

# DISTRICT 1, ONTARIO NORTH EAST (JAMES BAY LOWLANDS SECONDARY SCHOOL BOARD)

September 1, 2008 - August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year of related industrial trade, business and professional experience equals 1.0 year teaching experience for grid placement to a maximum of seven (7) years.

## ALLOWANCES

- Travel allowance of \$5,000 per year
- Master's degree or higher – \$1,000
- Moving in allowance of \$1,500

## BENEFITS

The board shall contribute 100% of the premiums for extended health, dental plan, life insurance and LTD.

## PROBATIONARY PERIOD

- One (1) or two (2) years depending on the amount of previous teaching experience
- Teachers who wish to terminate employment must do so in writing by May 31 or November 30

## ACCUMULATED SICK LEAVE

Twenty (20) days per year with no maximum on the accumulated total.

## RETIREMENT GRATUITY

Teachers who remain in the employ of the Board for two (2) years shall receive an RRSP contribution in the amount of \$3,500.

## WORKING CONDITIONS

Maximum of three (3) credit/credit equivalent courses per semester for classroom teachers. Guaranteed 20% of the time tabled time during each day preparation purposes. Department Heads assigned a maximum of five (5) full credits or equivalent per year.

## SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	52,655	72,020	54,234	74,180
<b>2</b>	56,949	76,471	58,657	78,765
<b>3</b>	59,011	85,218	60,781	87,775
<b>4</b>	61,402	90,085	63,244	92,787

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	55,861	76,406	57,537	78,698
<b>2</b>	60,417	81,128	62,229	83,562
<b>3</b>	62,605	90,408	64,483	93,120
<b>4</b>	65,142	95,571	67,096	98,438

# DISTRICT 1, ONTARIO NORTH EAST (ONTARIO NORTH EAST DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year of related industrial trade, business and professional experience equals 1.0 year teaching experience for grid placement to a maximum of seven (7) years.

## BENEFITS

- Effective September 1, 2008 the Board will contribute \$2,931 per each half-time teacher for non-statutory benefits, including extended health, dental (including orthodontics/major restorative) and life insurance – OSSTF/FEESO assumes full responsibility for the administration of these benefits
- LTD - Teachers pay 100% of the premium cost
- Sub Plan - Board pays 95% of the teacher's normal weekly earnings during the two (2) week waiting period for E.I. benefits
  - September 1, 2009 - \$3,018
  - September 1, 2010 - \$3,109 plus PDT amount
  - September 1, 2011 - \$3,202

## PROBATIONARY PERIOD

- One school year, provided a minimum of 170 days are worked
- Teachers have the right to resign with two (2) week's notice
- The Board can dismiss a teacher with cause with two (2) week's notice

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of two-hundred and sixty (260) days.

## RETIREMENT GRATUITY

Teachers hired after September 1, 1998, will have a \$3,500 contributed by the Board to a group retirement savings plan after two continuous school years of employment.

## WORKING CONDITIONS

- Each full-time teacher will be assigned six (6) out of eight (8) periods
- Teachers may be assigned a maximum of the following half-period on-calls in the following school years:
  - 2008-09 - 28
  - 2009-10 - 28
  - 2010-11 - 27
  - 2011-12 - 27
- Class size maxima established

## OCCASIONAL TEACHER RATES

Daily rate: Qualified: Category 1 minimum \$187.07  
daily rate for September 2006 and 192.36  
for 2007.

Unqualified: 75% of qualified rate.

LTO placed on Secondary Teachers' Salary Scale effective the 10th consecutive day, retroactive to the first day of the LTO assignment.

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## SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	42,503	69,727	43,778	71,819
<b>2</b>	44,050	72,628	45,372	74,807
<b>3</b>	47,888	81,921	49,324	84,379
<b>4</b>	50,485	86,893	52,000	89,500

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	45,091	73,974	46,444	76,193
<b>2</b>	46,733	77,051	48,135	79,363
<b>3</b>	50,804	86,910	52,538	89,517
<b>4</b>	53,560	92,185	55,166	94,950

# DISTRICT 2, ALGOMA (ALGOMA DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) step for one (1) year experience to maximum of five (5) steps tech experience only.

## BENEFITS

- The Board pays 100% of the premiums for:
  - Life insurance/AD&D of 2 x salary up to \$175,000
  - Extended health
  - Dental with current ODA fee guide
  - Major restorative with 50% co-insurance and an annual maximum of \$1,500
  - Orthodontics children and adults 50% co-insurance maximum \$3,000 lifetime
- LTD - Teachers pay 100% of the premium cost.
- Sub-Plan: Board pays 75% for two (2) week waiting period

## PROBATIONARY PERIOD

Ten (10) teaching months.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of two-hundred (200) days.

## RETIREMENT GRATUITY

\$5,500 paid to members the first month of their 11th year of service.

## WORKING CONDITIONS

- Class size maxima were established
- All full-time equivalent teachers will be assigned six (6) periods out of eight (8) periods
- No more than three (3) classes per semester
- Supervision prorated for part-time teachers
- Lunch of 40 consecutive minutes free from assigned duties
- Maximum continuous assignment of 225 minutes excluding travel time
- Additional Professional Assignments (half-periods):
  - 2008-2009 on-calls shall be 32, with a total of 66
  - 2009-2010 on-calls shall be 29, with a total of 58
  - 2010-2011 on-calls shall be 29, with a total of 57
  - 2011-2012 on-calls shall be 29, with a total of 56

## OCCASIONAL TEACHER RATES

Daily Rate: 1/194th of Category 1 year 0 of the teachers' grid.

LTO placed on grid on the 13th consecutive day retroactive to first day of the LTO assignment.

## SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	40,122	68,275	41,326	70,323
<b>2</b>	41,424	71,369	42,667	73,510
<b>3</b>	45,240	80,073	46,597	82,475
<b>4</b>	47,661	86,608	49,091	89,206

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	42,56	72,433	43,843	74,606
<b>2</b>	43,947	75,715	45,265	77,986
<b>3</b>	47,995	84,949	49,435	87,497
<b>4</b>	50,564	91,882	52,081	94,638

# DISTRICT 3, RAINBOW (RAINBOW DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year of related trade experience in technical subjects taught equals 1.0 year teaching experience to the maximum grid salary.

## BENEFITS

- The Board pays 90% of the premiums for life insurance and AD&D of two (2) x salary, extended health care, basic dental care
- LTD - Teachers pay 100% of the premium cost
- SEB-Plan - Board pays 95% of salary for the two (2) week waiting period, and tops up the E.I. rate to 95% of salary for the six-week period immediately following the waiting period; payable for instructional days only

### Extended Health Care – 90%

- Prescription generic drug plan - \$8.00 cap on dispensing fee paid by the plan
- Semi-private hospital room coverage
- Vision care - \$300 every 2 years, \$325 September 1, 2009; \$350 September 1, 2010; \$375 September 1, 2011
- Hearing-aid - \$300 every 3 years, \$500 every 3 years effective September 1, 2009

### Effective September 1, 2009:

The following changes will be made to the extended health plan:

- Paramedical services - \$400 per service per year (\$500 per service effective September 1, 2010) with a combined total per year of \$1,600 (\$2,000 effective September 1, 2010)
- Orthotics – increase to \$300 per year
- Physiotherapist – cap physio services at \$4,000 per year
- Private Duty Nursing – cap private duty nursing at \$15,000 per year

### Dental – 90%

- Level 1 basic and level 2 restorative (or equivalent)
- Nine (9) month recall for members/dependents over 18 years of age
- 2006 ODA fee schedule – effective September 2008
- 2008 ODA fee schedule – effective September 2009
- 2009 ODA fee schedule – effective September 2010
- 2010 ODA fee schedule – effective September 2011

### Effective September 1, 2009:

- Orthodontics (child under age 18) – coverage at 50% reimbursement
- \$2,500 lifetime maximum
- Crowns/Bridges – coverage at 50% reimbursement, \$2,000 per year maximum

### Life Insurance

- Life Insurance and AD and D (2 x salary)
- Spousal Life Insurance - \$5,000
- Dependant Life Insurance - \$5,000

## PROBATIONARY PERIOD

Ten (10) consecutive teaching months.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of two-hundred and forty (240) days.

## RETIREMENT GRATUITY

- Yes - 50% of the unused Accumulated Sick Leave based on 2% for each year of service
- A minimum of ten (10) years service with the Board is required to qualify for a gratuity

## WORKING CONDITIONS

- A full teaching load is 6.0 per year plus up to sixty-eight (68) half-periods of Alternative Professional Assignments comprised of on call/supervisions, student mentoring or teacher mentoring, (sixty-six (66) in 2007-2008)
- Class size maxima are outlined in the collective agreement

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## STAFFING

- Formula to generate staff based on Education Act, Regulations and General Legislative Grants
- Secondary Staffing Committee reviews allocation of staff to schools and working conditions
- In-School Staffing Committee reviews program needs, teacher timetables and working conditions then forwards unresolved issues to the Secondary Staffing Committee

## OCCASIONAL TEACHER RATES

Daily rate: The daily rate for uncertified short term occasional teachers will be 80% of Group 1 Year 0, divided by 194 (September 2008 - \$166.54; September 2009 - \$171.53; September 2010 - \$176.68; September 2011 - \$181.97).

The daily rate for certified short term occasional teachers will be 100% of Group 1 Year 0, divided by 194, plus 1% in lieu of benefits.

- September 2008 -  $\$208.17 + \$2.08 = \$210.25$
- September 2009 -  $\$214.41 + \$2.14 = \$216.55$
- September 2010 -  $\$220.85 + \$2.21 = \$223.06$
- September 2011 -  $\$227.46 + \$2.27 = \$229.73$

LTO placed on Secondary Teachers' Salary Scale effective 11th consecutive day, retroactive to the first day of the LTO assignment.

## SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
1	40,385	66,665	41,595	68,665
2	41,747	71,623	43,005	73,772
3	46,087	80,176	47,469	82,581
4	47,212	86,620	48,623	89,219

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
1	42,845	70,725	44,127	72,847
2	44,294	75,985	45,628	78,265
3	48,890	85,058	50,353	87,610
4	50,088	91,896	51,585	94,653

# DISTRICT 4, NEAR NORTH (NEAR NORTH DISTRICT SCHOOL BOARD)

September 1, 2008 –August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year of related technical business university, college experience in subjects being taught equals 1.0 year teaching experience for grid placement to maximum grid salary.

## BENEFITS

- 2006-2007, the total amount paid by the Board for extended health care, dental and life insurance is set up \$2,550 per employee per year, 2007 = \$2,700
- LTD - Teachers pay 100% of the premium cost
- Sub-Plan - Board pays 95% of teacher's regular salary for the two (2) week E.I. waiting period and 15 weeks of the difference between 95% of the regular salary and the E.I. amount

## PROBATIONARY PERIOD

Not more than one (1) year.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of two-hundred and fifty (250) days.

## RETIREMENT GRATUITY

Yes. Minimum service to qualify is twelve (12) years.

## WORKING CONDITIONS

- Teachers may be assigned up to the following Alternative Professional Assignments comprised of on-calls/supervisions, student mentoring or teacher mentoring:
  - i) 2008-2009: (59 half periods) of which up to 20 may be on-calls
  - ii) 2009-2010: (55 half periods) of which up to 20 may be on-calls
  - iii) 2010-2011: (51 half periods) of which up to 20 may be on-calls
  - iv) 2011-2012: (47 half periods) of which up to 20 may be on-calls

- Maximum of 150 consecutive minutes of assigned time
- Board recognized participation in voluntary activities is voluntary
- Maximum class size and maximum PPCs

## STAFFING

Formula to generate staff based on Education Act, Regulations and General Legislative Grants.

## OCCASIONAL TEACHER RATES

September 1, 2006

Daily rate:

Short Term: September 1, 2008 - \$218.04  
September 1, 2009 - \$224.58  
September 1, 2010 - \$231.32  
September 1, 2011 - \$238.25

Long Term:

- Grid placement of regular teachers
- LTO placed on Secondary Teachers' Salary Scale effective 12th consecutive day, retroactive to the first day of the LTO assignment

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**SALARY GRID**

<b>Category</b>	<b>2008-2009</b>		<b>2009-2010</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	42,299	68,291	43,568	70,340
<b>2</b>	44,027	72,293	45,348	74,461
<b>3</b>	48,577	81,748	50,034	84,200
<b>4</b>	50,797	86,620	52,325	89,219

<b>Category</b>	<b>2010-2011</b>		<b>2011-2012</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	47,138	72,450	46,221	74,623
<b>2</b>	46,709	76,695	48,110	78,996
<b>3</b>	51,535	86,726	53,081	89,328
<b>4</b>	53,890	91,895	55,507	94,652



# DISTRICT 5A, NORTHERN SHIELD (KEEWATIN-PATRICIA DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

Each year of related trade or business experience equals 1.0 year teaching experience for grid placement to maximum grid salary.

## BENEFITS

- For 2006, Board pays \$2,775 (2007 = \$2,900) per teacher (0.5 or greater) to union
- Benefit plans administered by union
  - Life insurance of \$100,000
  - Extended health care
  - Dental, including orthodontics and major restorative services
- LTD- Teachers pay 100% of premium cost
- For 2006, Sub-Plan - Board pays 95% of normal weekly earnings for the two (2) week E.I. waiting period (2007 = 100%)
- Six (6) week top-up to 100% of salary for EI qualified teachers

## PROBATIONARY PERIOD

All newly hired teachers have a probationary period of one (1) school year with one year extension if there is unsatisfactory report.

## ACCUMULATED SICK LEAVE

Twenty days per year to a maximum of 220 days.

## RETIREMENT GRATUITY

Yes.

## WORKING CONDITIONS

- All full-time teachers assigned a maximum of six (6) classes per year
- Classroom teacher assigned maximum three (3) credits per semester
- Lunch break 40 consecutive minutes free from assigned duties
- Maximum class size
- Remainder of time for preparation/marking
- For 2006, each teacher may be assigned up to sixty-six (66) half-periods for supervision, twenty-five (25) of which may be on-calls. (sixty-two (62) half-periods for supervision, up to twenty (20) of which may be on-calls for 2007)

## OCCASIONAL TEACHER RATES

Daily Rate: September 1, 2008 - \$206.01  
September 1, 2009 - \$212.19  
September 1, 2010 - \$218.56  
September 1, 2011 - \$225.11

LTO placed on Secondary Teachers' Salary Scale on 10th consecutive day, retroactive to the first day of the LTO assignment.

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**SALARY GRID**

Category	2008-2009 (3%)				2009-2010 (3%)			
	Group 1	Group 2	Group 3	Group 4	Group 1	Group 2	Group 3	Group 4
<b>0</b>	43,061	44,834	48,366	50,663	44,353	46,179	49,817	52,183
<b>1</b>	45,515	47,568	51,333	53,890	46,880	48,995	52,873	55,507
<b>2</b>	47,966	50,306	54,303	57,116	49,405	51,815	55,932	58,829
<b>3</b>	50,419	53,039	57,269	60,342	51,932	54,630	58,987	62,152
<b>4</b>	52,866	55,773	60,235	63,566	54,452	57,446	62,042	65,473
<b>5</b>	55,321	58,510	63,204	66,793	56,981	60,265	65,100	68,797
<b>6</b>	57,771	61,245	66,171	70,017	59,504	63,082	68,156	72,118
<b>7</b>	60,223	63,982	69,140	73,243	62,030	65,901	71,214	75,440
<b>8</b>	62,674	66,717	72,108	76,468	64,554	68,719	74,271	78,762
<b>9</b>	65,126	69,454	75,076	79,695	67,080	71,538	77,328	82,086
<b>10</b>	67,686	72,219	78,258	83,240	69,717	74,386	80,606	85,737
<b>11</b>	70,656	75,389	81,691	86,895	72,776	77,651	84,142	89,502

Category	2010-2011 (3%)				2011-2012 (3%)			
	Group 1	Group 2	Group 3	Group 4	Group 1	Group 2	Group 3	Group 4
<b>0</b>	45,684	47,564	51,312	53,748	47,055	48,991	52,851	55,360
<b>1</b>	48,286	50,465	54,459	57,172	49,735	51,979	56,093	58,887
<b>2</b>	50,887	53,369	57,610	60,594	52,414	54,970	59,338	62,412
<b>3</b>	53,490	56,269	60,757	64,017	55,095	57,957	62,580	65,938
<b>4</b>	56,086	59,169	63,903	67,437	57,769	60,944	65,820	69,460
<b>5</b>	58,690	62,073	67,053	70,861	60,451	63,935	69,065	72,987
<b>6</b>	61,289	64,974	70,201	74,282	63,128	66,923	72,307	76,510
<b>7</b>	63,891	67,878	73,350	77,703	65,808	69,914	75,551	80,034
<b>8</b>	66,491	70,781	76,499	81,125	68,486	72,904	78,794	83,559
<b>9</b>	69,092	73,684	79,648	84,549	71,165	75,895	82,037	87,085
<b>10</b>	71,809	76,618	83,024	88,309	73,963	78,917	85,515	90,958
<b>11</b>	74,959	79,981	86,666	92,187	77,208	82,380	89,266	94,953

Allowance for Master's Degree:

Effective the first day of the 2008-2009 school year – \$927.00

Effective the first day of the 2009-2010 school year - \$954.81

Effective the first day of the 2010-2011 school year - \$983.45

Effective the first day of the 2011-2012 school year - \$1,102.96

# DISTRICT 5B, RAINY RIVER (RAINY RIVER DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) step on grid for two (2) years of related trade or business experience to a maximum of six (6) steps on grid.

## BENEFITS

The Board pays 100% of the premiums for:

- Life Insurance of \$100,000 and AD&D
- Semi-private coverage
- Extended health care
- Vision care
- Dental, including orthodontics and major restorative services

LTD - Teachers pay 100% of premium cost.

SEB Plan - Board pays 75% of salary for the two (2) week E.I. waiting period, and tops up the E.I. rate to 100% of salary for the six-week period immediately following the birth; payable for instructional days only.

## PROBATIONARY PERIOD

One (1) year probationary period with possible extension by mutual consent.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of two-hundred and thirty (230) days.

## RETIREMENT GRATUITY

Yes. A minimum of ten (10) years continuous service with the Board is required to qualify.

## WORKING CONDITIONS

- Each full-time teacher shall be assigned a maximum of six (6) out of eight (8) periods plus up to 60 (50 in 2007–2008) Alternative Professional Assignments
- Lunch break 40 minutes free from assigned duties
- Maximum class sizes are outlined in the collective agreement

## OCCASIONAL TEACHER RATES

Daily Rate: September 1, 2008 - \$206.01  
 September 1, 2009 - \$212.19  
 September 1, 2010 - \$218.56  
 September 1, 2011 - \$225.11

LTO placed on Secondary Teachers' Salary Scale on completion of 10 consecutive days of teaching assignment.

## SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	42,856	73,848	44,142	76,063
<b>2</b>	45,853	76,839	47,229	79,144
<b>3</b>	51,569	82,558	53,116	85,035
<b>4</b>	55,890	86,876	57,567	89,482

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	45,466	78,345	46,830	80,695
<b>2</b>	48,646	81,518	50,105	83,964
<b>3</b>	54,709	87,586	56,350	90,214
<b>4</b>	59,294	92,166	61,037	94,931

# DISTRICT 6A, THUNDER BAY (LAKEHEAD DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

Related trade and business experience and teaching experience in a college/university credited as the equivalent of teaching experience in the amount of one grid step for each full year of experience.

## BENEFITS

- Insured benefits: Board pays 50% of group life premium costs for 2.5 x salary or max Cat. IV, whichever is greater and 100% of premium costs for extended health care and 90% of premium costs for Dental and Vision Care plans
- LTD: Board pays 50% of premiums
- SEB Plan - Board pays 95% of the employee's regular salary for the two (2) week waiting period

## PROBATIONARY PERIOD

Teachers hired by the Board shall be on probation for two (2) working semesters.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year with an accumulation to a maximum of two-hundred (200) days.

## RETIREMENT GRATUITY

Yes. 50% of the Unused Accumulated Sick Leave based on 2% per year of service up to a maximum of 50% of teacher's salary at the time of retirement.

## WORKING CONDITIONS

- Classroom teachers may be assigned a maximum of six credit courses plus 2008-2009 up to 62, 2009-2010 up to 60, 2010-2011 up to 58, 2011-2012 up to 56) half-periods of Alternative Professional Assignments with a maximum of twenty (20) of these being assigned as on-calls. No more than three (3) half-periods of APAs may be assigned in one (1) week. No more than two half-credit courses may be assigned to a teacher.
- Teachers shall not be assigned work on any days preceding the official start or end of the school year. The length of the school year shall be the minimum required under the Education Act. No teacher shall be assigned duties normally performed by management or other bargaining units.
- Class size maxima are outlined in the collective agreement.

## OCCASIONAL TEACHER RATES

Daily rate: September 1, 2008 - \$208.00  
 September 1, 2009 - \$214.00  
 September 1, 2010 - \$221.00  
 September 1, 2011 - \$227.00

LTO placed on the Secondary Teachers' Salary scale effective the 12th consecutive day, retroactive to the first day of the assignment.

## SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	42,450	67,943	43,724	69,981
<b>2</b>	47,125	78,225	45,880	73,754
<b>3</b>	47,927	80,343	49,365	82,753
<b>4</b>	51,868	86,896	53,424	89,503

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	45,036	72,081	46,387	74,243
<b>2</b>	47,256	75,966	48,674	78,245
<b>3</b>	50,846	85,236	52,371	87,793
<b>4</b>	55,026	92,188	56,677	94,954

# DISTRICT 6B, SUPERIOR NORTH (SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year of related vocational or trade experience equals 1.0 year teaching experience for grid placement to a maximum of ten (10) years. University or college (with teacher qualification) experience equals 1.0 year teaching experience.

## BENEFITS

- Insured benefits: The Board pays 100% of the premium costs for life insurance (\$275,000) and extended health care and dental plans
- LTD: Employees pay 100% of the premium cost for LTD Plan
- Sub-Plan - Board pays 100% of the teacher's salary for the two (2) week E.I. waiting period plus top-up of E.I. to 100% of salary for the six (6) weeks immediately following birth of child with no deduction from sick leave

## PROBATIONARY PERIOD

One (1) year.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of two-hundred and eighty (280) days.

## RETIREMENT GRATUITY

Yes. A minimum of five (5) continuous and consecutive years of service with the Board to qualify.

## WORKING CONDITIONS

- All teachers assigned a maximum of six (6) classes. Every effort will be made to hire occasional teachers to replace absent teachers who are absent for two consecutive periods
- Effective September 2005 - a maximum of 36 half-periods of on-call and/or supervision per year - no more than one-half period per day or 2 half-periods per week - distance education classes capped at 25 students
- School year is the minimum length required under the Education Act.
- Teachers shall not be required to work any days preceding the official start of the school year for students

## OCCASIONAL TEACHER RATES

Daily Rate: September 1, 2008 - \$218.19  
September 1, 2009 - \$224.74  
September 1, 2010 - \$231.48  
September 1, 2011 - \$238.42

LTO placed on the Secondary Teachers' Salary scale effective the 10th consecutive day, retroactive to the first day of the assignment.

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**SALARY GRID**

<b>Category</b>	<b>2008-2009</b>		<b>2009-2010</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	45,094	74,169	46,447	76,394
<b>2</b>	46,447	76,394	48,539	80,572
<b>3</b>	51,157	84,549	52,692	87,085
<b>4</b>	53,478	89,322	55,082	92,002

<b>Category</b>	<b>2010-2011</b>		<b>2011-2012</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	47,840	78,686	49,275	81,047
<b>2</b>	49,995	82,989	51,495	85,479
<b>3</b>	54,273	89,698	55,901	92,389
<b>4</b>	56,734	94,762	58,436	97,605

# DISTRICT 7, BLUEWATER (BLUEWATER DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year of industrial, trade, business or professional experience equals 1.0 year teaching experience for grid placement. No maximum.

## BENEFITS

- The Board shall contribute a total of \$1,515,525 in 2008/2009 in twelve (12) equal installments from September 2008 to August 2009 for Extended Health Care and Dental Insurance
- The Board shall contribute, for External Health Care and Dental insurance:
  - i. 2009-2010 - \$3,420 per FTE
  - ii. 2010-2011 - \$3,690 per FTE
  - iii. 2011-2012 - \$3,985 per FTE

## PROBATIONARY PERIOD

One (1) year.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of three-hundred and twenty (320) days.

## RETIREMENT GRATUITY

Yes. Ten (10) years of continuous service with the Board or predecessor Boards is required to qualify.

## WORKING CONDITIONS

- All teacher assigned a maximum of six (6) classes and a maximum of six (6) credit preparations.
- Effective September 2008: a maximum of 22 half-periods on-call assignments per year
- Effective September 2009: a maximum of 21 half-periods on-call assignments per year
- Effective September 2010: a maximum of 19 half-periods on-call assignments per year
- Effective September 2011: a maximum of 19 half-periods on-call assignments per year
- No more than two (2) half-period on-calls in one (1) week
- Class size maxima established
- A teacher may have a maximum of five (5) students per semester assigned in addition to above maxima with no more than two (2) additional students in any one (1) class
- No teacher required to work prior to the start of the school year for students

## OCCASIONAL TEACHER RATES

Daily rate: 1/194 of minimum salary Cat I of the current teacher grid.

LTO placed on the Secondary Teachers' Salary scale effective the 11th consecutive day, retroactive to the first day of the assignment.

## SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	39,892	69,811	41,089	71,905
<b>2</b>	41,221	74,469	42,458	76,703
<b>3</b>	45,274	81,319	46,632	83,759
<b>4</b>	47,331	86,609	48,751	89,207

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	42,322	74,062	43,592	76,284
<b>2</b>	43,732	79,004	45,044	81,374
<b>3</b>	48,091	86,272	49,472	88,860
<b>4</b>	50,214	91,883	51,720	94,639

# DISTRICT 8, AVON MAITLAND (AVON MAITLAND DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year of related industrial, commercial, college, university or other experience accepted by Director equals 1.0 year teaching experience for grid placement to the maximum of salary grid.

## BENEFITS

- Board pays 90% of the premium costs for extended health care and dental (including orthodontics and major restorative services)
- Teachers pay 100% of the premium costs for life insurance and LTD
- Retired teachers to pay administrative fee of \$5.00 per month per plan and continue to pay premiums as before.
- Sub-Plan: Full salary during two (2) week waiting period for maternity/adoption/parental leaves, top-up for the next six (6) weeks of maternity leave to 100% of pay
- Vision care – effective September 2007, \$400/24 months
- Hearing aids – \$500/60 months

## PROBATIONARY PERIOD

One (1) year.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of two-hundred and forty (240) days.

## RETIREMENT GRATUITY

Yes. Teachers must have ten (10) years of continuous employment with the Board.

## WORKING CONDITIONS

- Classroom teacher assigned six (6) out of eight (8) credits or credit equivalent
- Lunch Break minimum 40 consecutive minutes free from assigned duties

- Maximum class size provisions plus maximum Pupil Period Contacts
- Maximum number of lesson preparations per teacher per year
- Special Education Resource Teachers will have students assigned in a maximum of six (6) of eight (8) periods
- Special Education Resource Teachers staffing formula based on IEP and IPRC students

## OCCASIONAL TEACHER RATES

Daily rate: September 1, 2008 - \$213.10  
September 1, 2009 - \$219.37  
September 1, 2010 - \$225.82  
September 1, 2011 - \$232.48

LTO placed on grid after the 11th consecutive day retroactive to the first day of LTO assignment.

Each full-time teacher may also be assigned additional professional assignments (APAs) comprised of either on-calls, supervisions, student mentoring and teacher mentoring. The maximum annual professional assignments for any full-time teacher shall not exceed:

- 2008-2009 – 64 half-periods including a maximum of 32 on-calls
- 2009-2010 – 58 half-periods including a maximum of 29 on-calls
- 2010-2011 – 52 half-periods including a maximum of 26 on-calls
- 2011-2012 – 46 half-periods including a maximum of 24 on-calls

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**SALARY GRID**

<b>Category</b>	<b>2008-2009</b>		<b>2009-2010</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	40,520	68,114	41,736	70,157
<b>2</b>	42,898	72,716	44,185	74,897
<b>3</b>	46,075	81,120	47,457	83,554
<b>4</b>	48,291	86,597	49,740	89,195

<b>Category</b>	<b>2010-2011</b>		<b>2011-2012</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	42,988	72,262	44,278	74,430
<b>2</b>	45,511	77,144	46,876	79,458
<b>3</b>	48,881	86,061	50,347	88,643
<b>4</b>	51,232	91,871	52,769	94,627

# DISTRICT 9, GREATER ESSEX (GREATER ESSEX DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## BENEFITS

- Insured Benefits: Board pays 100% of premium cost for extended health care, group life (two (2) x salary) and dental plan. Board pays 90% of premium cost of drug plan
- LTD: Teachers pay 100% of premium cost.
- Sub-Plan: Board pays 95% of a teacher's salary for the two (2) week E.I. waiting period plus top-up of E.I. to 100% of teacher's salary for the six (6) weeks immediately following birth of a child with no deduction from sick leave

## PROBATIONARY PERIOD

One (1) year.

## ACCUMULATED SICK LEAVE

Twenty (20) sick leave days per year. There is no maximum accumulation. After two-hundred and fifty (250) days, accumulation continues at 50% of the unused days per year.

## RETIREMENT GRATUITY

Yes. A minimum of ten (10) years of service with the

Board is required to qualify; twenty-five (25) years of experience and two-hundred (200) unused sick leave days required to qualify for one-half year's salary.

## WORKING CONDITIONS

- Effective 2008 – 56 ½ periods assigned up to 27 for on-calls
- Effective 2009 – 54 periods assigned up to 25 for on-calls
- Effective 2010 – 52 periods assigned up to 23 for on-calls
- Effective 2011 – 50 periods assigned up to 22 for on-calls
- Class size maxima established

## OCCASIONAL TEACHER RATES

Daily Rate: September 1, 2008 - \$205.98  
 September 1, 2009 - \$212.16  
 September 1, 2010 - \$218.53  
 September 1, 2011 - \$225.08

LTO placed on the Secondary Teachers' scale effective the 10th consecutive day, retroactive to the first day of the assignment.

## SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	40,816	71,835	42,040	73,990
<b>2</b>	42,543	73,853	43,819	76,069
<b>3</b>	46,517	82,259	47,913	84,727
<b>4</b>	48,668	86,653	50,128	89,253

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	43,301	76,210	44,600	78,496
<b>2</b>	45,134	78,351	46,488	80,702
<b>3</b>	49,350	87,269	50,831	89,887
<b>4</b>	51,632	91,931	53,181	94,689

# DISTRICT 10, LAMBTON KENT (LAMBTON KENT DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year related business, industrial experience equals 1.0 year teaching experience for grid placement. No maximum.

## BENEFITS

- Life insurance - Board pays 85% up to \$225,000. Board pays 85% of premium costs for extended health care and dental plan
- LTD: Teachers pay 100% of premium cost. Sub-Plan: Board pays 100% of regular salary for the two (2) week waiting period

## PROBATIONARY PERIOD

One (1) year.

## ACCUMULATED SICK LEAVE

Twenty (20) days per school year with unlimited accumulation.

## RETIREMENT GRATUITY

Yes. Five (5) years service required to qualify. Full gratuity of 50% of annual salary based on two-hundred (200) days A.S.L. and twenty (20) years of service.

## WORKING CONDITIONS

- Class size maxima established
- Each full-time teacher assigned six (6) credit or credit-equivalent courses, with no more than three (3) per semester
- Teachers may be assigned a maximum of 50 ½ periods of on-call/supervision per year with a maximum of 10 ½ periods used for on-calls

## STAFFING

Staff generation formula used to determine teacher numbers.

## OCCASIONAL TEACHER RATES

Daily rate: September 1, 2008 - \$209.56  
 September 1, 2009 - \$215.85  
 September 1, 2010 - \$222.32  
 September 1, 2011 - \$229.00

LTO Rate - placed on the Secondary Teachers' Salary 2001 grid effective the 10th consecutive day, retroactive to the first day of the LTO assignment.

## SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	40,655	68,866	41,875	70,932
<b>2</b>	43,006	73,173	44,296	75,368
<b>3</b>	45,810	81,160	47,184	83,595
<b>4</b>	48,368	86,633	49,819	89,232

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	43,131	73,060	44,425	75,252
<b>2</b>	45,625	77,629	46,994	79,958
<b>3</b>	48,600	86,103	50,058	88,686
<b>4</b>	51,134	91,909	52,853	94,666

# DISTRICT 11, THAMES VALLEY (THAMES VALLEY DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year in vocation, profession or trade related to degree or teaching, or 2/3 military experience equals 1.0 teaching experience for grid placement to a maximum of 6.7 years.

## BENEFITS

- Life insurance - Teacher pays 100% for up to three times the teacher's salary
- Board pays 90% of health, dental and basic life (25 x salary)
- LTD: Teachers pay 100% of premium cost
- Sub-Plan: Board pays 100% of teacher's salary for the two (2) week waiting period

## PROBATIONARY PERIOD

Ten (10) months.

## ACCUMULATED SICK LEAVE

- Twenty (20) days per school year with two-hundred and twenty (220) day maximum accumulation

## RETIREMENT GRATUITY

Yes, for some teachers employed by predecessor boards. For new hires, a yearly RRSP contribution by the Board.

## WORKING CONDITIONS

All full-time Teachers shall be assigned a maximum of six (6) periods. In addition, Teachers may be assigned Additional Professional Assignments (APA) that include on-calls, supervision and mentoring as defined below:

Effective

Sept. 1, 2008	Total/Year	Up to 64 half-periods
	On-Calls/Year	Up to 30 half-periods
	APAs other than	
	On-Calls/Year	Up to 34 half-periods

Sept. 1, 2009	Total/Year	Up to 61 half-periods
	On-Calls/Year	Up to 28 half-periods
	APAs other than	
Sept. 1, 2010	Total/Year	Up to 58 half-periods
	On-Calls/Year	Up to 26 half-periods
	APAs other than	
Sept. 1, 2011	Total/Year	Up to 54 half-periods
	On-Calls/Year	Up to 24 half-periods
	APAs other than	
	On-Calls/Year	Up to 34 half-periods

## STAFFING

Staffing Committee to advise regarding staff levels and allocations.

## OCCASIONAL RATES

Daily rate 1/194 of cat 1 year 0

September 1, 2008 -	\$206.82
September 1, 2009 -	\$213.03
September 1, 2010 -	\$219.42
September 1, 2011 -	\$226.00

Effective on the 10th consecutive day, retroactive to the first day, a long-term occasional teacher shall be paid according to their position on the Secondary Teacher's Salary Scale.

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**SALARY GRID**

<b>Category</b>	<b>2008-2009</b>		<b>2009-2010</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	40,124	70,086	41,328	72,189
<b>2</b>	41,895	72,030	43,152	74,191
<b>3</b>	45,381	81,796	46,742	84,250
<b>4</b>	48,025	86,613	49,466	89,211

<b>Category</b>	<b>2010-2011</b>		<b>2011-2012</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	42,568	74,355	43,845	76,586
<b>2</b>	44,447	76,417	45,780	78,710
<b>3</b>	48,144	86,778	49,588	89,381
<b>4</b>	50,950	91,887	52,479	94,644

# DISTRICT 12, TORONTO (TORONTO DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year of related experience equals 1.0 teaching experience for grid placement to a maximum of five (5) years.

## BENEFITS

- Board pays 100% of premium costs for life insurance and extended health
- Board pays 94% of premium costs for dental plan
- Teachers pay 100% of the premium cost for LTD

## PROBATIONARY PERIOD

One (1) year for newly hired teachers.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year with unlimited accumulation.

## RETIREMENT GRATUITY

Yes. No minimum service required to qualify.

## WORKING CONDITIONS

- Class size maxima established
- Each full-time teacher shall be assigned to six (6) teaching periods, with no more than three (3) per semester without mutual consent
- Teachers may be assigned a maximum of twenty-seven (27) half-periods of coverage for partial day absences or supervision

## STAFFING

Allocation of staff as per the Education Act, and Regulations and General Legislative Grants, and staffing accord.

## OCCASIONAL TEACHER RATES

Base rate – after 100 full-time equivalent days:

September 1, 2008 - \$215.90

September 1, 2009 - \$222.38

September 1, 2010 – 229.05

September 1, 2011 – 235.92

## SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	41,830	69,570	43,085	71,657
<b>2</b>	43,775	72,675	45,088	74,855
<b>3</b>	47,348	82,010	48,768	84,470
<b>4</b>	50,702	86,671	52,223	89,271

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	44,378	73,807	45,709	76,021
<b>2</b>	46,441	77,101	47,834	79,414
<b>3</b>	50,231	87,004	51,738	89,614
<b>4</b>	53,790	91,949	55,404	94,707

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Continuing Education Teacher – Regular  
Effective September 1, 2008

Step	Courses Completed	Rate
0	Less than 2 full credit courses	44.82
1	2 or 3 full credit courses	47.79
2	4 or 5 full credit courses	50.78
3	6 or more full credit courses	53.79

Continuing Education Teacher – Regular  
Effective September 1, 2009

Step	Courses Completed	Rate
0	Less than 2 full credit courses	46.16
1	2 or 3 full credit courses	49.22
2	4 or 5 full credit courses	52.30
3	6 or more full credit courses	55.40

Continuing Education Teacher – Regular  
Effective September 1, 2010

Step	Courses Completed	Rate
0	Less than 2 full credit courses	47.54
1	2 or 3 full credit courses	50.70
2	4 or 5 full credit courses	53.87
3	6 or more full credit courses	57.06

Continuing Education Teacher – Regular  
Effective September 1, 2011

Step	Courses Completed	Rate
0	Less than 2 full credit courses	48.97
1	2 or 3 full credit courses	52.22
2	4 or 5 full credit courses	55.49
3	6 or more full credit courses	58.77

Continuing Education Teacher – Adult Day School  
Effective September 1, 2008

Step	Courses Completed	Rate
0	Less than 2 full credit courses	45.09
1	2 or 3 full credit courses	48.10
2	4 or 5 full credit courses	51.12
3	6 or more full credit courses	54.12

Continuing Education Teacher – Adult Day School  
Effective September 1, 2009

Step	Courses Completed	Rate
0	Less than 2 full credit courses	46.44
1	2 or 3 full credit courses	49.54
2	4 or 5 full credit courses	52.65
3	6 or more full credit courses	55.74

Continuing Education Teacher – Adult Day School  
Effective September 1, 2010

Step	Courses Completed	Rate
0	Less than 2 full credit courses	47.83
1	2 or 3 full credit courses	51.03
2	4 or 5 full credit courses	54.23
3	6 or more full credit courses	57.41

# DISTRICT 13 – DURHAM (DURHAM DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year related teaching, experience equals one (1) year teaching experience for grid placement with no maximum. Other related experience is recognized at 0.5 year for each year of such experience.

## Benefits

- Board contributes 90% of costs for life insurance of three (3) times salary, extended health care and dental plan
- 2005 ODA professionals \$400/yr, orthodontics \$3,900 lifetime, vision \$350/24 months
- LTD: Teachers pay 100% of the premium cost
- Sub-Plan: Board pays 100% of the teacher's regular wage for six (6) weeks

## PROBATIONARY PERIOD

One (1) school year.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of two-hundred and sixty (260) days.

## RETIREMENT GRATUITY

Yes. A minimum of ten (10) years service with the board to qualify; full gratuity is 50% of annual salary after at least twenty-five (25) years.

## WORKING CONDITIONS

- Full-time teachers assigned a maximum of six courses or credit equivalents plus additional professional duties including 25 minutes per week of homeroom, hall or bus duty, or student and teacher mentoring plus on-calls, lunchroom or other supervision to a maximum of 42 minutes per week effective September 2009, 41 minutes per week effective September 2010, 40 minutes per week effective September 2011
- Maximum class sizes specified for grades 9 and 10, as well as grades 11 and 12

## OCCASIONAL TEACHER RATES

Daily rate: September 1, 2008 - \$196.16  
 September 1, 2009 - \$202.05  
 September 1, 2010 - \$208.11  
 September 1, 2011 - \$214.35

LTO placed on salary grid on 12th consecutive days retroactive to first day of assignment.

## SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	41,862	69,385	43,118	71,467
<b>2</b>	43,321	73,650	44,621	75,860
<b>3</b>	46,661	80,972	48,061	83,401
<b>4</b>	48,948	86,608	50,416	89,206

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	44,412	73,611	45,744	75,819
<b>2</b>	45,960	78,136	47,339	80,480
<b>3</b>	49,503	85,903	50,988	88,480
<b>4</b>	51,928	91,882	53,486	94,638



# DISTRICT 14, KAWARTHA PINE RIDGE (KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year business, industrial, university or college experience related to subject being taught equals 1.0 year teaching experience for grid placement to a maximum of five (5) years.

## BENEFITS

- Insured benefits: Board pays 100% of the premium costs of life and AD&D insurance, extended health care and dental care for full-time employees
- LTD: Employees pay 100% of the premium costs for the LTD plan
- Sub-Plan: Board pays 90% of salary for two (2) week waiting period for E.I. benefits

## PROBATIONARY PERIOD

One (1) year.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of three-hundred (300) days.

## RETIREMENT GRATUITY

Yes. A minimum of ten (10) continuous and consecutive years of service with the Kawartha Pine Ridge District School Board is required to qualify; twenty (20) years or service and two-hundred (200) unused sick days required to qualify for a gratuity of one-half year's salary.

## WORKING CONDITIONS

Each full-time teacher shall be assigned a maximum of six (6) periods out of eight (8) periods (3 periods per semester). Each full-time teacher may also be assigned up to the following maxima On-Calls and Supervisions:

2008-2009	Maximum On-Calls (1/2 periods)	27
	Maximum Supervisions (15 Minutes)	27 (1/2 period)

2009-2010	Maximum On-Calls (1/2 periods)	26
	Maximum Supervisions (15 Minutes)	60
2010-2011	Maximum On-Calls (1/2 periods)	26
	Maximum Supervisions (15 Minutes)	58
2011-2012	Maximum On-Calls (1/2 periods)	25
	Maximum Supervisions (15 Minutes)	54

## OCCASIONAL TEACHER RATES

Daily rate:	September 1, 2008 - \$201.64
	September 1, 2009 - \$207.69
	September 1, 2010 - \$213.92
	September 1, 2011 - \$220.34

LTO placed on the Secondary Teachers' Salary Scale effective the 10th consecutive day, retroactive to the first day of the LTO assignment.

Only qualified teachers can be hired.

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**SALARY GRID**

<b>Category</b>	<b>2008-2009</b>		<b>2009-2010</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	40,328	69,118	41,537	71,192
<b>2</b>	44,687	72,830	46,027	75,015
<b>3</b>	48,548	81,193	50,004	83,629
<b>4</b>	50,449	86,618	51,963	89,216

<b>Category</b>	<b>2010-2011</b>		<b>2011-2012</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	42,784	73,327	44,067	75,527
<b>2</b>	47,408	77,266	48,830	79,584
<b>3</b>	51,505	86,137	53,050	88,722
<b>4</b>	53,522	91,893	55,127	94,650

# DISTRICT 15, TRILLIUM LAKELANDS (TRILLIUM LAKELANDS DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year of work experience related to subject being taught equals one (1) year teaching for grid placement to a maximum of six (6) grid steps.

## BENEFITS

The Employer shall contribute to the Bargaining Unit the following amounts in respect of insured benefits:

- September 1, 2008 – August 31, 2009:  
\$3,215 per FTE
  - September 1, 2009 – August 31, 2010:  
\$3,311 per FTE
  - September 1, 2010 – August 31, 2011:  
\$3,567 per FTE
  - September 1, 2011 – August 31, 2012:  
\$3,674 per FTE
- The bargaining unit administers the plans.
  - LTD: Employees pay 100% of the premium costs for the LTD plan, basic group life, AD&D insurance and optional group life
  - Sub-Plan: Board pays 100% of salary for the two (2) week waiting period for EI benefits. Board tops up EI benefits for a further six (6) weeks to 100% of salary

## PROBATIONARY PERIOD

One (1) year.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of two-hundred (200) days, three-hundred (300) for the purposes of retirement gratuity.

## RETIREMENT GRATUITY

A minimum of 10 continuous years of service is required to qualify; 200 unused sick days required to qualify for a gratuity of one-half year's salary.

## WORKING CONDITIONS

- Class size maxima established
- Each full-time teacher assigned six (6) periods, maximum three (3) 75 minute periods per semester

Classroom teachers may be assigned:

- 2008-2009 – sixty-one (61) APAs with up to a maximum of thirty (30) on-calls
- 2009-2010 – fifty-three (53) APAs with up to a maximum of thirty (30) on-calls
- 2010-2011 – fifty-three (53) APAs with up to a maximum of thirty (30) on-calls
- 2011-2012 – fifty-three (53) APAs with up to a maximum of thirty (30) on-calls.

Staffing generators for guidance, library, special education, Alternative Education Program, Student Success.

## OCCASIONAL TEACHER RATES

Collective Agreement

Daily rate: September 1, 2008 - \$192.20  
September 1, 2009 - \$197.97  
September 1, 2010 - \$203.90  
September 1, 2011 - \$210.00

LTO placed on the Secondary Teachers' Salary Scale effective the 15th consecutive day, retroactive to the first day of the LTO assignment.

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**SALARY GRID**

<b>Category</b>	<b>2008-2009</b>		<b>2009-2010</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	42,208	70,164	43,474	72,269
<b>2</b>	44,048	74,594	45,369	76,832
<b>3</b>	45,645	80,553	47,014	82,970
<b>4</b>	48,066	86,608	49,508	89,206

<b>Category</b>	<b>2010-2011</b>		<b>2011-2012</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	44,778	74,437	46,121	76,670
<b>2</b>	46,730	79,137	48,132	81,511
<b>3</b>	48,424	85,459	49,877	88,023
<b>4</b>	50,993	91,882	42,523	94,638

# DISTRICT 17, SIMCOE (SIMCOE COUNTY DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year of business, industrial or other work experience (approved by Board) shall be paid \$1,301 (Sept. 2007 \$1,314) for each year to a maximum of ten (10) years.

## BENEFITS

- The Bargaining Unit runs its own Benefit Plan and the Board pays a fixed dollar amount for:
  - Life insurance
  - Extended health care
  - Dental plan
- LTD plan 100% paid by teachers
- Sub-Plan—Board pays 95% of the teacher's normal weekly earnings for two (2) week waiting period, Six (6) week top-up to 100% salary for EI qualified teachers

## PROBATIONARY PERIOD

- Newly hired employees - 0.5 FTE teaching assignment or greater, ten (10) consecutive working months or two (2) complete semesters
- Newly hired employees - less than 0.5 FTE teaching assignment, fifteen (15) consecutive months or three (3) complete semesters

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of two-hundred (200) days.

## RETIREMENT GRATUITY

Yes. A minimum of five (5) years continuous service is required to qualify.

## WORKING CONDITIONS

- A full teaching load for all teachers is 6.0 classes per year
- Class size maxima established
- Extra-curricular activities recognized as voluntary
- For the 2008-2009 school year, each full-time teacher will be responsible for a maximum of fifty-two (52) half periods of APAs per year, based on seventy-five (75) minute periods
- For the 2009-2012 school years, each full-time teacher will be responsible for a maximum of fifty (50) half periods of APAs per year, based on seventy-five (75) minute periods

## STAFFING

Formula to generate staff based on Education Act, Regulations and General Legislative Grants.

## OCCASIONAL TEACHER RATES

Daily rate: September 1, 2008 - \$195.00  
September 1, 2009 - \$203.00  
September 1, 2010 - \$211.00  
September 1, 2012 - \$220.00

LTO placed on Secondary Teachers' Salary Scale effective the 10th consecutive day, retroactive to the first day of the LTO assignment.

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**SALARY GRID**

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	42,685	69,247	43,966	71,324
<b>2</b>	44,303	73,145	45,632	75,339
<b>3</b>	48,287	81,226	49,736	83,663
<b>4</b>	50,799	86,213	52,323	89,211

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	45,285	73,464	46,644	75,668
<b>2</b>	47,001	77,599	48,411	79,927
<b>3</b>	51,228	86,173	52,765	88,758
<b>4</b>	53,893	91,887	55,510	94,644

# DISTRICT 18, UPPER GRAND (UPPER GRAND DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year of trade or business experience related to subject being taught equals 1.0 year teaching experience to a maximum of seven (7) years.

## BENEFITS

- Board pays \$2,981 per full-time teacher to premium cost in September 2008 (\$3,071 in September 2009, \$3,163 in September 2010).
- Teachers pay 100% of LTD premium

## PROBATIONARY PERIOD

Twelve (12) months of continuous employment.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of two-hundred and eighty (280) days.

## RETIREMENT GRATUITY

Teachers of the former boards (Wellington and Dufferin) maintain their retirement gratuity. For new hires, the Board makes an RRSP contribution through the Teachers' Bargaining Unit.

## WORKING CONDITIONS

- Class size maxima established
- Each full-time teacher assigned six (6) periods

Each full-time Teacher may also be assigned Additional Professional Assignments (APAs) comprised of either supervisions, student mentoring and/or teacher mentoring. Such APA shall not exceed the following schedule:

- 2008-2009 – 64 half periods (max) APAs including on-calls; 25 half periods (max) on-calls

- 2009-2010 – 60 half periods (max) APAs including on-calls; 24 half periods (max) on-calls
- 2010-2011 – 56 half periods (max) APAs including on-calls; 24 half periods (max) on-calls
- 2011-2012 – 52 half periods (max) APAs including on-calls; 24 half periods (max) on-calls

## STAFFING

Minimum numbers of library, guidance, special education sections generated.

## OCCASIONAL TEACHER RATES

Daily rate: September 1, 2008 - \$210.89  
September 1, 2009 - \$217.22  
September 1, 2010 - \$223.73  
September 1, 2011 - \$230.44

LTO placed on Secondary Teachers' Salary scale in accordance with experience on 12th day, retroactive to first day of LTO assignment.

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**SALARY GRID**

<b>Category</b>	<b>2008-2009</b>		<b>2009-2010</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	42,811	70,312	44,095	72,421
<b>2</b>	44,170	74,925	45,495	77,173
<b>3</b>	46,436	81,339	47,829	83,779
<b>4</b>	49,070	86,613	50,542	89,211

<b>Category</b>	<b>2010-2011</b>		<b>2011-2012</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	45,418	74,594	46,780	76,832
<b>2</b>	46,860	79,488	48,266	81,873
<b>3</b>	49,264	86,292	50,741	88,881
<b>4</b>	52,059	91,887	53,620	94,644



# DISTRICT 19, PEEL (PEEL DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## BENEFITS

- September 1, 2008 – Board contribution: \$4,136 per FTE
- September 1, 2009 – Board contribution: \$4,260 per FTE
- September 1, 2010 – Board contribution: \$4,566 per FTE
- September 1, 2010 – Board contribution: \$4,850 per FTE
- Covers 100% of the premium costs of life and AD&D insurance, extended health and dental care for full-time and pro-rated costs for part-time employees
- The bargaining unit administers the plan
- Sub-Plan - Board pays 95% of salary for the two (2) week waiting period for E.I. benefits and tops-up E.I. to 100% of salary for the six (6) week period immediately following the birth of the child

## PROBATIONARY PERIOD

One (1) year.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of three-hundred (300) days.

## RETIREMENT GRATUITY

Yes. A minimum of ten (10) years of service is required to qualify; twenty-five (25) years of service and two-hundred (200) unused sick days required to qualify for a gratuity of one-half year's salary.

## WORKING CONDITIONS

- 2008-09: Maximum of 64 half-periods including up to 25 half-period on-calls
- 2009-10: Maximum of 58 half-periods including up to 25 half-period on-calls
- 2010-11: Maximum of 54 half-periods including up to 24 half-period on-calls
- 2011-12: Maximum of 50 half-periods including up to 24 half-period on-calls

## OCCASIONAL TEACHER RATES

Daily rate tied to 1/194th of category 1 year 0 of secondary teachers' agreement.

September 1, 2008 - \$208.94  
September 1, 2009 - 215.20  
September 1, 2010 - \$221.66  
September 1, 2011 - \$228.31

- Represents a 17.20% increase in the daily rate over the 4 years
- Trigger for an LTD reduced from 12 days to 10 days
- A professional Activity Day scheduled within the first 10 days of an assignment counts as one of the 10 consecutive days

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**SALARY GRID**

<b>Category</b>	<b>2008-2009</b>		<b>2009-2010</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	40,534	73,446	41,750	75,649
<b>2</b>	43,825	76,737	45,140	79,039
<b>3</b>	47,116	80,029	48,530	82,429
<b>4</b>	50,408	86,611	51,920	89,209

<b>Category</b>	<b>2010-2011</b>		<b>2011-2012</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	43,002	77,918	44,292	80,256
<b>2</b>	46,494	81,410	47,889	83,853
<b>3</b>	49,985	84,902	51,485	87,449
<b>4</b>	53,477	91,885	55,082	94,642

# DISTRICT 20, HALTON (HALTON DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year of vocational or trade experience equals one (1) year on the experience grid to a maximum of six (6) years.

## BENEFITS

- Insured benefits: Member pays 100% of the premium costs of life and AD&D insurance
- Board pays 100% premium for dental, extended health for a teacher assigned to half-time or greater timetable
- Vision care \$375 every two (2) years. All dental work capped at \$1,500 per year

## PROBATIONARY PERIOD

One (1) year.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of four-hundred (400) days.

## RETIREMENT GRATUITY

Yes. A minimum of ten (10) years of service is required to qualify; fifteen (15) years of service and two-hundred (200) unused sick days required to qualify for a gratuity of one-half year's salary.

## WORKING CONDITIONS

Additional Professional Assignments:

	APA's	on-calls
2008-2009	64	27
2009-2010	58	25
2010-2011	54	24
2011-2012	50	24

## OCCASIONAL TEACHER RATES

Daily rate: August 31, 2004 - \$160.63  
 September 1, 2006 - \$180.00  
 September 1, 2007 - \$190.00

LTO placed on grid after the 10th consecutive day, retroactive to the first day of the LTO assignment.

## SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	40,516	68,316	41,731	70,365
<b>2</b>	43,542	74,412	44,848	76,644
<b>3</b>	46,564	80,505	47,961	82,920
<b>4</b>	49,584	86,609	51,072	89,207

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	72,923	72,476	44,272	74,650
<b>2</b>	46,193	78,943	47,579	81,311
<b>3</b>	49,400	85,408	50,882	87,970
<b>4</b>	52,604	91,883	54,182	94,639

# DISTRICT 21, HAMILTON-WENTWORTH (HAMILTON-WENTWORTH DISTRICT SCHOOL BOARD)

September 1, 2008–August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year of recognized trade, business, educational or other work experience equals 1.0 year teaching experience for grid placement up to maximum grid salary.

## BENEFITS

- Board pays 100% of the premium costs for extended health care, basic dental plan and basic life insurance (\$50,000)
- Board pays 50% of the premium costs for major restorative and orthodontic riders
- Teachers pay 100% of the premium costs for LTD
- Newly retired teachers under the Board benefit plan separated out for experience rating
- Sub-Plan: Board pays E.I. rate for the two (2) week waiting period

## PROBATIONARY PERIOD

One (1) year.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of two-hundred and sixty (260) days (former Hamilton teachers to a maximum of four-hundred (400) days).

## RETIREMENT GRATUITY

Ten (10) years of service required to qualify for the former Wentworth County teachers. Twenty (20) years of service required to qualify for the former Hamilton teachers and for all new Hamilton-Wentworth teachers.

## WORKING CONDITIONS

- Class size maxima established
- Each full-time teacher assigned a maximum of six (6) periods

Teachers may be assigned:

- Sept. 2008: Maximum of half-periods on-calls = 25; Maximum of half-periods on-calls/Supervisors/mentoring = 55
- Sept. 2009: Maximum of half-periods on-calls = 25; Maximum of half-periods on-calls/Supervisors/mentoring = 53
- Sept. 2010: Maximum of half-periods on-calls = 25; Maximum of half-periods on-calls/Supervisors/mentoring = 51
- Sept. 2011: Maximum of half-periods on-calls = 25; Maximum of half-periods on-calls/Supervisors/mentoring = 48

## STAFFING

Staff number generated based on the provincial funding model and Education Act and Regulations and General Legislative Grants with minimum numbers of library, guidance and learning resource teachers established.

## OCCASIONAL TEACHER RATES

Short Term: Qualified:

September 1, 2006 - \$185.71

September 1, 2007 - \$190.93

Unqualified:

September 1, 2006 - \$139.28

September 1, 2007 - \$143.20

LTO placed on the Secondary Teachers' Salary Scale effective the 11th consecutive day, retroactive to the first day of assignment.

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**SALARY GRID**

<b>Category</b>	<b>2008-2009</b>		<b>2009-2010</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	40,539	67,814	41,755	69,849
<b>2</b>	42,754	71,869	44,037	74,025
<b>3</b>	46,070	81,089	46,070	81,089
<b>4</b>	48,649	86,616	50,108	89,214

<b>Category</b>	<b>2010-2011</b>		<b>2011-2012</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	43,008	71,944	44,298	74,102
<b>2</b>	45,358	76,246	46,719	78,534
<b>3</b>	48,875	86,027	50,342	88,608
<b>4</b>	51,612	91,891	53,160	94,647

# DISTRICT 22, NIAGARA (NIAGARA DISTRICT SCHOOL BOARD)

September 1, 2008–August 31, 2012

## RELATED EXPERIENCE

Recognized experience shall be credited with teaching experience for grid placement to a maximum of three (3) years for business experience and five (5) years for trade experience.

## BENEFITS

- Board pays set amount towards premium costs for extended health, semi-private hospital and dental, basic life insurance
- Teachers pay 100% of the premium costs for LTD. Sub-Plan: Board pays E.I. rate for the two (2) week waiting period

## PROBATIONARY PERIOD

One (1) year of actual teaching (i.e. 0.67 teaching experience.)

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of three-hundred (300) days.

## RETIREMENT GRATUITY

- Red-circled - Aug. 31, 1998 for DSB of Niagara; Aug. 31, 1980 for Lincoln County Board
- New hires receive an RRSP allowance of \$2,827 + % salary increase at the end of the probationary period

## WORKING CONDITIONS

- Class size maxima established
- Each full-time teacher assigned a maximum of six (6) periods
  - 2008-09: Total 58; on-calls 27
  - 2009-10: Total 56; on-calls 26
  - 2010-11: Total 52; on-calls 25
  - 2011-12: Total 50; on-calls 24

## OCCASIONAL TEACHER RATES

LTO placed on the Secondary Teachers' Salary grid effective the 11th consecutive day, retroactive to the first day of assignment.

Daily Rate: September 1, 2008:  $\$202.72 + \$4.55 = \$207.27$   
 September 1, 2009:  $\$208.81 + \$4.55 = \$213.36$   
 September 1, 2010:  $\$215.07 + \$4.55 = \$219.62$   
 September 1, 2011:  $\$221.52 + \$4.55 = \$226.07$

## SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
1	40,966	68,641	42,195	70,700
2	42,111	71,641	43,374	73,790
3	47,179	80,750	48,954	83,173
4	49,281	86,620	50,759	89,219

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
1	43,461	72,821	44,765	75,006
2	44,675	76,004	46,015	78,284
3	50,052	85,668	51,554	88,238
4	52,282	91,896	53,850	94,653

# DISTRICT 23, GRAND ERIE (GRAND ERIE DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

Effective September 1, 2009, at the time the teacher commences teaching related trade or business courses, an allowance of (100%) of an increment per year to a maximum of 9 increments, to category maximum, may be added to the base salary of a teacher. (increase from 6 years).

## BENEFITS

- Insured benefits: Board pays 90% of the premium costs of life and AD&D insurance, vision, extended health care and dental care for teachers with 60% or more of a full-timetable and prorated costs for employees with less than 60% of a timetable
- Paramedical: first dollar coverage no maximum per visit \$1,000 per year
- LTD: Employees pay 100% of the premium costs for the LTD Plan
- Sub-Plan: Board pays 100% of salary for the two (2) week waiting period for E.I. benefits

## PROBATIONARY PERIOD

One (1) year.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of three-hundred (300) days.

## SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	41,443	69,345	42,686	71,425
<b>2</b>	43,114	73,153	44,407	75,348
<b>3</b>	47,100	81,653	48,513	84,103
<b>4</b>	49,637	86,670	51,126	89,270

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	43,967	73,568	45,286	75,775
<b>2</b>	45,739	77,608	47,111	79,936
<b>3</b>	49,968	86,626	51,467	89,225
<b>4</b>	52,660	91,948	54,240	94,706

## RETIREMENT GRATUITY

Yes. A minimum of ten (10) years of service is required to qualify. Ten (10) years of service and two-hundred (200) unused sick days required to qualify for a gratuity of a maximum one-half year's salary.

## WORKING CONDITIONS

- Each full-time teacher shall be assigned a maximum of six (6) classes per year
- Maximum class sizes established
- Each teacher may be assigned up to sixty-four (64) half-periods for supervision and on-calls per year.
- No more than two (2) per week and half-period per day

## OCCASIONAL TEACHER RATES

Daily Rate (Qualified):

September 1, 2008 - \$207.69

September 1, 2009 - \$213.92

September 1, 2010 - \$220.34

September 1, 2011 - \$226.95

LTO placed on the Secondary Teachers' Salary Scale effective the 10th consecutive day, retroactive to the first day of the LTO assignment.

# DISTRICT 24, WATERLOO (WATERLOO REGION DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year of related trade professional experience, or similar teaching experience at university or college, equals 1.0 year teaching experience for grid placement to a maximum of seven (7) years.

## BENEFITS

- Effective February 1, 2009, move from 90% Board-paid to 95% Board-paid, include family therapist at 100% coverage within the current psychologist coverage and include occupational therapist coverage within physiotherapist coverage
- September 1, 2009, increase eye glass coverage to \$350/2 years and increase orthodontic coverage \$2500/child-lifetime and add coverage of dental implants under major restorative
- September 1, 2010, add coverage for HPV vaccine, reflexology to professional services to \$400/year and audiology under professional services to \$400/year
- LTD: Teachers pay 100% of the premium cost
- Sub-Plan: Board pays 75% of teacher's salary for the two (2) week E.I. waiting period and 75% salary for the eight (8) week Family Medical Leave period

## PROBATIONARY PERIOD

One (1) year or ten (10) consecutive working months.

## ACCUMULATED SICK LEAVE

Twenty (20) days sick leave per year to a maximum of two-hundred and sixty (260) days.

## RETIREMENT GRATUITY

Yes. A minimum ten (10) consecutive years of service is required to qualify.

## WORKING CONDITIONS

APA's:

- Was 96 minutes per week – will be reduced to equivalent of 58 minutes per week in 2009, and then reduced further during the life of the agreement
- 2009-2010: A maximum of 2280 minutes of supervision and on-call duties assigned in half-periods with a maximum of 24 on-calls
- 2010-2011: A maximum of 2090 minutes of supervision and on-call duties assigned in half-periods with a maximum of 24 on-calls
- 2011-2012: A maximum of 1900 minutes of supervision and on-call duties assigned in half-periods with a maximum of 24 on-calls

- Teachers are entitled to a lunch break of a minimum of 40 consecutive minutes
- School year is the minimum length required under the Education Act
- Teachers shall not be required to perform their assigned duties at any time which falls outside of the designated school year

## OCCASIONAL TEACHER RATES

(Integrated with Teachers collective agreement)

O.T. Daily Rate: 1/194 of Category 1, Year 0

2008-2009 - 207.84

2009-2010 - 214.07

2010-2011 - 220.40

2011-2012 - 227.11

10 days to LTO (was 15)

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**SALARY GRID**

<b>Category</b>	<b>2008-2009</b>		<b>2009-2010</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	40,320	68,756	41,530	70,819
<b>2</b>	41,928	73,126	43,186	75,320
<b>3</b>	46,730	80,600	48,132	83,018
<b>4</b>	49,517	86,629	51,003	89,228

<b>Category</b>	<b>2010-2011</b>		<b>2011-2012</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	42,776	72,944	44,059	75,132
<b>2</b>	44,482	77,580	45,816	79,907
<b>3</b>	49,576	85,509	51,063	88,074
<b>4</b>	52,533	91,905	54,109	94,662

# DISTRICT 25, OTTAWA-CARLETON (OTTAWA-CARLETON DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year of related work experience equals 0.5 teaching experience for grid placement up to a maximum of five (5) years.

## BENEFITS

The Board pays 90% of the premium costs for

- Group insurance of \$45,000
- Extended health care
- Dental care

LTD: Teachers pays 100% of the premium cost. Sub-Plan: Board pays 95% of a teacher's salary for the two (2) week waiting period for E.I. plus \$75/week for up to fifteen (15) weeks during the pregnancy/adoption leave.

## PROBATIONARY PERIOD

One (1) year.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of three-hundred and forty (340) days.

## RETIREMENT GRATUITY

No minimum service is required to qualify.

## WORKING CONDITIONS

- Class size maxima are established.
- Each full-time teacher shall be assigned a maximum of six (6) credit courses or equivalent
  - 2008-2009 school year, every teacher will be assigned the equivalent of 60 half-periods of alternative duties, which may include up to 25 half-periods (37.5 minutes) of worked on-calls
  - 2009-2010 school year, every teacher will be assigned the equivalent of 56 half-periods of alternative duties, which may include up to 22 half-periods (37.5 minutes) of worked on-calls

- 2010-2011 school year, every teacher will be assigned the equivalent of 53 half-periods of alternative duties, which may include up to 22 half-periods (37.5 minutes) of worked on-calls
- 2011-2012 school year, every teacher will be assigned the equivalent of 50 half-periods of alternative duties, which may include up to 22 half-periods (37.5 minutes) of worked on-calls

## STAFFING

Staffing is generated with a defined model for the classroom, library, guidance and learning support.

## OCCASIONAL TEACHER RATES

Daily rate: September 1, 2008 - \$200.73  
September 1, 2009 - \$206.63  
September 1, 2010 - \$212.71,  
September 1, 2011 - \$218.97

LTO: Effective the 15th consecutive day in September 2006, and the 14th day in September 2007, the long term occasional teacher will move to the grid placement of the secondary teachers' grid, retroactive to the first day of work.

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**SALARY GRID**

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	44,482	71,069	45,816	73,201
<b>2</b>	46,080	75,114	47,462	77,367
<b>3</b>	49,007	81,279	50,477	83,717
<b>4</b>	50,678	86,617	52,198	89,216

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	47,190	75,397	48,606	77,659
<b>2</b>	48,886	79,688	50,353	82,079
<b>3</b>	51,991	86,229	53,551	88,816
<b>4</b>	53,764	91,892	55,377	94,649

# DISTRICT 26, UPPER CANADA (UPPER CANADA DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

Two (2) years professional, industrial, trade college or university and other teaching experience equals 1.0 years teaching experience for grid placement up to maximum salary grid.

## BENEFITS

- Insured benefits: Employees pay 100% of the premium costs of group life insurance (1 x salary). Board pays 100% of premiums for extended health and dental care for full-time employees and for part-time employees assigned three or more credit/credit equivalent courses
- Vision \$275, paramedical \$400/yr, physio \$750/yr and orthodontic \$3,000/lifetime
- LTD: Employees pay 100% of the premium costs for the LTD plan
- Sub-Plan: Board pays 100% of employee's regular weekly earnings for two (2) week waiting period, with top-up to 100% for next four (4) weeks for Pregnancy Leave and a top-up to 50% for the next eleven (11) weeks
- Parental leave – top up to 60% for twelve (12) weeks

## PROBATIONARY PERIOD

One (1) school year or equivalent.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of two-hundred and eighty (280) days.

## RETIREMENT GRATUITY

Yes, for all employees. A minimum of ten (10) continuous years of service to qualify; twenty (20) years of service and two-hundred (200) unused sick days required to qualify for a gratuity of one-half year's salary.

## WORKING CONDITIONS

Class size maxima established.

on-calls and Supervisions

- APA's – was 52 half (1/2) periods (60% on-calls)
  - 2009 – 48 (60% on-calls)
  - 2010 – 45 (60% on-calls)
  - 2011 – 42 (60% on-calls)

## OCCASIONAL TEACHER RATES

Daily rate: September 1, 2008 - \$195.24  
 September 1, 2009 - \$201.09  
 September 1, 2010 - \$207.13  
 September 1, 2011 - \$213.34

LTO placed on the grid effective 15th day of assignment and retroactive to first day.

## SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	42,382	70,425	43,654	72,538
<b>2</b>	43,524	73,581	44,830	75,789
<b>3</b>	45,724	82,077	47,096	84,540
<b>4</b>	48,490	86,594	49,945	89,192

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	43,654	72,538	46,313	76,957
<b>2</b>	44,830	75,789	47,561	8,405
<b>3</b>	47,096	84,540	49,965	89,690
<b>4</b>	49,945	89,192	52,988	94,625

# DISTRICT 27, LIMESTONE (LIMESTONE DISTRICT SCHOOL BOARD)

September 1, 2008 - August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year work experience related to subjects taught equals 1.0 year teaching experience for grid placement to maximum of five (5) years. Extremely restrictive - tech teachers only.

## BENEFITS

- Insured benefits: Board pays 100% of the premium costs of group life and AD&D insurance, extended health and dental care for full-time employees; Board pay 85% for part-time employees assigned three or more credit/credit equivalent courses; premiums prorated for those assigned less than three courses
- LTD: Employees pay 100% of the premium costs for the LTD Plan
- Sub-Plan: Board pays two (2) weeks benefits equal to 60% of weekly teaching wage plus fifteen (15) weeks top-up to 60% for pregnancy leave and/or ten (10) weeks top-up to 60% for parental leave

## PROBATIONARY PERIOD

One (1) school year or equivalent of active teaching service.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year, accumulated to a maximum of two-hundred (200) days; twenty (20) additional days (non-cumulative) in each of the last three (3) years.

## RETIREMENT GRATUITY

Yes. A minimum of ten (10) years of service to qualify; ten (10) years of service and two-hundred (200) unused sick days required to qualify for a gratuity of one-half year's salary.

## WORKING CONDITIONS

- Maximum class sizes in place
- All full-time equivalent teachers will be assigned six (6) periods out of eight (8) periods. No more than three (3) periods per semester

On-calls and Supervisions as follows:

FTE status .....	0.167	0.333	0.5	0.667	0.833	1
Maximum half (1/2) periods of on-calls & Supervisions .....	5	11	16	21	27	32
Maximum half (1/2) periods of Student & Teacher Mentoring.....	1	5	7	9	12	14
Total half (1/2) periods per year.....	6	16	23	30	39	46

## OCCASIONAL TEACHER RATES

Moved to grid rate 1/207 of Category 1, Year 0

Daily rate for benefits:

September 1, 2008 - \$8.24 + Daily rate

\$204.50 = \$212.79

September 1, 2009 - \$8.49 + Daily rate

\$210.68 = \$219.17

September 1, 2010 - \$8.74 + Daily rate

\$217.00 = \$225.74

September 1, 2011 - \$9.00 + Daily rate

\$223.51 = \$232.51

Days to Grid for Occasional Teachers now 10 from 12.

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**SALARY GRID**

<b>Category</b>	<b>2008-2009</b>		<b>2009-2010</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	42,341	71,378	43,611	73,519
<b>2</b>	43,848	74,192	45,163	76,418
<b>3</b>	47,794	82,369	49,228	84,840
<b>4</b>	49,874	86,620	51,370	89,219

<b>Category</b>	<b>2010-2011</b>		<b>2011-2012</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>1</b>	44,919	75,725	46,267	77,997
<b>2</b>	46,518	78,711	47,914	81,072
<b>3</b>	50,705	87,385	52,226	90,007
<b>4</b>	52,911	91,896	54,498	94,653

# DISTRICT 28, RENFREW (RENFREW DISTRICT SCHOOL BOARD)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

One (1) year of technical, vocational, business experience equals 0.5 years teaching experience for grid placement to maximum grid salary. Other work experience (listed in agreement) allowance of \$230/year to maximum of eight (8) years.

## BENEFITS

The Board pays the following:

- 100% of the premium costs for Vision Care (\$275 every twenty-four (24) months)
- 90% of the premium costs for group insurance of \$50,000 and dental care for teachers working at least 60% of full-time
- 45% of premium for teachers working less than 60% of full-time
- 85% of the premium for extended health care for teachers working at least 60% of full-time
- 42.5% of premium for teachers working less than 60% of full-time
- LTD - Teachers pay 100% of the premium cost
- SEB Plan - Board pays the E.I. rate for the two (2) week waiting period, and tops up the E.I. rate to 95% of salary for the six week period immediately following the birth, payable for instructional days only

## PROBATIONARY PERIOD

One (1) year.

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of two-hundred (200) days.

## RETIREMENT GRATUITY

Yes. A minimum of ten (10) years of service is required to qualify.

## WORKING CONDITIONS

Except for Special Education Teachers in the Developmental/Vocational Units and teachers assigned in Adult Education Schools, a full teaching load is six (6) out of eight (8) teaching periods. All other teachers may be assigned up to the following maxima Alternative Professional Assignment comprised of on-calls/supervisions, student mentoring and teacher mentoring based on seventy-five (75) minute periods or equivalent.

Year	Non-MSIP School	MSIP School
2008-2009.....	66 half periods.....	83 half periods
2009-2010.....	62 half periods.....	78 half periods
2010-2011.....	58 half periods.....	73 half periods
2011-2012.....	56 half periods.....	70 half periods

Class size maxima are outlined in the collective agreement.

## STAFFING

By September 25, the principal and/or designate and the School Staffing Committee shall ensure that class size maxima are met, or report it to the central Staffing Allocation Committee which shall make any necessary adjustments or determine any necessary exceptions.

## OCCASIONAL TEACHER RATES

Daily Rate: September 1, 2008 - \$200.85  
September 1, 2009 - \$206.88  
September 1, 2010 - \$213.09  
September 1, 2011- \$219.48\*\*Includes 4% vacation and statutory holidays pay.

LTO: Effective the 11th consecutive day, the long term occasional teacher will move to the grid placement of the secondary teachers' grid retroactive to the first day of work.

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SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	36,860	70,042	37,966	72,143
<b>2</b>	40,552	74,462	41,769	76,696
<b>3</b>	44,236	81,094	45,563	83,527
<b>4</b>	47,924	86,620	49,362	89,219

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	39,105	74,307	40,278	76,536
<b>2</b>	43,022	78,997	44,313	81,367
<b>3</b>	46,930	86,033	48,338	88,614
<b>4</b>	50,843	91,896	52,368	94,653



**DISTRICT 29, HASTINGS-PRINCE EDWARD  
(HASTINGS AND PRINCE EDWARD DISTRICT SCHOOL BOARD)**

September 1, 2008 – August 31, 2012 Collective Agreement

**RELATED EXPERIENCE**

One (1) year related trade or professional experience equals one (1) year on the grid to a maximum of five (5) grid steps.

**BENEFITS**

- Board pays 100% of premium (prorated for part-time employees) of life and AD&D insurance, extended health and dental (75% for orthodontic and restorative)
- LTD: Employees pay 100% of the premium costs for the LTD plan
- Sub-Plan: Board pays 100% of employee's salary for the two (2) week waiting period for pregnancy and parental leaves

**PROBATIONARY PERIOD**

One (1) year.

**ACCUMULATED SICK LEAVE**

Twenty (20) days per year to a maximum of two-hundred (200) days, three-hundred (300) for the purposes of retirement gratuity.

**RETIREMENT GRATUITY**

Yes. A minimum of five (5) consecutive years of service to qualify; twenty (20) years of service and two-hundred (200) unused sick days required to qualify for a gratuity of one-half year's salary.

**WORKING CONDITIONS**

- Class size maxima established
- All full-time equivalent teachers will be assigned six (6) periods out of eight (8) periods. No more than three (3) periods per semester
  - 2008-2009: Maximum half (1/2) period on-calls & Supervisions = 38; half (1/2) periods of Mentoring = 14; Total yearly = 52
  - 2009-2010: Maximum half (1/2) period on-calls & Supervisions = 37; half (1/2) periods of Mentoring = 13; Total yearly = 50
  - 2010-2011: Maximum half (1/2) period on-calls & Supervisions = 36; half (1/2) periods of Mentoring = 11; Total yearly = 47
  - 2011-2012: Maximum half (1/2) period on-calls & Supervisions = 35; half (1/2) periods of Mentoring = 10; Total yearly = 45

**OCCASIONAL TEACHER RATES**

Daily rate: 85% of 1/194 of cat. 1, step 0  
of teacher's grid

LTO placed on the Secondary Teachers' Salary Scale effective 10th day of assignment, retroactive to the first day of the LTO assignment.

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SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	44,419	68,209	45,751	70,255
<b>2</b>	46,013	71,373	47,394	73,514
<b>3</b>	50,461	80,293	51,975	82,701
<b>4</b>	54,617	86,624	56,255	89,223

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	47,124	72,363	48,538	74,533
<b>2</b>	48,815	75,719	50,280	77,991
<b>3</b>	53,534	85,182	55,140	87,738
<b>4</b>	57,943	91,899	59,681	94,656

# DISTRICT 30, PSAT (PROVINCIAL SCHOOL AUTHORITY TEACHERS)

September 1, 2008 – August 31, 2012 Collective Agreement

## RELATED EXPERIENCE

For related vocational experience a teacher will receive \$400.00 per year to a maximum of five (5) years and a further \$250 per year (above 5) to a maximum of \$3,000.

## BENEFITS

- Authority pays 100% of premium (prorated for part-time employees)
- Life insurance (one x salary), LTDI, dental (including major restorative on 60/40 co-insurance and orthodontics)
- Extended health cost sharing 85-15
- Sub-Plan for two (2) week waiting period for pregnancy and parental to a maximum of 95% earning

## PROBATIONARY PERIOD

One (1) year (absences of thirty (30) days or more extends period).

## ACCUMULATED SICK LEAVE

Twenty (20) days per year to a maximum of three-hundred (300) days.

## RETIREMENT GRATUITY

Yes. A minimum of five (5) years service to qualify.

## WORKING CONDITIONS

- Maximum of 1125 minutes and no more than six (6) instructional periods. Maximum additional minutes per week of supervision, remediation, student and teacher mentoring.
- Maximum 300 instructional minutes per day. Guaranteed 190 minutes of preparation time each five (5) instructional days.
- While there are many ways to assess collective agreements, one of the most common is to compare the maximum salary a member can earn with the employer. The following table outlines the number of years of teaching experience required to attain the maximum salary with district school boards in Ontario. The maximum salary is calculated on the 2006-2007 end-rate figures.

## SALARY GRID

Category	2008-2009		2009-2010	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	40,838	69,090	42,063	71,163
<b>2</b>	43,336	73,458	44,636	75,662
<b>3</b>	46,785	80,833	48,189	83,258
<b>4</b>	50,333	86,608	51,843	89,206

Category	2010-2011		2011-2012	
	Minimum	Maximum	Minimum	Maximum
<b>1</b>	43,325	73,298	44,625	75,497
<b>2</b>	45,975	77,932	47,354	80,270
<b>3</b>	49,635	85,756	51,124	88,329
<b>4</b>	53,398	91,882	55,000	94,638