

EDMONTON PUBLIC SCHOOLS

January 28, 2003

TO: Board of Trustees

FROM: Trustee G. Nicholson, Chairman Conference Committee

SUBJECT: Report #5 of the Conference Committee (From the Meeting Held January 21, 2003)

RECOMMENDATION

1. That report #5 of the Conference Committee from the meeting held January 21, 2003 be received and considered.

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

2. That the following cost of living adjustments be applied to the salary schedule for Exempt Management and Exempt Non-Management positions:
 - 3.0% increase, effective September 1, 2002;
 - 3.0% increase, effective January 1, 2003;
 - 3.0% increase, effective September 1, 2003;
 - 2.0% increase, effective January 1, 2004.
3. That the following changes be made to the benefit plans for Exempt Staff:
 - a) effective September 1, 2002, the board pay ASEBP rates established effective September 1, 2002 for single and family coverage for the Dental (Plan 3C) benefit;
 - b) effective the first pay period following approval by the board, the board pay ASEBP rates established effective September 1, 2002 for single and family coverage for the Vision and Hearing Aid Care (Plan 3) benefit;

- c) effective the first pay period following approval by the board, the board pay 80% of the ASEBP rates established effective September 1, 2002 for the Extended Disability (Plan D) benefit for exempt management staff;
 - d) effective September 1, 2003, the board pay ASEBP rates established effective September 1, 2003 for single and family coverage for the Dental (Plan 3) benefit and the Vision and Hearing Aid Care (Plan 3) benefit;
 - e) for the 2002-2003 and 2003-2004 school year, the board pay 50% of any surcharge levied by ASEBP for the Dental (Plan 3) benefit, the Vision and Hearing Aid Care (Plan 3) benefit and/or the Extended Disability (Plan D) benefit;
4. That all previous terms and conditions of employment remain the same except as follows:
- a) Bonus Days: The board undertakes to grant bonus day's entitlement as per current board practice to twelve-month exempt non-management staff who qualify for 30 days vacation, ten-month exempt non-management staff who qualify for 25 days vacation and exempt management staff.
 - b) Maternity/Parental/Adoption Leave: The board undertakes to grant benefits and entitlements similar to the benefits and entitlements provided other non-teaching staff groups for leave of absence for maternity, adoption or parental reasons.
5. That the daily allowances for paid lunchroom aides be increased to a minimum of \$10.65 and a maximum of \$16.85, effective September 1, 2002; and to a minimum of \$11.05 and a maximum of \$17.50, effective September 1, 2003.

Trustee Remuneration

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

	Effective September 1, 2002	Effective January 1, 2003
Chairman	\$24,775 (3%)	\$25,520 (3%)
Vice-Chairman and Conference Chairman	\$21,655 (3%)	\$22,305 (3%)
Trustees	\$18,590 (3%)	\$19,150 (3%)

	Effective September 1, 2003	Effective January 1, 2004
Chairman	\$26,285 (3%)	\$26,810 (2%)
Vice-Chairman and Conference Chairman	\$22,975 (3%)	\$23,435 (2%)
Trustees	\$19,725 (3%)	\$20,120 (2%)

7. That the following changes be made to the per diem rate of \$90.50 for attendance at special meetings of the board and committees of the whole, budget and results review meetings, 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:

- Effective September 1, 2002, the per diem rate be applied to negotiation committee bargaining sessions;
- Effective September 1, 2002 the per diem rate be provided to the ASBA Zone Representative or alternate for attendance at Zone meetings;
- \$96.85, effective September 1, 2002 (increase of 7%);
- \$103.65, effective September 1, 2003 (increase of 7%);

8. That the advance on expenses be increased to the district rate of \$181.50 per month, effective September 1, 2002.

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AS:mmf