour, ancestry, place of origin, source of income, political or religious beliefs, gender, sexual orientation, family status, marital status, physical disability, mental disability, gender identity, gender expression nor by reason of activity in the Association nor in respect of an Employee's or Employer's exercising any right conferred under this Agreement or any law of Canada or Alberta.*
- 16.1.2. *Article 16.1 shall not apply with respect to a refusal, limitation, specification or preference based on a bona fide occupational requirement.*

#### 16.2. *Teacher Discipline*

- 16.2.1. *For disciplinary actions that are not regulated by the Education Act, no Teacher, substitute teacher, teacher with a principal or other administrative, supervisory or consultative designation shall be formally disciplined without just cause. Such cause shall be provided to the Teacher in writing within five (5) operational days from when the Teacher is informed of a formal disciplinary action.*
- 16.2.2. *Before the imposition of any formal disciplinary action or investigation, the Teacher shall be given particulars of the matter being considered or investigated that may lead to any formal disciplinary action.*

### **16.3. Association Representation**

- 16.3.1. *Teachers shall have a right to Association representation during any proceedings and/or any meetings where there is a substantial likelihood that the allegation(s) being investigated or discussed, if substantiated, would lead to formal disciplinary action, except where the Education Act authorizes the Employer to proceed without notice.*
- 16.3.2. *Where circumstances permit, the Employer shall schedule a proceeding and/or meeting referred to in 16.3.1 with the Teacher by giving reasonable advance notice which shall not be less than 24 hours, with reasonable consideration for non-operational days. At such proceeding and/or meeting a teacher may be accompanied by a representative of the Association and the Association representative shall have the opportunity to be present and participate fully on behalf of the Teacher.*
- 16.3.3. *The Employer shall inform the Teacher prior to such proceeding and/or meeting taking place that a representative of the Association may accompany the Teacher. However, should the Association representative be unavailable in a reasonable amount of time, the Employer shall not be prevented from proceeding with the disciplinary process. The Association shall not withhold or unreasonably delay requested representation.*

### **16.4. Full-Time Teacher Contiguous Timetable**

- 16.4.1. *A full-time teacher's regularly scheduled assignment should be contiguous. When a contiguous assignment is not reasonably practicable a written rationale for the scheduling decision will be provided if requested by the teacher. Nothing in this clause precludes a noncontiguous timetable through mutual agreement between the teacher and Employer.*

### **16.5. Occupational Health and Safety**

- 16.5.1. *The Employer and the Association recognize the importance of promoting a safe and healthy environment for employees.*
- 16.5.2. *The Employer and the Association agrees to fulfil its obligation under Alberta's Occupational Health and Safety Act (OHS) and all applicable legislation.*
- 16.5.3. *The Employer recognizes that every Teacher has the right to work in an environment free from harassment, violence and threats of violence. The Employer shall take every reasonable precaution for the protection of Teachers from harassment, violence or threats of violence.*
- 16.5.4. *Within the obligations to maintain appropriate risk assessment and mitigation processes, teachers ought to be informed of potential risks*

*which may arise from student behaviour challenges they could reasonably anticipate to encounter in the course of their work within the school, and where that risk could expose the teacher to violence or physical injury. Notwithstanding, the Employer and Association acknowledge this commitment is subject to the provisions of the Student Records Regulation.*

- 16.6. *All teachers are covered under a liability policy giving them protection against liability imposed by law for negligence resulting in bodily injury or property damages to students and any other person or persons in limits of two million dollars (\$2,000,000).*
- 16.7. Vacancies for more than ninety (90) days shall be posted internally for at least five (5) days prior to filling the position. This provision shall not apply to vacancies occurring during the summer recess.
- 16.8. Unless the teacher agrees, a teacher cannot be transferred to another school more than twenty-five (25) kilometers from the teacher's usual place of work.
- 16.9. Any teacher on approved Divisional business excluding professional development shall be reimbursed at Divisional rates for expenses incurred.
- 16.10. Moving Expenses
  - 16.10.1. Moving expenses up to a maximum of \$3000 may be reimbursed at the Employer's sole discretion for teachers new to the Employer who are required to relocate their residence.

## LETTERS OF UNDERSTANDING – CENTRAL

### LETTER OF UNDERSTANDING #1

#### RECRUITMENT OF TEACHERS TO SUPPORT CLASSROOM COMPLEXITY ISSUES

**WHEREAS** the Association and TEBA recognize that additional investments in the education system will provide for classroom supports to respond to increasing classroom complexity;

**AND WHEREAS** classroom supports include, but are not limited to, additional teachers, learning support, co-teaching, English language learning, Indigenous education, mental health supports, and differentiated instruction.

**AND WHEREAS** it is recognized that government will support the commitments in this letter with the necessary funding, and school boards will endeavour to hire additional teachers.

#### **NOW THEREFORE IT IS COMMITTED THAT:**

- 1000 net new certificated teachers (full time equivalencies) will be hired across the province for the 2025-26 school year, with the positions continuing through the agreement term.
- An additional 1000 net new certificated teachers (full time equivalencies) will be hired across the province for the 2026-27 school year, with the positions continuing through the agreement term.
- An additional 1000 net new certificated teachers (full time equivalencies) will be hired across the province for the 2027-28 school year, with the positions continuing through the agreement term.
- The hiring is intended to increase the total number of teachers in the province and is in addition to any hiring required to address attrition rates.

*Any grievance associated with this Letter of Understanding shall be carried by the Teachers' Employer Bargaining Association on behalf of the Employer.*

*The Parties commit to authoring a Joint Interpretation Bulletin relating to the hiring of teachers in this Letter of Understanding, to be used by school boards and teachers, to clarify the intentions of the parties during bargaining.*

## **LETTER OF UNDERSTANDING #2**

### **NORTHERN INCENTIVES**

*The parties agree that the following northern incentives will be applied in applicable school boards and school sites, effective September 1, 2025.*

*The Teachers' Employer Bargaining Association reserves the right to amend or terminate this Letter of Understanding with 180 days' notice. Should TEBA choose to amend or terminate this LOU, it shall negotiate with the Association to resolve outstanding issues related to it.*

#### **Northern Allowance**

- *A teacher whose primary employment is at a work site north of the 57th parallel will receive a Northern Allowance of \$6,300 per year, prorated by FTE for part-time teachers.*
- *The Northern Allowance will be calculated on a monthly basis and paid per pay period for all Employer-paid operational days.*
- *The Northern Allowance will not be paid for periods of leave that are unpaid by the Employer, including extended disability or WCB (if applicable).*
- *The Northern Allowance is considered to be taxable income.*
- *The Northern Allowance is not part of insurable income for benefit purposes and is not pensionable.*
- *This allowance does not apply to teachers working in the Regional Municipality of Wood Buffalo who are eligible for the Fort McMurray Allowance.*

#### **Remote Retention Allowance**

- *A teacher whose primary employment is at a work site between the 55th and 57th parallel will receive a Remote Retention Allowance of \$3,000 per year, prorated by FTE for part-time teachers.*
- *The Remote Retention Allowance will be calculated on a monthly basis and paid per pay period for all Employer-paid operational days.*
- *The Remote Retention Allowance will not be paid for periods of leave that are unpaid by the Employer, including extended disability or WCB (if applicable).*
- *The Remote Retention Allowance is considered to be taxable income.*
- *The Remote Retention Allowance is not part of insurable income for benefit purposes and is not pensionable.*
- *This allowance does not apply to teachers working in the Regional Municipality of Wood Buffalo who are eligible for the Fort McMurray Allowance.*

#### **Northern Travel Allowances**

*Northern Travel Allowances continue to apply in accordance with existing collective agreement provisions and school division practices.*

**LETTER OF UNDERSTANDING #3**

**TRIAL PROCESS FOR CONCURRENT EXPERIENCE**

**WHEREAS** a school year is typically observed to operate from September 1 of a given year to August 31 of the following year.

**AND WHEREAS** the Association and the TEBA wish to trial a process for recognizing concurrent service earned over a full year of employment.

**NOW THEREFORE THE PARTIES (THE ASSOCIATION AND TEBA) AGREE TO THE FOLLOWING:**

*Effective September 1, 2025, concurrent service earned between June 1 of a given year and May 31 of the following year will be considered in determining the subsequent September 1 experience increment calculation.*

*During the period between June 1 and July 31 of a given year, teachers may submit proof of experience earned concurrently with other school divisions between June 1 of the previous year and May 31 of the given year (in the manner described in clause 3.4) for inclusion in the subsequent September 1 experience increment calculation. Only one request for written proof of concurrent experience shall be made per school year.*

*Any increase in experience resulting from this Letter of Understanding shall remain regardless of the termination of this LOU.*

*The Joint Labour Relations Committee will review issues arising from the operation of this Letter during the term of this agreement.*

*This Letter of Understanding expires August 31, 2028. Notwithstanding, it will bridge to the date of central ratification for the next settlement.*

## **LETTER OF UNDERSTANDING #4**

### **DISTRIBUTED EDUCATION CONDITIONS OF PRACTICE**

**WHEREAS** TEBA and the Association agree that distributed education is increasingly important to the education system,

**AND WHEREAS** distributed education systems across the province continue to be different in design, structure, focus and operation;

**AND WHEREAS** TEBA and the Association agree that it is important for the employers and teachers to explore appropriate models for working conditions in the distributed education environment to inform future negotiations;

#### **NOW THEREFORE THE PARTIES AGREE THAT:**

1. *Employers and the Association may agree locally to establish pilot projects for distributed education conditions of practice during the term of the agreement. Such projects may include provisions related to:*
  - a) *The number of students, credits, courses or subject areas a teacher may be assigned;*
  - b) *The amount of course design and development expected of a teacher;*
  - c) *Class composition and complexity in the distributed education environment;*
  - d) *The amount of non-instructional time that may be assigned to distributed education teachers;*
  - e) *Appropriate processes and considerations when students do not complete the attempted course;*
  - f) *Processes and timing for enrolling students in courses or programs.*
2. *Where collective agreements already include provisions related to distributed education environment, local pilot projects may temporarily modify existing central terms related to distributed education conditions of practice.*
3. *In any event (with or without mutual agreement to a pilot project), and where requested by the Association or an individual teacher, an employer with a distributed education program shall establish a Distributed Education Collaboration Committee to facilitate ongoing conversations on the above noted elements of a distributed education program.*

## **LETTER OF UNDERSTANDING #5**

### **EXPERIENCE FORM**

*The Association and TEBA agree that the following form will be used:*

- *to support the administration of teaching experience provisions in collective agreements between all Public, Catholic, and Francophone employers and the Alberta Teachers' Association (See Appendix A); and,*
- *to ensure the consistent application of clause 3.4.9 in the movement of teachers between jurisdictions covered by the Public Education Collective Bargaining Act.*

*This form shall be completed and provided upon request by a teacher or the teacher's new/prospective employer.*

**TEACHING EXPERIENCE FORM**

Date: \_\_\_\_\_

Issuing Employer: \_\_\_\_\_

Teacher Name: \_\_\_\_\_

Teaching Certificate Number \_\_\_\_\_

**Teaching Experience**

Recognized Years of Experience: \_\_\_\_\_

Uncredited Experience:  
*(In days, in accordance with clause 3.4.4)* \_\_\_\_\_

**Employer Contact**

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Signature: \_\_\_\_\_

***APPENDIX A – Teaching Experience Provisions***

***3.4. Experience (Effective September 1, 2019)***

*Teachers shall:*

a) *Gain experience while holding a valid Alberta teaching certificate or its equivalent in the relevant governing jurisdiction, and working in a position that requires a teaching certificate as a condition of employment; and,*

b) *Not gain experience during vacation periods and leaves of absence without salary.*

3.4.1. *Experience increments shall be earned by a teacher on contract after one hundred and forty (140) operational days with the Employer.*

3.4.2. *Experience increments shall be earned by a substitute teacher after one hundred and forty (140) operational days in the preceding five (5) years with the Employer.*

- 3.4.3. *A teacher shall be granted only one (1) experience increment during any one (1) school year.*
- 3.4.4. *Uncredited experience shall be carried over for the calculation of experience increments.*
- 3.4.5. *The adjustment dates for an earned increment for teaching experience shall be September 1 and February 1.*

*Prior Experience*

- 3.4.6. *The teacher is responsible for providing proof of experience satisfactory to the Employer in accordance with this article*
  - a) *Until proof of experience is submitted to the superintendent or designate, all teachers new to the Employer shall be deemed to have zero years of experience on the salary grid.*
  - b) *If proof or evidence of application for such proof is submitted to the superintendent or designate within forty (40) operational days of commencement of employment, the superintendent or designate shall adjust the teacher's salary retroactively to the commencement of employment.*
  - c) *If proof or evidence of application for such proof is not submitted within forty (40) operational days, salary will be adjusted the month following such submission.*
- 3.4.7. *The Employer shall recognize prior teaching experience as if it was earned by employment with the Employer provided that the teacher provides satisfactory proof as per clause 3.4.8.*
- 3.4.8. *A teacher requesting that the Employer recognize experience earned with a previous employer shall provide to the Employer written confirmation from the previous employer certifying:*
  - a) *The number of days worked for each year of employment, length of employment, and affirmation that the experience was earned while the teacher was in possession of a valid Alberta teaching certificate or its equivalent in the relevant governing jurisdiction;*
  - b) *The position held while earning the experience was one that required a valid teaching certificate; and,*
  - c) *The written confirmation is signed by an authorized officer of the previous employer.*
- 3.4.9. *The teacher's initial salary placement, and progression through the salary grid in accordance with this article, shall not be affected by movement between Employers covered by PECBA. At the time of movement from another employer, the receiving Employer shall assume the recognition of experience provided by the previous employer.*

3.4.10. *Clauses 3.4.6 through 3.4.9 of this article shall be applicable only to teachers whose date of hire is on or after the effective date of this agreement.*

**ADDENDUM A: 3.2 Salary Grid**

**Effective September 1, 2024 (3% increase)**

<b>Years of Teacher Education</b>					
<b>Years of Teacher Experience</b>		<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
	<b>0</b>	\$63,216	\$67,091	\$70,968	\$74,846
	<b>1</b>	\$66,941	\$70,818	\$74,696	\$78,575
	<b>2</b>	\$70,665	\$74,542	\$78,421	\$82,299
	<b>3</b>	\$74,392	\$78,272	\$82,151	\$86,029
	<b>4</b>	\$78,117	\$81,995	\$85,873	\$89,752
	<b>5</b>	\$81,845	\$85,724	\$89,603	\$93,482
	<b>6</b>	\$85,574	\$89,447	\$93,325	\$97,204
	<b>7</b>	\$89,297	\$93,175	\$97,053	\$100,933
	<b>8</b>	\$93,027	\$96,902	\$100,780	\$104,660
	<b>9</b>	\$96,751	\$100,640	\$104,507	\$108,386
<b>10</b>	\$100,477	\$104,355	\$108,234	\$112,112	

**Effective September 1, 2025 (3% increase)**

<b>Years of Teacher Education</b>					
<b>Years of Teacher Experience</b>		<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
	<b>0</b>	\$65,112	\$69,104	\$73,097	\$77,091
	<b>1</b>	\$68,949	\$72,943	\$76,937	\$80,932
	<b>2</b>	\$72,785	\$76,778	\$80,774	\$84,768
	<b>3</b>	\$76,624	\$80,620	\$84,616	\$88,610
	<b>4</b>	\$80,461	\$84,455	\$88,449	\$92,445
	<b>5</b>	\$84,300	\$88,296	\$92,291	\$96,286
	<b>6</b>	\$88,141	\$92,130	\$96,125	\$100,120
	<b>7</b>	\$91,976	\$95,970	\$99,965	\$103,961
	<b>8</b>	\$95,818	\$99,809	\$103,803	\$107,800
	<b>9</b>	\$99,654	\$103,659	\$107,642	\$111,638
<b>10</b>	\$103,491	\$107,486	\$111,481	\$115,475	

**Effective September 1, 2026 (Unified Grid and 3% increase)**

<b>Years of Teacher Education</b>					
<b>Years of Teacher Experience</b>		<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
	<b>0</b>	\$68,850	\$72,308	\$76,294	\$80,294
	<b>1</b>	\$73,133	\$76,663	\$80,658	\$84,665
	<b>2</b>	\$77,414	\$81,013	\$85,022	\$89,036
	<b>3</b>	\$81,697	\$85,365	\$89,388	\$93,407
	<b>4</b>	\$85,976	\$89,713	\$93,750	\$97,780
	<b>5</b>	\$90,261	\$94,064	\$98,113	\$102,149
	<b>6</b>	\$94,541	\$98,415	\$102,476	\$106,522
	<b>7</b>	\$98,825	\$102,766	\$106,839	\$110,895
	<b>8</b>	\$103,108	\$107,118	\$111,203	\$115,262
<b>9</b>	\$107,389	\$111,467	\$115,566	\$119,637	

**Effective September 1, 2027 (3% increase)**

<b>Years of Teacher Education</b>					
<b>Years of Teacher Experience</b>		<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
	<b>0</b>	\$70,916	\$74,477	\$78,583	\$82,703
	<b>1</b>	\$75,327	\$78,963	\$83,078	\$87,205
	<b>2</b>	\$79,736	\$83,443	\$87,573	\$91,707
	<b>3</b>	\$84,148	\$87,926	\$92,070	\$96,209
	<b>4</b>	\$88,555	\$92,404	\$96,563	\$100,713
	<b>5</b>	\$92,969	\$96,886	\$101,056	\$105,213
	<b>6</b>	\$97,377	\$101,367	\$105,550	\$109,718
	<b>7</b>	\$101,790	\$105,849	\$110,044	\$114,222
	<b>8</b>	\$106,201	\$110,332	\$114,539	\$118,720
<b>9</b>	\$110,611	\$114,811	\$119,033	\$123,226	

