

**Teachers' Employer Bargaining Association (TEBA)
and
Alberta Teachers' Association (ATA)**

2016–18 Central Table Memorandum of Agreement

JOINT INTERPRETATION BULLETIN NO. 3-2017

October 2, 2017

The purpose of this Joint Interpretation Bulletin is to provide clarification related to effective dates of each provision in the 2016–2018 Central Table Memorandum of Agreement.

Additional bulletins will be provided as required.

1. The following provisions of the Central Table MoA are effective September 1, 2017:

- Provision 3: Grid Structure – Education
- Provision 4: Grid Movement/Experience Increments
- Provision 6: Substitute Teachers
- Provision 7: Teachers with Principal Designations
- Provision 11.1: Teacher Instructional and Assignable Time and Sunsets (commencing the 2017/18 school year)
- Provision 11.2: Assignable Time Definition
- Provision 12: Part-time Teachers
- New Letter of Understanding #1 – Trial Program on Time Off for Compression
- New Letter of Understanding #3 – Classroom Improvement Fund Grant Program

2. The following provisions of the Central Table MoA are applied retroactively to September 1, 2016:

- Provision 1: Term
- Provision 2: Salary Adjustments
- New Letter of Understanding #2 - Me Too Clause/Increase Modifier (*if triggered, and in accordance with the specific provisions of the LOU*)

3. The following provisions of the Central Table MoA are effective the ratification date of the local MoA. The effective date will be different for each school jurisdiction depending on their ratification date:

- Provision 5: Benefits – Prepayment or Repayment of Premiums during Maternity, Adoption and Parental Leave
- Provision 8: 2012–2016 Modified Framework Case Management Sunsets (current provisions are bridged and remain in effect)
- Provision 9: Association Leave
- Provision 10: Association Secondment
- Provision 11.3: Teacher Professional Growth Plan
- Provision 13: Employment Standards Code
- Provision 14: Management Rights
- Provision 15: Legislation

- Provision 16: Application/Scope
- Provision 17: Association as Bargaining Agent
- Provision 18: Opening Dates and Notice to Bargain
- Provision 19: Provision of Information
- Provision 20: Central Grievance Procedure