

In the matter of collective bargaining between  
LIVINGSTONE RANGE SCHOOL DIVISION NO 68  
and  
THE ALBERTA TEACHERS' ASSOCIATION

MEMORANDUM OF AGREEMENT – December 12, 2013 – 6:00PM

*The above named parties hereby agree, subject to ratification by the parties, that the following terms of settlement, constitute mutual agreement between the parties in the current contract negotiations. All other articles/clauses shall remain as per current collective agreement language, excepting mutually agreed editorial amendments as applicable.*

Throughout the agreement change "member employer" to "employer"

**ADDENDUM:**

**B. 4.0 Salary**

September 1, 2012 – 0%

September 1, 2013 – 0%

September 1, 2014 – 0%

September 1, 2015 apply 2% increase to salary and all other allowances and rates of pay

**Grid-Roll Up:**

September 1 2012 – 8/9

September 1 2013 – 9/10

September 1 2014 – 10/11

Revised Addendum with actual amounts shown is included in the Memorandum of Agreement

**C. 4.0 Lump Sum Payment (To be included in 4.0) – include in MoA**

A one-time lump-sum payment of 1% of the annual salary as set out in the Collective Agreement grid in effect as of November 15, 2015 will be paid to all teachers on contract on that date and paid no later than the end of December of 2015.

**9.2 Substitute Teachers**

Effective September 1, 2014 the rate of pay for substitute teachers shall be \$195.47 per day including holiday pay. The one-half day rate shall be 50 percent of the full-day rate. 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 day, according to placement on the salary grid subject to the terms of this collective agreement.

### **13.2 Personal Leave**

(a) Personal leave for **one day** in any school year shall be granted, subject to operational requirements of the school, for attending to private concerns. Where possible, at least **5 operational days' notice** shall be given to the principal or in the case of a principal to the superintendent or his/her office. If personal leave is being used to extend a regularly scheduled holiday the principal of the school shall be given **30 days' notice**. **Extenuating circumstances can be granted at with the approval of the Superintendent or designate.**

### **13.3 With Partial Pay**

Temporary leave of absence with pay shall be granted to teachers as follows provided that an amount equivalent to the salary of a substitute as defined in article 9.2 is forthcoming to the **Employer** through payroll deduction or payment from other sources.

(a) Personal leave for not more than **five days** in any school year shall be granted, **subject to operational requirements of the school**, for attending to private concerns. Where possible, at least **5 operational days' notice** shall be given to the principal or in the case of a principal to the superintendent or his/her office. If personal leave is being used to extend a regularly scheduled holiday the principal of the school shall be given **30 days' notice**.

### **Health Spending Account**

**16.9** The **Employer** will continue to **maintain** for each eligible teacher a Health Care Spending Account that adheres to Canada Customs and Revenue Agency requirements **and administered by ASEBP**. The Employer will contribute \$25 per month for each eligible teacher to a yearly total of \$300. **Effective September 1, 2014** The Employer will contribute **\$35.41** per month for each eligible teacher **to a yearly total of \$425**. This contribution shall be pro-rated for teachers employed with the Employer. The unused balance will be carried forward for a total accumulation of two years. The teachers leaving the employ of the Employer will forfeit any remaining balance. In this article "eligible teacher" means any teacher on a continuing, probationary, interim or temporary contract.

**10.3** All payments, ~~except to substitute teachers,~~ shall be made by direct deposit to the teacher's account based on information provided to the divisional office by the teacher.

### **Letter of Understanding:**

The parties agree to update article 7 (Vocational Teachers) in respect to terminology. The Board will collaborate with the Economic Policy Committee (EPC) in making changes and the new article can be inserted in the collective agreement at a properly called Bargaining Unit General Meeting (BUGM) opening only this article in the collective leaving all other articles as per current agreement.

**18.2** The Employer shall post the Collective Agreement and the current ASEBP booklet on the LRSD website.

In witness thereof, the parties hereto execute this agreement by affixing hereto the signature of their proper officer's on their behalf.

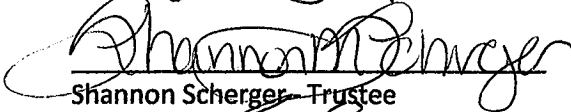
Signed in Claresholm this 12<sup>th</sup> day of December 2013.

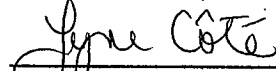
**On behalf of the Livingstone Range School Division NO 68:**

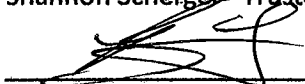
**On behalf of the Alberta Teachers' Association:**

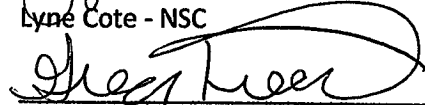
  
Clara Yagos – Committee Chair

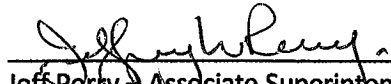
  
Ian Baxter – NSC/Chair


  
Shannon Scherger – Trustee

  
Lynne Cote - NSC

  
Bradley Toone - Trustee

  
Greg Freer - NSC

  
Jeff Perry – Associate Superintendent  
Of Business Services

  
Jim Moore - NSC

  
Darryl Seguin – Associate Superintendent  
Of Administrative Services

  
Rob Tkachuk - NSC

  
Peter Kalis - RBA