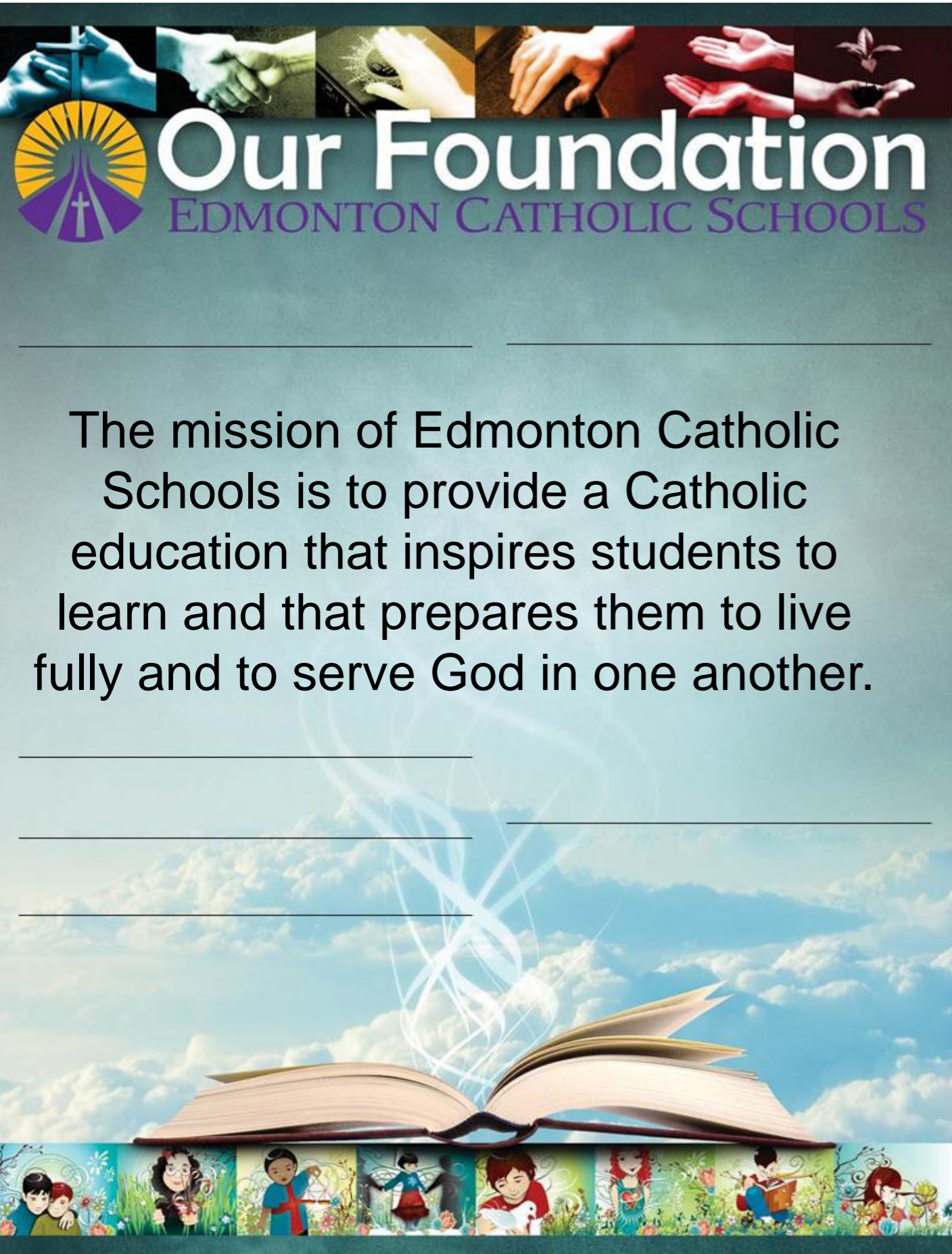


Employment Opportunities  
with  
Edmonton Catholic Schools  
McGill University, Université Concordia,  
Université du Québec à Montréal  
January 16, 2017



EDMONTON  
CATHOLIC SCHOOLS



# Our Foundation

EDMONTON CATHOLIC SCHOOLS

The mission of Edmonton Catholic Schools is to provide a Catholic education that inspires students to learn and that prepares them to live fully and to serve God in one another.

## Who are we ...?

Christine Kennerd    Principal  
Elana Simington    Principal St. Basil  
Monsignor William Irwin

### General Facts

- 90 Schools
- 41,333 Students
- 2,530 Certificated Staff
- 1,568 Classified Staff

Increased Enrollment **1233**

New for 2017  
5 New Schools

# *Expanding District*



- French Immersion dual track school K-7 opened September 2016
- September 30, 2016 enrollment 600 students
- Grade 8 French Immersion September 2017

# *Expanding District – September 2017*

**BISHOP DAVID  
MOTIUK**



**K-9 School**

Projected Opening | September 2017

**FATHER MICHAEL  
MIREAU**



**K-9 School**

Projected Opening | September 2017

**ST. THOMAS  
AQUINAS**



**K-9 School**

Projected Opening | September 2017

**CHRIST  
THE KING**



**K-9 School**

Projected Opening | September 2017

**CORPUS CHRISTI**



**K-9 School**

Projected Opening | September 2017



*We are one of Alberta's Top 70 Employers!*

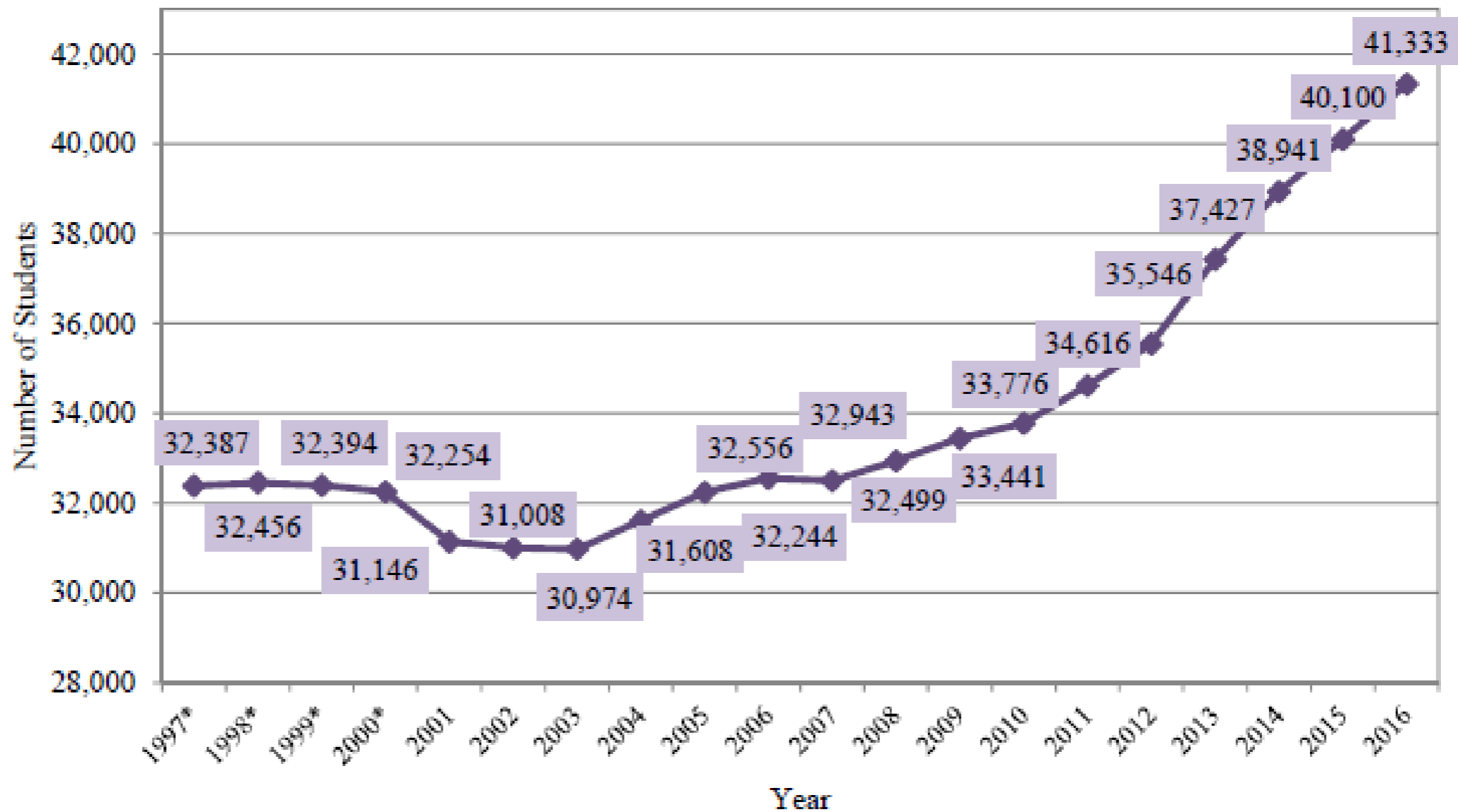
The following criteria is reviewed:

- **Physical Workplace;**
- **Work atmosphere and communications;**
- **Financial benefits and compensation;**
- **Health and family-friendly benefits;**
- **Vacation and personal time off;**
- **Employee engagement and performance;**
- **Training and skills development;**
- **Community involvement.**



# District Enrolment History

District Enrolment History - 1997 to 2016  
(September 30th Counts)

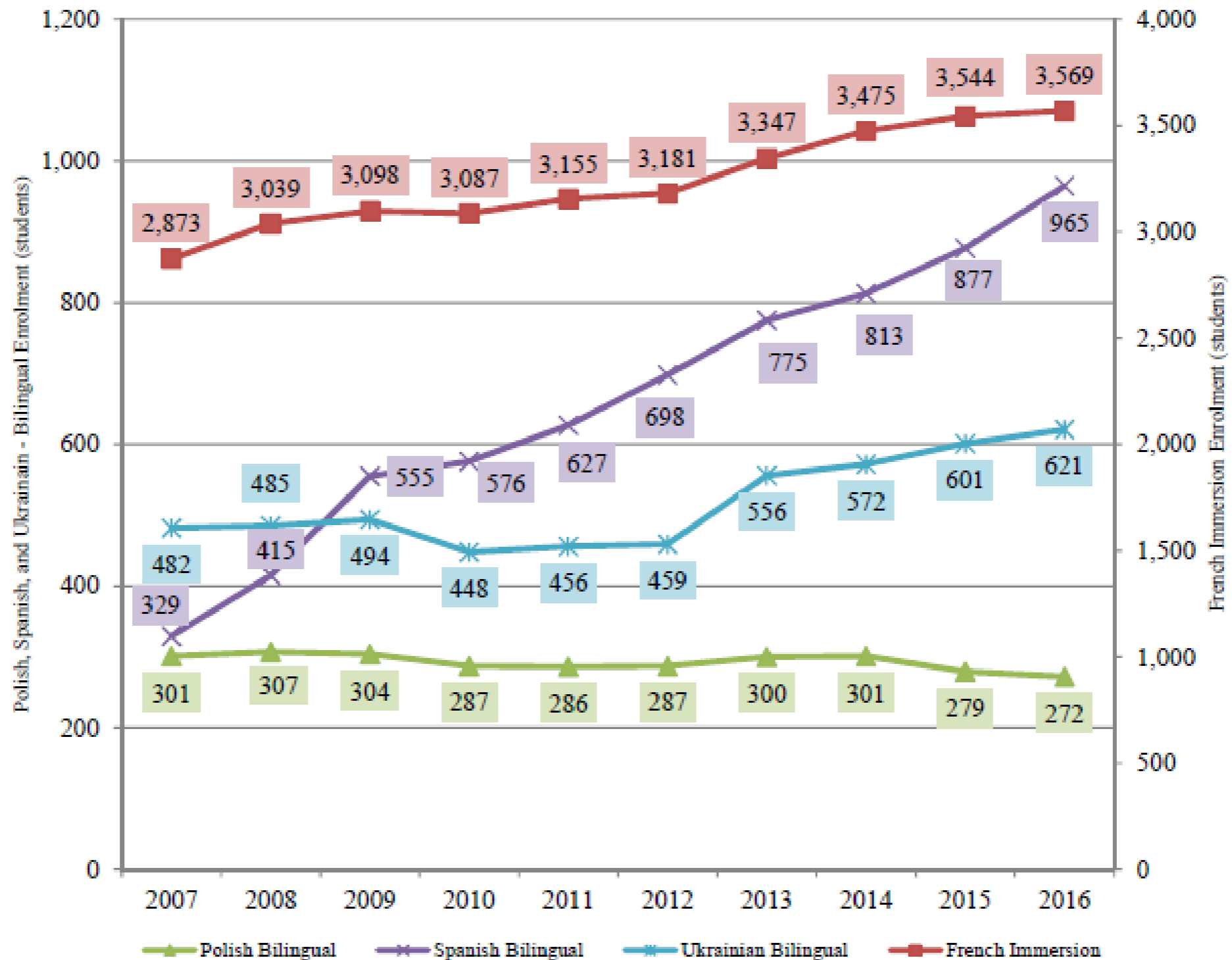


\*Regionalization with Vegreville Catholic Schools September 1997 to May 2001

# District Enrolment History



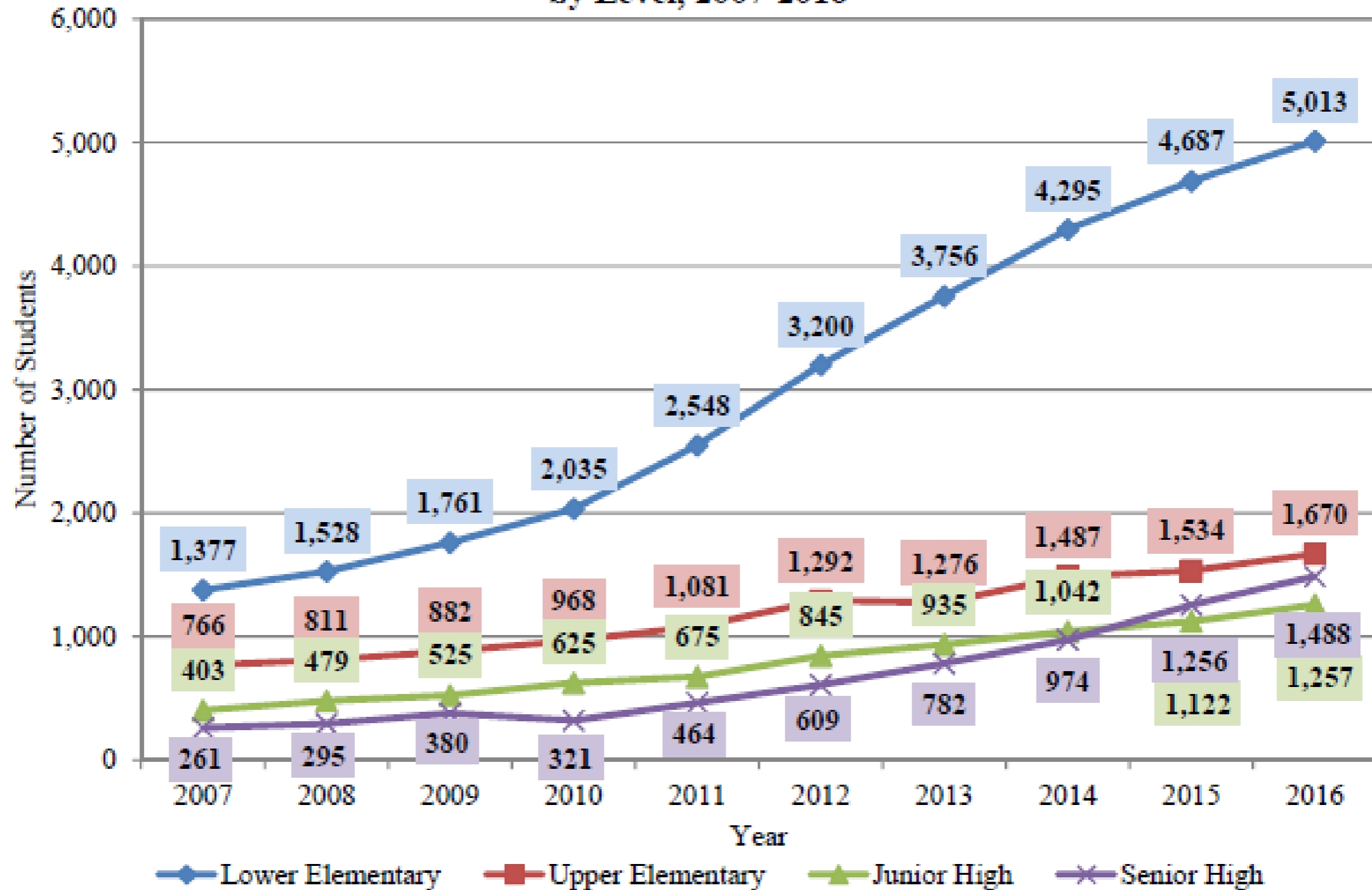
Enrolment in Bilingual and Immersion Language Programs, 2007 – 2016



# English Language Learners (ELL), 2006-2016



English Language Learners (ELL)  
by Level, 2007-2016





# French Immersion – Alberta Education



French First Language	French as a Second Language – Immersion	French as a Second Language – Courses
<ul style="list-style-type: none"> <li>▪ Education is offered in French from Kindergarten through Grade 12, except for the English Language Arts course which is offered in English.</li> <li>▪ As an extension of family and community life, the school environment, programming, and extra-curricular activities provide your child with a solid and dynamic basis for sustaining use of the French language and participation in Francophone culture.</li> <li>▪ English Language Arts is introduced in the early years of schooling. If your child requires assistance in English, support will be provided as required.</li> <li>▪ The language of communication between home, school and the school board is French. Assistance is provided to help parents who do not speak French support their child's learning and school experience.</li> </ul>	<ul style="list-style-type: none"> <li>▪ French is used as the language of instruction for a significant part of each school day; several or all subjects are taught in French <b>except the English Language Arts course.</b></li> <li>▪ French Immersion programming begins with an intensive period of French language development. Students build a foundation in French so that they can learn to read and begin their studies in other subjects, such as math, science, social studies, the fine arts, etc. School and extra-curricular activities in French may be used to support the development of language skills and cultural appreciation.</li> <li>▪ <b>The language of communication between home and school is English.</b></li> </ul>	<ul style="list-style-type: none"> <li>▪ The learning of French is optional and school authorities decide which courses are offered.</li> <li>▪ French is taught as a school subject (Alberta Education recommends 30-40 minutes of instruction per day).</li> <li>▪ French is used as the language of classroom communication.</li> <li>▪ Your child's French abilities are developed through the use of themes and projects geared to students' interests and life experiences.</li> </ul>

# ***Why do we need fluent bilingual teachers?***

- Edmonton Catholic is an English School District with 13 French Immersion Programs
- Communication with parents, colleagues, administrators
- Teaching English Language Arts and Religion
- Professional development
- Dual track schools/Single track schools
- Meetings with paraprofessionals



# ***New Teacher Supports***

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- ATA Mentorship Program
- Consultants
- Learning Coaches
- Professional Learning Opportunities
- Online resources through District portal
- Intervisitations



# *Principal Perspective*

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- Welcome to Alberta
- Support System
- Professional Communities of Practice
- Success of Ontario trained teachers



# *Data of interest...*

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- 450** Probationary and temporary contracts awarded through our staffing process for the 2016-2017 school year
- 245** continuous contracts awarded
- 42** 'Out of Province' teachers hired during the 2015-2016 school year
- 250** Projected leaves annually
- 63%** of advertised positions since August 2016 were Elementary positions

# ***Moving Allowance***

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<b>\$2500.00</b>	Moving Allowance
<b>\$2000</b>	Advance in the first couple of weeks of teaching assignment
<b>\$500</b>	End of June

Reimbursement for applications to ...

- Teacher Certification with Alberta Education (\$225)
- Teacher Qualification Services (TQS) ATA (\$75)



# *What is the starting salary for teachers?*

Basic Salary Schedule – Effective September 1, 2015

Years of Teacher Experience	Years of Education		
	D	E	F
0	59,579	62,990	66,848
1	62,977	66,391	70,244
2	66,375	69,786	73,644
3	69,773	73,186	77,043
4	73,171	76,586	80,442
5	76,570	79,983	83,840
6	79,970	83,383	87,239
7	83,368	86,780	90,636
8	86,765	90,179	94,037
9	90,164	93,580	97,431
10	94,270	97,672	101,576

# *Let's talk benefits...*

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## Cost Sharing

97.5 % Employer  
2.5% Employee

Approximate **\$6000.00** add on





# ***Advertisement Blitz – September 2016***

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Banner on [www.applytoeducation.com](http://www.applytoeducation.com)



**98** Out of Province teachers hired since January 2014

**18** French Immersion teachers hired to full time positions since January 2016



EDMONTON  
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# ***Do you have to be Catholic to teach with Edmonton Catholic Schools?***

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**Yes**, unless we do not have any Catholic teachers available to teach a specific course or subject area.

Edmonton Catholic Schools hires non-Catholic teachers for French Immersion programs and in specialized areas.



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# *Required Religion Courses*

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In order to be considered for a **continuous contract**, teachers must complete the following:

- Catholic Theological Foundation                      CHRTC 250
- Religious Education Methodology                      CHRTC 380/381
- Be granted equivalency



# ***What is the application and interview process?***

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Email the following documents to [Christine.Kennerd@ecsd.net](mailto:Christine.Kennerd@ecsd.net) in order to pre-register for a potential screening interview scheduled for the week of February 6, 2017.

- **Resume (English) and Cover Letter (French)**
- **Practicum Summative Evaluations**

Bilingual candidates must be fluent in both French and English to qualify for an interview or contract offer. Based on the interview results and District needs, you may be offered a full time contract for the 2017-2018 school year.

**Deadline Monday, January 30**

# *Formal Interview Process*

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## Behavioural Style Interview

- 17 open ended questions – same questions for all candidates
- Candidate provides concrete examples of teaching practice
- Practicum or teacher summative evaluations and essential documentation referenced
- Panel – (2) Administrators or H.R.S staff
- Interview in French and English



Thank you for your interest in Edmonton Catholic Schools.  
We wish you great success in your teaching careers!

# Your Questions?

## TEACHERS – Summary of Benefits

### General Provisions

- All eligible employees (working a minimum of .2) must enroll in Extended Disability Benefits (EDB), Life Insurance and Accidental Death and Dismemberment (AD&D). They are a condition of employment.
- All Life & Health Benefits are on a cost sharing basis with the Board paying 97.5% and the employee paying 2.5% of the total premium.

### **\*\*\*Please note:**

*If a dependent, beneficiary or address change occurs, please notify the Benefits Clerk within 31 days of the change to avoid late applicant restrictions.*

**Extended Health Care, Dental, Vision & Hearing Aid, Life, Accidental Death & Dismemberment are all With the Alberta School Employee Benefit Plan (ASEBP).** Coverage commences on the first day of employment provided you are actively at work.

### Extended Health Care

- Some of the benefits include:
  - 100% reimbursement of prescription cost (Lower cost alternative if available)
  - emergency medical coverage while out of the country (once AHC pays portion they are responsible for)
  - payment of semi-private room in hospital
  - paramedical with applicable maximums (Physiotherapy, Chiropractic, Psychology etc.)
  - \$3000 every three years (adult or child) for new or replacement hearing aids and a onetime lifetime maximum of \$3000 for expenses related to damage caused by an accident.

### Dental Care

- The plan has 3 divisions:      **1. Basic Dental   2. Major Dental   3. Orthodontics**
- The plan pays **100%** of all **Basic Dental** expenses based on the standard charges for treatment according to the **ASEBP Dental Benefits List**. Some examples of basic services include examinations, cleanings, x-rays, fillings etc. (please note, examinations, cleanings and x-rays are limited to once every 9 months).  
Note: Fluoride treatments are not covered for anyone over age 16.
- The plan pays **60%** of all **Major Dental** expenses such as crowns, bridges, dentures, and other prosthetic devices. Maximum coverage is \$2500 per insured person per year for Basic and Major services combined. It is recommended that any work exceeding \$500 be pre-authorized.
- The plan covers **60%** of **Orthodontic** expenses with a lifetime maximum of \$3000 per insured person.

### Vision

- \$350 combined maximum every two years for glasses, contacts, or eye examinations per insured. Eye examinations are limited to \$50 per person per calendar year.

### Life Insurance and Accidental Death and Dismemberment

- **Life insurance** covers employees in the case of natural death (2 x annual salary).
- **Accidental Death and Dismemberment** applies if an employee dies as the result of an accident (in which case the death benefit is doubled the insured amount). If physically dismembered, a benefit may be paid according to pre set schedule.

### Extended Disability Benefits

- If eligible, the plan provides 70% of monthly salary (taxable) during period of total disability to a maximum of \$14,000 per month.
- If eligible, Extended Disability Benefits are payable for a two year period if disabled from your own occupation and age 65 if disabled from any occupation.
- Benefits will be integrated with income from any other source. (Canada Pension, Disability Pension, W.C.B. etc.)

FOR MORE INFORMATION PLEASE CONTACT BENEFITS/EMPLOYEE RELATIONS