SUBSIDIARY AGREEMENT #8

BETWEEN

THE

GOVERNMENT OF THE PROVINCE OF ALBERTA

AND

THE

ALBERTA UNION OF PROVINCIAL EMPLOYEES

REPRESENTING

EDUCATIONAL SERVICES

OCTOBER 30, 1987

ALPHABETICAL INDEX

PC-DIV-8a*

<u>SYSTEMATIC</u> INDEX

ARTICLE 1

PREAMBLE

1.01   This Agreement is subsidiary to the Master Agreement and the terms and conditions of the Master Agreement shall have the same force and effect in this Agreement as if they were included herein, except where specifically altered by this Agreement pursuant to Clause 3.01 of the Master Agreement.

1.02   In the event there is a conflict other than an exception pursuant to Clause 3.01 of the Master Agreement, between this Agreement and the Master Agreement, the Master Agreement shall prevail.

1.03   The purpose of this Agreement is to set forth the the specific terms and conditions of employment and rates of compensation for those classes assigned by the Parties to the Educational Services subsidiary agreement.

ARTICLE 2

EFFECTIVE DATE

2.01   This Agreement shall be effective from the beginning of the month following the date of signing and shall remain in effect thereafter until a replacement Agreement is established under the Public Service Employee Relations Act. However, the regular rates of pay as outlined in Schedules "A-I", "A-2", "B" and "C" shall be effective from the dates set out in the Schedules.

ARTICLE 3

INTERPRETATION

3.01   (a)   "Increment" means the difference between one period and the next period within a pay range.

(b)   "Pay Range" means a pay range set out for:

(i)   Instructors in Schedule B, Schedule D and Schedule E if applicable, and

(ii)   Teachers in Schedule C, Schedule F and Schedule G if applicable, and

(iii)   Classes other than Teachers 'and Instructors in Schedule A exclusive of the long service increment.

(c)   "Period" means a salary rate within a pay range.

ARTICLE 4

PROBATIONARY PERIOD

4.01 Pursuant to Article **27** of the Master Agreement, the Probationary Period for all Employees covered by this Agreement shall be twelve (12) months. One-half **(1/2)** the employment time with the Employer **during the** thirty-six **(36)** months immediately preceding appointment to a permanent position shall be counted towards the Probationary Period, providing the duties of the two positions are comparable. However, such accumulated probationary time shall not exceed six (6) months towards the twelve (12) month total.

ARTICLE 5

HOURS OF WORK

5.01 Pursuant to Clauses **16.01** and **16.02** of the Master Agreement, the normal hours of work specified for an Employee covered by this Agreement shall not exceed thirty-six and one-quarter **(36 1/4)** hours per week or the equivalent on a monthly or annual basis.

ARTICLE 6

VACATION PAY - WAGE INSTRUCTORS AND TEACHERS

6.01 Notwithstanding Clause **4.02(b)** of the Master Agreement, Instructors and Teachers who are hired for wage employment and who have worked 1,892 hours exclusive of overtime in a 24 month period, shall thereafter **be** allowed in addition to their regular wage earnings, vacation pay equal to **16%** of their regular **wage** earnings in lieu of vacation leave with pay.

6.02 Clause 6.01 shall cease to apply to a Teacher or Instructor who has incurred a break in service for a period in excess of 90 calendar days and thereafter Clause **6.03** shall apply.

6.03 Clause **4.02(b)** of the Master Agreement shall apply to those Instructors and Teachers who are hired for any wage employment and do not qualify for vacation pay pursuant to Clause **6.01** of this Agreement.

ARTICLE 7

OVERTIME

7.01 An Employee occupying a position in any classification covered by this Agreement, except those classifications set forth in Schedule "A-1" shall, pursuant to Clause 17.11 of the Master Agreement, receive overtime compensation, at straight time rates, for all authorized hours worked in excess of the normal hours of work specified under Article 5 of this Agreement. Such excess of hours of work may be balanced on a quarterly basis.

ARTICLE 8

PROTECTIVE CLOTHING

8.01 Where the Principal determines that uniforms, coveralls, smocks, or other such items should be provided for the protection of the Employee's personal garments, such items shall be provided, cleaned and replaced upon approval by the Principal. "Principal" for the purpose of this Article, is any individual designated pursuant to Clause 15.01 (c) of this Agreement. Items so provided will remain the property of the Employing Department.

ARTICLE 9

LONG SERVICE INCREMENT

9.01 All classes paid under Schedule A-2 of this Agreement shall be eligible for the Long Service Increment.

9.02 An Employee shall be eligible for long service increment (L.S.I.) provided he:

(a) has completed 7 years of current continuous service; and

(b) has been paid at the maximum salary of his classification during the immediately preceding period of two years; and

(c) has been recommended for the increase by his Deputy Head.

9.03 An Employee who meets the provisions of Clause 9.02 shall be eligible for the L.S.I. effective from the first day of the following month.

9.04 An Employee who has qualified for the L.S.I. pursuant to Clause 9.02 in a classification during his current period of employment, shall not be required to re-qualify with respect to Sub-clause 9.02(b), when placed in another classification. The L.S.I. period of the new classification shall in these circumstances be considered the maximum salary in his new pay range.

ARTICLE 10

SPLIT SHIFTS

10.01   Pursuant to Clause 16.06 of the Master Agreement, an Employee shall not be required, without his agreement, to work a split shift.

ARTICLE 11

MAXIMUM PREPARATION LEVELS

11.01   The Deputy Head shall consult with the Union prior to designating a maximum preparation level for a new position beyond which credit for salary purposes shall not be allowed. Such maximum designation shall be made known to applicants and the Union.

ARTICLE 12

INSTRUCTOR REVIEW PROCEDURES

12.01   The Public Service Commissioner shall appoint a member of the Instructor Preparation Standards Committee to be the Chairman of all Review Boards to ensure decisions comply with the Manual of Instructor Preparation Standards.

12.02   An Instructor may, in writing to the Chairman, request of the Review Board a review of any statement of preparation level made by the employing department.

12.03   A Review Board will be convened provided the case:

(a)   is not a presentation of information not yet considered by the evaluator for the department, and

(b)   is not a second or subsequent attempt to have an evaluation under the same unchanged principles reviewed, and

(c)   is challenging the application of the principles, not the wording or philosophy of same, and the instructor may make a presentation to the Board in person.

12.04   The Chairman shall notify the Deputy Head of the employing department and the Alberta Union of Provincial Employees when a valid request for review has been received and they shall each name to the Chairman two members to act on the Review Board.

12.05 After considering the information presented by or on behalf of the appellant and the evaluator, the Board shall within the terms of reference of the Manual of Instructor Preparation Standards, and within sixty (60) calendar days of the receipt of the request, make a decision on the case with respect to the level of the evaluation, and the implementation date if such decision **results** in **a** level change.

12.06 The decision of the Board under Clause 12.05 is final and binding on all concerned during the period which the principle supporting the evaluation remains unchanged.

12.07 When the principles governing evaluation are changed, no review will be entertained by the Board before the case has been evaluated by the employing department.

ARTICLE 13

TEACHER REVIEW PROCEDURE

13.01 If a Teacher questions the evaluation of his qualifications he shall obtain an evaluation from the Teacher Salary Qualifications Board and the decision of that Board shall be final.

ARTICLE 14

NOTICE OF RESIGNATION

14.01 Pursuant to Article 3 of the Master Agreement, an Instructor or Teacher is required to provide the Employer with **six (6)** weeks prior written notice of resignation if he wishes to resign in good standing. **For** each calendar week or fraction thereof that the written notice falls short of **six (6)** weeks, the Employee may be required to forfeit one (1) day's pay.

ARTICLE 15

VACATION LEAVE

15.01 **For** the purpose of this Article, the following definitions apply:

(a) "Full Week" means any five (5) days worked. **For** purposes of this definition a paid holiday specified in Article 36 of the Master Agreement shall **be** considered a day worked provided the work day immediately preceding and following the holiday is either worked, or is a day of vacation or authorized leave.

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(b) "Instructor" includes all Employees whose positions are allocated to a class in the Instructor Class Series, or allocated to the Educational Counsellor Aide, Educational Counsellor, or Educational Assistant classifications, but does not include any Employees designated to receive the "V" modifier as defined in Schedule E of this Agreement.

(c) "Principal" means;

    (i) The President of a Vocational Centre established under the Department of Advanced Education;

    (ii) The Superintendent of the School for the Deaf;

    (iii) The Superintendent of an Institution, or the Director of a Correctional Institution established under the Solicitor General's Department;

    (iv) The Director of the Alberta Correspondence School;

    (v) Such officials as may be designated by the Deputy Head of the employing Department in cases not covered by Sub-clause (i) - (iv) inclusive. The Union shall be notified of each designation made under this Sub-clause.

(d) "Teacher" includes all Employees whose positions are allocated to the Teacher Class Series, but does not include any Employees designated to receive the "V" modifier as defined in Schedule G of this Agreement.

(e) "Work Day" means any day other than;

    (i) a Saturday,

    (ii) a Sunday, or

    (iii) a paid holiday specified in Article 36 of the Master Agreement.

15.02 Pursuant to Article 3 of the Master Agreement, and notwithstanding Article 37 of the Master Agreement, each Teacher and Instructor shall:

(a) earn vacation at the rate of one (I) **work** day for each full week worked, and

(b) subject to Article I4 of this Agreement be paid for any leave earned but not taken at the time of termination.

15.03 Notwithstanding Clause **15.02(a) a** Principal may require that an Instructor when appointed to a permanent position, take **an** inservice training course in pedagogy within **his** first year of employment. During the period in which the pedagogy training course is taken by the Instructor, he shall earn his regular rate of pay or receive vacation pay if the Instructor takes the course following his first academic year, and such period shall be considered **as** time worked for the purpose of earning further vacation leave.

An Instructor, if after occupying **a** permanent position for more than one year, is required to take an inservice pedagogy training course during his vacation period, shall, for the period during which the pedagogy training course is taken, receive vacation pay and additional pay based on his regular rate of pay.

15.04 A Teacher **or** Instructor on financially assisted education leave shall receive vacation entitlement at the rate of:

    (a)   one and one quarter (I 1/41 work days for each full month on such leave for Employees with less than eight (8) years of service as of December 31, and for any residual period of less than one (I) **full** month, one half (1/2) work day for each full week, not to exceed a total of one and one quarter (1 1/41 work days per month, **or**

    (b)   one and two thirds **(1 2/31** work days for each full month on such leave for Employees with eight (8) **or** more years of service as of December 31, and for any residual period of less than one (1) full month, one half (1/2) work day for each full week, not **to** exceed a total of one and two thirds (I 2/3) work days **per** month, or

    (c)   two and one twelfth **(2 1/12)** work days for each full month on such leave for Employees with eighteen **(18) or** more years of service as of December 31, and for any residual period of less than one (1) full month, one half (1/2) work day for each full week, not to exceed a total of two and one twelfth **(2 1/12) work** days per month.

15.05 Leave shall be taken at such time **or** times **as** may be approved by the Principal or such **officials as** the Principal may designate.

15.06 When **an** Employee is transferred to a position entitled to vacation under this Article, any vacation leave entitlement earned under Article 37 of the Master Agreement **shall** remain in effect until received under (a) or **(b)** below. Leave under this Article shall be earned on and from the date of transfer.

    (a)   Vacation leave earned prior to being transferred to a position entitled to vacation under this Article shall be taken, subject only to Clause **15.06(b).**

    (b)   Notwithstanding Clause **37.10** of the Master Agreement, in cases in which the combined vacation entitlements earned under this Article and those **earned** in a previous classification not subject to this Article amount to more than the vacation leave entitlement which would normally accrue to the Employee **had** he been subject to this Article for all relevant times:

(i) the Employee shall be entitled to vacation leave as though he had been subject to this Article at all relevant times, and

(ii) any entitlement in excess of (i) above, shall be reimbursed to the Employee at 1/261 of his annual salary for each day or fractional day of excess entitlement.

15.07 When a Teacher or Instructor is transferred to a position not entitled to vacation under this Article any entitlement earned under this Article shall remain in effect until taken and leave under Article 37 of the Master Agreement shall be earned on and from the date of transfer.

15.08 Vacation leave entitlement shall be earned during the first forty-five (45) consecutive work days of authorized sick leave but no such entitlement shall be earned in respect of the remainder of each such period of leave.

15.09 Unless otherwise provided for in this Article, vacation leave shall be earned during the first five *(5)* work days taken as

(a) authorized leave with or without pay, or

(b) vacation taken as single days, or at a time other than in conjunction with the major portion of vacation,

but no vacation leave entitlement shall be earned in respect of any additional such leave during each academic year.

15.10 No vacation leave entitlement shall be earned while on Foreign Service.

15.11 Vacation leave entitlement shall be earned when Teachers and/or Instructors are absent for work days spent on Employer authorized committees and for time spent meeting with the Employer during formal negotiation of a Collective Agreement pursuant to Article 11 of the Master Agreement.

15.12 No vacation leave entitlement shall be earned during any period of vacation taken except as provided by Clause 15.02(a), and/or Clause 15.09(b), or Article 19.

ARTICLE 16

VACATION LEAVE (OTHER THAN INSTRUCTORS AND TEACHERS)

16.01 All Employees not granted vacation under Article 15 of this Agreement shall earn vacation entitlement pursuant to Article 37 of the Master Agreement.

ARTICLE 17

SUPPLIES AND EQUIPMENT

17.01   The Employing Department shall make available to all staff the books, texts, and instructional materials deemed by the Employing Department to be necessary to the performance of their duties.

ARTICLE 18

SUBSTITUTION PAY

18.01   **A** Teacher or Instructor who is required by the Employer to teach in a **class** normally assigned to another person, shall be paid for each hour of substitution, in addition to his normal salary, a payment as calculated in Clause 18.02.

18.02   Substitution pay shall be calculated on the basis of one class hour equaling his annual salary divided by 1400.

$$\left(\frac{\text{Annual Salary}}{1400} = 1 \text{ class hour} \right)$$

18.03   Substitution pay, as earned herein, will be administered in the same manner as such salary transactions as overtime and deductions for leave without pay.

18.04   An Employee shall have access to a monthly accounting of the number of hours he taught in the preceding month which are eligible for payment under Clauses 18.01 and 18.02 herein.

ARTICLE 19

CHRISTMAS LEAVE

19.01   Instructors, Teachers, Educational Counsellor Aides, Educational Counsellors and Educational Assistants who occupy positions shall be granted the work days between Boxing Day and New Years Day as Christmas Leave, or, if required to work on those days, shall be paid, in addition to his regular pay, pay at straight time rates for all hours so worked.

19.02   The Christmas float holiday, pursuant to Clause 36.01(b)(i) of the Master Agreement shall apply to Instructors, Teachers, Educational Counsellor Aides, Educational Counsellors and Educational Assistants.

19.03   Annual vacation leave entitlement shall not be reduced by the taking of Christmas Leave.

ARTICLE 20

TRAVEL TIME

20.01   **A** Teacher, Instructor, Educational Counsellor or Educational Assistant covered **by** this Agreement, who is required to travel to a work location to perform assigned duties, and that location is away **from** his normal place of **work,** shall have such time spent in travel, which is in excess of that time normally spent travelling directly to and from his residence and normal place of work, counted **as** time worked pursuant to Article 5 of this Agreement.

SCHEDULE "A-1"

ASSIGNMENT OF CLASSES TO PAY GRADES

EFFECTIVE APRIL 1, 1986

CLASS NUMBER	CLASS TITLE	PAY GRADES
2320	Educational Media Production Co-ordinator	63
5229	Test Development Specialist	76
5242	Learning Resources Officer	78
9330	Educational Counsellor Aide	53
9331	Educational Counsellor I	71
9332	Educational Counsellor II	74
9334	Educational Assistant	46

SCHEDULE "A-2"

EDUCATIONAL SERVICES - SALARY GRID

EFFECTIVE APRIL 1, 1986

SOP-1

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
38	16,368	16,992	17,712	18,396	19,092	19,884	20,700
	1,364	1,416	1,476	1,533	1,591	1,657	1,725
39	16,656	17,328	18,036	18,708	19,464	20,268	21,096
	1,388	1,444	1,503	1,559	1,622	1,689	1,758
40	16,992	17,712	18,396	19,092	19,884	20,700	21,504
	1,416	1,476	1,533	1,591	1,657	1,725	1,792
41	17,328	18,036	18,708	19,464	20,268	21,096	21,924
	1,444	1,503	1,559	1,622	1,689	1,758	1,827
42	17,712	18,396	19,092	19,884	20,700	21,504	22,404
	1,476	1,533	1,591	1,657	1,725	1,792	1,867
43	18,036	18,708	19,464	20,268	21,096	21,924	22,800
	1,503	1,559	1,622	1,689	1,758	1,827	1,900
44	18,396	19,092	19,884	20,700	21,504	22,404	23,316
	1,533	1,591	1,657	1,725	1,792	1,867	1,943
45	18,708	19,464	20,268	21,096	21,924	22,800	23,808
	1,559	1,622	1,689	1,758	1,827	1,900	1,984
46	19,092	19,884	20,700	21,504	22,404	23,316	24,276
	1,591	1,657	1,725	1,792	1,867	1,943	2,023
47	19,464	20,268	21,096	21,924	22,800	23,808	24,744
	1,622	1,689	1,758	1,827	1,900	1,984	2,062
48	19,884	20,700	21,504	22,404	23,316	24,276	25,308
	1,657	1,725	1,792	1,867	1,943	2,023	2,109
49	20,268	21,096	21,924	22,800	23,808	24,744	25,836
	1,689	1,758	1,827	1,900	1,984	2,062	2,153
50	20,700	21,504	22,404	23,316	24,276	25,308	26,448
	1,725	1,792	1,867	1,943	2,023	2,109	2,204
51	21,096	21,924	22,800	23,808	24,744	25,836	27,048
	1,758	1,827	1,900	1,984	2,062	2,153	2,254
52	21,504	22,404	23,316	24,276	25,308	26,448	27,636
	1,792	1,867	1,943	2,023	2,109	2,204	2,303
53	21,924	22,800	23,808	24,744	25,836	27,048	28,284
	1,827	1,900	1,984	2,062	2,153	2,254	2,357
54	22,404	23,316	24,276	25,308	26,448	27,636	28,932
	1,867	1,943	2,023	2,109	2,204	2,303	2,411
55	22,800	23,808	24,744	25,836	27,048	28,284	29,592
	1,900	1,984	2,062	2,153	2,254	2,357	2,466
56	23,316	24,276	25,308	26,448	27,636	28,932	30,348
	1,943	2,023	2,109	2,204	2,303	2,411	2,529
57	23,808	24,744	25,836	27,048	28,284	29,592	30,996
	1,984	2,062	2,153	2,254	2,357	2,466	2,583

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
58	24,276	25,308	26,448	27,636	28,932	30,348	31,716
	2,023	2,109	2,204	2,303	2,411	2,529	2,643
59	24,744	25,836	27,048	28,284	29,592	30,996	32,424
	2,062	2,153	2,254	2,357	2,466	2,583	2,702
60	**25,308**	26,448	27,636	28,932	30,348	31,716	33,168
	2,109	2,204	2,303	2,411	2,529	2,643	2,764
61	25,836	27,048	28,284	29,592	30,996	32,424	33,924
	2,153	2,254	2,357	2,466	2,583	2,702	2,827
62	26,448	27,636	28,932	30,348	31,716	33,168	34,704
	2,204	2,303	2,411	2,529	2,643	2,764	2,892
63	27,048	28,284	29,592	30,996	32,424	33,924	35,460
	2,254	2,357	2,466	2,583	2,702	2,827	2,955
64	27,636	28,932	30,348	31,716	33,168	34,704	36,300
	2,303	2,411	2,529	2,643	2,764	2,892	3,025
65	28,284	29,592	30,996	32,424	33,924	35,460	37,104
	2,357	2,466	2,583	2,702	2,827	2,955	3,092
66	28,932	30,348	31,716	33,168	34,704	36,300	37,992
	2,411	2,529	2,643	2,764	2,892	3,025	3,166
67	29,592	30,996	32,424	33,924	35,460	37,104	38,832
	2,466	2,583	2,702	2,827	2,955	3,092	3,236
68	30,348	31,716	33,168	34,704	36,300	37,992	39,768
	2,529	2,643	2,764	2,892	3,025	3,166	3,314
69	30,996	32,424	33,924	35,460	37,104	38,832	40,644
	2,583	2,702	2,827	2,955	3,092	3,236	3,387
70	31,716	33,168	34,704	36,300	37,992	39,768	41,676
	2,643	2,764	2,892	3,025	3,166	3,314	3,473
71	32,424	33,924	35,460	37,104	**38,832**	40,644	42,672
	2,702	2,827	2,955	3,092	3,236	3,387	3,556
72	33,168	34,704	36,300	37,992	39,768	41,676	43,692
	2,764	2,892	3,025	3,166	3,314	3,473	3,641
73	33,924	35,460	37,104	38,832	40,644	42,672	44,724
	2,827	2,955	3,092	3,236	3,387	3,556	3,727
74	34,704	36,300	37,992	39,768	41,676	43,692	45,924
	2,892	3,025	3,166	3,314	3,473	3,641	3,827
75	35,460	37,104	38,832	40,644	42,672	44,724	47,076
	2,955	3,092	3,236	3,387	3,556	3,727	3,923
76	3,025	37,992	39,768	41,676	43,692	45,924	48,312
	37,992	3,166	3,314	3,473	3,641	3,827	4,026
77	3,092	38,832	40,644	42,672	44,724	47,076	49,500
	,092	3,236	3,387	3,556	3,727	3,923	4,125
78	37,992	39,768	41,676	43,692	45,924	48,312	50,832
	3,166	3,314	3,473	3,641	3,827	4,026	4,236
79	38,832	40,644	42,672	44,724	47,076	49,500	52,080
	3,236	3,387	3,556	3,727	3,923	4,125	4,340

* Indicates Long Service Increment Only

SCHEDULE "A-2"

EDUCATIONAL SERVICES - SALARY GRID

EFFECTIVE APRIL 1, 1987

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
38	16,608	'17,244	17,976	18,672	19,380	20,184	21,012
	1,384	1,437	1,498	1,556	1,615	1,682	1,751
39	16,908	17,592	18,312	18,984	19,752	20,568	21,408
	1,409	1,466	1,526	1,582	1,646	1,714	1,784
40	17,244	17,976	18,672	19,380	20,184	21,012	21,828
	1,437	1,498	1,556	1,615	1,682	1,751	1,819
41	17,592	18,312	18,984	19,752	20,568	21,408	22,248
	1,466	1,526	1,582	1,646	1,714	1,784	1,854
42	17,976	18,672	19,380	20,184	21,012	21,828	22,740
	1,498	1,556	1,615	1,682	1,751	1,819	1,895
43	18,312	18,984	19,752	20,568	21,408	22,248	23,148
	1,526	1,582	1,646	1,714	1,784	1,854	1,929
44	18,672	19,380	20,184	21,012	21,828	22,740	23,664
	1,556	1,615	1,682	1,751	1,819	1,895	1,972
45	18,984	19,752	20,568	21,408	22,248	23,148	24,168
	1,582	1,646	1,714	1,784	1,854	1,929	2,014
46	19,380	20,184	21,012	21,828	22,740	23,664	24,636
	1,615	1,682	1,751	1,819	1,895	1,972	2,053
47	19,752	20,568	21,408	22,248	23,148	24,168	25,116
	1,646	1,714	1,784	1,854	1,929	2,014	2,093
48	20,184	21,012	21,828	22,740	23,664	24,636	25,692
	1,682	1,751	1,819	1,895	1,972	2,053	2,141
49	20,568	21,408	22,248	23,148	24,168	25,116	26,220
	1,714	1,784	1,854	1,929	2,014	2,093	2,185
50	21,012 e	21,828	22,740	23,664	24,636	25,692	26,844
	1,751	1,819	1,895	1,972	2,053	2,141	2,237
51	21,408	22,248	23,148	24,168	25,116	26,220	27,456
	1,784	1,854	1,929	2,014	2,093	2,185	2,288
52	21,828	22,740	23,664	24,636	25,692	26,844	28,056
	1,819	1,895	1,972	2,053	2,141	2,237	2,338
53	22,248	23,148	24,168	25,116	26,220	27,456	28,704
	1,854	1,929	2,014	2,093	2,185	2,288	2,392
54	22,740	23,664	24,636	25,692	26,844	28,056	29,364
	1,895	1,972	2,053	2,141	2,237	2,338	2,447
55	23,148	24,168	25,116	26,220	27,456	28,704	30,036
	1,929	2,014	2,093	2,185	2,288	2,392	2,503
56	23,664	24,636	25,692	26,844	28,056	29,364	30,804
	1,972	2,053	2,141	2,237	2,338	2,447	2,567
57	24,168	25,116	26,220	27,456	28,704	30,036	31,464
	2,014	2,093	2,185	2,288	2,392	2,503	2,622

Salary Periods

GRADE	1	2	3	4	5	6	*LSI
58	24,636	25,692	26,844	28,056	29,364	30,804	32,196
	2,053	2,141	2,237	2,338	2,447	2,567	2,683
59	25,116	26,220	27,456	28,704	30,036	31,464	32,916
	2,093	2,185	2,288	2,392	2,503	2,622	2,743
60	25,692	26,844	28,056	29,364	30,804	32,196	33,660
	2,141	2,237	2,338	2,447	2,567	2,683	2,805
61	26,220	27,456	28,704	30,036	31,464	32,916	34,428
	2.185	2,288	2,392	2,503	2,622	2,743	2,869
62	26,844	28,056	29,364	30,804	32,196	33,660	35,220
	2,237	2,338	2,447	2,567	2,683	2,805	2,935
63	27,456	28,704	30,036	31,464	32,916	34,428	35,988
	2,288	2,392	2,503	2,622	2,743	2,869	2,999
64	28,056	29,364	30,804	32,196	33,660	35,220	36,840
	2,338	2,447	2,567	2,683	2,805	2,935	3,070
65	28,704	30,036	31,464	32,916	34,428	35,988	37,656
	2,392	2,503	2,622	2,743	2,869	2,999	3,138
66	29,364	30,804	32,196	33,660	35,220	36,840	38,556
	2,447	2,567	2,683	2,805	2,935	3,070	3,213
67	30,036	31,464	32,916	34,428	35,988	37,656	39,420
	2,503	2,622	2,743	2,869	2,999	3,138	3,285
68	30,804	32,196	33,660	35,220	36,840	38,556	40,368
	2,567	2,683	2,805	2,935	3,070	3,213	3,364
69	31,464	32,916	34,428	35,988	37,656	39,420	41,256
	2,622	2,743	2,869	2,999	3,138	3,285	3,438
70	32,196	33,660	35,220	36,840	38,556	40,368	42,300
	2,683	2,805	2,935	3,070	3,213	3,364	3,525
71	32,916	34,428	35,988	37,656	39,420	41,256	43,308
	2,743	2,869	2,999	3,138	3,285	3,438	3,609
72	33,660	35,220	36,840	38,556	40,368	42,300	44,352
	2,805	2,935	3,070	3,213	3,364	3,525	3,696
73	34,428	35,988	37,656	39,420	41,256	43,308	45,396
	2,869	2,999	3,138	3,285	3,438	3,609	3,783
74	35,220	36,840	38,556	40,368	42,300	44,352	46,608
	2,935	3,070	3,213	3,364	3,525	3,696	3,884
75	35,988	37,656	39,420	41,256	43,308	45,396	47,784
	2,999	3,138	3,285	3,438	3,609	3,783	3,982
76	36,840	38,556	40,368	42,300	44,352	46,608	49,032
	3,070	3,213	3,364	3,525	3,696	3,884	4,086
77	37,656	39,420	41,256	43,308	45,396	47,784	50,244
	3.138		3,438	3,609	3,783	3,982	4,187
78	38,556	40,368	42,300	44,352	46,608	49,032	51,600
	3,213	3,364	3,525	3,696	3,884	4,086	4,300
79	39,420	41,256	43,308	45,396	47,784	50,244	52,860
	3,285	3,438	3,609	3,783	3,982	4,187	4,405

* Indicates Long Service Increment Only

SCHEDULE "B"

EDUCATIONAL SERVICES - INSTRUCTOR SALARY GRID

EFFECTIVE APRIL 1, 1986

	A	B	C	D	E	F
1			24,708	25,452	26,604	28,092
			2,059	2,121	2,217	2,341
2			25,980	26,820	28,092	29,700
			2,165	2,235	2,341	2,475
3	23,412	26,652	27,324	28,212	29,592	31,272
	1,951	2,221	2,277	2,351	2,466	2,606
4	24,588	27,936	28,632	29,580	31,092	32,892
	2,049	2,328	2,386	2,465	2,591	2,741
5	25,776	29,220	29,952	30,936	32,568	34,464
	2,148	2,435	2,496	2,578	2,714	2,872
6	26,964	30,480	31,236	32,292	34,068	36,072
	2,247	2,540	2,603	2,691	2,839	3,006
7	28,128	31,740	32,556	33,660	35,580	37,656
	2,344	2,645	2,713	2,805	2,965	3,138
8	29,304	33,012	33,852	35,052	37,080	39,276
	2,442	2,751	2,821	2,921	3,090	3,273
9	30,516	34,272	35,196	36,420	38,556	40,836
	2,543	2,856	2,933	3,035	3,213	3,403
10	31,704	35,544	36,468	37,788	40,020	42,444
	2,642	2,962	3,039	3,149	3,335	3,537

EFFECTIVE APRIL 1, 1987

	A	B	C	D	E	F
1			25,080	25,836	27,000	28,512
			2,090	2,153	2,250	2,376
2			26,364	27,228	28,512	30,144
			2,197	2,269	2,376	2,512
3	23,760	27,048	27,732	28,632	30,036	31,740
	1,980	2,254	2,311	2,386	2,503	2,645
4	24,960	28,356	29,064	30,024	31,560	33,384
	2,080	2,363	2,422	2,502	2,630	2,782
5	26,160	29,664	30,396	31,404	33,060	34,980
	2,180	2,472	2,533	2,617	2,755	2,915
6	27,372	30,936	31,704	32,772	34,584	36,612
	2,281	2,578	2,642	2,731	2,882	3,051
7	28,548	32,220	33,048	34,164	36,108	38,220
	2,379	2,685	2,754	2,847	3,009	3,185
8	29,748	33,504	34,356	·35,580	37,632	39,864
	2,479	2,792	2,863	2,965	3,136	3,322
9	30,972	34,788	35,724	36,972	39,132	41,448
	2,581	2,899	2,977	3,081	3,261	3,454
10	32,184	36,072	37,020	38,352	40,620	43,080
	2,682	3,006	. 3,085	3,196	3,385	3,590

SCHEDULE "C"
EDUCATIONAL SERVICES - TEACHER SALARY GRID
EFFECTIVE APRIL 1, 1986

	B	C	D	E	F	G
1				23,484	24,888	26,484
				1,957	2,074	2,207
2				24,888	26,292	27,912
				2,074	2,191	2,326
3			20,832	26,292	27,672	29,280
			1,736	2,191	2,306	2,440
4			21,864	27,672	29,112	30,708
			1,822	2,306	2,426	2,559
5		20,832	22,872	29,112	30,504	32,100
		1,736	1,906	2,426	2,542	2,675
6		21,732	23,880	30,504	31,896	33,504
		1,811	1,990	2,542	2,658	2,792
7	20,832	22,668	24,888	31,896	33,288	34,908
	1,736	1,889	2,074	2,658	2,774	2,909
8	21,636	23,556	25,920	33,288	34,680	36,300
	1,803	1,963	2,160	2,774	2,890	3,025
9	22,452	24,492	26,928	34,680	36,084	37,680
	1,871	2,041	2,244	2,890	3,007	3,140
10	23,280	25,404	27,936	36,084	37,500	39,108
	1,940	2,117	2,328	3,007	3,125	3,259
11	24,084	26,304	28,932	37,500	38,916	40,488
	2,007	2,192	2,411	3,125	3,243	3,374
12				38,916	40,296	41,916
				3,243	3,358	3,493

EFFECTIVE APRIL 1, 1987

	B	C	D	E	F	G
1				23,832	25,260	26,880
				1,986	2,105	2,240
2				25,260	26,688	28,332
				2,105	2,224	2,361
3			21,144	26,688	28,092	29,724
			1,762	2,224	2,341	2,477
4			22,188	28,092	29,544	31,164
			1,849	2,341	2,462	2,597
5		21,144	23,220	29,544	30,960	32,580
		1,762	1,935	2,462	2,580	2,715
6		22,056	24,240	30,960	32,376	34,008
		1,838	2,020	2,580	2,698	2,834
7	21,144	23,004	25,260	32,376	33,792	35,436
	1,762	1,917	**2,105**	2,698	2,816	2,953
8	21,960	23,904	26,304	33,792	35,196	36,840
	1,830	1,992	2,192	2,816	2,933	3,070
9	22,788	24,864	27,336	35,196	36,624	38,244
	1,899	2,072	2,278	2,933	3,052	3,187
10	23,628	25,788	28,356	36,624	38,064	39,696
	1,969	2,149	2,363	3,052	3,172	3,308
11	24,444	26,700	29,364	38,064	39,504	41,100
	2,037	2,225	2,447	3,172	3,292	3,425
12				39,504	40,896	42,540
				3,292	3,408	3,545

SCHEDULE "D"

INSTRUCTOR CLASS SERIES

CLASS	PAY RANGE
5501 - Instructor	The pay ranges outlined in Schedule B shall apply.
5502 - Instructor Senior	The pay ranges outlined in Schedule B shall apply plus one hundred and forty-three dollars ($143.00) per month.
5503 - Instructor Supervisor	The pay ranges outlined in Schedule B shall apply plus two hundred and eighty dollars ($280.00) per month.

SCHEDULE "E"

INSTRUCTOR SALARY MODIFIER

E.01 **"V"** Modifier

An Employee who occupies a position in the Instructor, Educational Counsellor or Educational Assistant Series, designated by the Deputy Head as not being entitled to vacation pursuant to Article 15 shall be paid an amount of ten percent (10%) of his normal annual salary including any modifiers, other than "Z", already applied.

E.02 **"Z"** Modifier

An Employee in the Instructor, Educational Counsellor or Educational Assistant Series, who teaches in an isolated locale, or teaches pupils with behavioural disorders shall, subject to the approval of the Public Service Commissioner, receive a salary modifier of one hundred and eleven dollars ($1 11.00) per month.

SCHEDULE "F"

TEACHER CLASS SERIES

CLASS	PAY RANGE
5551 - Teacher	The pay ranges outlined in Schedule C shall apply.
5552 - Teacher Senior	The pay ranges outlined in Schedule C shall apply. plus one hundred and forty-three dollars ($143.00) per month.
5553 - Teacher Supervisor	The pay ranges outlined in Schedule C shall apply plus two hundred and eighty dollars ($280.00) per month.

SCHEDULE "G"

TEACHER SALARY MODIFIER

G.01   "V" Modifier

A Teacher, who occupies a position, and is designated by the Deputy Head as not being entitled to vacation pursuant to Article 15 shall be paid an amount of ten percent (10%) of his normal annual salary including any modifiers, other than "Z", already applied.

G.02   "Z" Modifier

A Teacher (other than those employed at the School for the Deaf) who teaches in an isolated locale, or teaches pupils with behavioural disorders or teaches physically handicapped shall, subject to the approval of the Public Service Commissioner, receive a salary modifier of one hundred and eleven dollars ($111.00) per month.

G.03   "W" Modifier

An Employee in the Teacher **or** Educational Counsellor series employed at the School for the Deaf shall receive a salary modifier of one hundred and fifty dollars ($150.00) per month.

G.04   "X" Modifier

An Educational Assistant employed at the School for the Deaf shall receive a salary modifier of one hundred and twelve dollars ($112.00) per month.

The Parties acknowledge that this Agreement incorporates the Arbitration Board decisions dated October 15, 1987.

Dated this **30th** day of **October**, 1987

_____   _____
Witness   Public Service Commissioner

Witness _____   _____
                                          President, Alberta Union of
                                          Provincial Employees

_____   _____
Witness   Chairperson, Local 8
                                          Negotiating Chairperson

PC-DIV-8a*