



Collective Agreement News

Volume 13

Issue 1

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Grand Erie Elementary Teachers Federation

Special points of interest:

- Pay Information
- Payroll Information
- Preparation Time
- Bargaining News
- Contact Information



Welcome Back!!!

Your Collective Agreement outlines the terms of your employment with the Grand Erie District School Board. Please contact me immediately if you have any questions/concerns regarding any aspect of the Agreement (CA).



Benefits

There is no change to our benefits package at this time.

If you have an **over-age dependent** (between 21 and 25 and enrolled full-time at a post-secondary institution) it is essential that you notify Standard Life. Complete the Confirmation of School Attendance Form (available at your school office) and send directly to the address at the top of the form. **This form must be submitted each year.**

Preparation Time

- Each teacher is entitled to 230 minutes per 5 day instructional cycle. 30 minutes can be aggregated; delivered as 60 minutes/2 cycles.
- A part time teacher (50%) is entitled to 115 minutes per 5 day instructional cycle. This may be averaged over 2 cycles.
- **Prep blocks MUST be a minimum of 40 minutes. The only exception is the 30 minute block, which we have agreed to this year ONLY if a teacher given this 30 minute block has daily prep.**

Important Info:

On September 1, 2011, OTIP upgraded the system and service platforms for administering LTD Plans. All services through the LTD plan will now need the new Policy number and Division number. These services include CAREpath, FeelingBetterNow and POSACTION Plus. Any file opened prior to September 1st will be able to use the old numbers. A six-month transition period is planned to give members time to learn their new policy numbers.

New Policy Number — 48079
New Division Number — 901



The Office: Maggie, Donna, and Dave



Pay Information

You received your first pay for the 2011-2012 school year on August 25, 2011 and will receive a pay every two weeks from here on.

IMPORTANT NOTE: Your last pay for the 2011-2012 school year will occur on August 9, 2012. The first pay for the 2012-2013 school year will occur on August 30, 2012. You will notice that there is a 3 week gap between the last pay of the 2011-2012 year and the 2012-2013 year. PLAN AHEAD!

2011-2012 Pay Dates

- August 25
- September 8, 22
- October 6, 20
- November 3, 17
- December 1, 15, 29
- January 12, 26
- February 9, 23
- March 8, 22
- April 5, 19
- May 3, 17, 31
- June 14, 28
- July 12, 26
- August 9

*first pay for 2012-2013—August 30
- note the 3 week gap!

Contact Info:

GEETF
49 Dalkeith Dr., Units 1 & 2
Brantford, ON
N3P 1M1
Tel: 519-753-9291
1-888-753-9291
Fax: 519-753-1970

Email:

Dave: dpeters@gefed.on.ca
Donna: pres@gefed.on.ca
Maggie: mbailey@gefed.on.ca

We can also be contacted through FirstClass.

It is EACH teacher's responsibility to ensure that his/her payroll information is correct. Members are asked to re-pay the Board when errors occur. This can be very costly to a teacher if it is not discovered early!

Please take a few minutes to ensure that YOUR payroll information is accurate

- **Salary— check to ensure that your regular pay X 26 is what your grid salary is for September 1, 2011 according to the Collective Agreement.**

PLEASE NOTE: If your employment with the Board started on a date other than September 1st, if you have taken an unpaid leave of absence, or have worked part-time AND have less than 11 years of experience, your annual salary may not be listed on the grid in the Collective Agreement. Use the following example to help determine your annual salary;

Teacher A was hired full time on September 30/08 and is in Cat A4. He/She is credited with 2.9 years of experience for salary purposes (1/10 credit for each FULL month of experience).

His/Her salary would be \$65 014

- $61\ 487 [A4Yr2] + ((65\ 406 [A4Yr3] - 61\ 487 [A4Yr3]) \times 0.9)$
- $61\ 487 + (3919 \times 0.9)$
- $61\ 487 + 3527 = 65\ 014$

Benefits— ensure that you are paying the correct amount for the coverage that you believe you have. On the following pages is a detailed outline of what to look for on your pay stub.



PAY STUB INFORMATION

The following is a breakdown of information from your pay stub.

EARNINGS

Regular	this amount equates to 1/26 of your annual salary. This amount includes any extra degree allowance, additional responsibility allowance or administrative designate allowance.
EI Refund	this is an amount refunded while you are paying EI premiums
Retro	retroactive salary adjustments

DEDUCTIONS

Donations	United Way contribution. The deduction is voluntary and occurs each pay
Federal Tax	statutory tax deduction (as legislated)
EI	statutory Employment Insurance deduction (as legislated) to a maximum of \$747.36 for the 2011 tax year
CPP	statutory Canada Pension Plan deduction (as legislated) to a maximum of \$2163.15 for the 2011 tax year
Ee Dental	<p>this is 10% of the premium; paid by the employee (\$2.08 per pay for single coverage for full time teachers, \$5.90 for family coverage for full time teachers – pro rated for part time teachers)</p> <p>This deduction occurs on 24 pays. There is no deduction from the first pay for the school year (August) or the third pay in the first month when we receive three pays – December, 2011</p>
Ee Ext Health	<p>this is 10% of the premium; paid by the employee (\$5.36 per pay for single coverage for full time teachers, \$12.62 for family coverage for full time teachers – pro rated for part time teachers)</p> <p>This deduction occurs on 24 pays. There is no deduction from the first pay for the school year (August) or the third pay in the first month when we receive three pays – December 2011</p>
Fed Fee	federation fees payable to ETFO – 1.89% of gross salary; not payable in the summer
Full Deposit	amount deposited directly into your bank account



Grplife	this is 10% of the premium; paid by the employee (0.207/\$1000). Coverage – two times salary. This deduction occurs on 24 pays. There is no deduction from the first pay for the school year (August) or the third pay in the first month when we receive three pays – December, 2011
Dep life	premium for dependent life 100% paid by employee (\$2.50/pay) This deduction occurs on 24 pays.
Grdp life	premium for grandparented life insurance 100% paid by employee; (\$0.207/\$1000). This deduction occurs on 24 pays.
Ltd	premium for Long Term Disability insurance 100% paid by employee; 1.652% of gross salary
Tppb	Teachers' Pension Plan deductions (as required under the TPP Act)
Humanity	ETFO Humanity Fund Contribution – one time only (second pay in
Donate	November)
Local Levy	federation fee to GEETF – two contributions of \$13.00 payable the second pay in September and the second pay in February
Oct Fee	Ontario College of Teachers annual fee – two installments on each of the two pays in January, 2012

Please note the following:

There are two columns on your pay stub. The first column shows the amount for the pay period; the second is a cumulative total for the year to date (current tax year NOT the school year)

Any questions regarding **payroll** should be directed to **Vivian Hussack at 519-756-6301 (Ext 281148)**

Any questions regarding **salary/grid placement** should be directed to **Dimetra Re-sendes at 519-756-6301 (Ext 281127)**

Any questions regarding **Benefit enrollment** should be directed to **Laura Crawford at 519-756-6301 (Ext 281129)** if your surname begins with A-M or **Cynthia Townsend at 519-756-6301 (Ext 281141)** if your surname begins with N-Z

AND/OR

Call the GEETF office for assistance