



Grand Erie Elementary Teachers' Federation Collective Agreement News

September 2017

Editor: Nancy D'Aurora

GEETF 1st Vice President

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 **2014-2017 Collective Agreement**, along with the **Central Contract Extension** posted on the Staff Portal.

([Departments](#)—[Human Resources](#)—[Collective Agreements](#))

Highlights:

- Updated Collective Agreement Access
- Contract Extension/ Compensation
- LTD Cancellation
- Payroll/Pay stub Information
- Preparation Time
- Pay dates for 2017-2018 year
- Benefits Refresh

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 full-time teacher is entitled to 40 minutes uninterrupted lunch EVERY day

Through the Central Contract Extension, there was a 1.5% salary increase as of September 1, 2017. The new rates are indicated in the table below.

This 1.5% increase is also applied to Responsibility Allowances (i.e. Teacher Consultants and Administrative Designates.)

Additional salary increases will occur:

September 1, 2018 (1%), February 1, 2019 (1%), and August 31, 2019 (1%)

Experi-ence	A	A1	A2	A3	A4
0	41960	46743	49045	54597	56358
1	44704	49760	52271	58136	60478
2	47540	52785	55491	61671	64597
3	50526	55805	59190	65202	68714
4	53518	58826	61943	68738	72836
5	56513	61843	65050	72276	76952
6	59505	64862	68390	75811	81069
7	62494	67887	71615	79350	85192
8	65384	70906	74844	82882	89312
9	68475	73927	78070	86423	93426
10	72035	77595	81859	91371	97548
PU	74852				
U	77595				

0.5% Lump Sum Payment

Also as part of the Contract Extension compensation, there is a 0.5% lump sum payment to all members employed, or on an approved leave (e.g., sick leave, pregnancy/parental leave, board approved leave, deferred leave, etc.), as of September 1, 2017. This lump sum is based on your 2016-2017 salary, and must be paid by November 1st. **I will communicate the exact date of payment once that has been established.**

Extension Funding Update

The Central Contract Extension gave each Board a designated amount of funding (about \$700,000 for Grand Erie) for the addition of teachers to support Special Education and System Priority areas such as Early Years support, Indigenous Student support, support for ELL learners, and support for “at risk” students.

To this date, in Grand Erie, this funding was used to add an additional 10 positions into the system: 4 new self-contained Special Education classes (1 Strategies class at Bellview, and Autism classes at Langton, Russell-Reid and Thompson Creek) were created. In addition to the self-contained classes, 3 Itinerant LRT –Early Years Well-being positions were added, 1 Itinerant LRT – Differentiated Instruction, 1 Itinerant ELL Teacher and 1 Itinerant Coach-Indigenous Student Support.

Once the costing of the salaries for these positions has been “reconciled” to the actual cost, it may be possible that other positions could be added.



Health and Dental Benefits —Refreshed

Under the new ETFO Provincial Benefit plan, the Benefit year aligns with the school year, not the calendar year. Therefore, your benefit coverage amounts refreshed on **September 1st**. This refresh excludes items with lifetime maximum amounts, and vision care which has coverage every 24 months from the time of the last claim.

LTD Cancellation

There are two conditions in which members **should** cancel their LTD premiums, as they are no longer eligible to be covered for LTD benefits:

- turning **70 years of age**
- reaching **31 years of credited service** (this information is available on your OTPP service record)

If you have reached either of these milestones, please contact Nancy D'Aurora as soon as possible in order to cancel your LTD premiums.

2017-2018 Pay Dates

September: 7, 21
 October: 5, 19
 November: 2, 16, 30
 December: 14, 28
 January: 11, 25
 February: 8, 22
 March: 8, 22,
 April: 5, 19
 May: 3, 17, 31
 June: 14, 28
 July: 12, 26
 August: 9, 23

1st pay 2018-19

September 6

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-Bomberry

Payroll Information:

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, 2017** - The grid for September 1, 2017 is on the previous page.

Benefits— If you are a half-time teacher, or on a leave of absence and have opted to stay in the Benefit plan, 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.

Salary—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 **\$68 302** (based on calculation below:)

- \$64 597 [A4Yr2] + ((68 714 [A4Yr3] - 64 597 [A4Yr2]) X 0.9)
- \$64 597 + (4117 X 0.9)
- \$64 597 + 3705 = **68 302**



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 **\$836.19** for the 2017 tax year.
- CPP** Statutory Canada Pension Plan deduction (as legislated) to a maximum of **\$2564.10** for the 2017 tax year.
- Ext Health** **Members will only be paying premiums if they are not employed full-time, or are on an unpaid leave of absence and have chosen to continue Benefits**
- Dental** **Members will only be paying premiums if they are not employed full-time, or are on an unpaid leave of absence and have chosen to continue Benefits**
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- 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.



Life Insurance	You will only see deductions if you have chosen to add Supplemental or Additional Life Insurance
Ltd	Premium for Long Term Disability insurance 100% paid by employee — 1.421% 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, 2018. (\$75x2=\$150)

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 281143)**

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

Any questions regarding **Benefits** should be directed to **OTIP Benefit Services at 1-866-783-6847**

AND/OR

Call the GEETF office for assistance.