



PRAIRIE ROSE REGIONAL DIVISION NO 8

UNION	union
EFF.	2000/09/01
TERM.	2001/08/31
NO. OF EMPLOYEES	280
NO. OF DELEGATES	29

This agreement made this 30 day of August AD, 2000, pursuant to the School Act and the Labour Relations Code: ..

Between the Board of Trustees of Prairie Rose Regional Division (hereinafter referred to as "the Board") of the first part and the Alberta Teachers' Association, a body corporate, incorporated under the laws of the Province of Alberta (hereinafter referred to as "the Association") of the second part.

Whereas the Association is recognized as the bargaining agent for the teachers employed by the Board: and

Whereas the terms and conditions of employment and the salaries of the teachers have been the subject of negotiation between the parties; and

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

NOW THEREFORE THIS AGREEMENT WITNESSETH:

Article 1 - Recognition

1.1 During the currency thereof, this agreement shall be applicable to all teachers employed by the Board, excluding thereout:

- (a) the superintendent,
- (b) the assistant superintendents.

Article 2 - Term of Agreement

2.1 This agreement takes effect on **September 1, 2000** and terminates on **August 31, 2001**. Notwithstanding the termination date of this agreement, if notice has been given to commence collective bargaining, the terms and conditions contained herein shall remain in full force and effect until otherwise altered through collective bargaining or until a strike or lockout commences, whichever comes first.

2.2 Either party may give to the other, not less than 60 days prior to the termination of this 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, both parties shall exchange particulars of all amendments sought.

Article 3 - Salary Schedule

3.1 For the period September 1, 2000 through to February 28, 2001.

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Years of teaching experience	Years of University Education					
	One	Two	Three	Four	Five	Six
0				35,002	37,170	39,442
1				37,418	39,591	41,873
2				39,834	42,012	44,305
3				42,250	44,434	46,736
4				44,666	46,855	49,168
5				47,082	49,276	51,599
6				49,498	51,697	54,031
7				51,914	54,118	56,462
8				54,330	56,540	58,894
9				56,746	58,961	61,325
10		39,989	44,894	59,162	61,382	63,757

For the period March 1, 2001 through to August 31, 2001.

Years of teaching experience	Years of University Education					
	One	Two	Three	Four	Five	Six
0				35,089	37,263	39,540
1				37,511	39,690	41,978
2				39,933	42,117	44,415
3				42,356	44,545	46,853
4				44,778	46,972	49,291
5				47,200	49,399	51,728
6				49,622	51,827	54,166
7				52,044	54,254	56,603
8				54,466	56,681	59,041
9				56,888	59,108	61,479
10		40,089	45,006	59,310	61,536	63,916

3.2 The salary of a teacher shall be determined by the application of the applicable articles of this collective agreement. For the purpose of this agreement salary shall mean grid placement.

3.3 The Board shall pay all teachers monthly 1/12 of the salary in effect for that month as hereinafter set forth and computed.

3.4 For the purpose of this collective agreement, teachers eligible for an allowance shall be paid monthly 1/12 of the allowance with their salary.

3.5.1 Teachers under contract shall be paid on the 25 day of each month.

3.5.2 Substitute teachers shall be paid by the 10 day of the month following the month in which the substitute teacher has rendered service in one of the schools of the Board.

3.6 The Board shall pay to any teacher who requests in writing by June 1 of the current school year, to have the contract amount yet unpaid made payable on the 25 day of June.

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

Article 4 - Evaluation of Teacher Education

4.1 The evaluation of teacher education for salary purposes shall be determined by a statement of qualifications issued by the Alberta Teachers' Association, Teacher Qualifications Service, in accordance with the principles and policies established by the Teacher Salary Qualifications Board pursuant to the memorandum of agreement dated March 23, 1967 between the Department of Education, the Alberta School Trustees' Association and the Alberta Teachers' Association.

4.2 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.

4.3 Each teacher claiming additional teacher education or commencing employment shall supply to the Board:

- (a) within 45 days of September 1,
- (b) within 45 days of February 1,
- (c) within 45 days of commencement of duties,

whichever applies, a statement of qualifications issued by the Teacher Qualifications Service of the Association. Until the teacher submits the statement, the teacher shall be paid according to the most recent acceptable statement of qualifications or according to the minimum education requirements for that teacher's certificate.

4.4.1 If proof of application for a statement of qualifications is supplied within 45 days, upon receipt of the TQS statement the salary adjustment shall be retroactive to September 1 or February 1, whichever applies for continuing teachers.

4.4.2 If proof of application for a statement of qualification is supplied within 45 days, upon receipt of the TQS statement the salary adjustment shall be retroactive to the date of commencement of employment for beginning teachers.

4.5 If proof of application for the statement of qualifications is not supplied within 45 days (as per clause 4.3) salary shall be adjusted effective the beginning of the month following the submission of a statement of qualifications.

Article 5 - Recognition of Teaching Experience

5.1 Allowing for past experience shall be one step on the schedule for each year of experience to the maximum as provided in the salary grid.

5.2 For purposes of this section, before experience increments are paid, the teacher shall be required to submit a statement from previous employers to the effect that such experience was teaching students in grades kindergarten to grade 12, in a school under the jurisdiction of a provincial, state or national department of education.

5.2.1 If evidence of prior teaching experience is submitted within 90 calendar days, the teacher shall be paid for experience increments retroactive to the commencement date of employment.

5.2.2 If evidence of prior teaching experience is not submitted within 90 calendar days after commencement of employment, the Board may evaluate the teaching experience.

5.2.3 If evidence of prior teaching experience is submitted after 90 calendar days after commencement of employment, the teacher's teaching experience increments will be adjusted on the beginning of the month following submission of proof.

5.3 A year of teaching experience shall be any one school year during which a teacher, including a substitute teacher, has taught for not less than 126 school days.

5.3.1 A teacher under contract who teaches less than 126 school days with the Board in a school year may accumulate experience increments by combining teaching days, including substitute teaching days, with the Board to a total of 126 days within a period of three consecutive years providing that a minimum of 27 days service with the Board be rendered per year.

5.3.2 An increment shall be effective on September 1 or where applicable at the beginning of a semester, immediately following the attainment of the necessary accumulation of the aforesaid days.

Article 6 - Additional Allowances

6.1 Principal— In addition to the salary as identified in article 3.1, each principal shall receive monthly, an allowance equal to 1/12 of the following schedule, based on the number of students enrolled at September 30 of each year.

(a) All schools except colony schools:

Basic amount per principal- \$4,400

Per student (1 to 100 students) - \$43

Per student (101+ students) - \$20

(b) Colony Schools

Basic amount per principal- \$720

Per student - \$43

ECS students counted at 0.5 FTE student except Ralston School where each ECS student will be counted as 1.0 FTE student.

The principal at the Manyberries School shall receive an additional allowance of \$1,000 over and above the allowance provided under (a) above.

6.2 Vice-Principal - In addition to the salary as identified in article 3.1, each vice-principal shall receive 60 percent of the allowance paid to the principal.

6.3 Acting Principal

6.3.1 In a school where there is no vice-principal, 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 1/400 of 60 percent of the principal's allowance for each half day of the principal's absence.

6.3.2 In a school where both the principal and vice-principal are absent for a half day, a teacher shall be designated by the Board to be "acting-principal" and shall be paid an amount equivalent to 1/400 of 60 percent of the principal's allowance for each half day of absence.

6.3.3 When, in the absence of the principal, the vice-principal or acting-principal acts in the place of the principal for a period of five or more consecutive school days, the vice-principal or acting-principal shall receive an allowance of 1/200 of the principal's allowance as calculated in article 6.1, effective on the fifth day and for every consecutive school day thereafter until the principal returns.

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

6.5 Coordinator of Student Services—In addition to the salary identified in article 3.1, a teacher employed as coordinator of student services shall receive an allowance of \$5,980 per annum, effective September 1, 2000 and \$5,995 per annum, effective March 1, 2001. The allowance shall be paid on a prorata basis based on the employee's full-time equivalent employment.

6.6 Technology Coordinator—In addition to the salary identified in article 3.1, a teacher employed as technology coordinator shall receive an allowance of \$5,980 per annum, effective September 1, 2000 and \$5,995 per annum, effective March 1, 2001. The allowance shall be paid on a prorata basis based on the employee's full-time equivalent employment.

Article 7 - Substitute Pay

7.1 Substitute teacher means a teacher employed on a day-to-day basis.

7.2 The rate of pay for substitute teachers shall be \$124 per full day and \$64 for each half day effective September 1, 2000. Any amount of time above 50 percent of the day shall be considered a full day. This payment shall include holiday pay at the rates established by the Employment Standards Branch.

7.3 The 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 and subject to the terms of this agreement.

7.4 Notwithstanding article 7.3, a substitute teacher who fills a teaching position for more than five consecutive days and who accepts a contract of employment with the Board, shall be paid effective the first day, according to placement on the salary grid.

Article 8 - 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 for the purpose of obtaining the necessary medical or dental treatment because of accident, sickness or disability.

8.1.1 After 20 school days of continuous disability in a teacher's first year of service, no further salary shall be paid. However, after 90 calendar days of continuous absence the provisions of the Alberta School Employee Benefit Plan, extended disability benefit, shall take effect providing the teacher is accepted by the insurance carrier as an extended disability claimant.

8.2 During the second and subsequent years of service, annual sick leave with full salary will be granted for 90 calendar days.

8.2.1 After 90 calendar days of continuous disability in a teacher's second and subsequent year of service, no further salary shall be paid. The provisions of the Alberta School Employee Benefit Plan, extended disability benefit plan shall take effect, providing the teacher is accepted by the insurance carrier as an extended disability claimant.

8.3 When a teacher has suffered an illness and/or has been paid under the provisions of the Alberta School Employee Benefit Plan, upon the teacher's return to regular duties, shall be entitled to an additional sick leave benefit in the current year in accordance with the following schedule to a maximum of:

Less than one year of service - Nil

After one year of service - 90 calendar days

8.4 Before any payment is made under the foregoing provisions, the teacher shall provide:

(a) a statement, on a form approved by the Board, signed by the teacher substantiating the illness.

(b) after an absence of more than three days, when requested by the superintendent, in consultation with the principal, a certificate, at Board expense, from the teacher's physician or dentist attesting to the teacher's illness.

(c) when the absence extends for a period of over one month the employee may, at the discretion and expense of the Board, be called upon to furnish a further medical certificate at the end of each month during the duration of the leave or until the employee is accepted on the ASEBP extended disability plan.

8.5 When a teacher leaves the employ of the Board all sick leave shall be cancelled.

8.6 Provisions of this article shall not be applicable when a teacher is on leave without pay.

Article 9 - Professional Leave

9.1 A teacher who has taught in the Board's school system for a minimum of five years may be granted a leave for professional development or for other reasons acceptable to the Board.

9.2 All applications for leave shall be submitted to the superintendent of the Board by February 1 preceding the school year in which the professional leave is to commence.

9.3 The application for professional leave must be considered by the Board and the applicant must be notified of the Board's decision within 45 calendar days of the date for receiving applications.

9.4 A teacher who is granted leave shall be returned to a position in the same school. This position will be a position no less favorable than the one held before the leave commenced.

9.5 An application shall be accompanied by a clear statement of the teacher's purpose.

9.6 In lieu of salary, a teacher while on professional leave, shall be granted an allowance equal to 50 percent of annual salary for the year in which leave is granted, payable in a manner agreed upon by both parties.

9.7 For a semester of professional leave, payment shall be 25 percent of annual salary for the year in which leave is granted, payable in a manner agreed upon by both parties.

9.8 A teacher who is granted professional leave shall give an undertaking, in writing, to return to his/her duties for a period of at least two years. Should a teacher resign or retire prior to the completion of the two years of service, other than by mutual agreement between the Board and the teacher, repayment of leave salary shall be made to

the Board on a prorata basis.

9.9 The Board shall, after receiving the applications for professional leave, grant one leave provided two applications are received and may grant two leaves provided three or more applications are received.

Article 10 - Short Term Professional Leave

10.1 In addition to the leave described in article 9, the Board may, at its discretion, grant short term professional leave. Such leave will be subject to the same provisions as outlined in 9.1 to 9.9 with the exception of the following:

(a) the allowance paid will be for the period identified by the Board and payment will be made at the rate of 50 percent of the teacher's present salary.

(b) application for leave shall be made at least 45 days prior to the time the leave is to commence.

(c) the teacher is obligated to return to his/her respective duties for at least one year of employment after the leave is completed.

(d) for the purpose of this article, it is understood that no leave shall extend beyond a period of 45 days.

Article 11 - Leave of Absence - With Full Pay

A teacher is entitled to temporary leave of absence with pay and such leave is deemed to be an authorized absence and approved by the Board pursuant to section 92(1)(d)(i) of the *School Act* where such teacher is absent:

11.1 For not more than five teaching days per occurrence per school year due to the critical illness or death of any one of the following legal relatives of the teacher or spouse: spouse, child, parent, brother, sister, daughter-in-law, son-in-law and grandchild.

Where critical illness is not followed by death within 30 days, the Board may request, within 30 days, a medical certificate stating that critical illness was the reason for absence.

11.2 For not more than three teaching days per occurrence per school year due to the death of any one of the following legal relatives of the teacher or spouse: grandparent, sister-in-law, brother-in-law, aunt, uncle, niece, nephew, or any other relative who is a member of the teacher's household.

11.3 For not more than one day per occurrence, to a maximum of two teaching days per school year, to attend the funeral of anyone not previously identified in 11.1 or 11.2.

11.4 Upon application to and at the discretion of the superintendent, additional leave may be granted for any good and valid reason, relating to the critical illness or death of any of the persons identified in 11.1, 11.2 or 11.3.

11.5 For the period of one day, plus one day for traveling when necessary, per school year, to attend the teacher's convocation of a university or graduation from a post-secondary institution.

11.6 For not more than two days per school year for the purposes of writing examinations in academic or professional courses.

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

11.8 For one teaching day per school year in the event of the birth of the teacher's child or the adoption of a child by that teacher.

11.9 (a) For jury duty or for attending for selection purposes, or any summons related thereto.

(b) To respond to a subpoena or a notice to attend court in a criminal or civil matter that is not related to the personal affairs of the teacher.

(c) Provided that in a) and b), the teacher remits to the Board any witness fee or jury stipend, excluding allowances and/or expenses, set by the court or other body.

11.10 (a) Personal leave for not more than one day in any school year may be requested by a teacher and shall be granted upon request for attending to private concerns. Where possible, at least one day of notice shall be given to the principal, or in the case of a principal, to the superintendent or his office.

(b) Personal leave under this clause may be accumulated to a maximum of four days, providing that the total number of personal leave days taken in any one school year under the above article does not exceed four days and providing that any day(s) so accumulated is/are not used prior to or following any statutory holiday unless prior approval of the superintendent is obtained.

(c) Notwithstanding article 11.10 (a), teachers on a term contract must be under contract for a minimum of 90 instructional days before being eligible for personal leave with pay.

Article 12 - Leave of Absence - With Partial Pay

Temporary leave of absence, with pay, shall be granted to a teacher as follows; provided that an amount equivalent to the salary of a substitute teacher, as stated in clause 7.2, is forthcoming to the Board through payroll deduction or payment from other sources.

12.1 (a) Personal leave for not more than four days in any school year may be requested by a teacher and shall be granted upon request for attending to private concerns. Where possible, at least one day of notice shall be given to the principal, or in the case of a principal, to the superintendent or his office.

(b) Notwithstanding article 12.1 (a), teachers on a term contract must be under contract for a minimum of 60 instructional days before being eligible for one day personal leave with partial pay and 90 instructional days before being eligible for four days personal leave with partial pay.

12.2 For the period of one day plus one day for traveling, if necessary, to attend the convocation or graduation from a post-secondary institution of the teacher's spouse or child.

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

12.4 For the purpose of serving on the teacher's negotiating committee, with the understanding that the Board shall be reimbursed by the Association, an amount equal to the salary of a substitute teacher for each teacher so occupied up to five days and further at a rate equal to 1/200 of that teacher's annual salary for all subsequent days.

12.5 For attendance at meetings of committees of the Department of Education and/or for attendance at meetings or functions at the request of the provincial or local Alberta Teachers' Association that are approved by the Superintendent or his designate.

Article 13 - Leave of Absence - With or Without Pay

13.1 Additional leaves of absence may be granted by the Board with pay and with benefits or without pay and

without benefits.

Article 14 - Maternity and Adoption Leave

14.1 A teacher is entitled to maternity leave for a period of 18 weeks. The Board is responsible for salary and benefits for the health-related portion of the maternity leave, up to 13 weeks.

14.2 When possible, a teacher shall provide the superintendent with 60 days notice of her intent to commence maternity leave.

14.3 The Board will provide a supplementary unemployment benefit plan (SUB plan), a copy of which is attached as an addendum to this agreement. This plan will provide an eligible teacher with the equivalent of 95 percent of the teacher's regular salary.

14.4 A teacher on maternity leave shall access the SUB plan for the health-related portion of the leave that is after the birth of the child.

14.5 A teacher is entitled to extended leave beyond that acknowledged under article 14.1, without pay and without benefits and is entitled to return to a teaching position of comparable nature at the expiration of such leave.

14.6 A teacher applying for extended leave shall provide 60 days notice to the superintendent, prior to the commencement of such leave.

14.7 A teacher is entitled to adoption leave, without pay and without benefits and is entitled to return to a teaching position of comparable nature at the expiration of such leave.

14.8 A teacher applying for adoption leave shall provide 60 days notice to the superintendent unless matters arising from the adoption procedures prevent such notice. In this instance, the leave application will not be denied.

14.9 The commencement, duration and return date of a leave approved under articles 14.5 and 14.7 shall be mutually agreed upon between the teacher and the superintendent. Consideration should be given to natural breaks in the school year.

14.10 Teachers on maternity, adoption-related or extended leave, other than any health-related leave, may arrange to pay benefit premiums on a monthly basis for the duration of the leave.

Article 15 - Vacancies and Transfers

15.1 If it is necessary for the Board to transfer a teacher from one school to another within the division, the Board shall reimburse the moving expenses incurred by the teacher to a maximum of \$750. This article does not apply to a teacher who has requested a transfer.

15.2 Any teacher who becomes an employee of the Board as a result of the provision of section 213(1)(2)(3) of the **School Act**, shall retain any designation received from the previous Board, provided that the teacher remains in the same school plant.

Article 16 - Group Insurance

16.1 The Board shall effect and maintain:

(a) Alberta School Employee Benefit Plan (ASEBP)

i) Extended Disability Benefit (EDB) - Plan D

ii) Life, Accidental Death and Dismemberment- Schedule 2A

iii) Extended Health Care - Plan 1

iv) Dental Care - Plan 3C

(b) Alberta Health Care Plan

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

16.2 All teachers shall be covered under the provisions of the Alberta School Employee Benefit Plan, Life, Accidental Death & Dismemberment, Schedule 2A; Extended Disability Benefit, Plan D.

16.3 With respect to article 16.2, it is understood that participation in the Alberta School Employee Benefit Plan - Extended Health Care, Plan 1; Dental Care, Plan 3C; and Alberta Health Care is not a condition of employment.

16.4 Effective September 1, 1999 the Board will contribute toward the monthly premium of each plan as follows:

(a) Life - 90 percent

(b) EDB - 90 percent

(c) Extended Health - 90 percent

(d) Dental Plan - 90 percent

(e) Alberta Health - 90 percent.

16.5 The employer's contribution to benefit premiums for part-time teachers and those on professional leave shall be paid on a prorata basis based on the employee's full-time equivalent employment.

Article 17 - Grievance Procedure

17.1 The following grievance procedure is in accordance with the requirements of the *Labour Relations* Code and provides for the peaceful settlement of any differences, between the parties, 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 chairperson of the ATA Local economic policy committee, the chairperson of the ATA Local grievance committee and the secretary-treasurer of the Board.

(a) Such written submission shall be made within 21 teaching 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 articles of this agreement which are alleged to have been violated and the remedy sought.

Step 2 - In the event the grievance is not settled within 15 teaching days from the date of the submission in accordance with step 1, then within a further period of 15 teaching days the grievance shall be referred in writing to the grievance committee.

- (a) Such grievance committee shall consist of two representatives 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 teaching days following receipt of the submission.
- (c) If the majority of the grievance committee reaches a decision as to the disposition of the grievance, the 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 teaching days following receipt of the submission, or in the event that the committee does not reach a majority 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 teaching days after the 15 day limitation in step 2(b) expires.
- (b) Concurrently with the notice by the party requiring the establishment of an arbitration board, the party shall name its nominee to the arbitration board and the recipient of the notice shall within five teaching days inform the other party of its nominee to the arbitration board.
- (c) The two nominees so appointed shall within five teaching 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, either party may request the director of mediation services with Alberta Department of Labour 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 90 calendar 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 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 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.

17.2 In the event that, at any stage of the aforesaid procedures (except in respect of appointing persons to an arbitration board) one of the parties fails to take the necessary action within the time limit specified, the grievance procedure shall be deemed to be concluded in the other party's favor.

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

Article 18 - General Clauses

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

18.1.1 A policy coordinating committee shall be established and it shall consist of four Board appointed members and four teachers appointed by the ATA Local No 2.

18.1.2 Before Board approval of any new policy, amendments to or cancellation of an existing policy affecting employees covered under this agreement, the policy in question will be reviewed by the policy coordinating committee. The teacher and Board representatives will provide sufficient time as mutually agreed upon, to seek input and approval from their respective parties for change. The policy coordinating committee will recommend what action it requests the Board to take.

18.1.3 If either the Board or teachers do not accept the recommendations of the policy coordinating committee, the policy will be referred back to the policy coordinating committee for further study. However, if after a reasonable period of time, agreement cannot be reached by the policy coordinating committee, the Board may take what action it deems necessary.

18.2 Any teacher required to teach in more than one school on the same day, shall receive a travel allowance of \$.30 per km for such days when the distance travelled between schools exceeds eight kilometres.

18.3 The Board shall post a copy of the collective agreement on the division's website within 30 calendar days after the signing of the agreement by the ATA coordinator of teacher welfare. A copy of the current collective agreement and the Board's current policy handbook shall be placed in each staff room.

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

18.5 Nothing herein contained shall reduce the salary of a teacher below the amount payable immediately prior to the effective date of this agreement.

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

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

18.8 It is agreed that the employment insurance rebate is being shared according to Section 63 of the *Employment Insurance Act* by the benefits contained in this agreement.

18.9 The Board shall deduct ATA membership fees from the salary of every teacher it employs, other than those identified in article 1.1 and shall remit the membership fees to the Alberta Teachers' Association monthly. Upon request, the Board will provide a list of teachers in its employ to the ATA.

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

Article 19 - Board Prerogatives

19.1 The Board retains all those residual rights of management not specifically limited by the terms of this agreement, providing the Board acts reasonably, fairly and justly in the exercise of those rights.

Article 20 - Date of Agreement

20.1 The parties hereto executed this agreement this 30 day of August AD, 2000, by affixing the signatures of their proper officers on their behalf.

Addendum A—Supplementary Unemployment Benefit (SUB) Plan

Coverage

All female employees eligible for sick leave benefits covered under the collective agreement are covered by the supplementary unemployment benefit plan.

The Plan

- 1.** The Board agrees to pay, during the health-related portion of maternity leave after the birth of the child, a supplementary unemployment benefit which shall provide employees on maternity leave with an amount equal to 95 percent of the employee's normal weekly earnings. The Board will also pay the portion of the employee's benefit plan premiums specified in the collective agreement, for the health-related portion of the maternity leave.
- 2.** This SUB plan shall replace sick leave benefits during the health-related portion of the maternity leave that is after the birth of the child.
- 3.** Each employee shall advise the Board by letter that she has applied for employment insurance special benefits. At the commencement of the employee's EI entitlement the employee will begin receiving the Board portion of the supplementary unemployment benefits.
- 4.** The Board agrees to pay the supplementary unemployment benefits for up to 13 weeks or for the period covered by accumulated sick leave, whichever is less.
- 5.** The Board shall advise the employee to apply for extended disability benefits (EDB) at least 30 days in advance of her expected eligibility for such benefits. After 90 consecutive calendar days of disability the employee shall apply for EDB benefits and no further salary or supplementary unemployment benefits shall be payable by the Board.
- 6.** This plan will come into effect as of September 1, 1999 and will continue in effect for the duration of this collective agreement.
- 7.** Payments received under the SUB plan will not reduce the claimant's accumulated sick leave, vacation leave, severance pay or any other accumulated credits from employment.

Addendum B—Letter of Understanding— Critical Illness

The Board, through its superintendent and the Alberta Teachers' Association, through its Prairie Rose Local No 2 president, shall remind all teachers, in writing, of the intent of the "critical illness" leave provisions of the agreement.