



Collective Agreement News

Volume 18 Issue 1

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Your Collective Agreement outlines the terms of your employment with the Grand Erie District School Board.

Please contact me if you have any questions or concerns regarding any aspect of the Collective Agreement. (cao@geetf.ca)

You will find the new **2014-2017 Collective Agreement** posted on the Staff Portal. ([Departments—Human Resources—Collective Agreements](#))

Special points of interest:

- Payroll Information & pay grid
- Preparation Time
- Pay dates for 2016-2017 year
- Benefits info (Confirmation of School Attendance for over-age dependents)

Preparation Time (Article 14.06)

- Each teacher is entitled to **240 minutes** per 5 day cycle.
- A part time teacher (50%) is entitled to 120 minutes per 5 day cycle. For those part-time teachers who teach full-day, alternate days, this may be averaged over 2 cycles.
- Prep blocks must be a **minimum of 40 minutes** for full-time teachers

Supervision (Article 15.07)

- Maximum number of supervision minutes is 80 minutes per cycle

Lunch Break (Article 15.06)

- Each teacher is entitled to 40 minutes uninterrupted lunch EVERY day

All grid movement was restored through our last round of bargaining. Below is the grid that the Board is using to calculate salary for September 1, 2016-2017. This reflects a 1% increase, as per the terms of the Central Agreement.

On the 98th day, there will be a further 0.5% increase. This increase will be reflected in our pay near the end of February or beginning of March.

Experience	A	A1	A2	A3	A4
0	41,134	45,823	48,080	53,522	55,249
1	43,824	48,781	51,243	56,992	59,288
2	46,604	51,746	54,399	60,458	63,325
3	49,531	54,706	58,025	63,918	67,362
4	52,465	57,669	60,724	67,385	71,403
5	55,401	60,626	63,770	70,854	75,438
6	58,334	63,585	67,044	74,319	79,474
7	61,264	66,551	70,206	77,788	83,515
8	64,098	69,510	73,371	81,251	87,554
9	67,127	72,472	76,533	84,722	91,587
10	70,617	76,068	80,248	89,573	95,628
PU	73,379				
U	76,068				



Benefits

We have been told by ETFO Provincial that GEDSB will be in the first wave of transition to the new Provincial Benefit Plan. This is scheduled to happen by November 1st. In the next few weeks, we hope to receive more detailed information about the process and more specific plan details. Until then, all the conditions of our current benefits stay in place.

Be sure that ETFO and GEETF have your up-to-date email information in order to receive the ETFO ELHT (Employee Life and Health Trust) newsletters directly. There is a link on the right side of the ETFO.CA home page to update your member information, and an email may be sent to Maggie Bailey to ensure that we have your current contact information here at the office.

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

2016-2017 Pay Dates

September: 1, 15, 29
 October: 13, 27
 November: 10, 24
 December: 8, 22
 January: 5, 19
 February: 2, 16
 March: 2, 16, 30
 April: 13, 27
 May: 11, 25
 June: 8, 22
 July: 6, 20
 August: 3, 17

3 week gap

1st pay 2017: Sept. 7

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:

Nancy: cao@geetf.ca
 Shawn: smartin@geetf.ca
 Cory: cjudson@geetf.ca
 Maggie: mbailey@geetf.ca

Or on Outlook:

Nancy D'Aurora
 Shawn Martin
 Cory Judson
 Maggie Bailey

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.

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, 2016 - The grid for September 1, 2016 is on the previous page.**

PLEASE NOTE:

If your employment with the Board started on a date other than September 1st of the year you were hired, 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. Use the following example to help determine your annual salary;

Teacher A was hired full time on September 30/14 and is in Category 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 **\$66 958** (based on calculation below:)

- \$63 325 [A4Yr2] + ((67 362 [A4Yr3] - 63 325 [A4Yr2]) X 0.9)
- \$63 325 + (4037 X 0.9)
- \$63 325 + 3633 = **66 958**



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 before allowances - essentially this is your grid rate. Any extra degree allowance, additional responsibility allowance or administrative designate allowance will be found below the regular pay line.

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 **\$955.04** for the 2016 tax year.

CPP Statutory Canada Pension Plan deduction (as legislated) to a maximum of **\$2544.30** for the 2016 tax year.

Ee Dental This is 10% of the premium; paid by the employee (**\$2.13** per pay for single coverage for full-time teachers; **\$6.02** 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 (September 1) or the third pay in March, 2017 when we receive three pays.

Ee Ext Health This is 10% of the premium; paid by the employee (**\$5.74** per pay for single coverage for full-time teachers, **\$13.59** 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 (September 1) or the third pay in March, 2017 when we receive three pays.

Fed Fee Federation fees payable to ETFO – **1.4%** of gross salary, payable in 26 installments

Full Deposit The 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 (September 1) or the third pay in March, 2017 when we receive three pays.
Dep life	Premium for dependent life 100% paid by employee (\$3.44/ 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; 1.282% of gross salary.
Tppb	Teachers' Pension Plan deductions (as required under the TPP Act).
Humanity	ETFO Humanity Fund Contribution – voluntary \$20 one time only (second pay in November).
Local Levy	Federation fee to GEETF – \$26/year, paid \$1/pay
Oct Fee	Ontario College of Teachers annual fee (set by OCT) – two installments - one on each of the two pays in January, 2017.

Please note the following:

There are two main sections on your pay stub (earnings and deductions), and two important columns in each section. 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 **Jacilynn Beveridge at 519-756-6301 (Ext 281200)**

Any questions regarding **salary/grid placement** should be directed to **Gemma Jepma 519-756-6301 (Ext 281127)**

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

AND/OR

Call the GEETF office for assistance.