

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	Employed as a substitute teacher within the preceding five (5) years. One (1) experience increment during any one (1) school year. 140 Days per year. Residual carried over.	60%	\$ 220.04	
Battle River	More than 4 days	5th day		60%	\$ 220.04	
Black Gold	More than 3 days	4th day		prorated	\$ 220.03	
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		\$ 118.82	\$ 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		\$132.02 AM \$110.02 PM	\$ 220.04	
CS Centre-Est	More than 5 days	6th day		\$ 116.62	\$ 220.04	
CS Centre-Nord	More than 2 days	3rd day		\$ 120.47	\$ 227.30	
CS Nord-Ouest	More than 4 days	1st day		60%	\$ 233.94	
CS FrancoSud	More than 4 days	5th day		\$ 122.06	\$ 230.09	
East Central Catholic	More than 5 days	1st day		50%	\$ 220.04	
Edmonton Catholic	More than 2 days	3rd day		\$ 138.87	\$ 231.46	20D
Edmonton Public	More than 1 day	1st day		\$ 135.76	\$ 226.26	20D
Elk Island Catholic	More than 2 days	3rd day		60%	\$ 220.04	
Elk Island Public	More than 4 days	3rd day		\$ 121.02	\$ 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		\$ 130.77	\$ 233.53	
Fort McMurray	After 4 days	5th day		\$ 131.90	\$ 227.42	10D
Fort Vermilion	3 or more days	1st day		\$ 134.08	\$ 229.86	
Golden Hills	5 or more days	6th day		\$ 114.07	\$ 228.14	
Grande Prairie Catholic	More than 4 days	5th day		\$ 119.54	\$ 239.08	
Grande Prairie Public	More than 5 days	6th day		\$ 120.40	\$ 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%	\$ 229.89	
High Prairie	5 or more	1st day		\$ 113.74	\$ 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		\$220.04 (5 day wk) \$244.24 (4.5 day wk) \$275.05 (4 day week)	\$ 220.04	5D

School Division	On Grid	Effective	Counted for Experience Increment	Half Day Rate	Full Day Rate	Sick or Injury CIs
Lakeland Catholic	4 or more days	1st day	Employed as a substitute teacher within the preceding five (5) years. One (1) experience increment during any one (1) school year. 140 Days per year. Residual carried over.	50%	\$ 220.03	
Lethbridge	More than 5 days	1st day		\$121.02 AM \$99.02 PM	\$ 220.04	
Living Waters Catholic	More than 4 days	5th day		\$ 119.72	\$ 239.45	
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		50%	\$ 220.04	
Medicine Hat Catholic	More than 10 days More than 19 days	11th day 1st day		prorated	\$ 220.04	
Medicine Hat Public	More than 5 days	6th day		\$ 110.28	\$ 220.55	
Northern Gateway	More than 5 days	6th day		60%	\$ 220.04	
Northern Lights	5 or more days	1st day		\$ 110.02	\$ 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		\$ 111.75	\$ 223.50	
Peace River	After 5 days	6th day		\$ 115.21	\$ 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		\$ 114.42	\$ 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.		\$ 104.50	\$ 220.04	
Red Deer Catholic	After 2 days	3rd day		\$ 114.42	\$ 220.04	
Red Deer Public	More than 2 days	3rd day		57%	\$ 220.04	20D
Rocky View	More than 2 days	1st day		60% AM; 50% PM	\$ 228.14	
St Albert Public	4 or more days	1st day		\$ 110.21	\$ 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%	\$ 227.76	
Sturgeon	More than 5 days	1st day		\$ 114.42	\$ 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	

			Counted for	Half Day	Full Day	Sick or
School Division	On Grid	Effective	Experience Increment	Rate	Rate	Injury Cls
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.					