

**B.R.S.D. No. 31 SCHOOL SUPPORT STAFF GRID 2008-2009**

Increment	Training Levels								
	Teacher Assistants			Library Clerks			Secretaries		
	Level 1 (EA1)	Level 2 (EA2)	Level 3 (EA3)	Level 4 (L4)	Level 5 (L5)	Level 6 (L6)	Level 7 (S7)	Level 8 (S8)	Level 9 (S9)
0	13.61	15.87	18.06	14.01	16.33	18.59	15.00	17.32	19.58
1	14.13	16.41	18.71	14.54	16.90	19.26	15.53	17.90	20.26
2	14.63	17.03	19.41	15.06	17.53	19.99	16.06	18.52	20.98
3	15.18	17.69	20.14	15.62	18.00	20.72	16.61	19.19	21.71
4	15.76	18.31	20.90	16.22	18.86	21.50	17.22	19.85	22.49
5	16.34	19.00	21.65	16.82	19.56	22.28	17.81	20.55	23.27
6	16.93	19.71	22.48	17.43	20.29	23.14	18.42	21.28	24.14

**Current grid effective: School term 2008-2009**  
**Reflecting the following increases: *4.53% applied to all categories***  
**Change in number of levels to represent separation of rates for library and secretarial positions**

**As part of the compensation and benefits package the following items are not included in the hourly base rate but provide an additional component to the compensation package through employer contributions.**

Provision of these items represents an employer contribution of approximately 26% in addition to the value of hourly compensation and vacation pay.

**Vacation Pay** (accumulating and paid on the following basis):

0 to completion of 2 years	4%
3 to completion of 7 yrs	6%
7 to completion of 14 years	8%
15 to completion of 19 years	10%
20 years and over	12%

**Statutory employer contributions towards** Canada Pension, Worker's Compensation, and Employment Insurance

**Provision of Local Authorities Pension plan for support staff working 20 or more hours per week in continuing positions**

**The Board contributes towards premiums for benefit coverage available to staff in regular assignments exceeding 20 or more hours per week prorated to FTE (hours per week/30) (30 hours per week considered the minimum for full time)**

**EFFECTIVE: Sept. 1, 2008 CONTRIBUTION BY THE BOARD CHANGED TO 100% on the following benefits:**

Alberta Health Care, Extended Health Care, Life Insurance, Extended Disability Insurance, Accidental Death and Dismemberment Insurance, Vision and Hearing

**EFFECTIVE: Sept. 1, 2008 a Health Spending Account is being added to the benefit package**

Coverage is provided without discontinuance over the summer for staff returning in the fall term.

**Staff not having designated assignments for the next school term (notifications in May) will have coverage discontinued as of June 30th. Employees must commence position prior to Feb. 1st in a given school year to be eligible for benefits or LAPP in that school term.**

**Other items that are provided as paid time through actual hourly compensation:**

Sick Leave to limits of staff accumulation (based on FTE X 2 days per month to a max of 60 working days).

Compassionate and Critical Illness leave

Personal leave - providing 1 paid day per school year for time for unforeseen items, emergency, family or personal commitments.

Employee and Family Assistance Program - available to all regular support staff free of charge - provides confidential counselling in a number of areas (780)433-6811 or 1-800-661-7052 or visit website [www.priorityoneehr.com](http://www.priorityoneehr.com) - or check [www.brsd.ab.ca](http://www.brsd.ab.ca)

**In addition the employer is providing professional development workshops and technical support to enable staff stay on track with new technology or job related changes.**