

EDMONTON PUBLIC SCHOOLS

March 13, 2007

TO: Board of Trustees

FROM: Trustee K. Gibson, Conference Committee Chair

SUBJECT: Report #9 of the Conference Committee (From the Meetings Held February 27 and March 6, 2007)

RECOMMENDATION

1. That report #9 of the Conference Committee from the meetings held February 27, 2007 and March 6, 2007 be received and considered.

Proposed Changes in Salary Schedules, Benefits and Working Conditions for Exempt Staff and Lunchroom Aides

2. That the following cost of living adjustments to the Exempt Management and Exempt Non-Management salary schedules be confirmed:
 - 2.75% increase, effective September 1, 2006;
 - 1.25% increase, effective January 1, 2007;
 - 2.50% increase, effective September 1, 2007;
 - 1.00% increase, effective January 1, 2008;
 - 2.75% increase, effective September 1, 2008;
 - 1.25% increase, effective January 1, 2009
3. That the following changes to benefits for exempt management and non-management staff be confirmed:
 - a) Effective September 1, 2006, September 1, 2007 and September 1, 2008, the board pay Alberta School Employee Benefit Plan (ASEBP) rates established effective these dates for single and family coverage for the Dental (Plan 3) benefit and the Vision Care (Plan 3) benefit;

- b) For the 2006-2007, 2007-2008 and 2008-2009 school years, the board pay 50% of any surcharge levied by the Alberta School Employee Benefit Plan for the Dental (Plan 3) benefit, the Vision Care (Plan 3) benefit and/or the Extended Disability (Plan D) benefit;
 - c) Effective April 1, 2007, the board enroll exempt staff in Extended Health Care Plan 1.
 - d) Effective April 1, 2007, the board contribute 20% of the cost of the base premium for ASEBP's Extended Disability Benefit Plan D for exempt non-management staff;
 - e) Effective September 1, 2007, the board enroll exempt staff in ASEBP's Added Choice Plan III benefits program.
 - f) Effective September 1, 2007, the board contribute \$675 per permanent exempt staff member per year (pro-rated based on F.T.E.) toward a Health Spending Account to be administered by the Alberta School Employee Benefit Plan.
 - g) Effective September 1, 2008, the board contribute \$750 per permanent exempt staff member per year (pro-rated based on F.T.E.) toward a Health Spending Account to be administered by the Alberta School Employee Benefit Plan.
- 4. That, effective September 1, 2007, the board implement a retirement bonus plan similar to the plan provided to the three CUPE Locals for permanent exempt staff;
 - 5. That a committee comprised of trustees and the superintendent develop a recommendation regarding the provision of SiPP to other staff and bring a recommendation forward to board on this matter;
 - 6. That the administration review the feasibility of introducing a variable pay compensation structure for exempt management positions and bring a recommendation forward to board on this matter;

7. That the standing committee for the Superintendent's Evaluation be charged with an examination of the superintendent's remuneration and benefits package, and bring a recommendation forward to board on this matter;
8. Upon approval of the proposed recommendation, that the daily allowances for paid lunchroom aides be increased by 3.6% to a minimum of \$11.65 and a maximum of \$18.50, and effective September 1, 2007, increased by 3.5% to a minimum of \$12.05 and a maximum of \$19.15, and effective September 1, 2008, increased by 4% to a minimum of \$12.55 and a maximum of \$19.90.

Proposed Changes in Trustee Remuneration

9. That the following changes to the per annum remuneration for the Chair, Vice-Chair, Conference Chair, and trustees of Edmonton Public Schools be confirmed:

	<u>Effective</u> <u>September 1, 2006</u>	<u>Effective</u> <u>January 1, 2007</u>
Board Chair	\$28,960 (2.57%)	\$29,320 (1.24%)
Board Vice-Chair and Conference Chair	\$25,370 (2.75%)	\$25,685 (1.25%)
Trustee	\$21,775 (2.76%)	\$22,045 (1.25%)

	<u>Effective</u> <u>September 1, 2007</u>	<u>Effective</u> <u>January 1, 2008</u>
Board Chair	\$30,050 (2.49%)	\$30,350 (0.99%)
Board Vice-Chair and Conference Chair	\$26,325 (2.50%)	\$26,585 (0.99%)
Trustee	\$22,595 (2.50%)	\$22,820 (0.99%)

	<u>Effective</u> <u>September 1, 2008</u>	<u>Effective</u> <u>January 1, 2009</u>
Board Chair	\$31,190 (2.77%)	\$31,580 (1.26%)
Board Vice-Chair and Conference Chair	\$27,320 (2.76%)	\$27,665 (1.27%)
Trustee	\$23,450 (2.75%)	\$23,745 (1.26%)

10. That the following changes to the per diem rate of \$109.20 for attendance at special meetings of the board and committees of the whole, budget and results review meetings, negotiation committee bargaining sessions and the annual meetings of the Public School Boards Association of Alberta, the Alberta School Boards Association, and either the Canadian School Boards Association or Canadian Education Association be confirmed:
 - \$113.55, effective September 1, 2006 (increase of 3.98%);
 - \$117.55, effective September 1, 2007 (increase of 3.52%);
 - \$122.25, effective September 1, 2008 (increase of 4.00%);
11. That, effective April 1, 2007, trustees eligible for coverage under the Alberta School Employee Benefit Plan be enrolled in Extended Health Care, Plan 1.
12. That, effective September 1, 2007, at the end of each trustee's service, such trustee shall receive a retiring allowance to ease the transition from such service. Such payment shall be made at the rate of two weeks per year of service as a trustee, and shall be determined by multiplying the number of years and part-years served by 1/26 of the "Trustee Total Annual Remuneration" prevailing at the end of such service. The maximum amount payable to any individual shall not exceed one-half of the "Trustee Total Annual Remuneration".
13. That the trustee monthly advance on expenses be equivalent to the district's compensation for occasional use of a vehicle.
14. That the appointment of a committee comprised of trustees and the board secretary review the criteria and process for determining and providing honoraria to trustees for committee work and bring recommendations forward to board on this matter prior to April 30, 2007 be confirmed.
15. That the appointment of Trustees Esslinger, Fleming and Keiver to the ad hoc trustee remuneration committee be approved.

Appointment of External Auditor

16. That the appointment of KPMG LLP, Chartered Accountants, as auditors of the Edmonton School District No. 7 for the fiscal year September 1, 2006 to August 31, 2007 be approved.

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AS:mmf