



Collective Agreement News

Volume 17

Issue 1

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Editor: Dave Peters CAO

Grand Erie Elementary Teachers Federation

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

Preparation Time

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

Special points of interest:

- Payroll Information & pay grid
- Preparation Time
- Bargaining News
- Pay dates for 2015-2016 year
- Benefits info
(Confirmation of School Attendance for over-age dependents)

Benefits

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

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

The grid below is the grid the Board will be using to calculate salary for 2015-2016. (first pay of the 2015-2016 school year was on August 27, 2015).

Yrs	A	A1	A2	A3	A4
0	\$40,727	\$45,369	\$47,604	\$52,992	\$54,702
1	\$43,390	\$48,298	\$50,736	\$56,428	\$58,701
2	\$46,143	\$51,234	\$53,860	\$59,859	\$62,698
3	\$49,041	\$54,164	\$57,450	\$63,285	\$66,695
4	\$51,946	\$57,098	\$60,123	\$66,718	\$70,696
5	\$54,852	\$60,026	\$63,139	\$70,152	\$74,691
6	\$57,756	\$62,955	\$66,380	\$73,583	\$78,687
7	\$60,657	\$65,892	\$69,511	\$77,018	\$82,688
8	\$63,463	\$68,822	\$72,645	\$80,447	\$86,687
9	\$66,462	\$71,754	\$75,775	\$83,883	\$90,680
10	\$69,918	\$75,315	\$79,453	\$88,686	\$94,681
11	\$72,652				
12	\$75,315				
13					



2015-2016 Pay Dates

August 27
 September 10, 24
 October 8, 22
 November 5, 19
 December 3, 17, 31
 January 14, 28
 February 11, 25
 March 10, 24
 April 7, 21
 May 5, 19
 June 2, 16, 30
 July 14, 28
 August 11

Contact Info:

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Or on Outlook:
 David Peters
 Donna Howey
 Maggie Bailey



The Office: Dave, Donna, and Maggie.

Bargaining News

As you are likely aware, central bargaining is about to resume. We hope that these meetings will result in a fair agreement that will address the needs of ETFO members and result in an agreement that will improve the learning and teaching conditions in our classrooms in Ontario.

As for local bargaining, it is also hoped that both the GEETF and the GEDSB can resume bargaining that can result in a local agreement that will address some of the working condition concerns of GEETF members. At this time, there are no specific dates set for local bargaining but we have requested that the Board look at their calendar and respond. We do recognize that the Board has several bargaining units to deal with during this round of negotiations, and we will be patient, but we will do our best to impress upon the Board that the GEETF is prepared to meet as soon as possible. As we have news, we will share it with members through the Local Bargaining Bulletins.

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

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

- **Salary — check to ensure that your regular pay X 26 is what your grid salary is for September 1, 2015 - The grid for September 1, 2015 is on the previous page.**

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

Teacher A was hired full time on September 30/12 and is in Cat A4. He/She is credited with 2.9 years of experience for salary purposes (1/10 credit for each FULL month of experience).

His/Her salary would be \$66 295

- $62\ 698 [A4Yr2] + ((66\ 695 [A4Yr3] - 62\ 698 [A4Yr2]) \times 0.9)$
- $62\ 698 + (3997 \times 0.9)$
- $62\ 698 + 3597 = 66\ 295$

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



PAY STUB INFORMATION

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

EARNINGS

Regular	This amount equates to 1/26 of your annual salary before allowances - essentially this is your grid rate. Any extra degree allowance, additional responsibility allowance or administrative designate allowance will be found below the regular pay line.
EI Refund	This is an amount refunded while you are paying EI premiums
Retro	retroactive salary adjustments
DEDUCTIONS	
Donations	United Way contribution. The deduction is voluntary and occurs each pay.
Federal Tax	statutory tax deduction (as legislated)
EI	Statutory Employment Insurance deduction (as legislated) to a maximum of \$930.60 for the 2015 tax year.
CPP	Statutory Canada Pension Plan deduction (as legislated) to a maximum of \$2479.95 for the 2015 tax year.
Ee Dental	This is 10% of the premium; paid by the employee (\$2.00 per pay for single coverage for full-time teachers, \$5.65 for family coverage for full-time teachers – pro rated for part-time teachers). This deduction occurs on 24 pays. There is no deduction from the first pay for the school year (August) or the third pay in the first month when we receive three pays – December, 2015.
Ee Ext Health	This is 10% of the premium; paid by the employee (\$5.17 per pay for single coverage for full-time teachers, \$12.20 for family coverage for full-time teachers – pro rated for part-time teachers). This deduction occurs on 24 pays. There is no deduction from the first pay for the school year (August) or the third pay in the first month when we receive three pays – December, 2015.
Fed Fee	Federation fees payable to ETFO – 1.65% of gross salary; not payable in the summer.
Full Deposit	The amount deposited directly into your bank account.



Grplife	This is 10% of the premium; paid by the employee (0.215/\$1000). Coverage – two times salary. This deduction occurs on 24 pays. There is no deduction from the first pay for the school year (August) or the third pay in the first month when we receive three pays – December, 2015
Dep life	Premium for dependent life 100% paid by employee (\$3.44/ pay). This deduction occurs on 24 pays.
Grdp life	Premium for grandparented life insurance 100% paid by employee; (\$0.215/\$1000). This deduction occurs on 24 pays.
Ltd	premium for Long Term Disability insurance 100% paid by employee; 1.16% of gross salary.
Tppb	Teachers' Pension Plan deductions (as required under the TPP Act).
Humanity Fund	ETFO Humanity Fund Contribution – one time only (second pay in November).
Local Levy	Federation fee to GEETF – two contributions of \$13.00 payable the second pay in September and the second pay in February.
Oct Fee	Ontario College of Teachers annual fee – two installments - one on each of the two pays in January, 2016.

Please note the following:

There are two main sections on your pay stub (earnings and deductions), and two important columns in each section. The first column shows the amount for the pay period; the second is a cumulative total for the year to date (current tax year NOT the school year)

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

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

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

AND/OR

Call the GEETF office for assistance