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The Alberta Teachers' Association has the moral and legal obligation to represent the interests of all Livingstone Range teachers in the process of collective bargaining. This includes items that were identified in surveys as significant response items or specific to individuals as the case may be. As a result, our initial position must be comprehensive.

Our objectives for this collective bargaining round can be expressed as **Themes**. These themes share the fundamental principle that teachers performing at their best results in the greatest success for all students. Our focus is to maintain, nurture, and define the working conditions for teachers to ensure provide their highest degree of professional service.

Theme #1 –Fairness and Equity: *We are seeking fair and equitable improvement in areas of compensation like salary and allowances and other areas in the collective agreement where we feel that some members may have different working conditions; benefits; or compensation that might put some teachers in significantly different working conditions.*

We will provide specific language in the following Articles:

- ✓ Article 4 -- Salary Scale
- ✓ Article 8 -- Allowances
- ✓ Article 9 -- Substitute Teachers
- ✓ Article 16 -- Health and Welfare Plans
- ✓ New- Length of Day
- ✓ New- Part-Time Teacher Equity

Theme #2 – Flexibility and Responsiveness: *We are seeking improvement in Leave provisions that allow for teachers to manage significant life and professional events. The majority of leaves provided for in the collective agreement are for this purpose. How do we assist teachers who are managing a life crisis?*

We will provide specific language in the following Articles:

- ✓ Article 11 -- Cumulative Sick Leave
- ✓ Article 12 -- Professional Leave of Absence
- ✓ Article 13 -- Leave of Absence

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Theme #3 – General Housekeeping: *Our interest is in tidying up spelling; awkward language; redundant information; dated wording.*

We will provide specific language in the following Articles:

- ✓ Any Articles as needed
- ✓ Preamble
- ✓ Article 2 – Term of Agreement

We look forward to open discussions and healthy debate at the negotiation table related to each theme and the involved articles.

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