

RATES EFFECTIVE SEPTEMBER 1, 2011

While the Calgary Board of Education and the Alberta Teachers' Association, Local 38 bargain a new collective agreement, the collective agreement that expired on August 31, 2012 remains in effect. Therefore, the rates in effect September 01, 2011 are the current salary and allowance rates in effect until the new agreement is reached.

Please note there is one change, and that is to the Basic Salary Schedule as explained below.

3.1 Basic Salary Schedule

Effective September 1, 2012 **

STEP	C	D	E	F
0	48,025	57,660	61,038	64,905
1	48,025	61,038	64,424	68,281
2	50,452	64,424	67,807	71,667
3	52,875	67,807	71,179	75,047
4	55,306	71,179	74,557	78,423
5	57,740	74,557	77,946	81,811
6	60,165	77,946	81,326	85,190
7	62,593	81,326	84,706	88,567
8	65,030	84,706	88,093	91,947
9	67,210	88,093	91,469	95,336
10		91,695	95,073	98,938

***For the 2012-2013 school year, the grid has been adjusted to reflect the last "step rollup" negotiated in 2002. Step 9 & 10 as at September 01, 2011 becomes Step 9 while Step 11 as at September 01, 2011 becomes Step 10 effective September 01, 2012. The salary values within the grid are the same as at September 01, 2011 and will remain in effect until the signing of a new collective agreement.*

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
1-Sep-11	25,420	30,234	35,051	39,867	44,684

4.2 Assistant Principal Allowance

Effective September 1, 2011, in addition to the salary earned as a teacher, each Assistant Principal shall receive an allowance of seventeen thousand one hundred and fifty one dollars (\$17,151).

4.8 Annual Allowances

Position	Effective Sept. 1, 2011
Vice Principal	5,069
Learning Leader	2,551

4.9 Effective September 1, 2011, 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 two hundred and eleven dollars (\$1,211).

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, 2011
Consultant	5,069
Specialist	15,167
Supervisor	25,934
Associate	22,419
Strategist	5,069

7.1 Effective September 1, 2011, substitute teachers shall be paid two hundred and fifteen dollars and forty-nine cents (\$215.49) (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, 2011	64.75	67.34	68.64

8.2.1 Teachers designated to supervise summer school programs shall be paid a sum of four hundred and forty two dollars and twenty-five cents (\$442.25) for each day worked.

LETTER OF UNDERSTANDING Principal Allowance - Schools With Third Party Service Providers

Principal Allowance - Schools With Third Party Service Providers	10,454
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