



Collective Agreement News

Volume 14

Issue 1

October 2012

Editor: Dave Peters CAO

Grand Erie Elementary Teachers Federation

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).

Special points of interest:

- Payroll Information - Important info regarding T4s and repayment for movement on the grid
- Preparation Time
- Bargaining News
- Contact Information
- General Membership Meeting Info

Preparation Time

- Each teacher is entitled to 240 minutes per 5 day instructional cycle.
- A part time teacher (50%) is entitled to 120 minutes per 5 day instructional cycle. This may be averaged over 2 cycles.
- **Prep blocks MUST be a minimum of 40 minutes.**

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.**



Bargaining News

The Union and the Board will meet for the third time this fall on November 6th. As can be imagined, progress is slow due to the uncertainty around the implications of Bill 115, Regulation 274 (outlining hiring practices), and other Ministry documents. It is the goal of this round of negotiations, at this time, to attempt to address as many local issues as possible to clear the way for Provincial issues later in the process. We will continue to bargain in an effort to reach a settlement that our members will feel recognizes their hard work and professionalism in the face of the political situation we find ourselves in currently.

General Membership Meeting

A reminder to all GEETF members to attend the Annual General Membership Meeting on Wednesday, October 17, 2012. The meeting will take place at the Jarvis Community Centre, starting at 5:00 pm. Dinner will follow, catered by Knechtel's of Port Dover. Please let Maggie know by the end of the day Tuesday whether you will be in attendance, as she will need to confirm with the caterer. You are welcome to attend the meeting even if you do not intend to stay for dinner.

Jarvis Community Centre: 18 James Street, Jarvis (just south of the intersection of Hwys 6 and 3)

In these unprecedented times, we find ourselves often upset or angry.

It is important to remember who we are angry with, and where to direct that anger. This government has shown us that they do not value our rights generally, nor our rights to collective bargaining. We need to remember that it is Mr. McGuinty and the Liberals, with the support of the Progressive Conservatives, who have turned their back on us. Let's remember that it is not our colleagues who we need to be angry with - it is important that we stand in solidarity now more than ever.

"Politics is the art of looking for trouble, finding it whether it exists or not, diagnosing it incorrectly, and applying the wrong remedy."

Ernest Benn
1875-1954

Some things never change!

Pay Information



2012-2013 Pay Dates

- August 30
- September 13, 27
- October 11, 25
- November 8, 22
- December 6, 20
- January 3, 17, 31
- February 14, 28
- March 14, 28
- April 11, 25
- May 9, 23
- June 6, 20
- July 4, 18
- August 1, 15

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.



The Office: Maggie, Donna, and Dave

You received your first pay for the 2012-2013 school year on August 30, 2012 and will receive a pay every two weeks from here on.

For those that received movement on the grid, the Board will begin the repayment of those funds starting on the October 25th payment, then collect for the following 3 pays, ending on the December 6th pay. The amount collected will be divided equally over the 4 pays.

NOTE: Your T4 for 2012 will only have 25 pays on it because of the schedule for pays this year. This will make it seem like you are being paid less this year - that is not the case. YOU ARE STILL PAID 26 PAYS PER SCHOOL YEAR, as you can see from the schedule of pay dates.

It is EACH teacher's responsibility to ensure that his/her payroll information is correct. Members are asked to repay 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, 2012 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 30/09 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

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

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 \$839.97 for the 2012 tax year

CPP statutory Canada Pension Plan deduction (as legislated) to a maximum of \$2306.70 for the 2012 tax year

Ee Dental 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)

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 – January, 2013

Ee Ext Health 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)

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 – January, 2013

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 (0.239/\$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 – January, 2013
Dep life	premium for dependent life 100% paid by employee (\$2.87/ pay). This deduction occurs on 24 pays.
Grdp life	premium for grandparented life insurance 100% paid by employee; (\$0.239/\$1000). This deduction occurs on 24 pays.
Ltd	premium for Long Term Disability insurance 100% paid by employee; 1.745% of gross salary
Tppb	Teachers' Pension Plan deductions (as required under the TPP Act)
Humanity Fund	ETFO Humanity Fund Contribution – one time only (second pay in 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 first two pays in January, 2013

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)** or her replacement (TBA).

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