

Deferred Salary Leave

SCHEDULE "B"

**DEFERRED SALARY LEAVE PLAN
INDIVIDUAL AGREEMENT**

This Agreement is made in duplicate this _____ day of _____, _____.

BETWEEN:

The Trustees of the
St. Albert Public School Division

(hereinafter referred to as the "Board")

AND:

(hereinafter referred to as the "Staff Member")

WHEREAS pursuant to the Division's Deferred Salary Leave Plan containing provisions in Schedule "A" under the heading "Deferred Salary Leave Plan" an eligible full-time Staff Member may apply prior to March 1st, provided the Staff Member enters into an agreement to comply with the conditions and terms set out in said Plan.

AND WHEREAS the Staff Member has applied to participate in said Plan on the terms and conditions set out therein and the Board has agreed to approve the participation of the Staff Member hereinafter set out.

IN CONSIDERATION OF THE MUTUAL COVENANTS AND AGREEMENTS herein contained:

The Board and the Staff Member covenant and agree as follows:

1. This Agreement shall not be construed as a contract of employment.
2. Enrolment in the Plan shall become effective for the school year commencing September 1, 20____
3. During the ____ years from September 1, 20____ to August 31, 20____, the Staff Member will work for the board at the regular salary to which the Staff Member would otherwise be entitled less the percentage amounts set out in this clause to finance the leave period, subject to the terms and conditions set out in said Plan.

First Year	September 1, 20 ____ to August 31, 20 ____	_____ %
Second Year	September 1, 20 ____ to August 31, 20 ____	_____ %
Third Year	September 1, 20 ____ to August 31, 20 ____	_____ %
Fourth Year	September 1, 20 ____ to August 31, 20 ____	_____ %
Fifth Year	September 1, 20 ____ to August 31, 20 ____	_____ %

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Sixth Year September 1, 20__ to August 31, 20__ _____%

The following percentages apply for the purpose of calculating the maximum to be withheld from the Current Compensation Amount:

Number of Years Deferred	Year in Which Leave to be Taken	Maximum Percentage Annual Deferral
1	2	33.33%
2	3	33.33%
3	4	25.00%
4	5	20.00%
5	6	16.67%
6	8	14.29%

4. The leave period shall commence September 1, 20__ and end August 31, 20__, subject to the terms and conditions set out in said Plan.
5. The provisions of the Deferred Salary Leave Plan Policy Schedule "A", a copy of which is attached hereto, as amended from time to time, shall be deemed to be part of this agreement and is hereby incorporated by reference.
6. The Staff Member to indemnify and save the Board harmless from and against any and all liability, loss, damages, costs or expenses which it may hereafter incur, suffer, or be required to pay by reason of the participation of the Board in said Plan.
7. Accrued interest shall be paid to me by December 31 of each year in which I am a Participant in the Plan.
8. I agree that the board can open and maintain a savings account in trust on my behalf with an Eligible Investor as defined in Schedule "A".

IN WITNESS WHEREOF, the parties hereto have executed this Agreement.

The Trustees of the St. Albert Public School Division

Per: _____
Superintendent (or designate)

Staff Member's Signature

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St. Albert
PUBLIC SCHOOLS

CONSENT FOR USE OF PERSONAL INFORMATION

I _____ (Print Name) hereby consent to the following personal information being supplied to the TD Canada Trust, to open a trust account for my deferred salary deposits:

- * Name
- * Home Telephone Number
- * Home Address

I am an employee with St. Albert Public Schools. The account holder is the school board that employs me. They are kindly creating an account to accommodate my needs.

Employee Signature

Date