

This proposal and all subsequent proposals (the "bargaining proposals") are provided to the School Board as part of the collective bargaining process and for the sole and limited purpose of good faith bargaining.

The bargaining proposals are confidential and are provided to the School Board on the condition that they will be kept confidential. The ATA does not consent to the publication or use of the bargaining proposals outside of collective bargaining between the ATA and the School Board.

Cost Item:

\$100 increase x 220FTE (without proration) = \$22,000 @100% usage.

Estimated Usage is 60% or \$13,200 per year per \$100.

\$300 increase total per year = \$39,600 x2 = \$79,200

\$200 INCREASE = 52,800

16.9 Effective September 1, ~~2008~~ 2014, the **Employer Board** will **establish 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~~ **\$41.67** per month for each eligible teacher **to a yearly total of \$500**. 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.

Rationale:

- The Health Spending Account helps teachers' pay for necessities like glasses; braces; examinations; and other medical expenses. A single pair of glasses can cost \$500 and up. In a family of four, a vision plan can only help so much. Braces and dental work of any kind are expensive but necessary. **The current provincial average is \$651**. This does not even put Livingstone Range teachers at the current average but will help tremendously.

Draft Letter of Intent:

The parties agree to review Article 7 with the intent of updating it to a more effective process and application to teachers. Once the parties agree to the wording and application of the article, a properly called general meeting of the bargaining unit will be called for the purpose of opening the collective agreement on this single issue, unless otherwise mutually agreed by the parties.

All other clauses as per collective agreement with consideration given to general housekeeping and mutually agreed clarifications.