

MEMORANDUM OF AGREEMENT
Between the Alberta Teachers' Association (ATA) and the Government of Alberta

HIGHLIGHTS OF THE AGREEMENT IN PRINCIPLE

- 5-year term beginning September 1, 2007 and ending August 31, 2012
- Teacher salaries, rates of pay, allowances and substitute pay:
 - Year 1 - 3% increase
 - Years 2 to 5 - Annual increases based on the increases to the Average Weekly Earnings Index in Alberta
 - \$1,500 lump-sum payment for each full-time teacher in Spring 2008
- Ratification of all 62 agreements by January 31, 2008 is required to ensure stability in the education system for our students
- Government permanently assumes the \$2.1 billion teachers' share of the pre-1992 unfunded liability of the Teachers' Pension Plan and eliminates teachers' monthly payments towards this liability (a 3.1% of salary savings for teachers).

SPECIFICS:

- Between September 1, 2008 and August 31, 2012 teacher salaries and applicable grants will use the same AWEI rate used to determine M.L.A. salary increases.
- Each teacher included in the collective agreement and employed on a continuing, interim, probationary, or temporary contract as at April 30, 2008, based on the pro-rata portion of full-time employment since September 1, 2007, will receive a lump sum payment of \$1,500. Government will provide funding to boards in the Spring of 2008 to enable payments to their teachers.
- In addition to the 3% salary increase, teachers are relieved of their monthly payments to the pre-1992 unfunded liability (a 3.1% of salary savings for teachers), which equates to a 6.1% increase.
- Government's agreement in principle with the ATA has established:
 - Term of all collective agreements shall be to August 31, 2012.
 - Pay increases related to salary, allowances, substitute pay and rates of pay.
 - "New" Hours of instruction/Minutes of Instruction clauses shall not be brought to the bargaining table.
 - No strikes or lock-outs between the date of this MOA and the date on which all collective agreements must be signed (January 31, 2008).
- Boards and ATA local bargaining units are expected to reach agreement on local collective agreements by no later than January 31, 2008.
- Government will fund the "pay increases" in each of the years of the agreement. Existing dollars announced in the Budget 2007 will cover increases for this year.
- Where "minutes of instruction" clauses exist in collective agreements, the agreement requires they remain until 2012. Where "sunsetting" dates on "minutes of instruction" exist, the agreement requires that these dates be moved forward 5 years from the current date.
- Government will work to ensure mediation services are available to either school boards or teacher bargaining units, should this service be requested.
- Under the agreement, government will guarantee to provide school boards with the funding necessary to meet teacher salary increases for the five years of the agreement. Teacher salary increases will be funded by increases to education grants that are attributable to the hiring and retention of teachers. These grants increased by 3% on September 2007.