

**Calgary Board of Education Terms of Settlement for Staff Association (PSS)**  
**May 28, 2008**  
**page 1 of 2**

---

- Benefits: Article 20 Clause 20.6
    - Introduction of prorated health spending account amount for new hires during first year of employment for employees hired after January 1, 2008.
    - Pay direct drug card to be implemented by April 1, 2009. (LOU Pg.60)
  
  - Job Share: Article 6 Clause 6.6.1, 6.6.2 & 6.6.3
    - Two permanent employees can apply for a job share of one year in duration.
    - Superintendent of Corporate Services or designate determine whether job share is approved annually based on criteria established by the Board.
    - Layoff provisions apply when job share ends based on pre-job share status.
    - Application deadline of March 31<sup>st</sup> each year or a later date established by the Board.
  
  - Paternity Leave: Article 17 Clause 17.5.1
    - Leave with pay increased from 2 days to 3 days.
  
  - Staff Development Fund: Article 30 Clause 30.1 & 30.2
    - Increase to \$50,000 effective September 1, 2008.
    - Increase to \$60,000 effective September 1, 2009.
    - Increase to \$70,000 effective September 1, 2010.
    - Two CBE representatives on Advisory Committee.
  
  - Grievance Procedure: Article 24 Clauses 24.6.1, 24.6.3 & 24.6.4
    - Arbitration panel changes to single arbitrator.
  
  - Sick Leave: Article 15 Clause 15.1 & 15.5
    - Statement regarding purpose of sick leave.
    - Consistent with the Main Body
  
  - Job Postings: Article 6 Clause 6.2.1
    - Job postings include the following information: location, outline of the position, full time equivalency, 10 month or 12 month, and annual salary.
    - List of candidates interviewed provided to Staff Association upon request.
- Wages:
- 5.00% increase effective September 1, 2007.
  - \$800 signing bonus prorated based on full time equivalency payable for all permanent and probationary employees employed (including employees on leave or layoff) as of the date of ratification of the agreement.
    - Grid adjustment effective January 1, 2008:

- 5.00% increase for grade 2
    - 10.00% increase for grade 3
    - 12.00% increase for grade 4
  - 4.53% increase effective September 1, 2008.
  - Alberta Average Weekly Earnings (AAWE) index to determine increase effective September 1, 2009.
  - Area Leader and Team Leader allowance to general wage increases and grid adjustment (Pg. 61)
- Provisional Psychologists (Pg. 58)
  - Rate of pay increased to \$28.20 per hour effective September 1, 2007.
  - 4.53% increase effective September 1, 2008.
  - AAWE index to determine increase effective September 1, 2009.
- Term:
  - 3 years (September 1, 2007 to August 31, 2010).