

Highlights of the Framework Agreement

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| Term | <ul style="list-style-type: none">• Four years, from 2012 09 01–2016 08 31. |
| Teacher Compensation | <ul style="list-style-type: none">• Salary grid and allowance rate increases of<ul style="list-style-type: none">0% effective 2012 09 010% effective 2013 09 010% effective 2014 09 012% effective 2015 09 01• Lump-sum payment of 1% of salary for teachers on contract on November 15, 2015• Increases applied to salary rates for boards below adjusted provincial average (excluding the top five boards) to bring them equal to adjusted provincial average, effective 2014 09 01 (see table in Appendix B of Framework Agreement)• Other enhancements to be negotiated locally equivalent to a total cost of 0.5% of the base instructional grant of 2012–13 to be implemented after 2014 09 01• Other enhancements above that cost that are mutually agreeable |
| Comfort Letter from the Premier | <ul style="list-style-type: none">• The Premier commits in a letter to the ATA president that the Government of Alberta will<ul style="list-style-type: none">○ make no changes to nearly all sections of the new <i>Education Act</i> (formerly <i>School Act</i>) related to education professions and occupations,○ make no changes to legislation affecting the current model of teacher bargaining without full consultation with the Association,○ ensure that the labour rights of teachers are protected for the duration of the agreement,○ use best efforts to consult with teachers and the Association on transformation, and○ seek full funding for the costs of the agreement from the Legislative Assembly. |
| Conditions of Practice | <ul style="list-style-type: none">• Government to conduct a review of assigned tasks with a commitment to reduce unnecessary tasks• Joint committees of school board, teacher and government representatives to conduct ongoing reviews of school-jurisdiction assigned tasks in each school jurisdiction. If issues identified are not resolved, there is a process for teachers to appeal. |

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- Comprehensive third-party research study on teacher work funded by government
- Establishment of a Teacher Development and Practice Advisory Committee to advise the minister on matters of concern to the teaching profession.
 - Half the committee members will be teachers
 - Recommendations receiving two-thirds support will be forwarded to minister for consideration
- Ministerial Order on teacher work:
 - School jurisdictions and government make best efforts over the term to reduce tasks currently performed by teachers
 - Where limits on teacher instructional time do not exist, school jurisdictions will endeavour to reduce teacher assignments that exceed 907 hours of instruction to 907 hours in 2014/15
 - Exceptions Committee established to allow for reasonable exceptions where needed. Automatic exceptions shall be granted where 4% year-over-year reductions are outlined but still do not reduce to under 907 hours
 - Minimum of two paid leave days for principals as time in lieu, with payout if not used, not in addition to any current policy or agreement if they are equal or superior
 - Dedicated time within existing allocations to focus on collaboration and teacher-identified growth activities
- Opportunities to proceed with pilot projects on *Inspiring Education*.
- Hours-of-work/minutes-of-instruction clauses in existing agreements remain unchanged
- Hours-of-work clauses that expired or will expire (sunset) are extended for the term of the agreement (to 2017 in Calgary Separate)

Local Bargaining

- Local bargaining to proceed on other items not included in the provincial agreement
- Local bargaining to be concluded by 2013 12 31
- Outstanding items up to 0.5% cost and up to three non-cost items to be settled through voluntary binding arbitration
- Arbitration process must be complete by 2014 04 30

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Ratification

- Best efforts by ASBA and ATA to get school boards and ATA bargaining units to agree
- Ratification by all 62 individual school boards and bargaining units by 2013 05 13 or agreement is terminated and local bargaining resumes in all 62 school boards

Arbitration

- Dispute with tripartite agreement itself may be settled by arbitration.