

- Substitute Teacher Group (STG) Member since 2003
- Teacher Welfare Group (EPC) rep for six years (2013-2018)
- Summer Conference attended 5 years
- Alberta Teachers Assembly since 2008
- ATA Provincial Substitute Teacher Committee Rep 4 years
- Substitute Teacher Conference since 2002
- Contracted Teacher and Substitute Teacher since 2000
- Contact 403-710-1319 or jamesbaker@shaw.ca

- Positive gains for substitutes were realized this past memorandum of agreement with a day's pay for each day a substitute attends Teachers Convention. Thus aligning substitutes with other teachers in Calgary. Through the next two years of negotiations substitute teachers need to support our fellow colleagues and our union/profession.

- Each year substitutes face a higher transportation cost for gas at the pump, increasing cell phone costs, and limited benefits. The job today, demands that we travel farther and make adjustments to accommodate schools located further away.

- I wish to advocate for the following:
 - 1) An increase in our daily rate after 6 years of 0%.
 - 2) Improvement in benefit coverage.
 - 3) An increase in pay for half day jobs.
 - 4) Advocating for adherence to the teacher's job/duties we cover during their absence.