

Sturgeon School Division No. 24

2000/2001 COLLECTIVE AGREEMENT

BETWEEN The Alberta Teachers' Association, hereinafter called "The Association",
AND The Sturgeon School Division No. 24, hereinafter called "The Board".

Whereas, The Association is the duly certified bargaining agent for the teachers employed by The Board, and

Whereas, such teachers' terms and conditions of employment and their salaries 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 teachers.

NOW THEREFORE THIS AGREEMENT WITNESSETH -

1.0 APPLICATION and FORCE of COLLECTIVE AGREEMENT

1.1 This Collective Agreement applies to all teachers employed by The Board who, as a condition of employment, must possess a valid teaching certificate issued under the authority of the Department of Education, the Province of Alberta, herein collectively called the teachers, except the superintendent, deputy superintendent and associate superintendent human resources.

1.1.1 The Board may create or designate new positions not covered in this Agreement; nevertheless, salaries and additional allowances shall be arrived at by consultation with The Association before the appointment is made. The results of this consultation shall be embodied in a memorandum of agreement between the parties.

2.0 LENGTH of COLLECTIVE AGREEMENT

2.1 This Agreement shall be in full force and effect from September 1, 2000 until August 31, 2001.

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3.0 PROCEDURE for STRIKING a NEW COLLECTIVE AGREEMENT

3.1 Either party shall give to the other not less than sixty (60) nor more than one hundred and fifty (150) 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 Agreement. At the first meeting between the parties following such notice, both parties shall give full particulars of all amendments they seek. If neither party gives notice of intention to commence collective bargaining as outlined in this paragraph, then the termination date of this Agreement shall be extended until the date of commencement of negotiations when this occurs after the date of termination.

4.0 SALARY SCHEDULE

4.1 All salaries contained herein are “per annum” unless specifically stated otherwise.
4.2 The number of years of teacher education and the years of teaching experience, computed according to the Agreement, shall together determine the annual salary rate for each teacher employed by The Board. Tabulated below are the salary rates, and the experience increments for each year of teacher education.

2000-2001

| YEARS | | <u>ONE</u> | <u>TWO</u> | <u>THREE</u> | <u>FOUR</u> | <u>FIVE</u> | <u>SIX</u> |
|--|---------------|------------|------------|--------------|-------------|-------------|------------|
| E X P E R I E N C E | 1 | 21,802 | 25,745 | 28,734 | 35,281 | 37,466 | 40,035 |
| | 2 | 23,051 | 27,057 | 30,259 | 37,483 | 39,668 | 42,237 |
| | 3 | 24,300 | 28,369 | 31,783 | 39,686 | 41,871 | 44,440 |
| | 4 | 25,549 | 29,681 | 33,308 | 41,888 | 44,073 | 46,642 |
| | 5 | 26,798 | 30,993 | 34,833 | 44,091 | 46,275 | 48,844 |
| | 6 | 28,047 | 32,305 | 36,357 | 46,293 | 48,478 | 51,047 |
| | 7 | 29,296 | 33,617 | 37,882 | 48,495 | 50,680 | 53,249 |
| | 8 | 30,545 | 34,929 | 39,407 | 50,698 | 52,882 | 55,451 |
| | 9 | 31,794 | 36,241 | 40,932 | 52,900 | 55,085 | 57,654 |
| | MAX 10 | 33,043 | 37,553 | 42,456 | 55,102 | 57,287 | 59,856 |
| | MAX 11 | 34,291 | 38,865 | 43,981 | 57,305 | 59,489 | 62,059 |
| | | 0 | 0 | 0 | 59,643 | 61,828 | 64,397 |

- 4.3 A teacher employed on an hourly basis to provide instruction in credit courses at the Board's night school and summer school shall be paid at a rate of \$35 per hour inclusive of general holiday and vacation pay.

5.0 ADMINISTRATION ALLOWANCES

- 5.1 In addition to the basic salary rate there shall be paid an administration allowance to each Principal, in accordance with the following schedule:
- 5.1.1 The minimum administration allowance paid to a Principal shall be 5% of the fourth year maximum plus 1% of the fourth year maximum for each teacher to a maximum of two teachers.
 - 5.1.2 For three to fifteen teachers, the administration allowance shall be a basic allowance of 22% of the fourth year maximum. For each teacher in excess of 15, an additional allowance of 0.4% of the fourth year maximum shall be paid.
 - 5.1.3 The administration allowance paid to the Principal of the Oak Hill School shall be 13% of the fourth year maximum plus 1% of the fourth year maximum for each teacher.
 - 5.1.4 The administration allowance paid to up to two (2) District Principals at large shall be 27% of the fourth year maximum.
- 5.2 In calculating the administration allowance, the teachers shall be counted on September 30 and any changes resulting therefrom shall be effective October 1. In applying this clause, the Principals shall be excluded from the count. The teacher count shall be in terms of full-time equivalents, except for the first or only counsellor on staff who shall count as one full-time equivalent.
- 5.3 Vice-Principals shall be paid an amount equal to 50% of their Principal's allowance.
- 5.4 The allowance paid to the Director of Special Education shall be **27%** of the fourth year maximum.

6.0 PAYMENT of SALARIES

- 6.1 The Board shall pay each teacher his salary in equal amounts of one-twelfth of his annual salary on the second last operational day of each month from September to May inclusive. On the last operational day of June, he shall receive two-twelfths of his salary and on the second last banking day in August, he shall receive one-twelfth of his salary (taking into consideration necessary adjustments).
- 6.1.1 Teachers who have resigned from staff effective the last operational day of June shall receive two-twelfths of their salary on the last operational day in June and the balance in accordance with the School Act, Sec. 92(6).
- 6.2 Payment of salaries shall be made by the Board by direct deposit to the teacher's designated banking institution.

7.0 PAYROLL and HEALTH PLAN BENEFIT DEDUCTIONS

- 7.1 The Board agrees to make payroll and health plan benefit deductions and to forward the proceeds to the proper receiving authorities for the following purposes: group health, life insurance, dental, pension plans, Association fees and Canada Savings Bonds.
- 7.2 Participation in the Alberta School Employee Benefit Plan shall be a condition of employment. The Board shall administer Schedule 2A of the life insurance section and Plan DI of the disability section of the Alberta School Employee Benefit Plan and shall pay 85% of the cost of the premiums.
- 7.3 The Board shall administer the group hospital insurance plan known as The Alberta School Employee Benefit Plan Extended Health Care Plan 1 and shall pay 85% of the cost of the premiums.
- 7.4 The Board shall pay 85% of the cost of the monthly premium under the Alberta Health Care Insurance Commission for every teacher in its employ who registers in the plan.
- 7.5 Participation in the Alberta School Employee Dental Care Plan 3C shall be a condition of employment except that an employee may waive participation by stating he has coverage through his spouse. The Board shall pay 65% of the cost of the premium (75% effective the first of the month following ratification).

- 7.5. For those teachers employed for a period of less than thirty (30) days, coverage under clause 7.5 shall not be a condition of employment.
- 7.6 The benefits provided in this Section of the Agreement are deemed to include any and all of the employee portion of an employer rate reduction provided under the Employment Insurance Act.
- 7.7 The percentage of premiums payable by the Board for those teachers hired on a part time basis shall be pro-rated.
- 7.7.1 Clause 7.7 shall become effective on October 01, 1986.
- 7.8 Effective the first of the month following ratification, participation in the Alberta School Employee Benefit Plan Vision Care Plan 3 shall be a condition of employment except that an employee may waive participation by stating he/she has coverage through his/her spouse. The Board shall administer the plan and pay 50% of the cost of the monthly premium.

8.0 OTHER ALLOWANCES

- 8.1 The Board agrees to maintain and enforce a policy in its Policy Handbook governing the payment of a car allowance equal to that paid to all employees of The Board, to teachers engaged in the supervision of extra-curricular activities approved by The Board, to teachers serving on a standing or ad hoc committee appointed by The Board or Superintendent, and to teachers who travel while providing professional service in two or more schools.
- 8.1.1 The minimum car allowance will be in accordance with the Board's Employee Expense Reimbursement Policy.

9.0 SUBSTITUTE TEACHERS

- 9.1 A substitute teacher is a teacher not on contract but employed on a day-to-day basis as required.
- 9.2 All substitute teacher salary rates shall be inclusive of 4% holiday pay.
- 9.3 Salary for a full day shall be \$123.76 (\$130 effective the first of the month following ratification).

- 9.4 Salary for a half day shall be \$64.36 (\$68 effective the first of the month following ratification).
- 9.5 Notwithstanding clauses 9.3 and 9.4, a substitute teacher who substitutes for the same teacher for a period of more than six (6) consecutively scheduled teaching days, shall be treated as a temporary teacher from the beginning and during the continuance of such consecutive teaching days, effective the first of the month following ratification.
- 9.5.1 This period of consecutive employment during the school year shall not be considered interrupted or non-consecutive if a holiday, Teachers' Convention, professional day or such other system-regulated break interrupts the teacher's continuity in the classroom.

10.0 TEACHING EXPERIENCE

10.1 CALCULATION OF YEARS OF TEACHING EXPERIENCE

- 10.1.1 A teacher shall receive one experience increment for a year of teaching experience:
- 10.1.1.1 For each period of at least one hundred and twenty-five (125) days in a school year during which the teacher has actually provided teaching service, subject to clauses 10.1.2 to 10.1.7 inclusive.
 - 10.1.1.2 For a minimum of one hundred and twenty-five (125) full-time equivalent days in a period of four (4) consecutive school years which the teacher has actually provided teaching service subject to clauses 10.1.2 to 10.1.7 inclusive. Periods of leave for disability, maternity or secondment will not be considered as part of the four consecutive years. A day counted under clause 10.1.1.1 may not be counted in applying this clause.
- 10.1.2 Substitute teaching service shall be included in determining years of teaching experience.
- 10.1.3 A teacher shall not receive increments for experience gained while not holding a valid teaching certificate, except as provided in clause 10.3.1.

- 10.1.4 Credit for experience will be granted for university work taken while on leave of absence or educational leave, if such leave is authorized by The Board.
- 10.1.5 Teaching, or related administrative experience, obtained by a teacher while employed **by** an accredited post-secondary institution, or by Federal or Provincial government department or agency, including accredited private schools and accredited ECS programs shall be recognized as teaching experience subject to the conditions set forth in this Agreement.
- 10.1.6 Teaching experience obtained by a teacher prior to engagement by The Board shall be granted, subject to the conditions set forth in this Agreement, as if it had been teaching experience under The Board's Jurisdiction.
- 10.1.7 Credit for teaching experience shall become effective at the commencement of the school year or February 1 following when the experience was earned.

10.2 STATEMENTS OF TEACHING EXPERIENCE FOR TEACHERS COMMENCING EMPLOYMENT WITH THE BOARD

- 10.2.1 Within sixty days of commencing employment with The Board, every teacher shall submit statements of proof of past teaching experience, or proof of application for such statements.
- 10.2.2 If the statements of experience or the statements of proof of application are not received by The Board within sixty calendar days of commencement of employment, then the teacher's salary shall revert to the minimum salary for the number of years of training required for the class of teaching certificate held by the teacher and no adjustment shall be made until the first of the month next following the date of receipt of official proof of experience and no retroactive adjustment shall be made.
- 10.2.3 If the statements of a teacher's experience show a number of years of teaching experience different from that currently recognized by The Board, then the teacher's salary shall be adjusted retroactively, except as provided in clause 10.2.2.

10.3 INDUSTRIAL VOCATIONAL EDUCATION POSITIONS

- 10.3.1 The Board may fill an Industrial Vocational Education teaching position at one or more steps on the salary schedule higher than that provided by his teaching experience, but his teaching salary shall not exceed the maximum provided for his category of teacher education.
- 10.3.2 Such higher placement shall continue, only provided that he teaches and continues to teach Industrial Vocational Education subjects.
- 10.3.3 Prior to the engagement of teachers in accordance with clause 10.3 The Board shall consult the Chairman of the Association's Sturgeon Bargaining Unit stating The Board's intention, giving reasonable opportunity to him to make representation thereon, and promptly notifying him when the appointment has been made.

11.0 TEACHER EDUCATION

11.1 CALCULATION OF YEARS OF TEACHER EDUCATION

- 11.1.1 The evaluation of a teacher's education for salary purposes shall be determined by a Statement of Qualifications issued by the Teacher Qualifications Services of The Association in accordance with the policies and principles approved by the Teacher Salary Qualifications Board.

11.2 STATEMENT OF QUALIFICATIONS FOR TEACHERS COMMENCING EMPLOYMENT WITH THE BOARD

- 11.2.1 Within sixty (60) days of commencing employment with The Board, every teacher shall submit an Association Teacher Qualifications Service statement of teacher training for salary purposes, or proof of application for such a statement.
- 11.2.2 If the Teacher Qualifications Service statement shows a number of years of training different from that currently recognized by The Board, the teacher's salary shall be adjusted retroactively, except as provided in clause 11.2.3.
- 11.2.3 If the Teacher Qualifications Service statement or proof of application for such a statement is not received by The Board within sixty days of

commencement of employment, the teacher's salary shall revert to the minimum of the years of training required for the class of teaching certificate held by the teacher and no adjustment shall be made, until the first of the month next following the date of receipt of the Teacher Qualifications Service statement, and no retroactive adjustment shall be made.

11.3 ADDITIONAL YEARS OF TEACHER EDUCATION

- 11.3.1 Teachers who complete additional training to qualify for the next full year of teacher education shall submit a Teacher Qualifications Service statement, or proof of application for such a statement to The Board, within sixty (60) days of the dates outlined in clause 11.3.3.
- 11.3.2 If the statement or proof of application is not received within sixty (60) days of the dates outlined in clause 11.3.3, payment will be made only from the first of the month next following the date of receipt of the statement.
- 11.3.3 The adjustment dates for changes in the years of teacher education for salary purposes shall be September 1, January 1 and May 1.

12.0 SICK LEAVE

- 12.1 Annual sick leave, with pay, shall be granted to a teacher for the purpose of obtaining necessary medical or dental treatment or because of accident, sickness or disability for 90 calendar days.
- 12.2 After 90 calendar days of continuous absence due to medical disability, no further salary shall be paid and the Alberta School Employee Benefit Plan, Plan D shall take effect.
- 12.3 A teacher who has been absent due to medical disability shall, upon return to full-time duty, be entitled to additional sick leave benefit in the current year of ninety (90) calendar days, however, in instances where the teacher has been continuously absent for a period of forty five **(45)** or more calendar days, reinstatement of the sick leave entitlement may, at the discretion of the Board, be made contingent on the teacher providing a medical certificate signed by a medical practitioner prior to the date of return, verifying that the teacher is able to return to work on a continuing basis.

- 12.4 In order to qualify for payment of sick leave:
- 12.4.1 when sick leave is for a period of three (3) days or less, a teacher shall provide a declaration as to the reason for the absence under clause 12.3;
 - 12.4.2 when sick leave is for a period in excess of three (3) consecutive teaching days, a teacher shall provide upon the request of the Superintendent of Schools, a certificate signed by a medical practitioner indicating that the absence was necessitated by medical disability.
- 12.5 Clause 12.1 does not apply to teachers during their first year of employment with The Board. During their first year of employment, annual sick leave without loss of salary shall be granted to a teacher for medical disability for twenty (20) operational days.

13.0 COMPASSIONATE LEAVE

- 13.1 Leave necessitated by the critical illness or death of a spouse, child, parent, brother, sister, parent of spouse, son-in-law, daughter-in-law or relation who is a member of the employee's household, shall be granted with full salary by The Board, as follows:
- 13.1.1 Up to and including four operational days for critical illness;
 - 13.1.1.1 The Board may require a medical certificate under clause 13.1.1 at its discretion.
 - 13.1.2 Up to and including four operational days in the event of death.
- 13.2 Leave necessitated by the death of a grandparent, grandchild, grandparent of spouse, grandchild of spouse, brother-in-law, sister-in-law, aunt or uncle shall be granted with full salary by The Board for **up** to two (2) operational days with the possibility of an additional two (2) days for travel.
- 13.3 Notwithstanding the foregoing, The Board will grant without pay any additional leave necessary under clauses 13.1.1, 13.1.2 and 13.2.

14.0 TEMPORARY LEAVE OF ABSENCE WITH FULL PAY

- 14.1 Temporary leave of absence shall be granted with full pay as follows:
- 14.1.1 Upon the recommendation of the Principal, for operational days on which the teacher is unable to reach the school from his or her residence because of impassable roads;
 - 14.1.2 For one (1) operational day to attend the convocation at the post-secondary institution at which he/she or his/her son, daughter or spouse is receiving a degree or diploma;
 - 14.1.3 For one (1) operational day for the adoption of a child;
 - 14.1.4 For one (1) operational day for paternal leave in the event of a birth;
 - 14.1.5 For days necessarily absent by a teacher elected to the Provincial Executive Council of The Association provided an amount equal to the cost of a replacement teacher be paid to The Board by The Association;
 - 14.1.6 For days, ½ days or alternative arrangements to attend ATA local business by a teacher elected as President of the Association's Local to a maximum of 15% of a teacher's assignable time subject to negotiation between the Superintendent of Schools, the School Principal and Chair of the Economic Policy Committee. ATA Local to reimburse the Board for amount of leave.
 - 14.1.7 For jury duty or any summons related thereto; or to answer a subpoena or summons to attend as a witness in any proceeding authorized by law to compel the witness provided that the teacher remits to the Board any witness fee or stipend (excluding allowances and/or expenses) set by the court or any other body.
 - 14.1.8 For one operational day for other personal reasons. Such leave shall not be used to extend a vacation period or a long weekend without the prior approval of the Board. The number of teachers accessing this Clause from a school on any one day shall not exceed 20% of the school's teaching staff. Schools with less than five teachers are exempt from this limitation. Leaves under this Clause will be granted on a first come first served basis.
- 14.2 Notwithstanding the foregoing, The Board will grant with full pay, less one two-hundredth for each day of leave, any additional leave necessary under clause 14.1.

15.0 TEMPORARY LEAVE OF ABSENCE WITH FULL PAY LESS COST OF A REPLACEMENT TEACHER

- 15.1 Temporary leave of absence shall be granted with full pay less the cost of a replacement teacher as follows:
- 15.1.1 For one (1) operational day for serving as a pallbearer;
 - 15.1.2 For one (1) operational day in order to write a post-secondary examination in an academic or professional course;
 - 15.1.3 For one (1) operational day for other personal reasons.
 - 15.1.4 For up to a total of five (5) days per school year for teacher(s) to attend to A.T.A. Local business.
- 15.2 Notwithstanding the foregoing, The Board will grant with full pay less one two-hundredth, one day of additional leave necessary under clause 15.1.

16.0 LEAVES OF ABSENCE

- 16.1 Leaves of absence may be granted by The Board, with or without pay, at the discretion of The Board.

17.0 ABSENCE FORMS

- 17.1 All leaves shall be reported on the absence form provided by The Board.

18.0 MATERNITY LEAVE

- 18.1 Teachers are entitled to maternity leave. Maternity leave shall be granted under conditions specified below:
- 18.1.1 Subject to the Employment Standards Code, the maternity leave will begin at the discretion of the teacher. The teacher shall, whenever possible, notify the board of leave requirements three (3) months in advance of the first date of leave. Such notice shall include the intended commencement date and the intended date of return. When possible, the commencement of the leave and the return to work shall be at natural breaks in the school

year.

18.1.2 Maternity leave shall be for a maximum of eighteen (18) weeks.

18.1.3 The teacher may access personal leave for an additional thirty-seven (37) weeks.

18.1.4 The teacher may terminate the leave at any time. The teacher shall give the Board no less than two (2) weeks notice, in writing, of the intended date of return.

18.1.5 The teacher shall provide a statement from her physician certifying she is pregnant and giving the estimated date of delivery.

18.1.6 Maternity leave shall be without pay except as provided in clause 18.1.7.

18.1.7 At the commencement of maternity leave, the teacher, providing she has at least twelve (12) months continuous employment at the time of the commencement of the maternity leave, shall be eligible for one of the following options:

18.1.7.1 If the absence begins prior to twelve (12) weeks before the estimated date of delivery and continues without return to work, the teacher shall be placed on sick leave until such point as the teacher is eligible to apply for Plan D1 of the disability section of the Alberta School Employee Benefit Plan. The teacher shall provide a medical certificate indicating that she is unable to work because of a medical condition.

18.1.7.2 If the absence begins within twelve (12) weeks before the estimated date of delivery or on the date of delivery, the teacher shall choose either (a) or (b). Such choice shall apply until the teacher returns to work after the delivery.

(a) The teacher may access sick leave entitlement with pay as specified in clause 12.0 for the period of illness or disability.

(b) The Board shall implement a supplementary unemployment benefits plan which shall provide teachers on maternity leave with 100% of their salary during eighteen (18) weeks of leave.

18.2 A teacher returning from maternity leave shall be returned to a position no less favourable than her position at the time of the commencement of the leave.

- 18.2.1 The Plan shall provide teachers on maternity leave with the maximum salary allowable under a Supplementary Unemployment Benefits Plan during the illness or disability portion of their maternity leave.
- 18.3 The Board shall pay the portion of the teacher's benefits plan premiums specified in clause 7.0 of the Collective Agreement during the sick leave or the eighteen (18) weeks maternity leave.

19.0 EDUCATIONAL LEAVE

- 19.1 In the interest of improving the academic and professional education of the teachers as well as to provide opportunity for travel or experience which The Board judges to be useful in improving the service of its teachers, The Board agrees to maintain in force a policy governing the granting of educational leave in its Policy Handbook.
- 19.2 Providing that suitable recommendations have been received from the Education Leave Selection Committee, The Board may grant:
- one (1) or more Category A leave, and
 - one (1) or more Category B leave.

20.0 JOINT-POLICY ADVISORY COMMITTEE

- 20.1 The Joint-Policy Advisory Committee shall consist of three trustees, one of whom shall act as Chairman, the Superintendent or his designate and a teacher from each of the schools within the Division. All proposed changes initiated by The Board in policy and regulations, concerning teachers' working conditions shall be referred to the Joint-Policy Advisory Committee for consideration and recommendation. All requests by The Association for changes in Board policy and regulations shall be referred to the Joint-Policy Advisory Committee for consideration, recommendation and referral to The Board.
- 20.2 The Joint-Policy Advisory Committee shall meet upon the request of either party.

21.0 HEALTH PROVISIONS

- 21.1 Further to the certificate mentioned in Section 92(3) of the School Act, as

amended, The Board shall be entitled to require at any time an examination by a doctor or dentist selected by The Board.

- 21.2 All new appointees to the teaching staff shall, immediately prior to signing their initial teaching contract with the Board, submit a medical certificate stating clearly that they are medically fit to carry out their duties.
- 21.3 After receiving medical advice the Board may request a teacher(s) to take a tuberculosis test. If the reaction to any such test is positive, an X-ray must be taken if required by the local Health Unit.

22.0 GRIEVANCE PROCEDURE

- 22.1 The purpose of the grievance procedure is to ensure that any grievance is processed in an expeditious manner, therefore, compliance with the provisions is mandatory. If The Board fails to comply with the provisions, the grievance may be processed to the next step. If the grievor fails to comply with the provisions, the grievance shall be considered abandoned.
- 22.2 Any difference between any teacher covered by this Agreement, or in a proper case between The Association and The Board, concerning the interpretation, application, operation or alleged violation of this Agreement, and further including any dispute as to whether the difference is arbitrable, shall be dealt with as follows:
- 22.2.1 **Step A** - Such difference (hereinafter called "a grievance") shall be promptly submitted in writing to the Superintendent of Schools and to the Chairman of the Economic Policy Committee of the Sturgeon Bargaining Unit as the case may be. Such written submission shall be made within thirty (30) days from the date of the incident giving rise to the grievance or from the date the grievor first had knowledge of the incident, whichever is later. Such grievance shall set out the nature of the grievance, the articles of this Agreement which it is alleged have been violated and the remedy sought. Both a representative of The Association and The Board or its representatives shall meet within ten (10) days of the grievor's notice to resolve the dispute.
- 22.2.2 **Step B** - In the event the grievance is not settled within fifteen (15) days after the date of the submission of the grievance in accordance with Step A, then on or before a further five days have elapsed from the expiration of the aforesaid fifteen (15) day time period, the grievance shall be referred in writing by the grievor to the grievance committee. Such

grievance committee shall be composed of two trustees of The Board, the Superintendent, who shall act as non-voting Chairman, and two representatives of The Association. The grievance committee shall meet and endeavour to resolve the grievance and shall render its decision in respect of the grievance within twenty-one (21) days following receipt of the submission. If the Grievance Committee reaches a unanimous decision as to the disposition of the grievance, that decision shall be final and binding.

22.2.3 **Step C** - In the event the Grievance Committee does not meet within twenty-one (21) days following receipt of the submission or in the event the said committee does not reach a unanimous decision within the said time, then either party may, by written notice, submit the grievance to arbitration as hereinafter provided. Such notice must be given within ten (10) days after the aforesaid twenty-one (21) days time limit expires or if the Grievance Committee fails to render a unanimous decision.

22.3 ARBITRATION PROCEDURE

22.3.1 The notice referred to in clause 22.2.3 shall specify the name or a list of names of the person or persons it is willing to accept as the single arbitrator.

22.3.2 On receipt of a notice referred to in clause 22.3.1 the party receiving the notice,

22.3.2.1 if it accepts the person or one of the persons suggested to act as arbitrator, shall, within seven (7) days; notify the other party accordingly, and the grievance shall be submitted to the arbitrator, or

22.3.2.2 if it does not accept any of the persons suggested by the party sending the notice, shall, within seven (7) days, notify the other party accordingly and send the name or a list of names of the person or persons it is willing to accept as the single arbitrator.

22.3.3 If the parties are unable to agree on a person to act as the single arbitrator either party may request the Director of Mediation Services, Alberta Labour, in writing, to appoint a single arbitrator.

22.3.4 The arbitrator may, during the arbitration, proceed in the absence of any party or person who, after notice, fails to attend or fails to obtain an

adjournment.

22.3.5 The arbitrator shall inquire into the grievance and issue an award in writing, and the award is final and binding on the parties and on every teacher affected by it.

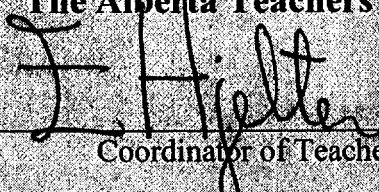
22.3.6 The parties agree to share equally the expenses **of** the arbitrator.


22.4 Where any reference in either clause 22.2 or 22.3 is to **a** period of days, such period shall be exclusive of Saturdays, Sundays, statutory and Board-declared holidays.

23.0 MISCELLANEOUS


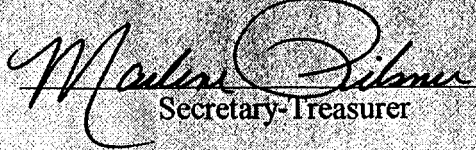
- 23.1 Nothing herein contained, except clause 10.3.2, shall reduce a teacher's salary below the amount payable as set out in clause 4.1 immediately prior to the effective date hereof.
- 23.2 The previous Collective Agreement between the parties is hereby cancelled.
- 23.3 This Agreement shall enure to the benefit of and be binding upon the parties and their successors.

IN WITNESS WHEREOF the parties have executed this Agreement this 17th
day of December, 2001.

The Alberta Teachers' Association

Coordinator of Teacher Welfare

Sturgeon Local #27

Chairman, Negotiating Sub Committee

The Board of Trustees of the Sturgeon School Division No. 24

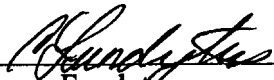
| | |
|--|---|
|  Chairman, Negotiating Committee |  Secretary-Treasurer |
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Letter of Intent


Between the Sturgeon School Division No. 24 and The Alberta Teachers' Association

The parties agree that the full time teacher who currently provides instruction in the Lilian Schick AISI Program shall for the 2000/2001 'school year be paid at a rate of \$35.00 per hour inclusive of general holiday and vacation pay for each additional hour scheduled by the Board.

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Careen Fundyts
Chairman
Teachers' Salary Negotiating Committee
Sturgeon School Division NO. 24

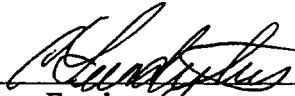


Carol Kaup
Chairman
Sturgeon Sub-Local Negotiating Committee
Alberta Teachers' Association


Letter of Intent

Between the Sturgeon School Division No. 24 and The Alberta Teachers' Association

The parties agree that the full time teacher who is currently assigned to the Sports Performance Program for the 2000/2001 school year shall be paid for those hours as scheduled by the Board. The teacher shall be paid at a rate of \$35.00 per hour inclusive of general holiday and vacation pay.



Careen Fundytus
Chairman
Teachers' Salary Negotiating Committee
Sturgeon School Division No. 24



Carol Kaup
Chairman
Sturgeon Sub-Local Negotiating Committee
Alberta Teachers' Association

LETTER OF INTENT

BETWEEN THE STURGEON SCHOOL DIVISION NO. 24 AND THE ALBERTA TEACHERS' ASSOCIATION

In accordance with Article 1.1.1 of the 1998/2000 ATA Collective Agreement, the Board of Trustees of the School Division has created the position of "Technology Integration Facilitator" for the 2000 – 2001 school year.

This Letter of Intent is in respect to the addition of a new clause regarding the position of the Technology Integration Facilitator and shall be subject to the ratification by the Board of Trustees and Alberta Teachers' Association.

The representatives of the Board of Trustees and the representatives of the Association agree that Section 5 of the Collective Agreement will be amended to include provisions for the allowance of the Technology Integration Facilitator, and will read:

- The allowance paid to the Technology Integration Facilitator shall be 12.5% of the fourth year maximum.

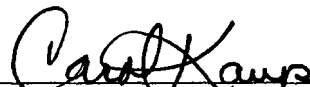
This Letter of Intent shall cover the period of time from the official signing until both parties address the ratification.

Dated at Morinville this 29th day of June, 2000.



Careen Fundytus, Chairman

Teachers' Salary Negotiating Committee
Sturgeon School Division No. 24



Carol Kaup, Chairman

Sturgeon Sub-Local Negotiating Committee
Alberta Teachers' Association

