

DATE: June 26, 2012

TO: Board of Trustees

FROM: Trustee Michael Janz, Conference Committee Chair

SUBJECT: Report #11 of the Conference Committee (From the Meeting Held June 26, 2012)

ORIGINATOR: Tash Taylor, Director Executive and Board Relations

REFERENCE: [Terms of Reference re In-Camera Sessions Committee of the Whole – Conference](#)
[School Act](#) Section 61

ISSUE

Recommendations arising from the Conference Committee meeting held June 26, 2012 are being presented for final approval as per the terms of reference for Conference Committee.

RECOMMENDATION

1. That Report #11 of the Conference Committee from the meeting held June 26, 2012 be received and considered.

Memorandum of Agreement – Maintenance Staff

2. That the Memorandum of Agreement for a three-year collective agreement with CUPE Local 784 (Maintenance Staff) from September 1, 2011 to August 31, 2014 be approved.

Memorandum of Agreement – Custodial Staff

3. That the Memorandum of Agreement for a three-year collective agreement with CUPE Local 474 (Custodial Staff) from September 1, 2011 to August 31, 2014 be approved.

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

4. That the following cost of living adjustments be applied to the Exempt Management and Exempt Non-Management Salary Schedules:
 - a. 3.00% increase, effective September 1, 2011;
 - b. 2.25% increase, effective September 1, 2012; and
 - c. 2.25% increase, effective September 1, 2013.

5. That the following changes be made to benefits for exempt management and non-management staff:
 - a. For the 2011-2012, 2012-2013 and 2013-2014 school years, the Board pay Alberta School Employee Benefit Plan (ASEBP) rates established for single and family coverage for the Extended Health Care (Plan 1), Dental Care (Plan 3) and Vision Care (Plan 3) benefits; and
 - b. For the 2012-2013 and 2013-2014 school years, the Board pay 100% of any surcharge levied by the ASEBP for single and family coverage for the Extended Health Care (Plan 1), Dental Care (Plan 3) and Vision Care (Plan 3) benefits.
6. That the Board establish an Exempt Professional Improvement Fund effective September 1, 2013, which provides for exempt staff to access funds for professional leave and/or tuition support to attend post-secondary institutions.
7. That all previous terms and conditions of employment remain the same except as follows:
 - a. The definition for family illness leave be amended to read, “Leave of absence with pay shall be granted to an employee to a maximum of three (3) working days per school year for the purpose of making arrangements for the care of a family member, or caring for a family member or other persons who reside in the home of the employee”; and
 - b. Language regarding leave entitlements will be updated to reflect current district policies and practices.
8. That the Administration undertakes a review of all leave entitlements to determine if current entitlements enable the Board to attract and retain qualified staff. Any recommended revisions to leave entitlements will be cost neutral to the Board.
9. That the Administration undertake a review of the hours of work for 10-month exempt staff to determine if the current requirements enable the Board to attract and retain qualified 10-month staff, as well as address the needs of students and school staff.
10. That the Administration undertake a comprehensive review of the Exempt Classification and Compensation System.
11. That effective September 1, 2012, the daily allowances for paid lunchroom aides be increased by 5.25% to a minimum of \$15.95 and a maximum of \$24.70, and effective September 1, 2013, increased by 2.25% to a minimum of \$16.30 and a maximum of \$25.25.

Capital Reserve

12. That the use of up to \$1,303,469 of Capital Reserve funds to relocate six portable classrooms to each of Esther Starkman and Johnny Bright schools, be approved.

District Priorities Committee

13. That the Board expand the mandate of the District Priorities Committee, to include:
- Reviewing and updating the School Board Governance and Operations Section of the Policy Manual (Trustees' Manual) at least once per term or as required,
 - Reviewing the Trustee remuneration package every three years,
 - Developing an orientation plan for the next Board,
 - Reviewing the Trustee Protocols to ensure they are current and relevant,
 - Reviewing and monitoring Board Work Plan progress, and
 - Developing Board Retreat agendas
14. That the District Priorities Committee be renamed the District Priorities and Governance Committee.

TT:mmf