

Substitute Teacher Clause Summary and Pay Rates (2018-2020 Collective Agreement)							
With Central Memorandum of Understanding Amendments effective 2022 09 01							
School Division	On Grid	Effective	Counted for Experience Increment	Half Day Rate	Full Day Rate	Sick or Injury CIs	
Aspen View	More than 5 days	6th day	<p>Employed as a substitute teacher within the preceding five (5) years.</p> <p>One (1) experience increment during any one (1) school year.</p> <p>140 Days per year.</p> <p>Residual carried over.</p>	60%	\$ 220.04		
Battle River	More than 4 days	5th day		60%	\$ 220.04		
Black Gold	More than 3 days	4th day		prorated	\$ 220.04		
Buffalo Trail	More than 5 days	6th day		prorated	\$ 221.05		
Calgary Catholic	2 or more days	2nd day		50%	\$ 230.41	20D	
Calgary Public *	2 or more days	2nd day		50%	\$ 230.41	20D	
Canadian Rockies	5 or more days	6th day		TBD	\$ 220.04		
Chinook's Edge	3 or more days	4th day		60%	\$ 220.04		
Christ the Redeemer	More than 2 days	3rd day		50%	\$ 220.04		
Clearview	More than 4 days	5th day		TBD	\$ 220.04		
CS Centre-Est	More than 5 days	6th day		TBD	\$ 220.04		
CS Centre-Nord	More than 2 days	3rd day		TBD	\$ 227.30		
CS Nord-Ouest	More than 4 days	1st day		60%	\$ 233.94		
CS FrancoSud	More than 4 days	5th day		TBD	\$ 230.08		
East Central Catholic	More than 5 days	1st day		TBD	\$ 220.04		
Edmonton Catholic	More than 2 days	3rd day		TBD	\$ 231.46	20D	
Edmonton Public	More than 1 day	1st day		TBD	\$ 226.26	20D	
Elk Island Catholic	More than 2 days	3rd day		60%	\$ 220.04		
Elk Island Public	More than 4 days	3rd day		TBD	\$ 220.04	20D	
Evergreen Catholic	More than 4 days	5th day		50%	\$ 220.04		
Foothills	More than 4 days	5th day		50%	\$ 220.04		
Fort McMurray RCS	After 5 days	6th day		TBD	\$ 233.53		
Fort McMurray	After 4 days	5th day		TBD	\$ 227.42	10D	
Fort Vermilion	3 or more days	1st day		TBD	\$ 229.85		
Golden Hills	5 or more days	6th day		TBD	\$ 228.14		
Grande Prairie Catholic	More than 4 days	5th day		TBD	\$ 239.08		
Grande Prairie Public	More than 5 days	6th day		TBD	\$ 240.80		
Grande Yellowhead	5 days	6th day		50%	\$ 220.04		
Grasslands	More than 5 days	6th day		60%	\$ 222.12		
Greater St Albert Catholic	5 or more	1st day		50%	\$ 229.88		
High Prairie	5 or more	1st day		TBD	\$ 227.47		
Holy Family Catholic	After 3 days	4th day		60%	\$ 229.81		
Holy Spirit Catholic	More than 5 days	1st day		prorated	\$ 220.04		
Horizon	More than 5 days	6th day		TBD	\$ 220.04	5D	
Lakeland Catholic	4 or more days	1st day		50%	\$ 220.04		
Lethbridge	More than 5 days	1st day		TBD	\$ 220.04		
Living Waters Catholic	More than 4 days	5th day		TBD	\$ 239.45		

School Division	On Grid	Effective	Counted for Experience Increment	Half Day Rate	Full Day Rate	Sick or Injury CIs	
Livingstone Range	More than 4 days if contract / More than 5 if no contract	If contract, retro to 1st day; if no contract 6th day	<p>Employed as a substitute teacher within the preceding five (5) years.</p> <p>One (1) experience increment during any one (1) school year.</p> <p>140 Days per year.</p> <p>Residual carried over.</p>	50%	\$ 220.04		
Medicine Hat Catholic	More than 10 days	11th day		prorated	\$ 220.04		
Medicine Hat Public	More than 19 days	1st day		TBD	\$ 220.55		
Northern Gateway	More than 5 days	6th day		60%	\$ 220.04		
Northern Lights	More than 5 days	6th day		TBD	\$ 220.04		
Northland	5 or more days	1st day		60%	\$ 220.04		
Palliser	More than 4 days if contract; more than 5 days if no contract	If contract, retro to 1st day; if no contract 6th day		prorated	\$ 220.04		
Parkland	More than 5 days	6th day		TBD	\$ 223.50		
Peace River	After 5 days	6th day		TBD	\$ 230.41		
Peace Wapiti	After 4 days	5th day		prorated	\$ 238.43		
Pembina Hills	More than 5 days	6th day		60%	\$ 220.04		
Prairie Land	5 or more days	6th day		TBD	\$ 220.04	5D	
Prairie Rose	More than 5 days if no contract; more than 4 if contract	6th day if no contract. Retro to 1st day if contract.		TBD	\$ 220.04		
Red Deer Catholic	After 2 days	3rd day		TBD	\$ 220.04		
Red Deer Public	More than 2 days	3rd day		57%	\$ 220.04	20D	
Rocky View	More than 2 days	1st day		TBD	\$ 228.14		
St Albert Public	4 or more days	1st day		TBD	\$ 220.41		
St Paul Education	More than 5 days	6th day		60%	\$ 220.04		
St Thomas Aquinas Catholic	More than 5 days	6th day		50%	\$ 227.75		
Sturgeon	More than 5 days	1st day		TBD	\$ 220.04		
Westwind	More than 5 days no contract; More than 4 days on contract	5th day no contract; 1st day with contract		prorated	\$ 220.04		
Wetaskiwin	More than 3 days	4th day		60%	\$ 220.04		
Wild Rose	More than 5 days	6th day		60%	\$ 220.04	5D	
Wolf Creek	More than 5 days	6th day		60%	\$ 220.04	5D	
CHARTER SCHOOLS							
Almadina School Society	More than 3 days	3rd day	As above	50%	\$ 230.41		
Aurora Academic Charter	More than 6 days	6th day	5 years - 130 days per year	\$ 135.00	\$ 225.00		
Boyle Street Education Centre	More than 5 days	5th day	5 years - 130 days per year	\$ 130.88	\$ 237.96		
Clearwater Academy	More than 3 days	3rd day	5 years - 140 days per year	50%	\$ 212.00		
New Horizons Charter	More than 5 days	4th day	5 years - 130 days per year	50%	\$ 220.04		
Valhalla School Foundation	More than 4 days	5th day	3 years - 130 days per year	50%	\$ 229.72		
* Division provides a group benefits plan for Substitute teachers (entire premium costs funded by the teacher).							
** TBD - requires confirmation with school division and Association.							