



### Rental Accommodations

- Mobile homes and houses provided in most communities
- Rent ranges from \$425.00 to \$1,140.00 per month
- Flat rate toward utility costs (heat, water, sewer) is charged. Teachers are responsible for electricity and telephone usage.

### Division Learning Services Team

- Pedagogical Supervisors—Ensures that the planning, development and implementation of division-wide curricular and instructional programs/initiatives improve learning experiences for all students.
- Supervisor of Student Services—Responsible for the coordination of Inclusive Education services. Administers the procedures for the identification, assessment, and IPP development for mild, moderate, and severe special needs students from ECS to Grade 12.
- Learning Technology Coach—Provides educational direction for the integration of technology into the curriculum as well as training and support for curricular integration of technology.
- Director of FNMI Learner Success—Provides educational direction and support for the integration of Aboriginal perspective, language, culture and experience into the curriculum.

### Professional Development

- New Teacher Orientation/Mentorship—Each year, new teachers meet in August for orientation. Activities includes Aboriginal culture awareness, curriculum planning, and classroom management. Throughout the year, new teacher are supported by mentor teachers.
- Northeast Teachers' Convention—Mandatory two day conference in Edmonton during mid February gives teachers the opportunity to participate in professional development activities with teachers from other jurisdictions. Partially funded as outlined in collective agreement.
- Specialist Councils—Specialist Councils for the Alberta Teachers' Association (ATA) sponsor conferences for all professional teachers in all subject areas and fields of interest. Partial assistance is provided to attend. These funds are administered by a representative of the ATA Local's Professional Development Committee and Division Office administration.
- Local Professional Development—Each school may designate two days per year to conduct events.

# RECRUITMENT



Colin MacKay,  
Little Buffalo  
School Teacher  
helping students  
at Career Explorations  
Camp on  
October 27-30,  
2014

## Why Teach with Northland?





- Effective September 1, 2015
- Increases and dates as per salary grid are applicable to bonuses and allowances.

	Teacher Education		
Teaching Experience	4	5	6
1	64,477	67,552	70,900
2	67,911	70,991	74,356
3	71,346	74,429	77,815
4	74,781	77,863	81,272
5	78,219	81,295	84,728
6	82,029	85,208	88,662
7	85,848	89,113	92,593
8	89,657	93,021	96,527
9	93,466	96,930	100,455
10	97,287	100,833	104,390

**Administration Allowance**

- Principal—\$10,730.00 + (\$36.48 x P1)
- P1 = enrolment on September 30th
- Maximum allowance payable shall be \$24,637.00
- Vice-Principal—One-half (1/2) of the Principal’s allowance



**Location Allowance**

Athabasca Delta:	\$3,386.00	Fort Chipewyan: Two (2) round-trip flights to Fort McMurray per year
Chipewyan Lake:	\$4,199.00	
Fort McKay:	\$2,771.00	

**Alberta School Employee Benefit Plan (ASEBP)**

- 100% Extended Health Care premium
- 100% Dental Care premium (Plan 3)
- 100% Vision Care Premium (Plan 3)
- 100% of Life Insurance and Accidental Death Insurance premium
- 100% of Extended Disability Benefit premium
- \$850.00 Health Spending Account (per year)
- Employee and Family Assistance Program

**Leaves**

- Professional Improvement—after three years of continuous employment, 70% of grid salary, two leaves granted per year.
- Compassionate— up to five days with pay for critical illness or death of a relative in Alberta; up to seven days with pay for critical illness or death of a relative outside of Alberta.
- Personal—up to two days per school year at full salary.
- Family Care—leave with pay due to employee’s child, spouse or parent requiring medical care to a maximum of ten days per school year.
- Maternity—granted in accordance with current legislation and Board policy.
- Paternity—up to five days per year in the event of birth or adoption of employee’s child.
- Cumulative Sick—to a maximum of twenty days per school year and adjusted annually thereafter as per collective agreement