

**CALGARY Public Teachers**  
ALBERTA TEACHERS' ASSOCIATION LOCAL 38

**Member Information Meeting**  
Monday, November 25, 2019

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**Introductions**

- **Bob Cocking** // President, ATA Local 38
- **Jason Schilling** // President, Alberta Teachers' Association
- **Dennis Theobald** // Executive Secretary, Alberta Teachers' Association
- **Robert Mazzotta** // Coordinator, Member Services, Alberta Teachers' Association
- **Keith Hadden** // Associate Coordinator, Member Services (Southern Alberta Regional Office), Alberta Teachers' Association
- **Dan Nelles** // Executive Staff Officer, ATA Local 38
- **Kent Kinsman** // Executive Staff Officer, ATA Local 38

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**Future Employment**

- No further commitment is made by the employer to the employee re future employment opportunities.
- What you've heard from principals:
  - This is in no way a reflection of your skills and abilities.
  - Effective January 3, 2020 you will be reactivated on the substitute teacher roster.
  - It is the intention of CBE that once a clearer understanding of the future organizational needs are determined, you may be considered for future temporary contracts.

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**CALGARY Public Teachers**  
ALBERTA TEACHERS' ASSOCIATION LOCAL 30

### Future Employment

- CBE will send candidates (whose skill set matches the position requirements) for principals to consider, using the following "priority groups":
  - **Priority 1:** Temporary to probationary contract teachers whose contract was ended early due to budget reductions
  - **Priority 2:** Displaced probationary teachers from the 2018/19 school year
  - **Priority 3:** Teachers who have had multiple successful temporary contracts over the past years.

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**CALGARY Public Teachers**  
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### Future Employment

- All staffing considerations use the primary filter of **skill set** for the described position.
  - Candidates from Priority Groups 1, 2, and 3 will be sent to principals first (in that order, and based on skill set), ahead of new substitutes to the board.
  - If a principal requests a teacher within any of the Priority Groups, this will be immediately considered, and actioned if possible.

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**CALGARY Public Teachers**  
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### What happens with benefits?

- **Health/dental benefits** normally terminate on the last day of the contract.
- Most temporary teachers have contracts until 2020 January 2.
- CBE has made a **special provision** in order to continue health/dental benefits through the *end of January* for those who have contracts ending 2020 January 2.
  - This means health/dental benefits continue to be valid until **2020 January 31**.
  - Any claims must be received by Sun Life **no later than 90 days following the end of the coverage.** (2020 April 30<sup>th</sup>)

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### What happens with benefits?

- If you had a Health Spending Account (HSA)...
  - No additional deposits will be made (you'll only be able to access the \$250 that was deposited in September)
  - HSA closes on your last day of contract (2020 January 2)
  - **Spend those funds** currently in your account (all services must be performed *before* 2020 January 2 with claims submitted by 2020 April 1).

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### What happens with benefits?

- Life Insurance, Accidental Death & Dismemberment coverage, and Extended Disability benefits terminate on the last day of the contract.
  - Your last day of coverage is 2020 January 2.
  - If you started a sick leave while you were still covered, and continue to be sick even after your contract ends, you may still be eligible for Extended Disability Benefits (the illness occurred while you were covered).
    - Contact Local 38 at 403-262-6616 to discuss the details of your situation.

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### What happens with benefits?

- CBE intends to return all terminated temporary teachers to the substitute teacher roster.
- All substitute teachers **must** participate in a CBE benefit plan.
- Substitute teachers who are not the **covered member** on a Sun Life benefit plan will be expected to pay Blue Cross benefit premiums.
  - You cannot opt out, even if you have benefits coverage through another family member elsewhere.

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### What happens with benefits?

- First premiums will be deducted from bank accounts on last business day of February (28<sup>th</sup>).
  - Single Coverage: \$80.17 per month
  - Family Coverage: \$199.37 per month
- First date of Blue Cross benefit coverage is **2020 February 1**.
- Coverage continues (even during summer) until:
  - You resign from CBE, or
  - Obtain a contract of greater than 90 calendar days and transition to the Sun Life benefit plan.

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### Employee & Family Assistance Program (EFAP)

- You remain eligible to access the EFAP program, run through Homewood Health.
- This service provides free counselling: family, marital, relationships, addictions, anxiety, depression, life transitions/change, grief/bereavement, stress, etc. Credit/financial counselling is also available through this service.

Health | Life Balance | Career



**1-800-663-1142**  
TTY: 1-888-384-1152  
International (call collect):  
604-689-1717  
homeweb.ca

**Employee and Family Assistance Program**  
Coaching | Counselling | Support  
Confidential | Available anytime

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### How Does Payout Work?

- All contract teachers see a portion of their salary held back while they are working on contract in order to create a "teacher payout" (sometimes known as summer pay).
  - Teachers are only paid for the operational days they work.
- The CBE must provide you with your accumulated payout by **2020 January 10**.

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### How Does Payout Work? (an example)

- Grid placement: Education 5 / Experience 1
  - Annual salary is \$65,982
  - You **earn** \$329.91 per operational day.
    - Annual salary ÷ 200
  - You are **paid** \$5,498.50 per month.
    - Annual salary ÷ 12
- Contract was from 2019 August – 2020 January 2
  - Total you *were paid*: **\$21,994**
    - (\$5,498.50 x four months)
  - Total you *earned*:
    - Traditional Calendar –
      - 80 operational days x \$329.91 per day = **\$26,392.80**
    - Modified Calendar –
      - 88 operational days x \$329.91 per day = **\$29,032.08**

**Traditional: \$4,398.80 payout**  
**Modified: \$7,038.08 payout**

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### How Does Payout Work? (an example)

- Grid placement: Education 4 / Experience 1
  - Annual salary is \$62,514
  - You **earn** \$312.57 per operational day.
    - Annual salary ÷ 200
  - You are **paid** \$5,209.50 per month.
    - Annual salary ÷ 12
- Contract was from 2019 August – 2020 January 2
  - Total you *were paid*: **\$20,838**
    - (\$5,209.50 x four months)
  - Total you *earned*:
    - Traditional Calendar –
      - 80 operational days x \$312.57 per day = **\$25,005.60**
    - Modified Calendar –
      - 88 operational days x \$312.57 per day = **\$27,506.16**

**Traditional: \$4,167.60 payout**  
**Modified: \$6,668.16 payout**

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### Between Now and January 2<sup>nd</sup> ...

- You continue to have access to all collective agreement entitlements:
  - Sick Leave
  - Family Emergency Leave
  - Personal Leave\* (1 paid personal day, 4 personal days at partial pay deduction)
  - All other leave entitlements
- Get your finances in order
  - With hundreds being added to the sub roster, work may be lean in the coming months.
- Complete/update your SFE profile so it's ready to go on January 6

\*granted per school year, not per contract

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### After January 2<sup>nd</sup> ...

- Encourage colleagues that you know to book you as a substitute teacher
  - Make sure your colleagues have your number from SFE
- Access the Staff Development Fund
  - Substitute teachers are eligible to access SDF
  - Will not pay salary, but allows for expense reimbursement
- Access Local 38 PD Workshops
  - Similar to SDF – cost-free, but does not pay salary

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### After January 2<sup>nd</sup> ...

- Attend Teachers' Convention (February 13/14)
  - If you worked 20+ days before December 30, either on contract or as a sub, you can receive pay to attend both days of teachers' convention.
  - Watch your email for instructions on registering to receive pay during convention.
- Access Local 38's Member Emergency Assistance Fund in dire circumstances
  - In times of financial hardship, this fund can provide an interest-free loan of **up to \$1500**, and/or a \$500 gift.
  - Application forms are available on the Local website – <http://local38.teachers.ab.ca>

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### Am I Eligible for EI?

- A Record of Employment should be sent to Service Canada upon termination of your temporary contract.
- To be eligible for EI, you must have:
  - been without work and without pay for at least seven consecutive days in the last 52 weeks;
  - worked for a minimum of 630 hours (equivalent to **79 or more operational days**) in the last 52 weeks *or* since the start of your last EI claim, whichever is shorter;

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## EI Benefits

- If you are eligible for, and start collecting EI...
  - The benefit period may be between 17 to 24 weeks only
  - You must declare **all** earnings during the time you receive EI (including substitute teaching earnings)
  - Income earned during the benefit period will be deducted from your benefit payments
  - You must be actively seeking permanent work during the benefit period
  - **You must complete bi-weekly reports** to prove your eligibility and to receive benefits to which you may be entitled. Failure to do so can mean a loss of benefits.

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## EI Benefits

- Before you start receiving EI benefits, there may be one week for which you will not be paid. This is the "waiting period." The waiting period is like the deductible that you must pay for other types of insurance.
- If you are entitled to receive EI regular benefits, you should receive your first payment within 28 days of the date Service Canada receives your application and all required documents.

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## EI Benefits

- The weekly benefit amount is calculated as follows:
  - Calculate total insurable earnings for your 20 best weeks (the weeks that you earned the most money) based on the information you provide and/or your Record(s) of Employment
  - Divide your total insurable earnings for your best 20 weeks by 20
  - Multiply the result by 55% to obtain the amount of your weekly benefits.
  - The **maximum weekly benefit** in 2020 is \$573.

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## Who to Call...

**Calgary Public Teachers (Local 38)** (403) 262-6616  
**ATA Member Services (SARO)** (403) 265-2672

Questions related to:

- Pay
- Sub Roster
- Leaves & Benefits
- General questions and concerns

Questions related to:

- Contracts of Employment
- Teacher Evaluation
- Termination Issues
- Human Rights
- Transfers

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## Questions?

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