

FORT MCMURRAY SCHOOL DISTRICT NO 2833

SOURCE	<i>Teachers Assoc</i>		
EFF.	85	01	01
TERM.	86	08	01
No. EMPLOYEES	QJ/85-A/86 434		
EMPLOYED	September, 1985		

This agreement is made in quintuplicate this 24 day of September, 1985 pursuant to the School Act, chapter S-3 1980 and the Alberta Labour Relations Act.

Between Fort McMurray School District No 2833, hereinafter called the Board, of the first part and The Alberta Teachers' Association, a body corporate, incorporated under the laws of the Province of Alberta, hereinafter called the Association, of the second part.

Whereas, each party recognizes the other as the sole bargaining agent for the teachers employed by Fort McMurray School District No 2833, and

Whereas, terms and conditions of employment have been the subject of negotiations between the parties, and

Whereas, the parties desire that these matters be set forth in an agreement to govern terms and conditions of employment of the teachers.

NOW THEREFORE THIS AGREEMENT WITNESSETH that in consideration of the premises and of the mutual and other covenants therein contained, the parties agree as follows:

1. Recognition

1.1 This agreement applies to those employees of the Board who as a condition of employment must possess a valid teaching certificate issued under the authority of the Department of Education, the Province of Alberta, herein collectively referred to as teachers, or, where the context requires, teacher.

1.2 Notwithstanding article 1.1, employees holding the following designations shall be excluded from this agreement:

- (a) The Superintendent
- (b) All Second-Line Officers

2. Term

2.1 This agreement takes effect on 1985 01 01 and terminates on 1986 08 31.

2.2 Either party may give to the other not less than 30 days nor more than 90 days prior to the termination of this agreement a notice in writing of its intention to commence collective bargaining with a view to striking a new agreement.

2.3 If no notice is given, the agreement shall continue in full force and effect from year to year following.

3. Salary Schedule

3.1 The Board shall pay all of the teachers in its employ the salaries and allowances as herein set forth and computed.

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3.2 The amount of university education of the teacher and the length of teaching experience computed as hereinafter provided shall together determine the annual rate of salary to be paid to each teacher employed by the Board. One month's salary shall be considered to be one-twelfth of the annual salary rate. Tabulated below (3.3) are the minimum and the maximum salary rates and the experience increments for each year of teacher education.

3.2.1 Deferred Salary Leave Plan

The Board agrees to implement an approved Deferred Salary Leave Plan.

3.3 Salary Grid

a) 1985 01 01 - 1985 12 31

<u>Years of teaching experience</u>	<u>Years of university education</u>					
	<u>One</u>	<u>Two</u>	<u>Three</u>	<u>Four</u>	<u>Five</u>	<u>six</u>
0	23,154	23,154	23,154	25,487	26,708	28,141
1	23,154	23,154	24,035	26,889	28,139	29,595
2	23,154	23,154	24,916	28,291	29,570	31,049
3	23,154	23,154	25,797	29,693	31,001	32,503
4	23,154	23,154	26,678	31,095	32,432	33,957
5	23,154	23,934	27,559	32,497	33,863	35,411
6	23,154	24,714	28,440	33,899	35,294	36,865
7	23,154	25,494	29,321	35,301	36,725	38,319
8	23,154	26,274	30,202	36,703	38,156	39,773
9	23,154	27,054	31,083	38,105	39,587	41,227
10	23,154	27,834	31,964	39,507	41,018	42,681
11				40,909	42,449	44,135
Inc	10x0	4x0 6x780	10x881	11x1,402	11x1,431	11x1,454

b) 1986 01 01 - 1986 08 31

<u>Years of teaching experience</u>	<u>Years of university education</u>					
	<u>One</u>	<u>Two</u>	<u>Three</u>	<u>Four</u>	<u>Five</u>	<u>Six</u>
0	23,849	23,849	23,849	26,252	27,509	28,985
1	23,849	23,849	24,756	27,696	28,983	30,483
2	23,849	23,849	25,663	29,140	30,457	31,981
3	23,849	23,849	26,570	30,584	31,931	33,479
4	23,849	23,849	27,477	32,028	33,405	34,977
5	23,849	24,652	28,384	33,472	34,879	36,475
6	23,849	25,455	29,291	34,916	36,353	37,973
7	23,849	26,258	30,198	36,360	37,827	39,471
8	23,849	27,061	31,105	37,804	39,301	40,969
9	23,849	27,864	32,012	39,248	40,775	42,467
10	23,849	28,667	32,919	40,692	42,249	43,965
11				42,136	43,723	45,463
Inc	10x0	4x0 6x803	10x907	11x1,444	11x1,474	11x1,498

3.4 In addition to the salary schedule and the functional allowances, the following clauses shall be considered part of the salary package for purposes of determining total annual increase:

- Article 4.2 - Fort McMurray living allowance
- Article 4.3 - Convention expense
- Article 11.6 - ASEBP Extended Health Care (Plan 2)
- Article 11.7 - Alberta Health Care Insurance Plan
- Article 11.8 - ASEBP Life, Accidental Death and Dismemberment Schedule 2 and Long Term Disability Plan D
- Article 11.10 - ASEBP Dental Care (Plan 3)

4. Additional Allowances

4.1 In addition to the foregoing salary there shall be paid functional allowances in accordance with the following schedule:

4.1.2 Principals and Vice-Principals Administrative Allowance

4.1.2.1 For Existing Schools

Based on enrolment as of February 28 and September 30 of the current year, principals shall be paid an administrative allowance according to the following schedule:

- 0.12 percent of the fourth year maximum per student for the first 100 students,
- 0.07 percent of the fourth year maximum per student for the next 100 students,
- 0.04 percent of the fourth year maximum per student for each additional student,

- For purposes of ECS students, each child shall be counted as one.

Notwithstanding the above, principal's basic minimum administrative allowance shall not be less than \$5,000.

4.1.2.2. Administrative Transfers

When an administrator is transferred to another school by Board request, his/her previous administrative allowance shall be retained if higher for a period not to exceed one year.

4.1.2.3 For New Schools

Principals appointed to new schools in advance of opening shall receive an administrative allowance based on 50 percent of the approved rated capacity of the new school or \$5,000 per year, whichever is greater.

4.1.3 Vice-Principals

Shall be paid 60 percent of the principal's allowance.

4.1.4 Acting Principal

In the event that any incumbent of an administrative position in a school is absent from duty for a period in excess of five consecutive teaching days, another administrator, supervisor or teacher may be selected by the Superintendent and shall assume the responsibility and be paid only the allowance of the administrative position he/she temporarily occupies commencing with the sixth day and retroactive to the first day.

4.1.5 Department Heads may be appointed by the Board for terms of two years subject to annual review on the recommendation of the Superintendent. Each department head shall be paid an allowance equal to seven percent of the fourth year maximum grid position.

4.1.6 Special Allowance

Teachers of segregated classrooms for the educable mentally handicapped (EMH), trainable mentally handicapped (TMH) and dependent handicapped (DH) shall be paid an allowance of \$500 per school year plus an annual increment of \$100 to a maximum of \$700 per school year.

4.1.7 Supervisors may be appointed by the Board upon the recommendation of the Superintendent. Each supervisor shall be paid at an allowance equal to 20 percent of the fourth year maximum grid position,

4.1.8 Consultants and Coordinators may be appointed by the Board upon the recommendation of the Superintendent. Each consultant or coordinator shall be paid an allowance equal to 10 percent of the fourth year maximum grid position.

4.2 Port McMurray Living Allowance will be paid to each teacher employed full-time by the Board in the amount of \$2,400 per teacher per year. The allowance will be prorated for part-time teachers under contract.

4.3 Convention Expense will be paid to each teacher employed by the Board. The rates will be as follows:

- (a) Travel - \$200
- (b) Subsistence - \$300

Attendance at the whole of the convention will be required. Proof of attendance shall be certified by the principal.

4.4 Business Education, Vocational Education and Industrial Arts Teachers

4.4.1 Teachers who teach a minimum of 50 percent of full time in the areas of business education, vocational education or industrial arts,

shall receive one experience increment for each year of significant business or industrial experience after completion of training for business education teachers or receipt of journeyman status of vocational education or industrial arts teachers. Proof of experience will be required pursuant to Section 5.12.

4.4.2 All increments combined shall not exceed the applicable maximum for the teacher's years of training as recognized by TOS.

4.4.3 Any teacher whose placement is subject to this clause who transfers to another position not subject to this clause shall not retain the advance placement on the salary schedule unless the transfer is initiated by the Superintendent.

4.5 When non-administrative teaching staff are requested by the superintendent or his designate and agree to work during the summer vacation they will be paid 1/200 of their last salary grid position per day or be given equivalent time off 2s agreed to by the teacher. Teachers may also agree to project contracts for remuneration.

5. Application of Salary Schedule

5.1 Recognition of Teaching Experience

Notwithstanding article 4.4, allowance for past experience shall be one step on the schedule for each year of experience to the maximum as provided in the salary grid.

5.1.2 For purposes of this section, before an allowance is paid for experience prior to engagement, the teacher shall be required to submit a certified statement from previous employers to the effect that such experience was in a school under the jurisdiction of a provincial, state or national department of education. This proof shall be in the form of a letter from the secretary-treasurer, superintendent or education board. Should the required proof not be available within 90 calendar days, a notarized statement from a teacher may be acceptable as an interim measure.

In the event that the teacher leaves the employ of the Board prior to verification of experience, the Board may withhold salary payment equal to the difference between actual verified experience and salary paid based on notarized statement.

5.1.3 A year of teaching experience shall be any one school year during which a teacher, under contract, has taught full-time for not less than 120 school days. A teacher employed under contract, full-time or part-time, who teaches less than 120 days, may accumulate an experience increment by combining consecutive school years of service with the Board. Increment adjustments shall be effected September 1 annually and no teacher shall be credited with more than one experience increment for one school year.

5.2 Evaluation of Teacher Education

5.2.1 The evaluation of teacher education for salary purposes shall be determined by a statement of qualifications issued by The Alberta Teachers' Association Teacher Qualifications Service in accordance with the principles and policies established by the Teacher Salary Qualifications Board pursuant to the Memorandum of Agreement dated **1967 03 23** between the Department of Education, the Alberta School Trustees' Association and The Alberta Teachers' Association.

5.2.2 Placement on the salary schedule shall be according to the number of years of teacher education on the first day of each school year or on commencement of employment.

5.2.3 Each teacher claiming additional teacher education and each teacher commencing employment with the Board, shall supply satisfactory evidence of teacher education to the Board within 90 calendar days from commencement of employment. The onus of proof of further education lies with the teacher by means of the Teacher Qualifications Service. If required proof is not received at the expiry date of this period, then the teacher's salary reverts to the next lower position on the grid or previously approved evaluation and subject to article **5.1.2**. No adjustment shall be made after June 30 of the current school year.

5.2.4 No payments for salary adjustments will be considered beyond the terms of the collective agreement within which such claim is initiated.

6. Substitute Pay

6.1 Substitute teacher means a teacher employed on a day-to-day basis.

6.2 The rate of pay for substitute teachers regardless of grades taught shall be:

 (a) \$88 per diem or \$45 **per** half-day plus four percent for vacation pay, for a teacher with less than four years training.

 (b) \$99 per diem or \$50 per half-day, plus four percent for vacation pay, for a teacher with four or more years training.

 The total amount shall be paid monthly to the substitute teacher.

6.3 A substitute teacher, after teaching five consecutive days for the same teacher, for the purposes of salary, shall be paid as a temporary teacher for the additional consecutive days taught for that same teacher or substitute teacher, whichever is greater, according to his/her qualifications. Submission of years of teaching experience and certification shall be governed by articles **5.1.2** and **5.2.3**.

7. Teachers on First Year Contracts

7.1 Teachers on first year contracts shall be notified by the Board prior to May 31 of the current school year whether or not they will be offered a continuing contract.

8. Salary payment

8.1 Save and except substitute teachers and temporary teachers, each teacher shall be paid:

8.1.1 One-twelfth of his/her annual rate of salary on the morning of the last teaching Thursday of each month from September to May inclusive;

8.1.2 Two-twelfths of his/her annual rate of salary on the last teaching Thursday of June;

8.1.3 One-twelfth of his/her annual rate of salary on the last Thursday of August, provided the teacher has completed his/her year-end reports to the principal's satisfaction.

8.2 Unless specifically permitted by this agreement, authorized by the teacher, or required by law, payment of the salary of a teacher shall not be withheld beyond the regular date of payment.

8.3 Part-time teachers shall receive recognition for salary purposes for the aggregate of those occasions when required to perform full-time services.

9. Sabbatical Leave

The Board agrees to maintain staff development policies and regulations and such regulations shall incorporate the provision for sabbatical leave for employees covered under this agreement. Reference to present Policy C7 and Regulations C7A.

10. Leaves of Absence

10.1 Personal Reasons

A teacher shall receive leave of absence for personal reasons subject to the following conditions:

10.2 With Full Pay

(i) For the critical illness of the teacher's father, mother, spouse, child, sibling, grandparent, grandchild, son-in-law, daughter-in-law or parents of spouse:

- (a) in town: not more than three working days.
- (b) out of town: not more than four working days.

Medical statement certifying critical nature of illness may be required.

(ii) For the funeral of any of the above:

- (a) in town: not more than three working days
- (b) out of town: not more than four working days.

(iii) For combined critical illness and death:

- (a) in town: not more than six working days
- (b) out of town: not more than eight working days.

(iv) For the funeral of brother-in-law or sister-in-law: two working days leave.

(v) The Superintendent will consider, upon request, leave in addition to (i) and (iv) where special circumstances prevail.

(vi) Once per school year, leave amounting to one working day in town or up to three working days out of town for:

- (a) Paternity leave during confinement.
- (b) Legal adoption.

(vii) (a) For closure of public roads within the boundaries of the school jurisdiction including Fort McMurray airport which, despite reasonable efforts, prevents attendance of the teacher at his/her own school.

(b) For closure of Highway 63 leading to Fort McMurray and for closure of airports which, despite reasonable efforts, prevents the attendance of the teacher at his/her own school.

(viii) (a) For jury duty or any summons related thereto;

(b) To answer a subpoena or summons to attend as a witness in any proceeding authorized by law to compel the attendance of witnesses;

(c) Provided that the teacher remits to the Board any witness fee or jury stipend (excluding allowances and/or expenses) set by the court provided that the action is not initiated by or on behalf of the employee.

(ix) For bargaining sessions with the Board if it is agreed to bargain during school hours providing that full reimbursement of the substitute teacher salary is recoverable from The Alberta Teachers' Association.

10.2.1 The Board may approve leave with full pay:

- (i) To attend conferences, conventions or other meetings,

(ii) To visit other schools,

(iii) To attend meetings of committees of boards of the Department of Education, meetings of the Senate of the University of Alberta, or meetings of municipal bodies of which he/she is a member,

(iv) For one working day to attend son's, daughter's, spouse's or **own** convocation,

(v) On business connected with the school system,

(vi) For any teacher who is referred for health care for his or her own spouse and children beyond the limits of the community,

(vii) For any teacher appointment by the Department of Education to mark diploma examinations,

(viii) For one-half working day to attend son's/daughter's local public high school graduation.

10.3 With Loss of Substitute Pay
Whether Substitute Required or Not

A teacher may apply for and may be granted a leave of absence for the following reasons:

10.3.1 For elected members to attend meetings of the Provincial Executive Council of The Alberta Teachers' Association, or any committee thereof, or attend meetings as representatives of that Association.

10.4 Without Pay

Maternity Leave - In accordance with the provisions of Alberta Employment Standards Act (RSA 1980 or as subsequently amended) governing maternity leave and the following:

After 12 months of continual employment with the District, teachers shall be eligible for maternity leave without pay wherein the District agrees to reserve for them their former teaching assignment, in the school where the assignment was located at the time leave was effected, under the following conditions:

10.4.1 The teacher concerned shall obtain a certificate from a physician confirming the pregnancy, indicating the estimated date of delivery. She may be asked to submit such certificate 30 days prior to the start date of the leave requested.

10.4.2 The leave may not begin on a date which exceeds the 12 week period prior to the projected date of delivery. Notice of such leave shall be given to the District no less than two weeks *to* the expiration of this 12 week period.

10.4.3 The teacher may request to terminate the maternity leave to return to her former position sooner than six weeks following the actual date of delivery by presenting to the District medical proof of suitability for resumption of full duties and with the consent of the District.

This determination shall not be made on arbitrary grounds.

10.4.4 A teacher may return to her former position as long as she complies with the foregoing and chooses a return date from the leave which does not exceed the provision of maternity leave time cited in the Act, with the addition of a maximum of two weeks (ie, 10 instructional days) allotted for each scheduled break period occurring in the school year:

- Christmas Break
- Regular semester break (applicable to high school teachers)
- Spring Break
- Summer Break

The addition of a maximum two week period to any teacher's leave is directly related to returns affected by such scheduled breaks in the year.

10.4.5 The teacher shall apply for the leave specifying the selected return date on the form to be provided by the District and shall submit such to the District no later than two weeks prior to the start date of the leave. The return date may not precede the actual date of delivery.

10.4.6 Any extension of leave beyond the total time specifically provided for in the Act and in Article **10.4.4** will not permit the reinstatement of the teacher to her former assignment.

Those return dates exceeding the time framed within the foregoing would permit the teacher to receive reinstatement to an alternative position of a comparable nature.

10.4.7 All reinstatements to former position(s) as qualified in the foregoing will be contingent upon enrolments justifying the existence of said position.

10.4.8 All notice to the District must be followed as outlined in the Act. The District will provide current copies of the Act to each school, along with the additional support information to ensure the availability of the Act and its requirements, (as the Act pertains to the maternity leave) to teachers of the District.

11. Cumulative Sick Leave

11.1 Annual sick leave, with pay, shall be granted to a teacher for the purpose of obtaining necessary medical or dental treatment because of accident, sickness or disability in accordance with the following schedule:

In the first year of service with the Board, sick leave shall accumulate at a rate of one day for every nine days worked to a maximum of 20 days. This sick leave may be applied retroactively, once earned, at any time during the school year. After one year of service: 90 days.

11.2 After 90 calendar days of continuous absence due to medical disability, no further salary shall be paid.

11.3 Where a teacher has suffered an illness and/or has been paid under the provisions of the Alberta School Employee Benefit Plan D, upon his/her return to full-time duty, he/she shall be entitled to an additional sick leave benefit in the current year in accordance with the following schedule to a maximum of:

Less than one year of service - nil
After one year of service - 90 calendar days.

Before a teacher returns to work after a long-term illness, a medical certificate shall be required.

11.4 On the termination of employment of a teacher, all sick leave entitlements with the Board shall be cancelled.

11.5 A teacher who is absent from school duties to obtain necessary medical or dental treatment, or because of accident, disability or sickness is required to present a signed statement or medical certification upon request. The Board reserves the right to require a medical examination by a doctor selected by the Board.

11.5.1 Where no one other than the employee can provide the needs during illness of a child or spouse, an employee shall be entitled to use a maximum of two accumulated sick leave days per school year.

11.6 The Board will contribute 100 percent of the costs per month for all teachers participating in the ASEBP Extended Health Care Plan 2.

11.7 The Board will contribute 100 percent of the costs per month of the Alberta Health Care Insurance Plan for all teachers participating in the Alberta Health Care *Insurance Plan.

11.8 The Board will contribute 100 percent of the costs per month for all teachers participating in the Alberta School Employee Benefit Plan, Schedule 2, which provides for Life, Accidental Death and Dismemberment. The Board will contribute, on behalf of each participating teacher, on the first day of the month following ratification, 100 percent of the costs per month of the ASEBP Long Term Disability Plan D.

11.8.1 For teachers hired effective September, 1970 and thereafter, membership in the ASEBP life and long term disability insurance Plan shall be a condition of service.

11.9 The-agreed to sharing of premium costs of insurance benefits provided herein includes rebates made to the employer under Unemployment Insurance Regulations; no further adjustment is intended to be passed on to employees entitled to the benefits as provided, unless otherwise stated.

11.10 The Board will make available the ASEBP Dental Care Plan 3. Membership in the ASEBP Dental Care Plan 3 shall be a condition of employment with exception of those teachers who elected not to participate prior to September 1978 and those who are not eligible to participate as defined in the Plan and those who are covered under an equivalent spouse's plan, proof of which will be required. The Board will contribute 100 percent of the costs per month for all teachers participating in the ASEBP Dental Care Plan 3.

12. Personal Leave

12.1 A teacher may apply for one day leave per school year with pay for personal reasons and he granted such leave at the discretion of the superintendent or his designate. Personal leave will not be considered immediately prior to or following a holiday or holiday period.

12.2 Additional personal leave not covered elsewhere in this agreement may be considered with or without loss of pay at the discretion of the superintendent.

13. Grievance Procedure

13.1 Any difference between **any** employee covered by this agreement and the Board, or in a proper case of the Bargaining Unit No 2833 of The Alberta Teachers' Association and the Board concerning the interpretation, application, operation or alleged violation of this agreement and further including any dispute as to whether the difference is arbitrable, shall be dealt with as follows, without stoppage of work or refusal to perform work.

13.2 Such difference (hereinafter called "a grievance") shall first be submitted in writing to the secretary-treasurer of the Board and the secretary of the Local of the ATA as the case may be within 15 days from the date when the party was first aware of the incident leading to the grievance. Such grievance shall set out the nature of the grievance, the articles of this agreement which it is alleged have been violated and the remedy sought.

13.2.1 In the event the grievance is not settled within 15 days after the date of submission of the grievance in accordance with the above procedure, then on or before a further five days have elapsed from the expiration of the aforesaid 15-day time period, the grievance shall be referred in writing to the secretary-treasurer of the Board and the executive secretary of The Alberta Teachers' Association who in turn

shall notify their respective grievance committee members. Such grievance committee shall be composed of two representatives of the Board and two representatives of the Bargaining Unit No **2833** of The Alberta Teachers' Association. A quorum of this committee shall consist of all members. The grievance committee shall meet and endeavour to resolve the grievance and shall render its decision in respect of the grievance within **21** days following receipt of the submission except whereby unanimous consent of the grievance committee, the hearing of such grievance is adjourned for the purpose of obtaining further information. If the grievance committee reaches a unanimous decision as to the disposition of any grievance, that decision shall be final and binding.

13.3 If the grievance committee does not reach a unanimous or any decision within the said time, then either party may, by written notice served on the other party, require the establishment of an arbitration board as hereinafter provided. Such notice must be given within 10 days after the date the aforesaid 21-day limit expires or the date the grievance committee renders other than a unanimous decision, whichever is shorter.

13.3.1 Each party shall appoint one member as its representative on the arbitration board within seven days of such notice and shall so inform the other party of its appointee. The two members so appointed shall, within five days of the appointment of the second of them, appoint a third person who shall be the chairman. In the event of any failure to appoint a chairman, either party may request the Minister of the Department of Labour to make the necessary appointment.

13.3.2 The arbitration board shall determine its own procedure but shall give full opportunity to all parties to present evidence and to be heard.

13.4 The arbitration board shall not change, amend or alter any of the terms of this agreement. All grievances or differences submitted shall present an arbitrable issue under this agreement, and shall not depend on or involve an issue or contention by either party that is contrary to any provision of this agreement or that involves the determination of a subject matter not covered by, or arising during the term of this agreement.

13.4.1 The findings and decision of a majority is the award of the arbitration board and is final and binding upon the parties and upon any employee affected by it. If there is not a majority, the decision of the chairman governs and it shall be deemed to be the award of the Board.

13.5 The arbitration board shall give its decision not later than 14 days after the appointment of the chairman provided, however, that this time period may be extended by written consent of the parties.

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13.6 Each party to the grievance shall bear the expense of its respective appointee and the two parties shall bear equally the expenses of the chairman.

13.7 All of the aforesaid time limits referred to in the grievance procedures shall be exclusive of Saturdays, Sundays and statutory holidays.

13.7.1 In the event, at any stage of the aforesaid procedure (except in respect of appointing persons to the board) the grieving party fails to take the necessary action within the time limits specified, the grievance shall be deemed to be at an end.

13.7.2 Any of the aforesaid time limits may be extended at any stage upon the written consent of the parties.

14. Communications Committee

A committee will be organized, the purpose of which will be to discuss and attempt to resolve items of concern between Board and the teachers which are not covered specifically in the collective agreement.

14.1 Composition: Three Board members and three teachers:

- (a) Chairman of the Fort McMurray Bargaining Unit No 2833
- (b) Representative of Fort McMurray Bargaining Unit No 2833
- (c) A local ATA member designated by (a) and (b) above.

14.2 Meetings will be called as required by the Local president or by a representative of the Board.

General Articles

15. Nothing herein contained shall reduce the salary of a teacher below the amount payable immediately prior to the effective dates of this agreement.

16. All previous agreements, schedules and regulations between or affecting the parties are hereby cancelled.

17. This agreement shall enure to the benefit of all and shall be binding upon the parties and their successors.

18. Amendments to this agreement may be sought by either party at any time during the life of this agreement, and may be executed only with consent of both the Board and the Fort McMurray Bargaining Unit No 2833.

19. The Board shall make available to each teacher of the Fort McMurray Bargaining Unit No 2833 a copy of the collective agreement as soon as possible following its ratification.

20. This collective agreement shall remain in effect until such time as a new agreement is reached and the following items shall be among those included in the retroactive application:

- | | | | |
|-------|--------------------------------|-------|--------------------------|
| 3.3 | Grid | 4.1.4 | Acting Principal |
| 4.2 | Fort McMurray Living Allowance | 4.1.5 | Department Heads |
| 4.3 | Convention Allowance | 4.1.7 | Supervisors |
| 4.1.2 | Principal's Allowance | 4.1.8 | Consultants/Coordinators |
| 4.1.3 | Vice-Principal's Allowance | 6.2 | Substitute Teachers |

LETTERS OF INTENT

Performance Provision

The Board and the Association agree to jointly consider the development and implementation of a system for rewarding meritorious performance of staff.

Staff Supervision

The Board and the Association agree that in consideration of teachers to enjoy an uninterrupted lunch period they will jointly consider means of ensuring this condition. They further agree to take this matter under study through a committee appointed by both parties.

