

EDMONTON PUBLIC SCHOOLS

April 26, 2005

TO: Board of Trustees

FROM: Trustee G. Nicholson, Chairman Conference Committee

SUBJECT: Report #8 of the Conference Committee (From the Meetings held April 12 and 13, 2005)

RECOMMENDATION

1. That report #8 of the Conference Committee from the meetings held April 12 and 13, 2005 be received and considered.

Exemption from Criminal Records Checks

2. That hourly employees and contract service workers with more than five years of satisfactory, continuing service be exempted from the requirement for a mandatory criminal records check.

Changes in Trustee Remuneration

3. That the following changes be made to the per annum remuneration for the Chairman, Vice-Chairman, Conference Chairman, and trustees of Edmonton Public Schools:

	<u>Effective</u> <u>September 1, 2004</u>	<u>Effective</u> <u>January 1, 2005</u>
Chairman	\$27,210 (1.49%)	\$27,480 (0.99%)
Vice-Chairman and Conference Chairman	\$23,790 (1.51%)	\$24,030 (1.00%)
Trustees	\$20,420 (1.49%)	\$20,625 (1.00%)

Effective
January 1, 2006

Chairman	\$28,235 (2.75%)
Vice-Chairman and Conference Chairman	\$24,690 (2.75%)
Trustees	\$21,190 (2.74%)

4. That the following changes be made to the per diem rate of \$103.65 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:
- \$106.25, effective September 1, 2004 (increase of 2.5%);
 - \$109.20, effective January 1, 2006 (increase of 2.78%);

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

5. That the following changes be made to the current Exempt Salary Schedule effective September 1, 2004:
- a) two distinct salary schedules be created – one for exempt management and one for exempt non-management.
 - b) the current exempt salary schedule for management (grades K to N) would become a management salary schedule with five grades from A to E.
 - c) as a result of the creation of a separate exempt management salary schedule, the current exempt salary schedule would become a salary schedule for non-management staff from grades A to J.

6. That the following cost of living adjustments be applied to the revised Exempt Management and Exempt Non-Management salary schedules:
 - 1.5 % increase, effective September 1, 2004;
 - 1.0% increase, effective January 1, 2005;
7. That effective September 1, 2005, Step 1 on the exempt non-management salary schedule would be deleted, the remaining steps renumbered 1 to 7, and a new Step 8 added to the top of the salary schedule.
8. That the following cost of living adjustment be applied to the revised Exempt Management and Exempt Non-Management salary schedules:
 - 2.75 % increase, effective January 1, 2006.
9. That the following changes be made to benefits for exempt management and non-management staff:
 - a) Effective September 1, 2005, the board pay Alberta School Employee Benefit Plan rates established effective September 1, 2005 for single and family coverage for the Dental (Plan 3) benefit and the Vision and Hearing Aid Care (Plan 3) benefit;
 - b) For the 2004-2005 and 2005-2006 school year, the board pay 50% of any surcharge levied by the Alberta School Employee Benefit Plan for the Dental (Plan 3) benefit, the Vision and Hearing Aid Care (Plan 3) benefit and/or the Extended Disability (Plan D) benefit;
 - c) Effective March 1, 2006, the board contribute \$42 per exempt staff member per month (pro-rated based on F.T.E.) toward a Health Spending Account to be administered by the Alberta School Employee Benefit Plan.

10. That all previous terms and conditions of employment remain the same except as follows:
 - a) Personal Leaves of Absence: Amend the third and fourth sentences of the Personal Leave of Absence section from the “Employment Information” for exempt management and non-management staff to read: “The staff member’s position may be declared vacant, provided they are advised in writing at the time the leave is granted. If the position was declared vacant, or if the staff member was on an extension of leave, their leave would be from the district.”
11. That, effective March 15, 2005, a policy of red-circling be adopted for exempt staff. This policy would allow exempt staff who end up in a pay grade where the maximum is lower than the salary they are receiving (through reclassification, grid changes, etc.) to have their salary red-circled for a period of two years or until the pay grade their position has been placed in catches up, whichever occurs first. At the end of the two year period, if the pay grade their position has been placed in has not caught up to the salary they are receiving, the staff member’s salary would drop to step 8 of the lower pay grade.
12. That the daily allowances for paid lunchroom aides be increased by 5.34% to a minimum of \$11.65 and a maximum of \$18.45 effective September 1, 2005.

Supplementary Integrated Pension Plan (SiPP)

13. That the Board include the provision of a registered and non-registered OverCap Supplementary Integrated Pension Plan, effective January 1, 2005, as part of the total compensation package for the superintendent.

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AS:mmf