

LETTER OF UNDERSTANDING
between
The Board of Trustees of the Calgary Board of Education
and
The Alberta Teachers' Association

RATES EFFECTIVE SEPTEMBER 1, 2008

In accordance with Appendix E of the collective agreement, the undersigned agree that the 4.53% increase in the Alberta Average Weekly Earnings (AAWE) from 2006 to 2007 results in the following rates effective September 1, 2008:

3.1 Basic Salary Schedule

Effective September 1, 2008

STEP	C	D	E	F
0	42,113	50,562	53,524	56,916
1	42,113	53,524	56,494	59,876
2	44,242	56,494	59,460	62,846
3	46,367	59,460	62,417	65,809
4	48,498	62,417	65,380	68,770
5	50,632	65,380	68,352	71,741
6 & 7	52,759	68,352	71,315	74,703
8	54,888	71,315	74,279	77,665
9	57,025	74,279	77,249	80,629
10	58,937	77,249	80,210	83,601
11		80,408	83,370	86,759

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, 2008	22,291	26,512	30,737	34,960	39,183

4.2 Assistant Principal Allowance

Effective September 1, 2008, in addition to the salary earned as a teacher, each Assistant Principal shall receive an allowance of fifteen thousand and forty dollars (\$15,040).

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4.8 Annual Allowances

Position	Effective Sept. 1, 2008
Vice Principal	4,445
Learning Leader	2,237

4.9 Effective September 1, 2008, 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 and sixty-one dollars (\$1,061).

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, 2008
Consultant	4,445
Specialist	13,299
Supervisor	22,742
Associate	19,659
Strategist	4,445

7.1 Effective September 1, 2008, substitute teachers shall be paid one hundred and eighty-eight dollars and ninety-six cents (\$188.96) (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.

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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, 2008	56.78	59.05	60.19

8.2.1 Teachers designated to supervise summer school programs shall be paid a sum of three hundred and eighty-seven dollars and eighty-one cents (\$387.81) for each day worked.

Calgary Board of Education

The Alberta Teachers' Association

Date

Date