

# COLLECTIVE AGREEMENT

between



and



**TERM OF AGREEMENT:  
July 1, 2022 to June 30, 2026**

## Table of Contents

<b>ARTICLE 1 – GENERAL ITEMS .....</b>	<b>8</b>
<b>1.01 PURPOSE .....</b>	<b>8</b>
<b>1.02 SCOPE.....</b>	<b>8</b>
<b>1.03 EFFECTIVE PERIOD .....</b>	<b>8</b>
<b>1.04 COLLECTIVE AGREEMENT .....</b>	<b>8</b>
<b>1.05 NEGOTIATIONS, AMENDMENTS, AND INTERPRETATIONS.....</b>	<b>8</b>
<b>1.06 DEFINITIONS .....</b>	<b>9</b>
<b>1.07 OBLIGATION TO ACT FAIRLY .....</b>	<b>10</b>
<b>1.08 DIVISION’S POLICIES AND RELATED DOCUMENTS.....</b>	<b>10</b>
<b>ARTICLE 2 – QUALIFICATIONS AND EXPERIENCE .....</b>	<b>11</b>
<b>2.01 EDUCATIONAL QUALIFICATIONS AND EXPERIENCE .....</b>	<b>11</b>
<b>2.02 INCREASED QUALIFICATIONS.....</b>	<b>11</b>
<b>2.03 VOCATIONAL – INDUSTRIAL ARTS TEACHERS .....</b>	<b>11</b>
<b>2.04 IRREGULAR QUALIFICATIONS.....</b>	<b>12</b>
<b>2.05 LETTER OF AUTHORITY AND PERMIT.....</b>	<b>12</b>
<b>2.06 SALARY CONFIRMATION .....</b>	<b>12</b>
<b>2.07 INCREMENTS.....</b>	<b>12</b>
<b>ARTICLE 3 – SALARY, ALLOWANCES AND DEDUCTIONS.....</b>	<b>14</b>
<b>3.01 SALARY SCHEDULE .....</b>	<b>14</b>
<b>3.02 PART-TIME TEACHERS .....</b>	<b>14</b>
<b>3.03 CONSULTANTS, COORDINATORS AND OTHER DIVISIONAL POSITIONS .....</b>	<b>15</b>
<b>3.04 PROGRAM LEADERS AND DEPARTMENT HEADS.....</b>	<b>15</b>
<b>3.05 INDIGENOUS LANGUAGE ALLOWANCE .....</b>	<b>15</b>
<b>3.06 MOVING ALLOWANCE .....</b>	<b>16</b>
<b>3.07 METHOD OF PAYMENT.....</b>	<b>16</b>
<b>3.08 DEDUCTION OF PROFESSIONAL FEES.....</b>	<b>16</b>
<b>3.09 INTEREST ON RETRO PAY .....</b>	<b>17</b>
<b>3.10 NORTHERN TRAVEL ALLOWANCE – PORTION OF ANNUAL SALARY DESIGNATED .....</b>	<b>17</b>
<b>ARTICLE 4 – PRINCIPALS AND VICE PRINCIPALS.....</b>	<b>18</b>
<b>4.01 PRINCIPAL ALLOWANCE .....</b>	<b>18</b>
<b>4.02 VICE PRINCIPAL ALLOWANCE.....</b>	<b>18</b>

4.03 SUBSTITUTE PRINCIPAL .....	18
4.04 PRINCIPAL TIME .....	18
4.05 PROTECTION OF VICE PRINCIPAL ALLOWANCE – DISCONTINUED POSITION .....	18
<b>ARTICLE 5 - RIGHTS.....</b>	<b>19</b>
5.01 HARASSMENT .....	19
5.02 FREEDOM FROM VIOLENCE.....	19
5.03 NON-EMERGENT MEDICAL PROCEDURES.....	19
5.04 INCLEMENT WEATHER.....	19
5.05 EVALUATION .....	19
5.06 ACCESS AGREEMENT .....	19
5.07 RIGHT TO REPRESENTATION .....	20
5.08 CHANGE OF GRADE OR SUBJECT AREA ASSIGNMENT WITHIN A SCHOOL.....	20
5.09 DIVISION INITIATED TRANSFERS .....	20
5.10 TEACHER INITIATED TRANSFER .....	21
5.11 COMPLAINTS.....	21
5.12 DISCIPLINE.....	22
5.13 GRIEVANCE PROCESS.....	22
5.14 NEW POSITIONS.....	24
5.15 POSTING OF TEACHING POSITIONS .....	24
5.16 LAYOFF .....	24
5.17 TEACHERS ON LIMITED TERM TEACHER-GENERAL CONTRACTS.....	28
5.18 CONTRACTING OUT .....	30
5.19 EQUITY PROGRAMS.....	30
<b>ARTICLE 6 – WORKING CONDITIONS.....</b>	<b>31</b>
6.01 PREPARATION TIME.....	31
6.02 LENGTH OF INSTRUCTIONAL DAY .....	31
6.03 MEAL PERIOD .....	32
6.04 EXTRA-CURRICULAR ACTIVITIES.....	32
6.05 PROFESSIONAL DEVELOPMENT DURING THE SUMMER BREAK .....	33
6.06 TEACHER REQUIRED WORK DURING THE SUMMER BREAK .....	33
6.07 STUDENTS WITH ADDITIONAL LEARNING NEEDS .....	34
6.08 REMOTE TEACHING .....	34

<b>ARTICLE 7 - LEAVES.....</b>	<b>35</b>
<b>7.01 SICK LEAVE .....</b>	<b>35</b>
<b>7.02 FAMILY MEDICAL LEAVE .....</b>	<b>36</b>
<b>7.03 ON-THE-JOB INJURY.....</b>	<b>37</b>
<b>7.04 COMPASSIONATE AND BEREAVEMENT LEAVE.....</b>	<b>37</b>
<b>7.05 BIRTH OR ADOPTIVE LEAVE.....</b>	<b>38</b>
<b>7.06 MATERNITY AND PARENTAL/ADOPTIVE LEAVE .....</b>	<b>38</b>
<b>7.07 PERSONAL LEAVE .....</b>	<b>40</b>
<b>7.08 RELIGIOUS HOLY LEAVE .....</b>	<b>40</b>
<b>7.09 INDIGENOUS CEREMONIAL, CULTURAL, SPIRITUAL OBSERVANCE LEAVE .....</b>	<b>41</b>
<b>7.10 JURY AND WITNESS DUTY .....</b>	<b>42</b>
<b>7.11 EXAMINATION LEAVE .....</b>	<b>42</b>
<b>7.12 LEAVE OF ABSENCE WITHOUT PAY .....</b>	<b>42</b>
<b>7.13 CHANGES TO A TEACHER’S FTE ASSIGNMENT .....</b>	<b>42</b>
<b>7.14 DEFERRED SALARY LEAVE PLAN .....</b>	<b>43</b>
<b>7.15 LEAVE OF ABSENCE FOR ASSOCIATION OR SOCIETY BUSINESS.....</b>	<b>43</b>
<b>7.16 LEAVE OF ABSENCE FOR ASSOCIATION PRESIDENT OR VICE PRESIDENT.....</b>	<b>44</b>
<b>7.17 LEAVE OF ABSENCE FOR PROVINCIAL EXECUTIVE.....</b>	<b>45</b>
<b>7.18 ELECTED PRESIDENT OR VICE PRESIDENT OF MTS LEAVE.....</b>	<b>45</b>
<b>7.19 REINSTATEMENT AFTER LEAVE .....</b>	<b>45</b>
<b>ARTICLE 8 – BENEFITS.....</b>	<b>46</b>
<b>8.01 GROUP LIFE INSURANCE.....</b>	<b>46</b>
<b>8.02 EXTENDED HEALTH BENEFIT AND DENTAL INSURANCE PLAN.....</b>	<b>46</b>
<b>8.03 MTS SHORT TERM DISABILITY BENEFITS PLAN.....</b>	<b>47</b>
<b>8.04 MTS LONG TERM DISABILITY BENEFITS PLAN .....</b>	<b>48</b>
<b>8.05 EARLY NOTICE RETIREMENT INCENTIVE PLAN .....</b>	<b>49</b>
<b>8.06 PERSONAL PROFESSIONAL DEVELOPMENT FUND .....</b>	<b>49</b>
<b>ARTICLE 9 – SUBSTITUTES .....</b>	<b>50</b>
<b>9.01 RATES .....</b>	<b>50</b>
<b>9.02 EXTENDED SUBSTITUTE TEACHING .....</b>	<b>52</b>
<b>9.03 TIMETABLE .....</b>	<b>52</b>
<b>9.04 REASSIGNMENT .....</b>	<b>52</b>

9.05 EMERGENCY EVENTS – PROTECTION OF PAY .....	53
9.06 LIMITED TERM TEACHER – GENERAL CONTRACTS .....	53
9.07 NO BREAK IN SERVICE.....	53
9.08 SICK LEAVE .....	53
9.09 ON-THE-JOB INJURY.....	53
9.10 LEAVES FOR OTHER REASONS.....	53
9.11 PROFESSIONAL DEVELOPMENT .....	53
9.12 IN-SERVICE PAY.....	54
9.13 MILEAGE ALLOWANCE.....	54
9.14 PAYMENT OF SALARY .....	54
9.15 DEDUCTION OF PROFESSIONAL FEES.....	54
9.16 GRIEVANCE PROCESS.....	54
9.17 PROVISIONS THAT APPLY .....	54
LOU – Protection of Principal Division Initiated Transfer.....	56
ADDENDUM 1 – FRONTIER .....	58
1.01 LIAISON COMMITTEE.....	58
1.02 SALARY SCHEDULE.....	58
1.03 EDUCATIONAL QUALIFICATIONS/CLASSIFICATION .....	59
1.04 EXPERIENCE.....	59
1.05 PART TIME TEACHERS.....	59
1.06 SALARY ADVANCE.....	59
1.07 ADMINISTRATIVE AND SUPERVISORY ALLOWANCES .....	59
1.08 LANGUAGE FLUENCY .....	60
1.09 ALLOWANCES FOR APPROVED COURSES .....	61
1.10 TRANSPORTATION AND MOVING EXPENSE FOR NEW HIRES.....	61
1.11 ANNUAL TRAVEL REIMBURSEMENT .....	63
1.12 SPECIAL TRAVEL REIMBURSEMENT .....	63
1.13 ANNUAL TRANSPORTATION OF PERSONAL EFFECTS REIMBURSEMENT .....	64
1.14 ISOLATION ALLOWANCE.....	64
1.15 HOUSING.....	66
1.16 DENTAL INSURANCE .....	69
1.17 TRANSFER.....	70

1.18 TEACHER STAFF REDUCTION (LAYOFF) AND RECALL.....	71
1.19 YEARLY PERSONAL LEAVE.....	71
Frontier Appendix 1 – Teacher Transportation Most Practical Economical Means of Transportation .....	73
Frontier Appendix 2 – Schools excluded for <i>Article 4.04 – Principal Time</i> .....	74
<b>ADDENDUM 2 – MYSTERY LAKE/THOMPSON .....</b>	<b>77</b>
1.01 IMPROVED QUALIFICATIONS .....	77
1.02 GRANTS FOR UNIVERSITY COURSES .....	77
1.03 FAMILY MEDICAL LEAVE.....	77
1.04 SICK LEAVE .....	77
1.05 INVOLUNTARY ABSENTEEISM.....	77
1.06 SPECIAL LEAVE PLAN .....	78
1.07 DRUG, AMBULANCE/SEMI-PRIVATE HOSPITAL PLANS.....	79
1.08 DENTAL PLAN.....	79
1.09 TRAVEL ALLOWANCE.....	80
1.10 VISION PLAN .....	80
1.11 GROUP LIFE INSURANCE.....	80
1.12 HEALTH CARE BENEFITS AND LONG TERM DISABILITY BENEFITS.....	81
1.13 SHORT TERM DISABILITY PLAN .....	81
1.14 THOMPSON TEACHERS’ ASSOCIATION PRESIDENT.....	81
1.15 EARLY LEAVING INCENTIVE PLAN .....	81
<b>ADDENDUM 3 – MANITOBA INSTITUTE OF TRADES AND TECHNOLOGY .....</b>	<b>83</b>
1.01 VOCATIONAL TEACHERS’ PLACEMENT ON SCALE .....	83
1.02 SALARY SCHEDULE AND PLACEMENT ON SCALE.....	83
1.03 WORK YEAR .....	84
<b>APPENDIX 1 – NET SALARY SCALES .....</b>	<b>88</b>
<b>APPENDIX 2 – COORDINATORS AND CONSULTANTS .....</b>	<b>163</b>
<b>APPENDIX 3 – DEPARTMENT HEADS AND PROGRAM LEADERS .....</b>	<b>179</b>
<b>APPENDIX 4 – PRINCIPAL AND VICE PRINCIPAL ALLOWANCES.....</b>	<b>186</b>
<b>APPENDIX 5 – SUBSTITUTE PRINCIPAL ALLOWANCES.....</b>	<b>231</b>



## **ARTICLE 1 – GENERAL ITEMS**

---

### **1.01 PURPOSE**

1. The purpose of this Collective Agreement is to describe the working conditions, pay, benefits, and other matters negotiated and agreed to by the Parties.
2. It is understood that Articles contained within this Collective Agreement may change over time through the process of negotiation and agreement between the Parties.
3. This agreement is made pursuant to provisions of The Manitoba Public Schools Act, The Labour Relations Act, The Education Administration Act, The Manitoba Teachers' Society Act, the Manitoba Human Rights Code, The Workplace Safety and Health Act, and regulations thereto and any other relevant legislation.
4. This Collective Agreement replaces any and all previous local Collective Agreements entered into by School Divisions and their Teacher Associations.

### **1.02 SCOPE**

All Teachers under contract with a School Division come under the scope of this agreement.

### **1.03 EFFECTIVE PERIOD**

1. This Agreement shall come into effect as from the first (1<sup>st</sup>) day of July 2022 and shall remain in force until the thirtieth (30<sup>th</sup>) day of June 2026. Thereafter it shall automatically renew itself annually unless either party gives the other written notice of a desire to terminate or amend the Agreement.
2. This notice shall be given not more than ninety (90) days before the expiry of the Collective Agreement and not less than thirty (30) days before the expiry of this Collective Agreement.

### **1.04 COLLECTIVE AGREEMENT**

School Divisions shall make available a digital copy of the Collective Agreement for all Teachers to access.

### **1.05 NEGOTIATIONS, AMENDMENTS, AND INTERPRETATIONS**

1. The Employer Representative and the Society are the only agents to enter into any negotiation or agreement pertaining to this Collective Agreement, including any agreed-to supplemental negotiating tables or sub-committees of the provincial bargaining table, or any other agreed to negotiations during the term of the Collective Agreement.
2. The Employer Representative and the Society are the only agents involved in any letters and/or memorandums of understanding that may involve a single School Division or a group of School Divisions and related Association(s). This includes memorandums of settlement pertaining to resolution of grievances under this Collective Agreement, unless otherwise delegated to a School Division by the Employer Representative and delegated to an Association by the Society.
3. The Collective Agreement may be amended by the mutual consent of the Parties to the Agreement. Such amendments shall go into effect on a day mutually agreed upon.
4. At the request of either of the Employer Representative or the Society, any question of interpretation or application of the provisions of this Agreement may be referred to a meeting which shall consist of two (2) representatives from the Employer Representative or appointed by



- the Employer Representative, and two (2) representatives from the Society or appointed by the Society. Both Parties may have additional persons in attendance upon notification to the other party and agreement by the other party.
5. Where interpretations have been established, the Parties shall maintain a common interpretation document for future application of Collective Agreement Articles and clauses.
  6. Where the Parties are unable to reach an agreement on the interpretation *Article 5.13 - Grievance Process* shall apply.

#### **1.06 DEFINITIONS**

**Association:** Refers to a local Association of The Manitoba Teachers' Society.

**Department:** The Provincial Government department responsible for all matters pertaining to the legislation and regulations of education.

**Employers Organization:** The Employers Organization is made up of School Divisions as defined in this Collective Agreement.

**Employer Representative:** For the purposes of this Collective Agreement, the Employer Representative shall be the Manitoba School Boards Association. The Employer Representative acts on behalf of the Employers Organization for collective bargaining as outlined in The Public Schools Act.

**Full Time Equivalents (FTE):** FTE is the percentage that a Teacher works in a position. A full time Teacher works 1.0 FTE. A Teacher that works in multiple assignments will have percentages of FTEs for each assignment.

**Parties:** The Parties to this Collective Agreement are The Manitoba Teachers' Society and the Employers Organization.

**Per Diem:** In this agreement, per diem refers to the fraction of one (1) School Day relative to the total number of School Days as prescribed by the Minister in any given School Year.

**School Board:** The School Board is the Board of Trustees and is the employing authority for the School Division whose powers are outlined in legislation.

**School Day:** A day during which there is school as determined by the Minister of Education.

**School Division:** Where the term School Division is used in the Collective Agreement it shall mean both the School Board and School Division administration and includes any districts or institutes as defined in the Public Schools Act.

**School Year:** The School Year is defined as the number of School Days in a School Year as determined by the Minister of Education.

**Society:** Refers to The Manitoba Teachers' Society.

**Teacher:** A Teacher means a person who holds a valid teaching certificate, a limited teaching permit, or a school clinician's certificate under Manitoba Education or who is authorized by the Minister of Education to teach in a school and who has a contract with a School Division.

**The Manitoba Institute of Trades & Technology (MITT):** Teachers working at the MITT High School and MITT Adult Learning Centres are covered by this Collective Agreement (See MITT Addendum).

**1.07 OBLIGATION TO ACT FAIRLY**

In administering this agreement, the School Division shall act reasonably, fairly, in good faith, and in a manner consistent with the Agreement as a whole.

**1.08 DIVISION'S POLICIES AND RELATED DOCUMENTS**

Each School Division shall make all relevant policies, procedures, and employee forms available to their Teachers, including Association presidents. A Teacher's representative may also access the forms as listed above upon request.

## **ARTICLE 2 – QUALIFICATIONS AND EXPERIENCE**

---

### **2.01 EDUCATIONAL QUALIFICATIONS AND EXPERIENCE**

Except as otherwise provided in this Agreement, for the purpose of the salary schedule, Teachers shall be classified according to qualifications and experience as recognized by the Department.

### **2.02 INCREASED QUALIFICATIONS**

1. Any Teacher who improved their academic or professional qualifications and thereby reaches a higher salary classification shall be paid according to such improved qualifications as provided for in this Agreement.
2. The onus is on the Teacher to give notice to the School Division as soon as possible after such credit has been obtained. In giving notice, the Teacher must offer documentary evidence that the increased qualifications have been registered with, and accepted by the Department. When such evidence has been submitted to the School Division, the salary change shall become effective the first (1st) day of the month following the date in which evidence is filed with the School Division.

### **2.03 VOCATIONAL – INDUSTRIAL ARTS TEACHERS**

1. Vocational Experience: Related work experience to be calculated from the time the Teacher received their journey person's license or equivalent.
2. Regardless of classification by the Department, Vocational Teachers who do not yet have their Technical Vocational Teaching Certificate shall be paid at Class 4.
3. Effective July 1, 2024, the following provisions apply to new first time Vocational Teachers employed with a School Division in Manitoba. All other existing Vocational Teachers shall remain in the classification and step and progress as per the provisions of *Article 2.07 Increments* and *Article 3.01 Salary Schedule*.
4. Vocational Teachers shall be provided steps within this classification at one (1) increment for every one (1) year of practical experience so achieved in the particular field of expertise to a maximum of the last step of that classification.
5. It is incumbent on the Teacher to provide evidence to the School Division's satisfaction of related work experience. Where possible, this experience must be vetted from a reliable source or certifying organization.
6. Uncertified Vocational Teachers are required to register in educational courses to obtain their teaching certification. The School Division shall provide a letter to this effect outlining the time period in which the Teacher is to achieve their certification.
7. Should a Teacher not meet the timelines, or fails to enroll in required courses, the School Division will deem this as a violation of the employment conditions and the Teacher may be terminated with just cause.
8. When a Vocational Teacher achieves their certification, they shall move into a higher classification (as per *Article 2.02 Increased Qualifications*). The Teacher, in their new classification will move to the pay step that is closest to their current annual salary without going down in annual salary.

## **2.04 IRREGULAR QUALIFICATIONS**

If during the term of this Agreement, the salary of a Teacher, whose qualifications and experience do not permit them to be paid according to the classification in this schedule, the following provisions shall apply:

1. The School Division shall notify the Association of the irregular qualifications and the proposed rate(s) of pay or steps within a classification which will be applicable, and
2. The Employer Representative, along with a representative of the School Division and the Association and the Society shall meet as soon as possible to negotiate the applicable rate(s) of pay or steps within a classification to be incorporated in the Agreement, and
3. The Parties will attempt to reach agreement before any appointment is made hereunder, but if the School Division believes in its discretion that there is an urgent need to make an appointment before negotiations are concluded, the School Division may do so on the terms which it has proposed, and
4. In the event that the representatives of the Parties are unable to reach agreement, the School Division will establish the rate(s) of pay, and the matter will then be dealt with through the *Article 5.13 Grievance Process*.
5. In any case, salary, allowances and any other terms as agreed by the Parties or established by an arbitration board hereunder shall be effective from the date of the appointment(s).

## **2.05 LETTER OF AUTHORITY AND PERMIT**

Teaching experience gained while teaching on a Limited Teaching Permit, or Letter of Authority shall be recognized at the rate of one (1) increment for each year of such experience.

## **2.06 SALARY CONFIRMATION**

1. Where possible, Teachers will be provided digital information indicating their classification and placement on the classification scale. This may be done via a website portal or via digital payroll statement or by another form of digital communication.
2. For School Divisions who do not provide digital updates to Teachers, on or about the last teaching day of September of each year, each Teacher shall be provided with a statement outlining the placement of the Teacher, as per *Article 3.01 Salary Schedule* of the Agreement, effective at the commencement of that School Year.
3. Teachers hired after September 30th will receive the above notice within thirty (30) teaching days after commencement of teaching duties.
4. The onus is on a Teacher to verify that their classification and step is correct. In the event that there is a potential error, a Teacher will communicate in writing an error with their classification and/or pay step on their pay statement to the School Division. Upon review and confirmation by the School Division of an error by the School Division, a retroactive adjustment will be done.

## **2.07 INCREMENTS**

### 1. Full Time Teachers:

Following a Teacher's placement on the Salary Schedule in accordance with *Article 3.01 Salary Schedule*, a Teacher shall advance to the next higher increment step on the Salary Schedule upon

completion of the equivalent of ten (10) months of full-time teaching service, as recognized by the Department, until the maximum increment step is reached in that Teacher's classification. The increment shall become effective on the first (1<sup>st</sup>) day of the month following the month in which the accumulation of ten (10) months occurs.

## 2. Part Time Teachers:

The teaching service of a part time Teacher shall be accumulated in the proportion of actual percentage of time employed in each School Year.

Following a part time Teacher's placement on the Salary Schedule in accordance with *Article 3.01 Salary Schedule*, whenever a part time Teacher's accumulated service equals the equivalent of ten (10) months of full time teaching service or more, as recognized by the Department, a part time Teacher shall advance to the next higher increment step on the Salary Schedule until the maximum increment step is reached in that Teacher's classification. The increment shall become effective on the first (1<sup>st</sup>) day of the month following the month in which the accumulation of ten (10) months occurs.

## ARTICLE 3 – SALARY, ALLOWANCES AND DEDUCTIONS

### 3.01 SALARY SCHEDULE

Each School Division shall maintain their current salary schedules that were in effect on June 30, 2022 for the duration of this Collective Agreement with the following general percentage increases applied. The salary schedules are contained in Appendix #1 of this Collective Agreement.

2022/2023 2.5%  
2023/2024 2.75%  
2024/2025 3.0%  
2025/2026 3.0% with a Teacher retention adjustment of 1% on Feb.1, 2026.

Effective on the last day of the Collective Agreement and to be implemented on the first day of the of the September 2026/2027 school year, all teachers will fall under the following harmonized salary scale:

Harmonized Grid – July 2026 (2026/27)							
Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
0	54,276	60,438	67,500	70,379	75,121	79,774	84,414
1	55,434	62,054	69,523	74,003	78,899	83,761	88,621
2	56,592	63,671	71,547	77,626	82,677	87,749	92,827
3	57,750	65,287	73,570	81,250	86,454	91,737	97,034
4	58,908	66,904	75,593	84,873	90,232	95,724	101,241
5	60,066	68,520	77,616	88,497	94,010	99,712	105,448
6	61,223	70,137	79,640	92,121	97,788	103,700	109,654
7	62,381	71,753	81,663	95,744	101,566	107,687	113,861
8				99,368	105,344	111,675	118,068
9				102,991	109,122	115,663	122,274
10				106,615	112,900	119,650	126,481

In 2026-2027, when the harmonized grid takes effect, Northern units (Frontier, Flin Flon, and Kelsey) will receive an additional three thousand dollars (\$3000) northern allowance – Thompson/Mystery Lake will maintain salaries in an addendum.

### 3.02 PART-TIME TEACHERS

1. Teachers employed under contract on a part-time basis shall be paid at a prorated rate based on their FTE.
2. Part-time Teachers shall participate in school activities that occur during the regular School Day when required by the Division, unless there are extenuating circumstances that prevent the Teacher from participating. When the Division makes such requirement, the part-time Teacher shall receive a pro-rata share of their Per Diem for the time spent participating in the activities during the regular School Day which is over and above the Teacher's regular scheduled teaching time.
3. By mutual agreement between the Teacher and the School Division, time in lieu of compensation may be given.

4. Part-time Teachers will receive a pro-rated portion of all benefits and leaves for all Articles of the Collective Agreement unless another provision is outlined in a given Article of this Collective Agreement.

If a Teacher has a portion of their duties that is eligible for an allowance, the allowance will be pro-rated based on the FTE percentage of time performing that function unless another provision is outlined in a given article of this Collective Agreement.

5. Part-time Teachers joining a School Division after the start of the School Year will be entitled to a pro-rated share of their annual benefit entitlement. For pro-rated leaves, the School Division shall divide the benefit by the number of School Days in a School Year and calculate what percentage the Teacher would be entitled to based on their FTE and round up to the nearest half (1/2) day.
6. When a Teacher’s FTE changes, their leave accumulation (leaves that are carried over from one (1) School Year to another) shall also change to reflect the change in FTE. The School Division shall consider a “day is a day” meaning that the leave entitlement carried over also changes by either increasing or decreasing. In other words, a Teacher who switches from a 1.0 FTE to a 0.5 FTE shall retain the number of leave days accumulated but the day’s value changes.

**3.03 CONSULTANTS, COORDINATORS AND OTHER DIVISIONAL POSITIONS**

Appendix #2 attached to the Collective Agreement outlines the above or similar positions within School Divisions and the current salaries (plus GPI).

**3.04 PROGRAM LEADERS AND DEPARTMENT HEADS**

Appendix #3 attached to the Collective Agreement outlines the above or similar positions within School Divisions and the current salaries (plus GPI).

**3.05 INDIGENOUS LANGUAGE ALLOWANCE**

1. In the spirit of Truth and Reconciliation, where a School Division undertakes student Indigenous language programming to teach students Indigenous languages, Teachers who teach and meet the following criteria will receive an allowance per School Year.
2. Where a Teacher demonstrates an acceptable level of fluency in an Indigenous language and meets the following criteria:
  - a) Teaches the language at least twelve percent (12%) of the time; or
  - b) Uses the language for interpreting and assisting the Principal in the school or for communicating with students and parents;

The Teacher shall be paid an allowance per annum:

<b>Fall 2022</b> <b>2.5%</b>	<b>Fall 2023</b> <b>+2.75%</b>	<b>Fall 2024</b> <b>+3%</b>	<b>Fall 2025</b> <b>+3%</b>	<b>Feb 1/26</b> <b>1%</b>
513	527	545	561	567

### **3.06 MOVING ALLOWANCE**

Teachers who work in a School Division outside of the City of Winnipeg, who must relocate their residence within a School Division due to a School Division-initiated transfer, and whose relocation exceeds 50 kilometers, shall be reimbursed by the School Division moving expenses to a maximum of one thousand dollars (\$1,000) upon presenting receipts to the School Division.

### **3.07 METHOD OF PAYMENT**

Effective no later than the start of the 2025-2026 School Year:

1. Teachers shall normally be paid one-twenty-fourth (1/24) of their annualized salary rate on or before the fifteenth (15<sup>th</sup>) day of each month and on or before the last business day of each month, September to August inclusive in which services were provided from the first (1<sup>st</sup>) teaching day of a semi-monthly pay period.
2. In the case of a Teacher commencing employment on a teaching day other than the first (1<sup>st</sup>) teaching day of the pay period, the Teacher shall be paid, for that pay period, the proportion of the number of days worked to the total number of teaching days in the pay period multiplied by one-twenty fourth (1/24) of the Teacher's annualized salary rate.
3. Where a Teacher leaves the employ of the School Division during the course of the School Year, the final salary payment shall be so adjusted that the Teacher shall receive, for the part of the year worked, such fraction of the salary for the whole year as the number of days worked is of the number of School Days in the current School Year.
4. Teachers who are on a Limited Term Contract will have accrued salary paid out as follows:
  - a) On the last pay period of when their contract expired, or
  - b) If the Teacher works until the end of the School Year, as of the last business day of June.
5. School Divisions operating on a twenty-six (26) pay period system as of July 1, 2022, are able to maintain that system.
6. Direct Deposit of Salaries: Salary payments shall be made via electronic direct deposit into a single account as designated by the Teacher.

### **3.08 DEDUCTION OF PROFESSIONAL FEES**

1. Society dues for a School Year will be deducted from every participating Teacher. These deductions will be made in equal installments as per the method of pay outlined in *Article 3.07 Method of Payment*, according to the scale of dues established by the Society, starting with the first (1<sup>st</sup>) September pay period. Society dues will be forwarded to the Society, normally not later than the twentieth (20th) day of the following calendar month.
2. Association dues will be deducted from every Teacher. These deductions will be made in equal installments as per the method of pay outlined in *Article 3.07 Method of Payment*, in accordance with the current rate of dues set by the Association. The dues will be remitted to the Association not later than the twentieth (20th) day of the calendar month following the month of collection.



3. For new Teachers starting during the School Year, a pro-rated deduction of Union dues as set out in *Article 3.08* shall become effective from the start of the first (1<sup>st</sup>) pay period immediately following the commencement of employment.
4. The Association/Society shall notify the School Division in writing by the end of June of any changes in the annual dues of the Association/Society. Any such change shall be effective the following September.
5. The Association/Society shall indemnify and save harmless the School Division from any and all losses, costs, liabilities, or expenses suffered or sustained by the School Division as a result of legal action arising from the deduction of Association/Society dues provided, however, that should the Association/Society so require, it shall be permitted to take over and conduct such legal action and make such settlement thereof as it shall see fit.

**3.09 INTEREST ON RETRO PAY**

1. The School Division shall pay to Teachers interest on any retroactive payment owed to the Teachers. The interest shall be calculated from the date on which the monies would have been due to the actual date of payment. The interest shall be calculated on the gross amount of any retroactive pay due, less the amount of any statutory deductions including Canada Pension, Employment Insurance, and Income Tax, and less other payroll/benefit deductions with respect to that pay.
2. Interest shall be computed at the average interest of the School Division's savings account at its financial institution during the twelve (12) month period preceding the calculation date or at seven percent (7%), whichever is the lesser rate.

**3.10 NORTHERN TRAVEL ALLOWANCE – PORTION OF ANNUAL SALARY DESIGNATED**

The Society, the School Division, and Canada Revenue Agency recognize the additional cost of travel associated with living in the North. As such, a portion of the annual salary has been identified as northern travel allowance in the Collective Bargaining Agreement as follows:

Flin Flon School Division	3,000
Kelsey School Division	4,000
School District of Mystery Lake	4,000

The Teachers' Association's of the Society of the above listed School Divisions agree to and do hereby indemnify and save the School Division harmless for all claims, demands, actions, and proceedings of any kind and from all costs which may arise or be taken against the School Division administering a portion of the Teacher's salary as Northern Allowance and reporting the same for tax purposes to Revenue Canada.

## **ARTICLE 4 – PRINCIPALS AND VICE PRINCIPALS**

---

### **4.01 PRINCIPAL ALLOWANCE**

Each School Division shall maintain their current administrative allowance structure, including allowance rates that were in effect on June 30, 2022, for the duration of this Collective Agreement. These administrative allowance formulas are contained in Appendix #4 of this Collective Agreement.

### **4.02 VICE PRINCIPAL ALLOWANCE**

Each School Division shall maintain their current administrative allowance structure, including allowance rates that were in effect on June 30, 2022, for the duration of this Collective Agreement. These administrative allowance formulas are contained in Appendix #4 of this Collective Agreement.

### **4.03 SUBSTITUTE PRINCIPAL**

Appendix #5 attached to the Collective Agreement outlines the above or similar positions within School Divisions and the current salaries (plus GPI).

### **4.04 PRINCIPAL TIME**

1. Each school shall have a principal who is on-site and shall be assigned a minimum of 0.2 FTE in which they are relieved of classroom teaching duties.
2. The exception to having a principal at each school site may be colony schools (for School Divisions that have a principal of a group of colony schools), Frontier School Division (see Addendum #1) and Adult Learning Centres.

### **4.05 PROTECTION OF VICE PRINCIPAL ALLOWANCE – DISCONTINUED POSITION**

If the School Division decides to discontinue the position of Vice Principal in a school for the following School Year, the Vice Principal will have their allowance maintained for a period of one (1) year.

## **ARTICLE 5 - RIGHTS**

---

### **5.01 HARASSMENT**

1. The School Division and the Association recognize the right of all individuals within the School Division to an environment free from harassment.
2. In compliance with The Workplace Safety and Health Act, School Divisions shall have a harassment policy in place which defines harassment and provides processes for investigation of harassment complaints.
3. Allegations and investigations of harassment shall be dealt with in confidence, in a manner consistent with the School Division's harassment policy.

### **5.02 FREEDOM FROM VIOLENCE**

1. All Teachers are entitled to a working environment free from violence as defined in the Workplace Safety and Health Act.
2. This Article is subject to The Public Schools Act and regulations thereto and is not intended to abrogate any management right with respect to the student disciplinary process.
3. A Teacher shall not have the right to grieve individual student disciplinary decisions made by school administration.

### **5.03 NON-EMERGENT MEDICAL PROCEDURES**

Teachers shall not be required to administer medications or medical procedures of a non-emergency nature. In the unexpected absence of other school staff to administer medication, Principals and Vice Principals may be required to administer medication, if they have received authorization from a student's legal guardian, and have completed training in administration of medication where required.

### **5.04 INCLEMENT WEATHER**

1. Each School Division will have an Inclement Weather Procedure that outlines divisional work expectations for Teachers during inclement weather.
2. Where a School Division closes a school(s) due to inclement weather, a Teacher shall not be required to report to the worksite and not suffer a reduction in salary.

### **5.05 EVALUATION**

Every School Division will have a procedure on Teacher evaluation. The procedure will include a provision whereby a Teacher can request an additional evaluation outside of the regularly scheduled evaluation time period.

### **5.06 ACCESS AGREEMENT**

MTS and Association representative(s) will be permitted to visit the workplace of any Teacher for the purpose of communicating with said Teacher during times which do not interfere with the Teacher's assigned duties and minimizes interference with the operation of the school. MTS or Association representative(s) shall sign in at the main office in the school, indicate they are on Society or Association business, indicate where they will be in the school to office staff, and sign out on departure. Reasonable notice of such business shall be provided.

### **5.07 RIGHT TO REPRESENTATION**

1. When a Teacher is the subject of a formal investigation or where the Teacher is directed by the School Division to attend an investigation or disciplinary meeting, the Teacher shall have the right to MTS representation.
2. For the purposes of this Article, the Parties agree that initial discovery questions with a Teacher about an alleged incident does not constitute a formal investigation.

### **5.08 CHANGE OF GRADE OR SUBJECT AREA ASSIGNMENT WITHIN A SCHOOL**

When a Teacher is notified that their grade or specialized subject area assignment is changing for the upcoming School Year, a Teacher may request a meeting with their Principal to discuss the change.

### **5.09 DIVISION INITIATED TRANSFERS**

1. The Association recognizes the right of the School Division to transfer Teachers employed by the School Division from their current school(s) to another school(s) under the jurisdiction of the School Division.
2. The School Division shall exercise its discretion to transfer in a manner that is fair and reasonable. The School Division shall consult with Teachers who are being involuntarily transferred prior to making a final decision.
3. In making transfer decisions the School Division shall consider the educational needs of the students, the administrative/operational needs of the School Division, and considerations raised by the Teacher prior to making a decision.
4. The Parties agree that the protocol set out below will be followed by the School Division in exercising its right to transfer Teachers in accordance with the Collective Agreement:
  - a) The School Division or designate will convene a consultation meeting with a Teacher who is being involuntarily transferred.
  - b) The consultation shall take place with the Teacher before the transfer decision is finalized.
  - c) If the Teacher requests representation at the consultation meeting, a representative from the Association or the Society will be allowed to attend.
  - d) A Teacher shall make themselves available to a consultation meeting even if they are on a leave. Where the Teacher is unable to attend the meeting, a representative from the Association or the Society may attend on their behalf.
  - e) The School Division will take into account considerations raised by the Teacher prior to making a final decision. Should a Teacher have concerns about a transfer, they shall provide them to the School Division in writing within a reasonable time frame as set by the School Division. The School Division's final decision for transfer shall be made in writing to the affected Teacher.

f) This protocol will be followed by the School Division in the ordinary course. In the event that exceptional circumstances exist that prevent the School Division from following any of the above, the School Division will notify the Association.

g) In exceptional cases, the School Division may transfer a Teacher for emergent personnel issues after discussion with the Association and the Teacher.

5. In the case of any Teacher who has been given notice of transfer following May 31st and wishes to resign before June 30th of that year, the School Division agrees to accept the resignation provided it is offered in writing within seven (7) School Days of the notice of transfer.

6. A copy of all written transfer notices shall be sent to the President of the Association.

#### **5.10 TEACHER INITIATED TRANSFER**

A Teacher desiring a transfer shall make application for a transfer on or before a date as determined by the School Division of the School Year prior to the School Year for which the transfer is to be effective. The School Division shall approve or deny the transfer at its discretion. A Teacher initiated transfer does not restrict a Teacher's ability to apply for other positions in the School Division.

#### **5.11 COMPLAINTS**

Where a complaint is made to a School Division (including to a Principal, Vice Principal, Superintendent, or School Trustee) by a member of the school community (i.e. by a parent or student) regarding the conduct, work, decisions of a Teacher, or the competency or character of the Teacher, and the nature of the complaint is such that it does not reasonably fall under *Article 5.12 Discipline*, the following process shall apply:

1. The Parties agree that such a complaint is best dealt with in the first (1<sup>st</sup>) instance through discussion between the complainant and the Teacher. The recipient of the complaint shall advise the complainant to first raise the complaint directly with the Teacher.

The Teacher shall be immediately advised of the complaint and shall be provided with information about the complaint.

2. If the complainant has raised the complaint directly with the Teacher and is not satisfied with the outcome, the Principal or Vice Principal may convene a meeting with the Teacher and the complainant to attempt to resolve the complaint.

3. If the complainant is not satisfied with the outcome of the meeting with the Teacher and the Principal or Vice Principal, the Superintendent may convene a meeting with the Teacher, their Principal or Vice Principal, and the complainant. The complainant shall be directed to put their concern in writing if not already reduced to writing, and the Teacher shall be provided a copy in advance of the meeting. The Teacher shall be given the opportunity to provide an explanation and written response to the complaint. The Teacher shall have the right to have an MTS Staff Officer present at the meeting.

4. Should the School Division come to believe during the above process that the subject of the complaint may fall under *Article 5.12 Discipline*, the Teacher and the Society shall be immediately advised.

5. No documents pertaining to a complaint will be entered into the personnel file of a Teacher when it is concluded that such complaint was unfounded. When documentation is entered into a personnel file, the Teacher shall be notified.

#### **5.12 DISCIPLINE**

No Teacher shall be disciplined without just cause.

#### **5.13 GRIEVANCE PROCESS**

1. Where a violation of this agreement is alleged by a party to the agreement concerning the agreement's content, meaning, application or violation, either party shall, within thirty-five (35) School Days from the date on which the grieving party or Teacher on whose behalf the grievance is filed, as may be applicable, became aware of the event giving rise to the alleged violation or difference, notify the other party, in writing, stating the alleged violation or difference and the resolution sought.
2. All grievances shall be made in writing on the grievance form prescribed by the Parties to this agreement and attached to this Collective Agreement. The grievance shall provide a detailed summary of the issue with submission of sufficient particulars to enable the Employer Representative or School Division to respond. Where a request is made for particulars, the timing of the response is extended until the particulars have been provided.
3. For all grievances initiated by the Society (Individual, Association, Society), the grievance shall be given to the Employer Representative and received on behalf of a School Division with a copy going to the employing School Division.

For all grievances initiated by a School Division, the grievance shall be given to the Society by the Employer Representative.

4. The Employer Representative shall maintain jurisdiction on behalf of a School Division(s) for any and all grievances unless the Employer Representative delegates jurisdictional authority to a School Division.
5. If a grievance is delegated to a School Division, the Employer Representative shall provide written notification to the Society and the School Division. Absent notice to the Society that the grievance has been delegated, the Society shall deal with the Employer Representative.
6. If the grievance is not filed within the timeframe in *Article 5.13 (1)* the grievance will be deemed to be abandoned.
7. Grievances retained by the Employer Representative shall be called "A" Grievances. Grievances delegated to School Divisions shall be called "B" Grievances.

#### **"A" Grievances**

8. If the Employer Representative retains jurisdiction of a grievance, they shall meet with the grievor and the Society representative(s) and School Division representative(s) to discuss the grievance within fifteen (15) teaching days from the date the grievance was received. The Employer Representative shall provide a response to the grievance within fifteen (15) teaching days from the date that the Parties met to discuss.

## **"B" Grievances**

9. If a School Division has been delegated jurisdiction to make a decision regarding the grievance, the grievor and/or the Society representative(s) and School Division representative(s) shall meet to discuss the grievance within fifteen (15) teaching days from the date the grievance was received. The School Division shall provide a response to the grievance within fifteen (15) teaching days from the date that the Parties met to discuss.

The grievance procedure shall be deemed to be complete if the responding party does not reply within the prescribed timeline, and the matter may proceed to arbitration; or if the grieving party fails to meet the times lines of their grievance as outlined in this Article, the grievance is considered to have been withdrawn or abandoned.

10. The Parties can mutually agree to extend any of the timelines outlined above.
11. The Parties recognize that terminations of Teachers are addressed under section 92 of The Public Schools Act.

## **Arbitration**

12. If a resolution or settlement to a grievance is not reached through the grievance reply or no response is provided within the timelines stated above, the grieving party may within fifteen (15) teaching days request in writing that the matter be submitted to an arbitrator or arbitration board as herein prescribed.
13. For all grievances, a single arbitrator shall be used, unless either party requests to use an arbitration board. Within ten (10) teaching days of the written request to settle the difference by arbitration, each party shall submit names of proposed arbitrators. If the Parties are unable to agree on an arbitrator, the grievor may request the Manitoba Labour Board to appoint an arbitrator.
14. If the Parties use an arbitration board, each party shall nominate an arbitrator and shall notify the other party of the appointment within ten (10) teaching days of said agreement.
15. These two arbitrators, within a further period of ten (10) teaching days after their appointment, shall select a chairperson. Should the two (2) arbitrators fail to agree upon a chairperson within the required ten (10) teaching days, either party may request the Manitoba Labour Board to appoint a chairperson.
16. In the event of any vacancy on the arbitration board occurring by reason of death, incapacity or resignation, or any other reason, such vacancy shall be filled in the same manner as is provided herein for the establishment of the Arbitration Board in the first instance.
17. The decision of the Arbitrator or Arbitration Board shall be limited to the dispute or question contained in the statement or statements submitted by the Parties, and the decision shall be limited to the interpretation of the statement or statements submitted by the Parties. The Arbitrator or Arbitration Board shall not alter nor change the Collective Agreement.
18. The fees and expenses of the single arbitrator shall be divided equally between the School Division and the Society.

If, however, the Parties elect to use an arbitration board, the School Division shall pay the fees and the expenses of the member chosen by it, the Society shall pay the fees and the expenses of the member chosen by it, and the fees and expenses of the chairperson shall be divided equally between the School Division and the Society.

19. Except as herein provided, the Labour Relations Act shall apply.

#### **5.14 NEW POSITIONS**

If during the term of this Agreement a School Division creates a new position or category of employment which would be subject to the Agreement, the following provisions shall apply:

- a) The School Division shall notify the Association of the new position or category of employment, and the proposed rate(s) of pay which will be applicable, and
- b) The Employer Representative, along with a representative of the School Division and the Association and the Society shall meet as soon as possible to negotiate the applicable rate(s) of pay to be incorporated in the Agreement, and
- c) The Parties will attempt to reach agreement before any appointment is made, but if the School Division believes in its discretion that there is an urgent need to make an appointment before negotiations are concluded, the School Division may do so on the terms which it has proposed, and
- d) In the event that the representatives of the Parties are unable to reach agreement, the School Division will establish the rate(s) of pay, and the matter will then be dealt with through *Article 5.13 Grievance Process*, and
- e) In any case, salary, allowances, and any other terms as agreed between by the Parties or established by an arbitration board shall be effective from the date of the appointment(s).

#### **5.15 POSTING OF TEACHING POSITIONS**

1. At the School Division's discretion, teaching vacancies that arise throughout the year may be used to place Teachers returning from approved leaves.
2. Otherwise, teaching vacancies that arise throughout the year will be posted on the Divisional website for a minimum of four (4) working days for external Teacher candidates to apply.
3. Any term positions filled during the year that become permanent will be posted in the spring staffing period for the next School Year.
4. Postings shall be made available for the President of the Association to view.

#### **5.16 LAYOFF**

Prior to a Teacher(s) being laid off:

1. The School Division shall reduce a Teacher(s) on a full year Limited Term Contracts first, where during that term the Teacher is employed on the express written understanding that such Teacher will not, after the completion of such term, be employed by the School Division.



This does not apply to a Teacher(s) on a Limited Term Contract who are replacing a Teacher on leave for a duration of three (3) months or less.

Once all full year Limited Term Teachers have been reduced; then;

2. The School Division shall reduce a Teacher(s) who has less than one (1) year teaching with a School Division provided that the Teacher(s) does not have the training, experience, and qualifications required by the School Division for a specialist or subject matter that the Teacher was employed to teach that would therefore go unfilled if the Teacher(s) was laid off, or if the Teacher was hired under a School Division's Diversity, Equity and Inclusion (DEI) Program as provided for in layoff considerations in *Article 5.16 4) b) i.*
3. Teachers who are reduced under 1. and 2. above are not eligible for the following provisions of this Article and will have their employment terminated with no requirement for a hearing under Section 92 of The Public Schools Act.

#### 4. Layoff

- a) In the event of an impending layoff, the School Division shall meet with the President of the Teacher Association to discuss the implications of the layoff and shall provide the Association with a list of Teachers to be laid off. The meeting shall be held no later than May 1<sup>st</sup> in any School Year.
- b) When it is determined by the School Division that a layoff is necessary, the School Division shall give first consideration to:
  - i. Retaining Teachers who have been hired to provide a representative workforce as part of a School Division's Equity program(s) under *Article 5.19 Equity Programs.*
  - ii. Teachers hired under such a program may be ineligible for layoff until such time as the School Division has a representative workforce as outlined in their Equity Program target numbers.
  - iii. Retaining Teachers having the greatest length of service with the Board.
- c) Notwithstanding the foregoing, the School Division shall have the right to disregard the length of service of any Teacher in the event of a layoff, if such Teacher does not have the necessary training, academic qualifications, and experience for a specific teaching assignment within the School Division.
- d) A School Division may determine that a principal and/or vice principal may be excluded from the provisions of this Article if there are layoffs at their school and a Teacher scheduled for layoff has greater length of service.
- e) The School Division shall maintain a seniority list showing the date upon when each Teacher's service commenced and the total length of service for the purpose of determining seniority. The School Division shall provide the Association with the seniority list and shall post the seniority list in each school in the Division prior to February 1st of each year. Teachers shall have until February 28th to notify in writing

any alleged omission or incorrect listing to the School Division. The seniority list will be finalized by March 15th.

f) Definitions:

- i. *Training*: Instruction received as preparation for the profession of teaching which instruction leads to the development of a particular skill or proficiency with respect to a particular subject or subjects.
- ii. *Academic Qualifications*: Refers to the classification in which a Teacher is placed by the Department including vocational/industrial arts, school clinician, and specialist certificates, as applicable.
- iii. *Experience*: The practical application of the training over a period of time with respect to the particular subject or subjects.

g) Length of Teaching Service:

- i. The Teacher's length of continuous employment with the School Division on a Teacher General Contract beginning with the first teaching day after one's most recent day of hiring of continuous employment (i.e. no breaks in service) with the School Division. This does not include employment on a Limited Term Teacher Contract nor employment as a substitute Teacher.

Approved leaves of absence shall not constitute a break in continuity of service.

- ii. Where Teachers have the same length of continuous employment with the School Division as defined in i. above, the length of teaching service shall be determined on the basis of total continuous teaching experience (without a break in service) in the School Division if a Teacher previously had a Limited Term Teacher Contract before receiving a Teacher General Contract.
- iii. Where Teachers have the same length of service as in i. and ii. the length of teaching experience shall be determined on the basis of total recognized teaching experience by the Department.
- iv. If the total teaching experience in i., ii., iii. is equal, the Teacher to be laid off shall be determined by the Division.

h) Notice of any layoff shall be given to the Teacher no later than the 15th day of May in any School Year. Notice shall be copied to the Association to take effect September of the following School Year. Notice shall be copied to the Association and shall include a copy of this Article.

i) In unforeseen circumstances, a layoff may need to occur at a time other than September of the following School Year. The Parties will meet to discuss the circumstances and timelines for the layoff notice period. The minimum notice period shall be at least ten (10) teaching days.

j) The Teacher, within ten (10) teaching days of receiving notice of layoff, shall indicate in writing their wish to be placed on the re-employment list. Notwithstanding anything else in this Article, failure to respond within the time limit specified in this paragraph

shall relieve the onus on the School Division for that Teacher's placement on the re-employment list and the Teacher shall lose seniority.

- k) If, after layoffs have occurred and for a period of one (1) calendar year after the 30th of September following the date of layoff, positions become available, Teachers who have been laid off and have given written notice that they wish to be recalled, shall be offered the positions first, based on length of service with the School Division (seniority), providing such Teachers have the necessary training, qualifications, and experience for the position available.
- l) Each Teacher shall keep the School Division informed as to their current address.
- m) Teachers shall be recalled by phone/email or registered mail if required and must reply by phone/email or registered mail if required within five (5) days of receiving the recall notice.

Teachers shall be required to return to work on the date set out in the notice or no later than nineteen (19) calendar days following receipt of such notification.

- n) Failure to respond within the time limits specified or agreed to shall relieve the onus on the School Division for that Teacher's placement on the recall list and they shall lose recall rights and seniority.

If a Teacher refuses a position for which that Teacher has the necessary training, academic qualifications, and experience to perform the work in the offered position, such Teacher shall lose all rights for recall and seniority.

To be clear, in the above two circumstances, the Teacher's contract will be terminated and there will be no requirement for a hearing under Section 92 of The Public Schools Act.

- o) If a Teacher is recalled as provided in m) above, the following will not be affected:

- i. Accumulated sick leave prior to the layoff; and
- ii. Seniority gained prior to being laid off

but neither shall be accrued for the period of the time of the layoff.

- p) In addition to o) above, a Teacher who has been laid off will also lose recall rights and seniority for any of the following reasons:
  - i. The Teacher resigns or retires;
  - ii. The Teacher becomes employed by another School Division as a regular full time Teacher on a Teacher General Contract;
  - iii. The Teacher fails to return to work after the termination of any leave granted by the School Division;

- iv. The Teacher is not re-employed one (1) calendar year after September 30th following the date of layoff;
  - v. The Teacher's contract is terminated for cause;
  - vi. The Teacher who lost their right of recall/re-employment as a result of the application of this clause shall be notified as soon as possible that their teaching contract has been terminated and there will be no requirement for a hearing under Section 92 of The Public Schools Act.
- q) Notwithstanding any other provisions of this Article, the foregoing layoff provision shall not apply to a Teacher continuously employed by the School Division under an approved form of agreement for a full School Year or less, or to a Teacher employed on a limited term contract not to exceed one (1) School Year where during that term the Teacher is employed on the express written understanding that the Teacher's employment with the School Division will cease at the end of such term, provided however, no Teacher shall be laid off who has been employed by the School Division under an approved form of agreement for more than one (1) full School Year, where a Teacher with a full School Year or less of employment under an approved form of agreement or a limited term contract not to exceed one (1) School Year has not been laid off, having regard to the necessary training, academic qualifications and experience required for a specific teaching assignment of such Teacher employed under a limited term contract of a Teacher continuously employed by the School Division under an approved form of agreement for a full School Year or less.

5. Teachers with One (1) Full School Year or Less

Where a Teacher employed under a Teacher General Contract for a full School Year or less and as a result of this Article that Teacher's contract has been terminated and that Teacher is subsequently signed to a new Teacher General Contract then that Teacher's length of service for determining layoff will be retroactive to the first teaching day under the previous Teacher General Contract with the School Division provided that employment is continuous.

6. Teachers Employed Under a Limited Term Teacher General Contract

For the purpose of this clause a continuous Limited Term Teacher General Contract will be employment with the School Division under a Limited Term Teacher General Contract where there is no break in service between one Limited Term Teacher General Contract and another Limited Term Teacher General Contract or Teacher General Contract.

For further clarity for 5.16 5. and 6., the summer, winter, and spring breaks will not constitute a break in service provided that Teacher has a contract in force and effect on the last teaching day of the summer, winter, or spring break and a Limited Term Teacher General or Teacher General Contract in force and effect on the first teaching day following that summer, winter, or spring break.

**5.17 TEACHERS ON LIMITED TERM TEACHER-GENERAL CONTRACTS**

Effective Fall Term of 2024 for Louis Riel School Division and Pembina Trails School Division and effective Fall Term 2025 for all:

1. Except as hereinafter provided, every Teacher employed by the School Division other than as a substitute Teacher shall be employed under a written form of contract known as Form 2 and/or Teacher General Contract in the Public Schools Act.
2. The exception to 5.17 1. above shall be those term Teachers employed for a term of one (1) School Year or less for the following reasons:
  - a) to replace a Teacher on an approved leave or secondment.
  - b) to replace a Teacher who has terminated employment in the Division during the School Year.
  - c) to supplement classroom resources for a period of less than five (5) months.
  - d) to fill a temporary position(s) funded by provisional funding or grants for a duration of up to one (1) year.
  - e) to hire itinerant substitute Teachers on a term contract for a duration of up to one (1) year.
  - f) a Teacher employed on a Teacher General Contract whose FTE is less than 1.0 FTE, may temporarily increase their FTE pursuant to a Limited Term Contract, in accordance with *Article 7.13 – Changes to a Teacher’s FTE Assignment*.

Every term Teacher shall be employed by the School Division under a Limited Term Teacher-General Contract.

3. A Teacher who has been employed full or part time in the School Division under a Limited Term Teacher-General Contract for an entire School Year and is employed the following School Year under a Teacher-General Contract shall be entitled retroactively to seniority and accrued unused sick leave.
4. A Teacher who has been employed full or part time in the School Division under a Limited Term Teacher-General Contract for two (2) successive entire School Years shall, upon employment for a third (3rd) consecutive entire School Year, be signed to a Teacher-General Contract and shall be entitled retroactively to seniority and accrued unused sick leave.

For the purposes of this Article, an "entire School Year" means employment for one hundred and eighty (180) or more School Days in the Limited Term Teacher-General contract year.

5. Placement of Term Positions for Teachers on Leave:

If a School Division assigns a Teacher’s position to another school while they are away on leave, the School Division shall provide the Teacher with information as to where their position has been assigned to. The School Division shall also confirm with the Term Teacher assigned to the position the reason for the term assignment and assigned location.

A School Division shall meet with the Association during the School Year to advise of permanent Teachers affiliated with the corresponding term positions and the location of the position, where applicable.

## 6. Probationary Period

- a) Teachers hired on a Teacher General Contract will be placed on a probationary period for a period up to ten (10) successive teaching months. The probationary period may cover two (2) School Years depending on when the Teacher was hired.
- b) Teachers will be deemed to have not attained tenure until they have worked with their School Division for more than one (1) full School Year (as defined in Article 1.06 Definitions) on a Teacher General Contract. Tenure means that a Teacher has rights under Section 92 (3) and (4) of The Public Schools Act.
- c) In the event of a leave of more than twenty (20) teaching days during the probationary period, the School Division may extend the probationary period corresponding to the amount of teaching days missed during the leave to allow for a full period in which to evaluate the Teacher.
- d) When a Teacher receives notification of termination during probation period, the date of notification is the final date for days counting towards tenure.
- e) Teachers under probation who are released from their Teacher General Contract are not entitled to the *Article 5.16 Layoff* and are not entitled to rights arbitration under *Article 5.13 Grievance Process*.

### 5.18 CONTRACTING OUT

1. In the event that a School Division is unsuccessful in recruiting for a specialist position or specialized service that would normally fall under the scope of this Agreement, the School Division and the Association will meet to discuss possible solutions. In the event that there is no viable internal staffing or recruitment solution, the School Division will notify the Association in writing of their intention to contract out the service or work and the reasons for contracting out.
2. The length of the contracted out services will be for the remainder of the School Year or, if longer, until such a time as mutually agreed by the School Division and the Association.
3. The School Division will make reasonable efforts to recruit for the position or service prior to the end date of the contracted service and/or for the start of the following School Year.

### 5.19 EQUITY PROGRAMS

1. A School Division may implement equity programs to increase teaching representation from various underrepresented or historically marginalized groups within their teaching complement.
2. When a School Division chooses to implement an equity program, the School Division will inform the Teachers' Association prior to the program being implemented.

## **ARTICLE 6 – WORKING CONDITIONS**

---

### **6.01 PREPARATION TIME**

#### **Preparation Time Allocation:**

1. Effective Fall Term 2024: The Parties recognize that preparation time allocation is generally a function of school time scheduling. Over the course of the School Year, a School Division will endeavour to normally schedule the equivalent of a minimum of thirty (30) minutes per day of preparation time per full time Teacher. It is acknowledged that some Teachers may have more or all of their preparation time in one (1) semester than another semester provided the equivalent is reached as an average over the School Year.
2. Each School Division shall determine the amount of preparation time that a Teacher in a school shall receive.
3. Teachers will receive preparation time similar to what was provided at the assigned school during the preceding School Year with a variance of plus or minus 3%. There will be a minimum preparation time of one hundred eighty (180) minutes per six (6) day cycle. Effective fall term 2025, there will be a minimum preparation time of two hundred ten (210) minutes per six (6) day cycle.
4. Wherever possible, preparation time shall be scheduled in blocks of not less than thirty (30) minutes.
5. Part time Teachers will be provided preparation time prorated based upon the percentage of their teaching assignment.

#### **Preparation Expectations:**

6. It is expected and shall be the responsibility of each Teacher to utilize the preparation time provided to them in a productive, efficient manner towards fulfilling the educational needs of the Teacher's students. Preparation time is not rest periods nor is it personal time. Teachers shall remain in their assigned school during their preparation time and be available for an assignment, unless they are away on a school-based assignment approved by school administration.
7. Teachers are not entitled to compensatory preparation time nor financial compensation for missed preparation time should they be with students on a field trip or participating in a school-based function such as an in-service, professional development day, parent Teacher meetings, school assemblies, staff meetings, union leave, etc.

### **6.02 LENGTH OF INSTRUCTIONAL DAY**

1. The normal school instructional day, exclusive of the midday intermission and the statutory obligation of Teachers to be on duty at least ten (10) minutes before the morning session begins and at least five (5) minutes before the afternoon session begins, shall be five and one-half (5 ½) hours or such time as may be determined by the Minister.
2. The Parties agree that some schools may have a longer instructional day that is based on school time tabling (balanced School Day, or longer transition periods between classes within the instructional day, schools that have to account for bus transportation of students from one school to another).

Schools that have a longer instructional day than five and one-half (5 ½) hours as of the first day of this Collective Agreement shall retain their instructional day hours. For such schools the following applies:

- a) The maximum length of the instructional day in each high school (averaged over the week, Monday to Friday) shall be five (5) hours and fifty (50) minutes.
  - b) The maximum length of the instructional day in other schools shall be five (5) hours and forty-five (45) minutes, averaged over the week if necessary.
3. The instructional day may be revised by the School Division to meet new Department course credit requirements or to comply with statutory requirements.
  4. The instructional day does not constitute the entire workday. Nothing in this Article limits a Teacher's obligation to discharge their professional responsibilities outside the instructional day.

### **6.03 MEAL PERIOD**

1. An uninterrupted meal period of not less than fifty-five (55) consecutive minutes shall be provided to each Teacher between the hours of 11:00 a.m. and 2:00 p.m.

Exceptions to the above meal period shall be agreed to by both the School Division and the Association.

2. A Teacher's meal period is determined by the school principal.
3. Principals will be on call during this meal period to deal with emergencies and unforeseen circumstances. If a Principal is unavailable, a designated Teacher(s), may be on call on a rotational basis during this meal period to deal with emergencies and unforeseen circumstances.

### **6.04 EXTRA-CURRICULAR ACTIVITIES**

1. Participation in extra-curricular activities by Teachers is voluntary.
2. The parties acknowledge the importance of extra-curricular activities as an integral part of each student's educational experience.
3. "Extra-curricular activities" means student-related athletic, social, recreational and cultural activities, with the written approval of school administration occurring outside the normal School Day, but does not include activities related to academic or instructional matters or curriculum subjects outside the normal School Day, whether such occur alone or with students, parents or administrative staff, such as (without limitation) staff meetings, parent/Teacher meetings, committee work, in-service sessions, marking and setting examinations, or marking school assignments.
4. An eligible extra-curricular activity is an activity which has received prior approval from the school principal.
5. In any School Year a Teacher shall be entitled to a paid leave of absence of one (1) day provided that they perform fifty (50) hours to a maximum of three (3) days leave for one hundred and fifty (150) hours of eligible extra-curricular duties during a School Year. A part-time Teacher shall be entitled to the equivalent time off as a full time Teacher. The date for such leave shall be agreed upon between the Teacher and the principal.



6. A Teacher who accumulates at least twenty-five (25) hours can access a half (1/2) day up to a maximum of two (2) half (1/2) days in a School Year.
7. A Teacher who accumulates at least fifty (50) hours and where such fifty (50) hours are not accumulated until after April 30<sup>th</sup>, shall be entitled to carry forward one (1) day of leave into the subsequent School Year to be used by the end of the following School Year.
8. In the event that a Teacher does not accumulate sufficient hours up to a Teacher's first half (1/2) day (i.e. less than twenty-five (25) hours) to qualify for their leave, the Teacher may carry forward those hours to the following School Year. When a half (1/2) day is earned in the subsequent School Year, the half (1/2) day must be completed and used within that School Year.
9. Teachers authorized to engage in approved extra-curricular activities shall be reimbursed for reasonable out of pocket expenses including documented mileage and meal expenses related to such activities as per School Division policy/procedures and/or School Division authorization.
10. Leave requests must be submitted at least five (5) days in advance of the requested leave, whenever possible. Leaves shall be approved by the School Division.
11. School Divisions shall provide direction for the process for how hours are to be recorded.
12. Extra-curricular is subject to the following:
  - a) The School Division is able to find a substitute Teacher;
  - b) Extra-curricular leave will not be accessed on scheduled administrative, professional development or parent/Teacher days unless a special exemption is granted by the School Division.

#### **6.05 PROFESSIONAL DEVELOPMENT DURING THE SUMMER BREAK**

1. Teacher attendance at School Division directed Professional Development (PD) sessions during the summer break shall be voluntary.
2. Teachers who attend or provide School Division directed PD during the summer break shall receive, during the following School Year, compensatory time equal to the number of days during the summer break that they attended PD. The method and timing of such compensatory time shall be mutually agreed to by the principal and the Teachers. The details of such arrangement shall be subject to the prior approval of the School Division. This clause does not apply to Principals and Vice Principals.

#### **6.06 TEACHER REQUIRED WORK DURING THE SUMMER BREAK**

1. Teachers may be employed during the summer break to carry out such duties for such periods of time as are assigned by the principal or School Division.
2. Teachers shall receive during the following School Year compensatory time equal to the number of days employed during the summer break. The method and timing of such compensatory time shall be mutually agreed to by the Teacher and their supervisor.

The details of such arrangements shall be subject to the prior approval of the School Division.

3. This clause does not apply to Principals and Vice Principals.

#### **6.07 STUDENTS WITH ADDITIONAL LEARNING NEEDS**

1. A student with additional special learning needs shall be defined as any student needing adapted, modified, or individualized programming and/or learning environments due to a disability, social-emotional, behavioral, language need, or because of giftedness. Teachers who are assigned to teach a student with additional special learning needs have the right to relevant information concerning the student's circumstances and needs, to the extent feasible.
2. Subject to the School Division's available resources, as determined in the discretion of the School Division, Teachers who are assigned to teach a student with additional special learning needs may request additional professional learning, materials and resources.

#### **6.08 REMOTE TEACHING**

A School Division may direct a Teacher to teach via remote learning. In these situations, the following shall apply:

1. The School Division shall provide the necessary technological resources to Teachers developing and delivering their classes through remote teaching.
2. The School Division shall provide the necessary and appropriate training in the use of relevant educational technology for Teachers to provide learning in a remote environment.
3. Teachers shall not suffer any loss of rights under this Collective Agreement due to the implementation of remote learning.

## ARTICLE 7 - LEAVES

---

### 7.01 SICK LEAVE

1. When a Teacher is sick, they shall be entitled to a leave of absence (herein called "sick leave") during their sickness and shall be entitled to be paid their full salary during such sick leave.
2. Teachers shall receive sick leave each year as follows:
  - a) A new Teacher who is under contract to the Division as of the first (1st) day of the fall term shall be credited with twenty (20) days sick leave on that date. A Teacher must work for at least one (1) day before any sick leave days are credited.
  - b) A Teacher returning from the summer break shall be credited with an additional twenty (20) teaching days sick leave at the start of the School Year.
  - c) A Teacher who is on an approved paid leave at the start of the School Year shall receive an additional twenty (20) teaching days sick leave upon return to work.
  - d) A Teacher who returns from an unpaid leave at a time other than the commencement of the fall term shall receive a pro-rated share of twenty (20) days sick leave for that School Year.
3. Teachers employed on a part-time basis shall be granted sick leave with pay pro-rated based on full time equivalence.
4. A Teacher coming under contract at a later date in the school year shall be credited with a pro rata share of twenty (20) days, calculated to the closest whole day.
5. All unused sick leave in each year shall accumulate from year to year to the credit of each Teacher but shall at no time exceed a credit of:

Effective the first (1<sup>st</sup>) School Day in the 2024/2025 School Year, the maximum Sick Leave accumulation is one hundred thirty (130) teaching days for all School Divisions and one hundred forty-five (145) teaching days for Winnipeg School Division.
6. A Teacher on sick leave shall be paid the same amount they would be paid if they were on duty until the Teacher has exhausted all accumulated sick leave.
7. Sick Leave shall not continue to accrue while on any leave of absence without pay.
8. When a Teacher is referred by their medical practitioner to a medical/dental specialist appointment(s) on normal work days, and the travel to the specialist appointment is greater than three hundred 300 kilometres one way, the following shall apply:
  - a) For appointments that are between three hundred (300) kilometres and four hundred ninety-nine (499) kilometres a Teacher will be allowed up to a maximum of an additional half (1/2) day of travel if travel is required on a normal work day.
  - b) For appointments that are between five hundred (500) kilometres and seven hundred forty-nine (749) kilometres a Teacher will be allowed up to a maximum of one (1) day of travel if travel is required on a normal work day(s).

- c) For appointments that are over seven hundred and fifty (750) kilometres a Teacher will be allowed up to a maximum of an additional two (2) days of travel if travel is required on a normal work day(s).
  - d) Travel for purposes of attending medical appointments will come from the Teachers' sick leave accrual.
- 9. Teachers must make every effort to schedule appointments outside of the School Day or to minimize the amount of time away from the classroom.
- 10. If the absence exceeds three (3) consecutive School Days, the School Division may request that a Teacher provide a medical certificate or documentation by a duly qualified medical practitioner.
- 11. Nothing shall prevent a School Division from requesting a medical certificate or documentation for absences of less than three (3) consecutive days if there is suspected abuse of sick leave.
- 12. Should the Sick Leave be for a duration that exceeds one (1) month, and/or where the original medical note does not have an end or return date, the Teacher is required to provide updated medical documentation as requested by the School Division for staffing and operational purposes.
- 13. Prorating Allowances, Leaves, and Benefits, a Teacher's sick leave accumulation shall be considered a "day is a day" meaning that a Teacher who switches from a 1.0 FTE to a 0.5 FTE or 0.5 FTE to 1.0 FTE shall retain the number of sick days accumulated but the day's value changes.
- 14. Sick Leave is not payable to a Teacher who:
  - a) is engaged in employment for wage or profit with another employer except when such employment occurs as a result of a program of rehabilitative employment approved by the Long Term Disability Insurance Plan.
  - b) who, in respect of an illness or injury resulting from a motor vehicle accident, is receiving wage loss replacement benefits from the Manitoba Public Insurance Corporation to the extent that such benefits and paid sick leave exceed the Teacher's normal salary. In such cases the Teacher shall reimburse the School Division the amount of benefit received from the Manitoba Public Insurance Corporation. The wage loss replacement benefits received from Manitoba Public Insurance Corporation shall be used to credit back the Teacher's accumulated sick leave credits, at the Teacher's per diem rate, up to the sick leave accumulation amount the Teacher had in their sick leave bank up until the accident.

## **7.02 FAMILY MEDICAL LEAVE**

1. A Teacher under the Collective Agreement shall be provided Family Leave from their Sick Leave accumulation per School Year for the illness or injury or emergent/serious medical appointments of a family member. Family member under this Article means a Teacher's parent(s), spouse/partner, or child, or a relative permanently residing with the Teacher.
2. Effective the first (1<sup>st</sup>) School Day in the School Year following date of ratification, Teachers shall have up to five (5) days of Family Leave from their sick day's accrual.

3. If the requested leave is not emergent/serious, the Teacher will attempt to schedule medical appointments outside of the School Day.
4. Wherever possible, the Teacher shall provide the School Division with as much notice as possible as is reasonable and practicable in the circumstances.
5. Family leave is non-cumulative from one (1) School Year to the next School Year.

### **7.03 ON-THE-JOB INJURY**

1. When a Teacher suffers an on-the-job-injury and is absent from work as a result of that injury, the School Division shall continue to pay the salary of that Teacher during such absence, limited to the extent of the accumulated sick leave balance at the time of suffering the on-the-job-injury. The period of time absent from work as a consequence of an on-the-job-injury shall not be charged against the accumulated sick leave balance.
2. The School Division shall reimburse out-of-pocket expenses incurred by the Teacher as a result of an on-the job injury to a maximum of one thousand dollars (\$1,000) for a period of up to twelve (12) months following the injury or accident where that Teacher has certain expenses beyond the maximum coverage provided for in the Extended Health Plan or incurs certain expenses related to medical items not covered by the Extended Health Plan and where such expenses are not covered by another Party or Plan.
3. "On-the-job injury" means a physical or psychological injury resulting from a single identified/reported accident or incident occurring without warning or expectation in the course of performing duties arising out of employment under contract with the Division. On-the-job injury does not include repetitive strain injuries, disease, stress or ongoing mental health conditions, or any other conditions related to the teaching of students.
4. Teachers are not covered by Workers Compensation Board benefits. In the event that Teachers become covered by Workers Compensation Board benefits, this Article shall no longer apply and will be removed.

### **7.04 COMPASSIONATE AND BEREAVEMENT LEAVE**

1. A Teacher shall be entitled to compassionate leave up to five (5) teaching days in the event of a life-threatening illness. This leave applies to the following relatives: parent, step-parent, spouse/common-law partner, child/step-child/ward of the Teacher, sibling, or a relative permanently residing with the Teacher.

A Teacher shall be entitled to bereavement leave up to five (5) teaching days upon the death of a family member. This leave applies to the following relatives: parent, step-parent, spouse/common-law partner, child/step-child/ward of the Teacher, sibling, grandparent, grandchild, or a relative permanently residing with the Teacher.

These days will be without loss of salary.

2. A Teacher shall be entitled to bereavement leave up to three (3) teaching days without loss of salary in the event of the death of a child-in-law, sibling-in-law, or parent-in-law.
3. A Teacher shall be entitled to bereavement leave of one (1) teaching day without loss of salary in the event of the death of the Teacher's aunt or uncle.

4. Provided a Teacher has not received bereavement leave for the death in question, the employee shall be entitled to bereavement leave up to a maximum of one (1) day without loss of salary for attending a funeral as a pallbearer.
5. Bereavement days will normally be taken close to the time of the death. However, a Teacher may take up to one (1) day at a later date if:
  - a) the purpose of the bereavement leave requested is reasonably related to the death, and
  - b) the Teacher notified the School Division within the bereavement leave period about their request to take the day at a later date. The day is to be taken no later than six (6) months from the death.
6. Leave under this Article shall be provided to part time Teachers.
7. A Teacher shall be allowed up to two (2) additional teaching days at substitute cost deduction to the Teacher where travel is required to attend a death, provided the travel is in excess of five hundred (500) kilometres one (1) way, for an immediate family member as listed in 7.04 1.

#### **7.05 BIRTH OR ADOPTIVE LEAVE**

1. Upon the occasion of a Teacher's spouse, partner, or surrogate giving birth to a child or the adoption of a child, that Teacher shall be granted up to two (2) days absence with pay for the actual occasion of birth or adoption.
2. Requests for such leave shall be submitted on such forms as may be prescribed, and where possible prior to the leave.

#### **7.06 MATERNITY AND PARENTAL/ADOPTIVE LEAVE**

1. Every Teacher shall be entitled to maternity and/or parental and/or adoptive leave and any Teacher, who has satisfied seven (7) consecutive months of employment as a Teacher, shall be entitled to the Supplementary Employment Benefits.
2. Except as otherwise provided herein, the provisions of the Employment Standards Code will apply.
3. The Teacher and the School Division may mutually agree to extend the length of the leave if the employee so desires. Any such arrangements shall be confirmed in writing by the School Division. The Employment Standards Code shall apply; however, a period of maternity leave longer than contemplated in the Employment Standards Code may be agreed between the Teacher and the School Division to their mutual satisfaction and may include a determination that when the maternity leave expires during a school term, the Teacher may return to work at the commencement of the term immediately following the expiration of the leave. For the purpose of this section "term" means either the months of September to December or January to June, or the commencement of a semester, as the case may be.
4. A Teacher taking Maternity Leave and/or Parental/Adoptive Leave pursuant to this Article shall be entitled to receive pay equivalent to ninety percent (90%) of the Teacher's gross salary (gross salary means the Teacher's gross salary at the time the leave commenced plus any subsequently

negotiated salary adjustments) for up to one hundred thirty-five (135) teaching days, which pay will include any employment insurance benefits received in accordance with this Article.

5. The School Division shall pay a Teacher on Maternity Leave and/or Parental/ Adoptive Leave:
  - a) if the Teacher's one (1) week or five (5) day waiting period falls entirely on teaching days, ninety percent (90%) of the Teacher's gross salary plus up to eighty (80) teaching days of Maternity Leave Top-Up calculated at the difference between the Teacher's employment insurance benefit and ninety percent (90%) of the Teacher's gross salary provided the Teacher remains on either maternity or parental leave and continues to receive employment insurance benefits;
  - b) if the Teacher's one (1) week or five (5) day waiting period falls partially or entirely within a non-teaching period, ninety percent (90%) of the Teacher's gross salary for any teaching days and up to eighty-five (85) teaching days of maternity leave top-up calculated at the difference between the Teacher's employment insurance benefit and ninety percent (90%) of the Teacher's gross salary provided the Teacher remains on either maternity or parental leave and continues to receive employment insurance benefits;
  - c) up to fifty (50) teaching days of parental/adoptive leave top-up calculated at the difference between the Teacher's employment insurance benefit and ninety percent (90%) of the Teacher's gross salary provided the Teacher remains on parental/adoptive leave and continues to receive employment insurance benefits.

For greater certainty, a Teacher who is receiving employment insurance benefits shall be entitled to:

- i. One hundred thirty-five (135) teaching days of pay and/or top-up benefits if the Teacher takes both maternity leave and parental/adoptive leave;
- ii. Eighty-five (85) teaching days of pay and/or top-up benefits if the Teacher only takes maternity leave;
- iii. Fifty (50) teaching days of pay and/or top-up benefits if the Teacher only takes parental/adoptive leave;

unless the Teacher takes a shorter period of maternity leave or parental/adoptive leave in which case, the pay and/or top-up will be pro-rated to reflect the actual number of teaching days taken. The Parties acknowledge that the top-up payments made by the School Division for maternity leave may extend into the period of time that the Teacher is on parental leave but the payment is intended to be a top-up of maternity leave benefits.

6. Non-Application

This Article shall not apply to any Teacher who is employed on a term contract during the Teacher's first year of employment. All other Teachers shall be eligible to receive the top-up benefits once they have been employed for a period of seven (7) months by the School Division.

7. Effective the 2024/2025 School Year, any Teacher receiving top-up benefits from the School Division, as outlined above, must enter into a written agreement with the School Division providing that:
  - a) subject to extenuating personal circumstances, they will return to work and remain in the employ of the School Division for at least the equivalent of one (1) full School Year (ten (10) consecutive teaching months) following their return to work; and
  - b) should they fail to return to work as provided above, they are, subject to extenuating personal circumstances, indebted to the Division for the full amount received from the Division as a top-up during the entire period of leave; or
  - c) should they return to work as provided above, but fail to complete their work commitment, they are, subject to extenuating personal circumstances, indebted to the School Division for a pro-rated amount based on the number of teaching days they have remaining on their return to work commitment.

#### **7.07 PERSONAL LEAVE**

1. Leave of up to two (2) days without loss of salary to attend to personal business shall be granted. The School Division will not require Teachers to provide reasons for their request for personal leave.
2. Where during a School Year a Teacher takes fewer than two (2) personal leave days, up to one (1) personal leave day shall be carried over into the next School Year and must be used within the following School Year. The maximum number of personal leave days which a Teacher may take in any School Year is three (3) days.
3. Leave requests must be submitted at least five (5) days in advance of the requested leave, whenever possible. Leaves shall be approved by the School Division.
4. Personal leave is subject to the availability of a substitute Teacher.
5. Personal leave will not be accessed on scheduled administrative, professional development, or parent/Teacher days, unless a special exemption is granted by the School Division.
6. Part-time Teachers will receive Personal Leave based on their FTE.

#### **7.08 RELIGIOUS HOLY LEAVE**

1. A Teacher may receive a total of three (3) days paid leave for Religious Holy Leave per School Year.
2. Teachers shall not absent themselves from duty without first securing permission from the School Division.
3. For the purposes of this Article, Religious Holy Leave shall be defined as major religious holy days observed by the Teacher and designated as a day of obligation by the Teacher's religion and where observance requires an absence from work for all or part of the day. These days are for days not covered by Manitoba statutory holidays.



4. When Teachers are absent for observance of Religious Holy Leave days in excess of three (3) days per School Year, the days shall be without pay.
5. The following notification period will apply:
  - a) Teachers on staff requiring Religious Holy Leave during the School Year shall provide notice in writing on the prescribed form as soon as possible after the start of the School Year, however, not later than September 30<sup>th</sup>.
  - b) For Teachers requiring Religious Holy Leave prior to October 15<sup>th</sup>, ten (10) teaching days' notice in writing shall be given to the School Division. For Teachers requiring Religious Holy Leave October 15<sup>th</sup> or later, notice in writing of leave required for that School Year shall be given by September 30<sup>th</sup>.
  - c) For those Teachers commencing employment with the School Division at a time other than the start of the School Year and who require Religious Holy Leave, notice in writing, shall be given to the School Division within ten (10) working days of active employment.
6. Where the appropriate notice has not been given to the School Division, the School Division shall provide Religious Holy Leave and that leave will be granted without pay. The Division shall act reasonably and fairly having regard to all circumstances.
7. The Parties agree that this Article constitutes reasonable accommodation for Religious Holy Leave.

#### **7.09 INDIGENOUS CEREMONIAL, CULTURAL, SPIRITUAL OBSERVANCE LEAVE**

1. An Indigenous Teacher shall be entitled up to three (3) days with pay per School Year to engage in traditional Indigenous ceremonies, cultural, or spiritual observances and where this leave requires absence from work for all or part of the day. Indigenous Ceremonial, Cultural, Spiritual Observance Leave is subject to operational requirements of the Teacher's school.
2. For the purposes of this Article, an Indigenous Teacher is a person who self declares as First Nations, Inuit, or Métis.
3. A ceremonial, cultural or spiritual observance includes any event that is significant to an Indigenous employee's traditional cultural practices or heritage. Examples of significant cultural events include, but are not limited to pow-wow, Sundance and Sweat Lodge ceremonies, traditional food gathering, traditional land or language based education, elder led education, or ceremonies held following a significant family event.
4. Teachers shall provide seven (7) days written notice from the Teacher to participate in Indigenous Cultural event(s), where possible. Teachers shall not absent themselves from duty without first securing permission from the School Division.
5. When Teachers are absent for observance of Indigenous Ceremonial, Cultural, Spiritual Observance Leave days in excess of three (3) days per School Year, the days shall be without pay.
6. The parties agree that this Article constitutes reasonable accommodation for Indigenous Ceremonial, Cultural, Spiritual Observance Leave.

### **7.10 JURY AND WITNESS DUTY**

1. Any Teacher employed by the School Division, subpoenaed to appear as a witness in court proceedings or summoned for jury duty (other than a court proceeding occasioned by the employee's private or personal affairs), shall be paid their regular salary for days that the Teacher would normally work.
2. The Teacher shall remit to the School Division any court remuneration/payment which the Teacher may receive (other than for food, travel, or room) because of an appearance in court as a witness or as a juror.
3. The Teacher shall submit details of the requirement for jury or witness duty at the earliest possible date and keep the School Division informed on the Teacher's anticipated absence and return date.

### **7.11 EXAMINATION LEAVE**

1. Teachers shall be allowed leave without loss of salary for one (1) day for each post-secondary examination written during school hours for the purpose of increasing classification, up to a maximum of two (2) days per year.
2. The Teacher shall notify the School Division in writing at least two (2) weeks prior to the examination date.

### **7.12 LEAVE OF ABSENCE WITHOUT PAY**

A Teacher may request a leave of absence without pay. Such leave shall be subject to the following conditions:

1. Leave of absence without pay is granted at the discretion of the School Division.
2. School Divisions shall communicate to their Teachers the dates for which applications are to be submitted to the School Division.
3. A Teacher granted leave of absence shall be regarded as still on staff and the leave of absence shall not constitute a break in tenure nor shall it reduce the number of days of accumulated sick leave.
4. A Teacher on a long term leave of absence is still considered to be on contract to the School Division and if the Teacher does not intend to return to the School Division, notice in accordance with their teaching contract shall be given.
5. Experience will not be recognized while on a leave of absence; however, when they return they will be paid as per *Article 2.01 Educational Qualifications*.

### **7.13 CHANGES TO A TEACHER'S FTE ASSIGNMENT**

#### Temporary Contract Increase

1. Effective the start of the 2024/2025 School Year, where a School Division offers a temporary increase in assignment to a Teacher on a Teacher General Contract whose FTE is less than 1.0 FTE, and for the duration of up to one (1) full School Year, temporarily increases their FTE (up to 1.0 FTE) with an additional teaching assignment, and where the Teacher agrees to the additional temporary assignment, the following will apply:

- a) The Teacher's Teacher General Contract shall remain unchanged. The School Division shall provide the Teacher with a Limited Term Contract for the additional FTE. A letter will be attached to the Limited Term Contract and also provided to Teacher, the Association, and placed in the Teacher's personnel file outlining the nature of the additional assignment and outlining that the Teacher's FTE has been increased for a particular assignment for up to one (1) full School Year.
- b) Following the expiry of the Limited Term Contract, the Teacher shall remain on the Teacher General Contract at the FTE outlined in their Teacher General Contract.
- c) For greater certainty, and subject to the terms and conditions of the Limited Term Contract and by virtue of the Limited Term Contract, the Teacher shall not be entitled to a permanent increase in FTE, nor to a change in the FTE as set out in the Teacher General Contract. No layoff shall be required upon the expiry of the Limited Term Contract.

Temporary Contract Reduction

- 2. Where a Teacher requests that their full-time equivalency be reduced for a School Year or less, and where the School Division approves the request, the following shall apply:
  - a) The reduced portion shall be treated as an unpaid leave of absence.
  - b) Immediately upon conclusion of that leave of absence, the Teacher's FTE shall revert to the FTE which existed prior to the commencement of the leave of absence.
  - c) The Teacher, upon request by and with agreement from the School Division, in the School Division's sole discretion, may extend that leave of absence past the original date and mutually establish a new date at which the reduction in FTE will revert to the original FTE.

Teacher Initiated Permanent Contract Reduction

- 3. Where a Teacher requests that the FTE of their Teacher General Contract be permanently reduced, that reduction shall be subject to the approval of the School Division and where approved, the reduced portion shall be deemed to be a contract reduction of a permanent nature.

**7.14 DEFERRED SALARY LEAVE PLAN**

The School Division shall administer a Deferred Salary Leave Plan in accordance with the plan document.

**7.15 LEAVE OF ABSENCE FOR ASSOCIATION OR SOCIETY BUSINESS**

- 1. A Teacher shall be excused from school duties to attend meetings of the Society or to act as an official representative of the Association for the Society for not more than a total of ten (10) teaching days in any School Year provided that a substitute satisfactory to the School Division has been secured, and that the cost of providing the substitute is paid by the Association or the Society.
- 2. A total maximum of teaching days (as listed below) during the course of the School Year will be granted by a School Division to its Teacher complement for the above purpose.

School Divisions up to 25 Teachers:	15 total days
School Divisions with 26 to 99 Teachers:	30 total days
School Divisions with 100 to 199 Teachers:	40 total days
School Divisions with 200 to 499 Teachers:	60 total days
School Divisions with 500 to 799 Teachers:	75 total days
School Divisions with 800 to 1199 Teachers:	100 total days
School Divisions with 1200 to 1999 Teachers:	140 total days
School Divisions with 2000 plus Teachers:	200 total days

3. Leave for Provincial Executive duties in *Article 7.17 Leave of Absence for Provincial Executive* and leave for a Teacher sitting at the provincial bargaining table will not count towards the maximum days in this clause.
4. No additional leave of absence shall be taken for the above-mentioned purposes except with the consent of a School Division. Should extra days be granted, the School Division shall be reimbursed the per diem cost of the replacement Teacher.

#### **7.16 LEAVE OF ABSENCE FOR ASSOCIATION PRESIDENT OR VICE PRESIDENT**

1. A Teacher who is elected President or Vice President of the Association shall be granted leave for the full term of their presidency or vice presidency.
2. The amount of leave granted to the President and/or Vice President of the Association will be in an amount determined by the Association. The amount of leave will be confirmed by April 30, unless the Association and the School Division mutually agree to extend the deadline.
  - a) The Association shall notify the School Division of the names of any new President and/or Vice President incumbent(s) on or by April 30 unless the Association and the School Division mutually agree to extend the deadline.
  - b) Return  
The Association, on or before April 30th in the year of the Association President and /or Vice President Leave, each Teacher shall advise the School Division in writing of the Teacher's intention to return to their teaching role.
  - c) At the end of the scheduled term of leave, the Teacher shall return to a comparable teaching position as designated by the School Division.
3. The Association agrees to reimburse the School Division for the salary and all employer related benefit costs of the President and/or Vice President of the Association.
4. The School Division may require the Teacher to change their assignment for a part-time leave to be accommodated.
5. In the event that the President or Vice President is unable to continue their first (1<sup>st</sup>) year of office due to an extended leave beyond twenty (20) teaching days, and in subsequent years of office forty (40) teaching days, the following shall apply:
  - a) Upon notification by the Association the leave of absence will be terminated.

- b) Upon termination of the leave of absence, the President or Vice President shall be returned to an assignment consistent with *Article 7.19 Reinstatement after Leave*.
- c) The President or Vice President shall thereafter be entitled to access their accumulated sick leave bank.
- d) The Association shall determine if another Teacher will be elected or appointed as President or Vice President to fulfill the remainder of the term of office.
- e) Should another Teacher be elected or appointed as President or Vice President in accordance with the above, *Article 7.16 Leave of Absence for Association President or Vice President* shall apply.

6. *Article 7.16* shall also apply to the leave for *Éducatrices et éducateurs Francophones du Manitoba (EFM) President* and the *Council of School Leaders (COSL) Chairperson*.

#### **7.17 LEAVE OF ABSENCE FOR PROVINCIAL EXECUTIVE**

1. Where a Teacher has been elected to the Provincial Executive of the Society, that Teacher shall, in a School Year, for the sole purpose of fulfilling duties as a member of the Provincial Executive, have the right to a leave of absence as determined by the Society.
2. For each day's leave of absence taken pursuant to this Article, the Society shall reimburse the School Division the per diem cost of the replacement Teacher.

#### **7.18 ELECTED PRESIDENT OR VICE PRESIDENT OF MTS LEAVE**

1. A Teacher who serves as President or Vice President of the Society shall be guaranteed a leave of absence concurrent with their term of office.
2. Prior to a Teacher assuming office, the School Division is to be notified as soon as possible.
3. The School Division is to be notified in writing of the Teacher's intention to return to the School Division as soon as possible.

#### **7.19 REINSTATEMENT AFTER LEAVE**

When a Teacher indicates their intention to return from leave, the Teacher shall return to the same or a comparable teaching position as designated by the School Division.

## **ARTICLE 8 – BENEFITS**

---

### **8.01 GROUP LIFE INSURANCE**

1. The School Division shall administer the Manitoba Public School Employees' Group Life Insurance Plan according to the terms and conditions of the Master Policy of the said plan, and subject to the limitations set out in Article 3.
2. All Teachers coming on staff after the effective date of the implementation of the Plan in the School Division shall be required to participate in the plan.
3. The School Division's responsibility with respect to the administration of this Plan shall be limited to the following:
  - a) Deducting premiums from the Teachers;
  - b) Enrolling newly hired Teachers in the Plan;
  - c) Maintaining records of the Teachers who are and who are not insured, including maintaining files of application cards, late applicants, Teachers whose coverage was rejected on late applications, beneficiary designations, and Teachers whose coverage has terminated on leaving the School Division;
  - d) Completing a premium statement to accompany premium remittances;
  - e) Providing claim forms to Teachers or beneficiaries on request;
  - f) Completing and submitting the Employer Claim submission for claimants;
  - g) Conducting periodic reopening for Accidental Death and Dismemberment applications.

### **8.02 EXTENDED HEALTH BENEFIT AND DENTAL INSURANCE PLAN**

1. The School Division will participate in the administration of the Manitoba Public School Employees Dental and Extended Health Benefits Plan(s), (MPSE Dental and EHB Plan(s)) in accordance with the terms and conditions of the Agreement entered into by the School Division and the Association attached hereto as the collateral agreement.
2. All Teachers covered by this Collective Agreement that are eligible under the terms of the MPSE Dental Plan and EHB Plan(s) shall be required to participate in the MPSE Dental and EHB Plan(s) unless entitled to elect out of the Dental and/or EHB Plan(s) as may be permitted under the terms thereof.
3. The cost of the MPSE Dental and EHB Plan(s) will be paid by the School Division in accordance with the terms and conditions of the MPSE Dental and EHB Plan(s) Agreement.
4. The School Division agrees that the School Division's monthly contribution to the MPSE Dental and EHB Plan(s) on behalf of each Teacher will be the monthly rate for family coverage (that is, entitlement to coverage for an Teacher, their spouse/partner, and their dependent children), having regard to the definition of spouse and dependent children in the Dental and EHB Plan(s). Provided that an Teacher may elect, in the prescribed form, for reduced coverage as permitted under the terms of the MPSE Dental and EHB Plan(s) in which case the School Division agrees to make monthly payments to the Teacher as follows:

- a. A Teacher with only one dependent (spouse or child) who is entitled to and does so duly elect to opt down from family coverage under the Dental Plan to coverage for Teacher and one other family member only, shall receive an amount equal to the difference in the monthly rate between family coverage and coverage for an Teacher and one dependent only; or
- b. A Teacher with neither spouse nor dependent children who is entitled to and does so duly elect to opt down from family coverage under the MPSE Dental and Extended Health Plan(s) to coverage for an Teacher only, shall receive an amount equal to the difference in the monthly rate between family coverage and coverage for an Teacher only; or
- c. A Teacher who is entitled to and does so duly elect to opt out of all coverage on the basis that the Teacher's spouse has group extended health plan and dental coverage, shall receive an amount equal to the monthly rate for family coverage.

### **8.03 MTS SHORT TERM DISABILITY BENEFITS PLAN**

The School Division agrees to administer The Manitoba Teachers' Society Short Term Disability Benefits Plan effective on the date of signing, under the following terms and conditions:

1. The School Division shall deduct from Teachers' salaries the full premium costs prescribed by the Plan and shall forward such premiums on a monthly basis to the Plan.
2. All eligible Teachers shall be enrolled in the Plan and shall participate in the Plan, in accordance with the terms and conditions of the Plan.
3. Any Teacher entering the School Division's employ shall be enrolled automatically in the Plan and shall have deducted monthly from their salary the amount of premiums specified by the Plan.
4. The School Division's responsibility with respect to the administration of this Plan, shall be limited to the following:
  - a) Deducting premiums from the Teachers;
  - b) Enrolling newly hired Teachers in the Plan;
  - c) Completing a premium statement to accompany premium remittances;
  - d) Distributing plan information to Teachers from time to time;
  - e) Completing a Short Term Disability Notification Form and submitting it to the Plan when a Teacher has been absent from teaching and where the sickness or disability may result in the filing of a claim(s) or benefit(s), as per the requirement of the plan.
5. Save and except for the express responsibilities set out in Article 8.03 4., the Society acknowledges and agrees that the School Division neither has nor assumes any responsibility whatsoever with respect to any aspect of the Short Term Disability Plan.

6. the Society shall indemnify and save the School Division from any and all losses, costs, liabilities, or expenses suffered or sustained by the School Division as a result of any claim or legal action arising from the deduction of premiums or exercise of other responsibilities with respect to the Short Term Disability Plan.
7. The Association will continue to receive five twelfths (5/12) of the EI Premium Reduction as a result of the Sick Leave Plan and the Short Term Disability Plan.

#### **8.04 MTS LONG TERM DISABILITY BENEFITS PLAN**

1. The School Division shall deduct from Teachers' salaries the full premium costs prescribed by the MTS Disability Benefits Plan (the Plan) and shall forward such premiums on a monthly basis to the Plan.
2. All Teachers shall be enrolled and participate in the Plan, in accordance with the terms and conditions of the Plan.
3. Any eligible Teacher on a limited term or general teaching contract over forty (40) days in length and over 0.3 FTE who enters the School Division's employ shall be enrolled in the Plan and shall have deducted monthly from their salary the amount of premiums specified by the Plan.
4. The School Division's responsibility with respect to the administration of this Plan shall be limited to the following:
  - a) Deducting premiums from the Teachers;
  - b) Enrolling newly hired Teachers in the Plan;
  - c) Maintaining records of the Teachers who are and are not insured, including maintaining files of late applicants, Teachers whose coverage was rejected on late application, and Teachers whose coverage has terminated on leaving the School Division;
  - d) Completing a premium statement to accompany premium remittances;
  - e) Distributing plan information to Teachers from time to time;
  - f) Completing the Disability Notification Form and submitting it to the Plan after a Teacher has been absent ten (10) consecutive days and where the sickness or disability may result in the filing of a claims for benefits;
  - g) Reporting to the Plan salary changes for Teachers in receipt of benefits.
5. Save and except for the deduction and remittance of premiums, and the express responsibilities set out in Article 8.04 4., the Society acknowledges and agrees that the School Division neither has nor assumes any responsibility whatsoever to any aspect of this Disability Benefits Plan administered by the Society.
6. The Society shall indemnify and save harmless the School Division from any and all losses, costs, liabilities or expenses suffered or sustained by the School Division as a result of any claim



or legal action arising from the deduction of premiums or exercise of other responsibilities with respect to the Disability Benefits Plan.

#### **8.05 EARLY NOTICE RETIREMENT INCENTIVE PLAN**

School Divisions may from time to time provide an incentive program for Teachers to provide advance notice of a Teacher's retirement date as part of the School Division's human resource strategy. The details of this plan shall be discussed with the local Association for consultation and input.

When an Early Retirement Incentive Plan (ERIP) is implemented, it will be for a specific demonstrable need and for a finite time period. The ERIP shall not automatically renew unless the Parties mutually agree to extend or modify it.

The Parties agree that the incentive components of a School Division's ERIP may vary from year to year and that different School Divisions who choose to implement an ERIP may be different from one another.

#### **8.06 PERSONAL PROFESSIONAL DEVELOPMENT FUND**

Anywhere that a School Division and Association have a jointly administered professional development fund in their 2018-2022 Collective Agreement shall continue to operate the fund with funding provided by the School Division. Appendix #6 includes all current professional development provisions in previous local collective agreements.

ARTICLE 9 – SUBSTITUTES

9.01 RATES

**CHART 1 for 2024/2025 and 2025/2026 (with GPI factored in)**

Division		Fall Term 2024	Fall Term 2025	February 1, 2026
<b>Beautiful Plains</b>				
	Certified	173	210	212
	Uncertified		168	169
<b>Border Land</b>				
	Certified	192	212	214
	Uncertified	141	169	171
<b>Brandon</b>				
	Certified	186	191	193
	Uncertified		153	154
<b>Evergreen</b>				
	Certified	185	210	212
	Uncertified	167	172	173
<b>Flin Flon</b>				
	Certified	222	228	231
	Uncertified	174	183	184
<b>Fort la Bosse</b>				
	Certified	172	191	193
	Uncertified	133	153	154
<b>Frontier</b>				
	Certified	191	228	231
	Uncertified	139	183	184
<b>Garden Valley</b>				
	Certified	177	212	214
	Uncertified	151	169	171
<b>Hanover</b>				
	Certified	206	212	214
	Uncertified	165	169	171
<b>Interlake</b>				
	Certified	193	210	212
	Uncertified		168	169
<b>Kelsey</b>				
	Certified	181	221	223
	Uncertified		177	179
<b>Lakeshore</b>				
	Certified	178	210	212
	Uncertified	136	168	169
<b>Lord Selkirk</b>				
	Certified	202	210	212
	Uncertified		168	169
<b>Louis Riel</b>				
	Certified	217	224	237
	Uncertified	183	188	190
<b>MITT</b>				
	Certified	204	210	212

	Uncertified			
<b>Mountain View</b>				
	Certified	182	191	193
	Uncertified	154	154	154
<b>Mystery Lake</b>				
	Certified	238	245	248
	Uncertified	168	173	175
<b>Park West</b>				
	Certified	179	191	193
	Uncertified	145	153	154
<b>Pembina Trails</b>				
	Certified	216	235	237
	Uncertified	184	188	190
<b>Pine Creek</b>				
	Certified	178	210	212
	Uncertified	145	168	169
<b>Portage la Prairie</b>				
	Certified	182	210	212
	Uncertified		168	169
<b>Prairie Rose</b>				
	Certified	183	212	214
	Uncertified	147	169	171
<b>Prairie Spirit</b>				
	Certified	179	212	214
	Uncertified		169	171
<b>Red River Valley</b>				
	Certified	201	212	214
	Uncertified	175	181	182
<b>River East Transcona</b>				
	Certified	219	235	237
	Uncertified	155	188	190
<b>Rolling River</b>				
	Certified	179	191	193
	Uncertified		153	154
<b>Seine River</b>				
	Certified	217	223	226
	Uncertified	187	192	194
<b>Seven Oaks</b>				
	Certified	222	235	237
	Uncertified		188	190
<b>Southwest Horizon</b>				
	Certified	175	191	193
	Uncertified	131	153	154
<b>St-James Assiniboia</b>				
	Certified	215	235	237
	Uncertified	166	188	190
<b>Sunrise</b>				
	Certified	204	210	212

	Uncertified	153	168	169
<b>Swan Valley</b>				
	Certified	179	191	193
	Uncertified		153	154
<b>Turtle Mountain</b>				
	Certified	174	191	193
	Uncertified	149	153	154
<b>Turtle River</b>				
	Certified	166	191	193
	Uncertified	121	153	154
<b>Western</b>				
	Certified	173	212	214
	Uncertified	137	169	171
<b>Whiteshell</b>				
	Certified	176	210	212
	Uncertified		168	169
<b>Winnipeg</b>				
	Certified	228	235	237
	Uncertified	164	188	190
<b>Vacation pay is included in the above rates.</b>				

CHART 2 (with GPI factored in) - Effective last day of Collective Agreement to be implemented at the start of the September 2026 School Year.

The per diem rates for substitute Teachers shall be as follows:

<b>Harmonized Rates - Effective July 1, 2026</b>		
	<b>North</b>	<b>South</b>
<b>Certified</b>	248	237
<b>Uncertified</b>	198	190

Vacation pay is included in the above rates.

### 9.02 EXTENDED SUBSTITUTE TEACHING

A period of substitute teaching of at least six (6) consecutive working days in the same assignment shall be termed extended substitute teaching.

Upon commencement of the sixth (6th) day, a substitute Teacher shall be paid for each day taught at the per diem rate. This rate of pay shall be retroactive to the first (1<sup>st</sup>) day of the teaching assignment and shall continue in effect until the end of that specific teaching assignment.

### 9.03 TIMETABLE

The timetable for a substitute Teacher shall normally be the same as the timetable of the Teacher who is being replaced unless otherwise determined at the time of the assignment or except in unforeseen circumstances. For substitutes in an extended substitute teaching assignment, *Article 6.01 Preparation Time* shall apply.

### 9.04 REASSIGNMENT

1. A substitute Teacher who is called for a half (1/2) day assignment, who reports, and who finds that their services are not required, shall be offered an alternative teaching assignment and shall be paid a half (1/2) day's pay for reporting for duty.
2. A substitute Teacher who is called for a full day assignment, who reports, and who finds that their services are not required, shall be offered an alternative teaching assignment and shall be paid a full day's pay for reporting for duty.

#### **9.05 EMERGENCY EVENTS – PROTECTION OF PAY**

On the day of an emergency closure of a school or early dismissal for emergency reasons, substitute Teachers will be paid what they would have earned if the school had not closed. In the event of such occurrence, a substitute may, at the discretion of the School Division, and where practical to do so, be reassigned to another location.

#### **9.06 LIMITED TERM TEACHER – GENERAL CONTRACTS**

A substitute Teacher who has been employed for at least twenty (20) days of extended substitute teaching shall, on the twenty-first (21st) day, be signed to a Limited Term Teacher – General Contract, unless the return of the regular Teacher or conclusion of the substitute assignment is within five (5) working days.

#### **9.07 NO BREAK IN SERVICE**

Administration days, professional development days and unplanned school closures shall not constitute a break in continuity during an extended substitute teaching assignment and shall be included in the number of consecutive days employed for the purpose of this Article.

#### **9.08 SICK LEAVE**

1. A substitute Teacher who has been employed for at least nine (9) consecutive days of extended substitute teaching in the same assignment in a School Year shall be entitled to one (1) day of sick leave with pay for each nine (9) days taught in that assignment.
2. Sick leave shall not be accumulated from assignment to assignment.
3. Assignment shall mean consecutive teaching days in one (1) position.
4. The use of sick leave with pay shall not constitute an interruption of the extended substitute teaching assignment.

#### **9.09 ON-THE-JOB INJURY**

Entitlement to accrued sick leave or on-the-job injury entitlement ceases upon the last day prior to the return of the Teacher being replaced in the assignment.

#### **9.10 LEAVES FOR OTHER REASONS**

Where during an extended substitute teaching assignment, the substitute Teacher becomes unavailable to work due to emergency or death in the substitute Teacher's immediate family, the substitute will be granted unpaid leave. Where the substitute Teacher is able to return to the same extended assignment the days of leave shall not constitute a break in substitute teaching.

Immediate family shall be defined as per *Article 7.04 Compassionate and Bereavement Leave*.

#### **9.11 PROFESSIONAL DEVELOPMENT**

A substitute Teacher who is not on an extended substitute teaching assignment and wishes to attend a School Division or school based professional development day may make a request to do

so with the Superintendent or designate. The School Division has the discretion to approve or deny such request. If approved, attendance will be without pay and will not bridge two separate substitute assignments together for days under *Article 9.02 Extended Substitute Teaching*.

#### **9.12 IN-SERVICE PAY**

Substitute Teachers, when requested by the School Division to attend divisional in-services, will receive the substitute daily rate prorated for half day or full day depending on the length of the in-service; or, shall receive their rate as per *Article 9.02 Extended Substitute Teaching* if the substitute Teacher is on an extended substitute assignment.

#### **9.13 MILEAGE ALLOWANCE**

A School Division shall reimburse each substitute Teacher the same travel reimbursement rate normally received by the Teacher being replaced for travel between an assignment involving two or more schools or work sites within a School Division's jurisdiction.

#### **9.14 PAYMENT OF SALARY**

Substitute Teachers shall be paid on a semi-monthly basis, with a one (1) pay period holdback.

#### **9.15 DEDUCTION OF PROFESSIONAL FEES**

All substitute Teachers shall be required to pay the fees of the Society and the Association. Such fees shall be deducted and be pro-rated on the basis of the number of days worked in that specific pay period. The School Division shall provide the collected fees no later than the 15<sup>th</sup> day of the following month. Any operational change that a School Division makes regarding the implementation of this clause shall be effective no later than the start of the 2025/2026 School Year.

The Association and MTS shall provide the Division with at least two (2) months advance notice of any change in fees.

The Association shall indemnify and save harmless the School Division from any and all losses, costs, liabilities or expenses suffered or sustained by the Division as a result of any claim or legal action arising from the deduction of local Association fees or the Society fees.

#### **9.16 GRIEVANCE PROCESS**

The only matters that may be grieved under *Article 5.13 – Grievance Process* by a substitute Teacher or the Association on behalf of the substitute Teacher are the provisions of *Article 9 Substitutes*, and the substantive rights and obligations of employment related and human rights statutes to the extent they are incorporated into this Collective Agreement.

#### **9.17 PROVISIONS THAT APPLY**

**The provisions of the Collective Agreement do not apply to substitute Teachers except as expressly provided for in Article 9 – *Substitutes* and the following articles:**

- Article 1.01 - Purpose
- Article 1.02 – Definitions
- Article 1.03 - Scope
- Article 1.04 - Effective Period
- Article 1.07 - Obligation to Act Fairly
- Article 2.01 - Educational Qualifications
- Article 2.05 - Letter of Authority and Permit
- Article 2.09 - Increments

Article 3.01 - Salary Schedule  
Article 5.01 - Harassment  
Article 5.02 - Freedom from Violence  
Article 5.03 – Non-Emergent Medical Procedures  
Article 5.04 - Inclement Weather  
Article 5.07 - Right to Representation  
Article 5.11 - Complaints  
Article 5.12 - Discipline  
Article 6.01 - Preparation Time  
Article 6.02 - Length of Instructional Day  
Article 6.03 – Meal Period  
Article 7.03 – On-the-job Injury – see also 9.09

## **LOU – Protection of Principal Division Initiated Transfer**

---

Effective September 3, 2024

If a School Division transfers a Principal to another school that has a lesser administrative allowance, and the reason for the transfer is not related to performance reasons, the allowance for the Principal shall be red circled for up to two (2) years.

Should the individual apply for another administrative position and receive the position, the allowance will no longer be as per the paragraph above and the individual will receive the allowance for the new position.

This letter of understanding is in effect until such time as a new Administrative Allowance is negotiated.



Dated at Winnipeg, Manitoba, this 27<sup>th</sup> day of August, 2024.

SIGNED AND AGREED on behalf of the Manitoba School Boards Association:

  
Justin Rempel, Director  
Human Resource Services & Provincial Bargaining

  
Colleen Carswell, Co-Chair & Trustee

  
Patricia Wiebe, Co-Chair & Trustee

SIGNED AND AGREED on behalf of The Manitoba Teachers' Society:

  
Arlyn Filewich, Lead Negotiator

  
Nathan Martindale, President

  
Joe Swan, Chair  
Provincial Bargaining Committee

**ADDENDUM 1 – FRONTIER**

***Preamble: The provisions under this Addendum apply solely and exclusively to Frontier School Division***

**1.01 LIAISON COMMITTEE**

The Liaison Committee will be composed of representatives of the Division including trustees and administrative staff and Table Officers of the Association. Other people, as appropriate and mutually agreed upon, may attend these meetings.

The committee will meet at least four (4) times a year.

The Division shall bear the cost of its members and the Association shall bear the costs of its members.

**1.02 SALARY SCHEDULE**

For those Teachers employed on June 30, 2005, receiving a salary higher than the then current Frontier scale, such Teachers shall be grandfathered, such grandfathering to be in effect until such time as they are no longer employed in their respective communities. To further clarify, such Teachers shall remain on their current salary grid as may be adjusted from time to time as may be negotiated and shall remain on their respective grids until such time as they transfer from that school or leave the employment of the School Division, whichever comes first.

There are three (3) separate salary grids (Churchill, Snow Lake, and Lynn Lake) for the following employees:

<b>Churchill Salary Schedule 5 Teachers</b>	<b>Class</b>	<b>Years</b>	<b>Fall Term 2022</b>	<b>Fall Term 2023</b>	<b>Fall Term 2024</b>	<b>Fall Term 2025</b>	<b>Feb. 1, 2026</b>
Employee (EE) 1	4	max	99,724	102,217	104,772	107,391	110,076
EE 2	5	max	105,174	107,803	110,498	113,261	116,092
EE 3	5	max	105,174	107,803	110,498	113,261	116,092
EE 4	5	max	105,174	107,803	110,498	113,261	116,092
EE 5	4	max	99,724	102,217	104,772	107,391	110,076
<b>Snow Lake Salary Schedule 5 Teachers</b>	<b>Class</b>	<b>Years</b>	<b>Fall Term 2022</b>	<b>Fall Term 2023</b>	<b>Fall Term 2024</b>	<b>Fall Term 2025</b>	<b>Feb. 1, 2026</b>
Employee (EE) 1	5	max	108,441	111,152	113,931	116,779	119,699
EE 2	6	max	113,627	116,467	119,379	122,363	125,422
EE 3	4	max	101,574	104,113	106,716	109,384	112,119
EE 4	4	max	101,574	104,113	106,716	109,384	112,119
EE 5	4	max	101,574	104,113	106,716	109,384	112,119
EE 6	4	max	101,574	104,113	106,716	109,384	112,119

Lynn Lake Salary Schedule 2 Teachers	Class	Years	Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
Employee (EE) 1	4	max	101,229	103,759	106,353	109,012	111,737
EE 2	4	max	101,229	103,759	106,353	109,012	111,737

### 1.03 EDUCATIONAL QUALIFICATIONS/CLASSIFICATION

Permit Teachers:

Permit Teachers shall be placed in a classification as established by the Department, Manitoba Regulations No. 515/88. No Teacher shall be paid less than Class 3, Step 0 of the Salary Schedule.

An unqualified permit Teacher shall be considered to be at Class 1 Step 0 of the Salary Schedule until the Teacher submits the required documentation to the School Division for the School Division to request a Limited Teaching Permit.

### 1.04 EXPERIENCE

A qualified Teacher who is engaged to teach in the School Division shall be granted full placement on the salary schedule for teaching experience recognized by the Department, except that up to ten (10) years of teaching experience gained prior to the Teacher having become qualified shall be recognized for increment purposes provided that the Teacher is certified by the Department and that the experience is acceptable to the School Division. Teaching experience gained while teaching on permit, or Letter of Authority shall be recognized at the rate of one (1) increment for each year of such experience.

### 1.05 PART TIME TEACHERS

Part time Teachers shall receive payment and benefits according to the terms of this Agreement, on a pro-rata basis, except for those allowances contained in *Article 1.10 – Transportation and Moving Expenses for New Hires* and *Article 1.11 – Annual Travel Reimbursement*, where the full amount is paid.

### 1.06 SALARY ADVANCE

Teachers signing a Teacher General contract or Limited Term Teacher-General contract effective the first day of the school year shall, upon written request, receive an advance of five hundred dollars (\$500.00) on the first (1<sup>st</sup>) teaching day of the school year. The advance shall be repaid through payroll deduction as follows:

- a) 250 from the final pay in September.
- b) 250 from the first pay in October.

### 1.07 ADMINISTRATIVE AND SUPERVISORY ALLOWANCES

1. In addition to the Principal's basic allowance, the Principal of Frontier Collegiate (FC) shall be paid a campus allowance of:

Fall Term 2022	3,686
Fall Term 2023	3,787
Fall Term 2024	3,901
Fall Term 2025	4,018
February 1, 2026	4,058

2. Vice Principal’s Allowance

In addition to the Vice Principal’s basic allowance, the Vice Principal of Frontier Collegiate (FC) shall receive on half (1/2) of the Principal’s of FC’s campus allowance.

3. Consultants/Coordinators/Instructional Coaches Allowance

Consultants/Coordinators/Instructional Coaches shall receive a base allowance as follows:

<b>Years of Experience as a Consultant/Coordinator/Instructional Coach in Frontier School Division</b>					
	<b>Fall Term 2022</b>	<b>Fall Term 2023</b>	<b>Fall Term 2024</b>	<b>Fall Term 2025</b>	<b>Feb. 1, 2026</b>
One year	6,258	6,430	6,623	6,822	6,890
Two years	6,478	6,657	6,856	7,062	7,133
Three or more years	6,883	7,073	7,285	7,503	7,578

4. Overnight Allowance

Consultants, Coordinators, Instructional Coaches, Clinicians, Mental Wellness Workers, and Itinerant Resource Teachers who have excessive travel as a result of their position, necessitating overnight stays to perform their duties, excluding receiving professional development, shall be paid an allowance as follows:

	<b>Fall Term 2022</b>	<b>Fall Term 2023</b>	<b>Fall Term 2024</b>	<b>Fall Term 2025</b>	<b>Feb. 1, 2026</b>
Category A – 11-15 overnight stays per school year	2,114	2,172	2,237	2,304	2,327
Category B – 16-29 overnight stays per school year	3,990	4,100	4,223	4,350	4,393
Category C – 30-39 overnight stays per school year	4,988	5,125	5,279	5,437	5,492
Category D – 40 or more overnight stays	6,235	6,406	6,598	6,796	6,864

Consultants, Coordinators, Instructional Coaches, Clinicians, Mental Wellness Workers, and Itinerant Resource Teachers shall apply for such allowance to their Area Superintendent for approval. Approved travel allowance shall be paid on the last pay period of June of each school year.

**1.08 LANGUAGE FLUENCY**

The Frontier School Division is committed to developing a new model to encourage all staff members to use, teach and model Indigenous languages to students. The Division will create new criteria and appropriate allowances for those who can demonstrate an acceptable level of fluency and utilize the language to the benefit of students. Until such time as a new model is developed and implemented, the following will continue to be provided to Teachers of the Frontier School Division:

Where a Teacher demonstrates an accept level of fluency in an Indigenous language and meets one of the following criteria:

1. Teaches grades N-3
2. Teacher the language at least 12% of the time; or
3. Uses the language for interpreting and assisting the Principal in the school or for communicating with students and parents; the Teacher shall be paid an allowance per annum:

<b>Fall Term 2022</b>	830
<b>Fall Term 2023</b>	853
<b>Fall Term 2024</b>	879
<b>Fall Term 2025</b>	905
<b>February 1, 2026</b>	914

**1.09 ALLOWANCES FOR APPROVED COURSES**

Allowances for improved qualifications for approved courses shall be paid according to the following:

1. A Teacher shall receive the following amounts for each six (6) credit hour course:

<b>Fall Term 2022</b>	<b>Fall Term 2023</b>	<b>Fall Term 2024</b>	<b>Fall Term 2025</b>	<b>Feb. 1, 2026</b>
852	875	901	928	938

and the following amounts for each three (3) credit hour course successfully completed

<b>Fall Term 2022</b>	<b>Fall Term 2023</b>	<b>Fall Term 2024</b>	<b>Fall Term 2025</b>	<b>Feb. 1, 2026</b>
423	435	448	462	466

2. Course allowances shall not be paid for any course provided and/or subsidized by the Division.
3. If a qualified Teacher has completed a course which puts them into a higher class, they will receive the salary of the higher class from the beginning of the teaching month following successful completion of the course.
4. To receive consideration for payment of course allowances, a Teacher must submit application(s) for course allowances to the Area Superintendent withing thirty (30) days of commencement of the course(s).

**1.10 TRANSPORTATION AND MOVING EXPENSE FOR NEW HIRES**

1. Moving Expenses for New Teacher Hires

- a) A Teacher newly hired and coming on staff for the Division shall be entitled to receive reimbursement for the actual cost of personal transportation for the Teacher to the community, from within Canada, at the lesser of the cost of economy airfare or the actual mileage cost at the Division’s current per kilometer rate. Air travel arrangements shall be made by the Teacher through the Area office.
- b) In addition to the above, a Teacher newly hired by the Division shall be entitled to a one-time lump sum payment to assist defraying the cost of moving into the Division.

- i. For Non-Division House in Churchill:

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
2,024	2,080	2,143	2,207	2,229

- ii. When a Teacherage is provided where road travel is available:

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
1,620	1,664	1,714	1,765	1,783

- iii. When no Division housing is provided where road travel is available:

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
1,620	1,664	1,714	1,765	1,783

- iv. When furnished Teacherage is provided where air freight is required:

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
1,080	1,109	1,143	1,177	1,189

- v. When furnished Teacherage is provided where rail freight is required:

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
540	555	571	588	594

Where cost of moving is mentioned, it shall mean cost for fuel, rental of moving company vehicle, or the employee of a moving company plus the employee's meal and hotel expense.

2. Moving Expenses for Teachers Required to Change Accommodations

- a) Teachers required by the Division to change accommodation within the community they are currently residing in, shall receive a one-time lump sum payment.

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
472	485	500	515	520

3. In all cases, the Teacher shall apply for such payment to the office of the respective Area Superintendent. However, in no event shall an application be accepted nor processed where the application was received after June 30<sup>th</sup> of the school year in which the move took place.

Note: See Letter of Understanding re Teachers from Former Churchill School District re Outward Moving Expenses.

4. For both Sections 1 and 2 of *Article 1.10 Transportation and Moving Expenses for New Hires*, the School Division may, at its sole discretion, provide additional reimbursement for unexpected or additional costs above and beyond what is listed in this clause 1. a) through 2. b) on a case-by-case basis

### 1.11 ANNUAL TRAVEL REIMBURSEMENT

Teachers shall be reimbursed for travel expenses (excluding meals, rooms, berths, and sundry items) for one (1) round trip per school year from the Teacher's school locality to Winnipeg, or two (2) one-way trips from the Teacher's school locality to Winnipeg and/or from Winnipeg to the Teacher's school locality.

Reimbursement for travel expenses of Teachers in "qualified isolated communities" shall be based on the most practical economical means. Where airfare is required, the flight must be booked no less than one (1) month in advance, with departure and return dates confirmed. See Frontier Appendix #1 for means of transportation. In the case of extenuating circumstances, i.e. medical emergencies of the employee's immediate family (for Frontier it includes spouse, child or children, mother, father, legal guardian, brother, sister, grandparents, grandparents-in-law, grandchild(ren), mother-in-law and father-in-law), the one (1) month advance booking may be waived.

Reimbursement for travel expenses shall include the cost of travel for members of the Teacher's family residing with the Teacher and making the journey with the Teacher.

Teachers shall apply for such reimbursement to the office of the respective Area Superintendent. However, in no event shall an application be accepted nor processed where the application was received after August 15<sup>th</sup> for the school year ending the previous June 30<sup>th</sup> in which the travel took place.

Note: See Letters of Understanding re Annual Travel for Teachers from former Churchill and Lynn Lake School Districts.

### 1.12 SPECIAL TRAVEL REIMBURSEMENT

In isolated communities, the School Division recognizes the need for additional travel to the nearest large community as per the following schedules.

#### 1. Schedule A

The School Division shall reimburse the Teacher for actual travel costs of one (1) round trip per school term to the nearest large community. Only travel on non-teaching or personal leave days shall be applicable. Reimbursement for travel expenses at the most economical means, shall include the cost of travel for the Teacher, the Teacher's spouse, and dependent children.

God's Lake Narrows  
Stevenson Island  
Brochet

Winnipeg  
Winnipeg  
Thompson

#### 2. Schedule B

The School Division shall reimburse the Teacher for actual travel costs of one (1) round trip per School Year to the nearest large community. Only travel on non-teaching or personal leave days shall be applicable.

Reimbursement for travel expenses at the most economical means, shall include the cost of travel for the Teacher, the Teacher's spouse, and dependent children.

Ilford

Thompson

Pikwitonei  
 Thicket Portage  
 Churchill (new hires After June 30, 2005)

Thompson  
 Thompson  
 Winnipeg

Teachers in Ilford, Pikwitonei, and Thicket Portage, shall be entitled to one (1) additional travel day with no loss of pay to travel in accordance with this article, subject to the following conditions:

- a) This additional day cannot be accessed while the winter road is in operation, nor can this day be added to any area activity which may take the Teacher out of the community.
- b) Utilization of such leave will not result in the closure of the school.
- c) This clause will no longer apply to Ilford once an all-weather road is operational.

**Note:** Where charter air is required, in order to receive reimbursement for travel expenses for family members, the family member must be residing with the teacher and making the journey with the teacher. All charters to be booked through the Area office.

**1.13 ANNUAL TRANSPORTATION OF PERSONAL EFFECTS REIMBURSEMENT**

Actual cost of transportation of personal effects beyond the amount covered by fares shall be covered as follows:

- 1. Where air freight is required:

	Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
Brochet	1,405	1,444	1,487	1,532	1,547
Stevenson Island, God’s Lake Narrows	1,468	1,508	1,553	1,600	1,616

- 2. Where rail freight is required:

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
611	628	647	666	673

To receive reimbursement, Teachers are required to submit receipts verifying actual dates and costs to the respective Area Superintendent. However, in no event shall an application be accepted nor processed where the application was received after August 15<sup>th</sup> for the school year ending the previous June 30<sup>th</sup>, in which the travel took place.

**1.14 ISOLATION ALLOWANCE**

The Frontier School Division and the Frontier Teachers’ Association will strike a sub-committee consisting of three (3) members from each party to review the isolation allowance communities and rates. This sub-committee will commence in the fall of 2024 with a completion date by December 31<sup>st</sup>, 2024. Any changes to the rates and/or communities will replace the existing rates set forth in this article below and will be effective retroactively to the start of the School Year of September 2024.



Isolation allowance for Teachers residing in communities where School Division schools are located shall be paid in accordance with the schedule shown below. A community is defined as residing in an area within forty (40) kilometers of the school by road. To qualify for isolation allowance at the dependent status rates, one of the following conditions must exist:

1. In the case of a married/common-law Teacher, the spouse must be residing at the isolated post and claimed as a dependant on the Teacher's TD-1 form.
2. In the case of a widow or widower, or a Teacher who is divorced or legally separated, a single parent, or where the spouse does not reside at the isolated post, there must be one (1) or more dependent (children) under the age of eighteen (18) residing with the Teacher at the isolated post, and claimed as a dependent on the Teacher's TD-1 form as dependents on a form approved by the Division.
3. Isolation Allowance – Single Rate

	Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
Brochet	4,718	4,848	4,993	5,143	5,194
God's Lake Narrow	4,718	4,848	4,993	5,143	5,194
Churchill	3,693	3,794	3,908	4,025	4,066
South Indian Lake	3,431	3,525	3,631	3,740	3,777
Sherridon	2,915	2,995	3,085	3,177	3,209
Pikwitonei	3,431	3,525	3,631	3,740	3,777
Ilford	3,431	3,525	3,631	3,740	3,777
Berens River	3,431	3,525	3,631	3,740	3,777
Stevenson Island	4,718	4,848	4,993	5,143	5,194
Thicket Portage	3,431	3,525	3,631	3,740	3,777
Lynn Lake	2,266	2,328	2,398	2,470	2,495
Leaf Rapids	2,266	2,328	2,398	2,470	2,495
Snow Lake	2,266	2,328	2,398	2,470	2,495
Cormorant	2,266	2,328	2,398	2,470	2,495
Moose Lake	2,266	2,328	2,398	2,470	2,495
Cross Lake	2,266	2,328	2,398	2,470	2,495
Gillam	2,266	2,328	2,398	2,470	2,495
Norway House	2,266	2,328	2,398	2,470	2,495
Wabowden	1,947	2,000	2,060	2,122	2,143
Matheson Island	1,298	1,334	1,374	1,415	1,429
Grand Rapids	974	1,001	1,031	1,062	1,073
Cranberry Portage	974	1,001	1,031	1,062	1,073
Peonan Point	974	1,001	1,031	1,062	1,073

4. Isolation Allowance – Dependant Rate

	Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
Brochet	6,488	6,666	6,866	7,072	7,143
God's Lake Narrow	6,488	6,666	6,866	7,072	7,143
Churchill	5,980	6,145	6,329	6,519	6,584
South Indian Lake	4,957	5,093	5,246	5,403	5,457
Sherridon	4,213	4,329	4,459	4,593	4,638
Pikwitonei	4,957	5,093	5,246	5,403	5,457
Ilford	4,957	5,093	5,246	5,403	5,457
Berens River	4,957	5,093	5,246	5,403	5,457
Stevenson Island	6,488	6,666	6,866	7,072	7,143
Thicket Portage	4,957	5,093	5,246	5,403	5,457
Lynn Lake	3,273	3,363	3,464	3,568	3,604
Leaf Rapids	3,273	3,363	3,464	3,568	3,604
Snow Lake	3,273	3,363	3,464	3,568	3,604
Cormorant	3,273	3,363	3,464	3,568	3,604
Moose Lake	3,273	3,363	3,464	3,568	3,604
Cross Lake	3,273	3,363	3,464	3,568	3,604
Gillam	3,273	3,363	3,464	3,568	3,604
Norway House	3,273	3,363	3,464	3,568	3,604
Wabowden	2,806	2,883	2,970	3,059	3,089
Matheson Island	1,874	1,926	1,984	2,043	2,064
Grand Rapids	1,405	1,444	1,487	1,532	1,547
Cranberry Portage	1,405	1,444	1,487	1,532	1,547
Peonan Point	1,405	1,444	1,487	1,532	1,547

5. The onus shall be on the Teacher to file TD-1 forms upon commencement of employment and immediately upon any change in status. In the absence of a filed TD-1 form, the Teacher shall be paid at the single rate and retroactive payments shall not be applicable. Where Teachers have filed an inaccurate TD-1 report resulting in payment of the allowance at a rate higher than required, the Teacher shall reimburse the Division for any over-payment.

Note: See Letter of Understanding re Incumbent Protection Clause.

**1.15 HOUSING**

1. Teacherage Housing

Rental increases and policy changes regarding housing, utilities, furniture, and teacherage equipment will be made by the School Division after consultation with the Frontier Teachers' Association. Notification of changes will be made to the Teachers by February 15<sup>th</sup>. The effective date of any changes will be the following September. Rental increases shall not exceed the limit established by the Provincial Government guidelines.

2. Non-Divisional Housing Allowance – Single Rate

	Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
Barrows Junction	1,097	1,127	1,161	1,196	1,208
Berens River	2,307	2,371	2,442	2,515	2,540
Birdtail Sioux	1,487	1,528	1,574	1,621	1,637
Bissett	2,085	2,142	2,206	2,273	2,295
Brochet	2,246	2,307	2,377	2,448	2,472
Camperville	1,487	1,528	1,574	1,621	1,637
Cormorant	833	856	882	908	917
Churchill	7,500	7,706	7,937	8,175	8,257
Cranberry Portage	1,348	1,385	1,426	1,469	1,484
Crane River	1,315	1,351	1,391	1,433	1,447
Cross Lake	3,132	3,218	3,315	3,414	3,449
Dauphin River	1,487	1,528	1,574	1,621	1,637
Duck Bay	1,487	1,528	1,573	1,621	1,637
Falcon Beach	1,487	1,528	1,573	1,621	1,637
Gillam	2,264	2,326	2,396	2,468	2,493
Grand Rapids	1,348	1,385	1,426	1,469	1,484
Granville Lake	2,246	2,307	2,377	2,448	2,472
Gypsumville	1,487	1,528	1,574	1,621	1,637
Ilford	3,707	3,809	3,923	4,041	4,081
Leaf Rapids	1,662	1,707	1,758	1,811	1,829
Lynn Lake	1,516	1,557	1,604	1,652	1,669
Matheson Island	1,348	1,385	1,426	1,469	1,484
Moose Lake	1,441	1,480	1,525	1,571	1,586
Norway House	2,697	2,772	2,855	2,940	2,970
Pelican Rapids	1,097	1,127	1,161	1,196	1,208
Pikwitonei	2,031	2,087	2,150	2,214	2,236
Pine Creek	1,487	1,528	1,574	1,621	1,637
Pine Dock	1,662	1,707	1,758	1,811	1,829
Rorketon	1,315	1,351	1,391	1,433	1,447
Sherridon	1,223	1,257	1,295	1,334	1,347
Skownan	1,487	1,528	1,574	1,621	1,637
Snow Lake	1,252	1,286	1,325	1,364	1,378

South Indian Lake	3,000	3,082	3,175	3,270	3,303
Stevenson Island	2,768	2,844	2,929	3,017	3,047
Thicket Portage	2,031	2,087	2,150	2,214	2,236
Thompson	1,997	2,052	2,113	2,177	2,199
Wabowden	1,439	1,479	1,523	1,569	1,584
Waterhen	1,487	1,528	1,574	1,621	1,637

3. To qualify for housing allowance at the dependant status rates, one of the following conditions must exist:

- a) In the case of a married/common-law Teacher, the spouse must be residing at the isolated post and claimed as a dependent on the Teacher's TD-1 form.
- b) In the case of a widow or widower, or a Teacher who is divorced or legally separated, a single parent, or where the spouse does not reside at the isolated post, there must be one (1) or more dependent (children) under the age of eighteen (18) residing with Teacher at the isolated post, and claimed as a dependent on the Teacher's TD-1 form.

4. Non-Divisional Housing Allowance – Dependent Rate

	Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
Barrows Junction	2,194	2,255	2,322	2,392	2,416
Berens River	4,632	4,759	4,902	5,049	5,100
Birdtail Sioux	2,976	3,058	3,150	3,244	3,277
Bissett	4,170	4,284	4,413	4,545	4,591
Brochet	4,491	4,615	4,753	4,896	4,945
Camperville	2,976	3,058	3,150	3,244	3,277
Cormorant	1,665	1,711	1,762	1,815	1,833
Churchill	7,500	7,706	7,937	8,175	8,257
Cranberry Portage	2,694	2,768	2,851	2,937	2,966
Crane River	2,629	2,702	2,783	2,866	2,895
Cross Lake	6,265	6,437	6,630	6,829	6,897
Dauphin River	2,975	3,056	3,148	3,242	3,275
Duck Bay	2,976	3,058	3,150	3,244	3,277
Falcon Beach	2,975	3,056	3,148	3,242	3,275
Gillam	4,528	4,653	4,792	4,936	4,985

Grand Rapids	2,694	2,768	2,851	2,937	2,966
Granville Lake	4,491	4,615	4,753	4,896	4,945
Gypsumville	2,975	3,056	3,148	3,242	3,275
Iford	7,099	7,294	7,513	7,739	7,816
Leaf Rapids	3,323	3,415	3,517	3,622	3,659
Lynn Lake	3,029	3,113	3,206	3,302	3,335
Matheson Island	2,694	2,768	2,851	2,937	2,966
Moose Lake	2,880	2,959	3,048	3,139	3,171
Norway House	5,406	5,555	5,722	5,893	5,952
Pelican Rapids	2,194	2,255	2,322	2,392	2,416
Pikwitonei	4,064	4,176	4,301	4,430	4,474
Pine Creek	2,976	3,058	3,150	3,244	3,277
Pine Dock	3,323	3,415	3,517	3,622	3,659
Rorketon	2,629	2,702	2,783	2,866	2,895
Sherridon	2,447	2,514	2,589	2,667	2,694
Skownan	2,976	3,058	3,150	3,244	3,277
Snow Lake	2,503	2,572	2,649	2,729	2,756
South Indian Lake	5,998	6,163	6,348	6,539	6,604
Stevenson Island	5,534	5,686	5,857	6,032	6,093
Thicket Portage	4,064	4,176	4,301	4,430	4,474
Thompson	3,994	4,104	4,227	4,353	4,397
Wabowden	2,878	2,957	3,046	3,138	3,169
Waterhen	2,976	3,058	3,150	3,244	3,277

5. The onus shall be on the Teacher to file TD-1 forms upon commencement of employment and immediately upon any change in status. In the absence of a filed TD-1 form, the Teacher shall be paid at the single rate and retroactive payments shall not be applicable. Where Teachers have filed an inaccurate TD-1 report resulting in payment of the allowance at a rate higher than required, the Teacher shall reimburse the Division for any overpayment.

#### **1.16 DENTAL INSURANCE**

Subject to subsection 1., Teachers commencing employment with the School Division shall be required to participate in the School Division Employees' Dental Plan.

1. The cost of the plan shall be shared equally (50/50) between the School Division and the Teacher enrolled in the plan.
  - a. Teachers of Treaty Indian or Inuit status shall not be required to participate in the plan.

2. Any rebates resulting from participation in the plan shall be used to reduce premiums.
3. Any changes in the plan shall be made mutually by the School Division and the Association.

### **1.17 TRANSFER**

1. Transfers of Teachers shall be done in accordance with *Article 5.09 – Division Initiated Transfers* of the main body of the collective agreement. The following clauses shall apply to Frontier Teachers in addition to *Article 5.09*.
2. Notification of any proposed transfer shall be communicated by email to the Teacher concerned and include the proposed date of transfer and location to which the Teacher is to be transferred.
3. Notification of transfer, to be effective the next School Year, must be communicated to the Teacher concerned as outlined in *Article 5.09 - Division Initiated Transfers* on or before May 15<sup>th</sup>. Such transfer to be effective the first day of the fall term following.
4. Transfers within the School Division at any other time as mentioned in 2. Above shall be by mutual consent.
5. Where a Teacher transfers from one (1) school to another within the School Division, at the written request of the School Division, the cost of approved travel, accommodation and moving expenses of normal *\*household effects* and usual means of transportation incurred by the Teacher in moving to the new location shall be borne by the School Division. Such costs shall be computed on the basis of the most economical means of moving.

*\*Household Effects:* Personal clothing, furniture, kitchen appliances and other items of equipment used in the regular home and domestic garden but excluding bulky hobby equipment or supplies, perishable plants, livestock, lumber, furniture and equipment from summer home or cottage, pleasure boats, motors, heavy machinery, or similar items, and any items used in connection with a secondary source of family income.

6. Following completion of three (3) full and continuous years of service in the same community, a Teacher upon transferring to another community within the School Division would receive a one-time payment of \$1,500.00, subject to receipts to assist in the cost of moving, provided the Teacher secured their new position prior to May 15<sup>th</sup>, or a later date as determined by the School Division. Teachers claiming costs under 1.17 5. above shall not be eligible for any reimbursement under this clause.
7. Teachers with ten (10) years of employment or greater with the School Division shall be granted an interview when applying for a posted position for which they are qualified.
8. Teachers who have been granted an interview outside of their home community but within the Frontier School Division will be eligible for time to travel at no loss of salary, to the interview, at the School Division expense, such travel to be by the most practical, economical means, for one (1) interview per year.

## **1.18 TEACHER STAFF REDUCTION (LAYOFF) AND RECALL**

### **1. Teacher Staff Reduction**

Due to the geographical nature of the School Division, where it is determined by the School Division that a teacher staff reduction is necessary, reductions will be school/location and community specific. The School Division shall retain teachers having the greatest length of service with the School Division, all other considerations being equal.

The School Division shall retain the right to disregard the length of service of any teacher if the teacher does not have the necessary training, academic qualifications, experience, and/or ability which is required for the available teaching assignments in that school/location and community.

### **2. Teacher Staff Recall**

A Teacher may not refuse a position offered except where such refusal is based on the grounds of:

- a) medical reasons
- b) family hardship\*
- c) qualifications – necessary training, academic qualifications, experience and ability
- d) contractual obligations\*\*
- e) mutual agreement between the Teacher and the Division
- f) the breakup of the family unit through transfer to different locations of teaching couples, and/or
- g) the breakup of the family unit due to Teacher transfer to a different location when the Teacher's spouse has permanent employment in that community with an employer other than the Division

Any refusal on any other basis shall remove all obligations on the part of the Division. The Division shall notify the Teacher, in writing, that the Teacher has lost their seniority and recall rights.

\*family hardship refers specifically to the breakup of a family unit through transfer to different locations of teaching couples.

\*\*contractual obligations refers specifically to instances where a Teacher is contractually locked into other paid obligations.

## **1.19 YEARLY PERSONAL LEAVE**

In addition to *Article 7.07 Personal Leave* in the main body of the collective agreement, the following clauses will apply:

1. The number of Teachers taking personal leave in any one (1) school on the same day may be limited to fifteen percent (15%).
2. In schools of less than seven (7) teaching staff, leave may be limited to one (1) teacher.
3. Where teaching couples are in a school the same day leave may be granted to both upon request.

Personal leave cannot be used to extend vacations. Vacations being defined as Summer Break, Christmas Break and Spring Break. For the purposes of the 2024/2025 School Year, this clause will be waived. The leave data for the 2024/2025 will be assessed prior to the commencement

of the 2025/2026 School Year to determine the needs of the School Division and the viability of potentially waiving again for the 2025/2026 School Year.



**Frontier Appendix 1 – Teacher Transportation Most Practical Economical Means of Transportation**

Barrows Junction	Car
Berens River	Car or Scheduled Air Service
Bisset	Car
Black River	Car
Brochet	Scheduled Air Service
Camperville	Car
Churchill	Scheduled Air Service or Train
Cold Lake (Sherridon)	Car
Cormorant	Car
Cranberry Portage	Car
Crane River	Car
Cross Lake	Car or Scheduled Air Service OR Bus
Dauphin	Car
Dauphin River	Car
Duck Bay	Car
Falcon Beach	Car or Bus
Gillam	Car or Scheduled Air Service OR Bus
God's Lake Narrows	Scheduled Air Service
Grand Rapids	Car or Bus
Gypsumville	Car
Ilford	Train or Chartered Air Service
Leaf Rapids	Car or Bus
Lynn Lake	Car or Scheduled Air Service or Bus
Matheson Island	Car to end of road and Boat to Matheson Island or Bus – Winnipeg to Riverton and Taxi to end of road and Boat to Matheson Island
Moose Lake	Car
Norway House	Car or Scheduled Air Service or Bus
Peonan Point	Car
Pikwitonei	Train or Bus to Thompson or Wabowden and Train to Pikwitonei or Car to Thompson or Wabowden and Train to Pikwitonei
Pine Creek	Car
Pine Dock	Car or Bus – Winnipeg to Riverton and Taxi to Pine Dock
Red Sucker Lake	Scheduled Air Service
Rorketon	Car
Skownan	Car
Snow Lake	Car
South Indian Lake	Scheduled Air Service or Car
Stevenson Island	Scheduled Air Service
Thicket Portage	Train or Bus to Thompson or Wabowden and Train to Thicket Portage or Car to Thompson or Wabowden and Train to Pikwitonei
Thompson	Car or Bus – Winnipeg to Thompson
Wabowden	Car or Bus
Wanipigow	Car
Waterhen	Car

**Frontier Appendix 2 – Schools excluded for *Article 4.04 – Principal Time***

Peonan Point  
Thicket Portage  
Barrows Junction  
Cold Lake  
Julie Lindal  
Gypsumville  
Dauphin River  
Lakefront  
Matheson Island  
Ministic  
Stevenson Island  
San Antonio

**Letter of Understanding: Teachers from Former Churchill and Moving Expenses when they Resign**

**Re: Moving out expenses – Teachers from former Churchill School District employed on June 30, 2005.**

The Parties herewith agree that Teachers from the former Churchill School District and employed in Churchill on June 30, 2005 shall be paid outward moving expenses, including personal belongings, excluding the cost of transporting automobiles, trailers, boats, etc. from Churchill. These moving expenses are to be paid up to \$300.00 for each Teacher, provided that receipts are submitted in support of the expenses within sixty days. This allowance shall be paid to Teachers who remain in the employ of the Duke of Marlborough School for at least three (3) years and who are employed there on June 30, 2005.

**Letter of Understanding: Re: Annual Travel – Teachers from former Churchill School District**

**Re: Annual Travel – Teachers from former Churchill School District employed on June 30, 2005**

Staff currently employed at Duke of Marlborough School on June 30, 2005, such grandfathering to be in effect until such time as they are no longer employed at Duke of Marlborough School.

1. In each teaching year (September through June) Teachers will be granted a travel allowance amounting to one return airfare from Winnipeg to Churchill for themselves and their immediate family. Immediate family is defined as spouse and dependent children.
2. The above noted case applies only if the spouse is not already receiving travel for the family. If the spouse does receive travel for the family, travel will be granted to the Teacher only.
3. An allowance equal to one Bargain Fare from Winnipeg to Churchill will also be payable in each teaching year to the Teacher only. In the second year of employment for the District, the Teacher's family will also be entitled to one Bargain Fare – Winnipeg to Churchill.
4. The allowance equal to the return airfare as mentioned in .01 above shall be paid to each Teacher at the beginning of September. The allowance equal to the most economical Bargain Fare rate as mentioned in Article .03 above as at the beginning of the Fall term shall be paid to each Teacher by the beginning of December.

Teachers who have indicated they will be leaving the employ of the School Division on June 30<sup>th</sup> shall provide proof of the above travel or intention to travel no later than May 31<sup>st</sup>. Teachers continuing in the employ of the School Division shall supply proof by September 15<sup>th</sup>. Failure to provide the above proof will result in deduction of travel payments from the Teacher's June or December pay cheque.

**Letter of Understanding: Annual Travel – Teachers from former Lynn Lake School District**

**Re: Annual Travel – Teachers from former Lynn Lake School District employed on June 30, 2005**

Staff currently employed at West Lynn Heights School, Lynn Lake, employed on June 30, 2005, such grandfathering to be in effect until such time as they are no longer employed at West Lynn Heights School.

An Annual Transportation Allowance of one thousand and sixty-one dollars (\$1,061) will be paid to each Teacher on final cheque of June.

**Letter of Understanding: Incumbent Protection Clause**

1. Teachers who receive the isolation allowance at the effective date of this Agreement will continue to receive the applicable allowance until termination of employment with Frontier School Division as the per the rates effective at January 1, 1996.

<b>Location</b>	<b>ISOLATION ALLOWANCE</b>	
	<b>Effective January 1, 1996</b>	
	<b>Single Rate</b>	<b>Dependent Rate</b>
Wanipigow	587	847
Duck Bay	476	720
Waterhen	476	720

## **ADDENDUM 2 – MYSTERY LAKE/THOMPSON**

***Preamble: The provisions under this Addendum apply solely and exclusively to the School District of Mystery Lake***

### **1.01 IMPROVED QUALIFICATIONS**

Any Teacher who improves his or her professional or academic qualifications during any part of the year shall be paid according to those improved qualifications as provided in this agreement.

1. Where evidence that the Department recognized the improved qualifications is submitted to the School Division before June 30th, an increase in salary shall be retroactive to January 1st of that year.
2. Where evidence that the Department recognized the improved qualifications is submitted to the School Division before December 31st an increase in salary shall be retroactive to September 1st of that year.

### **1.02 GRANTS FOR UNIVERSITY COURSES**

University Course Grants of five hundred dollars (\$500) per half course up to two (2) half courses shall be available to those teachers taking courses at a recognized post-secondary institution.

The total sum available for all courses is fifteen thousand dollars (\$15,000.00). In the event that a full allocation of fifteen thousand dollars (\$15,000.00) is not applied for, the applicants will be so advised and given the opportunity to apply for a further two half courses, on a first come, first served basis until the Fifteen thousand dollars (\$15,000.00) maximum has been reached. Details regarding the application of this clause are described in Board Policy 2. A.215.

### **1.03 FAMILY MEDICAL LEAVE**

A Teacher shall be entitled to use, for each incident, a maximum of fifteen (15) days from the Teacher's sick days accrual to attend to the medical needs of each person listed below. Additional days from the Teacher's sick day's accrual may be granted at the discretion of the Board.

Relatives this applies to:

father, stepfather, mother, stepmother, sister, brother, son, stepson, daughter, stepdaughter, spouse, legal guardian and/or a child under legal guardianship, father-in-law, mother-in-law, grandparent, great grandparent, grandparent-in-law, great-grandparent-in-law, brother-in-law, sister in-law, grandchild, great-grandchild, son-in-law, daughter-in-law.

### **1.04 SICK LEAVE**

1. All unused sick leave in each year shall accumulate from year to year to the credit of each Teacher, but shall at no time exceed a credit of two hundred (200) teaching days.
2. When driving outside of Thompson for a referred medical/dental specialist appointment(s) on normal work days, the Teacher will be allowed the day before, if it is a work day, to travel there, a day for the appointment, and the next calendar day to travel back if it is a normal work day.

### **1.05 INVOLUNTARY ABSENTEEISM**

A Teacher who is absent from duties due to inclement weather and related travel conditions shall not suffer a reduction in salary for the time period involved provided that:

1. The R.C.M.P. or Highways Department does not recommend travel due to poor or unsafe driving conditions.
2. Regular air carriers are unable to fly to Thompson and no alternate arrangements are available to the Teacher because of carrier timetables.

#### **1.06 SPECIAL LEAVE PLAN**

1. Purpose

The purpose of this special leave plan is to provide Teachers with a minimal financial package in order that they may take a year's leave of absence from their teaching duties in order to pursue other interests.

The plan is structured to be a minimal cost to the School Division and not place the School Division in a difficult position regarding staffing.

2. Eligibility

A special leave shall be granted by the School Division for those Teachers who have a minimum of ten (10) full or part time years of continuous service, including approved leaves, in the School Division.

3. Guidelines

A successful applicant shall not be eligible to apply for another leave under Article 7.15 for a period of ten (10) years from the date of their leave.

The Salary payable for the one (1) year leave would be the lesser of the difference between the salary of the Teacher on leave and the salary of a Class V first (1<sup>st</sup>) year Teacher's salary excluding any allowances, or twenty thousand dollars (\$20,000.00) less prepaid premiums as outlined in these guidelines. Part-time Teachers will be pro-rated accordingly.

A Teacher on leave is eligible to continue participation in group benefits by requesting to do so in writing and prepaying both the Teacher portion and employer portion of such benefits in advance of leave commencing. If there is any rate change during the leave, then the Teacher would be charged with such increases on return to their duties.

A minimum of one (1) special leave shall be granted for every two hundred and fifty (250) FTE's during a School Year (as defined in the P. S. A. Regulations).

Application for a leave must be made prior to April 1<sup>st</sup> in the year preceding the next School Year.

When there are more applicants than leaves available, a committee comprised of two (2) trustees, the Superintendent and two (2) Executive members will decide on the successful applicants.

On the termination of the Special Leave the Teacher(s) will be reinstated in the position occupied by them at the time they commenced their leave, or in a comparable position with not less than the same wages and benefits, depending on what vacancies are pending at that time.

A special leave shall not be granted concurrently with any other leave.

A special leave shall not count as experience for increment purposes.

A replacement Teacher may be hired on a Limited Term General Contract.

A Teacher not returning following this leave will not be eligible for any retirement benefits under Article 8.07.

A Teacher shall enter into a formal agreement specifying the terms and conditions of the leave.

#### **1.07 DRUG, AMBULANCE/SEMI-PRIVATE HOSPITAL PLANS**

1. The School Division agrees to provide the eligible Teachers with the Blue Cross Ambulance/Semiprivate Hospital and Drug Plan # 41180 (extended Health Benefits with oral contraceptive pill) covering ninety percent (90%) of the prescription costs with no deductible.
2. An eligible Teacher is one who has a signed Form 2 statutory contract, or a Teacher General statutory contract, or a Limited Term Teacher General statutory contract where the term of the contract is for a period of not less than one hundred (100) continuous teaching days. Spring and Christmas breaks do not constitute a break in continuous teaching days for the purpose of eligibility for the Drug, Ambulance/Semi-Private Hospital Plan.
3. The School Division will administer the plan but it is understood that individual Teachers will send in their own bills for reimbursement.
4. The School Division agrees to provide coverage for hearing aids effective the Fall Term 2004 on the basis of four hundred dollars (\$400.00) once every four (4) years.
5. It is agreed that if a change in carrier occurs, identical coverage will be provided.

#### **1.08 DENTAL PLAN**

1. The Blue Cross Dental Plan #41180 will be made available to all eligible Teachers.
2. An eligible Teacher is one who has signed a Form 2 statutory contract, or a Teacher General statutory contract, or a Limited Term Teacher General statutory contract where the term of the contract is for a period of not less than one hundred (100) continuous teaching days. Spring and Christmas breaks do not constitute a break in continuous teaching days for the purpose of eligibility for the Drug, Ambulance/Semi-Private Hospital Plan.
3. The cost of the premiums shall be paid in full by the Board.
4. The School Division agrees to pay dental claims bases on the Northern Dental Fee Guide effective the Fall Term 2004.
5. The School Division agrees to provide coverage for adult orthodontics, effective the Fall Term 2004.
6. It is agreed that if a change in carrier occurs, identical coverage will be provided.

### 1.09 TRAVEL ALLOWANCE

1. Each full time Teacher who has taught a minimum of one hundred sixty (160) days in the current school year and has contracted to return the following September shall receive a travel allowance of:

Regular part time Teachers will be paid a partial travel allowance prorated on the basis of teaching time.

A part year Teacher will be paid a partial travel allowance prorated as follows:

No. of days taught X Allowance = Allowance Due

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
887	912	939	967	977

2. Teachers going on Sabbatical Leave shall be paid said allowance upon their return to service.

### 1.10 VISION PLAN

1. The Blue Cross Vision Plan #41180 will be made available to all eligible Teachers.
2. An eligible Teacher is one who has signed a Form 2 statutory contract, or a Teacher General statutory contract, or a Limited Term Teacher General statutory contract where the term of the contract is for a period of not less than one hundred (100) continuous teaching days. Spring and Christmas breaks do not constitute a break in continuous teaching days for the purpose of eligibility for the Drug, Ambulance/Semi-Private Hospital Plan.
3. The cost of the premiums shall be paid in full by the School Division.
4. The District shall, upon presentation of an acceptable receipt, reimburse for eye examinations for Teachers only, one (1) eye exam to a maximum of seventy (\$70) dollars once in each two (2) year period.
5. It is agreed that if a change in carrier occurs, identical coverage will be provided.

### 1.11 GROUP LIFE INSURANCE

1. A plan of Group Life Insurance shall be made available to the eligible teaching staff, and the cost of premiums shall be cost shared on an equal basis by the teachers and the Board. Participation in the plan is mandatory for all eligible employees.
2. **Deduction of Premiums** - The Board shall make the necessary payroll deductions for those eligible teachers.  
An eligible employee is one who is a permanent employee with a statutory contract of hire that is for at least .25 full time equivalency, or, a term employee who has a signed a Limited Term Teacher General statutory contract where the term of the contract is for a period of not less than one hundred (100) continuous teaching days and the full time equivalency is for at least. .25. Spring break and Christmas break do not constitute a break in continuous service.



3. Coverage begins the date an eligible employee actually begins working for the District. The amount of Life Benefit is two hundred thousand dollars (\$200,000.00.)
4. For the actual terms and conditions of the plan please refer to the Group Benefits booklet re: Contract #41180.

#### **1.12 HEALTH CARE BENEFITS AND LONG TERM DISABILITY BENEFITS**

A Teacher who continues to be in receipt of LTD Plan benefits after three (3) years shall be able to continue in the Blue Cross and Life Insurance Plan but the Teacher will pay the premiums after the three (3) years.

#### **1.13 SHORT TERM DISABILITY PLAN**

Subject to the Memorandum of Agreement regarding Short Term Disability the School Division will pay the cost of a short term disability plan for Teachers. This plan will be used to pay benefits for personal illness after sick leave is exhausted, for the balance of the Long Term Disability Plan waiting period of eighty (80) working days from the last day worked. If the Teacher does not qualify for LTD the benefits are paid to the one hundred and thirty-fifth (135th) calendar day from the last day worked.

This clause will expire on June 30, 2026, and will not continue forward.

#### **1.14 THOMPSON TEACHERS' ASSOCIATION PRESIDENT**

The School Division will release the President of the Thompson Teachers' Association from fifty percent (50%) of their teaching duties. There will be no loss of salary, benefits or years of experience for said President.

Effective the start of the 2025/2026 school year, President release time will follow *Article 7.16 - Leave of Absence for Association President or Vice President* of the provincial agreement.

#### **1.15 EARLY LEAVING INCENTIVE PLAN**

The School Division shall offer an early leaving incentive to all Teachers with ten (10) or more years of continuous employment with the district to be paid according to the following schedule:

1. A Teacher at age fifty-two (52) shall receive eighty percent (80%) of their annual salary payable in four (4) equal installments.
2. A Teacher at age fifty-three (53) shall receive sixty-five percent (65%) of their annual salary payable in three (3) equal installments.
3. A Teacher at age fifty-four (54) shall receive fifty percent (50%) of their annual salary payable in two (2) equal annual installments.
4. A Teacher at age fifty-five (55) shall receive thirty percent (30%) of their annual salary payable in two (2) equal annual installments.
5. A Teacher at age fifty-six (56) shall receive twenty percent (20%) of their annual salary payable in two (2) annual installments.

For 1. through 5. above, the Teacher's age on their last day of employment with the district shall be used.

In all cases the first annual payment shall commence the month immediately following termination of employment with the district. Subsequent payments where applicable shall be made on the anniversary date of the first payment.

In the event of the death of a Teacher who is receiving benefits under this plan, payments shall continue to be made, according to the above schedule, to their estate.

## **ADDENDUM 3 – MANITOBA INSTITUTE OF TRADES AND TECHNOLOGY**

***Preamble: The provisions under this Addendum apply solely and exclusively to the Manitoba Institute of Trades and Technology***

### **1.01 VOCATIONAL TEACHERS' PLACEMENT ON SCALE**

1. Classification and Experience
  - a) Vocational Teachers will be classified as per *Article 2.03 Vocational Industrial Arts Teachers* in the Provincial Agreement.
  - b) For designated trades, related work experience shall be calculated from the time that certification as a journey person in the area in which they are employed is received.
  - c) For non-designated trades, business education and other areas, related experience shall be calculated from the time that the Teacher became qualified in the area in which they are employed by virtue of having served a recognized apprenticeship term, having completed recognized business training acceptable to MITT, or having a form of training or education acceptable to the Department.
2. Additional Experience
  - a) For the purposes of 1.01 1. above, placement may include, such teaching experience, acceptable to MITT, which was acquired at a community college or other such educational institution that might not otherwise be recognized by the Department. In coming to a conclusion that teaching experience will or will not be recognized, MITT shall take into account all relevant factors and shall act reasonably and fairly having regard to all circumstances.
  - b) Nothing in this agreement shall limit the right of MITT to place a Teacher coming on staff at a level above that which they would be entitled to by virtue of 1.01, 1. and 2. of this Addendum.
3. MITT shall inform the Association prior to placing a new Teacher at a level above that which they would be entitled to by virtue of 1.01, 1. and 2. of this Addendum. MITT shall have the right to unilaterally determine placement to a level not higher than the maximum salary for that Teacher's salary classification.
4. Subject to 1.012. b), such placement that results in a step placement on scale greater than that specified in this Article shall be at the sole discretion of MITT and not subject to grievance and arbitration under *Article 5.13 Grievance Process* in this collective agreement.

### **1.02 SALARY SCHEDULE AND PLACEMENT ON SCALE**

A Vocational Teacher, after receiving prior approval from MITT and successfully completing training or courses related to their technical teaching field from institutions (college, university, or approved private institution) or approved firms, Teachers shall receive an additional step increase at the rate of one (1) step for each approved and accumulated three hundred (300) hours of successfully completed training or education. The step increase shall become effective on the first day of the month following MITT receiving receipt of evidence of the acquisition of said three hundred (300) hours. In coming to a conclusion that such training would not be of benefit to the educational needs of the MITT, the MITT shall take into account all relevant factors and shall act reasonably and fairly having regard to all circumstances.

Upon harmonization as per Article 3.01, if a Teacher has a higher maximum than the southern harmonized grid, the Teacher will be red circled until such time as the step matches or surpasses the step the Teacher is at.

### **1.03 WORK YEAR**

1. A Teacher at the Institute may work during the normal vacation periods of Spring, Mid-Summer and Christmas as set out in Section 4 of Manitoba Regulation 101/95, provided that the total number of days a Teacher works in a College year shall not be more than the number of days designated by the Minister as teaching days for the corresponding standard school year.
2. Notwithstanding the above, a Teacher may be required by the Institute to teach an additional eight (8) days in any College year and shall be paid for said days an additional per diem rate of their annual salary. This clause will not be applicable to the Principal.
3. A Teacher shall not be required to teach on those school holidays listed under Section 5(1) of Manitoba Regulation 101/95.
4. It is agreed that for the purposes of this Addendum, the following terms shall have the following meanings:
  - a) Standard School Year - Standard school year shall mean the teaching days designated by the Minister of Education pursuant to Manitoba Regulation 470/88 as it exists of the date hereof.
  - b) College Year - College year shall mean the period beginning the Tuesday immediately following Labour Day and ending the following Labour Day.
  - c) Standard Vacations - Standard vacations mean the Spring, Mid-Summer and Christmas vacations as designated by the Minister of Education pursuant to Manitoba Regulation 470/88 as it exists of the date hereof.
  - d) School Holidays - School holidays shall mean the holidays set out in the Public Schools Act and Manitoba Regulation 101/95, as it exists of the date hereof, and in addition Christmas Day, Boxing Day, New Year's Day, July 1st and the first Monday in August.
5. Workplace Practicum Supervision  
At the Teacher's initiative and subject to prior approval of the itinerary by MITT, up to eight (8) days in any school year shall be provided to allow that Teacher to perform off campus workplace practicum supervision. This shall apply to programs not utilizing an extended work practicum model

## **MITT TEACHER COMPONENTS**

MITT has three distinct groups of Teachers:

1. Secondary High School Teachers
2. Adult Learning Centre Teachers
3. Legacy Teachers who teach at the Post-Secondary Level

### **LAYOFFS**

Teachers working within the three distinct components will have their own separate layoff procedures. For example, a Teacher who works at an ALC who is laid off is not entitled to a position within the MITT High School component.

ALC Teachers will have layoff provisions as outlined in MITT Component 2: Adult Learning Centres (ALC) and Adult Education Teachers.

Legacy Teachers will have layoff provisions as outlined in the May 5, 2021 Memorandum Of Understanding referenced in MITT Component 3: Legacy Teachers.

## **MITT COMPONENT 1: SECONDARY HIGH SCHOOL TEACHERS**

### **Preparation Time:**

*Article 6.01 Preparation Time* of the Provincial Agreement shall not apply to the MITT secondary high school Teachers. Teachers shall be provided with thirty (30) minutes of preparation time at the start of each workday or as determined by MITT.

### **Principal:**

The role and functions of Principal of the MITT high school shall be excluded from this collective agreement and from membership with MTS and the Teachers' Association.

## **MITT COMPONENT 2: ADULT LEARNING CENTRES (ALC) AND ADULT EDUCATION TEACHERS**

### **Preparation Time:**

*Article 6.01 Preparation Time* in the Provincial Agreement shall not apply to MITT's Adult Education Teachers. MITT shall determine the amount of preparation time provided. MITT will assign preparation time in blocks of not less than thirty (30) minutes.

### **Work Day:**

The parties recognize that the work schedule at MITT ALCs are unique from other school divisions. A Teacher's teaching schedule may include split shifts, teaching courses at night and/or weekends, and traveling between ALC sites.

### **Work Year:**

The typical work year is from September to June.

### **Summer Courses:**

MITT may provide summer courses which may have teaching work available in July and August. Teachers hired to teach summer courses will not be considered members of the Association and will not be covered by the provisions of this collective agreement.

### **Allowances:**

The Adult Learning Centre Educational Director:

MITT has one Adult Learning Centre Educational Director overseeing all of the ALCs. Where one is appointed, this position shall be paid an annual allowance as follows:

	Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
Less than 5.0 FTE Teachers	5,964	6,128	6,312	6,502	6,567
5.0 FTE Teachers and greater	7,214	7,412	7,635	7,864	7,942

The Parties also agree that the allowance is contingent upon specific funding for such allowance under Adult Learning Centre funding and will not be funded out of the Manitoba Institute of Trades and Technology revenues.

**Lead Teacher Allowance:**

Lead Teachers shall be appointed annually, subject to the discretion of MITT.

A Teacher appointed as a Lead Teacher shall receive an allowance per annum in addition to the salary the Teacher is entitled to under Articles 3 and 4 of the Provincial Agreement as follows:

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
5,992	6,157	6,342	6,532	6,597

**ALC Sites:**

MITT shall determine what constitutes an ALC site, whether an ALC is a stand alone ALC site or where ALCs are grouped together as a single site.

**Seniority:**

The ALC Teachers shall have their own seniority list separate and apart from the MITT high school Teachers. ALC seniority shall be site based.

**ALC Layoffs:**

When the Layoff article is invoked, it shall be site based only. An ALC Teacher is not entitled to another position at another ALC site through the layoff process.

Adult Learning Centre Teachers shall be afforded the same seniority and layoff provisions as provided in the Collective Agreement for permanent Teachers except that the provisions shall only apply within the Adult Learning Centre site that the Teacher is assigned.

For greater certainty, each Adult Learning Centre shall be treated as a separate employment unit for the applicability of seniority and layoff.

### **MITT COMPONENT 3: LEGACY TEACHERS**

MITT and the MITT Teachers' Association have a Memorandum of Understanding in place regarding *Teachers Performing Instructor Roles* dated May 5, 2021.

The parties agree to modify the existing MOU document where necessary to reflect the transition from the MITT Teachers' collective agreement to the Provincial Teacher Collective Agreement to the extent necessary to carry out the same function as prior, meeting the same spirit and intent while recognizing that it will not expand to include any other benefits or apply to any other individuals who are not currently listed in its existing Schedule A and Schedule C.

This revised MOU shall remain separate and apart of the Provincial Teacher Collective Agreement. This component shall refer to this revised MOU only.

#### **Work Year for Legacy Teachers:**

Legacy Teachers, as outlined in Schedule B of the MOU, outlines that the individuals listed in Schedule A of the MOU, work the College Year as follows:

*The Work Year for Legacy Teachers shall be the "College Year". College year shall mean the one year period beginning the last Monday in August in any year.*

Further, the following Appendix B paragraph continues to apply:

*The Parties agree that Teachers listed on Schedule "A" hereto may elect to take on additional work that is outside the scope of the Collective Agreement, beyond their positions with MITT. Any such additional work shall be excluded from the total number of days a Teacher works in a College Year pursuant the Memorandum of Understanding, and MITT shall have the sole authority to determine the compensation for such work.*

#### **Preparation Time:**

*Article 6.01 Preparation Time* in the Provincial Agreement shall not apply to MITT's Legacy Teachers. MITT shall determine the amount of preparation time provided.

**APPENDIX 1 – NET SALARY SCALES**

**BEAUTIFUL PLAINS**

EFFECTIVE SEPTEMBER 2022							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 40,039	\$ 44,284	\$ 50,034	\$ 59,696	\$ 63,952	\$ 67,417	\$ 71,152
1	\$ 41,850	\$ 46,730	\$ 52,623	\$ 63,013	\$ 67,439	\$ 70,997	\$ 74,852
2	\$ 43,662	\$ 49,177	\$ 55,212	\$ 66,329	\$ 70,927	\$ 74,578	\$ 78,553
3	\$ 45,473	\$ 51,624	\$ 57,801	\$ 69,646	\$ 74,414	\$ 78,158	\$ 82,253
4	\$ 47,284	\$ 54,070	\$ 60,391	\$ 72,963	\$ 77,901	\$ 81,738	\$ 85,953
5	\$ 49,095	\$ 56,517	\$ 62,980	\$ 76,280	\$ 81,388	\$ 85,319	\$ 89,653
6	\$ 50,906	\$ 58,964	\$ 65,569	\$ 79,597	\$ 84,875	\$ 88,899	\$ 93,354
7	\$ 52,717	\$ 61,410	\$ 68,158	\$ 82,914	\$ 88,362	\$ 92,479	\$ 97,054
8			\$ 70,747	\$ 86,231	\$ 91,849	\$ 96,060	\$ 100,754
9				\$ 89,548	\$ 95,336	\$ 99,640	\$ 104,454
10				\$ 92,865	\$ 98,823	\$ 103,220	\$ 108,155

EFFECTIVE SEPTEMBER 2023							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 41,070	\$ 45,431	\$ 51,339	\$ 61,266	\$ 65,640	\$ 69,200	\$ 73,038
1	\$ 42,930	\$ 47,945	\$ 53,999	\$ 64,675	\$ 69,223	\$ 72,879	\$ 76,840
2	\$ 44,791	\$ 50,459	\$ 56,660	\$ 68,083	\$ 72,806	\$ 76,558	\$ 80,642
3	\$ 46,652	\$ 52,973	\$ 59,320	\$ 71,491	\$ 76,389	\$ 80,236	\$ 84,444
4	\$ 48,513	\$ 55,487	\$ 61,980	\$ 74,899	\$ 79,972	\$ 83,915	\$ 88,246
5	\$ 50,374	\$ 58,000	\$ 64,641	\$ 78,307	\$ 83,555	\$ 87,594	\$ 92,048
6	\$ 52,235	\$ 60,514	\$ 67,301	\$ 81,715	\$ 87,138	\$ 91,273	\$ 95,850
7	\$ 54,096	\$ 63,028	\$ 69,962	\$ 85,123	\$ 90,721	\$ 94,952	\$ 99,652
8			\$ 72,622	\$ 88,531	\$ 94,304	\$ 98,630	\$ 103,454
9				\$ 91,939	\$ 97,887	\$ 102,309	\$ 107,256
10				\$ 95,348	\$ 101,470	\$ 105,988	\$ 111,058

EFFECTIVE SEPTEMBER 2024							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 40,367	\$ 44,859	\$ 50,944	\$ 61,170	\$ 65,675	\$ 69,341	\$ 73,294
1	\$ 42,284	\$ 47,448	\$ 53,685	\$ 64,680	\$ 69,365	\$ 73,130	\$ 77,210
2	\$ 44,200	\$ 50,038	\$ 56,425	\$ 68,190	\$ 73,056	\$ 76,920	\$ 81,126
3	\$ 46,117	\$ 52,627	\$ 59,165	\$ 71,701	\$ 76,746	\$ 80,709	\$ 85,042
4	\$ 48,034	\$ 55,216	\$ 61,905	\$ 75,211	\$ 80,436	\$ 84,498	\$ 88,959
5	\$ 49,951	\$ 57,806	\$ 64,645	\$ 78,721	\$ 84,127	\$ 88,287	\$ 92,875
6	\$ 51,868	\$ 60,395	\$ 67,385	\$ 82,232	\$ 87,817	\$ 92,076	\$ 96,791



<b>7</b>	\$ 53,784	\$ 62,984	\$ 70,126	\$ 85,742	\$ 91,508	\$ 95,865	\$ 100,707
<b>8</b>			\$ 72,866	\$ 89,252	\$ 95,198	\$ 99,654	\$ 104,623
<b>9</b>				\$ 92,763	\$ 98,889	\$ 103,444	\$ 108,539
<b>10</b>				\$ 96,273	\$ 102,579	\$ 107,233	\$ 112,455

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**BORDERLAND**

EFFECTIVE SEPTEMBER 2022							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 41,298	\$ 45,623	\$ 50,829	\$ 59,985	\$ 63,844	\$ 67,045	\$ 70,639
1	\$ 43,015	\$ 47,635	\$ 53,265	\$ 63,106	\$ 67,127	\$ 70,441	\$ 74,081
2	\$ 44,731	\$ 49,642	\$ 55,698	\$ 66,232	\$ 70,412	\$ 73,905	\$ 77,565
3	\$ 46,446	\$ 51,650	\$ 58,135	\$ 69,569	\$ 74,068	\$ 77,849	\$ 81,227
4	\$ 48,164	\$ 53,654	\$ 60,566	\$ 73,205	\$ 77,880	\$ 81,798	\$ 85,159
5	\$ 49,880	\$ 55,663	\$ 63,003	\$ 76,847	\$ 81,702	\$ 85,752	\$ 88,683
6	\$ 51,597	\$ 57,671	\$ 65,436	\$ 80,497	\$ 85,531	\$ 89,710	\$ 92,412
7	\$ 53,322	\$ 60,119	\$ 67,870	\$ 84,149	\$ 89,360	\$ 93,671	\$ 96,140
8		\$ 61,691	\$ 70,311	\$ 87,801	\$ 93,194	\$ 97,638	\$ 99,866
9				\$ 92,045	\$ 97,976	\$ 102,365	\$ 103,589
10							\$ 107,472

EFFECTIVE SEPTEMBER 2023							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 42,358	\$ 46,802	\$ 52,152	\$ 61,559	\$ 65,525	\$ 68,814	\$ 72,506
1	\$ 44,122	\$ 48,869	\$ 54,654	\$ 64,766	\$ 68,897	\$ 72,302	\$ 76,043
2	\$ 45,885	\$ 50,932	\$ 57,154	\$ 67,978	\$ 72,273	\$ 75,862	\$ 79,623
3	\$ 47,648	\$ 52,995	\$ 59,658	\$ 71,407	\$ 76,030	\$ 79,915	\$ 83,385
4	\$ 49,413	\$ 55,054	\$ 62,157	\$ 75,143	\$ 79,946	\$ 83,972	\$ 87,426
5	\$ 51,176	\$ 57,118	\$ 64,661	\$ 78,885	\$ 83,873	\$ 88,035	\$ 91,046
6	\$ 52,940	\$ 59,182	\$ 67,160	\$ 82,635	\$ 87,808	\$ 92,101	\$ 94,878
7	\$ 54,713	\$ 61,697	\$ 69,661	\$ 86,387	\$ 91,742	\$ 96,171	\$ 98,708
8		\$ 63,312	\$ 72,169	\$ 90,140	\$ 95,681	\$ 100,248	\$ 102,537
9				\$ 94,501	\$ 100,595	\$ 105,105	\$ 106,362
10							\$ 110,352

EFFECTIVE SEPTEMBER 2024							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 43,407	\$ 47,984	\$ 53,494	\$ 63,184	\$ 67,268	\$ 70,656	\$ 74,459
1	\$ 45,224	\$ 50,113	\$ 56,072	\$ 66,487	\$ 70,741	\$ 74,249	\$ 78,102
2	\$ 47,039	\$ 52,237	\$ 58,646	\$ 69,795	\$ 74,219	\$ 77,915	\$ 81,789
3	\$ 48,855	\$ 54,363	\$ 61,225	\$ 73,326	\$ 78,088	\$ 82,090	\$ 85,664
4	\$ 50,673	\$ 56,484	\$ 63,799	\$ 77,175	\$ 82,122	\$ 86,269	\$ 89,826
5	\$ 52,489	\$ 58,609	\$ 66,378	\$ 81,029	\$ 86,167	\$ 90,454	\$ 93,555
6	\$ 54,306	\$ 60,735	\$ 68,952	\$ 84,892	\$ 90,219	\$ 94,642	\$ 97,502
7	\$ 56,132	\$ 63,325	\$ 71,528	\$ 88,756	\$ 94,272	\$ 98,834	\$ 101,447
8		\$ 64,989	\$ 74,112	\$ 92,622	\$ 98,329	\$ 103,033	\$ 105,390
9				\$ 97,113	\$ 103,390	\$ 108,036	\$ 109,330
10							\$ 113,440

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**BRANDON**

EFFECTIVE SEPTEMBER 2022							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 39,854	\$ 44,144	\$ 48,890	\$ 58,979	\$ 63,137	\$ 66,892	\$ 71,128
1	\$ 41,596	\$ 46,568	\$ 51,512	\$ 62,359	\$ 66,634	\$ 70,572	\$ 74,869
2	\$ 43,347	\$ 48,992	\$ 54,137	\$ 65,731	\$ 70,128	\$ 74,249	\$ 78,609
3	\$ 45,091	\$ 51,416	\$ 56,764	\$ 69,112	\$ 73,624	\$ 77,928	\$ 82,349
4	\$ 46,839	\$ 53,837	\$ 59,387	\$ 72,492	\$ 77,117	\$ 81,607	\$ 86,090
5	\$ 48,585	\$ 56,260	\$ 62,012	\$ 75,867	\$ 80,616	\$ 85,287	\$ 89,831
6	\$ 50,330	\$ 58,684	\$ 64,641	\$ 79,245	\$ 84,110	\$ 88,968	\$ 93,573
7	\$ 52,139	\$ 61,108	\$ 67,262	\$ 82,624	\$ 87,602	\$ 92,646	\$ 97,311
8			\$ 69,927	\$ 86,003	\$ 91,100	\$ 96,327	\$ 101,054
9				\$ 89,379	\$ 94,596	\$ 100,005	\$ 104,793
10				\$ 92,757	\$ 98,091	\$ 103,682	\$ 108,534

EFFECTIVE SEPTEMBER 2023							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 41,056	\$ 45,464	\$ 50,340	\$ 60,707	\$ 64,979	\$ 68,837	\$ 73,190
1	\$ 42,846	\$ 47,955	\$ 53,035	\$ 64,180	\$ 68,573	\$ 72,619	\$ 77,034
2	\$ 44,645	\$ 50,445	\$ 55,731	\$ 67,644	\$ 72,163	\$ 76,397	\$ 80,877
3	\$ 46,437	\$ 52,936	\$ 58,431	\$ 71,118	\$ 75,755	\$ 80,177	\$ 84,720
4	\$ 48,233	\$ 55,424	\$ 61,126	\$ 74,591	\$ 79,344	\$ 83,957	\$ 88,563
5	\$ 50,027	\$ 57,913	\$ 63,824	\$ 78,059	\$ 82,939	\$ 87,739	\$ 92,408
6	\$ 51,820	\$ 60,404	\$ 66,525	\$ 81,530	\$ 86,529	\$ 91,520	\$ 96,252
7	\$ 53,679	\$ 62,894	\$ 69,218	\$ 85,003	\$ 90,117	\$ 95,299	\$ 100,094
8			\$ 71,956	\$ 88,474	\$ 93,711	\$ 99,082	\$ 103,939
9				\$ 91,943	\$ 97,303	\$ 102,861	\$ 107,781
10				\$ 95,414	\$ 100,894	\$ 106,639	\$ 111,625

EFFECTIVE SEPTEMBER 2024							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 42,087	\$ 46,627	\$ 51,650	\$ 62,327	\$ 66,728	\$ 70,702	\$ 75,185
1	\$ 43,931	\$ 49,193	\$ 54,425	\$ 65,904	\$ 70,429	\$ 74,597	\$ 79,145
2	\$ 45,784	\$ 51,758	\$ 57,203	\$ 69,473	\$ 74,127	\$ 78,488	\$ 83,102
3	\$ 47,630	\$ 54,323	\$ 59,984	\$ 73,051	\$ 77,827	\$ 82,382	\$ 87,061
4	\$ 49,479	\$ 56,886	\$ 62,759	\$ 76,628	\$ 81,523	\$ 86,276	\$ 91,020
5	\$ 51,327	\$ 59,450	\$ 65,538	\$ 80,201	\$ 85,227	\$ 90,170	\$ 94,980
6	\$ 53,174	\$ 62,015	\$ 68,320	\$ 83,775	\$ 88,924	\$ 94,065	\$ 98,939
7	\$ 55,089	\$ 64,581	\$ 71,094	\$ 87,352	\$ 92,620	\$ 97,958	\$ 102,896
8			\$ 73,915	\$ 90,928	\$ 96,322	\$ 101,854	\$ 106,857
9				\$ 94,500	\$ 100,022	\$ 105,746	\$ 110,814
10				\$ 98,076	\$ 103,721	\$ 109,638	\$ 114,773

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**EVERGREEN**

EFFECTIVE SEPTEMBER 2022							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 36,807	\$ 41,379	\$ 47,264	\$ 57,574	\$ 61,861	\$ 65,503	\$ 69,384
1	\$ 38,705	\$ 43,623	\$ 49,699	\$ 61,063	\$ 65,524	\$ 69,283	\$ 73,260
2	\$ 40,593	\$ 45,868	\$ 52,122	\$ 64,550	\$ 69,181	\$ 73,075	\$ 77,139
3	\$ 42,492	\$ 48,110	\$ 54,564	\$ 68,040	\$ 72,841	\$ 76,861	\$ 81,014
4	\$ 44,388	\$ 50,357	\$ 56,993	\$ 71,520	\$ 76,503	\$ 80,651	\$ 84,885
5	\$ 46,281	\$ 52,603	\$ 59,425	\$ 75,010	\$ 80,160	\$ 84,432	\$ 88,763
6	\$ 48,177	\$ 54,840	\$ 61,863	\$ 78,493	\$ 83,825	\$ 88,218	\$ 92,638
7	\$ 50,073	\$ 57,088	\$ 64,287	\$ 81,984	\$ 87,489	\$ 92,004	\$ 96,518
8		\$ 59,341	\$ 66,725	\$ 85,468	\$ 91,155	\$ 95,796	\$ 100,390
9			\$ 69,156	\$ 88,957	\$ 94,811	\$ 99,576	\$ 104,264
10				\$ 92,465	\$ 98,480	\$ 103,384	\$ 108,155

EFFECTIVE SEPTEMBER 2023							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 38,426	\$ 43,124	\$ 49,171	\$ 59,765	\$ 64,169	\$ 67,911	\$ 71,898
1	\$ 40,376	\$ 45,430	\$ 51,672	\$ 63,349	\$ 67,932	\$ 71,795	\$ 75,882
2	\$ 42,316	\$ 47,737	\$ 54,162	\$ 66,932	\$ 71,690	\$ 75,691	\$ 79,867
3	\$ 44,267	\$ 50,040	\$ 56,671	\$ 70,517	\$ 75,451	\$ 79,582	\$ 83,849
4	\$ 46,216	\$ 52,348	\$ 59,168	\$ 74,094	\$ 79,214	\$ 83,476	\$ 87,826
5	\$ 48,160	\$ 54,656	\$ 61,666	\$ 77,679	\$ 82,971	\$ 87,361	\$ 91,810
6	\$ 50,109	\$ 56,955	\$ 64,171	\$ 81,258	\$ 86,737	\$ 91,251	\$ 95,792
7	\$ 52,056	\$ 59,264	\$ 66,662	\$ 84,846	\$ 90,501	\$ 95,141	\$ 99,779
8		\$ 61,579	\$ 69,167	\$ 88,425	\$ 94,268	\$ 99,038	\$ 103,757
9			\$ 71,664	\$ 92,010	\$ 98,025	\$ 102,921	\$ 107,738
10				\$ 95,614	\$ 101,795	\$ 106,834	\$ 111,736

EFFECTIVE SEPTEMBER 2024							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 39,343	\$ 44,183	\$ 50,411	\$ 61,323	\$ 65,859	\$ 69,713	\$ 73,821
1	\$ 41,353	\$ 46,558	\$ 52,988	\$ 65,014	\$ 69,735	\$ 73,714	\$ 77,923
2	\$ 43,351	\$ 48,934	\$ 55,552	\$ 68,705	\$ 73,606	\$ 77,727	\$ 82,028
3	\$ 45,360	\$ 51,306	\$ 58,137	\$ 72,398	\$ 77,480	\$ 81,734	\$ 86,129
4	\$ 47,367	\$ 53,684	\$ 60,708	\$ 76,082	\$ 81,355	\$ 85,745	\$ 90,226
5	\$ 49,370	\$ 56,061	\$ 63,281	\$ 79,775	\$ 85,226	\$ 89,747	\$ 94,330
6	\$ 51,377	\$ 58,429	\$ 65,861	\$ 83,461	\$ 89,104	\$ 93,753	\$ 98,431
7	\$ 53,383	\$ 60,807	\$ 68,427	\$ 87,156	\$ 92,982	\$ 97,761	\$ 102,537
8		\$ 63,192	\$ 71,007	\$ 90,843	\$ 96,861	\$ 101,774	\$ 106,635
9			\$ 73,579	\$ 94,535	\$ 100,731	\$ 105,774	\$ 110,735
10				\$ 98,248	\$ 104,614	\$ 109,804	\$ 114,853

<b>EFFECTIVE SEPTEMBER 2025</b>		
<b>EFFECTIVE FEBRUARY 2026</b>		

**FLIN FLON**

EFFECTIVE SEPTEMBER 2022							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 40,680	\$ 44,877	\$ 50,775	\$ 62,951	\$ 67,170	\$ 70,948	\$ 75,161
1	\$ 42,790	\$ 46,988	\$ 53,187	\$ 66,324	\$ 70,544	\$ 74,323	\$ 78,534
2	\$ 44,896	\$ 49,093	\$ 55,594	\$ 69,698	\$ 73,915	\$ 77,698	\$ 81,906
3	\$ 47,002	\$ 51,633	\$ 58,000	\$ 73,069	\$ 77,289	\$ 81,072	\$ 85,278
4	\$ 49,106	\$ 54,174	\$ 60,408	\$ 76,442	\$ 80,662	\$ 84,443	\$ 88,653
5	\$ 51,216	\$ 56,711	\$ 62,813	\$ 79,816	\$ 84,036	\$ 87,815	\$ 92,027
6	\$ 53,752	\$ 59,251	\$ 65,226	\$ 83,192	\$ 87,409	\$ 91,189	\$ 95,398
7		\$ 62,177	\$ 67,628	\$ 86,564	\$ 90,783	\$ 94,563	\$ 98,771
8			\$ 70,035	\$ 89,935	\$ 94,151	\$ 97,935	\$ 102,147
9				\$ 93,307	\$ 97,525	\$ 101,309	\$ 105,517
10				\$ 97,543	\$ 101,763	\$ 105,541	\$ 109,754

EFFECTIVE SEPTEMBER 2023							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 41,729	\$ 46,041	\$ 52,102	\$ 64,612	\$ 68,947	\$ 72,829	\$ 77,157
1	\$ 43,896	\$ 48,211	\$ 54,579	\$ 68,078	\$ 72,414	\$ 76,297	\$ 80,623
2	\$ 46,060	\$ 50,373	\$ 57,053	\$ 71,545	\$ 75,878	\$ 79,765	\$ 84,088
3	\$ 48,225	\$ 52,983	\$ 59,525	\$ 75,008	\$ 79,345	\$ 83,231	\$ 87,554
4	\$ 50,386	\$ 55,594	\$ 62,000	\$ 78,474	\$ 82,811	\$ 86,695	\$ 91,021
5	\$ 52,555	\$ 58,201	\$ 64,471	\$ 81,941	\$ 86,277	\$ 90,160	\$ 94,488
6	\$ 55,161	\$ 60,811	\$ 66,950	\$ 85,409	\$ 89,743	\$ 93,627	\$ 97,951
7		\$ 63,817	\$ 69,418	\$ 88,875	\$ 93,209	\$ 97,094	\$ 101,417
8			\$ 71,891	\$ 92,338	\$ 96,671	\$ 100,558	\$ 104,886
9				\$ 95,803	\$ 100,137	\$ 104,025	\$ 108,349
10				\$ 100,156	\$ 104,491	\$ 108,373	\$ 112,703

EFFECTIVE SEPTEMBER 2024							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 41,903	\$ 46,344	\$ 52,587	\$ 65,473	\$ 69,938	\$ 73,935	\$ 78,394
1	\$ 44,135	\$ 48,579	\$ 55,139	\$ 69,043	\$ 73,508	\$ 77,508	\$ 81,964
2	\$ 46,364	\$ 50,806	\$ 57,686	\$ 72,613	\$ 77,076	\$ 81,080	\$ 85,533
3	\$ 48,594	\$ 53,495	\$ 60,232	\$ 76,180	\$ 80,647	\$ 84,650	\$ 89,102
4	\$ 50,819	\$ 56,184	\$ 62,781	\$ 79,750	\$ 84,217	\$ 88,218	\$ 92,673
5	\$ 53,053	\$ 58,869	\$ 65,326	\$ 83,321	\$ 87,787	\$ 91,787	\$ 96,245
6	\$ 55,737	\$ 61,557	\$ 67,880	\$ 86,893	\$ 91,357	\$ 95,358	\$ 99,811
7		\$ 64,654	\$ 70,423	\$ 90,463	\$ 94,927	\$ 98,928	\$ 103,382
8			\$ 72,970	\$ 94,030	\$ 98,493	\$ 102,496	\$ 106,954
9				\$ 97,599	\$ 102,063	\$ 106,068	\$ 110,521
10				\$ 102,082	\$ 106,548	\$ 110,546	\$ 115,005



<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**FORT LA BOSSE**

<b>EFFECTIVE SEPTEMBER 2022</b>						
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>
<b>0</b>	\$ 40,009	\$ 44,388	\$ 49,562	\$ 59,544	\$ 63,668	\$ 67,607
<b>1</b>	\$ 42,006	\$ 46,514	\$ 52,214	\$ 62,929	\$ 67,268	\$ 71,276
<b>2</b>	\$ 43,665	\$ 48,637	\$ 54,874	\$ 66,399	\$ 70,862	\$ 74,928
<b>3</b>	\$ 45,486	\$ 50,761	\$ 57,525	\$ 69,879	\$ 74,454	\$ 78,593
<b>4</b>	\$ 47,302	\$ 52,890	\$ 60,181	\$ 73,361	\$ 78,048	\$ 82,240
<b>5</b>	\$ 49,128	\$ 55,013	\$ 62,836	\$ 76,872	\$ 81,648	\$ 85,918
<b>6</b>	\$ 50,943	\$ 57,137	\$ 65,489	\$ 80,344	\$ 85,232	\$ 89,566
<b>7</b>	\$ 52,781	\$ 59,260	\$ 68,143	\$ 83,854	\$ 88,831	\$ 93,233
<b>8</b>		\$ 61,386	\$ 70,797	\$ 87,337	\$ 92,440	\$ 96,905
<b>9</b>				\$ 90,731	\$ 96,021	\$ 100,557
<b>10</b>				\$ 93,141	\$ 98,780	\$ 104,238

<b>EFFECTIVE SEPTEMBER 2023</b>						
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>
<b>0</b>	\$ 39,421	\$ 43,920	\$ 49,237	\$ 59,493	\$ 63,731	\$ 67,778
<b>1</b>	\$ 41,473	\$ 46,105	\$ 51,962	\$ 62,972	\$ 67,430	\$ 71,548
<b>2</b>	\$ 43,178	\$ 48,286	\$ 54,695	\$ 66,537	\$ 71,123	\$ 75,300
<b>3</b>	\$ 45,049	\$ 50,468	\$ 57,418	\$ 70,112	\$ 74,814	\$ 79,066
<b>4</b>	\$ 46,914	\$ 52,656	\$ 60,148	\$ 73,691	\$ 78,506	\$ 82,814
<b>5</b>	\$ 48,791	\$ 54,838	\$ 62,876	\$ 77,298	\$ 82,205	\$ 86,593
<b>6</b>	\$ 50,655	\$ 57,020	\$ 65,602	\$ 80,865	\$ 85,888	\$ 90,341
<b>7</b>	\$ 52,544	\$ 59,202	\$ 68,329	\$ 84,472	\$ 89,586	\$ 94,108
<b>8</b>		\$ 61,386	\$ 71,056	\$ 88,051	\$ 93,294	\$ 97,882
<b>9</b>				\$ 91,538	\$ 96,973	\$ 101,634
<b>10</b>				\$ 94,014	\$ 99,808	\$ 105,417

<b>EFFECTIVE SEPTEMBER 2024</b>						
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>
<b>0</b>	\$ 40,100	\$ 44,734	\$ 50,210	\$ 60,774	\$ 65,139	\$ 69,308
<b>1</b>	\$ 42,213	\$ 46,984	\$ 53,017	\$ 64,357	\$ 68,949	\$ 73,191
<b>2</b>	\$ 43,969	\$ 49,231	\$ 55,832	\$ 68,029	\$ 72,752	\$ 77,056
<b>3</b>	\$ 45,897	\$ 51,478	\$ 58,637	\$ 71,712	\$ 76,554	\$ 80,934
<b>4</b>	\$ 47,818	\$ 53,732	\$ 61,448	\$ 75,398	\$ 80,358	\$ 84,794
<b>5</b>	\$ 49,751	\$ 55,979	\$ 64,258	\$ 79,113	\$ 84,168	\$ 88,687
<b>6</b>	\$ 51,671	\$ 58,226	\$ 67,066	\$ 82,787	\$ 87,960	\$ 92,547
<b>7</b>	\$ 53,617	\$ 60,474	\$ 69,875	\$ 86,502	\$ 91,769	\$ 96,428
<b>8</b>		\$ 62,723	\$ 72,684	\$ 90,188	\$ 95,589	\$ 100,314
<b>9</b>				\$ 93,780	\$ 99,378	\$ 104,179
<b>10</b>				\$ 96,330	\$ 102,298	\$ 108,075

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**FRONTIER**

**EFFECTIVE FALL TERM 2021**

STEP	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
0	\$ 40,633	\$ 44,882	\$ 50,410	\$ 61,814	\$ 66,284	\$ 70,782	\$ 74,448
1	\$ 42,709	\$ 47,336	\$ 52,560	\$ 65,252	\$ 69,741	\$ 74,215	\$ 77,883
2	\$ 44,850	\$ 49,784	\$ 54,705	\$ 68,699	\$ 73,175	\$ 77,658	\$ 81,320
3	\$ 46,972	\$ 52,220	\$ 56,884	\$ 72,140	\$ 76,630	\$ 81,095	\$ 84,759
4	\$ 49,098	\$ 54,661	\$ 59,053	\$ 75,572	\$ 80,056	\$ 84,539	\$ 88,189
5	\$ 51,219	\$ 57,134	\$ 61,193	\$ 79,013	\$ 83,498	\$ 87,985	\$ 91,643
6	\$ 53,480	\$ 59,463	\$ 63,357	\$ 82,443	\$ 86,932	\$ 91,425	\$ 95,084
7		\$ 62,001	\$ 65,523	\$ 85,889	\$ 90,385	\$ 94,875	\$ 98,526
8			\$ 67,684	\$ 89,338	\$ 93,801	\$ 98,322	\$ 101,990
9			\$ 69,971	\$ 92,774	\$ 97,264	\$ 101,762	\$ 105,431
10				\$ 96,219	\$ 100,781	\$ 105,224	\$ 108,897

**EFFECTIVE SEPTEMBER 2022**

STEP	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
0	\$ 41,658	\$ 46,014	\$ 51,680	\$ 63,369	\$ 67,951	\$ 72,561	\$ 76,319
1	\$ 43,786	\$ 48,529	\$ 53,884	\$ 66,893	\$ 71,494	\$ 76,080	\$ 79,840
2	\$ 45,981	\$ 51,038	\$ 56,082	\$ 70,426	\$ 75,014	\$ 79,609	\$ 83,363
3	\$ 48,156	\$ 53,535	\$ 58,315	\$ 73,953	\$ 78,555	\$ 83,132	\$ 86,888
4	\$ 50,335	\$ 56,037	\$ 60,539	\$ 77,471	\$ 82,067	\$ 86,662	\$ 90,403
5	\$ 52,509	\$ 58,572	\$ 62,733	\$ 80,998	\$ 85,595	\$ 90,194	\$ 93,944
6	\$ 54,826	\$ 60,959	\$ 64,951	\$ 84,514	\$ 89,115	\$ 93,720	\$ 97,471
7		\$ 63,561	\$ 67,171	\$ 88,046	\$ 92,654	\$ 97,257	\$ 100,999
8			\$ 69,385	\$ 91,581	\$ 96,156	\$ 100,790	\$ 104,549
9			\$ 71,730	\$ 95,103	\$ 99,705	\$ 104,316	\$ 108,076
10				\$ 98,634	\$ 103,310	\$ 107,864	\$ 111,629

**EFFECTIVE SEPTEMBER 2023**

STEP	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
0	\$ 42,732	\$ 47,208	\$ 53,029	\$ 65,040	\$ 69,748	\$ 74,485	\$ 78,346
1	\$ 44,919	\$ 49,792	\$ 55,294	\$ 68,661	\$ 73,389	\$ 78,101	\$ 81,964
2	\$ 47,174	\$ 52,370	\$ 57,553	\$ 72,291	\$ 77,005	\$ 81,727	\$ 85,584
3	\$ 49,408	\$ 54,935	\$ 59,847	\$ 75,915	\$ 80,644	\$ 85,346	\$ 89,205
4	\$ 51,647	\$ 57,506	\$ 62,132	\$ 79,530	\$ 84,252	\$ 88,974	\$ 92,818
5	\$ 53,881	\$ 60,111	\$ 64,386	\$ 83,154	\$ 87,877	\$ 92,603	\$ 96,455
6	\$ 56,262	\$ 62,564	\$ 66,665	\$ 86,766	\$ 91,494	\$ 96,226	\$ 100,079
7		\$ 65,237	\$ 68,946	\$ 90,396	\$ 95,130	\$ 99,859	\$ 103,704
8			\$ 71,222	\$ 94,028	\$ 98,728	\$ 103,490	\$ 107,353
9			\$ 73,630	\$ 97,647	\$ 102,375	\$ 107,113	\$ 110,977
10				\$ 101,275	\$ 106,079	\$ 110,759	\$ 114,627

**EFFECTIVE SEPTEMBER 2024**

<b>STEP</b>	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
<b>0</b>	\$ 43,702	\$ 48,311	\$ 54,308	\$ 66,679	\$ 71,528	\$ 76,407	\$ 80,384
<b>1</b>	\$ 45,954	\$ 50,973	\$ 56,640	\$ 70,408	\$ 75,278	\$ 80,131	\$ 84,111
<b>2</b>	\$ 48,277	\$ 53,628	\$ 58,967	\$ 74,147	\$ 79,003	\$ 83,866	\$ 87,839
<b>3</b>	\$ 50,578	\$ 56,271	\$ 61,330	\$ 77,880	\$ 82,751	\$ 87,594	\$ 91,569
<b>4</b>	\$ 52,884	\$ 58,919	\$ 63,683	\$ 81,603	\$ 86,467	\$ 91,330	\$ 95,290
<b>5</b>	\$ 55,185	\$ 61,602	\$ 66,005	\$ 85,336	\$ 90,201	\$ 95,069	\$ 99,037
<b>6</b>	\$ 57,638	\$ 64,128	\$ 68,353	\$ 89,057	\$ 93,927	\$ 98,800	\$ 102,769
<b>7</b>		\$ 66,882	\$ 70,702	\$ 92,795	\$ 97,672	\$ 102,543	\$ 106,503
<b>8</b>			\$ 73,046	\$ 96,536	\$ 101,378	\$ 106,282	\$ 110,261
<b>9</b>			\$ 75,527	\$ 100,264	\$ 105,134	\$ 110,014	\$ 113,994
<b>10</b>				\$ 104,001	\$ 108,949	\$ 113,769	\$ 117,754

**EFFECTIVE SEPTEMBER 2025**

**EFFECTIVE FEBRUARY 2026**

**GARDEN VALLEY**

EFFECTIVE SEPTEMBER 2022							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 36,805	\$ 41,286	\$ 47,016	\$ 57,128	\$ 61,327	\$ 64,903	\$ 68,713
1	\$ 38,659	\$ 43,792	\$ 50,080	\$ 60,921	\$ 65,320	\$ 68,611	\$ 72,507
2	\$ 40,507	\$ 46,307	\$ 53,149	\$ 64,721	\$ 69,288	\$ 72,317	\$ 76,321
3	\$ 42,367	\$ 48,901	\$ 56,211	\$ 68,514	\$ 73,307	\$ 76,024	\$ 80,130
4	\$ 44,226	\$ 51,325	\$ 59,274	\$ 72,317	\$ 77,304	\$ 79,734	\$ 83,933
5	\$ 46,089	\$ 53,838	\$ 62,335	\$ 76,110	\$ 81,298	\$ 83,441	\$ 87,740
6	\$ 47,941	\$ 56,344	\$ 65,409	\$ 79,908	\$ 85,290	\$ 87,146	\$ 91,550
7	\$ 49,799	\$ 58,860	\$ 68,469	\$ 83,705	\$ 89,283	\$ 90,843	\$ 95,353
8				\$ 87,501	\$ 93,279	\$ 94,552	\$ 99,162
9				\$ 91,291	\$ 97,270	\$ 98,260	\$ 102,911
10						\$ 101,965	\$ 106,780

EFFECTIVE SEPTEMBER 2023							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 37,746	\$ 42,350	\$ 48,238	\$ 58,628	\$ 62,942	\$ 66,616	\$ 70,531
1	\$ 39,651	\$ 44,925	\$ 51,386	\$ 62,525	\$ 67,044	\$ 70,426	\$ 74,429
2	\$ 41,549	\$ 47,509	\$ 54,539	\$ 66,429	\$ 71,122	\$ 74,234	\$ 78,348
3	\$ 43,460	\$ 50,174	\$ 57,685	\$ 70,327	\$ 75,252	\$ 78,043	\$ 82,262
4	\$ 45,371	\$ 52,664	\$ 60,832	\$ 74,234	\$ 79,359	\$ 81,855	\$ 86,170
5	\$ 47,285	\$ 55,247	\$ 63,977	\$ 78,132	\$ 83,462	\$ 85,664	\$ 90,081
6	\$ 49,188	\$ 57,822	\$ 67,136	\$ 82,034	\$ 87,563	\$ 89,470	\$ 93,996
7	\$ 51,096	\$ 60,407	\$ 70,281	\$ 85,936	\$ 91,667	\$ 93,270	\$ 97,904
8				\$ 89,835	\$ 95,773	\$ 97,081	\$ 101,817
9				\$ 93,729	\$ 99,873	\$ 100,890	\$ 105,670
10						\$ 104,698	\$ 109,645

EFFECTIVE SEPTEMBER 2024							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 38,132	\$ 42,874	\$ 48,939	\$ 59,641	\$ 64,084	\$ 67,869	\$ 71,901
1	\$ 40,094	\$ 45,527	\$ 52,182	\$ 63,655	\$ 68,310	\$ 71,793	\$ 75,916
2	\$ 42,049	\$ 48,188	\$ 55,429	\$ 67,676	\$ 72,510	\$ 75,716	\$ 79,953
3	\$ 44,018	\$ 50,933	\$ 58,670	\$ 71,691	\$ 76,763	\$ 79,638	\$ 83,984
4	\$ 45,986	\$ 53,498	\$ 61,911	\$ 75,716	\$ 80,993	\$ 83,564	\$ 88,009
5	\$ 47,957	\$ 56,159	\$ 65,151	\$ 79,730	\$ 85,220	\$ 87,488	\$ 92,038
6	\$ 49,918	\$ 58,811	\$ 68,404	\$ 83,749	\$ 89,444	\$ 91,409	\$ 96,070
7	\$ 51,883	\$ 61,474	\$ 71,643	\$ 87,768	\$ 93,671	\$ 95,322	\$ 100,095
8				\$ 91,785	\$ 97,900	\$ 99,247	\$ 104,126
9				\$ 95,795	\$ 102,123	\$ 103,171	\$ 108,094
10						\$ 107,093	\$ 112,188

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**HANOVER**

EFFECTIVE SEPTEMBER 2022							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 39,605	\$ 43,998	\$ 49,553	\$ 59,545	\$ 63,691	\$ 67,256	\$ 71,079
1	\$ 41,419	\$ 46,466	\$ 52,200	\$ 62,918	\$ 67,225	\$ 70,921	\$ 74,842
2	\$ 43,242	\$ 48,942	\$ 54,846	\$ 66,293	\$ 70,759	\$ 74,579	\$ 78,610
3	\$ 45,062	\$ 51,411	\$ 57,490	\$ 69,667	\$ 74,295	\$ 78,250	\$ 82,379
4	\$ 46,886	\$ 53,879	\$ 60,135	\$ 73,039	\$ 77,825	\$ 81,908	\$ 86,145
5	\$ 48,707	\$ 56,346	\$ 62,783	\$ 76,411	\$ 81,365	\$ 85,577	\$ 89,912
6	\$ 50,525	\$ 58,820	\$ 65,427	\$ 79,787	\$ 84,896	\$ 89,234	\$ 93,681
7	\$ 52,347	\$ 61,281	\$ 68,079	\$ 83,159	\$ 88,432	\$ 92,900	\$ 97,453
8			\$ 70,711	\$ 86,539	\$ 91,965	\$ 96,561	\$ 101,214
9				\$ 89,908	\$ 95,504	\$ 100,229	\$ 104,983
10				\$ 93,286	\$ 99,026	\$ 103,889	\$ 108,736

EFFECTIVE SEPTEMBER 2023							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 40,926	\$ 45,441	\$ 51,149	\$ 61,415	\$ 65,675	\$ 69,338	\$ 73,266
1	\$ 42,791	\$ 47,977	\$ 53,868	\$ 64,881	\$ 69,307	\$ 73,104	\$ 77,133
2	\$ 44,664	\$ 50,520	\$ 56,587	\$ 68,349	\$ 72,937	\$ 76,863	\$ 81,005
3	\$ 46,534	\$ 53,058	\$ 59,304	\$ 71,815	\$ 76,571	\$ 80,634	\$ 84,877
4	\$ 48,408	\$ 55,594	\$ 62,021	\$ 75,280	\$ 80,198	\$ 84,393	\$ 88,747
5	\$ 50,279	\$ 58,128	\$ 64,743	\$ 78,745	\$ 83,836	\$ 88,163	\$ 92,617
6	\$ 52,147	\$ 60,671	\$ 67,459	\$ 82,213	\$ 87,464	\$ 91,921	\$ 96,490
7	\$ 54,019	\$ 63,199	\$ 70,184	\$ 85,678	\$ 91,096	\$ 95,688	\$ 100,366
8			\$ 72,889	\$ 89,151	\$ 94,727	\$ 99,449	\$ 104,231
9				\$ 92,614	\$ 98,363	\$ 103,218	\$ 108,103
10				\$ 96,084	\$ 101,982	\$ 106,979	\$ 111,959

EFFECTIVE SEPTEMBER 2024							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 41,854	\$ 46,504	\$ 52,383	\$ 62,957	\$ 67,345	\$ 71,118	\$ 75,164
1	\$ 43,774	\$ 49,116	\$ 55,184	\$ 66,527	\$ 71,086	\$ 74,997	\$ 79,147
2	\$ 45,704	\$ 51,736	\$ 57,985	\$ 70,100	\$ 74,825	\$ 78,869	\$ 83,135
3	\$ 47,630	\$ 54,350	\$ 60,783	\$ 73,670	\$ 78,568	\$ 82,753	\$ 87,124
4	\$ 49,560	\$ 56,961	\$ 63,582	\$ 77,239	\$ 82,304	\$ 86,625	\$ 91,109
5	\$ 51,488	\$ 59,572	\$ 66,385	\$ 80,807	\$ 86,051	\$ 90,508	\$ 95,096
6	\$ 53,411	\$ 62,191	\$ 69,183	\$ 84,380	\$ 89,788	\$ 94,379	\$ 99,084
7	\$ 55,339	\$ 64,795	\$ 71,990	\$ 87,949	\$ 93,529	\$ 98,258	\$ 103,077
8			\$ 74,775	\$ 91,526	\$ 97,269	\$ 102,132	\$ 107,057
9				\$ 95,092	\$ 101,014	\$ 106,014	\$ 111,046
10				\$ 98,667	\$ 104,742	\$ 109,888	\$ 115,018



<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**INTERLAKE**

EFFECTIVE SEPTEMBER 2022							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 38,094	\$ 42,624	\$ 48,248	\$ 58,251	\$ 62,498	\$ 66,138	\$ 69,919
1	\$ 40,244	\$ 45,116	\$ 50,900	\$ 62,035	\$ 66,454	\$ 70,243	\$ 74,141
2	\$ 42,394	\$ 47,611	\$ 53,552	\$ 65,823	\$ 70,407	\$ 74,348	\$ 78,358
3	\$ 44,545	\$ 50,103	\$ 56,205	\$ 69,609	\$ 74,358	\$ 78,455	\$ 82,575
4	\$ 46,696	\$ 52,594	\$ 58,858	\$ 73,394	\$ 78,315	\$ 82,561	\$ 86,796
5	\$ 48,848	\$ 55,086	\$ 61,510	\$ 77,179	\$ 82,270	\$ 86,668	\$ 91,016
6	\$ 51,001	\$ 57,574	\$ 64,164	\$ 80,970	\$ 86,220	\$ 90,772	\$ 95,234
7		\$ 60,072	\$ 66,819	\$ 84,757	\$ 90,175	\$ 94,878	\$ 99,457
8			\$ 69,477	\$ 88,558	\$ 94,147	\$ 98,983	\$ 103,675
9				\$ 92,342	\$ 98,097	\$ 103,101	\$ 107,892

EFFECTIVE SEPTEMBER 2023							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 39,067	\$ 43,721	\$ 49,500	\$ 59,778	\$ 64,141	\$ 67,882	\$ 71,767
1	\$ 41,276	\$ 46,282	\$ 52,225	\$ 63,666	\$ 68,207	\$ 72,100	\$ 76,105
2	\$ 43,485	\$ 48,846	\$ 54,950	\$ 67,558	\$ 72,269	\$ 76,318	\$ 80,437
3	\$ 45,695	\$ 51,406	\$ 57,676	\$ 71,449	\$ 76,328	\$ 80,538	\$ 84,771
4	\$ 47,905	\$ 53,965	\$ 60,402	\$ 75,337	\$ 80,394	\$ 84,756	\$ 89,108
5	\$ 50,116	\$ 56,526	\$ 63,126	\$ 79,227	\$ 84,458	\$ 88,977	\$ 93,444
6	\$ 52,329	\$ 59,083	\$ 65,854	\$ 83,122	\$ 88,516	\$ 93,193	\$ 97,778
7		\$ 61,649	\$ 68,582	\$ 87,012	\$ 92,580	\$ 97,413	\$ 102,117
8			\$ 71,312	\$ 90,919	\$ 96,661	\$ 101,630	\$ 106,451
9				\$ 94,806	\$ 100,720	\$ 105,861	\$ 110,785

EFFECTIVE SEPTEMBER 2024							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 39,329	\$ 44,124	\$ 50,075	\$ 60,661	\$ 65,156	\$ 69,009	\$ 73,011
1	\$ 41,605	\$ 46,761	\$ 52,882	\$ 64,666	\$ 69,343	\$ 73,353	\$ 77,479
2	\$ 43,880	\$ 49,401	\$ 55,689	\$ 68,675	\$ 73,527	\$ 77,698	\$ 81,941
3	\$ 46,156	\$ 52,039	\$ 58,496	\$ 72,682	\$ 77,708	\$ 82,044	\$ 86,404
4	\$ 48,433	\$ 54,675	\$ 61,304	\$ 76,687	\$ 81,896	\$ 86,389	\$ 90,871
5	\$ 50,710	\$ 57,312	\$ 64,111	\$ 80,694	\$ 86,082	\$ 90,737	\$ 95,338
6	\$ 52,989	\$ 59,945	\$ 66,920	\$ 84,706	\$ 90,262	\$ 95,079	\$ 99,801
7		\$ 62,588	\$ 69,730	\$ 88,713	\$ 94,448	\$ 99,425	\$ 104,271
8			\$ 72,542	\$ 92,737	\$ 98,652	\$ 103,769	\$ 108,735
9				\$ 96,741	\$ 102,832	\$ 108,127	\$ 113,198

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**KELSEY**

<b>EFFECTIVE SEPTEMBER 2022</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 40,721	\$ 44,687	\$ 49,486	\$ 60,842	\$ 65,099	\$ 68,786	\$ 72,708
<b>1</b>	\$ 43,248	\$ 47,208	\$ 52,401	\$ 64,573	\$ 68,844	\$ 72,407	\$ 76,325
<b>2</b>	\$ 45,768	\$ 49,729	\$ 55,319	\$ 68,298	\$ 72,597	\$ 76,028	\$ 79,942
<b>3</b>	\$ 47,827	\$ 51,802	\$ 57,783	\$ 71,590	\$ 76,344	\$ 79,643	\$ 83,557
<b>4</b>	\$ 49,895	\$ 53,883	\$ 60,244	\$ 74,886	\$ 80,085	\$ 83,257	\$ 87,176
<b>5</b>	\$ 51,581	\$ 55,969	\$ 62,712	\$ 78,182	\$ 83,327	\$ 86,879	\$ 90,789
<b>6</b>	\$ 53,268	\$ 58,046	\$ 65,176	\$ 81,473	\$ 86,570	\$ 90,496	\$ 94,414
<b>7</b>		\$ 60,122	\$ 67,645	\$ 84,766	\$ 89,814	\$ 94,112	\$ 98,025
<b>8</b>		\$ 62,206	\$ 70,211	\$ 88,065	\$ 93,052	\$ 97,728	\$ 101,640
<b>9</b>				\$ 91,357	\$ 96,297	\$ 101,347	\$ 105,259
<b>10</b>				\$ 94,673	\$ 99,540	\$ 104,964	\$ 108,875

<b>EFFECTIVE SEPTEMBER 2023</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 42,014	\$ 46,090	\$ 51,020	\$ 62,689	\$ 67,063	\$ 70,851	\$ 74,881
<b>1</b>	\$ 44,611	\$ 48,679	\$ 54,015	\$ 66,522	\$ 70,911	\$ 74,572	\$ 78,597
<b>2</b>	\$ 47,200	\$ 51,270	\$ 57,014	\$ 70,350	\$ 74,766	\$ 78,292	\$ 82,313
<b>3</b>	\$ 49,316	\$ 53,400	\$ 59,545	\$ 73,732	\$ 78,617	\$ 82,007	\$ 86,028
<b>4</b>	\$ 51,440	\$ 55,538	\$ 62,074	\$ 77,118	\$ 82,461	\$ 85,720	\$ 89,747
<b>5</b>	\$ 53,173	\$ 57,682	\$ 64,611	\$ 80,506	\$ 85,792	\$ 89,441	\$ 93,459
<b>6</b>	\$ 54,906	\$ 59,815	\$ 67,142	\$ 83,887	\$ 89,124	\$ 93,158	\$ 97,183
<b>7</b>		\$ 61,949	\$ 69,678	\$ 87,271	\$ 92,457	\$ 96,874	\$ 100,894
<b>8</b>		\$ 64,090	\$ 72,315	\$ 90,660	\$ 95,784	\$ 100,589	\$ 104,609
<b>9</b>				\$ 94,043	\$ 99,119	\$ 104,307	\$ 108,327
<b>10</b>				\$ 97,450	\$ 102,451	\$ 108,024	\$ 112,042

<b>EFFECTIVE SEPTEMBER 2024</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 43,076	\$ 47,274	\$ 52,352	\$ 64,371	\$ 68,876	\$ 72,778	\$ 76,929
<b>1</b>	\$ 45,750	\$ 49,941	\$ 55,437	\$ 68,319	\$ 72,839	\$ 76,610	\$ 80,757
<b>2</b>	\$ 48,418	\$ 52,610	\$ 58,526	\$ 72,261	\$ 76,811	\$ 80,442	\$ 84,584
<b>3</b>	\$ 50,597	\$ 54,804	\$ 61,133	\$ 75,746	\$ 80,776	\$ 84,269	\$ 88,411
<b>4</b>	\$ 52,785	\$ 57,006	\$ 63,737	\$ 79,233	\$ 84,736	\$ 88,093	\$ 92,240
<b>5</b>	\$ 54,569	\$ 59,214	\$ 66,350	\$ 82,722	\$ 88,167	\$ 91,926	\$ 96,065
<b>6</b>	\$ 56,355	\$ 61,411	\$ 68,957	\$ 86,205	\$ 91,599	\$ 95,754	\$ 99,900
<b>7</b>		\$ 63,608	\$ 71,570	\$ 89,690	\$ 95,032	\$ 99,581	\$ 103,722
<b>8</b>		\$ 65,814	\$ 74,286	\$ 93,181	\$ 98,459	\$ 103,408	\$ 107,548
<b>9</b>				\$ 96,666	\$ 101,893	\$ 107,237	\$ 111,378
<b>10</b>				\$ 100,175	\$ 105,325	\$ 111,066	\$ 115,205

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**LAKESHORE**

EFFECTIVE SEPTEMBER 2022							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 38,459	\$ 42,901	\$ 48,386	\$ 58,207	\$ 62,343	\$ 65,832	\$ 69,505
1	\$ 40,267	\$ 45,025	\$ 50,729	\$ 61,532	\$ 65,831	\$ 69,458	\$ 73,210
2	\$ 42,077	\$ 47,147	\$ 53,033	\$ 64,851	\$ 69,313	\$ 73,074	\$ 76,911
3	\$ 43,880	\$ 49,271	\$ 55,350	\$ 68,181	\$ 72,801	\$ 76,688	\$ 80,514
4	\$ 45,689	\$ 51,398	\$ 57,663	\$ 71,501	\$ 76,286	\$ 80,313	\$ 84,313
5	\$ 47,498	\$ 53,523	\$ 59,795	\$ 74,827	\$ 79,781	\$ 83,934	\$ 88,008
6	\$ 49,310	\$ 55,640	\$ 62,279	\$ 78,152	\$ 83,268	\$ 87,555	\$ 91,717
7	\$ 51,117	\$ 57,769	\$ 64,589	\$ 81,472	\$ 86,758	\$ 91,176	\$ 95,420
8		\$ 59,890	\$ 66,902	\$ 84,798	\$ 90,240	\$ 94,789	\$ 99,119
9			\$ 69,210	\$ 88,119	\$ 93,734	\$ 98,420	\$ 102,830
10				\$ 91,441	\$ 97,216	\$ 102,036	\$ 106,533

EFFECTIVE SEPTEMBER 2023							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 39,695	\$ 44,259	\$ 49,894	\$ 59,985	\$ 64,235	\$ 67,820	\$ 71,594
1	\$ 41,552	\$ 46,441	\$ 52,302	\$ 63,401	\$ 67,819	\$ 71,546	\$ 75,401
2	\$ 43,412	\$ 48,622	\$ 54,669	\$ 66,812	\$ 71,397	\$ 75,262	\$ 79,204
3	\$ 45,265	\$ 50,803	\$ 57,050	\$ 70,233	\$ 74,981	\$ 78,974	\$ 82,906
4	\$ 47,123	\$ 52,989	\$ 59,426	\$ 73,645	\$ 78,562	\$ 82,699	\$ 86,810
5	\$ 48,982	\$ 55,173	\$ 61,617	\$ 77,063	\$ 82,153	\$ 86,420	\$ 90,606
6	\$ 50,844	\$ 57,348	\$ 64,170	\$ 80,479	\$ 85,735	\$ 90,141	\$ 94,417
7	\$ 52,700	\$ 59,536	\$ 66,543	\$ 83,890	\$ 89,322	\$ 93,861	\$ 98,222
8		\$ 61,715	\$ 68,920	\$ 87,308	\$ 92,899	\$ 97,574	\$ 102,022
9			\$ 71,291	\$ 90,720	\$ 96,489	\$ 101,305	\$ 105,835
10				\$ 94,134	\$ 100,067	\$ 105,020	\$ 109,640

EFFECTIVE SEPTEMBER 2024							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 40,687	\$ 45,388	\$ 51,193	\$ 61,586	\$ 65,964	\$ 69,657	\$ 73,543
1	\$ 42,600	\$ 47,636	\$ 53,672	\$ 65,105	\$ 69,656	\$ 73,494	\$ 77,465
2	\$ 44,516	\$ 49,882	\$ 56,111	\$ 68,618	\$ 73,340	\$ 77,321	\$ 81,382
3	\$ 46,424	\$ 52,129	\$ 58,563	\$ 72,142	\$ 77,032	\$ 81,145	\$ 85,194
4	\$ 48,339	\$ 54,380	\$ 61,011	\$ 75,656	\$ 80,721	\$ 84,982	\$ 89,216
5	\$ 50,253	\$ 56,630	\$ 63,267	\$ 79,176	\$ 84,419	\$ 88,814	\$ 93,126
6	\$ 52,171	\$ 58,870	\$ 65,896	\$ 82,695	\$ 88,109	\$ 92,646	\$ 97,051
7	\$ 54,083	\$ 61,123	\$ 68,341	\$ 86,208	\$ 91,803	\$ 96,479	\$ 100,970
8		\$ 63,368	\$ 70,789	\$ 89,729	\$ 95,488	\$ 100,303	\$ 104,885
9			\$ 73,231	\$ 93,243	\$ 99,185	\$ 104,145	\$ 108,812
10				\$ 96,759	\$ 102,870	\$ 107,972	\$ 112,731

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**LORD SELKIRK**

EFFECTIVE SEPTEMBER 2022							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 50,592	\$ 41,932	\$ 47,843	\$ 58,134	\$ 62,057	\$ 65,542	\$ 69,661
1		\$ 44,131	\$ 50,473	\$ 61,922	\$ 65,660	\$ 69,336	\$ 73,464
2		\$ 46,326	\$ 53,119	\$ 65,701	\$ 69,256	\$ 73,119	\$ 77,248
3		\$ 48,521	\$ 55,749	\$ 69,477	\$ 72,853	\$ 76,916	\$ 81,038
4		\$ 50,715	\$ 58,379	\$ 73,262	\$ 76,455	\$ 80,708	\$ 84,829
5		\$ 52,914	\$ 61,014	\$ 77,044	\$ 80,050	\$ 84,495	\$ 88,609
6		\$ 55,111	\$ 63,656	\$ 80,825	\$ 83,649	\$ 88,285	\$ 92,404
7		\$ 57,308	\$ 66,287	\$ 84,609	\$ 87,235	\$ 92,073	\$ 96,194
8		\$ 59,644	\$ 69,256	\$ 88,398	\$ 90,829	\$ 95,865	\$ 99,980
9				\$ 92,185	\$ 94,436	\$ 99,659	\$ 103,776
10					\$ 98,087	\$ 103,442	\$ 107,564

EFFECTIVE SEPTEMBER 2023							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 51,910	\$ 43,012	\$ 49,086	\$ 59,660	\$ 63,690	\$ 67,271	\$ 71,503
1		\$ 45,272	\$ 51,788	\$ 63,552	\$ 67,393	\$ 71,170	\$ 75,411
2		\$ 47,527	\$ 54,506	\$ 67,434	\$ 71,087	\$ 75,057	\$ 79,299
3		\$ 49,782	\$ 57,209	\$ 71,315	\$ 74,783	\$ 78,958	\$ 83,193
4		\$ 52,036	\$ 59,911	\$ 75,203	\$ 78,485	\$ 82,854	\$ 87,088
5		\$ 54,296	\$ 62,619	\$ 79,090	\$ 82,178	\$ 86,746	\$ 90,972
6		\$ 56,553	\$ 65,334	\$ 82,975	\$ 85,876	\$ 90,640	\$ 94,872
7		\$ 58,810	\$ 68,037	\$ 86,863	\$ 89,561	\$ 94,532	\$ 98,766
8		\$ 61,211	\$ 71,087	\$ 90,756	\$ 93,253	\$ 98,428	\$ 102,657
9				\$ 94,647	\$ 96,960	\$ 102,327	\$ 106,556
10					\$ 100,711	\$ 106,214	\$ 110,449

EFFECTIVE SEPTEMBER 2024							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 52,290	\$ 43,125	\$ 49,381	\$ 60,272	\$ 64,423	\$ 68,112	\$ 72,471
1		\$ 45,452	\$ 52,164	\$ 64,281	\$ 68,237	\$ 72,127	\$ 76,495
2		\$ 47,775	\$ 54,964	\$ 68,280	\$ 72,042	\$ 76,131	\$ 80,500
3		\$ 50,098	\$ 57,747	\$ 72,277	\$ 75,849	\$ 80,149	\$ 84,511
4		\$ 52,420	\$ 60,531	\$ 76,282	\$ 79,662	\$ 84,162	\$ 88,523
5		\$ 54,747	\$ 63,320	\$ 80,285	\$ 83,466	\$ 88,171	\$ 92,524
6		\$ 57,072	\$ 66,116	\$ 84,286	\$ 87,275	\$ 92,182	\$ 96,540
7		\$ 59,397	\$ 68,901	\$ 88,291	\$ 91,070	\$ 96,190	\$ 100,551
8		\$ 61,870	\$ 72,042	\$ 92,301	\$ 94,873	\$ 100,203	\$ 104,559
9				\$ 96,308	\$ 98,692	\$ 104,219	\$ 108,575
10					\$ 102,555	\$ 108,223	\$ 112,585



<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**LOUIS RIEL**

EFFECTIVE SEPTEMBER 2022							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 40,122	\$ 44,647	\$ 51,352	\$ 59,631	\$ 63,868	\$ 68,032	\$ 72,214
1	\$ 42,182	\$ 46,813	\$ 54,295	\$ 62,993	\$ 67,334	\$ 71,695	\$ 76,050
2	\$ 44,243	\$ 49,463	\$ 57,241	\$ 66,353	\$ 70,800	\$ 75,360	\$ 79,887
3	\$ 46,309	\$ 52,138	\$ 60,184	\$ 69,715	\$ 74,266	\$ 79,024	\$ 83,720
4	\$ 48,374	\$ 54,860	\$ 63,128	\$ 73,077	\$ 77,731	\$ 82,691	\$ 87,625
5	\$ 50,435	\$ 57,590	\$ 66,073	\$ 76,437	\$ 81,623	\$ 86,355	\$ 92,146
6	\$ 52,815	\$ 61,575	\$ 70,064	\$ 80,173	\$ 85,739	\$ 90,647	\$ 96,676
7				\$ 84,299	\$ 89,866	\$ 95,182	\$ 101,205
8				\$ 88,420	\$ 93,977	\$ 99,712	\$ 105,945
9				\$ 93,561	\$ 99,059	\$ 105,401	\$ 111,604

EFFECTIVE SEPTEMBER 2023							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 41,316	\$ 45,965	\$ 52,854	\$ 61,361	\$ 65,714	\$ 69,993	\$ 74,290
1	\$ 43,432	\$ 48,191	\$ 55,878	\$ 64,815	\$ 69,276	\$ 73,757	\$ 78,231
2	\$ 45,550	\$ 50,913	\$ 58,905	\$ 68,268	\$ 72,837	\$ 77,523	\$ 82,174
3	\$ 47,672	\$ 53,662	\$ 61,930	\$ 71,723	\$ 76,399	\$ 81,287	\$ 86,113
4	\$ 49,795	\$ 56,459	\$ 64,954	\$ 75,176	\$ 79,959	\$ 85,055	\$ 90,125
5	\$ 51,912	\$ 59,263	\$ 67,980	\$ 78,629	\$ 83,958	\$ 88,820	\$ 94,771
6	\$ 54,358	\$ 63,358	\$ 72,081	\$ 82,468	\$ 88,187	\$ 93,230	\$ 99,425
7				\$ 86,708	\$ 92,428	\$ 97,890	\$ 104,078
8				\$ 90,942	\$ 96,652	\$ 102,544	\$ 108,949
9				\$ 96,224	\$ 101,873	\$ 108,389	\$ 114,764

EFFECTIVE SEPTEMBER 2024							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 42,222	\$ 47,010	\$ 54,106	\$ 62,868	\$ 67,352	\$ 71,759	\$ 76,185
1	\$ 44,402	\$ 49,303	\$ 57,221	\$ 66,426	\$ 71,021	\$ 75,636	\$ 80,244
2	\$ 46,583	\$ 52,107	\$ 60,339	\$ 69,982	\$ 74,688	\$ 79,515	\$ 84,305
3	\$ 48,769	\$ 54,938	\$ 63,454	\$ 73,541	\$ 78,357	\$ 83,392	\$ 88,363
4	\$ 50,955	\$ 57,819	\$ 66,569	\$ 77,098	\$ 82,024	\$ 87,273	\$ 92,495
5	\$ 53,136	\$ 60,708	\$ 69,685	\$ 80,654	\$ 86,143	\$ 91,151	\$ 97,280
6	\$ 55,655	\$ 64,925	\$ 73,910	\$ 84,608	\$ 90,499	\$ 95,693	\$ 102,074
7				\$ 88,975	\$ 94,867	\$ 100,493	\$ 106,867
8				\$ 93,336	\$ 99,218	\$ 105,287	\$ 111,884
9				\$ 98,777	\$ 104,595	\$ 111,307	\$ 117,873

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**LRTA - EX-NORWOOD NET SCALE**

STEP	EFFECTIVE SEPTEMBER 2022						
0	\$ 39,971	\$ 44,496	\$ 51,201	\$ 59,480	\$ 63,717	\$ 67,881	\$ 72,063
1	\$ 42,031	\$ 46,662	\$ 54,144	\$ 62,842	\$ 67,183	\$ 71,544	\$ 75,899
2	\$ 44,092	\$ 49,312	\$ 57,090	\$ 66,202	\$ 70,649	\$ 75,209	\$ 79,736
3	\$ 46,158	\$ 51,987	\$ 60,033	\$ 69,564	\$ 74,115	\$ 78,873	\$ 83,569
4	\$ 48,223	\$ 54,709	\$ 62,977	\$ 72,926	\$ 77,580	\$ 82,540	\$ 87,474
5	\$ 50,284	\$ 57,439	\$ 65,922	\$ 76,286	\$ 81,472	\$ 86,204	\$ 91,995
6	\$ 52,664	\$ 61,424	\$ 69,913	\$ 80,022	\$ 85,588	\$ 90,496	\$ 96,525
7				\$ 84,148	\$ 89,715	\$ 95,031	\$ 101,054
8				\$ 88,269	\$ 93,826	\$ 99,561	\$ 105,794
9				\$ 93,410	\$ 98,908	\$ 105,250	\$ 111,453

STEP	EFFECTIVE SEPTEMBER 2023						
0	\$ 41,165	\$ 45,814	\$ 52,703	\$ 61,210	\$ 65,563	\$ 69,842	\$ 74,139
1	\$ 43,281	\$ 48,040	\$ 55,727	\$ 64,664	\$ 69,125	\$ 73,606	\$ 78,080
2	\$ 45,399	\$ 50,762	\$ 58,754	\$ 68,117	\$ 72,686	\$ 77,372	\$ 82,023
3	\$ 47,521	\$ 53,511	\$ 61,779	\$ 71,572	\$ 76,248	\$ 81,136	\$ 85,962
4	\$ 49,644	\$ 56,308	\$ 64,803	\$ 75,025	\$ 79,808	\$ 84,904	\$ 89,974
5	\$ 51,761	\$ 59,112	\$ 67,829	\$ 78,478	\$ 83,807	\$ 88,669	\$ 94,620
6	\$ 54,207	\$ 63,207	\$ 71,930	\$ 82,317	\$ 88,036	\$ 93,079	\$ 99,274
7				\$ 86,557	\$ 92,277	\$ 97,739	\$ 103,927
8				\$ 90,791	\$ 96,501	\$ 102,393	\$ 108,798
9				\$ 96,073	\$ 101,722	\$ 108,238	\$ 114,613

STEP	EFFECTIVE SEPTEMBER 2024						
0	\$ 42,071	\$ 46,859	\$ 53,955	\$ 62,717	\$ 67,201	\$ 71,608	\$ 76,034
1	\$ 44,251	\$ 49,152	\$ 57,070	\$ 66,275	\$ 70,870	\$ 75,485	\$ 80,093
2	\$ 46,432	\$ 51,956	\$ 60,188	\$ 69,831	\$ 74,537	\$ 79,364	\$ 84,154
3	\$ 48,618	\$ 54,787	\$ 63,303	\$ 73,390	\$ 78,206	\$ 83,241	\$ 88,212
4	\$ 50,804	\$ 57,668	\$ 66,418	\$ 76,947	\$ 81,873	\$ 87,122	\$ 92,344
5	\$ 52,985	\$ 60,557	\$ 69,534	\$ 80,503	\$ 85,992	\$ 91,000	\$ 97,129
6	\$ 55,504	\$ 64,774	\$ 73,759	\$ 84,457	\$ 90,348	\$ 95,542	\$ 101,923
7				\$ 88,824	\$ 94,716	\$ 100,342	\$ 106,716
8				\$ 93,185	\$ 99,067	\$ 105,136	\$ 111,733
9				\$ 98,626	\$ 104,444	\$ 111,156	\$ 117,722

STEP	EFFECTIVE SEPTEMBER 2025						
------	--------------------------	--	--	--	--	--	--

STEP	EFFECTIVE FEBRUARY 2026						
------	-------------------------	--	--	--	--	--	--

**MITT**

<b>STEP</b>	<b>EFFECTIVE FALL TERM 2021</b>
0	\$ 58,645
1	\$ 61,768
2	\$ 65,059
3	\$ 68,518
4	\$ 72,158
5	\$ 75,994
6	\$ 80,027
7	\$ 84,275
8	\$ 88,742
9	\$ 93,544
10	\$ 98,499
11	\$ 103,705
12	\$ 109,191

**MITT NET SCALE**

<b>STEP</b>	<b>EFFECTIVE SEPTEMBER 2022</b>
0	\$ 60,116
1	\$ 63,317
2	\$ 66,691
3	\$ 70,236
4	\$ 73,967
5	\$ 77,899
6	\$ 82,032
7	\$ 86,386
8	\$ 90,966
9	\$ 95,888
10	\$ 100,966
11	\$ 106,303
12	\$ 111,925

<b>STEP</b>	<b>EFFECTIVE SEPTEMBER 2023</b>
0	\$ 61,695
1	\$ 64,984
2	\$ 68,450
3	\$ 72,093
4	\$ 75,927

<b>5</b>	\$	79,967
<b>6</b>	\$	84,214
<b>7</b>	\$	88,688
<b>8</b>	\$	93,393
<b>9</b>	\$	98,451
<b>10</b>	\$	103,668
<b>11</b>	\$	109,152
<b>12</b>	\$	114,929

<b>STEP</b>	<b>EFFECTIVE SEPTEMBER 2024</b>	
<b>0</b>	\$	63,228
<b>1</b>	\$	66,616
<b>2</b>	\$	70,186
<b>3</b>	\$	73,938
<b>4</b>	\$	77,886
<b>5</b>	\$	82,048
<b>6</b>	\$	86,422
<b>7</b>	\$	91,030
<b>8</b>	\$	95,876
<b>9</b>	\$	101,086
<b>10</b>	\$	106,460
<b>11</b>	\$	112,108
<b>12</b>	\$	118,059

--

--

**MOUNTAIN VIEW**

<b>EFFECTIVE SEPTEMBER 2022</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 38,205	\$ 42,623	\$ 48,517	\$ 58,173	\$ 62,263	\$ 65,952	\$ 69,696
<b>1</b>	\$ 40,078	\$ 44,890	\$ 50,939	\$ 61,648	\$ 65,823	\$ 69,604	\$ 72,991
<b>2</b>	\$ 44,796	\$ 47,146	\$ 53,365	\$ 65,212	\$ 69,392	\$ 73,249	\$ 76,584
<b>3</b>	\$ 45,942	\$ 49,402	\$ 55,780	\$ 68,766	\$ 72,979	\$ 76,896	\$ 80,162
<b>4</b>	\$ 47,905	\$ 51,653	\$ 58,213	\$ 72,319	\$ 76,563	\$ 80,548	\$ 83,741
<b>5</b>	\$ 49,850	\$ 53,899	\$ 60,661	\$ 75,882	\$ 80,162	\$ 84,198	\$ 87,321
<b>6</b>	\$ 50,938	\$ 56,180	\$ 63,100	\$ 79,474	\$ 83,761	\$ 87,844	\$ 90,918
<b>7</b>		\$ 58,428	\$ 65,540	\$ 83,076	\$ 87,366	\$ 91,495	\$ 94,517
<b>8</b>		\$ 59,884	\$ 67,987	\$ 86,663	\$ 90,968	\$ 95,143	\$ 98,111
<b>9</b>			\$ 69,226	\$ 90,263	\$ 94,573	\$ 98,792	\$ 101,716
<b>10</b>				\$ 91,732	\$ 97,510	\$ 102,438	\$ 105,304
<b>11</b>							\$ 107,440

<b>EFFECTIVE SEPTEMBER 2023</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 39,181	\$ 43,720	\$ 49,776	\$ 59,698	\$ 63,900	\$ 67,691	\$ 71,538
<b>1</b>	\$ 41,105	\$ 46,050	\$ 52,264	\$ 63,269	\$ 67,558	\$ 71,443	\$ 74,924
<b>2</b>	\$ 45,953	\$ 48,367	\$ 54,757	\$ 66,931	\$ 71,226	\$ 75,188	\$ 78,615
<b>3</b>	\$ 47,130	\$ 50,685	\$ 57,239	\$ 70,582	\$ 74,911	\$ 78,936	\$ 82,292
<b>4</b>	\$ 49,148	\$ 52,999	\$ 59,738	\$ 74,233	\$ 78,594	\$ 82,688	\$ 85,968
<b>5</b>	\$ 51,146	\$ 55,306	\$ 62,254	\$ 77,894	\$ 82,292	\$ 86,438	\$ 89,647
<b>6</b>	\$ 52,263	\$ 57,650	\$ 64,760	\$ 81,584	\$ 85,990	\$ 90,185	\$ 93,343
<b>7</b>		\$ 59,960	\$ 67,267	\$ 85,286	\$ 89,693	\$ 93,936	\$ 97,041
<b>8</b>		\$ 61,456	\$ 69,782	\$ 88,971	\$ 93,395	\$ 97,684	\$ 100,734
<b>9</b>			\$ 71,054	\$ 92,671	\$ 97,099	\$ 101,434	\$ 104,438
<b>10</b>				\$ 94,180	\$ 100,116	\$ 105,180	\$ 108,125
<b>11</b>							\$ 110,319

<b>EFFECTIVE SEPTEMBER 2024</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 39,960	\$ 44,636	\$ 50,873	\$ 61,092	\$ 65,421	\$ 69,325	\$ 73,287
<b>1</b>	\$ 41,942	\$ 47,035	\$ 53,436	\$ 64,770	\$ 69,188	\$ 73,190	\$ 76,775
<b>2</b>	\$ 46,935	\$ 49,422	\$ 56,004	\$ 68,542	\$ 72,966	\$ 77,048	\$ 80,577
<b>3</b>	\$ 48,148	\$ 51,809	\$ 58,560	\$ 72,304	\$ 76,762	\$ 80,908	\$ 84,364
<b>4</b>	\$ 50,226	\$ 54,192	\$ 61,134	\$ 76,064	\$ 80,555	\$ 84,772	\$ 88,151
<b>5</b>	\$ 52,284	\$ 56,569	\$ 63,725	\$ 79,835	\$ 84,364	\$ 88,635	\$ 91,940
<b>6</b>	\$ 53,435	\$ 58,983	\$ 66,306	\$ 83,635	\$ 88,173	\$ 92,494	\$ 95,747

<b>7</b>		\$ 61,363	\$ 68,889	\$ 87,448	\$ 91,988	\$ 96,357	\$ 99,556
<b>8</b>		\$ 62,903	\$ 71,479	\$ 91,244	\$ 95,800	\$ 100,218	\$ 103,359
<b>9</b>			\$ 72,790	\$ 95,054	\$ 99,615	\$ 104,081	\$ 107,175
<b>10</b>				\$ 96,609	\$ 102,723	\$ 107,939	\$ 110,973
<b>11</b>							\$ 113,233

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--



**PARK WEST**

<b>EFFECTIVE SEPTEMBER 2022</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 38,817	\$ 42,950	\$ 48,287	\$ 58,068	\$ 62,270	\$ 66,641	\$ 69,290
<b>1</b>	\$ 40,930	\$ 45,367	\$ 50,919	\$ 61,836	\$ 66,213	\$ 70,314	\$ 73,081
<b>2</b>	\$ 43,046	\$ 47,789	\$ 53,550	\$ 65,604	\$ 70,157	\$ 73,983	\$ 76,877
<b>3</b>	\$ 45,158	\$ 50,210	\$ 56,185	\$ 69,373	\$ 74,101	\$ 77,647	\$ 80,667
<b>4</b>	\$ 47,268	\$ 52,633	\$ 58,811	\$ 73,140	\$ 78,042	\$ 81,315	\$ 84,462
<b>5</b>	\$ 49,384	\$ 55,042	\$ 61,445	\$ 76,907	\$ 81,982	\$ 85,091	\$ 88,254
<b>6</b>	\$ 51,479	\$ 57,460	\$ 64,072	\$ 80,677	\$ 85,926	\$ 88,646	\$ 92,045
<b>7</b>		\$ 59,876	\$ 66,703	\$ 84,445	\$ 89,867	\$ 92,314	\$ 95,842
<b>8</b>			\$ 69,347	\$ 88,213	\$ 93,811	\$ 95,984	\$ 99,631
<b>9</b>				\$ 91,983	\$ 97,756	\$ 99,646	\$ 103,425
<b>10</b>						\$ 103,269	\$ 107,218

<b>EFFECTIVE SEPTEMBER 2023</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 39,933	\$ 44,180	\$ 49,663	\$ 59,713	\$ 64,031	\$ 68,522	\$ 71,243
<b>1</b>	\$ 42,104	\$ 46,662	\$ 52,368	\$ 63,585	\$ 68,082	\$ 72,295	\$ 75,138
<b>2</b>	\$ 44,278	\$ 49,152	\$ 55,071	\$ 67,456	\$ 72,134	\$ 76,065	\$ 79,039
<b>3</b>	\$ 46,448	\$ 51,639	\$ 57,778	\$ 71,329	\$ 76,187	\$ 79,830	\$ 82,933
<b>4</b>	\$ 48,615	\$ 54,128	\$ 60,477	\$ 75,199	\$ 80,237	\$ 83,599	\$ 86,833
<b>5</b>	\$ 50,791	\$ 56,604	\$ 63,182	\$ 79,070	\$ 84,285	\$ 87,479	\$ 90,729
<b>6</b>	\$ 52,943	\$ 59,088	\$ 65,882	\$ 82,943	\$ 88,337	\$ 91,131	\$ 94,624
<b>7</b>		\$ 61,570	\$ 68,586	\$ 86,815	\$ 92,386	\$ 94,900	\$ 98,525
<b>8</b>			\$ 71,302	\$ 90,686	\$ 96,439	\$ 98,672	\$ 102,419
<b>9</b>				\$ 94,560	\$ 100,492	\$ 102,434	\$ 106,317
<b>10</b>						\$ 106,157	\$ 110,214

<b>EFFECTIVE SEPTEMBER 2024</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 40,479	\$ 44,853	\$ 50,501	\$ 60,852	\$ 65,300	\$ 69,925	\$ 72,728
<b>1</b>	\$ 42,715	\$ 47,410	\$ 53,287	\$ 64,840	\$ 69,473	\$ 73,812	\$ 76,741
<b>2</b>	\$ 44,954	\$ 49,974	\$ 56,071	\$ 68,828	\$ 73,646	\$ 77,695	\$ 80,758
<b>3</b>	\$ 47,190	\$ 52,536	\$ 58,859	\$ 72,817	\$ 77,821	\$ 81,573	\$ 84,769
<b>4</b>	\$ 49,422	\$ 55,100	\$ 61,639	\$ 76,803	\$ 81,992	\$ 85,455	\$ 88,786
<b>5</b>	\$ 51,662	\$ 57,650	\$ 64,426	\$ 80,790	\$ 86,162	\$ 89,452	\$ 92,799
<b>6</b>	\$ 53,880	\$ 60,209	\$ 67,207	\$ 84,780	\$ 90,335	\$ 93,213	\$ 96,811
<b>7</b>		\$ 62,766	\$ 69,992	\$ 88,767	\$ 94,506	\$ 97,095	\$ 100,829
<b>8</b>			\$ 72,789	\$ 92,755	\$ 98,680	\$ 100,980	\$ 104,840
<b>9</b>				\$ 96,745	\$ 102,855	\$ 104,855	\$ 108,854
<b>10</b>						\$ 108,690	\$ 112,869

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE SEPTEMBER 2026</b>	
---------------------------------	--

**PEMBINA TRAILS**

EFFECTIVE SEPTEMBER 2022							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 40,643	\$ 45,170	\$ 49,339	\$ 59,382	\$ 63,175	\$ 67,759	\$ 71,676
1	\$ 42,704	\$ 47,213	\$ 52,023	\$ 62,798	\$ 66,860	\$ 71,341	\$ 75,718
2	\$ 44,767	\$ 49,932	\$ 55,459	\$ 66,208	\$ 70,523	\$ 75,186	\$ 79,816
3	\$ 46,831	\$ 52,660	\$ 58,884	\$ 69,632	\$ 74,211	\$ 79,075	\$ 83,893
4	\$ 48,897	\$ 55,381	\$ 62,319	\$ 73,162	\$ 77,888	\$ 82,965	\$ 87,999
5	\$ 50,956	\$ 58,113	\$ 65,750	\$ 76,712	\$ 81,570	\$ 86,857	\$ 92,078
6	\$ 53,338	\$ 62,095	\$ 70,587	\$ 80,264	\$ 85,261	\$ 90,747	\$ 96,168
7				\$ 83,807	\$ 89,000	\$ 94,644	\$ 100,255
8				\$ 87,368	\$ 92,912	\$ 98,546	\$ 104,342
9				\$ 94,081	\$ 99,581	\$ 105,923	\$ 112,127

EFFECTIVE SEPTEMBER 2023							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 41,687	\$ 46,338	\$ 50,621	\$ 60,941	\$ 64,838	\$ 69,548	\$ 73,573
1	\$ 43,804	\$ 48,437	\$ 53,379	\$ 64,451	\$ 68,624	\$ 73,229	\$ 77,726
2	\$ 45,924	\$ 51,231	\$ 56,909	\$ 67,954	\$ 72,388	\$ 77,179	\$ 81,937
3	\$ 48,044	\$ 54,034	\$ 60,429	\$ 71,472	\$ 76,178	\$ 81,175	\$ 86,126
4	\$ 50,167	\$ 56,830	\$ 63,959	\$ 75,100	\$ 79,956	\$ 85,173	\$ 90,345
5	\$ 52,283	\$ 59,636	\$ 67,484	\$ 78,747	\$ 83,739	\$ 89,171	\$ 94,535
6	\$ 54,731	\$ 63,728	\$ 72,454	\$ 82,397	\$ 87,531	\$ 93,168	\$ 98,738
7				\$ 86,038	\$ 91,374	\$ 97,172	\$ 102,938
8				\$ 89,696	\$ 95,393	\$ 101,181	\$ 107,137
9				\$ 96,594	\$ 102,245	\$ 108,761	\$ 115,136

EFFECTIVE SEPTEMBER 2024							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 42,353	\$ 47,143	\$ 51,555	\$ 62,184	\$ 66,199	\$ 71,049	\$ 75,196
1	\$ 44,534	\$ 49,305	\$ 54,396	\$ 65,799	\$ 70,098	\$ 74,841	\$ 79,473
2	\$ 46,717	\$ 52,183	\$ 58,032	\$ 69,408	\$ 73,974	\$ 78,910	\$ 83,810
3	\$ 48,901	\$ 55,070	\$ 61,657	\$ 73,031	\$ 77,878	\$ 83,025	\$ 88,124
4	\$ 51,087	\$ 57,950	\$ 65,292	\$ 76,768	\$ 81,769	\$ 87,143	\$ 92,471
5	\$ 53,267	\$ 60,841	\$ 68,924	\$ 80,525	\$ 85,666	\$ 91,261	\$ 96,787
6	\$ 55,788	\$ 65,055	\$ 74,042	\$ 84,284	\$ 89,572	\$ 95,378	\$ 101,115
7				\$ 88,034	\$ 93,530	\$ 99,502	\$ 105,441
8				\$ 91,802	\$ 97,670	\$ 103,632	\$ 109,766
9				\$ 98,907	\$ 104,727	\$ 111,439	\$ 118,005

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**PINE CREEK**

<b>EFFECTIVE SEPTEMBER 2022</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 38,237	\$ 42,349	\$ 48,881	\$ 58,209	\$ 62,378	\$ 65,901	\$ 68,472
<b>1</b>	\$ 39,833	\$ 44,540	\$ 51,160	\$ 61,569	\$ 65,921	\$ 69,529	\$ 72,300
<b>2</b>	\$ 41,427	\$ 46,737	\$ 53,442	\$ 64,932	\$ 69,461	\$ 73,202	\$ 76,167
<b>3</b>	\$ 43,026	\$ 48,926	\$ 55,720	\$ 68,298	\$ 73,002	\$ 76,860	\$ 79,936
<b>4</b>	\$ 44,629	\$ 51,119	\$ 58,006	\$ 71,659	\$ 76,542	\$ 80,515	\$ 83,753
<b>5</b>	\$ 46,223	\$ 53,314	\$ 60,287	\$ 75,018	\$ 80,083	\$ 84,173	\$ 87,575
<b>6</b>	\$ 47,821	\$ 55,507	\$ 62,571	\$ 78,381	\$ 83,623	\$ 87,829	\$ 91,399
<b>7</b>	\$ 49,419	\$ 57,700	\$ 64,856	\$ 81,740	\$ 87,160	\$ 91,479	\$ 95,217
<b>8</b>	\$ 51,017	\$ 59,892	\$ 67,137	\$ 85,101	\$ 90,703	\$ 95,132	\$ 99,033
<b>9</b>			\$ 69,418	\$ 88,467	\$ 94,246	\$ 98,790	\$ 102,860
<b>10</b>				\$ 91,828	\$ 97,785	\$ 102,444	\$ 106,675

<b>EFFECTIVE SEPTEMBER 2023</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 39,346	\$ 43,571	\$ 50,284	\$ 59,868	\$ 64,151	\$ 67,772	\$ 70,413
<b>1</b>	\$ 40,986	\$ 45,823	\$ 52,625	\$ 63,320	\$ 67,792	\$ 71,499	\$ 74,347
<b>2</b>	\$ 42,624	\$ 48,081	\$ 54,970	\$ 66,776	\$ 71,429	\$ 75,274	\$ 78,320
<b>3</b>	\$ 44,268	\$ 50,330	\$ 57,311	\$ 70,234	\$ 75,068	\$ 79,031	\$ 82,192
<b>4</b>	\$ 45,914	\$ 52,583	\$ 59,659	\$ 73,688	\$ 78,705	\$ 82,787	\$ 86,114
<b>5</b>	\$ 47,552	\$ 54,838	\$ 62,003	\$ 77,139	\$ 82,343	\$ 86,546	\$ 90,041
<b>6</b>	\$ 49,195	\$ 57,092	\$ 64,350	\$ 80,595	\$ 85,980	\$ 90,302	\$ 93,970
<b>7</b>	\$ 50,836	\$ 59,345	\$ 66,698	\$ 84,046	\$ 89,615	\$ 94,052	\$ 97,893
<b>8</b>	\$ 52,478	\$ 61,598	\$ 69,041	\$ 87,500	\$ 93,256	\$ 97,807	\$ 101,815
<b>9</b>			\$ 71,385	\$ 90,958	\$ 96,895	\$ 101,565	\$ 105,747
<b>10</b>				\$ 94,412	\$ 100,533	\$ 105,319	\$ 109,667

<b>EFFECTIVE SEPTEMBER 2024</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 39,567	\$ 43,919	\$ 50,833	\$ 60,704	\$ 65,116	\$ 68,845	\$ 71,566
<b>1</b>	\$ 41,256	\$ 46,238	\$ 53,244	\$ 64,260	\$ 68,866	\$ 72,684	\$ 75,617
<b>2</b>	\$ 42,943	\$ 48,563	\$ 55,659	\$ 67,820	\$ 72,612	\$ 76,572	\$ 79,709
<b>3</b>	\$ 44,636	\$ 50,880	\$ 58,070	\$ 71,381	\$ 76,360	\$ 80,443	\$ 83,698
<b>4</b>	\$ 46,332	\$ 53,201	\$ 60,489	\$ 74,939	\$ 80,106	\$ 84,311	\$ 87,738
<b>5</b>	\$ 48,019	\$ 55,524	\$ 62,904	\$ 78,494	\$ 83,854	\$ 88,183	\$ 91,783
<b>6</b>	\$ 49,711	\$ 57,845	\$ 65,320	\$ 82,053	\$ 87,600	\$ 92,052	\$ 95,830
<b>7</b>	\$ 51,401	\$ 60,166	\$ 67,739	\$ 85,608	\$ 91,344	\$ 95,914	\$ 99,871
<b>8</b>	\$ 53,093	\$ 62,486	\$ 70,153	\$ 89,165	\$ 95,094	\$ 99,781	\$ 103,909
<b>9</b>			\$ 72,567	\$ 92,727	\$ 98,843	\$ 103,652	\$ 107,960
<b>10</b>				\$ 96,284	\$ 102,589	\$ 107,519	\$ 111,997

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

---

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

---

**PORTAGE LA PRAIRIE**

<b>EFFECTIVE SEPTEMBER 2022</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 38,162	\$ 42,371	\$ 48,867	\$ 58,999	\$ 63,058	\$ 66,130	\$ 69,706
<b>1</b>	\$ 39,968	\$ 44,494	\$ 51,433	\$ 62,257	\$ 66,457	\$ 69,754	\$ 73,112
<b>2</b>	\$ 41,764	\$ 46,607	\$ 54,006	\$ 65,497	\$ 69,868	\$ 73,380	\$ 76,520
<b>3</b>	\$ 43,567	\$ 48,729	\$ 56,571	\$ 68,744	\$ 73,268	\$ 77,009	\$ 79,916
<b>4</b>	\$ 45,367	\$ 50,850	\$ 59,137	\$ 71,982	\$ 76,678	\$ 80,642	\$ 83,319
<b>5</b>	\$ 47,178	\$ 52,963	\$ 61,710	\$ 75,231	\$ 80,073	\$ 84,272	\$ 86,720
<b>6</b>	\$ 48,978	\$ 55,071	\$ 64,278	\$ 78,476	\$ 83,430	\$ 87,898	\$ 90,126
<b>7</b>	\$ 50,779	\$ 57,207	\$ 66,847	\$ 81,725	\$ 86,879	\$ 91,524	\$ 93,532
<b>8</b>				\$ 84,966	\$ 90,285	\$ 95,161	\$ 96,927
<b>9</b>				\$ 88,207	\$ 93,682	\$ 98,780	\$ 100,331
<b>10</b>				\$ 91,524	\$ 97,201	\$ 102,401	\$ 103,739
<b>11</b>							\$ 107,251

<b>EFFECTIVE SEPTEMBER 2023</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 39,270	\$ 43,594	\$ 50,270	\$ 60,680	\$ 64,850	\$ 68,007	\$ 71,682
<b>1</b>	\$ 41,125	\$ 45,776	\$ 52,905	\$ 64,028	\$ 68,343	\$ 71,730	\$ 75,181
<b>2</b>	\$ 42,971	\$ 47,947	\$ 55,549	\$ 67,356	\$ 71,847	\$ 75,457	\$ 78,683
<b>3</b>	\$ 44,823	\$ 50,128	\$ 58,185	\$ 70,693	\$ 75,342	\$ 79,185	\$ 82,172
<b>4</b>	\$ 46,673	\$ 52,307	\$ 60,822	\$ 74,020	\$ 78,845	\$ 82,918	\$ 85,669
<b>5</b>	\$ 48,534	\$ 54,478	\$ 63,466	\$ 77,358	\$ 82,333	\$ 86,648	\$ 89,163
<b>6</b>	\$ 50,383	\$ 56,644	\$ 66,104	\$ 80,692	\$ 85,783	\$ 90,374	\$ 92,663
<b>7</b>	\$ 52,234	\$ 58,838	\$ 68,744	\$ 84,031	\$ 89,326	\$ 94,099	\$ 96,163
<b>8</b>				\$ 87,361	\$ 92,826	\$ 97,836	\$ 99,651
<b>9</b>				\$ 90,691	\$ 96,317	\$ 101,555	\$ 103,149
<b>10</b>				\$ 94,099	\$ 99,933	\$ 105,275	\$ 106,651
<b>11</b>							\$ 110,259

<b>EFFECTIVE SEPTEMBER 2024</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 39,939	\$ 44,393	\$ 51,268	\$ 61,991	\$ 66,286	\$ 69,538	\$ 73,323
<b>1</b>	\$ 41,850	\$ 46,640	\$ 53,983	\$ 65,439	\$ 69,884	\$ 73,373	\$ 76,927
<b>2</b>	\$ 43,751	\$ 48,876	\$ 56,706	\$ 68,868	\$ 73,494	\$ 77,211	\$ 80,534
<b>3</b>	\$ 45,659	\$ 51,122	\$ 59,421	\$ 72,304	\$ 77,093	\$ 81,051	\$ 84,128
<b>4</b>	\$ 47,564	\$ 53,367	\$ 62,137	\$ 75,732	\$ 80,701	\$ 84,896	\$ 87,730
<b>5</b>	\$ 49,481	\$ 55,603	\$ 64,860	\$ 79,169	\$ 84,294	\$ 88,738	\$ 91,329
<b>6</b>	\$ 51,386	\$ 57,834	\$ 67,578	\$ 82,604	\$ 87,847	\$ 92,576	\$ 94,933
<b>7</b>	\$ 53,292	\$ 60,094	\$ 70,297	\$ 86,043	\$ 91,497	\$ 96,413	\$ 98,538
<b>8</b>				\$ 89,472	\$ 95,102	\$ 100,262	\$ 102,131
<b>9</b>				\$ 92,903	\$ 98,697	\$ 104,092	\$ 105,734
<b>10</b>				\$ 96,413	\$ 102,421	\$ 107,924	\$ 109,341
<b>11</b>							\$ 113,057

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--



**PRAIRIE ROSE**

<b>EFFECTIVE SEPTEMBER 2022</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 38,971	\$ 42,641	\$ 48,147	\$ 58,028	\$ 62,513	\$ 66,214	\$ 69,995
<b>1</b>	\$ 40,939	\$ 45,134	\$ 50,823	\$ 61,881	\$ 66,174	\$ 69,997	\$ 73,903
<b>2</b>	\$ 42,904	\$ 47,630	\$ 53,505	\$ 65,737	\$ 69,833	\$ 73,793	\$ 77,808
<b>3</b>	\$ 44,872	\$ 50,126	\$ 56,184	\$ 69,587	\$ 73,498	\$ 77,582	\$ 81,714
<b>4</b>	\$ 46,837	\$ 52,621	\$ 58,864	\$ 73,441	\$ 77,157	\$ 81,377	\$ 85,627
<b>5</b>	\$ 48,804	\$ 55,118	\$ 61,543	\$ 77,294	\$ 80,824	\$ 85,161	\$ 89,531
<b>6</b>	\$ 50,771	\$ 57,611	\$ 64,224	\$ 81,148	\$ 84,484	\$ 88,953	\$ 93,434
<b>7</b>		\$ 60,109	\$ 66,898	\$ 84,999	\$ 88,145	\$ 92,735	\$ 97,339
<b>8</b>			\$ 71,425	\$ 88,852	\$ 91,808	\$ 96,526	\$ 101,250
<b>9</b>				\$ 92,711	\$ 95,470	\$ 100,320	\$ 105,141
<b>10</b>					\$ 99,133	\$ 104,097	\$ 109,093

<b>EFFECTIVE SEPTEMBER 2023</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 39,968	\$ 43,740	\$ 49,396	\$ 59,549	\$ 64,157	\$ 67,960	\$ 71,845
<b>1</b>	\$ 41,990	\$ 46,301	\$ 52,146	\$ 63,508	\$ 67,919	\$ 71,847	\$ 75,861
<b>2</b>	\$ 44,010	\$ 48,866	\$ 54,902	\$ 67,470	\$ 71,679	\$ 75,748	\$ 79,873
<b>3</b>	\$ 46,032	\$ 51,430	\$ 57,654	\$ 71,426	\$ 75,445	\$ 79,641	\$ 83,887
<b>4</b>	\$ 48,050	\$ 53,993	\$ 60,408	\$ 75,387	\$ 79,204	\$ 83,541	\$ 87,907
<b>5</b>	\$ 50,071	\$ 56,559	\$ 63,161	\$ 79,345	\$ 82,972	\$ 87,428	\$ 91,919
<b>6</b>	\$ 52,093	\$ 59,121	\$ 65,916	\$ 83,305	\$ 86,733	\$ 91,324	\$ 95,929
<b>7</b>		\$ 61,688	\$ 68,663	\$ 87,262	\$ 90,494	\$ 95,211	\$ 99,942
<b>8</b>			\$ 73,315	\$ 91,221	\$ 94,259	\$ 99,106	\$ 103,960
<b>9</b>				\$ 95,186	\$ 98,021	\$ 103,004	\$ 107,958
<b>10</b>					\$ 101,784	\$ 106,885	\$ 112,019

<b>EFFECTIVE SEPTEMBER 2024</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 40,126	\$ 44,011	\$ 49,837	\$ 60,294	\$ 65,041	\$ 68,958	\$ 72,959
<b>1</b>	\$ 42,209	\$ 46,649	\$ 52,669	\$ 64,373	\$ 68,916	\$ 72,962	\$ 77,096
<b>2</b>	\$ 44,289	\$ 49,291	\$ 55,508	\$ 68,453	\$ 72,789	\$ 76,980	\$ 81,228
<b>3</b>	\$ 46,372	\$ 51,931	\$ 58,343	\$ 72,528	\$ 76,667	\$ 80,989	\$ 85,362
<b>4</b>	\$ 48,451	\$ 54,572	\$ 61,180	\$ 76,607	\$ 80,539	\$ 85,006	\$ 89,503
<b>5</b>	\$ 50,532	\$ 57,215	\$ 64,015	\$ 80,684	\$ 84,420	\$ 89,010	\$ 93,636
<b>6</b>	\$ 52,615	\$ 59,853	\$ 66,852	\$ 84,763	\$ 88,294	\$ 93,023	\$ 97,766
<b>7</b>		\$ 62,498	\$ 69,682	\$ 88,839	\$ 92,168	\$ 97,026	\$ 101,899
<b>8</b>			\$ 74,473	\$ 92,916	\$ 96,045	\$ 101,038	\$ 106,037
<b>9</b>				\$ 97,000	\$ 99,921	\$ 105,053	\$ 110,156
<b>10</b>					\$ 103,797	\$ 109,050	\$ 114,339

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**PRARIE SPIRIT**

<b>EFFECTIVE SEPTEMBER 2022</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 39,516	\$ 44,012	\$ 49,324	\$ 58,624	\$ 62,367	\$ 65,171	\$ 69,477
<b>1</b>	\$ 41,573	\$ 46,743	\$ 52,651	\$ 62,167	\$ 66,091	\$ 69,095	\$ 73,401
<b>2</b>	\$ 43,635	\$ 49,470	\$ 55,976	\$ 65,710	\$ 69,808	\$ 73,013	\$ 77,319
<b>3</b>	\$ 45,699	\$ 52,202	\$ 59,302	\$ 69,258	\$ 73,529	\$ 76,940	\$ 81,241
<b>4</b>	\$ 47,759	\$ 54,927	\$ 62,625	\$ 72,806	\$ 77,250	\$ 80,855	\$ 85,164
<b>5</b>	\$ 49,817	\$ 57,660	\$ 65,951	\$ 76,352	\$ 80,967	\$ 84,775	\$ 89,084
<b>6</b>	\$ 52,544	\$ 61,057	\$ 69,944	\$ 79,892	\$ 84,686	\$ 88,698	\$ 93,005
<b>7</b>				\$ 83,436	\$ 88,409	\$ 92,617	\$ 96,922
<b>8</b>				\$ 86,983	\$ 92,122	\$ 96,541	\$ 100,845
<b>9</b>				\$ 91,192	\$ 96,506	\$ 101,125	\$ 105,432

<b>EFFECTIVE SEPTEMBER 2023</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 41,280	\$ 45,899	\$ 51,358	\$ 60,914	\$ 64,759	\$ 67,640	\$ 72,065
<b>1</b>	\$ 43,394	\$ 48,706	\$ 54,776	\$ 64,553	\$ 68,586	\$ 71,672	\$ 76,096
<b>2</b>	\$ 45,512	\$ 51,508	\$ 58,192	\$ 68,194	\$ 72,405	\$ 75,698	\$ 80,123
<b>3</b>	\$ 47,633	\$ 54,314	\$ 61,610	\$ 71,839	\$ 76,228	\$ 79,733	\$ 84,152
<b>4</b>	\$ 49,750	\$ 57,115	\$ 65,024	\$ 75,486	\$ 80,051	\$ 83,756	\$ 88,183
<b>5</b>	\$ 51,865	\$ 59,923	\$ 68,442	\$ 79,128	\$ 83,871	\$ 87,784	\$ 92,211
<b>6</b>	\$ 54,666	\$ 63,413	\$ 72,545	\$ 82,766	\$ 87,692	\$ 91,814	\$ 96,240
<b>7</b>				\$ 86,408	\$ 91,517	\$ 95,842	\$ 100,265
<b>8</b>				\$ 90,052	\$ 95,333	\$ 99,873	\$ 104,295
<b>9</b>				\$ 94,377	\$ 99,837	\$ 104,583	\$ 109,008

<b>EFFECTIVE SEPTEMBER 2024</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 42,511	\$ 47,269	\$ 52,891	\$ 62,734	\$ 66,694	\$ 69,662	\$ 74,219
<b>1</b>	\$ 44,688	\$ 50,160	\$ 56,411	\$ 66,483	\$ 70,636	\$ 73,815	\$ 78,372
<b>2</b>	\$ 46,870	\$ 53,045	\$ 59,930	\$ 70,233	\$ 74,570	\$ 77,962	\$ 82,519
<b>3</b>	\$ 49,054	\$ 55,936	\$ 63,451	\$ 73,987	\$ 78,507	\$ 82,118	\$ 86,669
<b>4</b>	\$ 51,235	\$ 58,821	\$ 66,967	\$ 77,743	\$ 82,445	\$ 86,261	\$ 90,821
<b>5</b>	\$ 53,413	\$ 61,713	\$ 70,488	\$ 81,495	\$ 86,380	\$ 90,410	\$ 94,970
<b>6</b>	\$ 56,299	\$ 65,308	\$ 74,714	\$ 85,242	\$ 90,315	\$ 94,561	\$ 99,119
<b>7</b>				\$ 88,993	\$ 94,255	\$ 98,709	\$ 103,265
<b>8</b>				\$ 92,746	\$ 98,185	\$ 102,862	\$ 107,417
<b>9</b>				\$ 97,200	\$ 102,825	\$ 107,713	\$ 112,271

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**RED RIVER VALLEY**

EFFECTIVE SEPTEMBER 2022							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 45,423	\$ 51,019	\$ 57,434	\$ 58,279	\$ 62,192	\$ 65,809	\$ 69,635
1	\$ 47,237	\$ 53,173	\$ 59,748	\$ 61,614	\$ 65,742	\$ 69,465	\$ 73,415
2	\$ 49,046	\$ 55,320	\$ 62,057	\$ 64,942	\$ 69,262	\$ 73,131	\$ 77,186
3	\$ 50,861	\$ 57,473	\$ 64,359	\$ 68,272	\$ 72,810	\$ 76,788	\$ 80,956
4		\$ 59,618	\$ 66,666	\$ 71,605	\$ 76,366	\$ 80,451	\$ 84,730
5			\$ 68,975	\$ 74,935	\$ 79,919	\$ 84,112	\$ 88,502
6				\$ 78,266	\$ 83,470	\$ 87,770	\$ 92,276
7				\$ 81,596	\$ 87,027	\$ 91,431	\$ 96,050
8				\$ 84,926	\$ 90,585	\$ 95,090	\$ 99,822
9				\$ 88,259	\$ 94,133	\$ 98,751	\$ 103,595
10				\$ 91,589	\$ 97,682	\$ 102,414	\$ 107,366

EFFECTIVE SEPTEMBER 2023							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 46,928	\$ 52,679	\$ 59,270	\$ 60,138	\$ 64,159	\$ 67,875	\$ 71,807
1	\$ 48,793	\$ 54,892	\$ 61,647	\$ 63,565	\$ 67,807	\$ 71,632	\$ 75,691
2	\$ 50,651	\$ 57,098	\$ 64,020	\$ 66,984	\$ 71,424	\$ 75,399	\$ 79,566
3	\$ 52,517	\$ 59,310	\$ 66,385	\$ 70,407	\$ 75,069	\$ 79,157	\$ 83,439
4		\$ 61,515	\$ 68,756	\$ 73,831	\$ 78,723	\$ 82,920	\$ 87,316
5			\$ 71,129	\$ 77,252	\$ 82,374	\$ 86,681	\$ 91,193
6				\$ 80,675	\$ 86,022	\$ 90,440	\$ 95,070
7				\$ 84,096	\$ 89,676	\$ 94,202	\$ 98,948
8				\$ 87,518	\$ 93,333	\$ 97,961	\$ 102,824
9				\$ 90,942	\$ 96,978	\$ 101,724	\$ 106,700
10				\$ 94,365	\$ 100,625	\$ 105,487	\$ 110,575

EFFECTIVE SEPTEMBER 2024							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 48,160	\$ 54,083	\$ 60,871	\$ 61,766	\$ 65,908	\$ 69,735	\$ 73,785
1	\$ 50,080	\$ 56,363	\$ 63,321	\$ 65,295	\$ 69,665	\$ 73,605	\$ 77,785
2	\$ 51,995	\$ 58,634	\$ 65,764	\$ 68,818	\$ 73,390	\$ 77,485	\$ 81,776
3	\$ 53,916	\$ 60,913	\$ 68,201	\$ 72,343	\$ 77,145	\$ 81,355	\$ 85,766
4		\$ 63,184	\$ 70,643	\$ 75,870	\$ 80,908	\$ 85,231	\$ 89,760
5			\$ 73,086	\$ 79,393	\$ 84,669	\$ 89,105	\$ 93,752
6				\$ 82,919	\$ 88,427	\$ 92,977	\$ 97,746
7				\$ 86,443	\$ 92,190	\$ 96,852	\$ 101,740
8				\$ 89,967	\$ 95,956	\$ 100,724	\$ 105,733
9				\$ 93,495	\$ 99,711	\$ 104,599	\$ 109,725
10				\$ 97,019	\$ 103,468	\$ 108,475	\$ 113,716

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**RIVER EAST TRANSCONA**

<b>EFFECTIVE SEPTEMBER 2022</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 37,142	\$ 43,843	\$ 51,027	\$ 59,331	\$ 63,545	\$ 67,707	\$ 71,891
<b>1</b>	\$ 39,448	\$ 46,492	\$ 53,972	\$ 62,689	\$ 67,010	\$ 71,372	\$ 75,726
<b>2</b>	\$ 41,753	\$ 49,138	\$ 56,916	\$ 66,047	\$ 70,477	\$ 75,036	\$ 79,561
<b>3</b>	\$ 44,057	\$ 51,787	\$ 59,861	\$ 69,406	\$ 73,942	\$ 78,702	\$ 83,397
<b>4</b>	\$ 46,362	\$ 54,434	\$ 62,805	\$ 72,764	\$ 77,408	\$ 82,367	\$ 87,232
<b>5</b>	\$ 48,668	\$ 57,083	\$ 65,749	\$ 76,123	\$ 80,874	\$ 86,032	\$ 91,067
<b>6</b>	\$ 50,972	\$ 59,732	\$ 68,693	\$ 79,482	\$ 84,340	\$ 89,697	\$ 94,904
<b>7</b>				\$ 82,840	\$ 87,805	\$ 93,362	\$ 98,738
<b>8</b>				\$ 86,199	\$ 91,272	\$ 97,026	\$ 102,574
<b>9</b>				\$ 89,557	\$ 94,738	\$ 100,693	\$ 106,409
<b>10</b>				\$ 92,915	\$ 98,204	\$ 104,357	\$ 110,244

<b>EFFECTIVE SEPTEMBER 2023</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 38,388	\$ 45,274	\$ 52,656	\$ 61,187	\$ 65,517	\$ 69,794	\$ 74,093
<b>1</b>	\$ 40,757	\$ 47,995	\$ 55,681	\$ 64,638	\$ 69,078	\$ 73,559	\$ 78,033
<b>2</b>	\$ 43,126	\$ 50,715	\$ 58,706	\$ 68,089	\$ 72,640	\$ 77,324	\$ 81,974
<b>3</b>	\$ 45,494	\$ 53,436	\$ 61,732	\$ 71,539	\$ 76,200	\$ 81,092	\$ 85,915
<b>4</b>	\$ 47,862	\$ 56,156	\$ 64,757	\$ 74,990	\$ 79,762	\$ 84,857	\$ 89,856
<b>5</b>	\$ 50,231	\$ 58,878	\$ 67,782	\$ 78,442	\$ 83,323	\$ 88,623	\$ 93,796
<b>6</b>	\$ 52,599	\$ 61,599	\$ 70,807	\$ 81,893	\$ 86,884	\$ 92,389	\$ 97,738
<b>7</b>				\$ 85,343	\$ 90,445	\$ 96,154	\$ 101,678
<b>8</b>				\$ 88,794	\$ 94,007	\$ 99,920	\$ 105,619
<b>9</b>				\$ 92,244	\$ 97,568	\$ 103,687	\$ 109,560
<b>10</b>				\$ 95,695	\$ 101,129	\$ 107,452	\$ 113,501

<b>EFFECTIVE SEPTEMBER 2024</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 39,326	\$ 46,418	\$ 54,022	\$ 62,809	\$ 67,269	\$ 71,674	\$ 76,102
<b>1</b>	\$ 41,766	\$ 49,221	\$ 57,137	\$ 66,363	\$ 70,936	\$ 75,552	\$ 80,161
<b>2</b>	\$ 44,206	\$ 52,022	\$ 60,253	\$ 69,918	\$ 74,605	\$ 79,430	\$ 84,220
<b>3</b>	\$ 46,645	\$ 54,826	\$ 63,370	\$ 73,472	\$ 78,273	\$ 83,311	\$ 88,279
<b>4</b>	\$ 49,084	\$ 57,627	\$ 66,486	\$ 77,025	\$ 81,941	\$ 87,189	\$ 92,338
<b>5</b>	\$ 51,524	\$ 60,430	\$ 69,602	\$ 80,581	\$ 85,609	\$ 91,068	\$ 96,396
<b>6</b>	\$ 53,963	\$ 63,233	\$ 72,718	\$ 84,136	\$ 89,277	\$ 94,946	\$ 100,457
<b>7</b>				\$ 87,690	\$ 92,945	\$ 98,825	\$ 104,514
<b>8</b>				\$ 91,244	\$ 96,613	\$ 102,703	\$ 108,574
<b>9</b>				\$ 94,798	\$ 100,281	\$ 106,584	\$ 112,633
<b>10</b>				\$ 98,352	\$ 103,949	\$ 110,462	\$ 116,692

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--



**ROLLING RIVER**

<b>EFFECTIVE SEPTEMBER 2022</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 37,768	\$ 42,226	\$ 46,413	\$ 57,361	\$ 61,616	\$ 65,211	\$ 68,807
<b>1</b>	\$ 39,353	\$ 44,110	\$ 48,828	\$ 60,740	\$ 65,115	\$ 68,831	\$ 72,535
<b>2</b>	\$ 40,932	\$ 45,993	\$ 51,241	\$ 64,120	\$ 68,615	\$ 72,451	\$ 76,260
<b>3</b>	\$ 42,511	\$ 47,871	\$ 53,655	\$ 67,500	\$ 72,113	\$ 76,071	\$ 79,991
<b>4</b>	\$ 44,098	\$ 49,755	\$ 56,069	\$ 70,881	\$ 75,616	\$ 79,691	\$ 83,717
<b>5</b>	\$ 45,679	\$ 51,632	\$ 58,484	\$ 74,260	\$ 79,115	\$ 83,310	\$ 87,444
<b>6</b>	\$ 47,256	\$ 53,515	\$ 60,896	\$ 77,641	\$ 82,614	\$ 86,928	\$ 91,171
<b>7</b>	\$ 48,838	\$ 55,394	\$ 63,311	\$ 81,022	\$ 86,114	\$ 90,548	\$ 94,899
<b>8</b>	\$ 50,422	\$ 57,276	\$ 65,726	\$ 84,401	\$ 89,613	\$ 94,168	\$ 98,629
<b>9</b>		\$ 59,158	\$ 68,150	\$ 87,780	\$ 93,115	\$ 97,788	\$ 102,354
<b>10</b>				\$ 91,160	\$ 96,614	\$ 101,407	\$ 106,083

<b>EFFECTIVE SEPTEMBER 2023</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 38,734	\$ 43,315	\$ 47,617	\$ 58,866	\$ 63,238	\$ 66,932	\$ 70,627
<b>1</b>	\$ 40,363	\$ 45,250	\$ 50,099	\$ 62,338	\$ 66,833	\$ 70,651	\$ 74,458
<b>2</b>	\$ 41,985	\$ 47,186	\$ 52,578	\$ 65,811	\$ 70,429	\$ 74,371	\$ 78,285
<b>3</b>	\$ 43,608	\$ 49,115	\$ 55,058	\$ 69,284	\$ 74,024	\$ 78,090	\$ 82,118
<b>4</b>	\$ 45,238	\$ 51,050	\$ 57,539	\$ 72,758	\$ 77,623	\$ 81,810	\$ 85,947
<b>5</b>	\$ 46,862	\$ 52,980	\$ 60,020	\$ 76,229	\$ 81,218	\$ 85,528	\$ 89,776
<b>6</b>	\$ 48,483	\$ 54,914	\$ 62,498	\$ 79,703	\$ 84,814	\$ 89,246	\$ 93,606
<b>7</b>	\$ 50,109	\$ 56,845	\$ 64,980	\$ 83,177	\$ 88,410	\$ 92,966	\$ 97,437
<b>8</b>	\$ 51,736	\$ 58,779	\$ 67,461	\$ 86,650	\$ 92,005	\$ 96,685	\$ 101,269
<b>9</b>		\$ 60,713	\$ 69,952	\$ 90,122	\$ 95,603	\$ 100,405	\$ 105,096
<b>10</b>				\$ 93,594	\$ 99,198	\$ 104,123	\$ 108,927

<b>EFFECTIVE SEPTEMBER 2024</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 39,769	\$ 44,487	\$ 48,918	\$ 60,504	\$ 65,008	\$ 68,813	\$ 72,618
<b>1</b>	\$ 41,446	\$ 46,481	\$ 51,474	\$ 64,081	\$ 68,710	\$ 72,644	\$ 76,564
<b>2</b>	\$ 43,117	\$ 48,474	\$ 54,028	\$ 67,658	\$ 72,415	\$ 76,475	\$ 80,506
<b>3</b>	\$ 44,789	\$ 50,461	\$ 56,583	\$ 71,235	\$ 76,117	\$ 80,306	\$ 84,455
<b>4</b>	\$ 46,468	\$ 52,455	\$ 59,137	\$ 74,813	\$ 79,824	\$ 84,137	\$ 88,398
<b>5</b>	\$ 48,141	\$ 54,442	\$ 61,693	\$ 78,389	\$ 83,528	\$ 87,967	\$ 92,342
<b>6</b>	\$ 49,810	\$ 56,434	\$ 64,246	\$ 81,967	\$ 87,231	\$ 91,797	\$ 96,287
<b>7</b>	\$ 51,485	\$ 58,423	\$ 66,802	\$ 85,545	\$ 90,934	\$ 95,628	\$ 100,233
<b>8</b>	\$ 53,161	\$ 60,415	\$ 69,358	\$ 89,122	\$ 94,638	\$ 99,459	\$ 104,180
<b>9</b>		\$ 62,407	\$ 71,923	\$ 92,698	\$ 98,344	\$ 103,290	\$ 108,122
<b>10</b>				\$ 96,275	\$ 102,047	\$ 107,120	\$ 112,068

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**SEINE RIVER**

<b>EFFECTIVE SEPTEMBER 2022</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 39,059	\$ 43,413	\$ 49,642	\$ 59,601	\$ 63,710	\$ 67,073	\$ 70,615
<b>1</b>	\$ 40,858	\$ 45,842	\$ 52,561	\$ 62,892	\$ 67,200	\$ 70,673	\$ 74,373
<b>2</b>	\$ 42,660	\$ 48,272	\$ 55,479	\$ 66,187	\$ 70,703	\$ 74,274	\$ 78,141
<b>3</b>	\$ 44,460	\$ 50,697	\$ 58,402	\$ 69,475	\$ 74,192	\$ 77,879	\$ 81,902
<b>4</b>	\$ 46,262	\$ 53,126	\$ 61,317	\$ 72,758	\$ 77,695	\$ 81,481	\$ 85,667
<b>5</b>	\$ 48,060	\$ 55,554	\$ 64,240	\$ 76,055	\$ 81,193	\$ 85,082	\$ 89,427
<b>6</b>	\$ 49,860	\$ 57,978	\$ 67,160	\$ 79,348	\$ 84,686	\$ 88,684	\$ 93,193
<b>7</b>	\$ 51,671	\$ 60,414	\$ 70,080	\$ 82,638	\$ 88,181	\$ 92,285	\$ 96,956
<b>8</b>				\$ 85,926	\$ 91,679	\$ 95,889	\$ 100,716
<b>9</b>				\$ 89,219	\$ 95,178	\$ 99,491	\$ 104,478
<b>10</b>				\$ 92,513	\$ 98,675	\$ 103,092	\$ 108,249

<b>EFFECTIVE SEPTEMBER 2023</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 40,407	\$ 44,882	\$ 51,282	\$ 61,514	\$ 65,736	\$ 69,192	\$ 72,832
<b>1</b>	\$ 42,256	\$ 47,378	\$ 54,282	\$ 64,896	\$ 69,323	\$ 72,891	\$ 76,693
<b>2</b>	\$ 44,108	\$ 49,874	\$ 57,279	\$ 68,282	\$ 72,922	\$ 76,592	\$ 80,565
<b>3</b>	\$ 45,957	\$ 52,366	\$ 60,283	\$ 71,660	\$ 76,507	\$ 80,295	\$ 84,429
<b>4</b>	\$ 47,809	\$ 54,862	\$ 63,278	\$ 75,034	\$ 80,106	\$ 83,997	\$ 88,298
<b>5</b>	\$ 49,657	\$ 57,357	\$ 66,281	\$ 78,421	\$ 83,701	\$ 87,696	\$ 92,161
<b>6</b>	\$ 51,506	\$ 59,847	\$ 69,281	\$ 81,805	\$ 87,289	\$ 91,397	\$ 96,030
<b>7</b>	\$ 53,367	\$ 62,350	\$ 72,282	\$ 85,185	\$ 90,880	\$ 95,098	\$ 99,897
<b>8</b>				\$ 88,563	\$ 94,475	\$ 98,800	\$ 103,760
<b>9</b>				\$ 91,947	\$ 98,070	\$ 102,502	\$ 107,626
<b>10</b>				\$ 95,332	\$ 101,664	\$ 106,202	\$ 111,501

<b>EFFECTIVE SEPTEMBER 2024</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 41,433	\$ 46,041	\$ 52,634	\$ 63,173	\$ 67,522	\$ 71,081	\$ 74,830
<b>1</b>	\$ 43,337	\$ 48,612	\$ 55,723	\$ 66,656	\$ 71,216	\$ 74,891	\$ 78,807
<b>2</b>	\$ 45,244	\$ 51,183	\$ 58,811	\$ 70,144	\$ 74,923	\$ 78,703	\$ 82,795
<b>3</b>	\$ 47,149	\$ 53,750	\$ 61,905	\$ 73,623	\$ 78,616	\$ 82,518	\$ 86,776
<b>4</b>	\$ 49,057	\$ 56,321	\$ 64,990	\$ 77,098	\$ 82,323	\$ 86,330	\$ 90,760
<b>5</b>	\$ 50,960	\$ 58,891	\$ 68,083	\$ 80,587	\$ 86,025	\$ 90,140	\$ 94,739
<b>6</b>	\$ 52,865	\$ 61,456	\$ 71,173	\$ 84,072	\$ 89,721	\$ 93,953	\$ 98,725
<b>7</b>	\$ 54,781	\$ 64,034	\$ 74,264	\$ 87,554	\$ 93,420	\$ 97,764	\$ 102,708
<b>8</b>				\$ 91,034	\$ 97,122	\$ 101,578	\$ 106,686
<b>9</b>				\$ 94,519	\$ 100,826	\$ 105,390	\$ 110,668
<b>10</b>				\$ 98,005	\$ 104,527	\$ 109,202	\$ 114,659

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**Seven Oaks – GROSS SALARY**

<b>EFFECTIVE SEPTEMBER 2022 (2.50%)</b>							
<b>STEP</b>	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
<b>0</b>		\$ 46,480	\$ 50,287	\$ 61,639	\$ 65,429	\$ 69,222	\$ 73,050
<b>1</b>		\$ 48,388	\$ 53,429	\$ 64,153	\$ 68,591	\$ 72,394	\$ 76,194
<b>2</b>		\$ 50,916	\$ 56,602	\$ 67,432	\$ 71,813	\$ 75,539	\$ 79,957
<b>3</b>		\$ 53,432	\$ 59,741	\$ 70,915	\$ 75,445	\$ 79,314	\$ 83,778
<b>4</b>		\$ 55,967	\$ 63,544	\$ 74,402	\$ 79,059	\$ 83,122	\$ 88,187
<b>5</b>		\$ 59,109	\$ 67,327	\$ 77,906	\$ 82,693	\$ 87,535	\$ 92,600
<b>6</b>	\$ 51,542	\$ 62,281	\$ 71,730	\$ 81,382	\$ 86,301	\$ 91,947	\$ 97,642
<b>7</b>				\$ 85,010	\$ 90,674	\$ 96,993	\$ 102,694
<b>8</b>				\$ 90,047	\$ 95,752	\$ 102,040	\$ 107,770
<b>9</b>				\$ 95,454	\$ 100,861	\$ 107,114	\$ 112,803

<b>EFFECTIVE SEPTEMBER 2023 (2.75%)</b>							
<b>STEP</b>	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
<b>0</b>		\$ 47,759	\$ 51,670	\$ 63,335	\$ 67,229	\$ 71,125	\$ 75,058
<b>1</b>		\$ 49,718	\$ 54,899	\$ 65,917	\$ 70,477	\$ 74,385	\$ 78,289
<b>2</b>		\$ 52,316	\$ 58,159	\$ 69,287	\$ 73,788	\$ 77,616	\$ 82,156
<b>3</b>		\$ 54,901	\$ 61,384	\$ 72,865	\$ 77,520	\$ 81,496	\$ 86,082
<b>4</b>		\$ 57,506	\$ 65,291	\$ 76,448	\$ 81,234	\$ 85,408	\$ 90,613
<b>5</b>		\$ 60,734	\$ 69,178	\$ 80,049	\$ 84,967	\$ 89,942	\$ 95,146
<b>6</b>	\$ 52,959	\$ 63,994	\$ 73,702	\$ 83,620	\$ 88,674	\$ 94,476	\$ 100,328
<b>7</b>				\$ 87,348	\$ 93,167	\$ 99,661	\$ 105,518
<b>8</b>				\$ 92,523	\$ 98,385	\$ 104,846	\$ 110,734
<b>9</b>				\$ 98,079	\$ 103,635	\$ 110,060	\$ 115,905

<b>EFFECTIVE SEPTEMBER 2024 (3.00%)</b>							
<b>STEP</b>	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
<b>0</b>		\$ 49,191	\$ 53,220	\$ 65,235	\$ 69,246	\$ 73,259	\$ 77,310
<b>1</b>		\$ 51,210	\$ 56,546	\$ 67,895	\$ 72,592	\$ 76,616	\$ 80,638
<b>2</b>		\$ 53,885	\$ 59,903	\$ 71,365	\$ 76,001	\$ 79,944	\$ 84,621
<b>3</b>		\$ 56,548	\$ 63,225	\$ 75,051	\$ 79,845	\$ 83,940	\$ 88,665
<b>4</b>		\$ 59,232	\$ 67,250	\$ 78,742	\$ 83,671	\$ 87,970	\$ 93,331
<b>5</b>		\$ 62,556	\$ 71,254	\$ 82,450	\$ 87,516	\$ 92,640	\$ 98,000
<b>6</b>	\$ 54,548	\$ 65,913	\$ 75,913	\$ 86,129	\$ 91,334	\$ 97,310	\$ 103,337
<b>7</b>				\$ 89,968	\$ 95,962	\$ 102,651	\$ 108,684
<b>8</b>				\$ 95,299	\$ 101,336	\$ 107,992	\$ 114,056
<b>9</b>				\$ 101,022	\$ 106,744	\$ 113,362	\$ 119,382

<b>EFFECTIVE SEPTEMBER 2025 (3.00%)</b>							
<b>STEP</b>	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
<b>0</b>		\$ 50,667	\$ 54,816	\$ 67,192	\$ 71,323	\$ 75,457	\$ 79,630
<b>1</b>		\$ 52,746	\$ 58,242	\$ 69,932	\$ 74,769	\$ 78,915	\$ 83,057
<b>2</b>		\$ 55,502	\$ 61,701	\$ 73,506	\$ 78,282	\$ 82,343	\$ 87,159
<b>3</b>		\$ 58,244	\$ 65,122	\$ 77,303	\$ 82,241	\$ 86,459	\$ 91,325
<b>4</b>		\$ 61,009	\$ 69,267	\$ 81,104	\$ 86,181	\$ 90,609	\$ 96,131
<b>5</b>		\$ 64,433	\$ 73,391	\$ 84,923	\$ 90,142	\$ 95,419	\$ 100,940
<b>6</b>	\$ 56,184	\$ 67,891	\$ 78,191	\$ 88,713	\$ 94,074	\$ 100,229	\$ 106,438
<b>7</b>				\$ 92,667	\$ 98,841	\$ 105,730	\$ 111,944
<b>8</b>				\$ 98,158	\$ 104,376	\$ 111,231	\$ 117,478
<b>9</b>				\$ 104,052	\$ 109,946	\$ 116,763	\$ 122,964

<b>EFFECTIVE FEBRUARY 2026 (1.00%)</b>							
<b>STEP</b>	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
<b>0</b>		\$ 51,174	\$ 55,365	\$ 67,864	\$ 72,036	\$ 76,211	\$ 80,426
<b>1</b>		\$ 53,274	\$ 58,825	\$ 70,631	\$ 75,517	\$ 79,704	\$ 83,887
<b>2</b>		\$ 56,057	\$ 62,318	\$ 74,241	\$ 79,064	\$ 83,166	\$ 88,031
<b>3</b>		\$ 58,827	\$ 65,773	\$ 78,076	\$ 83,063	\$ 87,323	\$ 92,238
<b>4</b>		\$ 61,619	\$ 69,960	\$ 81,915	\$ 87,042	\$ 91,516	\$ 97,092
<b>5</b>		\$ 65,077	\$ 74,125	\$ 85,773	\$ 91,043	\$ 96,374	\$ 101,950
<b>6</b>	\$ 56,746	\$ 68,570	\$ 78,973	\$ 89,600	\$ 95,015	\$ 101,232	\$ 107,502
<b>7</b>				\$ 93,594	\$ 99,829	\$ 106,787	\$ 113,064
<b>8</b>				\$ 99,139	\$ 105,420	\$ 112,344	\$ 118,653
<b>9</b>				\$ 105,093	\$ 111,046	\$ 117,930	\$ 124,193

**SOUTHWEST HORIZON**

<b>EFFECTIVE SEPTEMBER 2022</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 38,914	\$ 43,396	\$ 48,057	\$ 58,207	\$ 62,293	\$ 66,392	\$ 69,616
<b>1</b>	\$ 41,050	\$ 46,225	\$ 51,523	\$ 61,468	\$ 65,865	\$ 70,079	\$ 73,490
<b>2</b>	\$ 43,193	\$ 49,057	\$ 55,142	\$ 64,950	\$ 69,431	\$ 73,761	\$ 77,264
<b>3</b>	\$ 45,317	\$ 51,884	\$ 58,759	\$ 68,452	\$ 73,004	\$ 77,441	\$ 81,053
<b>4</b>	\$ 47,447	\$ 54,720	\$ 62,375	\$ 72,009	\$ 76,569	\$ 81,124	\$ 84,858
<b>5</b>	\$ 49,590	\$ 57,547	\$ 66,001	\$ 75,582	\$ 80,133	\$ 84,813	\$ 88,652
<b>6</b>	\$ 51,722	\$ 60,389	\$ 69,615	\$ 79,135	\$ 83,698	\$ 88,495	\$ 92,464
<b>7</b>				\$ 82,699	\$ 87,269	\$ 92,178	\$ 96,273
<b>8</b>				\$ 86,225	\$ 90,830	\$ 95,873	\$ 100,069
<b>9</b>				\$ 89,480	\$ 94,395	\$ 99,550	\$ 103,882
<b>10</b>				\$ 92,185	\$ 97,862	\$ 103,236	\$ 107,690

<b>EFFECTIVE SEPTEMBER 2023</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 40,076	\$ 44,682	\$ 49,471	\$ 59,900	\$ 64,098	\$ 68,310	\$ 71,623
<b>1</b>	\$ 42,272	\$ 47,588	\$ 53,032	\$ 63,250	\$ 67,768	\$ 72,098	\$ 75,604
<b>2</b>	\$ 44,473	\$ 50,498	\$ 56,751	\$ 66,829	\$ 71,433	\$ 75,882	\$ 79,481
<b>3</b>	\$ 46,656	\$ 53,403	\$ 60,467	\$ 70,427	\$ 75,104	\$ 79,663	\$ 83,374
<b>4</b>	\$ 48,844	\$ 56,317	\$ 64,183	\$ 74,082	\$ 78,767	\$ 83,447	\$ 87,284
<b>5</b>	\$ 51,046	\$ 59,222	\$ 67,908	\$ 77,753	\$ 82,429	\$ 87,238	\$ 91,182
<b>6</b>	\$ 53,236	\$ 62,142	\$ 71,622	\$ 81,404	\$ 86,092	\$ 91,021	\$ 95,099
<b>7</b>				\$ 85,066	\$ 89,761	\$ 94,805	\$ 99,013
<b>8</b>				\$ 88,688	\$ 93,420	\$ 98,602	\$ 102,913
<b>9</b>				\$ 92,033	\$ 97,084	\$ 102,380	\$ 106,831
<b>10</b>				\$ 94,813	\$ 100,645	\$ 106,167	\$ 110,744

<b>EFFECTIVE SEPTEMBER 2024</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 40,944	\$ 45,688	\$ 50,621	\$ 61,363	\$ 65,687	\$ 70,025	\$ 73,437
<b>1</b>	\$ 43,206	\$ 48,682	\$ 54,289	\$ 64,814	\$ 69,467	\$ 73,927	\$ 77,538
<b>2</b>	\$ 45,473	\$ 51,679	\$ 58,119	\$ 68,500	\$ 73,241	\$ 77,824	\$ 81,531
<b>3</b>	\$ 47,721	\$ 54,671	\$ 61,947	\$ 72,205	\$ 77,023	\$ 81,719	\$ 85,541
<b>4</b>	\$ 49,975	\$ 57,672	\$ 65,774	\$ 75,970	\$ 80,796	\$ 85,616	\$ 89,568
<b>5</b>	\$ 52,244	\$ 60,665	\$ 69,611	\$ 79,751	\$ 84,567	\$ 89,520	\$ 93,584
<b>6</b>	\$ 54,499	\$ 63,672	\$ 73,436	\$ 83,512	\$ 88,341	\$ 93,418	\$ 97,618
<b>7</b>				\$ 87,284	\$ 92,119	\$ 97,315	\$ 101,649
<b>8</b>				\$ 91,015	\$ 95,889	\$ 101,226	\$ 105,666
<b>9</b>				\$ 94,460	\$ 99,662	\$ 105,117	\$ 109,701
<b>10</b>				\$ 97,323	\$ 103,331	\$ 109,018	\$ 113,732

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--



**ST.JAMES-ASSINIBOIA**

EFFECTIVE SEPTEMBER 2022						
	CLASS 3		CLASS 4	CLASS 5	CLASS 6	CLASS 7
0		\$ 47,646	\$ 58,105	\$ 62,267	\$ 66,213	\$ 68,982
1		\$ 50,403	\$ 61,417	\$ 65,937	\$ 69,925	\$ 73,510
2		\$ 53,167	\$ 64,731	\$ 69,617	\$ 73,636	\$ 78,033
3		\$ 56,876	\$ 68,045	\$ 73,285	\$ 77,345	\$ 82,556
4		\$ 60,600	\$ 71,398	\$ 76,957	\$ 81,052	\$ 87,090
5		\$ 64,328	\$ 75,521	\$ 81,089	\$ 85,585	\$ 91,611
6		\$ 68,112	\$ 79,639	\$ 85,203	\$ 90,113	\$ 96,141
7			\$ 83,768	\$ 89,332	\$ 94,648	\$ 100,670
8			\$ 87,886	\$ 93,443	\$ 99,178	\$ 105,411
9			\$ 92,018	\$ 97,575	\$ 103,743	\$ 110,153

EFFECTIVE SEPTEMBER 2023						
	CLASS 3		CLASS 4	CLASS 5	CLASS 6	CLASS 7
0		\$ 49,199	\$ 59,945	\$ 64,222	\$ 68,276	\$ 71,122
1		\$ 52,032	\$ 63,349	\$ 67,993	\$ 72,090	\$ 75,774
2		\$ 54,872	\$ 66,754	\$ 71,774	\$ 75,903	\$ 80,422
3		\$ 58,683	\$ 70,159	\$ 75,543	\$ 79,715	\$ 85,069
4		\$ 62,509	\$ 73,604	\$ 79,316	\$ 83,523	\$ 89,728
5		\$ 66,340	\$ 77,841	\$ 83,562	\$ 88,182	\$ 94,373
6		\$ 70,228	\$ 82,072	\$ 87,789	\$ 92,834	\$ 99,027
7			\$ 86,314	\$ 92,032	\$ 97,494	\$ 103,681
8			\$ 90,546	\$ 96,256	\$ 102,148	\$ 108,553
9			\$ 94,791	\$ 100,501	\$ 106,839	\$ 113,425

EFFECTIVE SEPTEMBER 2024						
	CLASS 3		CLASS 4	CLASS 5	CLASS 6	CLASS 7
0		\$ 50,707	\$ 61,776	\$ 66,181	\$ 70,357	\$ 73,288
1		\$ 53,625	\$ 65,281	\$ 70,065	\$ 74,285	\$ 78,080
2		\$ 56,550	\$ 68,788	\$ 73,959	\$ 78,213	\$ 82,866
3		\$ 60,476	\$ 72,296	\$ 77,842	\$ 82,139	\$ 87,653
4		\$ 64,417	\$ 75,845	\$ 81,728	\$ 86,061	\$ 92,452
5		\$ 68,362	\$ 80,208	\$ 86,101	\$ 90,859	\$ 97,237
6		\$ 72,367	\$ 84,566	\$ 90,455	\$ 95,651	\$ 102,030
7			\$ 88,935	\$ 94,825	\$ 100,451	\$ 106,824
8			\$ 93,294	\$ 99,176	\$ 105,245	\$ 111,842
9			\$ 97,667	\$ 103,548	\$ 110,076	\$ 116,860

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**SUNRISE**

EFFECTIVE SEPTEMBER 2022							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 51,044	\$ 60,147	\$ 69,183	\$ 60,030	\$ 64,337	\$ 68,564	\$ 72,778
1				\$ 63,444	\$ 67,859	\$ 72,291	\$ 76,674
2				\$ 66,858	\$ 71,378	\$ 76,008	\$ 80,578
3				\$ 70,273	\$ 74,897	\$ 79,731	\$ 84,475
4				\$ 73,679	\$ 78,418	\$ 83,458	\$ 88,377
5				\$ 77,100	\$ 81,938	\$ 87,178	\$ 92,274
6				\$ 80,510	\$ 85,461	\$ 90,899	\$ 96,176
7				\$ 83,922	\$ 88,974	\$ 94,621	\$ 100,077
8				\$ 87,339	\$ 92,497	\$ 98,342	\$ 103,972
9				\$ 92,071	\$ 97,344	\$ 103,395	\$ 109,199

EFFECTIVE SEPTEMBER 2023							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 52,921	\$ 62,275	\$ 71,559	\$ 62,154	\$ 66,580	\$ 70,922	\$ 75,252
1				\$ 65,662	\$ 70,198	\$ 74,752	\$ 79,256
2				\$ 69,169	\$ 73,814	\$ 78,572	\$ 83,267
3				\$ 72,678	\$ 77,430	\$ 82,397	\$ 87,271
4				\$ 76,178	\$ 81,048	\$ 86,226	\$ 91,280
5				\$ 79,694	\$ 84,665	\$ 90,049	\$ 95,285
6				\$ 83,197	\$ 88,284	\$ 93,872	\$ 99,294
7				\$ 86,703	\$ 91,894	\$ 97,696	\$ 103,303
8				\$ 90,213	\$ 95,513	\$ 101,519	\$ 107,305
9				\$ 95,076	\$ 100,494	\$ 106,711	\$ 112,676

EFFECTIVE SEPTEMBER 2024							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 54,608	\$ 64,243	\$ 73,805	\$ 64,119	\$ 68,677	\$ 73,150	\$ 77,610
1				\$ 67,731	\$ 72,404	\$ 77,094	\$ 81,733
2				\$ 71,344	\$ 76,128	\$ 81,029	\$ 85,865
3				\$ 74,958	\$ 79,852	\$ 84,969	\$ 89,989
4				\$ 78,563	\$ 83,579	\$ 88,912	\$ 94,118
5				\$ 82,184	\$ 87,304	\$ 92,850	\$ 98,243
6				\$ 85,793	\$ 91,032	\$ 96,788	\$ 102,372
7				\$ 89,404	\$ 94,751	\$ 100,727	\$ 106,501
8				\$ 93,020	\$ 98,478	\$ 104,665	\$ 110,624
9				\$ 98,028	\$ 103,609	\$ 110,012	\$ 116,156

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**SWAN VALLEY**

<b>EFFECTIVE SEPTEMBER 2022</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 37,423	\$ 41,806	\$ 48,191	\$ 57,799	\$ 61,669	\$ 64,855	\$ 68,561
<b>1</b>	\$ 39,444	\$ 44,138	\$ 50,479	\$ 60,813	\$ 64,855	\$ 68,744	\$ 72,114
<b>2</b>	\$ 42,844	\$ 46,458	\$ 52,777	\$ 64,507	\$ 68,744	\$ 71,988	\$ 75,656
<b>3</b>	\$ 43,991	\$ 48,733	\$ 55,071	\$ 67,876	\$ 72,117	\$ 75,634	\$ 79,221
<b>4</b>	\$ 45,952	\$ 50,992	\$ 57,377	\$ 71,245	\$ 75,484	\$ 79,285	\$ 82,755
<b>5</b>	\$ 47,897	\$ 53,253	\$ 59,676	\$ 74,621	\$ 78,900	\$ 82,935	\$ 86,320
<b>6</b>	\$ 49,174	\$ 55,518	\$ 61,972	\$ 78,214	\$ 82,501	\$ 86,584	\$ 89,869
<b>7</b>	\$ 49,894	\$ 57,799	\$ 64,272	\$ 81,817	\$ 86,104	\$ 90,230	\$ 93,415
<b>8</b>		\$ 58,512	\$ 66,566	\$ 85,401	\$ 89,707	\$ 93,879	\$ 96,958
<b>9</b>			\$ 67,945	\$ 89,000	\$ 93,311	\$ 97,529	\$ 100,512
<b>10</b>				\$ 90,468	\$ 96,248	\$ 101,179	\$ 106,178

<b>EFFECTIVE SEPTEMBER 2023</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 38,381	\$ 42,884	\$ 49,445	\$ 59,317	\$ 63,294	\$ 66,567	\$ 70,375
<b>1</b>	\$ 40,458	\$ 45,280	\$ 51,796	\$ 62,415	\$ 66,567	\$ 70,563	\$ 74,026
<b>2</b>	\$ 43,951	\$ 47,665	\$ 54,157	\$ 66,210	\$ 70,563	\$ 73,897	\$ 77,665
<b>3</b>	\$ 45,130	\$ 50,002	\$ 56,514	\$ 69,671	\$ 74,029	\$ 77,643	\$ 81,328
<b>4</b>	\$ 47,144	\$ 52,324	\$ 58,884	\$ 73,133	\$ 77,489	\$ 81,394	\$ 84,960
<b>5</b>	\$ 49,143	\$ 54,646	\$ 61,246	\$ 76,601	\$ 80,999	\$ 85,145	\$ 88,623
<b>6</b>	\$ 50,455	\$ 56,973	\$ 63,605	\$ 80,294	\$ 84,698	\$ 88,894	\$ 92,269
<b>7</b>	\$ 51,195	\$ 59,317	\$ 65,968	\$ 83,995	\$ 88,401	\$ 92,640	\$ 95,913
<b>8</b>		\$ 60,050	\$ 68,326	\$ 87,679	\$ 92,102	\$ 96,389	\$ 99,553
<b>9</b>			\$ 69,742	\$ 91,377	\$ 95,806	\$ 100,140	\$ 103,205
<b>10</b>				\$ 92,885	\$ 98,824	\$ 103,890	\$ 109,027

<b>EFFECTIVE SEPTEMBER 2024</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 40,433	\$ 45,072	\$ 51,830	\$ 61,998	\$ 66,094	\$ 69,466	\$ 73,388
<b>1</b>	\$ 42,573	\$ 47,540	\$ 54,252	\$ 65,188	\$ 69,466	\$ 73,582	\$ 77,149
<b>2</b>	\$ 46,171	\$ 49,996	\$ 56,683	\$ 69,098	\$ 73,582	\$ 77,015	\$ 80,897
<b>3</b>	\$ 47,385	\$ 52,403	\$ 59,111	\$ 72,663	\$ 77,151	\$ 80,873	\$ 84,670
<b>4</b>	\$ 49,460	\$ 54,795	\$ 61,552	\$ 76,229	\$ 80,715	\$ 84,737	\$ 88,410
<b>5</b>	\$ 51,519	\$ 57,187	\$ 63,984	\$ 79,801	\$ 84,330	\$ 88,601	\$ 92,183
<b>6</b>	\$ 52,870	\$ 59,584	\$ 66,414	\$ 83,604	\$ 88,141	\$ 92,462	\$ 95,938
<b>7</b>	\$ 53,632	\$ 61,998	\$ 68,848	\$ 87,417	\$ 91,954	\$ 96,320	\$ 99,692
<b>8</b>		\$ 62,753	\$ 71,277	\$ 91,211	\$ 95,767	\$ 100,183	\$ 103,441
<b>9</b>			\$ 72,736	\$ 95,020	\$ 99,582	\$ 104,045	\$ 107,202
<b>10</b>				\$ 96,573	\$ 102,690	\$ 107,908	\$ 113,199

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**Thompson/Mystery Lake – GROSS SALARY**

<b>EFFECTIVE SEPTEMBER 2022 (2.50%)</b>							
<b>STEP</b>	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
0	\$ 44,340	\$ 49,511	\$ 54,061	\$ 65,608	\$ 70,199	\$ 74,699	\$ 79,190
1	\$ 46,709	\$ 52,134	\$ 57,440	\$ 69,373	\$ 74,078	\$ 78,766	\$ 83,448
2	\$ 49,077	\$ 54,757	\$ 60,822	\$ 73,139	\$ 77,962	\$ 82,835	\$ 87,707
3	\$ 51,444	\$ 57,377	\$ 64,205	\$ 76,905	\$ 81,843	\$ 86,901	\$ 91,963
4	\$ 53,811	\$ 60,001	\$ 67,585	\$ 80,673	\$ 85,722	\$ 90,968	\$ 96,222
5	\$ 56,181	\$ 62,620	\$ 70,963	\$ 84,437	\$ 89,604	\$ 95,040	\$ 100,482
6	\$ 58,553	\$ 65,248	\$ 74,345	\$ 88,199	\$ 93,483	\$ 99,108	\$ 104,739
7		\$ 67,866	\$ 77,726	\$ 91,963	\$ 97,364	\$ 103,174	\$ 108,996
8				\$ 95,728	\$ 101,248	\$ 107,242	\$ 113,252
9				\$ 99,493	\$ 105,127	\$ 111,309	\$ 118,176
10				\$ 103,262	\$ 109,008	\$ 115,378	\$ 121,772

<b>EFFECTIVE SEPTEMBER 2023 (2.75%)</b>							
<b>STEP</b>	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
0	\$ 45,560	\$ 50,873	\$ 55,548	\$ 67,412	\$ 72,130	\$ 76,754	\$ 81,368
1	\$ 47,994	\$ 53,567	\$ 59,020	\$ 71,281	\$ 76,115	\$ 80,932	\$ 85,743
2	\$ 50,427	\$ 56,263	\$ 62,495	\$ 75,151	\$ 80,106	\$ 85,113	\$ 90,119
3	\$ 52,859	\$ 58,955	\$ 65,970	\$ 79,019	\$ 84,094	\$ 89,291	\$ 94,492
4	\$ 55,291	\$ 61,651	\$ 69,443	\$ 82,892	\$ 88,079	\$ 93,470	\$ 98,868
5	\$ 57,726	\$ 64,342	\$ 72,915	\$ 86,759	\$ 92,068	\$ 97,653	\$ 103,246
6	\$ 60,163	\$ 67,042	\$ 76,390	\$ 90,625	\$ 96,053	\$ 101,834	\$ 107,619
7		\$ 69,733	\$ 79,864	\$ 94,492	\$ 100,042	\$ 106,011	\$ 111,993
8				\$ 98,361	\$ 104,032	\$ 110,191	\$ 116,367
9				\$ 102,229	\$ 108,018	\$ 114,370	\$ 121,426
10				\$ 106,102	\$ 112,006	\$ 118,551	\$ 125,120

<b>EFFECTIVE SEPTEMBER 2024 (3.00%)</b>							
<b>STEP</b>	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
0	\$ 46,927	\$ 52,399	\$ 57,214	\$ 69,435	\$ 74,293	\$ 79,056	\$ 83,809
1	\$ 49,434	\$ 55,174	\$ 60,790	\$ 73,419	\$ 78,398	\$ 83,360	\$ 88,315
2	\$ 51,940	\$ 57,951	\$ 64,370	\$ 77,405	\$ 82,509	\$ 87,666	\$ 92,822
3	\$ 54,445	\$ 60,724	\$ 67,950	\$ 81,390	\$ 86,616	\$ 91,970	\$ 97,326
4	\$ 56,949	\$ 63,500	\$ 71,527	\$ 85,378	\$ 90,721	\$ 96,274	\$ 101,834
5	\$ 59,458	\$ 66,272	\$ 75,102	\$ 89,361	\$ 94,830	\$ 100,583	\$ 106,343
6	\$ 61,968	\$ 69,054	\$ 78,682	\$ 93,343	\$ 98,935	\$ 104,889	\$ 110,848
7		\$ 71,825	\$ 82,260	\$ 97,327	\$ 103,043	\$ 109,192	\$ 115,353
8				\$ 101,312	\$ 107,153	\$ 113,497	\$ 119,858
9				\$ 105,296	\$ 111,258	\$ 117,801	\$ 125,068
10				\$ 109,285	\$ 115,366	\$ 122,108	\$ 128,874

<b>EFFECTIVE SEPTEMBER 2025 (3.00%)</b>							
<b>STEP</b>	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
<b>0</b>	\$ 48,334	\$ 53,971	\$ 58,930	\$ 71,518	\$ 76,522	\$ 81,428	\$ 86,323
<b>1</b>	\$ 50,917	\$ 56,830	\$ 62,614	\$ 75,622	\$ 80,750	\$ 85,860	\$ 90,964
<b>2</b>	\$ 53,498	\$ 59,689	\$ 66,301	\$ 79,728	\$ 84,984	\$ 90,296	\$ 95,607
<b>3</b>	\$ 56,078	\$ 62,545	\$ 69,988	\$ 83,832	\$ 89,215	\$ 94,729	\$ 100,246
<b>4</b>	\$ 58,658	\$ 65,405	\$ 73,672	\$ 87,940	\$ 93,443	\$ 99,162	\$ 104,889
<b>5</b>	\$ 61,242	\$ 68,260	\$ 77,355	\$ 92,042	\$ 97,675	\$ 103,601	\$ 109,533
<b>6</b>	\$ 63,827	\$ 71,125	\$ 81,042	\$ 96,144	\$ 101,903	\$ 108,035	\$ 114,173
<b>7</b>		\$ 73,979	\$ 84,727	\$ 100,247	\$ 106,134	\$ 112,467	\$ 118,813
<b>8</b>				\$ 104,351	\$ 110,368	\$ 116,902	\$ 123,454
<b>9</b>				\$ 108,455	\$ 114,596	\$ 121,335	\$ 128,820
<b>10</b>				\$ 112,563	\$ 118,827	\$ 125,771	\$ 132,740

<b>EFFECTIVE FEBRUARY 2026 (1.00%)</b>							
<b>STEP</b>	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>
<b>0</b>	\$ 48,818	\$ 54,511	\$ 59,520	\$ 72,233	\$ 77,287	\$ 82,242	\$ 87,186
<b>1</b>	\$ 51,426	\$ 57,398	\$ 63,240	\$ 76,378	\$ 81,558	\$ 86,719	\$ 91,874
<b>2</b>	\$ 54,033	\$ 60,286	\$ 66,964	\$ 80,525	\$ 85,834	\$ 91,199	\$ 96,563
<b>3</b>	\$ 56,639	\$ 63,171	\$ 70,688	\$ 84,670	\$ 90,107	\$ 95,676	\$ 101,249
<b>4</b>	\$ 59,245	\$ 66,059	\$ 74,409	\$ 88,819	\$ 94,377	\$ 100,154	\$ 105,938
<b>5</b>	\$ 61,854	\$ 68,943	\$ 78,129	\$ 92,963	\$ 98,652	\$ 104,637	\$ 110,629
<b>6</b>	\$ 64,465	\$ 71,836	\$ 81,852	\$ 97,105	\$ 102,922	\$ 109,116	\$ 115,315
<b>7</b>		\$ 74,719	\$ 85,575	\$ 101,249	\$ 107,196	\$ 113,592	\$ 120,001
<b>8</b>				\$ 105,395	\$ 111,472	\$ 118,071	\$ 124,688
<b>9</b>				\$ 109,539	\$ 115,742	\$ 122,548	\$ 130,109
<b>10</b>				\$ 113,689	\$ 120,015	\$ 127,028	\$ 134,068



**TURTLE MOUNTAIN**

<b>EFFECTIVE SEPTEMBER 2022</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 38,728	\$ 43,373	\$ 48,689	\$ 58,332	\$ 62,497	\$ 66,198	\$ 70,509
<b>1</b>	\$ 40,739	\$ 45,882	\$ 51,273	\$ 61,789	\$ 65,353	\$ 69,921	\$ 74,031
<b>2</b>	\$ 42,057	\$ 48,338	\$ 53,848	\$ 65,190	\$ 69,598	\$ 73,634	\$ 77,792
<b>3</b>	\$ 44,302	\$ 49,588	\$ 56,437	\$ 68,640	\$ 73,087	\$ 77,357	\$ 81,558
<b>4</b>	\$ 46,112	\$ 53,139	\$ 59,051	\$ 72,088	\$ 76,662	\$ 81,098	\$ 85,343
<b>5</b>	\$ 48,001	\$ 55,543	\$ 61,631	\$ 75,701	\$ 80,245	\$ 84,811	\$ 89,116
<b>6</b>	\$ 49,707	\$ 58,041	\$ 64,203	\$ 79,159	\$ 83,730	\$ 88,534	\$ 92,895
<b>7</b>	\$ 51,611	\$ 60,475	\$ 66,804	\$ 82,645	\$ 87,193	\$ 92,248	\$ 96,680
<b>8</b>			\$ 69,437	\$ 86,095	\$ 90,723	\$ 95,970	\$ 100,438
<b>9</b>				\$ 89,629	\$ 94,189	\$ 99,632	\$ 104,206
<b>10</b>				\$ 92,109	\$ 97,640	\$ 102,873	\$ 107,447

<b>EFFECTIVE SEPTEMBER 2023</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 39,793	\$ 44,565	\$ 50,028	\$ 59,936	\$ 64,215	\$ 68,018	\$ 72,447
<b>1</b>	\$ 41,859	\$ 47,143	\$ 52,683	\$ 63,487	\$ 67,149	\$ 71,843	\$ 76,066
<b>2</b>	\$ 43,213	\$ 49,667	\$ 55,329	\$ 66,983	\$ 71,511	\$ 75,658	\$ 79,931
<b>3</b>	\$ 45,520	\$ 50,951	\$ 57,988	\$ 70,527	\$ 75,096	\$ 79,484	\$ 83,800
<b>4</b>	\$ 47,379	\$ 54,600	\$ 60,675	\$ 74,070	\$ 78,769	\$ 83,327	\$ 87,690
<b>5</b>	\$ 49,320	\$ 57,070	\$ 63,325	\$ 77,782	\$ 82,451	\$ 87,142	\$ 91,566
<b>6</b>	\$ 51,073	\$ 59,636	\$ 65,968	\$ 81,335	\$ 86,032	\$ 90,968	\$ 95,449
<b>7</b>	\$ 53,029	\$ 62,138	\$ 68,641	\$ 84,918	\$ 89,590	\$ 94,784	\$ 99,338
<b>8</b>			\$ 71,346	\$ 88,462	\$ 93,217	\$ 98,608	\$ 103,199
<b>9</b>				\$ 92,093	\$ 96,779	\$ 102,372	\$ 107,071
<b>10</b>				\$ 94,641	\$ 100,325	\$ 105,701	\$ 110,401

<b>EFFECTIVE SEPTEMBER 2024</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 40,912	\$ 45,828	\$ 51,454	\$ 61,659	\$ 66,067	\$ 69,984	\$ 74,546
<b>1</b>	\$ 43,040	\$ 48,482	\$ 54,188	\$ 65,317	\$ 69,089	\$ 73,924	\$ 78,273
<b>2</b>	\$ 44,434	\$ 51,083	\$ 56,914	\$ 68,917	\$ 73,582	\$ 77,853	\$ 82,254
<b>3</b>	\$ 46,811	\$ 52,405	\$ 59,653	\$ 72,569	\$ 77,275	\$ 81,794	\$ 86,240
<b>4</b>	\$ 48,726	\$ 56,163	\$ 62,420	\$ 76,218	\$ 81,058	\$ 85,752	\$ 90,246
<b>5</b>	\$ 50,725	\$ 58,707	\$ 65,150	\$ 80,040	\$ 84,850	\$ 89,682	\$ 94,238
<b>6</b>	\$ 52,530	\$ 61,350	\$ 67,872	\$ 83,701	\$ 88,538	\$ 93,622	\$ 98,237
<b>7</b>	\$ 54,546	\$ 63,927	\$ 70,625	\$ 87,390	\$ 92,203	\$ 97,553	\$ 102,244
<b>8</b>			\$ 73,412	\$ 91,042	\$ 95,939	\$ 101,492	\$ 106,221
<b>9</b>				\$ 94,781	\$ 99,608	\$ 105,368	\$ 110,209
<b>10</b>				\$ 97,406	\$ 103,260	\$ 108,798	\$ 113,638

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**TURTLE RIVER**

EFFECTIVE SEPTEMBER 2022							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 37,958	\$ 42,315	\$ 48,073	\$ 57,882	\$ 62,010	\$ 65,340	\$ 68,666
1	\$ 39,541	\$ 44,439	\$ 50,575	\$ 61,176	\$ 65,475	\$ 68,932	\$ 72,393
2	\$ 41,126	\$ 46,575	\$ 53,078	\$ 64,477	\$ 68,932	\$ 72,522	\$ 76,114
3	\$ 42,716	\$ 48,700	\$ 55,582	\$ 67,776	\$ 72,389	\$ 76,121	\$ 79,850
4	\$ 44,292	\$ 50,823	\$ 58,086	\$ 71,072	\$ 75,844	\$ 79,711	\$ 83,581
5	\$ 45,875	\$ 52,961	\$ 60,596	\$ 74,373	\$ 79,310	\$ 83,306	\$ 87,298
6	\$ 47,463	\$ 55,083	\$ 63,109	\$ 77,663	\$ 82,768	\$ 86,897	\$ 91,028
7	\$ 49,039	\$ 57,211	\$ 65,381	\$ 80,966	\$ 86,223	\$ 90,487	\$ 94,752
8	\$ 50,626	\$ 59,335	\$ 67,677	\$ 84,264	\$ 89,686	\$ 94,084	\$ 98,479
9	\$ 50,626	\$ 59,335	\$ 68,760	\$ 87,562	\$ 93,145	\$ 97,683	\$ 102,219
10	\$ 50,626	\$ 59,335	\$ 68,762	\$ 90,863	\$ 96,599	\$ 101,267	\$ 105,936

EFFECTIVE SEPTEMBER 2023							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 38,934	\$ 43,410	\$ 49,327	\$ 59,405	\$ 63,647	\$ 67,068	\$ 70,486
1	\$ 40,560	\$ 45,593	\$ 51,898	\$ 62,790	\$ 67,207	\$ 70,760	\$ 74,316
2	\$ 42,189	\$ 47,787	\$ 54,469	\$ 66,182	\$ 70,760	\$ 74,448	\$ 78,139
3	\$ 43,822	\$ 49,971	\$ 57,042	\$ 69,571	\$ 74,311	\$ 78,146	\$ 81,978
4	\$ 45,442	\$ 52,152	\$ 59,615	\$ 72,958	\$ 77,862	\$ 81,835	\$ 85,811
5	\$ 47,069	\$ 54,349	\$ 62,194	\$ 76,350	\$ 81,422	\$ 85,528	\$ 89,631
6	\$ 48,700	\$ 56,529	\$ 64,776	\$ 79,731	\$ 84,976	\$ 89,218	\$ 93,463
7	\$ 50,319	\$ 58,716	\$ 67,111	\$ 83,124	\$ 88,526	\$ 92,907	\$ 97,289
8	\$ 51,949	\$ 60,899	\$ 69,470	\$ 86,513	\$ 92,084	\$ 96,603	\$ 101,119
9	\$ 51,949	\$ 60,899	\$ 70,583	\$ 89,902	\$ 95,638	\$ 100,301	\$ 104,961
10	\$ 51,949	\$ 60,899	\$ 70,585	\$ 93,294	\$ 99,187	\$ 103,984	\$ 108,781

EFFECTIVE SEPTEMBER 2024							
STEP	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	\$ 39,363	\$ 43,973	\$ 50,068	\$ 60,449	\$ 64,818	\$ 68,341	\$ 71,862
1	\$ 41,038	\$ 46,222	\$ 52,716	\$ 63,935	\$ 68,484	\$ 72,144	\$ 75,806
2	\$ 42,716	\$ 48,482	\$ 55,364	\$ 67,428	\$ 72,144	\$ 75,942	\$ 79,744
3	\$ 44,398	\$ 50,732	\$ 58,014	\$ 70,920	\$ 75,802	\$ 79,751	\$ 83,698
4	\$ 46,066	\$ 52,978	\$ 60,664	\$ 74,408	\$ 79,459	\$ 83,551	\$ 87,646
5	\$ 47,742	\$ 55,240	\$ 63,321	\$ 77,902	\$ 83,126	\$ 87,355	\$ 91,581
6	\$ 49,422	\$ 57,486	\$ 65,980	\$ 81,384	\$ 86,787	\$ 91,156	\$ 95,528
7	\$ 51,090	\$ 59,738	\$ 68,386	\$ 84,879	\$ 90,443	\$ 94,956	\$ 99,469
8	\$ 52,769	\$ 61,987	\$ 70,815	\$ 88,369	\$ 94,108	\$ 98,763	\$ 103,414
9	\$ 52,769	\$ 61,987	\$ 71,961	\$ 91,860	\$ 97,768	\$ 102,572	\$ 107,371
10	\$ 52,769	\$ 61,987	\$ 71,964	\$ 95,354	\$ 101,424	\$ 106,364	\$ 111,306

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**WESTERN**

EFFECTIVE SEPTEMBER 2022							
	CLASS 3			CLASS 4	CLASS 5	CLASS 6	CLASS 7
0			\$ 49,729	\$ 58,942	\$ 62,886	\$ 65,855	\$ 70,269
1			\$ 52,675	\$ 62,591	\$ 66,703	\$ 69,854	\$ 74,191
2			\$ 55,635	\$ 66,251	\$ 70,537	\$ 73,870	\$ 78,210
3			\$ 58,591	\$ 69,912	\$ 74,371	\$ 77,894	\$ 82,237
4			\$ 61,570	\$ 73,583	\$ 78,225	\$ 81,930	\$ 86,270
5			\$ 64,557	\$ 77,276	\$ 82,082	\$ 85,980	\$ 90,317
6			\$ 67,539	\$ 80,969	\$ 85,964	\$ 90,036	\$ 94,376
7			\$ 70,544	\$ 84,680	\$ 89,846	\$ 94,112	\$ 98,451
8				\$ 88,404	\$ 93,740	\$ 98,191	\$ 102,528
9				\$ 92,676	\$ 98,082	\$ 102,747	\$ 106,625

EFFECTIVE SEPTEMBER 2023							
	CLASS 3			CLASS 4	CLASS 5	CLASS 6	CLASS 7
0			\$ 51,019	\$ 60,485	\$ 64,538	\$ 67,589	\$ 72,124
1			\$ 54,046	\$ 64,234	\$ 68,460	\$ 71,698	\$ 76,154
2			\$ 57,087	\$ 67,995	\$ 72,399	\$ 75,824	\$ 80,283
3			\$ 60,125	\$ 71,758	\$ 76,339	\$ 79,958	\$ 84,421
4			\$ 63,185	\$ 75,529	\$ 80,299	\$ 84,106	\$ 88,565
5			\$ 66,254	\$ 79,323	\$ 84,261	\$ 88,266	\$ 92,723
6			\$ 69,318	\$ 83,118	\$ 88,250	\$ 92,434	\$ 96,893
7			\$ 72,406	\$ 86,931	\$ 92,239	\$ 96,623	\$ 101,081
8				\$ 90,758	\$ 96,240	\$ 100,814	\$ 105,271
9				\$ 95,147	\$ 100,702	\$ 105,495	\$ 109,480

EFFECTIVE SEPTEMBER 2024							
	CLASS 3			CLASS 4	CLASS 5	CLASS 6	CLASS 7
0			\$ 51,342	\$ 61,093	\$ 65,267	\$ 68,409	\$ 73,081
1			\$ 54,460	\$ 64,954	\$ 69,307	\$ 72,641	\$ 77,231
2			\$ 57,593	\$ 68,828	\$ 73,364	\$ 76,892	\$ 81,485
3			\$ 60,721	\$ 72,703	\$ 77,422	\$ 81,150	\$ 85,746
4			\$ 63,874	\$ 76,588	\$ 81,500	\$ 85,422	\$ 90,015
5			\$ 67,035	\$ 80,496	\$ 85,582	\$ 89,707	\$ 94,298
6			\$ 70,191	\$ 84,404	\$ 89,691	\$ 94,000	\$ 98,593
7			\$ 73,371	\$ 88,332	\$ 93,799	\$ 98,315	\$ 102,906
8				\$ 92,273	\$ 97,921	\$ 102,631	\$ 107,222
9				\$ 96,795	\$ 102,516	\$ 107,453	\$ 111,557

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--

**WHITESHELL**

<b>EFFECTIVE SEPTEMBER 2022</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 42,164	\$ 47,131	\$ 48,635	\$ 60,003	\$ 65,684	\$ 71,368	\$ 75,806
<b>1</b>	\$ 45,917	\$ 50,879	\$ 52,384	\$ 63,749	\$ 69,435	\$ 75,118	\$ 79,702
<b>2</b>	\$ 49,663	\$ 54,627	\$ 56,130	\$ 67,503	\$ 73,181	\$ 78,865	\$ 83,606
<b>3</b>	\$ 53,411	\$ 58,375	\$ 59,882	\$ 71,251	\$ 76,930	\$ 82,616	\$ 87,582
<b>4</b>		\$ 62,123	\$ 63,629	\$ 74,997	\$ 80,679	\$ 86,366	\$ 91,405
<b>5</b>			\$ 67,378	\$ 78,744	\$ 84,230	\$ 90,114	\$ 95,357
<b>6</b>			\$ 71,126	\$ 82,496	\$ 88,179	\$ 93,863	\$ 99,204
<b>7</b>				\$ 86,245	\$ 91,925	\$ 97,609	\$ 103,106
<b>8</b>				\$ 89,991	\$ 95,673	\$ 101,362	\$ 107,001
<b>9</b>				\$ 93,739	\$ 99,424	\$ 105,108	\$ 112,228

<b>EFFECTIVE SEPTEMBER 2023</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 41,635	\$ 46,739	\$ 48,284	\$ 59,965	\$ 65,802	\$ 71,643	\$ 76,203
<b>1</b>	\$ 45,492	\$ 50,590	\$ 52,137	\$ 63,814	\$ 69,656	\$ 75,495	\$ 80,206
<b>2</b>	\$ 49,341	\$ 54,441	\$ 55,986	\$ 67,671	\$ 73,505	\$ 79,345	\$ 84,217
<b>3</b>	\$ 53,192	\$ 58,293	\$ 59,840	\$ 71,522	\$ 77,357	\$ 83,200	\$ 88,303
<b>4</b>		\$ 62,144	\$ 63,690	\$ 75,371	\$ 81,210	\$ 87,052	\$ 92,231
<b>5</b>			\$ 67,543	\$ 79,222	\$ 84,858	\$ 90,904	\$ 96,291
<b>6</b>			\$ 71,394	\$ 83,076	\$ 88,916	\$ 94,756	\$ 100,244
<b>7</b>				\$ 86,929	\$ 92,765	\$ 98,605	\$ 104,253
<b>8</b>				\$ 90,778	\$ 96,616	\$ 102,461	\$ 108,255
<b>9</b>				\$ 94,629	\$ 100,471	\$ 106,310	\$ 113,626

<b>EFFECTIVE SEPTEMBER 2024</b>							
<b>STEP</b>	<b>CLASS 1</b>	<b>CLASS 2</b>	<b>CLASS 3</b>	<b>CLASS 4</b>	<b>CLASS 5</b>	<b>CLASS 6</b>	<b>CLASS 7</b>
<b>0</b>	\$ 42,380	\$ 47,637	\$ 49,229	\$ 61,260	\$ 67,273	\$ 73,288	\$ 77,985
<b>1</b>	\$ 46,353	\$ 51,604	\$ 53,197	\$ 65,225	\$ 71,242	\$ 77,256	\$ 82,108
<b>2</b>	\$ 50,317	\$ 55,571	\$ 57,161	\$ 69,197	\$ 75,206	\$ 81,222	\$ 86,240
<b>3</b>	\$ 54,284	\$ 59,537	\$ 61,131	\$ 73,164	\$ 79,174	\$ 85,192	\$ 90,448
<b>4</b>		\$ 63,504	\$ 65,097	\$ 77,129	\$ 83,142	\$ 89,160	\$ 94,494
<b>5</b>			\$ 69,065	\$ 81,094	\$ 86,900	\$ 93,127	\$ 98,676
<b>6</b>			\$ 73,032	\$ 85,065	\$ 91,079	\$ 97,095	\$ 102,747
<b>7</b>				\$ 89,032	\$ 95,044	\$ 101,059	\$ 106,877
<b>8</b>				\$ 92,997	\$ 99,010	\$ 105,031	\$ 110,999
<b>9</b>				\$ 96,964	\$ 102,981	\$ 108,995	\$ 116,531

<b>EFFECTIVE SEPTEMBER 2025</b>	
---------------------------------	--

<b>EFFECTIVE FEBRUARY 2026</b>	
--------------------------------	--



**WTA NET SCALE**

STEP	EFFECTIVE SEPTEMBER 2022						
0	\$ 43,091	\$ 47,748	\$ 51,693	\$ 62,258	\$ 66,746	\$ 70,680	\$ 74,804
1	\$ 44,552	\$ 49,268	\$ 54,136	\$ 65,234	\$ 69,728	\$ 74,304	\$ 77,728
2	\$ 46,698	\$ 51,711	\$ 56,271	\$ 68,789	\$ 73,296	\$ 77,870	\$ 81,330
3	\$ 48,840	\$ 54,166	\$ 59,691	\$ 72,370	\$ 76,860	\$ 81,435	\$ 85,475
4	\$ 51,011	\$ 56,631	\$ 63,274	\$ 76,038	\$ 80,544	\$ 85,033	\$ 89,841
5	\$ 53,155	\$ 59,322	\$ 66,858	\$ 79,811	\$ 84,303	\$ 89,045	\$ 94,194
6	\$ 55,271	\$ 64,228	\$ 73,191	\$ 83,579	\$ 88,071	\$ 93,254	\$ 98,550
7				\$ 87,348	\$ 91,849	\$ 97,455	\$ 102,948
8				\$ 90,684	\$ 95,721	\$ 101,654	\$ 107,362
9				\$ 96,130	\$ 101,493	\$ 107,595	\$ 113,331

STEP	EFFECTIVE JANUARY 2023						
0	\$ 39,527	\$ 44,184	\$ 48,129	\$ 58,694	\$ 63,182	\$ 67,116	\$ 71,240
1	\$ 40,988	\$ 45,704	\$ 50,572	\$ 61,670	\$ 66,164	\$ 70,740	\$ 74,164
2	\$ 43,134	\$ 48,147	\$ 52,707	\$ 65,225	\$ 69,732	\$ 74,306	\$ 77,766
3	\$ 45,276	\$ 50,602	\$ 56,127	\$ 68,806	\$ 73,296	\$ 77,871	\$ 81,911
4	\$ 47,447	\$ 53,067	\$ 59,710	\$ 72,474	\$ 76,980	\$ 81,469	\$ 86,277
5	\$ 49,591	\$ 55,758	\$ 63,294	\$ 76,247	\$ 80,739	\$ 85,481	\$ 90,630
6	\$ 51,707	\$ 60,664	\$ 69,627	\$ 80,015	\$ 84,507	\$ 89,690	\$ 94,986
7				\$ 83,784	\$ 88,285	\$ 93,891	\$ 99,384
8				\$ 87,120	\$ 92,157	\$ 98,090	\$ 103,798
9				\$ 92,566	\$ 97,929	\$ 104,031	\$ 109,767

STEP	EFFECTIVE SEPTEMBER 2023						
0	\$ 40,736	\$ 45,521	\$ 49,574	\$ 60,430	\$ 65,042	\$ 69,083	\$ 73,321
1	\$ 42,237	\$ 47,083	\$ 52,084	\$ 63,488	\$ 68,105	\$ 72,807	\$ 76,326
2	\$ 44,443	\$ 49,593	\$ 54,279	\$ 67,140	\$ 71,772	\$ 76,472	\$ 80,027
3	\$ 46,644	\$ 52,116	\$ 57,793	\$ 70,820	\$ 75,434	\$ 80,135	\$ 84,285
4	\$ 48,874	\$ 54,649	\$ 61,474	\$ 74,590	\$ 79,219	\$ 83,832	\$ 88,772
5	\$ 51,077	\$ 57,413	\$ 65,157	\$ 78,466	\$ 83,081	\$ 87,954	\$ 93,244
6	\$ 53,251	\$ 62,455	\$ 71,664	\$ 82,338	\$ 86,953	\$ 92,278	\$ 97,720
7				\$ 86,210	\$ 90,835	\$ 96,595	\$ 102,240
8				\$ 89,638	\$ 94,813	\$ 100,909	\$ 106,774
9				\$ 95,233	\$ 100,744	\$ 107,013	\$ 112,908

STEP	EFFECTIVE SEPTEMBER 2024						
0	\$ 41,638	\$ 46,567	\$ 50,742	\$ 61,923	\$ 66,673	\$ 70,836	\$ 75,201
1	\$ 43,185	\$ 48,176	\$ 53,327	\$ 65,073	\$ 69,829	\$ 74,672	\$ 78,296
2	\$ 45,456	\$ 50,761	\$ 55,587	\$ 68,835	\$ 73,605	\$ 78,446	\$ 82,108
3	\$ 47,723	\$ 53,360	\$ 59,207	\$ 72,625	\$ 77,377	\$ 82,219	\$ 86,494

<b>4</b>	\$ 50,020	\$ 55,968	\$ 62,999	\$ 76,507	\$ 81,275	\$ 86,027	\$ 91,115
<b>5</b>	\$ 52,289	\$ 58,816	\$ 66,792	\$ 80,500	\$ 85,254	\$ 90,273	\$ 95,722
<b>6</b>	\$ 54,528	\$ 64,008	\$ 73,494	\$ 84,488	\$ 89,242	\$ 94,727	\$ 100,332
<b>7</b>				\$ 88,476	\$ 93,240	\$ 99,173	\$ 104,987
<b>8</b>				\$ 92,007	\$ 97,338	\$ 103,616	\$ 109,658
<b>9</b>				\$ 97,770	\$ 103,446	\$ 109,904	\$ 115,975

<b>STEP</b>	<b>EFFECTIVE SEPTEMBER 2025</b>	
-------------	---------------------------------	--

<b>STEP</b>	<b>EFFECTIVE FEBRUARY 2026</b>	
-------------	--------------------------------	--

**APPENDIX 2 – COORDINATORS AND CONSULTANTS**

---

**Beautiful Plains**

Additional supervisory positions not covered by this agreement shall be negotiated between the Division, the Association and the individual involved.

**Border Land**

Any teacher appointed by the Board to co-ordinate educational programs and to work with staff and others associated with those programs on a full time basis shall be designated as a co-ordinator. Teachers appointed on less than a full time basis shall be paid an allowance pro-rata based on the full time allowance.

Full time coordinators shall be paid an annual allowance of:

Fall Term 2022:	5,843
Fall Term 2023:	6,003
Fall Term 2024:	6,183
Fall Term 2025:	6,369
February 1, 2026:	6,432

Full-time coordinator of Student Services shall be paid an annual allowance of:

Fall Term 2022:	9,215
Fall Term 2023:	9,468
Fall Term 2024:	9,752
Fall Term 2025:	10,045
February 1, 2026	10,145

**Brandon**

9.06 Divisional Specialists' Allowances: Divisional Specialists shall be paid an annual allowance, in addition to the basic salary schedule, as follows, effective on the following dates:

2022/2023	2023/2024	2024/2025	2025/2026	Feb. 1, 2026
5,287	5,432	5,595	5,763	5,821

**Administrators' Allowances**

Administrators shall be paid an allowance, in addition to the basic salary schedule, plus two (2) annual increments for each of the second (2nd) and third (3rd) years as an administrator in the Division, or such increments may be allowed for experience as an administrator elsewhere, where such experience is acceptable to the Division, as follows, effective on the following dates:

**Administrator II**

Year	2022/2023	2023/2024	2024/2025	2025/2026	Feb. 1, 2026
1 <sup>st</sup>	11,698	12,020	12,381	12,752	12,880
2 <sup>nd</sup>	12,636	12,984	13,373	13,774	13,912
3 <sup>rd</sup>	13,566	13,939	14,357	14,788	14,936

Administrator I

Year	2022/2023	2023/2024	2024/2025	2025/2026	Feb. 1, 2026
1 <sup>st</sup>	14,499	14,897	15,344	15,805	15,963
2 <sup>nd</sup>	15,429	15,854	16,329	16,819	16,987
3 <sup>rd</sup>	16,363	16,813	17,317	17,837	18,015

Placement on scale of administrators to Administrator I or II shall be at Board discretion following consultation with the administrator being placed.

**Evergreen**

Educational Coordinators may be appointed by the Division. Educational Coordinators shall be paid an Allowance, in addition to their salary according to the Basic Salary Schedule. Part-time Coordinators shall be paid this Allowance pro-rated to the proportion of time allocated to the position.

Effective September 1, 2022, the rate of the Educational Coordinators Allowance shall be \$10,130.73.

Effective September 1, 2023, the rate of the Educational Coordinators Allowance shall be \$10,409.33.

Effective September 1, 2024, the rate of the Educational Coordinators Allowance shall be \$10,721.61.

Effective September 1, 2025, the rate of the Educational Coordinators Allowance shall be \$11,043.25.

Effective February 1, 2026, the rate of the Educational Coordinator Allowance shall be \$11,153.69.

Consultants may be appointed by the Division. Consultants shall be paid an Allowance, in addition to their salary according to the Basic Salary Schedule. Part-time Consultants shall be paid this Allowance pro-rated to the proportion of time allocated to the position.

Effective September 1, 2022, the rate of the Educational Consultants Allowance shall be \$4,923.40.

Effective September 1, 2023, the rate of the Educational Consultants Allowance shall be \$5,058.80.

Effective September 1, 2024, the rate of the Educational Consultants Allowance shall be \$5,210.56.

Effective September 1, 2025, the rate of the Educational Consultants Allowance shall be \$5,366.88.

Effective February 1, 2026, the rate of the Educational Consultants Allowance shall be \$5,420.55.

**Flin Flon**

**d. Physical Education Co-ordinator Allowance and Bandmaster's Allowance**

First Day – Fall Term 2022	\$ 6,352.03
First Day – Fall Term 2023	\$ 6,526.71
First Day – Fall Term 2024	\$ 6,722.51
First Day – Fall Term 2025	\$ 6,924.18
First Day - February 2026:	\$ 6,992.43

**e. Special Education Co-ordinator's Allowance**

First Day – Fall Term 2022	\$ 10,783.82
First Day – Fall Term 2023	\$ 11,080.38
First Day – Fall Term 2024	\$ 11,412.79
First Day – Fall Term 2025	\$ 11,755.17
First Day – February 2026:	\$ 11,872.72

**Frontier**

**(e) Consultants/Coordinators/Instructional Coach's Allowance**

- i) Effective date of signing, Consultant/Coordinator/Instructional Coach shall receive a base allowance as follows:

Years of Experience as a Consultant/Coordinator/Instructional Coach in Frontier School Division

	Fall 2022	Fall 2023	Fall 2024	Fall 2025	Feb. 1, 2026
One Year	6,258.37	6,430.48	6,623.39	6,822.09	6,890.32
Two Years	6,478.37	6,656.52	6,856.22	7,061.91	7,132.53
Three or more years	6,883.27	7,072.56	7,284.74	7,503.28	7,578.32

- ii) Consultants/Coordinators/Instructional Coaches who have excessive travel necessitating overnight stays to Division communities shall be paid an allowance in addition to the base as follows:

	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Feb 1, 2026
Category A: 1-15 overnight stays per school year	2,113.61	2,171.74	2,236.89	2,303.99	2,327.03
Category B: 16-29 overnight stays per school year	3,990.29	4,100.03	4,223.03	4,349.72	4,393.22
Category C: 30-39 overnight stays per school year	4,987.88	5,125.04	5,278.79	5,437.16	5,491.53
Category D: 40 or more overnight stays	6,234.84	6,406.30	6,598.49	6,796.44	6,864.41

Consultants/Coordinators/Instructional Coaches shall apply for such allowance to their Area Superintendent for approval. Approved travel allowance shall be paid on the last pay period of June of each school year.

Letter of Understanding

The incumbents occupying the positions of Home Placement/P.E.N.T. Program Coordinator and Technical Vocational Coordinator will, due to the nature of their travel while performing their duties, have all overnight stays exclusive of overnight stays related to team meetings and professional development, utilized in calculating placement under categories A-D.

**Garden Valley**

**Coordinators Allowance**

A teacher appointed as a coordinator shall receive compensation at the following annual rates:

	<b>Level 1 (First Year)</b>	<b>Level 2 (Second Year)</b>	<b>Level 3 (Third Year)</b>
Effective 1 <sup>st</sup> day of the Fall Term 2022 (2.50%)	3,280	4,928	6,549
Effective 1 <sup>st</sup> day of the Fall Term 2023 (2,75%)	3,370	5,064	6,729
Effective 1 <sup>st</sup> day of the Fall Term 2024 (3.0%)	3,471	5,216	6931
Effective 1 <sup>st</sup> day of the Fall Term 2025 (3.0%)	3,575	5,372	7,139
Effective 1 <sup>st</sup> day of February, 2026 (1.0%)	3,611	5,426	7,210

**Hanover**

**a) Computer Coordinator/Administrator of Student Services**

**i) For the 2022/2023 School Year**

Effective the first day of the 2022/2023 school year, the Computer Coordinator shall receive, in addition to basic salary in accordance with the salary schedule of this collective agreement, an allowance of \$6,649.

**ii) For the 2023/2024 School Year**

Effective the first day of the 2023/2024 school year, the Computer Coordinator shall receive, in addition to basic salary in accordance with the salary schedule of this collective agreement, an allowance of \$6,832.

**iii) For the 2024/2025 School Year**

Effective the first day of the 2024/2025 school year, the Computer Coordinator shall receive, in addition to basic salary in accordance with the salary schedule of this collective agreement, an allowance of \$7,037.

**iv) For the 2025/2026 School Year**

Effective the first day of the 2025/2026 school year, the Computer Coordinator shall receive, in addition to basic salary in accordance with the salary schedule of this collective agreement, an allowance of \$7,248.

**v) Effective February 1, 2026**

Effective the first day of February 2026, the Computer Coordinator shall receive, in addition to basic salary in accordance with the salary schedule of this collective agreement, an allowance of \$7,321.

- b) The Computer Coordinator shall be entitled to a maximum of 5 days compensatory time during the school year for hours worked during the months of July and August immediately

preceding the school year.

- c) (i) The Computer Coordinator shall be paid \$54.33 per hour in 2022/2023 for time spent on work above administrative duties.
  - (ii) The Computer Coordinator shall be paid \$55.82 per hour in 2023/2024 for time spent on work above administrative duties.
  - (iii) The Computer Coordinator shall be paid \$57.49 per hour in 2024/2025 for time spent on work above administrative duties.
  - (iv) The Computer Coordinator shall be paid \$59.22 per hour in 2025/2026 for time spent on work above administrative duties.
  - (v) The Computer Coordinator shall be paid \$59.81 per hour effective February 1, 2026 for time spent on work above administrative duties.
- d) **Administrator of Student Services Allowance**  
 The Administrator of Student Services is to be paid the per teacher amount for administrators for every teacher under his/her supervision, and in the event that an HSD principal is transferred into this position, the minimum guarantee would also apply.

**Interlake**

8.07 Program Support Coordinators

- A. The Board may appoint Program Support Coordinators in the areas of curriculum and technology. In addition to their scheduled salary, an annual allowance will be paid as follows:

	<b>Program Support Curriculum</b>	<b>Program Support Technology</b>
Fall Term 2022:	\$6,267.94	\$6,267.94
Fall Term 2023:	\$6,440.30	\$6,440.30
Fall Term 2024:	\$6,633.51	\$6,633.51
Fall Term 2025:	\$6,832.52	\$6,832.52
February 1, 2026:	\$6,900.84	\$6,900.84

- B. The Board may appoint a Career Development Coordinator to provide leadership in career exploration for students in the Interlake School Division and to establish employer connections for the Division’s high school students. A Career Development Coordinator appointed on a less than full time basis, shall receive a pro-rata share of the allowance provided below, on his or her percentage time as a Career Development Coordinator.

<b>Fall Term 2022:</b>	\$6,267.94
<b>Fall Term 2023:</b>	\$6,440.30
<b>Fall Term 2024:</b>	\$6,633.51
<b>Fall Term 2025:</b>	\$6,832.52
<b>February 1, 2026:</b>	\$6,900.84

8.09 Student Services Administrator

The Board shall appoint a Student Services Administrator and that person shall be paid in addition to their scheduled salary under Article 4, the following administrative allowance of:

<b>Fall Term 2022:</b>	\$23,088.73
<b>Fall Term 2023:</b>	\$23,723.67
<b>Fall Term 2024:</b>	\$24,435.38
<b>Fall Term 2025:</b>	\$25,168.44
<b>February 1, 2026:</b>	\$25,420.13

8.10 Lead Teachers

The Board may appoint a Lead Teacher to support Divisional programming in the areas of curriculum and/or technology, and he/she shall be paid in accordance to the salary schedule under Article 4.

**Kelsey**

3.05 Allowance

(a) The allowance for the work education coordinator shall be as follows:

Fall Term 2022	\$3,176
Fall Term 2023	\$3,264
Fall Term 2024	\$3,362
Fall Term 2025	\$3,463
February 1, 2026	\$3,497

excluding any other allowances in this clause and this allowance shall include expenses.

(b) The student services coordinator will receive an allowance as follows:

Fall Term 2022	\$10,255
Fall Term 2023	\$10,537
Fall Term 2024	\$10,853
Fall Term 2025	\$11,179
February 1, 2026	\$11,291

**Lord Selkirk**

A) Director of Student Services

A Teacher shall be appointed to the position of Director of Student Services, they shall be paid in addition to their scheduled salary, an allowance of:

<b>Effective Fall Term 2022</b>	<b>Effective Fall Term 2023</b>	<b>Effective Fall Term 2024</b>	<b>Effective Fall Term 2025</b>	<b>February 1, 2026</b>
27,518	28,275	29,123	29,997	30,297

B) Assistant Director of Student Services

A Teacher shall be appointed to the position of Assistant Director of Student Services, they shall be paid in addition to their scheduled salary, an allowance of:



Effective Fall Term 2022	Effective Fall Term 2023	Effective Fall Term 2024	Effective Fall Term 2025	February 1, 2026
19,655	20,196	20,802	21,426	21,640

C) Director of Lord Selkirk Education Centre

A Teacher shall be appointed to the position of Director of the Lord Selkirk Education Centre, they shall be paid in addition to their scheduled salary an allowance of:

Effective Fall Term 2022	Effective Fall Term 2023	Effective Fall Term 2024	Effective Fall Term 2025	February 1, 2026
4,605	4,732	4,874	5,020	5,070

D) Director of Lord Selkirk Adult Learning Program

A Teacher shall be appointed to the position of Director of the Lord Selkirk Adult Learning Program, they shall be paid in addition to their scheduled salary an allowance of:

Effective Fall Term 2022	Effective Fall Term 2023	Effective Fall Term 2024	Effective Fall Term 2025	February 1, 2026
4,605	4,732	4,874	5,020	5,070

**Louis Riel**

A. A teacher appointed by the Division to be a department head, team leader or a consultant shall receive the following allowance in addition to his or her rate of pay.

B. Consultant

Effective Fall Term 2022	Effective Fall Term 2023	Effective Fall Term 2024	Effective Fall Term 2025	February 1, 2026
7,824	8,039	8,280	8,529	8,614

Coordinator Secondment Positions

A. A teacher appointed by the Division to a coordinator position shall receive an allowance in addition to his or her base salary according to Article 4.02 of this Agreement.

B. The allowance for a coordinator position shall be the same as the allowance paid to a Vice-Principal of an "A" school.

C. The secondment shall be for a 3-year term.

**Mountain View**

6.01 The Resource Center Coordinator shall be paid an allowance in addition to his/her regularly scheduled salary as follows:

First Day of the Fall Term 2022	\$ 3,999
First Day of the Fall Term 2023	\$ 4,109
First Day of the Fall Term 2024	\$ 4,232

First Day of the Fall Term 2025	\$ 4,359
First Day of February 2026	\$ 4,403

6.02 The Technology Coordinator shall be paid an allowance in addition to his/her regularly scheduled salary as follows:

First Day of the Fall Term 2022	\$ 8,186
First Day of the Fall Term 2023	\$ 8,411
First Day of the Fall Term 2024	\$ 8,663
First Day of the Fall Term 2025	\$ 8,923
First Day of February 2026	\$ 9,012

6.03 The Educational Services and Curriculum & Assessment Coordinator shall be paid an allowance in addition to his/her regularly scheduled salary as follows:

First Day of the Fall Term 2022	\$ 14,700
First Day of the Fall Term 2023	\$ 15,104
First Day of the Fall Term 2024	\$ 15,557
First Day of the Fall Term 2025	\$ 16,024
First Day of February 2026	\$ 16,184

6.04 Any assignment of less than full time shall have the above-mentioned allowances pro-rated to reflect the full time equivalent assignment.

**Mystery Lake**

Coordinators, when appointed, will be paid an annual allowance as follows:

Start of Fall Term 2022	Start of Fall Term 2023	Start of Fall Term 2024	Start of Fall Term 2025	February 1, 2026
9,145	9,397	9,678	9,969	10,068

**Park West**

A certified teacher, employed as coordinator, shall be paid in addition to the salary afforded by the salary schedule an allowance determined as follows:

A) Coordinator Allowance

	July 1, 2022	July 1, 2023	July 1, 2024	July 1, 2025	February 1, 2026
Year One	5,809.70	5,969.47	6,148.55	6,333.01	6,396.34
Year Two	6,638.93	6,821.50	7,026.14	7,236.92	7,309.29
Year Three	7,469.60	7,675.01	7,905.26	8,142.42	8,223.84
Year Four	8,299.56	8,527.80	8,783.63	9,047.14	9,137.61

B) Student Services Coordinator

	July 1, 2022	July 1, 2023	July 1, 2024	July 1, 2025	February 1, 2026
Year One	8,298.75	8,526.96	8,782.77	9,046.26	9,136.72
Year Two	9,222.00	9,475.60	9,759.87	10,052.67	10,153.19
Year Three	10,245.50	10,527.25	10,843.07	11,168.36	11,280.04
Year Four	11,384.04	11,697.10	12,048.01	12,409.45	12,533.55

Coordinators employed on a part-time basis shall have the allowance paid on a prorated basis in accordance with the percentage of time employed.

**Pembina Trails**

- a) Consultant and Coordinator allowance shall be as set out below:

	Sept 1 2022	Sept 1 2023	Sept 1, 2024	Sept 1, 2025	Feb. 1, 2026
Coordinator	15,147	15,564	16,031	16,512	16,677
Consultant	7,574	7,782	8,015	8,256	8,338

The foregoing allowances shall be paid in addition to the Consultant’s or Coordinator’s salary as set out in the Basic Salary Schedule.

- b) Where the Consultant or Coordinator position is less than full time, the allowance shall be pro-rated.

**Pine Creek**

- f) Should the Division employ a Student Services Coordinator the incumbent will be entitled to all salary and benefits outlined in the current collective bargaining agreement.

The annual administrative allowances for this position shall be as follows (based on full time equivalence)

September 2022:	12,338
September 2023:	12,677
September 2024:	13,058
September 2025:	13,449
February 1, 2026:	13,584

**Portage la Prairie**

**7.08 Strategic Initiatives Learning Coordinator**

Effective the first day of the Fall Term September 2022, a teacher working as a full time Strategic Initiatives Learning Coordinator shall be paid an annual allowance in the amount of:

	Sept 2022	Sept 2023	Sept 2024	Sept 2025	Feb. 1, 2026
1 <sup>st</sup> Year	3,179	3,266	3,364	3,465	3,499
2 <sup>nd</sup> Year	4,134	4,248	4,375	4,506	4,551
3 <sup>rd</sup> Year	5,088	5,228	5,385	5,546	5,602

This amount will be pro-rated for a Coordinator working less than full time.

**7.09 Computer Coordinator**

Effective the first day of the Fall Term September 2022, a teacher working as a full time Computer Coordinator shall be paid an annual allowance in the amount of:

	Sept 2022	Sept 2023	Sept 2024	Sept 2025	Feb. 1, 2026
1 <sup>st</sup> Year	3,179	3,266	3,364	3,465	3,499
2 <sup>nd</sup> Year	4,134	4,248	4,375	4,506	4,551
3 <sup>rd</sup> Year	5,088	5,228	5,385	5,546	5,602

**Prairie Spirit**

- 1) Any teacher appointed by the Board to coordinate educational programs and to work with staff and others associated with those programs shall be designated as a divisional administrator. Teachers appointed on less than a full time basis shall be paid an allowance pro-rata based on the full time allowance.
  
- 2) Each full time divisional administrator will receive an allowance in addition to their salary as a teacher as follows:

Year	Sept. 1 <sup>st</sup> , 2022	Sept. 1 <sup>st</sup> , 2023	Sept. 1 <sup>st</sup> , 2024	Sept. 1 <sup>st</sup> , 2025	Feb. 1, 2026
1	6,409.33	6,585.58	6,783.15	6,986.64	7,056.51
2	7,551.18	7,758.83	7,991.60	8,231.35	8,313.66
3	8,974.90	9,221.71	9,498.36	9,783.31	9,881.14

- 3) If in the event that a Principal at a PSSD school is hired as a divisional administrator, they will be paid the higher allowance between their current rate and the first year rate on the divisional administrator grid. After the first year, the divisional administrator will be placed on the divisional administrator grid starting at the second year rate.

**Red River Valley**

**D. Student Services Administrator**

Effective the first day of Fall term 2022, the Student Services Administrator shall be paid \$9,999.30 per annum. A part-time coordinator shall be paid on a prorated basis.

Effective the first day of Fall term 2023, the Student Services Administrator shall be paid \$10,274.28 per annum. A part-time coordinator shall be paid on a prorated basis.

Effective the first day of Fall term 2024, the Student Services Administrator shall be paid \$10,582.50 per annum. A part-time coordinator shall be paid on a prorated basis.

Effective the first day of Fall term 2025, the Student Services Administrator shall be paid \$10,899.98 per annum. A part-time coordinator shall be paid on a prorated basis.

Effective February 1, 2026, the Student Services Administrator shall be paid \$11,008 per annum. A part-time coordinator shall be paid on a prorated basis.

**E. Technology Co-Ordinator**

Effective the first day of Fall term 2022, the Technology Coordinator shall be paid \$7,320.20 per annum. A part-time coordinator shall be paid on a prorated basis.

Effective the first day of Fall term 2023, the Technology Coordinator shall be paid \$7,521.51 per annum. A part-time coordinator shall be paid on a prorated basis.

Effective the first day of Fall term 2024, the Technology Coordinator shall be paid \$7,747.15 per annum. A part-time coordinator shall be paid on a prorated basis.

Effective the first day of Fall term 2025, the Technology Coordinator shall be paid \$7,979.57 per annum. A part time coordinator shall be paid on a prorated basis.

Effective February 1, 2026 the Technology Coordinator shall be paid \$8,059.36 per annum. A part time coordinator shall be paid on a prorated basis.

**River East Transcona**

**6.04 Consultants**

Consultants shall be paid an annual allowance above and beyond the salary outlined in Article 3 of this Agreement as follows:

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
9,480	9,741	10,033	10,334	10,437

**7.03 Elementary/Early Years Coordinators**

(a) Elementary/Early Years Coordinators may be appointed; one for Kindergarten to Grade Three, one for Grades Four to Six, in each elementary school.

(b) The Elementary Coordinator allowance will be

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
831	854	880	906	915

(c) The position of Elementary/Early Years Coordinator will be a term position of not more than two years, the length of the term to be determined by the Superintendent in consultation with the Principal.

**Rolling River**

Effective the first day of the Fall Term 2022 the following shall apply:

Year One	\$ 8,298
Year Two	\$ 9,221
Year Three	\$10,245
Year Four	\$11,384

Effective the first day of the Fall Term 2023 the following shall apply:

Year One	\$ 8,527
Year Two	\$ 9,474
Year Three	\$10,527
Year Four	\$11,697

Effective the first day of the Fall Term 2024 the following shall apply:

Year One	\$ 8,782
Year Two	\$ 9,759
Year Three	\$10,842
Year Four	\$12,048

Effective the first day of the Fall Term 2025 the following shall apply:

Year One	\$ 9,046
Year Two	\$10,051
Year Three	\$11,168
Year Four	\$12,409

Effective the first day of February 2026 the following shall apply:

Year One	\$ 9,136
Year Two	\$10,152
Year Three	\$11,279
Year Four	\$12,533

**Seine River**

Each full-time **co-ordinator** will receive an allowance in addition to his salary as a teacher as follows:

Years of Exp.	Fall Term 2022 Annual Allow 2.25%	Fall Term 2023 Annual Allow 2.75%	Fall Term 2024 Annual Allow 3.0%	Fall Term 2025 Annual Allow 3.0%	February 1, 2026 Annual Allowance 1.0%
0	11,424.51	11,738.68	12,090.84	12,453.57	12,578.10
1	11,848.71	12,174.55	12,539.79	12,915.98	13,045.14
2	12,271.12	12,608.57	12,986.83	13,376.43	13,510.20
3	12,695.32	13,044.44	13,435.78	13,838.85	13,977.24
4	13,117.70	13,478.44	13,882.79	14,299.28	14,442.27
5	13,752.21	14,130.40	14,554.31	14,990.94	15,140.85

The **consultants** shall be paid, in addition to their salary as teachers in accordance with Article 4.01, an allowance in the amount identified below per annum. Individuals who are appointed part-time consultants shall be paid the rate based on the fraction of time employed as a consultant.

Fall Term 2022 Annual Allow 2.25%	Fall Term 2023 Annual Allow 2.75%	Fall Term 2024 Annual Allow 3.0%	Fall Term 2025 Annual Allow 3.0%	Feb. 1, 2026 Annual Allow 1.0%
6,449	6,626	6,825	7,030	7,100

**Seven Oaks**

	Sept. 2022	Sept. 2023	Sept. 2024	Sept. 2025	Sept. 2026
<b>Seven Oaks Adult Learning Centre Director, Director of Adult Education Centre (AEO) Inc.</b>	22,771	23,397	24,099	24,822	25,070
<b>Divisional Principal</b>	17,690	18,176	18,722	19,283	19,476
<b>Student Services Director</b>	20,311	20,870	21,496	22,141	22,362
<b>Student Services Coordinator</b>	17,690	18,176	18,722	19,283	19,476

**Southwest Horizon**

5.06 Coordinator’s Allowance

The administrative allowance for Student Services Coordinator

Effective Date:		Allowance
First Day of Fall Term 2022	Increment Year 1 & 2	\$ 9,089
	Increment Year 3 & 4	\$ 9,784
	Increment Year 5+ years	\$10,481
First Day of Fall Term 2023	Increment Year 1 & 2	\$ 9,339

	Increment Year 3 & 4	\$10,053
	Increment Year 5+ years	\$10,769
First Day of Fall Term 2024	Increment Year 1 & 2	\$ 9,619
	Increment Year 3 & 4	\$10,354
	Increment Year 5+ years	\$11,092
First Day of Fall Term 2025	Increment Year 1 & 2	\$ 9,907
	Increment Year 3 & 4	\$10,665
	Increment Year 5+ years	\$11,425
First Day of February 2026	Increment Year 1 & 2	\$10,006
	Increment Year 3 & 4	\$10,772
	Increment Year 5+ years	\$11,539

When a coordinator of student services is assigned at less than full time, they will be paid at the percentage of time assigned.

**St. James-Assiniboia**

A Coordinator shall be responsible to the Superintendent or designate for the coordination of work in a specific area of education.

- (1) A full-time coordinator shall receive an allowance, as per the schedule below, in addition to salary provided in Article 4.01:

July 1, 2022 – June 30, 2023			July 1, 2023 – June 30, 2024		
Year 1	Year 2	Year 3	Year 1	Year 2	Year 3
5,658	7,008	8,412	5,814	7,201	8,644
July 1, 2024 – June 30, 2025			July 1, 2025 – June 30, 2026		
Year 1	Year 2	Year 3	Year 1	Year 2	Year 3
5,988	7,417	8,903	6,168	7,639	9,170
February 1, 2026					
Year 1	Year 2	Year 3			
6,229	7,716	9,262			

- (2) A Coordinator appointed on less than a full-time basis shall receive a pro rate share of the allowance provided in Article 4.06 (a) (1) based on a percentage of time as a Coordinator.
- (3) Whenever practicable, the date of appointment or re-appointment of a Coordinator shall be made no later than May 31st of each year.
- (4) With respect to Coordinators serving in a position as at June 30th, 1994, if such position is subsequently eliminated, such Coordinator who has served in a position for ten or more years and has five years or less until age 65 may be assigned to a teaching position but shall continue to receive the Coordinators’ allowance until retirement. This Article shall not apply to Coordinators appointed after June 30th, 1994.
- (5) A Coordinator whose position is eliminated or is not re-appointed shall have his/her allowance reduced in thirds over three (3) years. The first year his/her allowance shall be reduced by one-third (1/3) and the second year by two thirds (2/3).

**Sunrise**

Teachers appointed by the Division to the following positions shall be paid an allowance over and above their basic salary as per Article 4 as set forth below:

Consultant/Program Leader

Effective Fall term 2022:	\$13,474.39
Effective Fall term 2023:	\$13,844.94
Effective Fall term 2024:	\$14,260.29
Effective Fall term 2025:	\$14,688.10
Effective February 1, 2026:	\$14,834.98

A teacher appointed by the Division to the position of consultant or program leader shall be paid an allowance on a pro rata basis over and above his/her basic salary.

**Swan Valley**

Coordinator of Student Services, shall be paid an administrative allowance, prorated to a full time position, according to the following schedule:

Years in Designated Position	First Day Fall Term 2022	First Day Fall Term 2023	First Day Fall Term 2024	First Day Fall Term 2025	First Day February 2026
0	11,168	11,476	11,820	12,174	12,296
1	12,170	12,504	12,880	13,266	13,399
2	13,174	13,537	13,943	14,361	14,505

**Turtle River**

The Coordinators shall be paid according to the basic schedule, 3.12. In addition, they shall receive a supervisory allowance as follows:

Effective Fall Term 2022 commencing the first year, an allowance of \$3,204.54 per annum will be paid; the second year an allowance of \$3,649.99 per annum; the third and every year thereafter, a maximum allowance of \$5,974.45 per annum.

Effective Fall Term 2023 commencing the first year, an allowance of \$3,292.66 per annum will be paid; the second year an allowance of \$3,750.37 per annum; the third and every year thereafter, a maximum allowance of \$6,138.75 per annum.

Effective Fall Term 2024 commencing the first year, an allowance of \$3,391.44 per annum will be paid; the second year an allowance of \$3,862.88 per annum; the third and every year thereafter, a maximum allowance of \$6,322.91 per annum.

Effective Fall Term 2025 commencing the first year, an allowance of \$3,493.19 per annum will be paid; the second year an allowance of \$3,978.77 per annum; the third and every year thereafter, a maximum allowance of \$6,512.60 per annum.

Effective February 1, 2026 commencing the first year, an allowance of \$3,528.12 per annum will be paid; the second year an allowance of \$4,018.55 per annum; the third and every year thereafter, a maximum allowance of \$6,577.72 per annum.

**Western**



The Student Services Administrator shall receive an allowance paid over twelve (12) months for the school year as follows:

For 2022/2023	For 2023/2024	For 2024/2025	For 2025/2026	February 1, 2026
\$10,474	\$10,763	\$11,085	\$11,418	\$11,532

Letter of Understanding: RRTVA Coordinator Allowance

September 2022	September 2023	September 2024	September 2025	February 1, 2026
\$10,070	\$10,347	\$10,657	\$10,977	\$11,086

### **Winnipeg**

	1 <sup>st</sup> day of fall term 2022	1 <sup>st</sup> day of fall term 2023	1 <sup>st</sup> day of fall term 2024	1 <sup>st</sup> day of fall term 2025	1 <sup>st</sup> day of February 2026
Minimum	94,847	97,456	100,379	103,391	104,425
Step 2	103,797	106,651	109,851	113,146	114,278
Step 3	112,752	115,853	119,328	122,908	124,137
Maximum	121,709	125,055	128,807	132,671	133,998

#### **(a) Initial Salary and Increments for Consultants**

- (i) Upon first appointment to a consultant position a teacher shall be placed on the salary scale at a step which provides for a minimum increase of \$8,236.00 effective the first day of fall term 2022, and \$8,462.00 effective first day of the fall term, 2023, and \$8,716.00 effective the first day of the fall term 2024, and \$8,978.00 effective the first day of the fall term 2025 and \$9,067.00 effective the first day of February 2026 (unless limited by the maximum for the position) or the minimum for the position whichever shall be the greater.
- (ii) The Division will upon initial appointment of a person referred to in Article 13.02(a)(i) pay an initial starting salary which is the greater of the salary determined in Article 13.02(a)(i) or the minimum for the position plus an amount equal to one (1) annual increment, except as may be limited by the maximum for the position, for each year of consultant experience obtained in the seven (7) years immediately prior to the effective date of the initial appointment.
- (iii) In the case of a person who is not a teacher within the meaning of the Public Schools Act and who is appointed a consultant, the Division may pay any mutually agreed salary to that person provided that:
  - 1. There shall be notification to and discussion with the Association; and
  - 2. The employment of such persons will be governed by all applicable terms and conditions set out in the Collective Agreement.
- (iv) A principal or vice-principal appointed as a consultant will receive the salary for a consultant on the basis of their appointment to a consultant position as established in Article 13.01. Principals or vice-principals, on the termination of their appointment as a consultant, will return to a position with the Division at the same salary and benefits as a principal or vice-principal would be entitled

to receive, had they remained in the position immediately prior to their appointment as a consultant.

- (v) A person who is appointed as a part-time consultant, will be paid a salary equal to the amount they would receive under Article 13.01 prorated for the amount of time they are assigned as a consultant. A consultant will, if appointed to a position covered by this Collective Agreement and which is not that of a consultant, receive the salary for that position to which they are appointed prorated for the amount of time they are assigned. The Division will provide such additional assistance as may be agreed to between the Division and a principal or vice-principal while they are acting as a consultant on a part-time basis. The Division shall notify the Association of the arrangement made between the Division and a principal or vice-principal as the case may be.

**APPENDIX 3 – DEPARTMENT HEADS AND PROGRAM LEADERS**

**DEPARTMENT HEADS**

**Flin Flon**

Department Heads shall be paid per teacher in the Department, Department Head to be included in this count, or a minimum allowance as indicated below. Teacher count to be determined by the Division.

	<b>Fall Term 2022 (2.5%)</b>	<b>Fall Term 2023 (2.75%)</b>	<b>Fall Term 2024 (3%)</b>	<b>Fall Term 2025 (3%)</b>	<b>Feb. 1, 2026 (1%)</b>
Per Teacher	528	543	559	576	582
Minimum (3 Teachers)	1,585	1,629	1,678	1,728	1,746

**Lord Selkirk**

The Board, at its discretion, appoints department heads in the Junior and Senior High Schools. Department Heads will be paid in addition to their scheduled salary in accordance with the following provisions:

1. Each Department Head shall be paid an allowance of

<b>Fall Term 2022 (2.5%)</b>	<b>Fall Term 2023 (2.75%)</b>	<b>Fall Term 2024 (3%)</b>	<b>Fall Term 2025 (3%)</b>	<b>February 1, 2026 (1%)</b>
2,706	2,781	2,864	2,950	2,980

Plus, the following per full time equivalent (F.T.E.) teacher, excluding the Department Head.

<b>Fall Term 2022 (2.5%)</b>	<b>Fall Term 2023 (2.75%)</b>	<b>Fall Term 2024 (3%)</b>	<b>Fall Term 2025 (3%)</b>	<b>Feb. 1, 2026 (1%)</b>
147	151	156	160	162

2. Teaching time for Department Heads will be left to the discretion of the Board and will be considered on recommendations from the Principals and the Superintendent's Department.
3. Lead Teachers

A teacher shall be appointed to the position of Lead Teacher, he/she shall be paid in addition to their scheduled salary an allowance of:

<b>Fall Term 2022 (2.5%)</b>	<b>Fall Term 2023 (2.75%)</b>	<b>Fall Term 2024 (3%)</b>	<b>Fall Term 2025 (3%)</b>	<b>Feb. 1, 2026 (1%)</b>
3,037	3,120	3,214	3,310	3,343

**Louis Riel**

A teacher appointed by the Division to be a department head, or team leader shall receive the following allowance in addition to his or her rate of pay.

	<b>Fall Term 2022 (2.5%)</b>	<b>Fall Term 2023 (2.75%)</b>	<b>Fall Term 2024 (3%)</b>	<b>Fall Term 2025 (3%)</b>	<b>Feb. 1, 2026 (1%)</b>
Department Head	4,695	4,824	4,969	5,118	5,169
Team Leader	4,695	4,824	4,969	5,118	5,169

### **Mystery Lake**

1. A Department Head shall be a qualified teacher appointed by the Board to assist the Principal in the operation of a specific subject area/grade grouping with specific duties assigned to the position by the Principal.
2. Department Heads who head a department of three (3) or more teachers shall be assigned a teaching load equivalent to a minimum of one section less than the average teaching time assigned to teachers in the same school based on full time equivalency.
3. Annual Department Head Allowance - the annual department head allowance based on full time equivalency shall be based on the number of teachers within their department or grade level grouping.

	<b>Fall Term 2022 (2.5%)</b>	<b>Fall Term 2023 (2.75%)</b>	<b>Fall Term 2024 (3%)</b>	<b>Fall Term 2025 (3%)</b>	<b>February 1, 2026 (1%)</b>
Class 1 3-6 teachers	3,373	3,466	3,570	3,677	3,714
Class 2 7-9 teachers	4,591	4,717	4,859	5,005	5,055
Class 3 10+ teachers	5,804	5,963	6,142	6,326	6,390

### **Pembina Trails**

1. Program leaders shall be appointed on an annual basis in all schools as follows:
  - a) In each high school at a rate of one (1) Program Leader per every six (6) full time equivalent teachers on staff in the school as at September 30, each year, and
  - b) In each school other than high schools at a rate of one (1) Program Leader per every eight (8) full time equivalent teachers as at September 30, each year.

The calculation of the number of teachers in each school shall include the Principal and Vice-Principal(s). Where the calculation produces a decimal of .5 or greater, the number of Program Leaders shall be increased to the next highest full integer and where the calculation produces a decimal of less than .5 the number of Program Leaders shall be decreased to the next lowest full integer.

2. The Division may, in its discretion, increase the number of Program Leaders, in any school, beyond the number generated by the calculation in this Article.
3. The Principal, in consultation with the teaching staff, will decide on the specific subject or area of responsibility of the Program Leaders to be appointed. Notwithstanding the foregoing, the Division may decide, annually, the areas in which Program Leaders shall be assigned.
4. Program Leaders shall be appointed by the Superintendent on the recommendation of the Principal.
5. A pool of substitute days will be allocated to each high school each year equal to eight (8) half days multiplied by the number of Program Leaders in each high school as at September 30 of that year. The substitute days will be used to provide release time to Program Leaders in the high school. The Principal of each high school shall determine the details of how the substitute days will be used.
6. The annual allowance for Program Leaders shall be as follows:
  - a) For Program Leaders in high schools:

Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	Feb. 1, 2026 (1%)
3,436	3,530	3,636	3,745	3,783

b) For Program Leaders in all other schools.

Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	Feb. 1, 2026 (1%)
1,718	1,766	1,819	1,873	1,892

### Portage la Prairie

Department Heads appointed in any subject or program area by the Division and who have at least three teachers (exclusive of the Department Head) in their department shall receive an annual allowance as follows:

Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	Feb. 1, 2026 (1%)
1,273	1,308	1,347	1,388	1,402

This amount will be pro-rated for a Department Head not working a full year.

### River East Transcona

1. Department Heads in Senior High Schools may be appointed in any subject area or program area having a minimum of three full time teachers. For the purpose of this Article, teacher count shall be determined by the sum of the FTEs for all teachers assigned to the department.

	Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	Feb. 1, 2026 (1%)
Class A 3 to 6 teachers	3,382	3,475	3,579	3,687	3,723
Class B 7 to 9 teachers	4,626	4,753	4,896	5,043	5,093
Class C 10 or more teachers	5,821	5,982	6,161	6,346	6,409

For the purposes of this article, a teacher shall be deemed to be assigned to the Department in which the teacher has the majority of his/her teaching assignment for which there is a Department Head appointed.

2. The position of department head will be a term position of not more than three years, the length of the term to be determined by the Superintendent in consultation with the Principal. At the end of this term, the position will be bulletined.

3. Team Leaders at the Junior High/Middle Years Schools may be appointed in any grade level and/or program area. The Team Leader Allowance will be calculated as follows:

	Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	Feb. 1, 2026 (1%)
Base	2,615	2,687	2,768	2,851	2,879

Plus \$ per FTE teacher on the team	184	189	195	201	203
-------------------------------------	-----	-----	-----	-----	-----

For the purpose of this article:

- a) For the purpose of this article, a school’s total FTE shall be defined as the total teaching staff, excluding the administrator(s) and appointed team leaders.
- b) Each FTE will be assigned to only one team.
- c) After the total FTE has been calculated, a partial FTE of less than 2/3 will not be counted; a partial FTE of 2/3 or greater will count as 1.
- d) The position of team leader will be a term position of not more than three years, the length of the term to be determined by the Superintendent in consultation with the principal. At the end of this term, the position will be bulletined.

**Seven Oaks**

	Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	Feb. 1, 2026 (1%)
Divisional Teacher Team Leaders' (DTTL) Allowances	17,690	18,176	18,722	19,283	19,476

**St. James Assiniboia**

**Secondary Department Heads and Middle School Team Leaders**

A Department Head shall be a qualified teacher appointed by the Chief Superintendent to assist the Principal with the operation of a specific subject area in Grades 6 through Senior 4. Subject area is defined as one in which students obtain a credit.

A Middle School Team Leader shall be a qualified teacher appointed by the Chief Superintendent to assist the principal with the operation of a Middle School team of teachers at a specific grade level in grades 6 through 8.

1. (a) A Middle School Team Leader or a Department Head of subject areas other than vocational subjects shall receive an allowance, in accordance with the number of continuous years in the position of Department Head and/or Team Leader as follows:

	Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	Feb. 1, 2026 (1%)
Year 1	879	903	930	958	968
Year 2	1,255	1,289	1,328	1,368	1,381
Year 3	1,630	1,674	1,725	1,776	1,794

**PLUS:** In addition, each Department Head shall receive:

	Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	Feb. 1, 2026 (1%)
Year 1	186	191	197	203	205
Year 2	236	243	250	257	260

Year 3	274	282	290	299	302
--------	-----	-----	-----	-----	-----

per full time equivalent teacher in the Department, not including the Department Head. In application of the Clause, the number of FTE teachers shall be determined by totaling the actual teaching time in the department, not including the Department Head's time (e.g., total teaching time of 3.4 teachers in the department shall count as 3.4 full-time equivalent teachers).

PLUS: In addition, each Team Leader shall receive:

	Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	Feb. 1, 2026 (1%)
Year 1	121	124	128	132	133
Year 2	169	174	179	185	187
Year 3	205	211	217	224	226

for each homeroom class for which the teacher is Team Leader in the specific grade. Each homeroom class will be counted once for Team Leader allowances.

1. (b) A Department Head of vocational subject areas (subject area is defined as one in which students obtain a credit), shall receive an allowance as follows:

	Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	Feb. 1, 2026 (1%)
Year 1	2,325	2,389	2,461	2,535	2,560
Year 2	2,495	2,564	2,641	2,720	2,747
Year 3	3,256	3,346	3,446	3,549	3,585

PLUS: In addition each Department Head of Vocational Subject Areas shall receive:

	Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	Feb. 1, 2026 (1%)
Year 1	186	191	197	203	205
Year 2	236	243	250	257	260
Year 3	274	282	290	299	302

per full time equivalent teacher in the Department, not including the Department Head. In application of the Clause, the number of full-time equivalent teachers shall be determined by totaling the actual teaching time in the department, not including the Department Head's time. (e.g., total teaching time of 3.4 teachers in the department shall count as 3.4 full-time equivalent teachers).

**Note:** A Secondary Department Head employed as at June 30, 1994 will, in addition to the above, have their current rate of pay grandfathered (as per Appendix B of the former St. James Assiniboia Collective Agreement) as follows:

	Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	Feb. 1, 2026 (1%)
Base	1,064	1,093	1,126	1,160	1,172
Per FTE	179	184	189	195	197

1. (c) **Secondary Department Heads** in an instructional program across the school shall receive remunerations as follows:

Total teaching staff involved in program	Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	Feb. 1, 2026 (1%)
1 – 20	1,854	1,905	1,962	2,021	2,041
21 – 40	2,415	2,482	2,556	2,633	2,659
40 and over	2,959	3,041	3,132	3,226	3,258

1. (d) **Program Implementation Assistants**

A Program Implementation Assistant shall be a qualified teacher appointed by the School Division to assist with the operation of a specific subject area in kindergarten through to grade five (5).

A Program Implementation Assistant shall receive an allowance in accordance with the number of continuous years in the position of Program Implementation Assistant, as follows:

	Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	Feb. 1, 2026 (1%)
Year 1	769	790	814	838	846
Year 2	1,140	1,172	1,207	1,243	1,256

**Sunrise**

Each team leader appointed by the Division shall receive an allowance as follows:

Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	Feb. 1, 2026 (1%)
3,832	3,937	4,055	4,177	4,218

When a team leader is absent from the school for five (5) or more consecutive days, another member from that team shall be appointed as team leader on an interim basis.

When a team leader is absent from the school for five (5) or more consecutive days, commencing the sixth and subsequent days, the person who is put in charge of that team shall be paid the team leader allowance on a per diem basis, retroactive to the first of the five days.

**Winnipeg**

The appointment of department heads/team leaders shall be made by the Division after consultation with the principals of the schools concerned.

Where a department head or team leader is appointed in a junior or senior high school, the department head/team leader shall be paid the following allowance in addition to the department head's/team leader's Basic Salary entitlement as a teacher and in accordance with the following conditions:



- (a) Where there is at least the equivalent of three (3) full-time teachers including the department head/team leader in the department/team - an allowance will be paid to the department head/team leader at the rate of:

<b>Fall Term 2022 (2.5%)</b>	<b>Fall Term 2023 (2.75%)</b>	<b>Fall Term 2024 (3%)</b>	<b>Fall Term 2025 (3%)</b>	<b>February 1, 2026 (1%)</b>
2,910	2,990	3,079	3,172	3,203

- (b) Where there is at least the equivalent of five (5) full-time teachers including the department head/team leader in the department/team - an allowance will be paid to the department head/team leader at the rate of:

<b>Fall Term 2022 (2.5%)</b>	<b>Fall Term 2023 (2.75%)</b>	<b>Fall Term 2024 (3%)</b>	<b>Fall Term 2025 (3%)</b>	<b>February 1, 2026 (1%)</b>
3,882	3,988	4,108	4,231	4,274

- (c) Where there is at least the equivalent of seven (7) full-time teachers including the department head/team leader in the department/team - an allowance will be paid to the department head/team leader at the rate of:

<b>Fall Term 2022 (2.5%)</b>	<b>Fall Term 2023 (2.75%)</b>	<b>Fall Term 2024 (3%)</b>	<b>Fall Term 2025 (3%)</b>	<b>February 1, 2026 (1%)</b>
4,872	5,006	5,156	5,310	5,364

- (d) Where there is at least the equivalent of nine (9) full-time teachers including the department head/team leader in the department/team - an allowance will be paid to the department head/team leader at the rate of:

<b>Fall Term 2022 (2.5%)</b>	<b>Fall Term 2023 (2.75%)</b>	<b>Fall Term 2024 (3%)</b>	<b>Fall Term 2025 (3%)</b>	<b>February 1, 2026 (1%)</b>
5,838	5,999	6,179	6,364	6,428

- (e) Where there is at least the equivalent of twelve (12) full-time teachers including the department head/team leader in the department/team - an allowance will be paid to the department head/team leader at the rate of:

<b>Fall Term 2022 (2.5%)</b>	<b>Fall Term 2023 (2.75%)</b>	<b>Fall Term 2024 (3%)</b>	<b>Fall Term 2025 (3%)</b>	<b>February 1, 2026 (1%)</b>
6,798	6,985	7,194	7,410	7,484

- (f) Where there is at least the equivalent of fifteen (15) full-time teachers including the department head/team leader in the department/team - an allowance will be paid to the department head/team leader at the rate of:

<b>Fall Term 2022 (2.5%)</b>	<b>Fall Term 2023 (2.75%)</b>	<b>Fall Term 2024 (3%)</b>	<b>Fall Term 2025 (3%)</b>	<b>February 1, 2026 (1%)</b>
7,778	7,992	8,232	8,479	8,564

- (g) Notwithstanding the foregoing, the allowance for the department head/team leader of a technical department in the Technical-Vocational School or the R.B. Russell Vocational School, shall be at the rate of:

Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	February 1, 2026 (1%)
4,537	4,662	4,802	4,946	4,995

unless there is the equivalent of five (5) or more full-time teachers in the department/team including the department head/team leader, in which case the allowance shall be, in addition to the amount specified in whichever of sections (b) to (f) above applies, the rate of:

Fall Term 2022 (2.5%)	Fall Term 2023 (2.75%)	Fall Term 2024 (3%)	Fall Term 2025 (3%)	February 1, 2026 (1%)
1,625	1,670	1,720	1,772	1,789

The following sets out the understanding reached between the Winnipeg School Division and the Winnipeg Teachers' Association, regarding an Elementary School Leadership Model.

**Plan:**

Based on student enrolment, N-6 schools will receive specified funds for release time of teachers to provide educational leadership within their schools.

Within the context of the school organizational structure, as approved by the Superintendent of Schools, the principal may provide release time to a person or persons who will assist in the improvement of instructional programs and organization of the school.

Release time can be provided for the following areas:

**Improvement of Instruction**

- leadership and assistance in the determination of professional development needs with the team and the coordinating of in service programs;
- assistance in the review of programs/curricula.

**Organization**

- participation in the school structure(s) established to obtain input on planning, goal setting and school organization including the development of school policies and procedures;
- coordination of the activities of the team;
- assistance in the preparation and allocation of the school instructional budget.

**Teacher Release Time**

School Student Count	Number of Teacher Release Days
0-199	8
200-299	12
300-399	16
400-499	20
500-600	24

**APPENDIX 4 – PRINCIPAL AND VICE PRINCIPAL ALLOWANCES**

**(Article numbers reflect 2018-2022 collective agreements)**

**Beautiful Plains**

**Annual Administrative Allowance**

4.01 Each Principal shall be paid an allowance for administrative and supervisory duties as follows:

Effective Date	1 <sup>st</sup> FTE Staff	Next 3 FTE Staff	Next 18 FTE Staff	Remainder
2022/2023	2,908	1,343	887	392
2023/2024	2,988	1,380	911	402
2024/2025	3,078	1,421	938	414
2025/2026	3,170	1,464	966	427
February 1, 2026	3,202	1,478	976	431

The Principal will not be considered a teacher for the purpose of this calculation if the school enrolment as of September 30th is greater than 150 full time equivalent students. Prorated full time equivalent instructional staff as of September 30th shall be used in this calculation.

- 4.02 Allowance for a Vice-Principal will be 50% of the Principal’s administrative allowance.
- 4.03 Additional supervisory positions not covered by this agreement shall be negotiated between the Division, the Association and the individual involved.
- 4.04 When the Principal and Vice-Principal (if applicable to the school) are absent from the school, the acting Principal, shall be paid \$3.35 per day per prorated full time equivalent instructional staff. The following rate will apply for the duration of the collective agreement.

Effective Date	Rate per Staff
September 1, 2022	3.35

**Border Land**

**Administrative Allowances**

Administrative staff shall be paid allowances over and above their regular salary, calculated September 30 and January 31, retroactive to September 1 and January 1, according to the basic schedule as follows:

**Principal’s Allowance**

The Principal shall be paid, as part of his salary, for administrative and supervisory duties, his salary according to Articles 3.01 and 3.02, and per teacher under his jurisdiction as follows:

	Per Teacher	Minimum	Maximum
2022/2023	1,060	3,474	27,803
2023/2024	1,089	3,569	28,568
2024/2025	1,122	3,676	29,425
2025/2026	1,155	3,787	30,307
February 1, 2026	1,167	3,824	30,611

Note: A principal shall receive an allowance for that portion of time he/she spends in a classroom [ie., teaching ½ time shall equal ½ of one teacher administrative allowance as per placement]. Such allowance shall be based on the principal’s teaching time as of the beginning of each school year. Such allowance shall be paid in equal installments as per Article 3.06 of this agreement.

**Vice Principal’s and Adult Education Vice-Principal’s Allowance**

Each vice-principal shall be paid an allowance based on one-half (1/2) the rate set out in this article for principals.

Vice-principal at the RAEC shall be paid a basic allowance per annum plus an allowance per FTE regular student registered at the center as of September 30 of the previous year, as follows:

2022/2023: \$6,024 basic allowance, \$51 per FTE student  
 2023/2024: \$6,190 basic allowance, \$53 per FTE student  
 2024/2025: \$6,375 basic allowance, \$54 per FTE student  
 2025/2026: \$6,567 basic allowance, \$56 per FTE student  
 February 1, 2026: \$6,632 basic allowance, \$56 per FTE student

**Brandon**

**Principals' Allowances**

Principals shall be paid an annual administrative allowance, in addition to the basic salary schedule, based upon the following effective dates:

a) Minimum allowance

2022/2023	2023/2024	2024/2025	2025/2026	Feb. 1, 2026
15,493	15,919	16,396	16,888	17,057

b) An additional allowance for each teacher assigned to the school over eight (8) teachers:

2022/2023	2023/2024	2024/2025	2025/2026	Feb. 1, 2026
873	897	924	952	961

Teacher, for the purpose of this clause, shall exclude principals, vice-principals and substitute teachers.

As to the calculation method for administrative allowances the Division will change its current practice (based upon FTE teachers) to actual number of teachers in the school, effective September 2007.

c) Maximum allowance

2022/2023	2023/2024	2024/2025	2025/2026	Feb.1, 2026
44,347	45,566	46,933	48,341	48,825

The number of teachers assigned to a school as of October 31st shall be the basis for computation of the principal's allowance for the months of September through January, both inclusive, of that year. The number of teachers assigned to a school as of February 15th shall be the basis for computation of the principal's allowance for the months of February through August both inclusive of that year. Principals' allowances shall be paid in accordance with Article 10.

**Vice-Principals' Allowances** shall be an amount equal to one-half of the principal's allowance.

**Evergreen**

**Principal Allowances**

	2022/2023	2023/2024	2024/2025	2025/2026	Feb. 1, 2026
Base amount	9,159	9,411	9,694	9,984	10,084
Per approved FTE teacher	437	449	462	476	481

## Vice-Principals Allowance and Assistant Principal's Allowance

- A) Assistant Principals and Vice-Principals may be appointed by the Division.
- B) A Vice-Principal shall receive an Allowance of one-half (1/2) of the Principal's Allowance in his/her school.
- C) An Assistant Principal shall receive an Allowance of one-quarter (1/4) of the Principal's Allowance in his/her school.

### Flin Flon

#### A) Principals' Allowances

Principals shall be paid an administrative allowance above and beyond the basic schedule; with the formula to be based on full time equivalent (FTE) teacher count September 30<sup>th</sup> which includes:

- Vice-Principal
- Classroom Teachers
- Librarian / Library Technicians
- Specialist Teachers
- Counselors

	2022/2023	2023/2024	2024/2025	2025/2026	February 1, 2026
Base amount	5,276.23	5,421.32	5,583.96	5,751.48	5,809.00
Per teacher to 10	878.09	902.23	929.30	957.18	966.75
Per teacher 11 +	703.07	722.40	744.07	766.40	774.06

#### B) Vice Principals' Allowances

A Vice-Principal shall be paid fifty percent (50%) of the Principal's Allowance. In the event a school has more than one Vice-Principal, the Vice-Principal Allowance shall be shared equally among the Vice-Principals.

### Fort la Bosse

- (a) The allowance for principals will be calculated using the following formula:

	2022/2023	2023/2024	2024/2025	2025/2026	Feb. 1, 2026
Base amount	2,191	2,252	2,319	2,389	2,413
Per FTE staff	659	677	698	718	726

- (b) The allowance will be calculated based on the FTE staff as at the preceding September 30th and will be adjusted October 1st for the current year. Any retroactive adjustment will be applied to October pay. FTE staff will include: Administrators, Teachers, Educational Assistants, Administrative Assistants and School Librarians.
- (c) The Division reserves the right to appoint Vice-Principals. The Vice-Principal so appointed shall receive an allowance based upon applying the percentage of their Vice-Principal assignment to the Principal allowance of that school.

### Frontier

#### (a) Principal's Allowance

Principals shall receive a basic allowance for administration and supervision on the basis of the following schedule.

The allowance paid to any principal shall be the greater of:

i) an amount of:

<b>Fall Term 2022</b>	<b>Fall Term 2023</b>	<b>Fall Term 2024</b>	<b>Fall Term 2025</b>	<b>Feb. 1, 2026</b>
8,300	8,528	8,784	9,047	9,138

OR

ii) an allowance for each full or part time member of the instructional staff assigned to any school, but excluding the principal allotment, as follows:

	<b>Fall Term 2022</b>	<b>Fall Term 2023</b>	<b>Fall Term 2024</b>	<b>Fall Term 2025</b>	<b>Feb. 1, 2026</b>
For the first 1-15 teachers	1,166	1,198	1,234	1,271	1,283
For the next 16-25 teachers	696	715	737	759	766
For the next 26 or more teachers	295	303	312	321	324

iii) In addition to the above scale, Principals in Frontier School Division who have obtained a Level I Manitoba School Administrators Certificate shall receive an allowance as follows:

<b>Fall Term 2022</b>	<b>Fall Term 2023</b>	<b>Fall Term 2024</b>	<b>Fall Term 2025</b>	<b>Feb.1, 2026</b>
675	693	714	736	743

Those Principals who have obtained a Level II Manitoba Principals Certificate shall receive an allowance per annum as follows:

<b>Fall Term 2022</b>	<b>Fall Term 2023</b>	<b>Fall Term 2024</b>	<b>Fall Term 2025</b>	<b>Feb. 1, 2026</b>
675	693	714	736	743

iv) Principals with two (2) or more years' experience as a principal in Frontier School Division shall receive, in addition to the above scale, an allowance as follows:

<b>Fall Term 2022</b>	<b>Fall Term 2023</b>	<b>Fall Term 2024</b>	<b>Fall Term 2025</b>	<b>Feb. 1, 2026</b>
1,350	1,387	1,428	1,471	1,486

- v) For calculation purposes, the teacher count as at September 30th of a particular school year shall be used to determine the Principal's allowance for that same school year. Such allowance once calculated shall be the allowance for the entire school year irrespective of any change to the teacher count after September 30th of that school year.

- (b) In addition to the Principal's basic allowance, the Principal of Frontier Collegiate (FC) shall be paid a campus allowance of:

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
3,686	3,788	3,901	4,018	4,059

- (c) Vice-Principal's Allowance

- i) Vice-principals shall receive one-half (1/2) of the principal's basic allowance.
- ii) Notwithstanding the above, where more than one vice-principal is appointed to job share as vice-principal within a particular school, each vice-principal shall receive a prorated portion of one-half (1/2) of that administrative and supervisory allowance paid to the principal.
- iii) Vice-Principals at Helen Betty Osborne School, Norway House, shall each receive one half of the Principal's Allowance.
- iv) In addition to above, Vice-Principals in Frontier School Division who have obtained a Level 1 Manitoba School Administrators Certificate shall receive an allowance as follows:

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
675	693	714	736	743

Those Vice-Principals who have obtained a Level II Manitoba Principals Certificate shall receive an additional allowance per annum as follows:

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb. 1, 2026
675	693	714	736	743

- v) In addition to the Vice-Principal's basic allowance, the Vice-Principal of Frontier Collegiate (FC) shall receive one half (1/2) of the Principal of FCI's campus allowance.

**Garden Valley**

The Principal's and Vice-Principal's salary shall be composed of two elements as follows:

- A. A basic salary according to Article 4.01 of this Agreement, plus
- B. An allowance for administrative and supervisory duties as follows:

	2022/2023	2023/2024	2024/2025	2025/2026	Feb. 1, 2026
Base	3,525	3,622	3,731	3,842	3,881
Per teacher supervised	872	896	923	951	961
Maximum	30,927	31,788	32,731	33,713	34,050

High school maximum	32,584	33,758	34,771	35,814	36,172
---------------------	--------	--------	--------	--------	--------

2 Vice-Principal Allowance:

Where the Board appoints a Vice-Principal, the Vice-Principal shall be entitled to an allowance of 60% of the principal's allowance x percent (%) of administrative time as designated by the Board.

**Hanover**

- a) Each principal shall be entitled to basic salary in accordance with the salary schedule of this collective agreement.

Principals shall receive a supervisory allowance as follows:

- b) (i) Beginning on the first day of the 2022/2023 school year, each principal shall be entitled to an allowance of \$952 per teacher.
- (ii) Beginning on the first day of the 2023/2024 school year, each principal shall be entitled to an allowance of \$978 per teacher.
- (iii) Beginning on the first day of the 2024/2025 school year, each principal shall be entitled to an allowance of \$1,008 per teacher.
- (iv) Beginning on the first day of the 2025/2026 school year, each principal shall be entitled to an allowance of \$1,038 per teacher.
- (v) Effective February 1, 2026 each principal shall be entitled to an allowance of \$1,048.
- c) (i) Principals (except for the Crystal Springs School) shall be guaranteed a minimum of \$952 in administrative allowance more than the highest vice-principal administrative allowance paid in the division (except for the SRSS) in the 2022/2023 school year.
- (ii) Principals (except for the Crystal Springs School) shall be guaranteed a minimum of \$978 in administrative allowance more than the highest vice-principal administrative allowance paid in the division (except for the SRSS) in the 2023/2024 school year.
- (iii) Principals (except for the Crystal Springs School) shall be guaranteed a minimum of \$1,008 in administrative allowance more than the highest vice-principal administrative allowance paid in the division (except for the SRSS) in the 2024/2025 school year.
- (iv) Principals (except for the Crystal Springs School) shall be guaranteed a minimum of \$1,038 in administrative allowance more than the highest vice-principal administrative allowance paid in the division (except for the SRSS) in the 2025/2026 school year.
- (v) Principals (except for the Crystal Springs School) shall be guaranteed a minimum of \$1,048 in administrative allowance more than the highest vice-principal administrative allowance paid in the division (except for the SRSS) effective February 1, 2026.
- d) (i) The maximum allowance for the Principal of the Steinbach Regional Secondary School shall be \$43,095 for the 2022/2023 school year;



- (ii) The maximum allowance for the Principal of the Steinbach Regional Secondary School shall be \$44,280 for the 2023/2024 school year;
- (iii) The maximum allowance for the Principal of the Steinbach Regional Secondary School shall be \$45,609 for the 2024/2025 school year;
- (iv) The maximum allowance for the Principal of the Steinbach Regional Secondary School shall be \$46,977 for the 2025/2026 school year;
- (v) The maximum allowance for the Principal of the Steinbach Regional Secondary School shall be \$47,447 effective February 1, 2026.

e) Vice-Principals & Acting Principals

- (i) In schools with 20 or more teachers where one, or more vice-principal(s) has(have) been appointed, the vice-principal(s) shall receive, in addition to his/her regular salary, an amount equal to one-half of the principal's administrative allowance.

f) Campus

Administrator

Effective opening day of the Campus, the Campus Administrator will be paid the maximum allowance for the Principal of the SRSS plus the following amount:

- \$5,992 for 2022/23;
- \$6,157 for 2023/24;
- \$6,342 for 2024/25;
- \$6,532 for 2025/26;
- \$6,597 effective February 1, 2026.

**4.03 Principal's Administrative Time**

All schools in the division except Crystal Springs School shall have a full-time principal who is relieved of classroom teaching duties.

**Interlake**

- A. The principal of a school shall receive a principal's allowance per teacher supervised, including the vice-principal as follows:

2022/2023:	941.16 per teacher to a maximum of 27,293.58 per annum.
2023/2024:	967.04 per teacher to a maximum of 28,044.15 per annum
2024/2025:	996.05 per teacher to a maximum of 28,885.47 per annum
2025/2026:	1,025.93 per teacher to a maximum of 29,752.04 per annum
Feb.1, 2026:	1,036.19 per teacher to a maximum of 30,049.56 per annum

- B. The principal of the school, except Hutterian colony schools, shall receive an annual allowance for the supervision of support staff as follows:

2022/2023:	774,60
2023/2024:	795.90

2024/2025: 819.78  
 2025/2026: 844.37  
 Feb. 1, 2026: 852.82

The vice-principal of a school shall receive one-half (1/2) of the principal's allowance as per Articles 8.01 A and 8.01 B.

In schools, except Hutterian Colony Schools, where the teacher count is seven (7) teachers or less, supervised, the principal shall be included in the teacher count. In no case shall the teacher count for administrative purposes be less than four (4).

**Kelsey**

Administrative Allowances

- (i) The Principal and Assistant Principal shall be paid an allowance in addition to the basic schedule.
- (ii) The allowance will be calculated based on the number of years of experience as Principal in Kelsey School Division.
- (iii) Three or more years experience in the position of Assistant Principal in Kelsey School Division shall place an administrator at the second year of the experience scale upon first being promoted to Principal.
- (iv) Assistant Principals with less than three years experience as an Assistant Principal with the School Division shall be placed at the 1<sup>st</sup> year of the experience scale upon first being promoted to a Principal.

**2022/2023**

<b><u>Early &amp; Middle Years Schools</u></b>	<b><u>Principal</u></b>	<b><u>Assistant Principal</u></b>
1 <sup>st</sup> year of experience	21,936	10,969
2 <sup>nd</sup> year of experience	22,814	11,408
3 <sup>rd</sup> year of experience	23,693	11,847
<b><u>Senior Years School</u></b>	<b><u>Principal</u></b>	<b><u>Assistant Principal</u></b>
1 <sup>st</sup> year of experience	25,449	12,725
2 <sup>nd</sup> year of experience	27,029	13,515
3 <sup>rd</sup> year of experience	28,619	14,310

**2023/2024**

<b><u>Early &amp; Middle Years Schools</u></b>	<b><u>Principal</u></b>	<b><u>Assistant Principal</u></b>
1 <sup>st</sup> year of experience	22,539	11,270
2 <sup>nd</sup> year of experience	23,442	11,722

3 <sup>rd</sup> year of experience	24,344	12,173
<b><u>Senior Years School</u></b>	<b><u>Principal</u></b>	<b><u>Assistant Principal</u></b>
1 <sup>st</sup> year of experience	26,149	13,075
2 <sup>nd</sup> year of experience	27,773	13,886
3 <sup>rd</sup> year of experience	29,406	14,704

**2024/2025**

<b><u>Early &amp; Middle Years Schools</u></b>	<b><u>Principal</u></b>	<b><u>Assistant Principal</u></b>
1 <sup>st</sup> year of experience	23,215	11,608
2 <sup>nd</sup> year of experience	24,145	12,074
3 <sup>rd</sup> year of experience	25,075	12,538
<b><u>Senior Years School</u></b>	<b><u>Principal</u></b>	<b><u>Assistant Principal</u></b>
1 <sup>st</sup> year of experience	26,933	13,468
2 <sup>nd</sup> year of experience	28,606	14,303
3 <sup>rd</sup> year of experience	30,288	15,145

**2025/2026**

<b><u>Early &amp; Middle Years Schools</u></b>	<b><u>Principal</u></b>	<b><u>Assistant Principal</u></b>
1 <sup>st</sup> year of experience	23,912	11,957
2 <sup>nd</sup> year of experience	24,869	12,436
3 <sup>rd</sup> year of experience	25,827	12,914
<b><u>Senior Years School</u></b>	<b><u>Principal</u></b>	<b><u>Assistant Principal</u></b>
1 <sup>st</sup> year of experience	27,741	13,872
2 <sup>nd</sup> year of experience	29,464	14,732
3 <sup>rd</sup> year of experience	31,197	15,599

**February 1, 2026**

<b><u>Early &amp; Middle Years Schools</u></b>	<b><u>Principal</u></b>	<b><u>Assistant Principal</u></b>
--	-------------------------	-----------------------------------

1 <sup>st</sup> year of experience	24,151	12,076
2 <sup>nd</sup> year of experience	25,118	12,560
3 <sup>rd</sup> year of experience	26,085	13,043
<b><u>Senior Years School</u></b>	<b><u>Principal</u></b>	<b><u>Assistant Principal</u></b>
1 <sup>st</sup> year of experience	28,018	14,010
2 <sup>nd</sup> year of experience	29,759	14,879
3 <sup>rd</sup> year of experience	31,509	15,755

**Lakeshore**

**Rate of pay effective 2022/2023:**

In addition to his/her salary according to the basic salary schedule, principals and vice-principals shall receive the following allowances:

(a) Principals:

Effective September 2022, a principal shall receive a basic allowance of \$916.10 plus \$861.10 per full-time equivalent teacher in the school, to a maximum of \$18,687.77 per year.

The principal shall not be included in the count of full-time equivalent teachers in the school.

(b) Vice-Principals:

A vice-principal shall receive an allowance equal to 50% of the principal's allowance in that school.

**Rate of pay effective 2023/2024:**

In addition to his/her salary according to the basic salary schedule, principals and vice-principals shall receive the following allowances:

(a) Principals:

Effective September 2023, a principal shall receive a basic allowance of \$941.30 plus \$884.78 per full-time equivalent teacher in the school, to a maximum of \$19,201.68 per year.

The principal shall not be included in the count of full-time equivalent teachers in the school.

(b) Vice-Principals:

A vice-principal shall receive an allowance equal to 50% of the principal's allowance in that school.

**Rate of pay effective 2024/2025:**

In addition to his/her salary according to the basic salary schedule, principals and vice-principals shall receive the following allowances:

(a) Principals:

Effective September 2024, a principal shall receive a basic allowance of \$969.54 plus \$911.33 per full-time equivalent teacher in the school, to a maximum of \$19,777.73 per year.

The principal shall not be included in the count of full-time equivalent teachers in the school.

(b) Vice-Principals:

A vice-principal shall receive an allowance equal to 50% of the principal's allowance in that school.

**Rate of pay effective 2025/2026:**

In addition to his/her salary according to the basic salary schedule, principals and vice-principals shall receive the following allowances:

(a) Principals:

Effective September 2025, a principal shall receive a basic allowance of \$998.62 plus \$938.67 per full-time equivalent teacher in the school, to a maximum of \$20,371.07 per year.

The principal shall not be included in the count of full-time equivalent teachers in the school.

(b) Vice-Principals:

A vice-principal shall receive an allowance equal to 50% of the principal's allowance in that school.

**Rate of pay effective February 1, 2026:**

In addition to his/her salary according to the basic salary schedule, principals and vice-principals shall receive the following allowances:

(a) Principals:

Effective February 1, 2026, a principal shall receive a basic allowance of \$1,008.61 plus \$948.05 per full-time equivalent teacher in the school, to a maximum of \$20,574.78 per year.

The principal shall not be included in the count of full-time equivalent teachers in the school.

(b) Vice-Principals:

A vice-principal shall receive an allowance equal to 50% of the principal's allowance in that school.

**Lord Selkirk**

Principals shall be paid in addition to their regular scheduled salary an administrative allowance as follows:

	2022/2023	2023/2024	2024/2025	2025/2026	February 1, 2026
<b>Category A</b>					
Lord Selkirk Regional	45,637.48	46,892.51	48,299.29	49,748.26	50,245.75
<b>Category B</b>					
East Selkirk Happy Thought Lockport Ecole Selkirk Jr. High St. Andrews	27,517.81	28,274.55	29,122.78	29,996.47	30,296.43
<b>Category C</b>					
Bonaventure Centennial Daerwood Mapleton	19,654.97	20,195.48	20,801.35	21,425.39	21,639.64

Robert Smith Ruth Hooker Walter Whyte Wm. S. Patterson					
<b>Category D</b> Netley	2,347.41	2,411.97	2,484.33	2,558.86	2,584.45

Vice-Principals' Allowance

Vice-Principals will be paid in addition to their scheduled salary, the following allowance:

- (a) Principals' allowance x one-half (1/2) x per cent (%) of administrative assignment.

**Louis Riel**

A. Teachers in administrative positions shall receive a salary composed of two elements:

1. A base salary and placement according to Article 4.01 of this Agreement.
2. An administrative allowance based on pupil count. The Division will designate or change the classification of a school under its jurisdiction based on the following

449 or less pupils (Class A)

450 or more pupils (Class B)

B. Pupil count is the total number of students enrolled as of September 30th each year as verified by Manitoba Education (with Kindergarten students counted as 1.0).

C. In addition to the above, the Louis Riel Arts and Technology Centre, and the Lavallee School/Rene Deleurme Centre shall be classified as Class "B".

D. Notwithstanding the above, the Clinical Services Unit shall be classified as Class "B".

E. The Principal/Vice-Principal will be notified by October 31st, regarding the status of his/her School's classification. The Division will provide the Association with a listing of the school classifications and pupil counts by October 31.

F. Salary adjustments will be effective November 1st.

G. An allowance equal to one-twelfth (1/12) of the annual Administrator's allowance or increase in allowance will be paid in cases of appointments to administrative positions. This will not apply to lateral administrative position movements.

**H. Principal Allowance:**

	2022/2023	2023/2024	2024/2025	2025/2026	Feb. 1, 2026
Class A	33,074	33,983	35,003	36,053	36,413
Class B	37,908	38,950	40,119	41,322	41,735

**Vice-Principal Allowance**

	<b>2022/2023</b>	<b>2023/2024</b>	<b>2024/2025</b>	<b>2025/2026</b>	<b>Feb. 1, 2026</b>
Class A	19,844	20,390	21,001	21,631	21,848
Class B	22,745	23,370	24,071	24,793	25,041

**M.I.T.T.**

A teacher appointed by the Institute to be the principal of the Institute shall be paid according to the following scale:

	<b>Effective 2022/2023</b>	<b>Effective 2023/2024</b>	<b>Effective 2024/2025</b>	<b>Effective 2025/2026</b>	<b>Effective Feb. 1, 2026</b>
0	122,279	125,642	129,411	133,294	134,627
1	125,681	129,138	133,012	137,002	138,372
2	129,084	132,634	136,613	140,712	142,119
3	132,487	136,131	140,215	144,421	145,865
4	137,981	141,776	146,029	150,410	151,914

A teacher so appointed as Principal of the Institute and placed on the above scale shall move forward one (1) step upon the completion of one (1) year of service in the position of Principal up to and including the maximum of the scale.

Nothing in this agreement shall limit the right of the Institute to place a Principal above Step 1 of the scale on initial appointment of the teacher to the position of Principal.

**Mountain View**

7.01 Effective the first day of the fall term 2022, all principals shall be paid at the rate of 1,060 per teacher supervised as at September 30, excluding the principal. In no case will the allowance be less than \$9,139. In no case will the allowance be more than \$31,310.

Effective the first day of the fall term 2023, all principals shall be paid at the rate of \$1,089 per teacher supervised as at September 30, excluding the principal. In no case will the allowance be less than \$9,390. In no case will the allowance be more than \$32,171.

Effective the first day of the fall term 2024, all principals shall be paid at the rate of \$1,122 per teacher supervised as at September 30, excluding the principal. In no case will the allowance be less than \$9,672. In no case will the allowance be more than \$33,136.

Effective the first day of the fall term 2025, all principals shall be paid at the rate of \$1,155 per teacher supervised as at September 30, excluding the principal. In no case will the allowance be less than \$9,962. In no case will the allowance be more than \$34,130.

Effective the first day of February, 2026, all principals shall be paid at the rate of \$1,167 per teacher supervised as at September 30, excluding the principal. In no case will the allowance be less than \$10,062. In no case will the allowance be more than \$34,471.

7.02 The Vice Principal shall receive a sum equal to one half the allowance paid to the principal of the same school.

**Mystery Lake**

A. **Allowances:** Principals will be paid an allowance above and beyond the salaries outlined in Article 2.04 and shall be determined on the following weighted enrolment:

Kindergarten - 1/2 where 1/2 time K program is offered

Elementary - 1

Secondary

- Junior grade (7 and 8) = 1 1/4

- Senior grade (9 - 12) = 1 1/2

Special needs (including Low Incidence I, II, III) = 3

	Start of Fall Term 2022	Start of Fall Term 2023	Start of Fall Term 2024	Start of Fall Term 2025	February 1, 2026
up to 499	26,927	27,667	28,497	29,352	29,646
500-699	29,307	30,113	31,016	31,947	32,266
700-899	31,675	32,546	33,522	34,528	34,873
900-1099	34,054	34,990	36,040	37,121	37,492
1100-1299	36,896	37,911	39,048	40,219	40,621
1300-1499	39,277	40,357	41,568	42,815	43,243
1500-1699	41,654	42,799	44,083	45,406	45,860
1700 AND UP	44,028	45,239	46,596	47,994	48,474

**Weighted Enrolment Schedule**

- i. Initial placement of an individual vertically on the weighted enrolment table shall be determined by the weighted enrolment calculated at the end of the month in which the individual begins services except September, where the calculation will be determined mid month.
- ii. Allowance will be paid on a ten (10) month basis. The allowance payable for any one month shall be based on the enrolment of the preceding month - except September - mid month.
- iii. In the event of a shift of students from one school to another, the adjusted weighted enrolment shall become effective:
  - a. School of original enrolment - per the weighted enrollment calculated at the end of the month prior to the transfer, with such payment made effective to the date of transfer on a pro-rated basis, with the remainder of the monthly allowance in accordance with Article 3.01 b i.



- b. School receiving the new enrolment - per the weighted enrolment calculated at the end of the next month following the transfer or opening of school with payment made retroactively to the date of the transfer on a pro-rated basis.

**Vice Principals**

**a. Supervising Vice Principals**

If a supervising or teaching Vice Principal is appointed, the allowance paid shall be one half (1/2) the allowance on the Principal's weighted enrolment for that school.

**b. Teaching Vice Principal**

i. When a teaching Vice-Principal is appointed his/her time off from teacher duties shall be a minimum of:

Up to 399	weighted enrolment	1.8 days per cycle
400 - 499	weighted enrolment	2.4 days per cycle
500 - 599	weighted enrolment	3.0 days per cycle
600 and over	weighted enrolment	3.6 days per cycle

ii. In the absence of the Principal of the school, where a Vice Principal has been appointed, the Vice Principal shall assume the responsibilities of the Principal. Where more than one Vice Principal has been appointed, one must be designated as the second in command. In the case of a Principal's absence for one (1) full day, a substitute will be provided to assume the teaching duties of a Vice Principal.

iii. Any Vice Principal replacing a Principal for a period of four (4) or more consecutive teaching days shall be paid at the daily rate of one two hundredths (1/200) of the Principal's Administrative Allowance on the scale for that school, commencing on the fifth (5th) day of the Principal's absence.

**Park West**

**a) Principals**

A Principal shall be paid a basic administrative allowance of

Effective July 1, 2022:	7,200
Effective July 1, 2023:	7,398
Effective July 1, 2024:	7,620
Effective July 1, 2025:	7,848
Effective Feb. 1, 2026:	7,927

In addition to the base allowance, a principal shall receive a per teacher allowance of:

Effective July 1, 2022:	867
Effective July 1, 2023:	891
Effective July 1, 2024:	918
Effective July 1, 2025:	945
Effective Feb. 1, 2026:	955

for each full time equivalent teacher in excess of 5, to a maximum of:

Effective July 1, 2022:	18,134
Effective July 1, 2023:	18,633
Effective July 1, 2024:	19,192
Effective July 1, 2025:	19,768
Effective Feb. 1, 2026:	19,965

The principal shall not be classified as a teacher for the above calculation.

In a school with more than 25 teachers, the principal shall be entitled to two additional increments. These increments are to be earned as follows:

Effective July 1, 2022:	664
Effective July 1, 2023:	682
Effective July 1, 2024:	703
Effective July 1, 2025:	724
Effective Feb. 1, 2026	731

For each successive year of administrative experience in the Division.

b) Vice-Principals

A vice-principals shall be paid an annual administrative allowance equal to one half the principal’s allowance. In a school with more than 25 teachers he/she shall be entitled to two additional increments. These increments are to be earned as follows:

Effective July 1, 2022:	332
Effective July 1, 2023:	341
Effective July 1, 2024:	352
Effective July 1, 2025:	362
Effective Feb. 1, 2026:	366

for each successive year of administrative experience in the Division.

**Pembina Trails**

a) The principal or vice-principal of a school shall receive an annual salary comprised of the following components:

i) Basic Teacher Salary:

The full salary as a teacher as set out in the Basic Salary Schedule in Article 3.1.

PLUS

ii) Enrolment Allowance:

An allowance based on the actual number of students in each school, as at September 30<sup>th</sup> of each year, with each student counted as one.

	Sept. 1, 2022	Sept. 1, 2023	Sept. 1, 2024	Sept.1, 2025	Feb. 1, 2026
For principals	3.13	3.21	3.31	3.41	3.44
For vice principals	1.56	1.60	1.65	1.70	1.72

PLUS

iii) Fixed Allowance:

	Sept. 1, 2022	Sept. 1, 2023	Sept. 1, 2024	Sept.1, 2025	Feb. 1, 2026

For principals	10,169	10,449	10,762	11,085	11,196
For vice principals	7,122	7,318	7,537	7,763	7,841

PLUS

iv) Staffing Allowance:

	Sept. 1, 2022	Sept. 1, 2023	Sept. 1, 2024	Sept. 1, 2025	Feb. 1, 2026
For principals	588	605	623	641	648
For vice principals	293	301	310	320	323

The staffing allowance shall be based on the actual number of teachers in a school as at September 30<sup>th</sup>, of each year, excluding therefrom the principal and vice-principal, with each teacher counted as one.

The allowances set out in sub-paragraphs (ii), (iii) and (iv) shall apply in full to each principal and vice-principal notwithstanding the proportion of the work assignment which relates to administrative activities.

The annual salary of each principal and vice-principal shall be adjusted effective the first day of the Fall Term of each year based upon the foregoing components.

b) Minimum Principal's Allowance

Effective on and from September 1, 2022, each Principal shall be paid an allowance which is the greater of:

- i) The allowance determined as the sum of Article 3.4 (a) (ii) (aa), Article 3.4 (a) (iii) and Article 3.4 (a) (iv) (aa), or
- ii) The minimum Principal's allowance as set out below:

Sept 1, 2022	Sept. 1, 2023	Sept. 1, 2024	Sept. 1, 2025	Feb. 1, 2026
23,035	23,668	24,375	25,110	25,361

b. e) Establishment of Vice-Principalships:

- i) aa) A vice-principalship(s) shall be established in any school based on the enrolment as at September 30<sup>th</sup> of each year as follows:

<u>Average Enrolment</u>	<u>Vice-Principalship</u>
450-849	1.0
850-1,249	1.5
1,250+	2.0

- bb) When the Board is required to establish a vice-principalship pursuant to Article 3.4(e)(i)(aa) that appointment shall become effective not later than the start of the next Fall Term.

ii) The Board shall have the discretion to establish or discontinue vice-principalships of any full-time equivalency whatsoever in whole or in part in any school other than those required in Article 3.4(e)(i)(aa).

e) Return from Leave:

Principals and vice-principals returning from Deferred Salary Leave or Maternity Leave shall be placed in the same or comparable position as had been occupied at the time leave was taken.

**Pine Creek**

a) Principals shall receive a base allowance for the first 5.0 FTE teachers, equal to the following per school year.

September 2022	7,223
September 2023	7,422
September 2024	7,644
September 2025	7,874
February 1, 2026	7,953

b) Principals shall receive an allowance for all FTE above 5.0 teachers to a maximum of 11.0 FTE, equal to the following per FTE teacher per school year.

September 2022	1,111
September 2023	1,142
September 2024	1,176
September 2025	1,211
February 1, 2026	1,223

c) Principals shall receive an allowance for all FTE above 11.0 teachers to a maximum of 20 FTE, equal to 741 per FTE teacher per school year to a maximum of 19,815.

September 2022	741	Maximum	19,815
September 2023	761	Maximum	20,360
September 2024	784	Maximum	20,971
September 2025	808	Maximum	21,600
February 1, 2026	816	Maximum	21,816

g) Where a school, other than one and two room schools, has an appointed vice-principal, the vice-principal shall receive an allowance equal to 50% of the allowance in 4.06 (a).

**Portage la Prairie**

**7.01 Principals**

Principals of schools of more than four (4) classrooms shall receive, in addition to their teacher salary in Article 5:09, an administrative allowance and, if applicable, a weighted allowance (Article 7.03).

The Principal administrative allowance is as follows:

September 2022	September 2023	September 2024	September 2025	Feb. 1, 2026
23,500	24,146	24,871	25,617	25,873

## 7.02 Vice-Principals

Vice-principals of schools shall receive, in addition to their teacher salary in Article 5:09, an administrative allowance of sixty percent (60%) of the Principal administrative allowance at their school and, if applicable, sixty percent (60%) of the Principal weighted allowance (Article 7.03) per school year.

The Vice-principal administrative allowance is as follows:

September 2022	September 2023	September 2024	September 2025	Feb. 1, 2026
14,100	14,488	14,922	15,370	15,524

## 7.03 School Size and Programs

A school with a weighted enrollment over three hundred seventy-five (375) shall be considered to be eligible for an additional administrative allowance. This allowance shall be paid for each unit calculated using the following formula:

$$1 \text{ Unit} = (\text{Weighted Enrollment} - 375) / 25$$

In addition to the basic salary above, each principal and vice-principal of a school with a weighted enrollment over 375 (Three Hundred Seventy-five) shall receive an allowance of 656 for each unit on a pro-rated basis. Effective the first day of Fall Term 2023, the allowance shall increase to 674. Effective the first day of Fall Term 2024, the allowance shall increase to 694. Effective the first day of Fall Term 2025 the allowance shall increase to 715. Effective February 1, 2026, the allowance shall increase to 722.

### Weighted Formula

The weighting formula to be used in calculating the weighted enrollment shall be as follows:

#### Type of Program   Weight

Regular (K-6)      1.00

Regular (7-12)    1.20

Vocational        1.35

LAP/PEP          1.50

Life Skills        3.00

Low Incidence II 3.00

Low Incidence III 5.00

The calculation of the above formula shall be based upon enrollment on September 30 of the preceding year shall apply for the full year.

### Memorandum of Agreement Re: Article 7.03 Administrative & Supervisory Allowances – Weighted Formula

1. Effective January 1, 2021, Administrative Allowances will be calculated taking into account the student weighted enrolment numbers for September of 2017 (including the weighted Level 2 and Level 3 student count in effect at the time).

2. If an administrator's school enrollment numbers experienced an increase in general student population enrollment after January 1, 2021, (as per the Divisional timelines for implementation of Article 7 of the Collective Agreement), the Division will apply the increase to the administrator's Administrative Allowance, as set out in paragraph 3 hereof.
3. For greater certainty, the process the Division would implement for the calculation of Administrative Allowances for the 2021 and 2022 calendar years would be as follows:
  - a) Calculate the enrollment numbers for the 2021 and 2022 calendar years;
  - b) Apply the weighted formula under the Collective Agreement for the 2021 and 2022 calendar years, excluding Level 2 and Level 3 students;
  - c) Compare the results of the weighted enrollment numbers for 2021 and 2022 calendar years, respectively, with the September 2017 weighted enrollment numbers, which includes Level 2 and Level 3 students; and
  - d) The administrator shall be entitled to the greater Administrative Allowance, based on the comparison performed in paragraph 3c) hereof.
4. In the event that an administrator changed schools during the 2021 and/or 2022 calendar years, and transferred to a school with a higher general student enrollment, such higher student enrollment would be taken into account in calculating administrator's entitlement under paragraph 3 hereof.

Each principal of a school of one to four classrooms shall be paid in addition to salary according to scale, Article 5.09, an allowance of (as listed below) per full time teacher with pro-rated allowances for less than full time teachers assigned to his/her school, less the approved administrative time for that principal.

September 2022	September 2023	September 2024	September 2025	February 1, 2026
1,697	1,744	1,796	1,850	1,869

**Hutterian Administrator**

The Hutterian Administrator to be paid in accordance with the Principals' Salary Scale, Article 7.01.

**Prairie Rose**

An administrative allowance shall be paid according to the following schedule:

**Effective Fall term 2022**

**Effective Fall term 2023**

# of Teachers	Rate per Teacher	Flat Rate	Min.	Max.	# of Teachers	Rate per Teacher	Flat Rate	Min.	Max.
1	1,481	900	0	2,381	1	1,522	925	0	2,447
2 – 6	1,316	900	3,532	8,797	2 – 6	1,352	925	3,629	9,038
7 – 10	1,158	900	9,009	12,483	7 – 10	1,190	925	9,256	12,827
11 – 15	1,097	900	12,966	17,354	11 – 15	1,127	925	13,323	17,832

16-20	1,020	900	17,215	21,293		16-20	1,048	925	17,688	21,879
Over 20	0	0	0	21,293		Over 20	0	0	0	21,879

**Effective Fall term 2024**

**Effective Fall term 2025**

<u># of Teachers</u>	<u>Rate per Teacher</u>	<u>Flat Rate</u>	<u>Min.</u>	<u>Max.</u>		<u># of Teachers</u>	<u>Rate per Teacher</u>	<u>Flat Rate</u>	<u>Min.</u>	<u>Max.</u>
1	1,568	952	0	2,520		1	1,615	981	0	2,596
2 – 6	1,393	952	3,738	9,310		2 – 6	1,435	981	3,850	9,589
7 – 10	1,226	952	9,534	13,212		7 – 10	1,263	981	9,820	13,608
11 – 15	1,161	952	13,723	18,366		11 – 15	1,196	981	14,134	18,917
16 – 20	1,079	952	18,219	22,535		16-20	1,112	981	18,766	23,211
Over 20	0	0	0	22,535		Over 20	0	0	0	23,211

**Effective February 1, 2026**

<u># of Teachers</u>	<u>Rate per Teacher</u>	<u>Flat Rate</u>	<u>Min.</u>	<u>Max.</u>
1	1,631	991	0	2,622
2 – 6	1,449	991	3,889	9,685
7 – 10	1,275	991	9,918	13,744
11 – 15	1,207	991	14,276	19,107
16 – 20	1,123	991	18,953	23,443
Over 20	0	0	0	23,443

The above “Number of Teachers” refers to all teachers excluding the Principal, as at September 1<sup>st</sup> each year. Principals hired prior to September 2011 shall be included in the FTE count.

**Vice-Principals** shall be paid an annual administrative allowance, in addition to the basic salary schedule, based on the following formula:

To receive 50% of the Principal’s Allowance

The Vice-Principal must perform administrative duties greater than 33% of the school day

To receive 33% of the Principal’s Allowance

The Vice-Principal must perform administrative duties 33% or less of the school day

**Hutterian Colony Schools Teaching Principal Allowance**

The Division may, at its discretion appoint an individual to act as the Hutterian School Supervising Principal to administer more than one colony school. At each of the schools supervised by a Hutterian Schools Supervising Principal, a teacher on staff will be appointed as the Hutterian Teaching Principal of that school, who shall report to the Hutterian Schools Supervising Principal.

In each Hutterian school with less than 2 (excluding itinerant resource) teachers, the Teaching Principal shall receive an allowance as follows:

Effective Fall Term 2022:	1,194 per annum
Effective Fall Term 2023:	1,227 per annum
Effective Fall Term 2024:	1,264 per annum
Effective Fall Term 2025:	1,302 per annum
Effective February 1, 2026:	1,315 per annum

In each Hutterian school with 2 (excluding itinerant resource) teachers, or more, the Teaching Principal shall receive an allowance as follows:

Effective Fall Term 2022:	1,768 per annum
Effective Fall Term 2023:	1,817 per annum
Effective Fall Term 2024:	1,871 per annum
Effective Fall Term 2025:	1,927 per annum
Effective February 1, 2026:	1,947 per annum

**Prairie Spirit**

1) The allowance for principals will be calculated using the following formula:

$$(\text{Number of Students} \times \text{Student Rate}) + (\text{Number of FTE teachers} \times \text{Teacher Rate})$$

2) For the purpose of calculating the allowance, the number of students will include the follow:

- a) Kindergarten students (counted as half) plus Grades 1 to 12 students
- b) International students
- c) Supportable adult students
- d) First Nations students

3) For the purpose of calculating the allowance, the number of FTE teachers will be determined by the divisional staffing formula for classroom, resource, school counsellor, divisional e-learning, Reading Recovery, IITV and Career Technology Study teachers.

4) The allowance will be calculated based on FTE teachers and student enrolments as at the preceding September 30th and will be adjusted at October 1st for the current year. Any retroactive adjustment, under or over, will be applied to the October pay.



5) The Student Rate and Teacher Rate shall be as follows:

Sept 1 <sup>st</sup> 2022		Sept. 1 <sup>st</sup> , 2023		Sept. 1 <sup>st</sup> , 2024		Sept. 1 <sup>st</sup> , 2025		Feb 1, 2026	
Student Rate	Teacher Rate	Student Rate	Teacher Rate	Student Rate	Teacher Rate	Student Rate	Teacher Rate	Student Rate	Teacher Rate
29.53	710.06	30.34	729.59	31.25	751.48	32.19	774.02	32.51	781.76

6) The minimum allowance for principals shall be:

September 2022	4,905.74
September 2023	5,040.65
September 2024	5,191.87
September 2025	5,347.63
February 1, 2026	5,401.10

7) a) Every year the current year's allowance as determined by the formula will be compared with the September 2010 principal's allowance adjusted by the cost of living increase(s).

b) A principal's allowance shall not be reduced below the September 2010 allowance (adjusted by the cost of living increases) for the remaining tenure of that principal in the same school, but shall increase if the formula applied as above results in a higher allowance.

8) a) Any person applying for and accepting a principalship after September 2010 shall receive an initial principal allowance as calculated in 1).

b) A principal's allowance shall not be reduced below the initial principal allowance as per 8 a) (adjusted by the cost of living increases) for the remaining tenure of that principal in the same school, but shall increase if the formula applied as above results in a higher allowance.

9) A principal's allowance shall not be reduced in the event of school reconfiguration but shall increase if the formula applied as above results in a higher allowance.

10) Vice principals shall receive an allowance equal to one half of the principal's allowance for that school.

11) The minimum amount of administrative time allotted to each school shall be defined by divisional formula. Distribution of each school's administrative time shall be the responsibility of the principal in consultation with the superintendent.

12) Administrative release time for vice-principal and others appointed to administrative duties shall be defined in consultation with the principals and superintendent and shall be dependent on the administrative load carried by that person.

## **Red River Valley**

### **A. Principals**

Effective the first day of the Fall Term 2022 principals shall be paid a base allowance of three thousand seven hundred eighty-eight dollars and fifteen cents (\$3,788.15) per school year, and an administrative allowance of seven hundred eighty-seven dollars and fifty-one cents (787.51) per FTE teacher supervised.

Effective the first day of the Fall Term 2023 principals shall be paid a base allowance of three thousand eight hundred ninety-two dollars and thirty-three cents (3,892.33) per school year, and an administrative allowance of eight hundred and nine dollars and sixteen cents (809.16) per FTE teacher supervised.

Effective the first day of the Fall Term 2024 principals shall be paid a base allowance of four thousand and nine dollars and ten cents (4,009.10) per school year, and an administrative allowance of eight hundred thirty-three dollars and forty-four cents (833.44) per FTE teacher supervised.

Effective the first day of the Fall Term 2025 principals shall be paid a base allowance of four thousand one hundred twenty-nine dollars and thirty-seven cents (4,129.37) per school year, and an administrative allowance of eight hundred fifty-eight dollars and forty-four cents (858.44) per FTE teacher supervised.

Effective February 1, 2026 principals shall be paid a base allowance of four thousand one hundred seventy dollars and sixty-six cents (4,170.66) per school year, and an administrative allowance of eight hundred sixty-seven dollars and 3 cents (867.03) per FTE teacher supervised.

#### **B. Vice-Principal**

a) A vice-principal will be assigned to a school with a full time equivalent student count over 280 students. The school will be allocated vice-principal time in proportion to the number of full time equivalent students in excess of 280 students.

b) A vice principal employed as an administrator on a 75% or more basis shall receive 60% of the Principal's allowance.

A vice principal employed as an administrator on a 50% to 74% basis shall receive 45% of the Principal's allowance.

A vice principal employed as an administrator on a 49% or less basis shall receive 25% of the Principal's allowance.

c) Notwithstanding the above, the School Division may assign Vice-Principals in any school.

#### **River East Transcona**

##### **6.01 (a) Principal Allowance**

A principal's salary shall be determined as outlined below. Upon effective appointment, the principal shall be paid a total salary and allowance(s) determined as follows:

- i) by educational qualifications and experience as per the basic salary schedule Article 3;
- ii) a principal's allowance as determined by the formula in "Determination of Principal's Allowance" Article 6; plus,
- iii) any other allowance(s) for which the principal is eligible under this Collective Agreement.

##### **(b) Determination of Principal's Allowance**

Principal's allowance for schools in the River East Transcona School Division shall be determined by the following formula:

$$\text{Principal's Allowance} = \text{Base} + (\# \text{ of students} \times \text{Student rate}) + (\# \text{ of staff} \times \text{staff rate})$$

This formula will be applied yearly immediately after September 30<sup>th</sup> staff and student enrolment figures have been determined. Changes in allowances will be retroactive to the beginning of the school year and will be reflected in the October salary payment.

(c) Definition of Terms

Base: The base allowance for a school principal identified as being \$18,685.75 effective Fall Term 2022; 19,199.61 effective Fall Term 2023; 19,775.60 effective Fall Term 2024; 20,368.86 effective Fall Term 2025; and 20,572.55 effective February 1, 2026.

# of students: the total student population in a school as of September 30<sup>th</sup> of the current year, where each Kindergarten to Senior 6 student equals 1.

Student Rate: 11.60 per student as defined in “# of students” effective Fall Term 2022; 11.92 effective Fall Term 2023; 12.28 effective Fall Term 2024; 12.65 effective Fall Term 2025; and 12.77 effective February 1, 2026.

# of staff: The total staff population in a school as of September 30<sup>th</sup> of the current year, where each teacher, secretary, paraprofessional, library tech/clerk and custodian working 50% or more in a school equals one, and those who are working less than 50% in a school equal 0.5.

Staff Rate: 125.64 per staff as defined in “# of staff” effective Fall Term 2022; 129.10 effective Fall Term 2023; 132.97 effective Fall Term 2024; 136.96 effective Fall Term 2025; and 138.33 effective February 1, 2026.

(d) Rates

	Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	Feb.1, 2026
Base	18,685.75	19,199.61	19,775.60	20,368.86	20,572.55
Student Rate	11.60	11.92	12.28	12.65	12.77
Staff Rate	125.64	129.10	132.97	136.96	138.33

(e) Protection of Allowance – Where a principal or vice-principal, as at September 2007, is earning an annual allowance greater than they would be entitled based on the new principal schedule, then the allowance will be red-circled until the scheduled allowance exceeds the red-circled amount.

(f) John G. Stewart School – Notwithstanding the above determination of Principal’s allowance, the Principal’s allowance for John G. Stewart School will be equal to the lowest calculated allowance for the other divisional middle/junior high schools.

6.02 **Vice-Principal**

a) A Vice-Principal shall be paid in accordance with educational qualifications and experience as per Article 3, plus an allowance of fifty percent (50%) of the administrative allowance for that school.

6.03 a) Principals and Vice-Principals on leave shall return to same or equivalent position.

b) Change in salary shall be effective upon date of appointment.

**Rolling River**

3.07 (a) Principals of schools with one teacher (including themselves) shall be paid an administrative allowance as follows:

1,763	effective the first day of the Fall Term 2022
1,811	effective the first day of the Fall Term 2023
1,866	effective the first day of the Fall Term 2024
1,922	effective the first day of the Fall Term 2025
1,941	effective February 1, 2026.

(b) Principals employed in schools with two teachers (including themselves) shall be paid an administrative allowance as follows:

5,457	effective the first day of the Fall Term 2022
5,607	effective the first day of the Fall Term 2023
5,775	effective the first day of the Fall Term 2024
5,949	effective the first day of the Fall Term 2025
6,008	effective February 1, 2026.

(c) Principals of all other schools shall be paid an administrative allowance as follows:

7,037	effective the first day of the Fall Term 2022
7,230	effective the first day of the Fall Term 2023
7,447	effective the first day of the Fall Term 2024
7,670	effective the first day of the Fall Term 2025
7,747	effective February 1, 2026.

Plus the following allowance for every teacher in excess of five (5):

888	for every teacher in excess of five (5) to a maximum of 23,751 effective the first day of the Fall Term of 2022
912	for every teacher in excess of five (5) to a maximum of 24,404 effective the first day of the Fall Term 2023
939	for every teacher in excess of five (5) to a maximum of 25,137 effective the first day of the Fall Term of 2024
968	for every teacher in excess of five (5) to a maximum of 25,891 effective the first day of the Fall Term of 2025
977	for every teacher in excess of five (5) to a maximum of 26,150 effective February 1, 2026.

A principal shall not be classified as a teacher for this calculation.

(d) Vice-Principals shall receive one half of what they would receive as principal of that school.

**Seine River**

a) Principals

Administrative allowances are calculated September 30<sup>th</sup> of each year and become effective October 1<sup>st</sup> of each year.

Every principal shall be paid for his/her administrative and supervisory duties an allowance above his/her salary as a teacher per annum according to the formula below:

**FORMULA:**

BASE RATE

+ (STAFF SUPERVISED \* STAFF SUPERVISION RATE)

+ (STUDENTS \* STUDENT SUPERVISION RATE) \_\_\_\_\_

PRINCIPAL'S ALLOWANCE

WHERE:

As at September 30<sup>th</sup> of each year:

STAFF SUPERVISED = Teacher(s) + Secretary(s) + Library Technician(s) + Custodian(s) + Educational Assistant(s)

STUDENTS = Student population

Allowances will be as follows:

	Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	February 1, 2026
Base Rate Principal	8,692.34	8,931.38	9,199.32	9,475.30	9,570.05
Staff Supervised Rate	276.56	284.16	292.69	301.47	304.48
Student Supervised Rate	15.79	16.22	16.71	17.21	17.38

A principal will not have a reduced allowance during his appointment at that school.

b) Vice Principals

Vice principals shall be paid, in addition to their salary as teachers in accordance with Article 4.01

Basic Salary Schedule, an allowance for administrative and supervisory duties as follows:

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	February 1, 2026
10,272.74	10,555.25	10,871.90	11,198.06	11,310.04

**Seven Oaks**

The allowance for measurable responsibility shall be paid per annum in accordance with the following conditions to:

- 1) **All principals** according to school classification as follows:

**Effective Sept. 2022**

Enrollment

<=175	22,771	Collicutt, Governor Semple, Seven Oaks MET, Maples MET
176-300	27,743	Belmont, Forest Park, Margaret Park, RF Morrison, Victory,
301-525	29,485	AE Wright, Constable Edward Finney, Ecole Riviere Rouge, Edmund Partridge, Elwick, HC Avery, James Nisbet, Leila North, OV Jewitt, Riverbend, Seven Oaks Middle School, Ecole Templeton, West St. Paul
526-700	34,724	N/A
701-1,000	39,967	Amber Trails, West Kildonan
>1,000	45,207	Garden City, Maples

**Effective Sept. 2023**

Enrollment

<=175	23,398	Collicutt, Governor Semple, Seven Oaks MET, Maples, MET
176-300	28,506	Belmont, Forest Park, Margaret Park, Victory
301-525	30,296	AE Wright, Constable Edward Finney, Ecole Riviere Rouge, Edmund Partridge, Elwick, HC Avery, James Nisbet, Leila North, OV Jewitt, RF Morrison, Riverbend, Seven Oaks Middle School, Ecole Templeton
526-700	35,679	West St. Paul
701-1,000	41,066	Amber Trails, West Kildonan
>1,000	46,450	Garden City, Maples

**Effective Sept. 2024**

Enrollment

<=175	24,100	Collicutt, Governor Semple, Seven Oaks MET, Maples MET
176-300	29,361	Forest Park, Margaret Park, Victory
301-525	31,205	AE Wright, Belmont, Constable Edward Finney, Ecole Riviere Rouge, Edmund Partridge, Elwick, HC Avery, Leila North, OV Jewitt, RF Morrison, Riverbend, Seven Oaks Middle School, Ecole Templeton
526-700	36,749	James Nisbet, West St. Paul
701-1,000	42,298	Amber Trails, West Kildonan
>1,000	47,843	Garden City, Maples

**Effective Sept. 2025**

Enrollment

<=175	24,823	TBD
176-300	30,242	TBD

301-525	32,141	TBD
526-700	37,852	TBD
701-1,000	43,567	TBD
>1,000	49,279	TBD

**Effective February 1, 2026**

Enrollment

<=175	25,071	TBD
176-300	30,544	TBD
301-525	32,462	TBD
526-700	38,230	TBD
701-1,000	44,002	TBD
>1,000	49,771	TBD

If an administrator is appointed a Divisional Principal, they will maintain their previous allowance for measurable responsibility.

2) **All vice-principals** according to school classification as follows:

**Effective Sept. 2022**

Enrollment

0-525	14,743	AE Wright, Constable Edward Finney, Edmund Partridge, Elwick, HC Avery, James Nisbet, Leila North, Margaret Park, OV Jewitt, RF Morrison, Riverbend, Ecole Riviere Rouge, Seven Oaks Middle, Ecole Templeton, West St. Paul
526-700	17,362	N/A
701-1,000	19,983	Amber Trails, West Kildonan
>1,000	22,603	Garden, Maples

**Effective Sept. 2023**

Enrollment

0-525	15,148	AE Wright, Constable Edward Finney, Edmund Partridge, Elwick, HC Avery, James Nisbet, Leila North, Margaret Park, OV Jewitt, RF Morrison, Riverbend, Ecole Riviere Rouge, Seven Oaks Middle, Ecole Templeton
526-700	17,840	West St. Paul
701-1,000	20,533	Amber Trails, West Kildonan

>1,000      23,225      Garden City, Maples

**Effective Sept. 2024**

Enrollment

0-525      15,602      AE Wright, Constable Edward Finney, Edmund Partridge, Elwick, HC Avery, Leila North, Margaret Park, OV Jewitt, RF Morrison, Riverbend, Ecole Riviere Rouge, Seven Oaks Middle, Ecole Templeton

526-700      18,375      James Nisbet, West St. Paul

701-1,000      21,149      Amber Trails, West Kildonan

>1,000      23,922      Garden City, Maples

**Effective Sept. 2025**

Enrollment

0-525      16,071      TBD

526-700      18,926      TBD

701-1,000      21,783      TBD

>1,000      24,639      TBD

**Effective February 1, 2026**

Enrollment

0-525      16,231      TBD

526-700      19,116      TBD

701-1,000      22,001      TBD

>1,000      24,886      TBD

**Southwest Horizon**

**Administrative Allowances**

Terms

Administrators in Southwest Horizon School Division shall be paid a supervisory allowance based on the following principles or criteria

Recognition of student numbers as a base for the allowance.

A vice-principal allowance which recognizes administrative time allocated and student numbers.

<b>Effective Date:</b>	<b>Enrolment</b>	<b>Allowance</b>
September 2022	60-100	9,031
	101-200	13,602
	201-300	17,600



	300+	24,566
September 2023	60-100	9,280
	101-200	13,976
	201-300	18,084
	300+	25,242
September 2024	60-100	9,558
	101-200	14,395
	201-300	18,627
	300+	25,999
September 2025	60-100	9,845
	101-200	14,827
	201-300	19,186
	300+	26,776
February 1, 2026	60-100	9,943
	101-200	14,975
	201-300	19,377
	300+	27,047

The vice-principal shall receive a sum equal to one half the allowance paid to the principal of the same school.

The administrative allowance for Hutterian Colony Schools is considered a special situation. The allowance recognizes a supervisory allowance for teacher as principal in the normal one teacher situation and an additional supervisory allowance for full time equivalent teaching staff additions.

The administrative allowance for Hutterian Colony Schools

Effective Date:	Basic Allowance	Increments	Additional Teachers
First day of fall term 2022 to June 30, 2023	2,325	2 x 216	646 FTE
First day of fall term 2023 to June 30, 2024	2,389	2 x 222	664 FTE
First day of fall term 2024 to June 30, 2025	2,460	2 x 229	683 FTE
First day of fall term 2025 to June 30, 2026	2,534	2 x 236	704 FTE
First day of February 2026	2,559	2 x 238	711 FTE

**St. James Assiniboia**

- (a) For the purpose of determining administrative salaries, pupil enrollments shall be weighted on the following basis:

Pupil Weight:

Elementary	Gr. K - 5	shall count as 1
Junior High	Gr. 6 - 8	shall count as 1 1/2
Senior High	Sr. 1 – Sr. 4	shall count as 2
Special Students	(eg. L2)	shall count as 2

- (b) Principals and vice-principals shall be paid according to the following salary schedule, subject to the provisions of 4.07(c). The terms "principal", or "principalship" when used in Article 4.07 should be read to include Administrator of Educational Support Services, Administrator of Technology and Administrator of Educational Leadership and professional Development.

The Administrator of Educational Support Services and the Administrator of Educational Leadership and Professional Development are placed on the Administrative Salary Grid at the same position as a principal of a school with a student count of 251 to 500 students. The Administrator of Technology is placed on the Administrative Salary Grid at the same position as a principal of a school with a student count of 1 to 250 students.

<b>Effective Sept. 1, 2022 – June 30, 2022</b>	<b>Weighted Pupil Count</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Teaching VP	N/A	106,201	109,807	113,438	117,043
Supervising VP & Principal of a school or admin of tech	1 – 250	112,223	115,843	119,463	122,974
Principal of a school or admin of ESS	251 - 500	120,664	124,062	127,313	130,583
Principal of a school	501 - 900	130,469	133,947	137,428	140,906
Principal of a school	901 -2000	137,376	140,852	144,336	147,809
Principal of a school	Over 2000	140,906	144,389	147,865	151,126

\*\*All increments are one year.

<b>Effective Sept. 1, 2023 – June 30, 2024</b>	<b>Weighted Pupil Count</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Teaching VP	N/A	109,122	112,827	116,558	120,262
Supervising VP & Principal of a school or admin of tech	1 – 250	115,309	119,029	122,748	126,356
Principal of a school or admin of ESS	251 - 500	123,982	127,474	130,814	134,174
Principal of a school	501 - 900	134,057	137,631	141,207	144,781
Principal of a school	901 -2000	141,154	144,725	148,305	151,874
Principal of a school	Over 2000	144,781	148,360	151,931	155,282

\*\*All increments are one year.

<b>Effective Sept. 1, 2024 – June 30, 2025</b>	<b>Weighted Pupil Count</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Teaching VP	N/A	112,396	116,212	120,055	123,870
Supervising VP & Principal of a school or admin of tech	1 – 250	118,768	122,600	126,430	130,147
Principal of a school or admin of ESS	251 - 500	127,701	131,298	134,738	138,199

Principal of a school	501 - 900	138,079	141,760	145,443	149,124
Principal of a school	901 -2000	145,389	149,067	152,754	156,430
Principal of a school	Over 2000	149,124	152,811	156,489	159,940

\*\*All increments are one year.

Effective Sept. 1, 2025 – January 30, 2026	Weighted Pupil Count	1	2	3	4
Teaching VP	N/A	115,768	119,698	123,657	127,586
Supervising VP & Principal of a school or admin of tech	1 – 250	122,331	126,278	130,223	134,051
Principal of a school or admin of ESS	251 - 500	131,532	135,237	138,780	142,345
Principal of a school	501 - 900	142,221	146,013	149,806	153,598
Principal of a school	901 -2000	149,751	153,539	157,337	161,123
Principal of a school	Over 2000	153,598	157,395	161,184	164,738

\*\*All increments are one year.

Effective February 1, 2026 – June 30, 2026	Weighted Pupil Count	1	2	3	4
Teaching VP	N/A	116,926	120,895	124,894	128,862
Supervising VP & Principal of a school or admin of tech	1 – 250	123,554	127,541	131,525	135,392
Principal of a school or admin of ESS	251 - 500	132,847	136,589	140,168	143,768
Principal of a school	501 - 900	143,643	147,473	151,304	155,134
Principal of a school	901 -2000	151,249	155,074	158,910	162,734
Principal of a school	Over 2000	155,134	158,969	162,796	166,385

**(c) The provisions governing the application of the Salary Schedule as set out in Article 4.07(a) are:**

**1. a. Classification of Schools**

Schools shall be classified annually, effective September 1st, on the basis of the average active enrollment during the previous school year (except where the anticipated enrollment before January 31 next following would warrant a different classification), and with an allowance of twenty-five pupils either way.

2. For placement upon the salary scale, administrative experience with the Division shall count as follows:
  - a. For each full year as a teaching vice principal 1 increment per year
  - b. For each full year as a supervising vice-principal 1 increment per year

- c. For each full year as principal 1 increment per year
  - d. For each full year as a coordinator ½ increment per year
  - e. For each full year as a Deputy Assistant Superintendent, or Superintendent in this Division 1 increment per year
3. A teaching vice-principal shall be defined as one teaching more than 25% of the time. A supervising vice-principal shall be defined as one teaching 25% of the time or less.
4. Upon promotion to a principalship or vice-principalship, the appointee shall be placed on the administrative grid in accordance with Article 4.07 (C) (2) and shall progress on the grid with annual increments except as follows:
- (a) Where a teacher is appointed to a principalship or vice-principalship the appointee shall be placed (pegged) at the closest step on the Administrative Grid (4.07(B)) above his/her present salary (including any special allowances) and the appointee shall remain at that step on the grid until his/her actual administrative experience catches up to his/her "pegged" experience or until such time as he/she is appointed to a higher classification on the Administrative Grid.
  - (b) Where a teaching vice-principal is appointed to a supervising vice-principalship or principalship, he/she shall be placed at the closest step on the Administrative Grid (4.07(B)) above the salary he/she earned as a teaching vice-principal and shall progress on the grid with annual increments.

**Sunrise**

5.01 A principal’s salary shall be determined as outlined below. Upon effective appointment, the principal shall be paid a total salary unlimited by the maximum of his/her class and determined as follows:

- a) by educational qualifications and experience as per Article 4, plus;
- b) a principal’s allowance as determined by the formula in this article, plus;
- c) any other allowance(s) for which the principal is eligible under this Collective Agreement.

5.02 a) Principals’ allowances for schools in the Sunrise School Division shall be determined by the following formula:

**FORMULA**

**Principal’s Allowance = Base + (# of students x student rate) + (# of staff x staff rate)**

This formula will be applied yearly, immediately after September 30<sup>th</sup> staff and student enrollment figures have been determined. Changes in allowances will be retroactive to the beginning of the school year and will be reflected in the October salary payment.

- b) **Principal – Divisional Student Support Services Useful Dollars**  
Notwithstanding the above, the “Principal – Divisional Student Support Services” shall receive an annual allowance of 32,444.44 effective Fall term 2022; 33,336.66 effective Fall term, 2023; 34,336.76 effective Fall term 2024; 35,366.86 effective Fall Term 2025; 35,720.53 effective February 1, 2026.

The Assistant Principal – Divisional Student Support Services shall receive an allowance as follows:

- i) A full-time supervising Assistant Principal – Divisional Student Support Services shall be paid an allowance of 50% of the allowance for the Principal – Divisional Student Support Services;
- ii) A teaching Assistant Principal – Divisional Student Support Services shall be paid an allowance of 33-1/3% of the allowance for the Principal – Divisional Student Support Services for that school.

c) **Definition of Terms**

**Base**

is the base allowance for a school principal – 18,691.59 effective Fall term 2022; 19,205.61 effective Fall term 2023; 19,781.78 effective Fall term 2024; 20,375.23 effective Fall term 2025; 20,578.99 effective February 1, 2026 - with Hazelridge, and the Colony schools being half of that amount.

**Number of students:**

is the total student population in a school as of September 30<sup>th</sup> of the current year, where each Kindergarten student equals 1.

**Student Rate:**

11.60 effective Fall term 2022; 11.92 effective Fall term 2023, 12.28 effective Fall term 2024; 12.65 effective Fall term 2025; and 12.77 effective February 1, 2026 per student as defined in “number of students”.

**Number of staff:**

is the total staff population in a school as of September 30<sup>th</sup> of the current year, where each teacher, secretary, paraprofessional, library clerk, and custodian working 50% or more in a school equals 1, and those who are working less than 50% in a school equal 0.5.

**Staff rate:**

125.69 effective Fall term 2022; 129.14 effective Fall term 2023, 133.02 effective Fall term 2024; 137.01 effective Fall term 2025; and 138.38 effective February 1, 2026 per staff as defined above.

**5.03 Assistant Principals' Salary**

- a) The appointment to an Assistant Principal shall be made at the discretion of the Division. A teacher being demoted from an Assistant Principal's position shall revert to a regular teacher status on staff. An Assistant Principal's salary shall be determined in the same manner as set forth in paragraph 5:01 except that the administrative allowance for an assistant principal shall be determined as follows:
  - i) A full-time supervising Assistant Principal shall be paid an allowance of 50% of the principal's allowance payable for that school;

ii) A teaching Assistant Principal shall be paid an allowance of 33-1/3% of the principal's allowance for that school.

b) When a principal is absent from the school for three (3) or more consecutive days, commencing the fourth (4) and subsequent days, the assistant principal who has charge of the school shall be paid an allowance in addition to any allowance paid in subsections (a), above, of 20% of the principal's allowance on a per diem basis.

5.05 **Full time Teaching Principals and Assistant Principals** of early years schools with more than one classroom shall be relieved of teaching duties for supervision at the rate of one-half day per classroom per month. Substitutes for this purpose shall be provided by the Division.

### **Swan Valley**

#### **Principal's Administrative Allowance**

Effective first day of fall term 2022, all principals shall be paid at the rate of 1,037, per teacher(s) supervised, excluding himself/herself. In no case will the allowance be less than 8,442. In no case will the allowance be more than 30,147.93.

Effective first day of fall term 2023, all principals shall be paid at the rate of 1,065.10, per teacher(s) supervised, excluding himself/herself. In no case will the allowance be less than 8,674. In no case will the allowance be more than 30,976.99

Effective first day of fall term 2024, all principals shall be paid at the rate of 1,097, per teacher(s) supervised, excluding himself/herself. In no case will the allowance be less than 8,934. In no case will the allowance be more than 31,906.

Effective first day of fall term 2025, all principals shall be paid at the rate of 1,130, per teacher(s) supervised, excluding himself/herself. In no case will the allowance be less than 9,202. In no case will the allowance be more than 32,863.

Effective February 1, 2026, all principals shall be paid at the rate of 1,141.26, per teacher(s) supervised, excluding himself/herself. In no case will the allowance be less than 9,294. In no case will the allowance be more than 33,192.

In addition to the above, principals who have obtained a Level 1 Manitoba School Administrator's Certificate shall receive an allowance per annum of effective fall term 2022, \$275.00, effective fall term 2023, \$282.00, effective fall term 2024 \$291.00, effective fall term 2025, \$299.00, and effective February 1, 2026, \$302.00 as defined in Article 3.03.

Those principals who have obtained a Level 11 Manitoba Principal's Certificate shall receive an additional allowance per annum of effective fall term 2022, \$275.00, effective fall term 2023, \$282.00, effective fall term 2024 \$291.00, effective fall term 2025, \$299.00, and effective February 1, 2026, \$302.00 as defined in Article 3.03.

Those principals who have obtained a Certificate in School Leadership shall receive an allowance per annum of effective fall term 2022 \$548, effective fall term 2023 \$563, effective fall term 2024 \$580, effective fall term 2025 \$598, and effective February 1, 2026 \$604 as defined in Article 3.03.

#### **Vice-Principal's Administrative Allowance**

A vice-principal shall receive an administrative allowance which is equal to one-half of that of the Principal.

In addition to the above, vice-principals who have obtained a Level 1 Manitoba School Administrator's Certificate shall receive an allowance per annum of effective fall term 2022, \$275.00, effective fall term 2023, \$282.00, effective fall term 2024 \$291.00, effective fall term 2025, \$299.00, and effective February 1, 2026, \$302.00 as defined in Article 3.03.

Those vice-principals who have obtained a Level II Manitoba Principal's Certificate shall receive an additional allowance per annum of effective fall term 2022, \$275.00, effective fall term 2023, \$282.00, effective fall term 2024 \$291.00, effective fall term 2025, \$299.00, and effective February 1, 2026, \$302.00 as defined in Article 3.03.

Those vice-principals who have obtained a Certificate in School Leadership shall receive an allowance per annum of effective fall term 2022 \$548, effective fall term 2023 \$563, effective fall term 2024 \$580, effective fall term 2025 \$598, and effective February 1, 2026 \$604 as defined in Article 3.03.

### **Turtle Mountain**

- a) A principal shall be appointed with the approval of the Board of Trustees for a school and be assigned to have jurisdiction as Principal over one (1) or more schools.
- b) A principal or vice-principal of a school, in addition to the salary for which he/she qualifies on schedule A, shall receive an administrative allowance as indicated on Schedule B.

Administrative allowances shall be determined as follows:

1. Principal's allowance of \$70.51 per student effective September 1, 2022, \$72.45 September 1 2023, \$74.62 September 2024, \$76.86 September 2025 and \$77.63 February 1, 2026 as per Schedule A. Administrative allowance will be calculated on November 1 of a school year and based on current year September 30 enrolment.
2. For the purpose of calculating the allowance, kindergarten students will be counted as one (1).
3. Effective September 1, 2022, no Principal in Turtle Mountain School Division will receive more than \$30,551.16 administration allowance. (\$31,391.32 for 2023/2024), (\$32,333.06 for 2024/2025), (\$33,303.05 for 2025/2026) and (\$33,636.08 February 1, 2026) as per Schedule A.
4. No administrator shall receive less than \$8,441.27 for September 2022, (\$8,673.41 for 2023/2024), (\$8,933.61 for 2024/2025), (\$9,201.62 for 2025/2026) and (\$9,293.64 February 1, 2026) as per Schedule A (\$8,235.39). This minimum shall remain unchanged until the student allocation surpasses the amount.
5. **A vice-principal** will receive half of the principal's allowance, regardless of the FTE percentage of assigned administration time.

### **Turtle River**

- a) Effective Fall Term 2022 a Principal shall receive a base allowance of \$2,304.02, plus \$950.40 per teacher F.T.E to an upper limit of \$21,201.63.

Effective Fall Term 2023 a Principal shall receive a base allowance of \$2,367.38, plus \$976.54 per teacher F.T.E to an upper limit of \$21,784.68.

Effective Fall Term 2024 a Principal shall receive a base allowance of \$2,438.40, plus \$1,005.83 per teacher F.T.E to an upper limit of \$22,438.22.

Effective Fall Term 2025 a Principal shall receive a base allowance of \$2,511.55, plus \$1,036.01 per teacher F.T.E to an upper limit of \$23,111.36.

Effective February 1, 2026 a Principal shall receive a base allowance of \$2,536.66, plus \$1,046.37 per teacher F.T.E. to an upper limit of \$23,342.48.

Effective 2015/2016 School Year, per teacher F.T.E. shall be determined as at September 30th of each school year and shall include each teacher under contract with the Division.

Principals teaching two-thirds (2/3) or more of the time shall be included in the teacher count for determining the allowance.

The Vice-Principal's allowance shall be one-half (1/2) of the Principal's allowance.

**Western**

All **principals** shall receive an allowance for supervisory and administrative duties over and above the basic salary schedule according to the following formula based on student enrolment as of September 30 of the previous year:

Annual Administrative Allowance

School Size	1 <sup>st</sup> day of Fall 2022	1 <sup>st</sup> day of Fall 2023	1 <sup>st</sup> day of Fall 2024	1 <sup>st</sup> day of Fall 2025	1 <sup>st</sup> day of February 2026
< 200 students	10,278	10,560	10,877	11,203	11,315
201 – 350	17,507	17,988	18,528	19,084	19,275
351 – 500	24,282	24,950	25,699	26,469	26,734
501 – 650	31,060	31,914	32,871	33,857	34,196
651 +	37,836	38,876	40,043	41,244	41,656

All **Vice-Principals** shall receive an allowance for supervisory and administrative duties over and above the salary schedule. This allowance shall be dependent on the time spent on administrative duties throughout the school day.

To receive 50% of the Principal’s Allowance	The Vice-Principal must perform administrative duties for 60 – 100% of the school day.
To receive 45% of the Principal’s Allowance	The Vice-Principal must perform administrative duties for 40 – 59% of the school day.
To receive 35% of the Principal’s Allowance	The Vice-Principal must perform administrative duties for 10 – 39% of the school day.

**Whiteshell**



A. Principal's Allowance

	Sept. 1, 2022	Sept. 1, 2023	Sept. 1, 2024	Sept. 1, 2025	Feb. 1, 2026
Per annum per teacher supervised	907	932	960	989	999
Per annum minimum	10,020	10,296	10,605	10,923	11,032
Per annum maximum	19,297	19,827	20,422	21,035	21,245

B. Vice-Principal's allowance shall be one-half (1/2) of the Principal's allowance.

**Winnipeg  
Principals**

**(i) Annual Salary Effective 1<sup>st</sup> day of Fall Term 2022**

Class	Description of Position	Minimum	Step 2	Step 3	Maximum
I	Principal - enrolment up to 225	104,862	111,357	117,856	124,352
II	Principal - enrolment 226 - 450	110,677	117,365	124,051	130,739
III	Principal - enrolment 451 - 675	116,490	123,363	130,241	137,122
IV	Principal - enrolment 676 - 1,000	122,298	129,395	136,492	143,588
V	Principal - enrolment over 1,000	128,111	136,008	143,901	151,796

**Annual Salary Effective 1<sup>st</sup> day of Fall Term 2023**

Class	Description of Position	Minimum	Step 2	Step 3	Maximum
I	Principal - enrolment up to 225	107,745	114,419	121,097	127,772
II	Principal - enrolment 226 - 450	113,721	120,592	127,462	134,334
III	Principal - enrolment 451 - 675	119,694	126,755	133,822	140,893
IV	Principal - enrolment 676 - 1,000	125,661	132,953	140,246	147,537
V	Principal - enrolment over 1,000	131,634	139,749	147,858	155,971

**Annual Salary Effective 1<sup>st</sup> day of Fall Term 2024**

Class	Description of Position	Minimum	Step 2	Step 3	Maximum
I	Principal - enrolment up to 225	110,978	117,852	124,729	131,605
II	Principal - enrolment 226 - 450	117,133	124,210	131,286	138,364
III	Principal - enrolment 451 - 675	123,285	130,558	137,837	145,120
IV	Principal - enrolment 676 - 1,000	129,431	136,942	144,453	151,963
V	Principal - enrolment over 1,000	135,583	143,941	152,294	160,650

**Annual Salary Effective 1<sup>st</sup> day of Fall Term 2025**

Class	Description of Position	Minimum	Step 2	Step 3	Maximum
I	Principal - enrolment up to 225	114,307	121,387	128,471	135,553
II	Principal - enrolment 226 - 450	120,647	127,936	135,224	142,515
III	Principal - enrolment 451 - 675	126,983	134,475	141,972	149,474
IV	Principal - enrolment 676 - 1,000	133,314	141,050	148,787	156,522
V	Principal - enrolment over 1,000	139,650	148,259	156,863	165,469

**Annual Salary Effective 1<sup>st</sup> day of February 2026**

Class	Description of Position	Minimum	Step 2	Step 3	Maximum
I	Principal - enrolment up to 225	115,450	122,601	129,756	136,908
II	Principal - enrolment 226 - 450	121,853	129,215	136,577	143,940
III	Principal - enrolment 451 - 675	128,253	135,819	143,392	150,968
IV	Principal - enrolment 676 - 1,000	134,647	142,461	150,274	158,087
V	Principal - enrolment over 1,000	141,047	149,742	158,431	167,124

As long as the administrator of the Diagnostic Learning Centre is both a principal of the host school and administrator of the Centre he/she shall receive an additional allowance of \$6,379 the first day of the fall term 2022, and \$6,554.00 the first day of the fall term, 2023, and \$6,751 the first day of the fall term 2024, \$6,953 the first day of the fall term 2025, and \$7,023 the first day of February 2026.

**Vice-Principals****(i) Annual Salary Effective 1<sup>st</sup> day of Fall Term 2022**

Class	Description of Position	Minimum	Maximum	Minimum	Maximum
A	Teaching Vice-Principal	97,308	104,074	110,837	117,604
B	Supervising Vice Principal	104,860	110,428	116,000	121,568
C	Supervising Vice Principal	110,677	116,619	122,557	128,500

**Annual Salary Effective 1<sup>st</sup> day of Fall Term 2023**

Class	Description of Position	Minimum	Maximum	Minimum	Maximum
A	Teaching Vice-Principal	99,984	106,936	113,885	120,839
B	Supervising Vice Principal	107,743	113,465	119,190	124,911
C	Supervising Vice Principal	113,721	119,826	125,928	132,034

**Annual Salary Effective 1<sup>st</sup> day of Fall Term 2024**

Class	Description of Position	Minimum	Maximum	Minimum	Maximum
A	Teaching Vice-Principal	102,984	110,145	117,302	124,464
B	Supervising Vice Principal	110,975	116,869	122,766	128,659
C	Supervising Vice Principal	117,133	123,421	129,705	135,995

**Annual Salary Effective 1<sup>st</sup> day of Fall Term 2025**

Class	Description of Position	Minimum	Maximum	Minimum	Maximum
A	Teaching Vice-Principal	106,073	113,449	120,821	128,198
B	Supervising Vice Principal	114,305	120,375	126,449	132,518
C	Supervising Vice Principal	120,647	127,124	133,597	140,075

**Annual Salary Effective 1<sup>st</sup> day of February 2026**

Class	Description of Position	Minimum	Maximum	Minimum	Maximum
A	Teaching Vice-Principal	107,134	114,583	122,029	129,480
B	Supervising Vice Principal	115,448	121,579	127,713	133,843
C	Supervising Vice Principal	121,853	128,395	134,932	141,476

A vice-principal will be assigned to Lord Roberts so long as the Ellen Douglas program is assigned to that school and shall be designated as a Class B Supervising Vice-Principal.

The vice-principals of the Adult Education Centre shall be designated as Class "C" supervising vice-principals. In the event that the responsibility for the Adult English as an Additional Language program is removed from the designated supervising vice-principal position, then that position will be reclassified to Class "B".

**Provisions Governing the Application of the Salary Schedules set forth in Article 10.01 (a) and (b) shall be as follows:**

**(a) Initial Salary and Increments for Principals and Vice-Principals**

- (i) Upon first appointment to an administrative position a teacher shall be placed on the appropriate salary scale at a step which provides for a minimum increase of \$8,236.00 effective the first day of the fall term 2022, and \$8,462.00 effective the first day of fall term, 2023 and \$8,715.00 effective the first day of the fall term 2024, and \$8,977.00 effective the first day of the fall term 2025 and \$9,067.00 effective the first day of February 2026 (unless limited by the maximum for the position), or the minimum for the position, whichever will be greater.
- (ii) The Division will upon initial appointment of a person referred to in Article 10.01 (a) and (b) pay an initial starting salary which is the greater of the salary determined in Article 10.02(a)(i) or the minimum for the position plus an amount equal to one (1) annual increment, except as may be limited by the maximum for the position, for each year of administrative or supervisory experience obtained in the seven (7) years immediately prior to the effective date of the initial appointment.
- (iii) On the promotion of a principal or vice-principal from one (1) classification to another or the upward reclassification of a school, a promotional increment shall be paid except as limited by the maximum of the new classification.

(iv) Principal and Vice-Principal promotion:

Upon promotion, an employee shall receive a salary within the salary range applicable to her new school classification, which provides an increase of at least 5% of her former salary.

(b) Classification of Schools

- (i) For the purpose of classifying schools, the following shall be used to determine the enrollment:
- (a) Each pupil enrolled in a day program shall be counted as one (1).
  - (b) Each junior high pupil accommodated at another junior high, junior/senior, or senior high school for industrial arts or home economics shall be counted at .08 at the receiving school.
  - (c) Each pupil enrolled in a summer or evening program administered by the Adult Education Centre, shall be counted as one-quarter (1/4).
- (ii)
- (a) Schools shall be classified annually on June 1 to be effective September 1 following on the basis of the average enrolment during the current school year as determined by this clause.
  - (b) Upon the recommendation of the Chief Superintendent a school may remain in its existing classification for a period not to exceed one (1) year if the average attendance figures are in a range of plus or minus twenty-five (25) of the previous classification even though the average figures may warrant a different classification.
  - (c) If there is an anticipated significant enrolment change in a school then the school may be classified on the basis of the projected enrolment rather than the previous year's average enrolment upon the recommendation of the Chief Superintendent.

(c) Establishment of Principalships and Vice-Principalships

Principals and vice-principals shall be appointed in accordance with the following rules. All appointments made in accordance with the rules below shall be subject to the provisions of Article 10.02(b)(ii):

- (i) All principalships shall be full-time supervising principals except when the population of the school is 110 (+/-10) at which point the principal shall have a minimum of half-time for school administration with the remaining time to be assigned by the Division.
- (ii) A teaching vice-principal shall be relieved of classroom duties for a minimum of one-half (1/2) time.
- (iii) An "A" vice-principal shall be appointed when the student enrolment is 350 to 650 inclusive.
- (iv) A "B" vice-principal shall be appointed when the student enrolment is 651 to 900 inclusive.
- (v) In addition to a "B" vice-principal an "A" vice-principal shall be appointed when the student enrolment is 901 to 1175 inclusive.
- (vi) In addition to a "B" vice-principal a second "B" vice-principal shall be appointed when the student enrolment is 1176 to 1325 inclusive.

- (vii) Two "C" vice-principals shall be appointed when the enrolment is 1326 to 1475 inclusive.
- (viii) In addition to two "C" vice-principals, an "A" vice-principal shall be appointed when the enrolment exceeds 1475.
- (ix) Notwithstanding the above, the Division may, at its discretion, appoint a Vice-Principal in excess of the rules as outlined in this article. The Division shall notify the Association of its intention to exercise this discretion.

**(e) Administrative Replacements**

- (i) The Division will normally fill administrative vacancies occurring during the school term as soon as possible.
- (ii) Except in the case of vacancies occurring during the last three (3) months of the school term the Division will normally fill administrative vacancies by making permanent replacement within two (2) months of the vacancy occurring.
- (iii) In the event that the Division proposes to follow a different course of action than set forth above the Division shall consult with the Association before naming a replacement.

## APPENDIX 5 – SUBSTITUTE PRINCIPAL ALLOWANCES

---

### **Border Land**

The designated teacher shall be paid one-half per diem for each half day and per diem for each full day of the administrative allowance, only in the absence of the Principal/Administrator and the vice-principal.

### **Brandon**

Spring Valley School Allowance: an annual allowance shall be paid to the designated teacher, in addition to the basic salary schedule, based upon the following effective dates:

2022/2023	2023/2024	2024/2025	2025/2026	Feb. 1, 2026
\$1,383	\$1,421	\$1,463	\$1,507	\$1,522

9.04 Head Teachers' Allowances: Teachers designated to act for the principal, in case of absence of the principal, shall receive an allowance of one four-hundredth (1/400th) of the principal's allowance per half day of the principal's absence.

For the purpose of this article, any period of absence of the principal that is greater than ninety (90) minutes but less than one-half (½) day shall be considered to be a half day of absence.

### **Evergreen**

#### **Allowance for Acting Principal**

Where a teacher is appointed to act as an Acting Principal in the absence of the Principal, or when the Principal and Vice-Principal or Assistant Principal are both absent at the same time, and a teacher is so appointed, an Allowance shall be paid to that teacher of:

	2022/2023	2023/2024	2024/2025	2025/2026	Feb. 1, 2026
Per teacher/ per day*	\$3.65	\$3.75	\$3.86	\$3.98	\$4.02
Maximum per day	\$44.00	\$45.21	\$46.57	\$47.97	\$48.45

\* not including the Principal or Vice-Principal/Assistant Principal

Payments are to be made June 30th and December 31st in each year.

### **Fort la Bosse**

#### **Administrative Allowance for Schools Without Vice-Principals**

Where a teacher is appointed by the Superintendent to act as an acting principal in the absence of the Principal, or when the Principal and Vice-Principal are both absent at the same time and a teacher is appointed, an allowance shall be paid to that teacher at the rate of 1/N of the administrator's allowance to a maximum of \$82.00 per day, with N referring to the number of school days in the current school year, effective the first day of the Fall Term of 2022.

**Frontier**

**Teachers designated** to act for the principal in the absence of the principal shall receive an allowance of one two hundredth (1/200<sup>th</sup>) of the principal’s allowance per day of the principal’s absence.

**Garden Valley**

**Acting Principal Allowance:**

The Principal shall appoint a teacher to serve as the Acting Principal when the school’s principal and vice-principal(s) are both absent from the school, or when the principal, where there is no vice-principal, is absent from the school. The acting Principal shall be paid an administrative allowance of 30% of the Principal's per diem allowance for each half day (1/2) in this position as follows:

Effective 1st day of the Fall Term 2024:	minimum \$22.78 per half day
Effective 1st day of the Fall Term 2025:	minimum \$23.46 per half day
Effective February 1, 2026:	minimum \$23.70 per half day

**Head Teacher Allowance:**

In those administration units that have a supervising Principal, a teacher shall be appointed as the head teacher in each school within the unit and shall be paid an annual allowance for this appointment as follows:

Effective 1st day of the Fall Term 2022:	\$1,540
Effective 1st day of the Fall Term 2023:	\$1,582
Effective 1st day of the Fall Term 2024:	\$1,629
Effective 1st day of the Fall Term 2025:	\$1,678
Effective February 1, 2026:	\$1,695

For those units that have a Vice-Principal no head teacher will be appointed in the supervising location.

**Hanover**

- (ii) The board shall appoint a member of the staff of each school to act as principal during the absence of the principal, or when the principal and vice-principal are both absent in schools where a vice-principal has been appointed.

When assuming such duties, the acting principal shall receive a per diem allowance of \$56.00 or 50% of the principal’s per diem allowance for the period of such absence, whichever is greater, for 2022/2023.

When assuming such duties, the acting principal shall receive a per diem allowance of \$58.00. or 50% of the principal’s per diem allowance for the period of such absence, whichever is greater, for 202023/2024.

When assuming such duties, the acting principal shall receive a per diem allowance of \$60.00 or 50% of the principal’s per diem allowance for the period of such absence, whichever is greater, for 2024/2025.

When assuming such duties, the acting principal shall receive a per diem allowance of \$61.00 or 50% of the principal’s per diem allowance for the period of such absence, whichever is greater, for 2025/2026.



When assuming such duties, the acting principal shall receive a per diem allowance of \$62.00 or 50% of the principal's per diem allowance for the period of such absence, whichever is greater, effective February 1, 2026.

**Interlake**

**Acting Principals**

- A. Where a teacher is appointed to act as an acting principal in the absence of the principal, or when the principal and vice-principal are both absent at the same time, and a teacher is so appointed, an allowance shall be paid to that teacher as listed below (not including the principal and vice-principal). The total accumulative days/half-days shall be paid June 30<sup>th</sup> of each year.

<b>2022/2023:</b>	\$1.95 per teacher supervised to a maximum of \$45.87 per day
<b>2023/2024:</b>	\$2.00 per teacher supervised to a maximum of \$47.13 per day
<b>2024/2025</b>	\$2.06 per teacher supervised to a maximum of \$48.54 per day
<b>2025/2026</b>	\$2.12 per teacher supervised to a maximum of \$50.00 per day
<b>February 1, 2026</b>	\$2.14 per teacher supervised to a maximum of \$50.50 per day

Minimum allowance payable to any acting principal will be as follows:

<b>2022/2023:</b>	\$26.21 per day
<b>2023/2024:</b>	\$26.93 per day
<b>2024/2025:</b>	\$27.74 per day
<b>2025/2026:</b>	\$28.57 per day
<b>February 1, 2026</b>	\$28.86 per day

Notwithstanding the above, a teacher or vice-principal who assumes the primary duties of a principal or vice-principal for a period of five (5) consecutive working days shall be paid in accordance with Article 8.01 or 8.02 retroactive to the first day of such duties.

- B. Where a teacher in a Hutterian colony school is appointed at act as an acting principal in the absence of the principal an allowance shall be paid to that teacher as listed below. The total accumulative days/half-days shall be paid June 30<sup>th</sup> of each year.

<b>2022/2023:</b>	\$13.10 per day
<b>2023/2024:</b>	\$13.46 per day
<b>2024/2025:</b>	\$13.86 per day
<b>2025/2026:</b>	\$14.28 per day
<b>February 1, 2026:</b>	\$14.42 per day

Notwithstanding the above, a teacher who assumes the primary duties of a principal in a Hutterian Colony School for a period of five (5) consecutive working days shall be paid in accordance with Article 8.05A and 8.05B retroactive to the first day of such duties.

**Hutterian Colony Schools**

A. Teachers who teach in a one-teacher school shall receive an administrative allowance as follows:

<b>2022/2023:</b>	\$941.16 per year
<b>2023/2024:</b>	\$967.04 per year
<b>2024/2025:</b>	\$996.05 per year
<b>2025/2026:</b>	\$1,025.93 per year
<b>February 1, 2026:</b>	\$1,036.19 per year

B. In Hutterian colony schools where the teacher count is three (3) or less supervised, the appointed administrator of the colony school shall be included in the teacher count. In no case shall the teacher count for administrative allowance purposes be less than two (2).

C. When a teacher is appointed as the Head Administrator of the Hutterian Colony Schools, the teacher shall be paid an allowance for each colony school supervised as follows:

<b>2022/2023:</b>	\$941.16 per year
<b>2023/2024:</b>	\$967.04 per year
<b>2024/2025:</b>	\$996.05 per year
<b>2025/2026:</b>	\$1,025.93 per year
<b>February 1, 2026:</b>	\$1,036.19 per year

Allowances set forth in Articles 8.01, 8.02, 8.03 and 8.05 shall be paid only while the incumbent is performing the duties described therein.

**Kelsey**

(b) **Allowance for Acting Principal**

When the principal and assistant-principal are absent from the school for a period of one half day or more the acting principal shall be paid:

	<b><u>Full Day</u></b>	<b><u>½ Day</u></b>
<b><u>2022/2023:</u></b>	37.86	18.93
<b><u>2023/2024:</u></b>	38.90	19.45
<b><u>2024/2025:</u></b>	40.07	20.04
<b><u>2025/2026:</u></b>	41.27	20.64
<b><u>February 1, 2026:</u></b>	41.69	20.85

Per full day of such service.

## **Lakeshore**

### **Rate of pay effective 2022/2023:**

(c) **Acting Principals:**

In schools where there is no vice-principal appointed, or where the vice-principal is absent from the school on that day, an allowance shall be paid to a designated teacher when the principal is absent for a period of one-half (1/2) day or more. This allowance shall be \$3.52 per full-time equivalent teacher in the school per day, to a maximum of \$39.95 per day.

(d) When the Division requests a principal to be absent from the building for a period of one-half day or more, a substitute will be provided, at the expense of the Division, to cover the teaching assignment of the acting principal.

(e) No percentage increase will be granted on the basic administrative allowances unless these basic allowances are negotiated.

### **Rate of pay effective 2023/2024:**

(c) **Acting Principals:**

In schools where there is no vice-principal appointed, or where the vice-principal is absent from the school on that day, an allowance shall be paid to a designated teacher when the principal is absent for a period of one-half (1/2) day or more. This allowance shall be \$3.61 per full-time equivalent teacher in the school per day, to a maximum of \$41.05 per day.

(d) When the Division requests a principal to be absent from the building for a period of one-half day or more, a substitute will be provided, at the expense of the Division, to cover the teaching assignment of the acting principal.

(e) No percentage increase will be granted on the basic administrative allowances unless these basic allowances are negotiated.

### **Rate of pay effective 2024/2025:**

(c) **Acting Principals:**

In schools where there is no vice-principal appointed, or where the vice-principal is absent from the school on that day, an allowance shall be paid to a designated teacher when the principal is absent for a period of one-half (1/2) day or more. This allowance shall be \$3.72 per full-time equivalent teacher in the school per day, to a maximum of \$42.28 per day.

(d) When the Division requests a principal to be absent from the building for a period of one-half day or more, a substitute will be provided, at the expense of the Division, to cover the teaching assignment of the acting principal.

(e) No percentage increase will be granted on the basic administrative allowances unless these basic allowances are negotiated.

### **Rate of pay effective 2025/2026:**

(c) **Acting Principals:**

In schools where there is no vice-principal appointed, or where the vice-principal is absent from the school on that day, an allowance shall be paid to a designated teacher when the principal is absent for a period

of one-half (1/2) day or more. This allowance shall be \$3.83 per full-time equivalent teacher in the school per day, to a maximum of \$43.55 per day.

- (d) When the Division requests a principal to be absent from the building for a period of one-half day or more, a substitute will be provided, at the expense of the Division, to cover the teaching assignment of the acting principal.
- (e) No percentage increase will be granted on the basic administrative allowances unless these basic allowances are negotiated.

**Rate of pay effective February 1, 2026:**

(c) Acting Principals:

In schools where there is no vice-principal appointed, or where the vice-principal is absent from the school on that day, an allowance shall be paid to a designated teacher when the principal is absent for a period of one-half (1/2) day or more. This allowance shall be \$3.87 per full-time equivalent teacher in the school per day, to a maximum of \$43.99 per day.

- (d) When the Division requests a principal to be absent from the building for a period of one-half day or more, a substitute will be provided, at the expense of the Division, to cover the teaching assignment of the acting principal.
- (e) No percentage increase will be granted on the basic administrative allowances unless these basic allowances are negotiated.

**Lord Selkirk**

Designated Teacher

Designated Teacher In each school in the Division a teacher(s) will be designated by the principal, to be in charge of the school in the absence of the school administration.

Each school shall have an annual allowance of \$768.75 for 22/23, \$789.89 for 23/24, \$813.59 for 24/25, \$837.99 for 25/26 and \$846.37 for February to June 2026, distributed between the designated teachers on June 30th of the school year.

When a designated teacher has served as acting administrator for at least five (5) full school days, they shall be paid a per diem allowance of \$25.63 in 22/23, \$26.33 in 23/24, \$27.11 in 24/25, \$27.93 in 25/26 and \$28.21 for February to June 2026, commencing on the sixth (6<sup>th</sup>) day of service, in addition to their share of the \$768.75 for 22/23 (or other annual amount) annual allowance. The per diem shall be pro-rated for a half day.

**Louis Riel**

Designated Teachers

- A. For each school, a teacher shall be designated by the Division to act as Principal during the absence of the Principal (where there is no Vice-Principal), or when both the Principal and Vice-Principal(s) are absent.
- B. The rates for Designate Teachers shall be as follows:

2022/2023	2023/2024	2024/2025	2025/2026	Feb. 1, 2026
\$1,080 per year	\$1,110 per year	\$1,143 per year	\$1,178 per year	\$1,189 per year

- C. In circumstances where the Principal, Vice-Principal (where appointed) and designated teacher are all absent from the school for one-half (1/2) a school day or more, then the Principal will appoint a teacher to acting Principal and such person will receive the following:

2022/2023	2023/2024	2024/2025	2025/2026	Feb. 1, 2026
\$104 per day	\$106 per day	\$110 per day	\$113 per day	\$114 per day

## **Mountain View**

### **Principal Designate Allowance**

A principal designate is any teacher designated to be in charge of the school when the principal, or the principal and vice principal are absent from the school.

Effective September 1, 2022, such a designated teacher shall be paid on the basis of 50% of the daily principal allowance for that school for each day of such absence. In no case will the allowance for each day be less than \$38.44. A half day of absence shall be paid 25% of the daily principal allowance for that school. In no case will the allowance for the half day be less than \$19.22.

Effective September 1, 2023, such a designated teacher shall be paid on the basis of 50% of the daily principal allowance for that school for each day of such absence. In no case will the allowance for each day be less than \$39.49. A half day of absence shall be paid 25% of the daily principal allowance for that school. In no case will the allowance for the half day be less than \$19.75.

Effective September 1, 2024 such a designated teacher shall be paid on the basis of 50% of the daily principal allowance for that school for each day of such absence. In no case will the allowance for each day be less than \$40.68. A half day of absence shall be paid 25% of the daily principal allowance for that school. In no case will the allowance for the half day be less than \$20.34.

Effective September 1, 2025 such a designated teacher shall be paid on the basis of 50% of the daily principal allowance for that school for each day of such absence. In no case will the allowance for each day be less than \$41.90. A half day of absence shall be paid 25% of the daily principal allowance for that school. In no case will the allowance for the half day be less than \$20.95.

Effective February 1, 2026 such a designated teacher shall be paid on the basis of 50% of the daily principal allowance for that school for each day of such absence. In no case will the allowance for each day be less than \$42.32. A half day of absence shall be paid 25% of the daily principal allowance for that school. In no case will the allowance for the half day be less than \$21.16.

## **Mystery Lake**

### **Absence of the Principal**

- i. During the absence of the Principal and Vice Principal(s) payment of an allowance, as outlined below, shall be made to a teacher(s) designated by the Principal after consultation with and approval of the Superintendent.

Start of Fall Term 2022	Start of Fall Term 2023	Start of Fall Term 2024	Start of Fall Term 2025	February 1, 2026
\$88.10	\$90.52	\$93.24	\$96.03	\$96.99

**Park West**

Acting Principals

For each school building, a teacher shall be appointed by the Board to act as a principal during the absence of the principal and vice-principal.

An acting principal appointed by the Board shall be paid an allowance equal to the Principal’s per diem administrative allowance or:

Effective July 1, 2022:	\$47.06
Effective July 1, 2023:	\$48.35
Effective July 1, 2024:	\$49.80
Effective July 1, 2025:	\$51.30
Effective February 1, 2026:	\$51.81

whichever is greater for each day that he/she is appointed.

**Pembina Trails**

**Teachers in Charge**

- a) A Teacher-In-Charge shall be appointed annually, by the Superintendent on the recommendation of the Principal in each school without a Vice-Principal. The annual allowance for Teachers-In-Charge shall be as set out below. In any school year where the principal is absent for more than twenty (20) full time equivalent days, the Teacher-In-Charge shall receive an additional daily allowance as set out below for each such full day.

	Sept. 1, 2022	Sept. 1, 2023	Sept. 1, 2024	Sept. 1, 2025	Feb. 1, 2026
Admin Allowance	1,433	1,472	1,517	1,562	1,578
Daily Allowance	52	54	55	57	58

- b) During the simultaneous absence of the Principal and Vice-Principal or the Principal and Teacher-In-Charge, an acting Teacher-In-Charge shall be designated and shall receive a prorated allowance for each full day or portion thereof of such absence. The full day allowance shall be as follows:

	Sept. 1, 2022	Sept. 1, 2023	Sept. 1, 2024	Sept. 1, 2025	Feb. 1, 2026
Daily Allowance	52	54	55	57	58

- c) On request of the Principal and with the approval of the applicable Assistant Superintendent, a substitute teacher shall be engaged to relieve the Teacher-In-Charge or Acting Teacher-In-Charge of his/her teaching duties during the Principal's and Vice-Principal's absence. The request will be made whenever the school administrator(s) will be absent for one-half (1/2) day or more.

**Pine Creek**

Where a principal has no appointed vice-principal, and where a teacher is appointed by the Superintendent to act as acting principal in the absence of the principal, the acting principal shall receive an allowance equal to the greater of \$3.08 per FTE teacher per day, or \$32.00 per day.

For the purposes of the allowance in 4.06 a) b) c) d) the Principal's FTE shall not be included in the above calculations.

In Hutterian Colony Schools, the Division shall appoint a member of that school's staff to be Head Teacher. Appointed Head Teachers of Hutterian Colony Schools shall receive an administrative allowance in the amount of \$865 per FTE Teacher (inclusive of the Head Teacher)

September 2022	\$865
September 2023	\$889
September 2024	\$916
September 2025	\$943
February 1, 2026	\$952

**Portage la Prairie**

In the absence of the principal and/or vice-principal from the school, the Division may appoint a teacher to assume the responsibilities of administration. A teacher so appointed, shall be remunerated at the rate of 1/number of school days of the vice-principals allowance of the school for each full day such teacher assumes this responsibility.

**Assistant to the Principal**

In schools without vice-principals and when an assistant to the principal has been appointed, such assistant to the principal shall be paid in addition to salary according to scale, Article 5.09, an allowance of

September 2022	September 2023	September 2024	September 2025	February 1, 2026
2,417	2,483	2,558	2,635	2,661

**Prairie Rose**

**Acting Principal Allowance**

When the principal and vice-principal, where applicable, are absent from school, an acting principal shall be appointed. An allowance will be paid to the acting principal if the period of absence is for one half-day or more. The allowance will be paid in half-day or full-day increments and will be calculated as 50% of the principal's allowance for the day.

**Prairie Spirit**

In schools where no vice principal is appointed, one teacher shall be designated as acting principal and shall receive an allowance of \$21.49 (September 2022); \$22.09 (September 2023); \$22.75 (September 2024); \$23.43 (September 2025); \$23.66 (February 1, 2026) per half day that the principal is absent.

Where a qualified teacher assumes the administrative workload of a principal for six consecutive days or more, the teacher shall be paid at the rate 1/200<sup>th</sup> of the principal allowance for that principal effective the first day.

**Red River Valley**

**Designated Teacher**

- a) During the absence of a school administrator, payment of an allowance of fifty percent (50%) of the regular principal's allowance shall be paid to the teacher designated by the Superintendent.
- b) If the school administrator is absent in the forenoon or afternoon, the teacher designate shall be paid for one-half (1/2) day. If the school administrator is absent in the forenoon and afternoon, the teacher designate shall be paid for the full day.
- c) When the Division requests a school administrator to be absent from the building for a period of one-half day or more, at the discretion of the school administrator, a substitute will be provided, at the expense of the Division, to cover the teaching assignment of the Designate teacher.

**River East Transcona**

**Designated Teacher**

In each school in the Division, a teacher will be designated by the Superintendent, in consultation with the Principal, to be in charge of the school in the absence of the Principal and Vice-Principal. Each designated teacher shall receive an annual allowance as follows:

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	February 1, 2026
\$988	\$1,015	\$1,046	\$1,077	\$1,088

In schools where there is no vice-principal the stated annual allowance may be split equally between the designated teaches in the school.

**Rolling River**

**Acting Principal**

Subject to prior approval by the Superintendent, when a school has a principal and, where applicable, a vice-principal absent due to illness or school business, a teacher shall be appointed to act as a principal for the days necessary and that teacher so appointed shall receive \$31 or ½ of the regular principal’s daily administrative allowance for each day or part day of such appointment, whichever is greater.

This article does not apply to schools with one or two teachers (including the Principal).

**Seine River**

**Acting Principals**

In all schools, the Superintendent shall appoint an acting-principal who shall receive an administrative per-day allowance of 75% of 1/200 of his principal’s yearly allowance where they are assigned in the absence of the principal for a half-day or more. The minimum allowance shall be as indicated below per day and the maximum allowance shall be as indicated below per day. After five consecutive days of replacement, the per-day allowance will be 100% of 1/200 of the principal’s yearly allowance.

Where the vice-principal is assigned in the absence of the principal for a half-day or more, they will receive the



same administrative per-day allowance defined above.

Fall Term 2022	Fall Term 2023	Fall Term 2024	Fall Term 2025	February 1, 2026
\$60.09	\$61.74	\$63.59	\$65.50	\$66.15
\$23.69	\$24.34	\$25.07	\$25.82	\$26.08

## Seven Oaks

### 4. Acting Principals

- a) The principal of each school shall designate on or before September 30th, a member of his/her staff to act as principal during the absence of the principal and vice-principal(s).
- b) The acting principal of each school shall receive an honorarium of

Sept 2022 - June 2023	\$1,310
Sept 2023 –June 2024	\$1,346
Sept 2024 – June 2025	\$1,386
Sept 2025 – June 2026	\$1,428
February 1, 2026	\$1,442

to be paid on a separate cheque in June. Where the Division appoints two Acting Principals at a school, both Acting Principals will receive the honorarium as specified in this Article. In special circumstances where the principal is absent for an extended period, five (5) or more consecutive school days, the acting principal would receive a per diem allowance based on one over the number of days in the school year times the principal's allowance.

## Southwest Horizon

### Appointment of Head Teacher

In the absence of both the Principal and Vice-principal a head teacher may be appointed by the Principal with prior approval from the Superintendent, and shall be paid an amount equal to  $1/n$ , (where  $n$  = the number of days in the current school year as determined by the Minister responsible for Education) of that administrator's allowance. However, no head teacher will receive less than \$26.00 per day.

## St. James Assiniboia

### Designated Teacher During Absence of Principal

For each school building not provided with the services of a vice-principal, a teacher shall be designated to act as principal during the principal's absence. The teacher so designated shall receive an allowance of \$626 as of September 2022, \$643 as of September 2023, \$663 as of September 2024, \$683 as of September 2025, \$690 as of February 1, 2026 above the salary as provided in Article 4.01.

In circumstances where the Principal, Vice Principal (where appointed) and designated teacher are all absent from the school, an Acting Teacher-In-Charge shall be designated and shall receive an allowance of \$41.95 as of September 2022, \$43.11 as of September 2023, \$44.40 as of September 2024. \$45.73 as of September 2025,

\$46.19 as of February 1, 2026 for each full day or portion thereof of such absence. A substitute teacher shall be supplied to replace the classroom teacher while performing designate duties when required.

**Sunrise**

**Designated Teacher During the Absence of Principal and Assistant Principal.**

In each school in the Division a teacher will be designated by the Superintendent, in consultation with the principal, to be in charge of the school in the absence of the principal and assistant principal in accordance with the following provisions:

- a) The total allowance of all designated teachers in a school shall be the amount for the school as outlined in e).
- b) Effective Fall term 2022 each designated teacher shall receive an annual allowance of \$589.63 paid at the rate of \$49.14per month, for each month he/she is appointed in the position and actively teaching.

Effective Fall term 2023 each designated teacher shall receive an annual allowance of \$605.85 paid at the rate of \$50.49 per month, for each month he/she is appointed in the position and actively teaching.

Effective Fall term 2024 each designated teacher shall receive an annual allowance of \$624.02 paid at the rate of \$52.00 per month, for each month he/she is appointed in the position and actively teaching.

Effective Fall term 2025 each designated teacher shall receive an annual allowance of \$642.74 paid at the rate of \$53.56 per month, for each month he/she is appointed in the position and actively teaching.

Effective February 1, 2026 each designated teacher shall receive an annual allowance of \$649.17 paid at the rate of \$54.10 per month, for each month he/she is appointed in the position and actively teaching.

- c) Each school shall use its total allowance
- d) Where more than one teacher is designated by the superintendent for the school, the administrative relief shall be reasonably distributed between the designated teachers.
- e) Total Allocation for Principal Relief Teachers in each school:

Effective Fall Term: 2022-23: \$2,360.29	Effective Fall Term: 2022-23: \$1,770.49	Effective Fall Term: 2022-23: \$1,180.70	Effective Fall Term: 2018-19: \$589.80
2023-24: \$2,425.20	2023-24: \$1,819.18	2023-24: \$1,213.17	2019-20: \$606.01
2024-25: \$2,497.95	2024-25: \$1,873.76	2024-25: \$1,249.56	2020-21: \$624.20
2025-25: \$2,572.89	2025-26: \$1,929.97	2025-26: \$1,287.05	2021-21: \$642.92
Feb. 1, 2026: \$2,598.62	Feb. 1, 2026: \$1,949.27	Feb. 1, 2026: \$1,299.92	Feb. 1, 2026: \$649.35
Edward Schreyer School Springfield Collegiate Inst	Beausejour Early Years Centennial School Dugald School Lac du Bonnet Senior School	Whitemouth School Anola School	Adult Ed Centres (each) Colony Schools (each) Hazelridge School

	Oakbank Elementary Powerview School Springfield Middle School		
--	---	--	--

**Swan Valley**

**Interim Vice-principal**

In schools where there is no permanent vice-principal appointment, an interim vice-principal shall be designated when the need arises. The designee shall assume the duties of the vice-principal during the absence of the principal.

When such absence extends to one full day, the designee shall be paid a per diem allowance of one half of the principal’s administrative allowance of that school.

In the event of one half day absence, the designated teacher shall be paid a per diem allowance of one quarter of the principal’s administrative allowance of that school.

**Turtle Mountain**

**Head Teacher Allowance**

A teacher designated to assume the duties of a principal in the absence of the Principal and Vice-Principal receives the following per full day:

1/N of the base administrators’ allowance, (with N being the number of days in the current school year calendar). Base administrators’ allowance refers to the administrator allowance provided to colony principals.

**Turtle River**

The Division through the Superintendent will appoint one of the staff members as Head Teacher, to act in the absence of the Principal.

Head Teachers: In the absence of the Principal a Head Teacher shall be paid a daily allowance as follows:

Number of students	Effective Fall Term 2022	Effective Fall Term 2023	Effective Fall Term 2024	Effective Fall Term 2025	Effective Feb. 1, 2026
0-49	\$23.04	\$23.68	\$24.39	\$25.12	\$25.37
50-199	\$34.57	\$35.52	\$36.59	\$37.69	\$38.06
200 or greater	\$46.08	\$47.35	\$48.77	\$50.24	\$50.74

No allowance will be paid for appointments of less than one-half day.

**Western**

**Acting principal**

Where a teacher is appointed by the superintendent to act as acting principal in the absence of the principal or where the principal and vice-principal are both absent at the same time, an allowance shall be paid to that teacher at a rate of \$25.63 in 22/23, \$26.33 in 23/24, \$27.11 in 24/25, \$27.93 in 25/26 and \$28.21 for February to June 2026 for each half day.

### **Whiteshell**

In the absence of the Principal and vice-principal for one-half day or longer, one of the staff members shall be designated as Acting Principal. The teacher so designated shall, in addition to the teacher's regular salary, be paid whichever is greater:

- i. the pro rata at the daily rate of 1/400 of the annual principal's allowance for that school or,
- ii. the amount of \$16.24, increasing to \$18.00 in September 2015.

### **Winnipeg**

#### **Allowance to a Designated Teacher During the Absence of the Principal**

- (a) During the absence of a principal for a period of at least one half day and there is no vice-principal, the assigned acting teacher as designated by the Superintendent shall be paid,  
\$21.49 per half day and \$43.02 per full day of such assignment effective the first day of the fall term 2022, and  
  
\$22.09 per half day and \$44.20 per full day of such assignment effective the first day of the fall term 2023, and  
  
\$22.75 per half day and \$45.53 per full day of such assignment effective the first day of the fall term 2024, and  
  
\$23.43 per half day and \$46.89 per full day of such assignment effective the first day of the fall term 2025, and  
  
\$23.09 per half day and \$47.36 per full day of such assignment effective the first day of February 2026.
- (b) When the absence of a principal exceeds or is expected to exceed three (3) days, a substitute teacher shall be employed to perform the designated teacher's regular classroom duties during such times that the designated teacher is acting in place of the principal.

## **APPENDIX 6 – PROFESSIONAL DEVELOPMENT PROVISIONS**

---

### **Border Land**

#### **Letter of Understanding**

The Parties herewith agree to the following provisions respecting planning and funding of professional development for Association members for the duration of the collective agreement.

1. The Division and the Association agree to establish a Joint Professional Development Committee (Joint PD Committee") that will have the following mandate:
  - 1.1 to create an annual professional development plan that balances school, divisional and individual teacher needs,
  - 1.2 to develop and administer the professional development fund, as defined herein,
  - 1.3 to plan divisional in-services and workshops,
  - 1.4 to approve expenditures for divisional in-services and workshops, school- based professional development, individual participation at conferences, workshops, training sessions, courses of study, either credit or non-credit courses, sabbaticals, full or partial, and other professional development activities that the committee deems to be appropriate.
2. The Joint PD Committee shall be comprised of the following:
  - 2.1 the superintendent and the assistant superintendent,
  - 2.2 the Association's Professional Development Committee.
3. The Division and the Association agree that the Association's Professional Development Chairperson shall chair the Joint Professional Development Committee.
4. Funding for professional development shall come from the following sources:
  - 4.1 a sum equal to the provincial base support for professional development as outlined in the Funding of Schools Program for the applicable school year,
  - 4.2 an additional sum equivalent to other Manitoba Education funding that the Border Land School Division may be authorized to assign to professional development,
  - 4.3 funding from divisional revenues that the Division may contribute to professional development, and
  - 4.4 local funding that the Association may contribute to the professional development fund.
5. The Association and the Division agree that the professional development plan and budget shall require the signatures of two signing authorities of the Division and two signing authorities of the Association.
6. The Association and the Division agree that this agreement shall be modified only by mutual agreement between the parties.

**Brandon**

The Division and the Association shall jointly administer a Professional Development Fund of a sum equal to \$150,000, funded by the Division annually.

**LETTER OF UNDERSTANDING**

**BETWEEN:**

**THE BRANDON SCHOOL DIVISION**  
(hereinafter referred to as the "Division")

- and -

**THE BRANDON TEACHERS' ASSOCIATION  
OF THE MANITOBA TEACHERS' SOCIETY**  
(hereinafter referred to as the "Association")

**PROFESSIONAL DEVELOPMENT FUND**

Whereas, Article 33 of the 2018-2022 Collective Agreement refers to a jointly administered Professional Development Fund:

NOW THEREFORE, the parties agree to the following:

1. For the balance of the Current Agreement, the Division shall provide One Hundred and Fifty Thousand (\$150,000.00) Dollars in each school year, including in the current school year, to the Association to establish a Professional Development Fund (hereinafter referred to as the "Fund"). The Division will issue the Association two (2) Seventy-Five Thousand (\$75,000) Dollar payments; the first payment will be issued by September 30<sup>th</sup> and the second by February 28<sup>th</sup> of each school year.
2. The Fund is subject to the following:
  - a. The Fund shall be administered by the Association.
  - b. No more than Ten Thousand (\$10,000) Dollars of the Division's total annual contribution to the Fund may be used towards the administration of the Fund in each school year.
  - c. Association members who sit on the BSD/BTA Joint Professional Development Fund Committee ("the Committee") shall be allowed release time in addition to Article 17.01 - Leave of Absence for Executive Duties of the Collective Agreement to attend to the administration of the Fund. The total number of Committee release days will not exceed eight (8) days in a school year. The cost associated with this release time shall be paid by the Fund.
  - d. At the end of each school year the Association will present a written report to the Division regarding the operation of the Fund. The report shall include:
    - i. Amount of money expended;
    - ii. Events attended, location of events and number of attendees;
    - iii. Fund Criteria.

Upon receipt of the report, the parties shall meet if requested by the Board to do so.

3. At the end of each year the Association shall carry forward any remaining money in the Fund. The Association agrees that the carry forward in the Fund shall not exceed Two Hundred Thousand (\$200,000) Dollars in any year. Should the Fund be in excess of the maximum allotment as of June 30<sup>th</sup>, the payment by the Division will be decreased by the excess amount in the following year, unless the Division agrees due to unforeseen or exceptional circumstances.
4. The Joint Professional Development Fund Criteria ("Criteria"), contained in a separate administrative document, will be reviewed by the Committee at the conclusion of each school year and amended as required.
5. Changes to the Criteria will be by agreement of the Brandon School Division Superintendent/CEO and the Brandon Teachers' Association President (subject to the approval of the Brandon Teachers' Association Executive and the Brandon School Division Board of Trustees).
6. The wording of this Letter of Understanding will be incorporated into Article 33 - Professional Development Fund of the next Collective Agreement, with changes as negotiated by the parties to the Division's annual contribution amounts to the Fund, as referenced in paragraph 1 above.

Date at Brandon, Manitoba this 25<sup>th</sup> day of May, 2021

Signed and agreed on behalf of  
THE BRANDON SCHOOL DIVISION

  
\_\_\_\_\_  
Linda Ross, Chairperson

  
\_\_\_\_\_  
Denis Labossiere, Secretary-Treasurer

Signed and agreed on behalf of  
THE BRANDON TEACHERS' ASSOCIATION  
OF THE MANITOBA TEACHERS' SOCIETY

  
\_\_\_\_\_  
Cale Dunbar, President

  
\_\_\_\_\_  
Alison Johnston, Secretary

**Flin Flon**

- d) The distribution of teachers' share (5/12) of the EI Wage Loss Replacement Partial Premium Reduction Plan is to provide 1/12<sup>th</sup> of the premium reduction to be included in professional development budget.

**Kelsey**

Memorandum of Agreement: The Professional Development Committee will be a Joint Division/Association Committee composed of the Superintendent, a Trustee, the Student Services Coordinator and four Association members named by the Kelsey Teachers' Association Executive.

**Lord Selkirk**

The Division shall provide \$70,000 on an annual basis to be paid into a Division- Association Professional Development Fund for the purpose of professional development of LSTA members. The following expectations shall apply:

- a) The Fund shall be administered jointly by a committee consisting of equal representation from the Division and the Association.
- b) Release time of the teacher must be approved in advance by the Principal and Superintendent or Designate. Such release is subject to a substitute being available.
- c) The annual cost of substitutes shall be deducted from the annual allocation.
- d) At the end of each school year, the Committee will present a detailed report to the Division and the Association on the use of the funds.
- e) It is understood and agreed that the allocation of professional development funds from the Division-Association Professional Development Fund account to LSTA members is to be aligned/referenced to at least one of the following four qualifying criteria/areas:
  - i) Divisional Goals
  - ii) School Goals
  - iii) Teacher Professional Learning Plan "Growth Plan/Goals"
  - iv) Teaching Assignment.
- f) Any unused financial amount will be redirected back to the Division on June 30<sup>th</sup> of each year.

#### **Louis Riel**

- A. A Personal Professional Development Fund administered jointly by the Division and the Association shall exist and the Division's annual contribution shall equal four (4) times the maximum rate of pay of Class VII.
- B. The day-to-day operations of this Fund will be administered by the Association.
- C. A reasonable sum from the Fund may be utilized by the Association for release time to support administration of the Fund.
- D. Any unused funds as of June 30th may be carried over to the next year.

#### **Park West**

##### **Letter of Understanding**

The Division and the Association agree that:

- Professional Development is driven by provincial, division, school and individual priorities.
- A review of provincial, division, school and teacher priorities in Professional Development will occur annually.
- A joint committee (one PD rep from each school, three from Major Pratt and three division reps) will annually determine the PD plan for the division. Further, the committee will determine the allocation of the PD budget (from provincial grant) to meet the needs identified.
- The joint committee will have input into the categorical grants dollars set aside to support PD.
- The committee will be responsible for planning divisional in-services and workshops.



## **Pembina Trails**

- a) The Board will establish a professional development fund by way of a separate allocation in its annual budget which will be jointly administered by the Association and Division.
- b) The Board shall make an annual allocation per fiscal year is \$530,415.
- c) The Professional Development Fund will not be an imprest fund.  

(An imprest fund is created when a cash payment is made from the central bank account of the Division into either a pool of physical cash or into a bank account separate from the Division's central bank account and which is under the control of designated teachers of the Division. Disbursements are made from the imprest fund separate from the central disbursement process as directed by the designated teachers).
- d) A Management Committee will be established to administer the Fund comprised of equal representation from the Division and the Association. The Superintendent will appoint the Division representatives on the Management Committee and the President of the Pembina Trails Teachers' Association will appoint the Association representatives. The maximum size of the Management Committee will be eight (8).
- e) Where irreconcilable differences between the parties exist with respect to the administration of the Fund, a third party shall mediate/arbitrate any difference.
- f) The Division and the Association will agree on the name(s) of a third party or parties who will be available to mediate/arbitrate any irreconcilable differences between the parties on the administration of this Fund. The decision of the third party mediator/arbitrator will be final and binding.
- g) The Professional Development Fund expenditures are for sabbaticals (full or partial), in-service training, workshops, conferences, a course or courses of study which may or may not include paid or unpaid leaves of absence, or any other professional development activity which is appropriate.
- h) The Professional Development Fund is set out in addition to any other budgeted professional development allocation for staff, including teachers, which the Board may choose to make in the course of establishing its annual budget.
- i) Any professional development activity must have as its aim and purpose to provide a benefit and furtherance to the educational activities of the Pembina Trails School Division.
- j) A Joint Professional Development Accumulated Surplus/Deficit Fund ("the Surplus/Deficit Fund") shall be established commencing with the results of the 2007/2008 Fiscal Year. For any fiscal year when the actual amount expended is less than the amount of the annual allocation adjusted by the carried forward balance in the Surplus/Deficit fund from the prior fiscal year, the unexpended amount shall be added to the Surplus/Deficit Fund. For any fiscal year when the actual amount expended is greater than the amount of the annual allocation adjusted by the carried forward balance in the Surplus/Deficit Fund from the prior fiscal year, the over expended amount shall be deducted from the Surplus/Deficit Fund. The balance in the Surplus/Deficit Fund shall be added to or deducted from the annual allocation for the subsequent fiscal year. The management Committee shall take every reasonable precaution not to over expend the amounts available to it in any fiscal year.

## **Portage la Prairie**

### **Letter of Understanding**

The Division shall provide an annual sum of \$90,996 to the PLPTA Professional Development Committee with the Committee having responsibility as to the spending of this amount. The funds are to be used for in-service training, workshops, conferences, or any other professional development activities that are appropriate and that do not conflict with Divisional activities. The Association will act fairly and reasonably in the allocation of this money.

The Division will have a permanent non-voting member on this Committee.

At the end of each school year, the Association will present a detailed report to the Board on the use of the funds. Any unused financial amount will be redirected back to the Division on June 30<sup>th</sup> of each year.

The PLPTA Professional Development Committee accounts will be subject to the Division's annual auditing process.

Release time or a teacher must be approved in advance by the Principal and submitted to the Superintendent's Department for final approval.

The PLPTA Professional Development Committee is separate and distinct from any other professional Development committee that is set up and administered by the Division.

## **Prairie Spirit**

### **Memorandum of Understanding**

1. A Professional Development Joint Committee shall be established whose goals shall be:
  - to annually review provincial, divisional, school and teacher priorities,
  - to create an annual professional development plan that balances school, divisional and individual teacher needs,
  - to determine the process by which teachers may access school and divisional PD funds,
  - to plan annual PD activities such as divisional in-services and workshops,
2. The Committee shall be comprised of the Superintendent, divisional administrators and the PSTA PD Committee and shall be chaired by the PSTA PD chairperson.

## **River East Transcona**

### **Letter of Intent**

The River East Transcona School Division (herein referred to as "the Division") and the River East Transcona Teachers' Association (herein referred to as RETTA) intend to administer jointly a Professional Development Fund (herein referred to as "the Fund") for the school year commencing the first day of the fall term 2005.

The joint administration of the Fund shall consist of, but is not limited to, determination of an administrative structure, determination of eligible professional development activities and assessment and approval of professional development expenditures.

The committee that is charged with the responsibility of administering the Professional Development Fund shall consist of three (3) representatives of the Division and three (3) representatives of RETTA and have the authority to approve professional development expenditures within the limit of the fund, which shall be \$275,000.

The Division, at its sole discretion, shall determine how the Fund is to be established within the Division's overall budget.

The Division and RETTA will administer the Fund in accordance with the Personal professional Development Fund Guidelines. These guidelines will be reviewed annually and agreed to by both parties.

## **Seine River**

Commencing the first day of each school year the Seine River School Division shall provide the following on an annual basis to the Seine River Teachers' Association to establish a Professional Development Fund for individual professional development for teachers of the division.

The amount agreed to by the parties shall be \$100,000:

The following expectations shall apply:

- The fund shall be administered by the Association's Professional Development Committee;
- Release time of the teacher must be approved in advance by the Principal. Such release is subject to a substitute being available;
- The cost of substitute shall be deducted from the annual allocation;
- At the end of each school year, the Association will present a detailed report to the Board on the use of the funds;
- The Board will consider carry forward amounts upon the submission of a formal request by the Association.

## **Seven Oaks**

### Board SOTA Professional Development Fund

1. The Board SOTA Professional Development Committee will have equal representation of SOTA members and appointed Seven Oaks School Division Board representatives.
2. The Committee shall allow tuition fees (at 1/3) to come out of the in-province portion.
3. The Fund is set at 3 times the Class VII maximum teachers' salary.
4. The administration of this fund will follow an Operational Agreement arrived at by the Board SOTA Professional Development Committee which is to be reviewed annually.
5. Funds not approved in a given budget year will be carried forward to the next.

### 14:02 - The Advisory Committee shall consist of:

1. Four Board representatives.
2. Four Teacher representatives appointed by the Association one of whom shall be the Association Vice-President.

The names of appointees shall be given to the Superintendent by the thirty-first (31<sup>st</sup>) day of October. The Association shall assume the responsibility of naming its representatives.

This Committee shall have two (2) chairpersons: one designated by the Association and one designated by the Board. They shall alternate in the chairing of the meetings of the committee.

3. The Committee shall meet monthly, or as often as found necessary.
4. The duties of this Committee shall be:
  - (a) To serve the Board in the promotion of good communications and Board-Staff relations.
  - (b) To report on problems raised for consideration by the Board, administrators, teachers; the findings to be submitted to the Board for consideration and appropriate action.
  - (c) To consider the adequacy and effectiveness of the total school program and ways and means of better meeting the needs, interests and abilities of students and teachers.
  - (d) To carry out other duties as may be assigned by the Board and the Association by mutual agreement.
  - (e) Matters currently being dealt with by the Negotiation and Evaluation Committees shall be excluded from the duties of the Advisory Committee.

## **St. James Assiniboia**

### **Professional Development**

The Division shall provide \$160,000 in each school year to the Association to establish a Professional Development Fund for individual professional development of teachers.

The Fund is subject to the following:

- (a) The Fund shall be administered by the Association.
- (b) Release time of the teacher shall be paid for by the Division and must be approved in advance by the school principal; such release time is subject to the availability of a suitable substitute.
- (c) At the end of each school year the Association will present a detailed report to the Division regarding the operation of the Fund.
- (d) At the end of each school year the Association shall carry forward any remaining money in the Fund for use in the next school year.

### **Sunrise**

The Division shall provide \$120,000 on an annual basis to be paid into a Divisional Professional Development Fund for the purpose of professional development for the teachers.

The following expectations shall apply:

- The Fund shall be administered by the Association's Professional Development Committee;
- Release time of the teacher must be approved in advance by the Principal. Such release is subject to a substitute being available;
- The actual cost of substitutes shall be deducted from the annual allocation;
- At the end of each school year, the Association will present a detailed report to the Board on the use of the funds.

### **Letter of Understanding**

Further to Article 28 of the Collective Agreement between the parties, it is understood and agreed that the allocation of Professional Development funds from the Sunrise Teachers' Association Professional Development account to its members is to be aligned/referenced to at least one of the following four qualifying criteria/areas:

- 1) Divisional Goals
- 2) School Goals
- 3) Teacher Professional Learning Plan 'Growth Plans/Goals'
- 4) Teaching assignment

All other considerations regarding the allocation of funds will be determined by the Association's Professional Development Committee.

The Division shall reimburse all approved professional development expenditures authorized by the Association.

The Division shall continue its' current practice of providing the Association with transaction reports re: Professional Development Fund.

Any unused funds as of June 30<sup>th</sup> of each year will not be accessible by the Association.

**Turtle Mountain**

The Board and MTS Local Association will establish an in-service fund each year Board contributing \$150.00 per full time teacher. This fund shall be jointly administered by the Chief Executive Officer and the Professional Development Committee of the Association.