

**DATE:** December 11, 2018

**TO:** Board of Trustees

**FROM:** Trustee Bridget Stirling, Caucus Committee Chair

**SUBJECT:** Report #8 of the Caucus Committee (From the meeting held October 9, 2018)

**ORIGINATOR:** Karen Mills, Director Board and Superintendent Relations

**REFERENCE:** [Trustees' Handbook](#) – Caucus Committee - Section 5.4  
[Trustees' Handbook](#) – Section 6 – Board Committees  
[School Act](#) – Section 61

---

#### ISSUE

The Board approved the following recommendations at the March 3, 2015, Board meeting: That a resolution be approved directing that Section 5.4 of the Trustees' Handbook be revised to give the Caucus Committee final decision-making power on certain types of matters, and yet constrain that power so it is used only when absolutely necessary.

**The following recommendations were approved at the October 9, 2018, Caucus Committee meeting. Reporting of this recommendation was delayed until affected staff could be informed.**

*That the market adjustment for Speech Language Pathologist Assistants be approved which would entail moving all current 58 employees to the "G" level as opposed to the "F" level they are currently being paid at. Recruiting would commence based on the new grid.*

#### BACKGROUND

The District was experiencing difficulty recruiting and retaining Speech Language Pathologist Assistants (SLPAs). SLPAs are specialized roles, within the Educational Assistant classification, that work under the direction of Speech Language Pathologists. SLPAs work in classrooms with students who have speech delays and speech related diagnoses.

Provision of speech services to children in the Pre-Kindergarten Hubs is critical for the success of the students in that program. The local market is increasingly competitive and qualified staff were expected to be a recruitment challenge without an adjustment to compensation. By implementing a market adjustment for SLPAs, Edmonton Public Schools will be more competitive in a tight external market.

*That approval be provided for Exempt Non-Management and Exempt Management salary grids to receive zero per cent adjustments for both the 2017-18 and 2018-19 school years.*

#### BACKGROUND

The recommendation for zero per cent salary increases is consistent with the recent Board-approved negotiations with other staff groups.

KM:sj