



Collective Agreements

Westwind School Division No. 74
September/2000 - August/2001

WESTWIND SCHOOL DIVISION NO 74

This collective agreement is made in duplicate this 16 day of June, AD 2000 pursuant to the *School Act* and the *Labour Relations Code*.

Between the Westwind School Division No 74, hereinafter called the "Board", of the first part and the Alberta Teachers' Association, acting on behalf of Westwind Local No 12 a body corporate incorporated under the laws of the Province of Alberta, hereinafter called the "Association", of the second part.

Whereas the terms and conditions of employment and the salaries of the teachers have been the subject of negotiations between the parties, and

Whereas the parties desire that these matters be set forth in a collective agreement to govern the terms of employment of the said teachers.

NOW THEREFORE THIS COLLECTIVE AGREEMENT WITNESSETH that in consideration of the premises and the mutual and other covenants herein contained the parties agree as follows:

1. The collective agreement applies to all employees of the Board who as a condition of their employment must possess a valid teacher certificate issued under the authority of the Department of Education, the Province of Alberta, herein collectively called the teachers, or where the context requires, teacher, except those designated as superintendent, deputy superintendent, associate superintendent and director of special services. Teachers employed by the school division must be members of the Alberta Teachers' Association in good standing.
2. The salaries and the terms and conditions of the teachers' employment with the Board are governed by the provisions of this collective agreement and any statutory provision relating thereto.

3. Term and Effective Date

3.1 This collective agreement shall, except where otherwise specified, take effect on September 1, 2000 and shall remain in full force and effective until August 31, 2001.

3.2 Either party may give to the other party 60 to 150 days prior to the termination of this collective agreement a notice in writing of its intention to commence collective bargaining with a view to striking a new collective agreement. At the first meeting between the parties, the interests of both parties shall be explored.

4. Salary

4.1 The following shall determine the placement on the salary schedule:

- (a) the number of years of teacher education in accordance with clause 4.4.
- (b) the number of years of teaching experience in accordance with clause 4.5.

4.2 The Board shall pay all the teachers monthly 1/12 of the salary in effect for that month as herein set forth and computed. For the purposes of this collective agreement, allowances shall be considered to be part of the salary.

4.3 Salary Grid

Effective September 1, 2000

Years of teaching experience	Years of University Education					
	One	Two	Three	Four	Five	Six
0		24,967	28,415	34,727	36,953	39,296
1		26,357	29,920	36,935	39,153	41,501
2		27,751	31,446	39,143	41,351	43,706
3		29,142	32,973	41,350	43,551	45,909
4		30,531	34,498	43,559	45,748	48,113
5		31,922	36,024	45,767	47,949	50,318
6		33,314	37,552	47,973	50,150	52,523
7		34,704	39,077	50,183	52,349	54,726
8		36,094	40,603	52,390	54,548	56,931
9		37,487	42,131	54,598	56,747	59,135
10	38,877	44,379	56,805	58,946	61,339	
11			59,013	61,146	63,544	

Effective July 1, 2001

Years of teaching experience	Years of University Education					
	One	Two	Three	Four	Five	Six
0		25,067	28,528	34,866	37,101	39,453
1		26,462	30,040	37,083	39,310	41,667
2		27,862	31,572	39,300	41,517	43,881
3		29,258	33,105	41,516	43,726	46,093
4		30,653	34,636	43,733	45,931	48,306
5		32,049	36,168	45,950	48,140	50,519
6		33,448	37,702	48,165	50,350	52,733
7		34,843	39,233	50,383	52,558	54,945
8		36,239	40,765	52,599	54,766	57,159
9		37,637	42,300	54,817	56,974	59,372
10	39,033	44,556	57,032	59,182	61,584	
11			59,249	61,391	63,798	

4.4 The evaluation of teacher education for salary purposes shall be determined by a statement of qualifications issued by the Teacher Qualifications Service in accordance with the policies established by the Teacher Salary

Qualifications Board, established by memorandum of agreement among the Department of Education, the Alberta Teachers' Association and the Alberta School Trustees' Association, dated March 23, 1967.

4.4.1 Placement on the salary schedule shall be according to the number of years of teaching experience and full years of teacher education at September 1 or February 1 of each school year or upon commencement of employment.

4.4.2 Each teacher claiming additional teacher education and each teacher commencing employment with the Board shall within 60 days of September 1 or February 1 or commencement of duties submit to the Board proof of having applied for a statement of qualifications to be issued by the Teacher Qualifications Service of the Association.

4.5 A year of teaching experience is any one year during which a teacher has rendered service for not less than 120 days. A teacher who has rendered service for not less than 60 days in any one semester shall receive credit for ½ year of teaching experience. One-half year teaching experience not to be paid except that two ½ years of teaching experience in different school years shall count as one year of teaching experience. Except as otherwise provided teaching experience shall not include university or college instruction. Teachers receiving such university experience prior to January 1, 1980 and college experience prior to January 1, 1981 shall continue to receive same.

4.5.1 Notwithstanding clause 4.5, any teacher hired on a regular part-time basis such that 120 full days of teaching cannot be accumulated in one school year, or 60 full days in one semester, shall receive credit for one year's teaching experience upon a total accumulation of 120 full days of teaching or more prior to the adjustment date as specified in clause 4.4.1, accumulation to commence September 1, 1972.

4.5.2 Teaching experience obtained by a teacher prior to engagement by the Board is counted as if it has been teaching experience in schools under the Board's jurisdiction. Prior teaching experience shall be documented by previous employer(s).

4.5.3 No teacher shall receive credit for teaching experience gained while he/she was not holding a valid teaching certificate. For teachers engaged on/or after January 1, 1982, substitute teaching shall not in any event be used in calculating whether an additional year of teaching experience with the Board has been earned.

5. Allowances

5.1.1 Principal Allowance - Effective September 1, 2000 in addition to his/her salary in clause 4, each principal shall receive, monthly, an allowance equal to 1/12 of the following schedule based on the following: Each principal of a school with over 50 students will receive a base amount of \$6,750, for those principals of a school with less than 50 students they will receive a \$5,000 (excluding Hutterite colony principals) base rate. Plus a per student allotment on September 1, 2000 of \$23.12 for each of the first 300 students and \$14.18 for each student between 301 and 600 and \$8.87 for each student over 600, with a further adjustment on July 1, 2001 to \$23.26 for each of the first 300 students and \$14.24 for each student between 301 and 600 and \$8.89 for each student over 600. These amounts will be calculated using September 30 enrolment counts for each year.

5.1.2 For each one percent adjustment (or portion thereof) to the salary grid, as per clause 4.3, increases/decreases to the principals allowance, clause 5.1.1, will occur as follows:

\$.35 per student added/subtracted to the rate for the first 300 students

\$.15 per student added/subtracted to the rate for the second 300 students

\$.05 per student added/subtracted to the rate for the remaining students.

5.1.3 In addition to his/her salary in clause 4, each vice-principal shall receive ½ of the allowance paid to the principal.

5.1.4 In addition to his/her salary in clause 4, each individual designated as an administrative assistant shall receive 20 percent of the allowance paid to the principal.

5.2 In a school where there is no vice-principal or administrative assistant, a teacher shall be designated by the Board to be acting principal in the absence of the principal and shall be paid an amount equivalent to 1/200 of 25 percent of the principal's allowance for each half day of the principal's absence.

5.2.1 In a school where the principal, vice-principal and/or administrative assistant are absent, a teacher shall be designated by the Board to be acting principal and shall be paid an amount equivalent to 1/200 of 25 percent of the principal's allowance for each half day of absence.

5.2.2 When, in the absence of the principal, the vice-principal/administrative assistant or any other designee acts in his/her place for a period of five or more consecutive school days, the vice-principal/administrative assistant or designee shall receive an allowance of 1/200 of the principal's allowance as calculated in clause 5.1.1 effective on the fifth day and for every consecutive school day thereafter until the return of the principal.

5.3 Payment for administration shall commence on the effective date of appointment of the administrator.

5.4 A principal or vice principal who is directed by the Board to another school, keeping his/her designation, at which the administrative allowance is less, shall continue to be calculated at the previous allowance rate for no less than three years.

5.5 Allowances

5.5.1 In addition to the salary under clause 4, there shall be paid the following allowances to designated personnel employed by the Board.

(a) supervisors - 8,259.40

(b) coordinators - 3,964.65

(c) consultants - 2,032.05

(d) team leaders - 1,000.00

5.5.2 It is the right of the Board to create and fill administrative, supervisory and consultative positions provided that said positions are limited to those set out in article 5.5.1 and other articles of this collective agreement.

5.6 Hutterite Colony teachers that are designated as principals (as per Board policy 220.1) by the Board shall be paid in addition to their salary as calculated in clause 4, an allowance equal to 4.5 percent of the fourth year minimum for each of the first five teachers.

5.6.1 Hutterite Colony teachers that are not designated as principals (as per clause 5.6 and per Board policy 220.1) by the Board shall be paid in addition to their salary \$500 per year to compensate them for administrative duties that are required when the principal is absent.

6. Substitute Teacher

6.1 A substitute teacher means a teacher employed on a day-to-day basis.

6.2 Effective September 1, 1996, the rate of pay for substitute teachers shall be .355 percent of the fourth year minimum per diem including holiday pay. Rate of pay for a teacher employed on a substitute basis who fills the

same teaching position for more than five consecutive days shall be effective the sixth consecutive teaching day, according to placement on the salary grid subject to the terms of this collective agreement.

6.2.1 Substitute teachers who are hired and paid as per clause 6.2 shall be compensated on a prorata basis with a minimum rate of pay of one-half day.

6.3 Notwithstanding clause 6.2, a substitute teacher who fills a teaching position for more than four consecutive days and who accepts a contract of employment for the Board shall be paid effective the first day according to placement on the salary grid.

7. Payment

7.1 Teachers under contract, except substitutes shall be paid on the 28 of the month with exception of December when teachers shall be paid on the 20 of the month.

7.2 Any teacher completing a full year's service shall have made available for professional development to him/her any sums outstanding at the end of the year's teaching. Written application must be made prior to June 1.

7.3 Payment for teachers shall be in accordance with the memorandum regarding calculation of salary for the purpose of both payment and deduction, memorandum between the Association and the Alberta School Trustees' Association signed on/or about January 6, 1972.

8. Cumulative Sick Leave

8.1 In the first year of service with the Board, a teacher shall be entitled to 20 school days of sick leave at full salary. During the second and subsequent years of service, annual sick leave with full salary will be granted for 90 calendar days.

8.2 A teacher who is absent from school duties to obtain necessary medical or dental treatment, or because of accident, disability or sickness shall continue to be entitled to the full number of sick leave days stipulated in 8.1. Notwithstanding the above, after 20 school days of continuous absence in a teacher's first year of service, no further salary shall be paid. After 90 calendar days of continuous absence during a teacher's second or subsequent years of service, no further salary shall be paid and the provisions of ASEBP shall take effect. A teacher who in his/her second or subsequent year of service returns to work after a continuous absence of 90 calendar days shall have his/her leave entitlement under clause 8.1 reinstated upon submission of a medical certificate of good health.

8.3 When a teacher leaves the employ of the Board all accumulated sick leave shall be cancelled except as provided in 8.3.1.

8.3.1 Notwithstanding clause 8.3 in the case of a teacher who has had previous service with the Board and re-enters its employ within 26 months of leaving and upon production of a medical certificate of good health, the sick leave accumulated, clause 8.1 during the period of employment with the Board shall be reinstated to the credit of the teacher.

8.4 A teacher who is absent from school duties to obtain necessary medical or dental treatment, or because of accident, disability or sickness for a period of four or more consecutive teaching days may be required to present a medical certificate within one month after resuming normal teaching duties.

8.5 A teacher who is absent from school duties to obtain medical or dental treatment, or because of accident, disability or sickness for a period of three consecutive teaching days or less may be required to present a signed statement giving reasons for such absence.

9. Professional Leave

Notwithstanding 9.1 through 9.6 the Board may offer a summer professional leave to assist teacher(s) in retraining for a specific classroom assignment as posted by the Board. Effective September 1, 1993 a teacher who is granted summer professional leave will receive up to \$1,500 in reimbursement for tuition costs.

9.1 Professional leave shall mean leave of absence granted by the Board on application by a teacher for the following reasons:

9.1.1 Study approved by the Board to upgrade a teacher's academic or professional status or for other reasons which are acceptable to the Board.

9.2 A teacher who is granted professional leave shall give an undertaking in writing to return to his/her duties following expiration of his/her leave and shall not resign from teaching service, other than by mutual agreement between the Board and the teacher, for a period of at least two school years after resuming his/her duties. Should a teacher resign or retire from service of the Board before completing his/her two year's service following such leave, repayment of leave salary shall be made to the Board on a prorata basis.

9.3 All applications for professional leave shall be submitted to the Board by April 1 preceding the school year in which the professional leave is to commence.

9.4 The Board shall, after reviewing the applications for professional leave, grant a maximum of two such leaves per school year. Those requesting leaves shall apply to the Board prior to April 1 in the year preceding the school year in which the professional leave is requested to occur. Those granted professional leave shall be so informed by April 30 preceding the school year in which the professional leave is to commence.

9.5 A teacher who is granted professional leave for a school year shall receive as salary 50 percent of the fourth year maximum (as per clause 4.3) during the year of his/her professional leave, payable in a manner agreed upon by both parties. For a ½ year of professional leave, payment as salary shall be ½ of 50 percent of the fourth year maximum. A part-time teacher granted a professional leave shall receive the applicable salary herein on a prorata basis.

9.6 Professional leave may be applied for after five years or during the fifth year of continuous service with the Board.

9.7 Upon resumption of duties, the teacher shall be returned to a position no less favorable to the teacher than the one which he/she enjoyed before the leave was taken, when such assignment is practicable.

10. Leave of Absence

10.1 With Full Pay--A teacher is entitled to temporary leave of absence with pay and such leave is deemed to be an authorized absence approved by the Board. Where such teacher is absent:

10.1.1 For not more than five teaching days per school year, if necessary, because of the critical illness or death of any of the following legal relatives of the teacher or spouse: spouse, child, parent, grandparent, grandchild, sister, brother, aunt, uncle, niece, nephew, sister-in-law, brother-in-law, daughter-in-law, son-in-law or other relative who is a member of the teacher's household.

Where critical illness is not followed by death within 30 days, the Board may require a medical certificate stating that critical illness was the reason for absence. Such medical certificate may be requested by the Board within 30 days of their being notified.

10.1.2 For those days on which a teacher is unable to reach the school from his/her usual place of residence because of impassable roads, when the absence is approved by the principal.

10.1.3 For those days in which a teacher has been subpoenaed to appear in court to give professional, job related

evidence. A copy of the subpoena shall be submitted with the month end report.

10.1.4 For one day per school year discretionary leave providing one day's notice is given to the principal and a suitable substitute can be found.

10.1.5 For each school year a teacher uses two or less days sick leave he/she will earn one day incentive leave.

10.1.6 Incentive and/or discretionary leave days can be accumulated up to a maximum of seven days and will be referred to as special leave days. Once seven special leave days have been accumulated, any further accumulation will only be allowed up to a maximum of eight and the eighth day must be used prior to December 31 in the same school year in which the days were awarded, at which time the maximum accumulated days will revert to seven.

Up to three special leave days (incentive and/or discretionary), as per clause 10.1.4 and 10.1.5, per year may be taken with the approval of the principal or his designate.

Special leave in excess of three days must be applied for, through the principal, to the superintendent of schools.

At the time of retirement or termination of employment with the Board, each accumulated day will be valued at the current rate of substitute pay and the amount paid to the teacher, notwithstanding that the number of days paid will never exceed seven.

10.1.7 When a teacher earns the sick leave incentive day in two consecutive years they will be awarded a wellness day. This day will be counted as a special leave day and may be accumulated toward the maximum of seven special leave days. After a wellness day has been earned, a new two year block toward an additional wellness day begins. This clause will take effect September 1, 1996, so that the first year of eligibility will be in the 1998/99 school year.

10.2 With Partial Pay--Temporary leave of absence with pay shall be granted to teachers as follows provided that an amount equivalent to the salary of a substitute is forthcoming to the Board through payroll deduction or payment from other sources:

10.2.1 Personal leave for not more than five days in any school year shall be granted for attending to private concerns, where possible, at least one day's notice shall be given to the principal, or in the case of a principal to the superintendent or central office.

10.2.2 To attend the Annual Representative Assembly of the Alberta Teachers' Association as an official delegate.

10.2.3 To attend to a directive to serve as a juror in any court operated by either the Province of Alberta or the Government of Canada.

10.3 Maternity and Adoption Leave

10.3.1 A teacher shall be entitled to maternity leave.

10.3.2 The Board will register and implement a 95 percent supplementary unemployment benefits plan which each teacher shall access for pay for a period of 15 weeks of maternity leave. The Board shall pay its portion of each teacher's benefit plan premiums for the 15 week period. The remainder of the maternity leave, exclusive of the 15 week period, shall be without pay and Board contribution of premiums.

10.3.3 Each teacher shall endeavor to notify the Board verbally of her leave requirements three months in advance, however, she shall give the Board at least two weeks written notice of the day on which she intends to commence maternity leave.

10.3.4 In addition to the 15 week leave, each teacher shall be eligible for a further maternity related personal leave without pay and Board contribution to benefit premiums provided such is contiguous with the maternity leave. During this period, the teacher shall be eligible to maintain her benefit insurance coverage provided she pays 100 percent of the premiums directly to ASEBP.

10.3.5 At least two weeks prior to the maternity-related personal leave commencing, each teacher shall endeavor to provide written notice to the Board of the date she plans on returning to work.

10.3.6 Teachers returning from the 15 week of maternity-related personal leave shall be returned to the position held at the commencement of the leave. This does not imply that a teacher on leave has any advantage or disadvantage in the event that staff reduction or program changes become necessary in a particular school.

10.3.7 A teacher shall be entitled to adoption leave without pay or Board contribution to benefits. The teacher concerned shall apply for such leave at least 60 days prior to commencement of the leave. If matters arising from adoption procedures prevent such notice the leave shall not be denied. A teacher granted an adoption leave shall have the same options as outlined in clause 10.3.6.

10.3.8 Through the maintenance phase of this collective agreement a mutually agreed to SUB plan shall be implemented.

10.4 Leaves of absence for the teacher's negotiating committee shall be granted to a maximum of five teachers without loss of salary, provided, however, that the Board shall be reimbursed by the Association an amount equivalent to the salary of a substitute for each teacher for the first five days of leave and 1/200 of each teacher's salary for each additional day of such leave.

11. Transfers

11.1 The Board shall pay to a teacher it has transferred to another school the moving expenses necessarily incurred by the teacher and his/her family as the result of such transfer to a maximum of \$1,000, as receipted. This does not apply to a teacher who has requested a transfer.

12. Group Insurance

12.1 The Board shall effect and maintain:

(1) Alberta School Employee Benefit Plan (ASEBP)

(a) Extended Disability - Plan D and Life, Accidental Death and Dismemberment - Schedule 2

(b) Extended Health Care - Plan I

(c) Dental Care - Plan 3

(d) Vision and Hearing - Plan II - effective August 31, 1994

(2) Alberta Health Care Insurance (AHC)

applicable to and for the benefit of teachers in its employ, according to the provisions of the plans.

12.2 All teachers shall be members of the ASEBP - Plan D, Schedule 2, as defined in 12.1 (1) (a).

12.2.1 With respect to clause 12.1 it is understood that participation in ASEBP - Extended Health Care Plan I, Dental Care Plan 3, Alberta Health Care Insurance and Vision and Hearing II is not a condition of employment.

12.3 Effective September 1, 1999 the Board shall pay 83 percent of each teacher's premiums for the following plans. If a surcharge is levied for any of the following plans by ASEBP the Board shall pay 80 percent for each teachers' premiums for the surcharged plan for the duration of the surcharge.

Extended Disability (Plan D)

Life, Accidental Death and Dismemberment - Schedule 2

Extended Health Care (Plan 1)

Dental Care (Plan 3)

Vision and Hearing (Plan 2)

Alberta Health Care

12.3.1 Part-time teachers, who are eligible, shall be paid in accordance with 12.3 on a prorata basis.

12.4 It is understood that payments toward the aforementioned benefit plan shall permit the Board to retain and not pass on to teachers any rebates of premiums otherwise required under Employment Insurance Commission regulations.

12.5 The Board will not provide benefits during any leaves of absences, including extended disability, except as provided in articles 8 and 10 of this collective agreement, however the teacher may, at their discretion, pay 100 percent of the ASEBP premiums during such leave provided that such provisions are approved by benefit plan regulations.

13. Grievance Procedure

The following grievance procedure is in accordance with the requirements of the *Labour Relations Code* and provides for the peaceful settlement of any differences arising from the interpretation, application or operation of this collective agreement, including any questions as to whether the differences are arbitrable and shall be dealt with as follows:

Step 1 - Such differences (hereinafter called a grievance) shall first be submitted in writing to the secretary of the Local of the Association and the secretary-treasurer of the Board.

(a) Such written submission shall be made within 30 days from the date the grievor first had knowledge of the alleged violation.

(b) The submission shall set out the nature of the grievance, the clauses of this collective agreement which are alleged to have been violated and the remedy sought.

Step 2 - In the event the grievance is not settled within 15 days from the date of the submission in accordance with Step 1, then within a further period of 15 days the grievance shall be referred in writing to the grievance committee, or either party and/or their representatives may appear before the grievance committee to also present an oral and/or written submission.

(a) Such grievance committee shall consist of two representatives of the Westwind Local No 12 of the Association and two representatives of the Board.

(b) This grievance committee shall meet and endeavor to resolve the grievance and shall render its decision within

15 days following receipt of the submission.

(c) If the majority of the grievance committee reaches a decision as to the disposition of the grievance, that decision shall be final and binding on both parties. A majority decision shall be the decision of three members of the grievance committee.

Step 3 - In the event the grievance committee does not meet within 15 days following receipt of the submission or in the event that the committee does not reach a majority or unanimous decision within the said time limitation, then either party may by written notice to the other party, require the establishment of an arbitration board as hereinafter provided.

(a) Such notice must be given within 10 days after the date the 15 day limitation in Step 3 expires.

(b) Concurrently with the notice by the party requiring the establishment of an arbitration board, the party shall name its nominee to the board and the recipient of the notice shall within five days inform the other party of its nominee to the board.

(c) The two nominees so appointed shall within five days of the appointment of the second of them, appoint a third person, who shall be chairman of the arbitration board. In the event of failure to agree on the appointment of a chairman, any party may request the director of mediation services to make the necessary appointment.

Step 4 - The arbitration board shall hear and determine the grievance and shall issue an award in writing not later than 15 days after commencement of the hearings, provided that this time period may be extended by written consent of the parties.

(a) Such award shall be final and binding upon the parties and upon any employee affected by it.

(b) The decision of a majority of the arbitration board is the award of the arbitration board, but where there is no majority (or unanimity) the decision of the chairman governs and shall be deemed to be the award of the arbitration board.

(c) The arbitration board by its decision shall not alter, amend or change the terms of this collective agreement.

(d) Each party to the grievance shall bear the expense of its respective nominee and the two parties shall bear in equal proportions the expense of the chairman.

(e) All the aforesaid time limitations in the steps shall be exclusive of Saturdays, Sundays and other holidays and in the event that at any stage of the aforesaid procedures (except in respect of appointing persons to a board) a party fails to take the necessary action within the time limit specified, the grievance procedure shall be deemed to be at an end.

(f) Any of the aforesaid time limits may be extended at any stage by mutual consent of the parties.

General

14. Staff deployment and administrative time shall be the responsibility of the superintendent and principal in consultation with the staff.

15. The parties hereby recognize that basic to the proper management and administration of a school system it is the school boards's right and responsibility to formulate and adopt policies and regulations.

15.1 The Board and the Association recognize the advantage and acknowledge the mutual benefits to be derived from communication through the various channels that are available to them.

15.1.2 The Board shall submit proposed Board policies and regulations pertaining to teachers to the elected representatives of its teaching staff during the time which schools are operating. The teachers shall be given at least four weeks or such time as mutually agreed upon to respond to these proposals. The teachers may respond to these proposals in such manner as they may desire.

16. Any teacher required to teach in more than one school shall receive a per diem allowance, paid at current Board per kilometre rate, for such days when the distance travelled between schools exceeds eight kilometres.

17. If the Board wishes to change the commencement date of the school year they shall notify the teachers of such change at least three months prior to the commencement of that school year.

18. The Board shall provide each teacher in its employ with a copy of the collective agreement and a copy of the Alberta School Employee Benefit Plan explanatory booklet as well as the member's insurance card. A copy of the Board's current policy handbook shall be placed in each staff room.

19. When school is closed for all students due to health reasons, inclement weather, physical plant breakdowns, teachers will not be required to attend school.

20. This collective agreement shall enure to the benefit of and be binding upon the parties and their successors.

21. All previous collective agreements between or affecting the parties are hereby cancelled.

22. Deferred Salary Leave Plan

The Board agrees to implement a deferred salary leave plan as approved by Revenue Canada and as available at the central office and at each school.

An "eligible teacher" shall mean a teacher employed pursuant to a contract that continues in force from year to year. The maximum number of participants on leave of absence in any one year shall be subject to a decision of the Board taking into account the number of years of participation of each teacher and the needs of the system.

A teacher's benefits will be maintained by the Board during his/her leave of absence, provided the teacher requests such in writing three months prior to date of leave. The teacher shall pay to the Board the full cost of any benefit premiums paid on his/her behalf.

23. For the purpose of this present contract, those attached letters of intent shall form the basis of discussion and deliberations scheduled to occur during the current school year, 2000/2001 and shall be reviewed during the next round of negotiations.

LETTER OF INTENT

Re: Letter of Intent on Management Review Committee

As determined between the Westwind School Division No 74 and the Westwind Local No 12 of the Alberta Teachers' Association the Board of the Westwind School Division No 74 agrees to the following:

The Board will establish a committee made up of the Board Management Committee and the ATA Standing Policy Committee to meet periodically throughout the year to discuss mutual areas of concern.

LETTER OF INTENT

Re: Letter of Intent regarding clause 10.1.1 and Benefits (ASEBP)

As previously determined in collective bargaining, the Westwind ATA Local No 12 agrees to work with the management committee of the Westwind Board of Trustee's to consider clause 10.1.1 (Critical Illness and Bereavement). Additionally Westwind ATA Local No 12 will work together with the Board to review alternate benefit programs.