

## **CBE – ATA 2009 Rates**

On August 28 the Calgary Board of Education announced to the system that it intended to implement an increase of 4.82% on all the “compensation adjustments under our Collective agreement” as of August 31, 2009. Your September pay statement reflected this increase.

This increase contravenes the collective agreement. Teachers are entitled to an increase equal to the Alberta Average Weekly Earnings Index (AAWE) for the period of January 1, 2008 to December 31, 2008 as reported by Statistics Canada. The value of this increase is 5.99%. The Alberta Teachers’ Association, working in concert with your EPC, is taking the necessary action to resolve this issue on behalf of all the teachers in the Local. On August 31, your Local filed a grievance to begin this process. It is not necessary for teachers to take any individual action. The process will take some time and the EPC will keep you informed about what is happening.

Attached are two documents presenting the salary grid and other remuneration clauses in our collective agreement: the 2009-2010 salary grid and allowances reflecting a 4.82% increase and the 2009-2010 salary grid and allowances reflecting a 5.99% increase. For comparison purposes the 2008-2009 salary grid and allowances document is posted separately above this link.

The first document is offered so that you may ensure you are being paid accurately. If you detect an error in your pay, do not wait until the grievance/arbitration process is completed to address the error. Please ensure you are using the 4.82% increase to ascertain accuracy. You should pursue all errors immediately with the Employee Contact Centre. If you have received no pay at all you should immediately contact, through e-mail, [aboutme@cbe.ab.ca](mailto:aboutme@cbe.ab.ca).

**\* SEE SALARY AND ALLOWANCE RATES BELOW \***

## CBE – ATA 2009 Rates

### 4.82%

The 4.82% increase to wages that has been applied by the Calgary Board of Education results in the following rates:

### 3.1 Basic Salary Schedule

Effective September 1, 2009

STEP	C	D	E	F
0	44,143	52,999	56,104	59,659
1	44,143	56,104	59,217	62,762
2	46,374	59,217	62,326	65,875
3	48,602	62,326	65,425	68,981
4	50,836	65,425	68,531	72,085
5	53,072	68,531	71,647	75,199
6	55,302	71,647	74,752	78,304
7 & 8	57,534	74,752	77,859	81,408
9	59,774	77,859	80,972	84,515
10	61,778	80,972	84,076	87,631
11		84,284	87,388	90,941

### 4.1 Principal Allowance

In addition to the salary earned as a teacher, a Principal shall receive the applicable allowance, based on the total staff of the school supervised by the Principal as follows:

Effective Date	Fewer than 30	30 or More but Fewer than 40	40 or More but Fewer than 50	50 or More but Fewer than 60	60 or More
Sept. 1, 2009	23,365	27,790	32,219	36,645	41,072

### 4.2 Assistant Principal Allowance

Effective September 1, 2009, in addition to the salary earned as a teacher, each Assistant Principal shall receive an allowance of fifteen thousand seven hundred and sixty-five dollars (\$15,765).

### 4.8 Annual Allowances

Position	Effective Sept. 1, 2009
Vice Principal	4,659
Learning Leader	2,345

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**4.82%**

- 4.9 Effective September 1, 2009, teachers who serve concurrently in two (2) or more schools not located on the same campus shall receive, in addition to their applicable regular salaries, an allowance of one thousand one hundred and twelve dollars (\$1,112).
- 5.1 In addition to the salary earned as a teacher, incumbents of the following positions shall receive the applicable annual administrative allowance as outlined below:

Position	Effective Sept. 1, 2009
Consultant	4,659
Specialist	13,940
Supervisor	23,838
Associate	20,607
Strategist	4,659

- 7.1 Effective September 1, 2009, substitute teachers shall be paid one hundred and ninety-eight dollars and seven cents (\$198.07) (including 4% vacation pay) per day worked. Half days will be paid at 50% of the full-day rate.
- 8.2 When a Certificate of Qualifications as a teacher, as issued under the *School Act*, is required as a condition of employment for teachers employed on an hourly basis, the teacher shall be paid the following hourly rates.

Teachers who have less than five (5) years of continuous years of employment with the Board shall receive four percent (4%) vacation pay added to the hourly amount. Teachers who have five (5) or more continuous years of employment with the Board shall receive six percent (6%) vacation pay.

Five (5) years or more continuous employment means one (1) course taught in each of two (2) semesters each year for five (5) years or more.

Effective Date	Basic Rate	With 4% Vacation Pay	With 6% Vacation Pay
Sept. 1, 2009	59.52	61.90	63.09

- 8.2.1 Teachers designated to supervise summer school programs shall be paid a sum of four hundred and six dollars and fifty cents (\$406.50) for each day worked.

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### 5.99%

The 5.99% increase to wages that reflects the Alberta Average Weekly Earnings Index (AAWE) increase for the last calendar year results in the following rates:

#### 3.1 Basic Salary Schedule

Effective September 1, 2009

STEP	C	D	E	F
0	44,636	53,591	56,730	60,325
1	44,636	56,730	59,878	63,463
2	46,892	59,878	63,022	66,610
3	49,144	63,022	66,156	69,751
4	51,403	66,156	69,296	72,889
5	53,665	69,296	72,446	76,038
6	55,919	72,446	75,587	79,178
7 & 8	58,176	75,587	78,728	82,317
9	60,441	78,728	81,876	85,459
10	62,467	81,876	85,015	88,609
11		85,224	88,364	91,956

#### 4.1 Principal Allowance

In addition to the salary earned as a teacher, a Principal shall receive the applicable allowance, based on the total staff of the school supervised by the Principal as follows:

Effective Date	Fewer than 30	30 or More but Fewer than 40	40 or More but Fewer than 50	50 or More but Fewer than 60	60 or More
Sept. 1, 2009	23,626	28,100	32,578	37,054	41,530

#### 4.2 Assistant Principal Allowance

Effective September 1, 2009, in addition to the salary earned as a teacher, each Assistant Principal shall receive an allowance of fifteen thousand nine hundred and forty-one dollars (\$15,941).

#### 4.9 Annual Allowances

Position	Effective Sept. 1, 2009
Vice Principal	4,711
Learning Leader	2,371

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**5.99%**

- 4.9 Effective September 1, 2009, teachers who serve concurrently in two (2) or more schools not located on the same campus shall receive, in addition to their applicable regular salaries, an allowance of one thousand one hundred and twenty-five dollars (\$1,125).
- 5.1 In addition to the salary earned as a teacher, incumbents of the following positions shall receive the applicable annual administrative allowance as outlined below:

Position	Effective Sept. 1, 2009
Consultant	4,711
Specialist	14,096
Supervisor	24,104
Associate	20,837
Strategist	4,711

- 7.1 Effective September 1, 2009, substitute teachers shall be paid two hundred dollars and twenty-eight cents (\$200.28) (including 4% vacation pay) per day worked. Half days will be paid at 50% of the full-day rate.
- 8.2 When a Certificate of Qualifications as a teacher, as issued under the *School Act*, is required as a condition of employment for teachers employed on an hourly basis, the teacher shall be paid the following hourly rates.

Teachers who have less than five (5) years of continuous years of employment with the Board shall receive four percent (4%) vacation pay added to the hourly amount. Teachers who have five (5) or more continuous years of employment with the Board shall receive six percent (6%) vacation pay.

Five (5) years or more continuous employment means one (1) course taught in each of two (2) semesters each year for five (5) years or more.

Effective Date	Basic Rate	With 4% Vacation Pay	With 6% Vacation Pay
Sept. 1, 2009	60.18	62.59	63.80

- 8.2.2 Teachers designated to supervise summer school programs shall be paid a sum of four hundred and eleven dollars and four cents (\$411.04) for each day worked.