

COLLECTIVE AGREEMENT

BETWEEN

ROLLING RIVER SCHOOL DIVISION
(Hereinafter referred to as "the Board")

- and -

**ROLLING RIVER TEACHERS' ASSOCIATION
OF THE MANITOBA TEACHERS' SOCIETY**
(Hereinafter referred to as "the Association")

EFFECTIVE PERIOD

JULY 1, 2005 to JUNE 30, 2010

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ARTICLE 1: PURPOSE

The Rolling River School Division and the Rolling River Teachers' Association of The Manitoba Teachers' Society agree as follows:

ARTICLE 1a: SCOPE

This Agreement shall cover a teacher holding a valid certificate or who is carrying out full time, part time or substitute teaching duties with the Division.

ARTICLE 2: EFFECTIVE PERIOD

All terms of the Agreement unless specifically excluded shall be effective as of the first day of July 2005 and shall remain in force and effect until June 30, 2010. This agreement shall renew itself automatically unless either party gives the other written notice with a view to terminate or revise this agreement no earlier than ninety (90) days before and not later than thirty (30) days before the expiration of this agreement.”

ARTICLE 3: SALARY

- 3.01 (a) 1. Effective the first day of the Fall Term 2005 salaries, shall be paid according to the following schedules:

| 2005-06 Yrs. Exp. | Net - Family Rate | | | | | | | \$892.00 |
|-------------------------|-------------------|-------------|-------------|-------------|-------------|-------------|-------------|----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 0 | \$26,697.00 | \$29,722.00 | \$32,558.00 | \$39,403.00 | \$42,262.00 | \$44,930.00 | \$47,443.00 | |
| 1 | \$27,771.00 | \$30,997.00 | \$34,195.00 | \$41,734.00 | \$44,668.00 | \$47,397.00 | \$49,970.00 | |
| 2 | \$28,842.00 | \$32,273.00 | \$35,832.00 | \$44,064.00 | \$47,074.00 | \$49,862.00 | \$52,499.00 | |
| 3 | \$29,914.00 | \$33,548.00 | \$37,470.00 | \$46,395.00 | \$49,481.00 | \$52,330.00 | \$55,026.00 | |
| 4 | \$30,987.00 | \$34,823.00 | \$39,106.00 | \$48,727.00 | \$51,886.00 | \$54,797.00 | \$57,553.00 | |
| 5 | \$32,060.00 | \$36,098.00 | \$40,743.00 | \$51,057.00 | \$54,291.00 | \$57,265.00 | \$60,082.00 | |
| 6 | \$33,131.00 | \$37,374.00 | \$42,380.00 | \$53,389.00 | \$56,698.00 | \$59,731.00 | \$62,610.00 | |
| 7 | \$34,203.00 | \$38,649.00 | \$44,017.00 | \$55,719.00 | \$59,104.00 | \$62,199.00 | \$65,138.00 | |
| 8 | \$35,277.00 | \$39,924.00 | \$45,655.00 | \$58,050.00 | \$61,511.00 | \$64,665.00 | \$67,665.00 | |
| 9 | | \$41,201.00 | \$47,297.00 | \$60,381.00 | \$63,916.00 | \$67,132.00 | \$70,194.00 | |
| 10 | | | | \$62,706.00 | \$66,317.00 | \$69,601.00 | \$72,718.00 | |

2. Effective the first day of the Fall Term 2006 salaries, shall be paid according to the following schedules:

| 2006-07 Yrs. Exp. | Net - Family Rate | | | | | | | \$850.20 |
|-------------------------|-------------------|-------------|-------------|-------------|-------------|-------------|-------------|-----------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 0 | \$27,566.80 | \$30,681.80 | \$33,603.80 | \$40,653.80 | \$43,598.80 | \$46,346.80 | \$48,934.80 | |
| 1 | \$28,672.80 | \$31,995.80 | \$35,289.80 | \$43,054.80 | \$46,076.80 | \$48,887.80 | \$51,537.80 | |
| 2 | \$29,775.80 | \$33,309.80 | \$36,975.80 | \$45,454.80 | \$48,554.80 | \$51,426.80 | \$54,142.80 | |
| 3 | \$30,879.80 | \$34,622.80 | \$38,662.80 | \$47,855.80 | \$51,033.80 | \$53,968.80 | \$56,745.80 | |
| 4 | \$31,984.80 | \$35,935.80 | \$40,347.80 | \$50,257.80 | \$53,510.80 | \$56,509.80 | \$59,347.80 | |
| 5 | \$33,090.80 | \$37,249.80 | \$42,033.80 | \$52,656.80 | \$55,987.80 | \$59,051.80 | \$61,952.80 | |
| 6 | \$34,193.80 | \$38,563.80 | \$43,719.80 | \$55,058.80 | \$58,467.80 | \$61,591.80 | \$64,556.80 | |
| 7 | \$35,297.80 | \$39,876.80 | \$45,405.80 | \$57,458.80 | \$60,945.80 | \$64,133.80 | \$67,160.80 | |
| 8 | \$36,403.80 | \$41,189.80 | \$47,092.80 | \$59,859.80 | \$63,424.80 | \$66,673.80 | \$69,763.80 | |
| 9 | | \$42,505.80 | \$48,784.80 | \$62,260.80 | \$65,901.80 | \$69,214.80 | \$72,368.80 | |
| 10 | | | | \$64,655.80 | \$68,374.80 | \$71,757.80 | \$74,967.80 | |

3. Effective the first day of the Fall Term 2007 salaries shall be paid according to the following schedules:

| 2007-08 Yrs. Exp. | Net - Family Rate | | | | | | | \$850.20 |
|-------------------------|-------------------|-------------|-------------|-------------|-------------|-------------|-------------|-----------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 0 | \$28,419.80 | \$31,627.80 | \$34,637.80 | \$41,898.80 | \$44,931.80 | \$47,762.80 | \$50,428.80 | |
| 1 | \$29,558.80 | \$32,980.80 | \$36,373.80 | \$44,371.80 | \$47,484.80 | \$50,379.80 | \$53,109.80 | |
| 2 | \$30,694.80 | \$34,334.80 | \$38,110.80 | \$46,843.80 | \$50,036.80 | \$52,994.80 | \$55,792.80 | |
| 3 | \$31,831.80 | \$35,686.80 | \$39,847.80 | \$49,316.80 | \$52,590.80 | \$55,613.80 | \$58,473.80 | |
| 4 | \$32,969.80 | \$37,039.80 | \$41,583.80 | \$51,790.80 | \$55,141.80 | \$58,230.80 | \$61,153.80 | |
| 5 | \$34,108.80 | \$38,392.80 | \$43,320.80 | \$54,261.80 | \$57,692.80 | \$60,848.80 | \$63,836.80 | |
| 6 | \$35,244.80 | \$39,745.80 | \$45,056.80 | \$56,735.80 | \$60,247.80 | \$63,464.80 | \$66,518.80 | |
| 7 | \$36,381.80 | \$41,098.80 | \$46,793.80 | \$59,207.80 | \$62,799.80 | \$66,083.80 | \$69,200.80 | |
| 8 | \$37,521.80 | \$42,450.80 | \$48,530.80 | \$61,680.80 | \$65,352.80 | \$68,699.80 | \$71,881.80 | |
| 9 | | \$43,806.80 | \$50,273.80 | \$64,153.80 | \$67,904.80 | \$71,316.80 | \$74,565.80 | |
| 10 | | | | \$66,620.80 | \$70,451.80 | \$73,935.80 | \$77,242.80 | |

4. Effective the first day of the Fall Term 2008 salaries shall be paid according to the following schedules:

| 2008-09 Yrs. Exp. | Net - Family Rate | | | | | | |
|-------------------|-------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | \$909.24 | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 0 | \$29,488.76 | \$32,792.76 | \$35,893.76 | \$43,371.76 | \$46,495.76 | \$49,411.76 | \$52,157.76 |
| 1 | \$30,661.76 | \$34,186.76 | \$37,681.76 | \$45,919.76 | \$49,125.76 | \$52,107.76 | \$54,919.76 |
| 2 | \$31,831.76 | \$35,581.76 | \$39,470.76 | \$48,465.76 | \$51,754.76 | \$54,800.76 | \$57,682.76 |
| 3 | \$33,002.76 | \$36,973.76 | \$41,259.76 | \$51,012.76 | \$54,384.76 | \$57,498.76 | \$60,444.76 |
| 4 | \$34,175.76 | \$38,367.76 | \$43,047.76 | \$53,560.76 | \$57,012.76 | \$60,193.76 | \$63,204.76 |
| 5 | \$35,348.76 | \$39,760.76 | \$44,836.76 | \$56,105.76 | \$59,639.76 | \$62,890.76 | \$65,968.76 |
| 6 | \$36,518.76 | \$41,154.76 | \$46,624.76 | \$58,654.76 | \$62,271.76 | \$65,584.76 | \$68,730.76 |
| 7 | \$37,689.76 | \$42,547.76 | \$48,413.76 | \$61,200.76 | \$64,900.76 | \$68,282.76 | \$71,493.76 |
| 8 | \$38,863.76 | \$43,940.76 | \$50,202.76 | \$63,747.76 | \$67,529.76 | \$70,977.76 | \$74,254.76 |
| 9 | | \$45,337.76 | \$51,998.76 | \$66,294.76 | \$70,158.76 | \$73,672.76 | \$77,018.76 |
| 10 | | | | \$68,835.76 | \$72,781.76 | \$76,370.76 | \$79,776.76 |

- (b) The salary schedule for 2009-10 shall be increased by 3% and \$250 on each step and will be established for those teachers participating in the MAST/MTS Dental Plan when the renewal rates are received from Blue Cross.
- (c) It shall be the responsibility of each teacher to present proof of qualifications and experience to the Professional Certification Branch, Manitoba Education, Citizenship and Youth upon initial employment or re-classification.

3.02

(a) Classification

Each teacher shall be placed on the salary schedule according to his or her classification as determined by the Professional Certification Branch, Manitoba Education, Citizenship and Youth.

(b) Reclassification

Reclassification to occur upon receipt, by the Board, of notification from the Professional Certification Branch, Manitoba Education, Citizenship and Youth.

Salaries shall be calculated according to the new classification effective the first day of the month during which notification of reclassification is received, with the exception of notification received during July or August when salaries will be adjusted in the following September.

3.03 Allowance for Previous Experience

The minimum rates indicated in the basic schedule (Article 3.01) are for teachers with less than one year of teaching experience before joining the Rolling River Division staff. For teachers with one or more year's experience the minimum rates are increased in accordance with the years of teaching experience as verified by the Professional Certification Branch, Manitoba Education, Citizenship and Youth, subject to Manitoba Regulations 195/83. The increments for past experience shall be the same as those stated in Article 3.01 above.

3.04 Annual Increments

Teachers shall receive annual increments as indicated in 3.01 above to maximum salary. The anniversary dates for increments for teachers shall be the first day of teaching month that follows the date on which the teacher completes a year of teaching experience as recognized by Manitoba Education, Citizenship and Youth.

3.05 Special Qualifications and Related Experience

A teacher assigned to a recognized Vocational Industrial Program and holding a valid special certificate for Vocational Industrial Education or special permission from the Director of Teacher Certification to teach a recognized Vocational Industrial program shall be paid one (1) increment for every year of recognized trade experience in the areas of Vocational Industrial Education in which he/she is teaching, up to a maximum of eight (8) increments.

3.06 Payment of Salaries

All salaries shall be paid in ten (10) payments on the last Friday of each month, except in the months of March, June and December when payment shall be made on the last teaching day of the month.

3.07 Administrative Allowance

(a) Principals of one room schools and any new principals of colony schools shall be paid an administrative allowance as follows:

| | |
|----------|---|
| \$768.00 | effective the first day of the Fall Term 2005 |
| \$791.00 | effective the first day of the Fall Term 2006 |
| \$815.00 | effective the first day of the Fall Term 2007 |
| \$839.00 | effective the first day of the Fall Term 2008 |
| \$864.00 | effective the first day of the Fall Term 2009 |

(b) Principals presently employed in two room colony schools shall be paid an administrative allowance as follows:

| | |
|------------|---|
| \$3,700.00 | effective the first day of the Fall Term 2005 |
| \$3,811.00 | effective the first day of the Fall Term 2006 |
| \$3,925.00 | effective the first day of the Fall Term 2007 |
| \$4,043.00 | effective the first day of the Fall Term 2008 |
| \$4,164.00 | effective the first day of the Fall Term 2009 |

(c) Principals of all other schools shall be paid an administrative allowance as follows:

| | |
|------------|--|
| \$4,773.00 | effective the first day of the Fall Term of 2005 |
| \$4,916.00 | effective the first day of the Fall Term of 2006 |
| \$5,063.00 | effective the first day of the Fall Term of 2007 |
| \$5,215.00 | effective the first day of the Fall Term of 2008 |
| \$5,371.00 | effective the first day of the Fall Term of 2009 |

Plus the following allowance for every teacher in excess of five (5):

| | |
|-----------|--|
| \$600.00 | for every teacher in excess of five (5) to a maximum of \$16,105.00 effective the first day of the Fall Term of 2005 |
| \$618.00 | for every teacher in excess of five (5) to a maximum of \$16,588.00 effective the first day of the Fall Term of 2006 |
| \$637.00 | for every teacher in excess of five (5) to a maximum of \$17,086.00 effective the first day of the Fall Term of 2007 |
| \$656.00 | for every teacher in excess of five (5) to a maximum of \$17,599.00 effective the first day of the Fall Term of 2008 |
| \$676 .00 | for every teacher in excess of five (5) to a maximum of \$18,127.00 effective the first day of the Fall Term of 2009 |

A principal shall not be classified as a teacher for this calculation.

(d) Vice-Principals shall receive one half of what he/she would receive as principal of that school.

3.08 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 \$20 or 1/2 of the regular principal's daily administrative allowance for each day or part day of such appointment, whichever is greater.

3.09 Clinics, Workshops, Conferences, etc.

The Board agrees to pay all reasonable expenses for all workshops and conferences that the Board or Superintendent or designate requires a teacher to attend. Regular Division In-service and Orientation Sessions are excluded from this article.

3.10 Special Remuneration for Support Services (Coordinators, Supervisors, Directors, etc.)

- (a) Any special remuneration for those who are designated as support services, shall be negotiated with the Rolling River Association of The Manitoba Teachers' Society.
- (b) The Board may appoint Support Services Personnel where they are deemed necessary and additional salary shall be paid according to the following scale:

\$5,558.00 effective the first day of the Fall Term 2005

Effective the first day of the Fall Term 2006 the following shall apply:

| | |
|------------|------------|
| Year One | \$5,796.00 |
| Year Two | \$6,441.00 |
| Year Three | \$7,155.00 |
| Year Four | \$7,950.00 |

Effective the first day of the Fall Term 2007 the following shall apply:

| | |
|------------|------------|
| Year One | \$5,970.00 |
| Year Two | \$6,634.00 |
| Year Three | \$7,370.00 |
| Year Four | \$8,189.00 |

Effective the first day of the Fall Term 2008 the following shall apply:

| | |
|------------|------------|
| Year One | \$6,149.00 |
| Year Two | \$6,833.00 |
| Year Three | \$7,591.00 |
| Year Four | \$8,435.00 |

Effective the first day of the Fall Term 2009 the following shall apply:

| | |
|------------|------------|
| Year One | \$6,333.00 |
| Year Two | \$7,038.00 |
| Year Three | \$7,819.00 |
| Year Four | \$8,688.00 |

3.11 Interest on Back Pay

The Board shall pay interest on net retroactive pay to all employees covered by this Agreement at the lesser of 10% per annum or the average cost of borrowing to the Division for the 12 month period preceding the calculation date, and the interest shall be paid for the period from the expiry of the collective agreement until the monies become due and payable.

3.12 Payroll Savings Plan

Where requested by a teacher the Board shall deduct from the teacher's monthly salary an amount and deposit said amount in the Payroll Savings Plan, administered by the Minnedosa Credit Union Ltd., according to the following provisions:

- (a) that each teacher requesting such deduction inform the Secretary-Treasurer between September 1 and September 15 of the constant amount to be deducted from each monthly cheque during the school year.
- (b) that the Board submit to the said Payroll Savings Plan the total amounts deducted each month during the school year.

ARTICLE 4: SUBSTITUTE TEACHERS

4.01 Any changes to the article shall be made effective Date of Signing.

4.02 Substitute teacher means a teacher employed on a day-to-day basis.

4.03 Substitution days cannot be accumulated from one assignment to another.

4.04 Substitute teachers shall not be eligible for wages, benefits or rights under this collective agreement except as may be specifically covered in this article.

4.05 In addition to Article 4, the following Articles of the Collective Agreement apply to substitute teachers:

| | |
|------------------|---|
| Article 1 | Purpose |
| Article 1 (a) | Scope |
| Article 2 | Effective Period |
| Article 3.01 | Basic Salary Schedule [as it relates to 4.07 (b)] |
| Article 3.02 (a) | Classification |
| Article 3.02 (b) | Reclassification |
| Article 3.03 | Allowance for Previous Experience |

| | |
|-------------------------|---|
| Article 3.05 | Special Qualifications |
| Article 3.06 | Payment of Salary |
| Article 3.09 | Clinics, Workshops, Conferences |
| Article 6 | MTS Membership |
| Article 8 | Duty Free Noon Hour |
| Article 10 | Complaints Concerning Teachers |
| Article 11 | Discipline |
| Article 17 | Content, Meaning, Application or Violation of the Agreement |
| Letter of Understanding | Record of Employment |

- 4.06** A substitute teacher shall be allowed one (1) day of Sick Leave with pay for each nine (9) consecutive days taught in an assignment. Sick Leave days shall not accumulate from assignment to assignment. The use of a Sick Leave day with pay shall not constitute an interruption of consecutive days of substitute teaching in an assignment. Assignment shall mean consecutive teaching days in one (1) position.
- 4.07**
- (a) Short-term substitute teachers (1 to 5 days) shall be paid at the rate of \$121.54 per day, which includes vacation pay. Effective the first day of the Fall Term 2009, short term substitute teachers (1 to 5 days) shall be paid at the rate of \$125.19 per day, which includes vacation pay.
 - (b) A substitute teacher who, in the judgment of the Principal adequately fulfills the duties of a regular teacher for a continuous period exceeding five (5) consecutive school days shall be paid on a retroactive basis at the rate on salary schedule commensurate with his or her qualifications and experience.
- 4.08** A substitute who is called for a teaching assignment, who reports, and who finds that his or her services are not required shall be paid a half-day's pay for reporting to work.
- 4.09** The only matters which may be grieved under Article 17: Content, Meaning, Application or Violation of the Agreement by a substitute teacher or the Association on behalf of a substitute teacher are the provisions of this Article, and the substantive rights and obligations of employment-related and human rights statutes to the extent that they are incorporated into this collective agreement.
- 4.10** Manitoba Teachers' Society and Rolling River Teachers' Association fees shall be deducted and remitted from a substitute's pay monthly. These fees shall be prorated on the basis of the number of days worked in a given month.

The Association shall indemnify and save harmless the 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 Manitoba Teachers' Society fees or Rolling River Teachers' Association fees.

ARTICLE 5: PART-TIME TEACHERS

- (a) A teacher employed on a part-time basis shall be paid that fraction of the applicable salary rate proportionate to the contracted fraction for which he or she is employed.
- (b) At initial placement, the applicable rate shall be the annual rate appropriate to the teacher's experience and classification as described in Article 3.02(a) Classification.
- (c) For the purpose of Article 12: Lay-Off, a part-time teacher shall accrue seniority based on his or her length of continuous employment with the board, commencing with the date of his or her most recent hiring.

ARTICLE 6: MANITOBA TEACHERS' SOCIETY MEMBERSHIP

6.01 Compulsory Membership

Effective the opening day of the Fall Term 1968 membership in The Manitoba Teachers' Society will become a condition of initial employment and continuing employment for a full time teacher not already employed in the Rolling River School Division.

6.02 Professional Fees

The teachers' annual Divisional Association fees shall be deducted in ten (10) equal monthly installments between the months of September and June. The Secretary-Treasurer of the Association shall notify the Secretary-Treasurer of the Division as to the amount of dues per teacher to be deducted and the person on the executive of the Association to whom the sum of dues are to be remitted. The teachers' annual professional fees to The Manitoba Teachers' Society shall be deducted in ten (10) equal installments in accordance with the current scale of fees and shall be remitted to The Manitoba Teachers' Society at the end of each month.

ARTICLE 7: LEAVE OF ABSENCE

7.01 Association Leave

- (a) A teacher being a member of The Manitoba Teachers' Society Executive Committee or any branch thereof or of any special committee or any branch thereof, and being authorized by the Executive Committee of the Society in a matter of society business requiring absence from school, shall have the right to attend such meeting or to act as such representative or delegate shall be excused from school duties on not more than a total of five teaching days in any school year.
- (b) A teacher who is serving as president of the local association of the Manitoba Teachers' Society shall be excused from school duties up to 1/6 time. A substitute teacher satisfactory to the Board shall be provided. The cost of the president's salary and benefits shall be borne by the Association. The number of teaching days so excused may be extended if the Manitoba Teachers' Society member makes a request for an extension to the Superintendent. The reasons for the extension shall be included in any such request and any such request shall not be unreasonably denied. In all cases the teacher shall notify the Superintendent's office five (5) teaching days prior to taking such leave. In emergency cases the five (5) days notice may be waived by mutual consent.

7.02 Post Secondary Examination Leave

In the case of a teacher requiring a day from teaching duties for the purpose of writing examinations on subjects required to raise teaching qualifications, such teacher shall provide a substitute teacher, satisfactory to the Board. The substitute's salary shall be deducted from the teacher and the substitute will be paid by the Board.

7.03 General Leave

(a) Short-Term

A teacher may be granted a leave of absence with or without pay for personal reasons with the approval of the Superintendent.

(b) Long-Term

A teacher may be granted, upon request, leave of absence without pay, subject to the following conditions:

1. All applications for such leave shall be submitted to the Board prior to April 1st of the year in which leave is to be granted.
2. A teacher granted leave of absence shall be regarded as still on staff and this leave shall not constitute a break in tenure.
3. Teachers engaged in educational duties during this leave of absence shall accrue increments during that period as outlined in Article 3.01, provided this experience is recognized by Manitoba Education, Citizenship and Youth for grant purposes.
4. A teacher, after leave, shall return to a salary in accordance with the current collective agreement.
5. The final decision on granting leave of absence shall rest with a committee composed of three (3) members of the School Board and two (2) members of the Teachers' Association.

7.04

Sabbatical Leave

- (a) The Board may, upon request, grant Sabbatical Leave to members of the teaching staff.
- (b) Sabbatical Leave may, upon request, be granted to a maximum of one teacher for every one hundred (100) teaching staff, or fraction thereof.
- (c) Where all other considerations are very nearly equal, seniority shall be the basis for awarding Sabbatical Leave.
- (d) All applications must be submitted not later than February 1st of the year in which consideration is asked.
- (e) Remuneration while on Sabbatical Leave shall be two-thirds (2/3rds) of the basic salary received by the teacher in the year completed before leave is granted.
- (f) Sabbatical Leave will be granted for further study. The merit of the particular program chosen should be set forth by the teacher applying in a letter to the Board.
- (g) Sabbatical Leave will be granted or rejected by a joint Committee of the Board and the Manitoba Teachers' Society Association. Such committee will be composed of three (3)

Board members appointed by the Board and two (2) Association members appointed by the Association President.

- (h) Payment of the award shall be made on a monthly basis in the same manner as it is presently for teachers on staff. Payment of the award will be made with the provisions that the teacher shall return to the Division. If the teacher desires to seek employment elsewhere, he or she shall repay the amount received as set out below.
1. If not returning - full payment.
 2. If returning for one year only - 50% repayment.

If a teacher fails to return after sabbatical, full repayment shall be made on or before September 1st of the year that the teacher would normally resume work in the Division.

7.05 Sick Leave

- (a) When a teacher is absent from work because of sickness, he/she shall be entitled to sick leave during such absence and to be paid his/her salary during this leave. Subject to subsection (b) of this Article, the leave shall not exceed twenty (20) teaching days in any school year.
- (b) Where the employment of a teacher is continued for more than one (1) year, the unused portion of the sick leave in any year(s) shall be carried forward and accumulated from year to year to a maximum of one hundred, twenty (120) days. Effective the first day of the Fall Term 2009, the unused portion of the sick leave in any year(s) shall be carried forward and accumulated from year to year to a maximum of one hundred, twenty-five (125) days.
- (c) Should the Division become eligible for a reduction in premium under the Unemployment Insurance Act, the teachers' five-twelfth (5/12) share of the premium reduction will be remitted twice yearly, at the conclusion of the Spring and Fall Terms, to the Treasurer of the Association.
- (d) A teacher may be required to furnish a medical certificate when requested by the division.

7:06 Personal Leave

Teachers shall be granted two (2) days personal leave per school year at no cost to the teacher. This leave is contingent on the Division providing a replacement teacher. Prior notification must be submitted

in writing to the teacher's principal for Personal Leave except in emergency situations where the written notification may be submitted after the use of Personal Leave. Said leave is on a first come first served basis and each day must be taken in its entirety. No more than two teachers per school shall be granted said leave at the same time on a staff of ten or more teachers. A staff having less than ten teachers shall only be entitled to one personal leave at the same time. This leave shall not be used to extend Christmas or summer break. Personal Leave cannot be accumulated from year to year.

7:07 Jury Duty

A teacher who is required to serve on a jury shall receive regular pay during that period. The teacher shall refund to the School Division any payment received for jury duty.

7:08 Parenting Leave

Leaves for maternity or adoptive purposes shall be in accordance with the Employment Standards Code of the Province of Manitoba.

- (a) A teacher taking maternity leave pursuant to this article shall be entitled to receive pay for the period of leave up to seventeen (17) weeks in the amount of ninety percent (90%) of the salary being received at the time leave was taken, this pay to include any benefits received from Human Resources Development Canada to a Supplemental Unemployment Benefits (SUB) Plan. The implementation of this clause is subject to the successful arrangement of a Supplemental Unemployment Benefits (SUB) Plan with Human Resources Development Canada.
- (b) In respect of the period of maternity leave, payments made according to the SUB plan will consist of the following:
 - 1. For the first two (2) weeks, payment equivalent to ninety percent (90%) of her gross salary, and
 - 2. Up to fifteen (15) additional weeks payment equivalent to the difference between the Employment Insurance benefit the employee is eligible to receive and ninety percent (90%) of her gross salary.
- (c) A teacher taking adoptive leave and effective June 1, 2007 a teacher taking parental leave pursuant to this article shall be entitled to receive pay for the period of leave up to ten (10) weeks in the amount of ninety percent (90%) of the salary being received at the time leave was taken, this pay to include any benefits received from Human Resources Development Canada to a Supplemental Unemployment Benefits (SUB) Plan. The

implementation of this clause is subject to the successful arrangement of a Supplemental Unemployment Benefits (SUB) Plan with Human Resources Development Canada.

- (d) In respect of the period of adoptive leave/parental, payments made according to the SUB Plan will consist of the following:
1. For the first two weeks, payment equivalent to ninety percent (90%) of gross salary, and
 2. Up to eight (8) weeks payment equivalent to the difference between the Employment Insurance benefit of the employee is eligible to receive ninety percent (90%) of gross salary.

ARTICLE 8: DUTY FREE NOON HOUR

Effective June 30, 2003:

Except in cases of emergency or unforeseen similar circumstances, every teacher shall be entitled to an uninterrupted meal period equal to five (5) minutes less than the students' mid-day intermission of the school in which the teacher is employed, to a maximum of fifty-five (55) minutes.

Designated professional staff will be on call during this meal period to deal with discipline, parent inquiries and the problems normally under the jurisdiction of a teacher.

ARTICLE 9: TRANSFERS

The Association recognizes the right of the Division to transfer teachers employed by the Division to schools under the jurisdiction of the Division.

The Division shall exercise its discretion to transfer in a manner which is fair and reasonable. The Division shall consult with teachers who are being involuntarily transferred prior to making a final decision.

In making transfer decisions the Division shall consider the educational needs of the students, the administrative needs of the Division and those concerns raised by the teacher prior to making a decision. However, the Division shall be guided by the educational needs of the students and the administrative needs of the Division.

Any teacher who is given notice of transfer after May 31st shall be given specifics as to location and teaching assignment. If the teacher wishes to resign

before June 30th of that year, the Division will accept the resignation provided it is offered in writing within fourteen days of the notice of transfer.

The Division shall pay for all reasonable expenses incurred, to a maximum of \$1,000.00, in the transfer of household and personal effects of the teachers who on the initiation of the Division is transferred by the Division to a different school within the Division.

Before June 30th in any given year, the Division shall send a list of all teachers that have been transferred, the reasons for the transfer and the replaced teacher, to the Association President.

ARTICLE 10: COMPLAINTS CONCERNING TEACHERS

It is agreed that before the Board formally considers any complaints concerning a teacher's professional ability, the complaints must be made in writing by the complainant to the Board and this teacher must be advised of the contents of the complaint before any action whatsoever is taken by the Board against the teacher and the teacher must be given opportunity to refute such charges either personally or through agent or counsel.

If the Board does not take action on one or any complaint, the complaint shall be destroyed immediately.

ARTICLE 11: DISCIPLINE

The imposition of discipline without just cause by the Division or any agent thereof in the form of written warning(s) and/or suspension(s) with or without pay shall be subject to the following provisions:

- (a) Where the Division or person(s) acting on behalf of the Division so disciplines a teacher covered by this Collective Agreement and where the affected person is not satisfied that the discipline is for just cause, the Division's action shall be deemed to be a difference between the parties to or persons bound by this Collective Agreement under Article 17: Content Meaning Application or Violation of the Agreement.
- (b) When such a difference is referred to a Board of Arbitration under Article 17 the Board of Arbitration shall have the power to:
 - 1. uphold the discipline
 - 2. rescind the discipline

3. vary or modify the discipline
 4. order the board to pay all or part of any loss of pay and/or benefits in respect of the discipline
 5. do one or more of the things set out in sub-clause (1), (2), (3) and (4) above.
- (c) The written warning(s) shall not include Performance Evaluations done pursuant to Board Policy and any regulations and amendments thereto (hereinafter referred to as the policy), except where the implementation of said policy against a teacher covered by this Collective Agreement is for the purpose of disciplining said teacher.
- (d) The Association agrees that the Division has the right to suspend a teacher with or without pay for just cause.

ARTICLE 12: LAY-OFF PROVISIONS

- (a)
1. The Board shall provide the Association with a seniority list containing the names of all tenured teachers employed by the Division and the Board 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 protest in writing any alleged omission or incorrect listing to the Board. The seniority list as provided or amended must be certified prior to March 7th in each year by both the Association and the Board in writing to be correct.
 2. When it is determined by the Board that a lay-off is necessary and where natural attrition, transfers, sabbaticals and leaves of absence do not effect the necessary reduction in staff then lay-offs shall take place in the manner hereinafter set forth.
- (b) Notwithstanding the foregoing, the Board shall have the right to disregard the length of service of any teacher in the event of a lay-off if such teacher does not have the necessary training, academic qualifications and experience for a specific training assignment.
- (c) Seniority for the purposes of this Agreement is defined to mean the length of continuous teaching experience beginning with the first day of teaching thereafter with the Division.

- (d) Where the teachers have the same length of continuous teaching experience, the order of the seniority list shall be determined on the basis of the total length of employment with the Division.
- (e) Where teachers have the same seniority as defined in (c) and (d), the order of seniority shall be determined on the basis of total recognized teaching experience in Manitoba.
- (f) Where teachers have the same seniority as defined in (c), (d) and (e), the order of seniority shall be determined on the basis of total teaching experience recognized by the Province of Manitoba for classification purposes.
- (g) If the length of teaching experience as defined in (c), (d), (e) and (f) is equal, the teacher to be declared surplus shall be determined by the Board.
- (h) A teacher will retain and accrue seniority if absent from work because of:
 - 1. illness or accident up to the maximum days accumulated under the provisions of the Collective Agreement;
 - 2. a leave of absence up to thirty (30) calendar days;
 - 3. sabbatical leave;
 - 4. maternity leave under the provisions of the Employment Standards Code.
- (i) A teacher shall retain but not accrue seniority if the teacher is:
 - 1. on leave of absence in excess of thirty (30) calendar days;
 - 2. laid-off for a period of time less than that set out in (j) (4) hereof;
 - 3. will be absent because of illness or accident for more than the maximum number of days accumulated under the provisions of the Collective Agreement;
 - 4. absent because the Division has granted more maternity leave than required by the Employment Standards Code.
- (j) Without limiting the generality of the foregoing, a teacher shall lose seniority and the rights to further consideration for employment for any of the following reasons:

1. the teacher resigns;
2. the teacher is employed by another school division as a full time teacher on a form 2, or equivalent full time contract, approved by the Minister; except those teachers who are employed full time on such a contract for a limited term not to exceed one year;
3. the teacher fails to return to work after the termination of any leave granted by the Board;
4. the teacher is not re-employed within one (1) calendar year after September 30th following the date of lay-off;
5. the teacher's contract is terminated for cause;
6. any teacher on the re-employment list who refuses to accept a position for which the teacher has the necessary training, academic qualifications, and ability to perform the work in the positions offered shall forfeit all right of seniority and re-employment subject to the exception contained in (j) (2) hereof. In circumstances as outlined in (j) (2), any teacher who refuses to accept employment shall forfeit all claims to the position offered.

(k) Definitions

1. Training: Instruction received as preparation for the profession of teaching which leads to the development of a particular skill or proficiency with respect to a particular subject or subjects.
2. Academic Qualification: Refer to the classification in which the teacher is placed by the Professional Certification Branch of Manitoba, Education, Citizenship and Youth.
3. Experience: The practical application of the training over a period of time with respect to the particular subject or subjects.

(l) In the event of a lay-off, the Board shall meet with the Executive of the Association to discuss the implications of the lay-off and shall provide the Association with a list of teachers to be laid-off.

(m) Notice of lay-off and a copy of this Article shall be given to the teacher by registered mail no later than the first day of May of the school year. The teacher, within ten (10) calendar days of receiving notice of lay-off, shall indicate, in writing, his/her wish

to be placed on the re-employment list. Notwithstanding anything else in this Collective Agreement, failure to respond within the time limit specified in this clause shall relieve the onus on the Division for that teacher's placement on the re-employment list.

- (n) If after lay-offs have occurred and for a period of one calendar year after the 30th day of September following the date of lay-off, teachers who have been laid-off and have given written notice that they wish to be recalled shall be offered the position first, when positions become available and provided such teachers have the necessary training, academic qualifications and experience for the positions available. Seniority with the Board will be used to determine the order in which laid-off teachers are offered the available positions provided that the said teachers have the necessary training, academic qualifications and experience.
- (o) It shall be the responsibility of the teacher to report an address to which a recall notice can be delivered. Recall notices will be delivered by registered mail to the last reported address given by the teacher and a teacher who is recalled from lay-off shall be required to indicate, notwithstanding any other time limits in this Collective Agreement, within six (6) working days of the registered letter being sent, his/her intent to return to work shall be required to return to work on the date set out in the notice which date shall not be less than fourteen (14) calendar days following such notification, unless by mutual agreement.
- (p) A teacher's accumulated sick leave credit shall not be affected if the teacher is recalled as provided in (n) above.
- (q) If the Board terminates the contract of a teacher because that teacher is surplus, the Board shall, at the request of the teacher, provide him/her with a letter to this office.
- (r) Notwithstanding any other provision of this article, the foregoing lay-off provisions shall not apply to teachers continuously employed under one contract with the Division for only one (1) year or to teachers employed for a specific term where during that term the teachers employed on the express written understanding that such teacher will not after the completion of such term be employed by the Division.

ARTICLE 13: GROUP INSURANCE

- (a) The Board will administer the Manitoba Public School Employees' Group Life Insurance Plan #50561-G according to the terms and conditions of the Master policy of the said plan.
- (b) Unless otherwise excluded, the teacher's share of the annual premiums shall be deducted in equal amounts from each salary cheque for all participants in the plan.
- (c) All teachers coming on staff after the effective date of the implementation of the plan in the Division shall be required to participate in the plan, unless granted exclusion by the Trustees of the Manitoba Public Schools Employees' Group Life Insurance Plan.

ARTICLE 14: DENTAL INSURANCE

- (a) Effective September 1, 1990, the Division will participate in the administration of the MAST/MTS Dental Plan in accordance with the terms and conditions of the agreement entered into by the Division and the Association.
- (b) The cost of the MAST/MTS Dental Plan will be paid by the Division in accordance with the terms and conditions of the Dental Plan Agreement.
- (c) All teachers covered by this collective agreement that are eligible under the terms of the MAST/MTS Dental Plan shall be required to participate in the MAST/MTS Dental Plan.

ARTICLE 15: LONG TERM DISABILITY PLAN

The Board shall administer The Manitoba Teachers' Society Long Term Disability Plan No. 51155 for participating teachers in accordance with the Memorandum of Agreement dated August 29, 2002.

The premium for the plan shall be paid by each teacher participating in the plan and shall be deducted monthly from salary and timely remitted to the plan.

ARTICLE 16: EXTRA CURRICULAR ACTIVITIES

- (a) The parties acknowledge the importance of extra-curricular activities as an integral part of each student's educational experience.
- (b) An eligible extra-curricular activity is an activity which has received prior approval from the school principal.
- (c) Teachers authorized to engage in approved extra-curricular activities shall be reimbursed for their proven reasonable and actual out-of-pocket expenses.
- (d) A teacher will be entitled to a paid leave of absence of one day per every fifty (50) hours of eligible extra-curricular duties during a school year up to a maximum of two (2) days of leave. These days may be carried over to December 31st of the next school year.
- (e) Extra curricular days will be earned on a pro-rated basis for part time teachers.

ARTICLE 17: CONTENT MEANING APPLICATION OR VIOLATION OF THE AGREEMENT

Any difference between the parties to, or persons bound by this Agreement or whose behalf it was entered into, concerning its content meaning, application or violation which is not settled to the satisfaction of the parties within ten (10) days from the date when the Association takes up the matter with the Board or the Board notifies the Division Association in writing of its desire to have the difference negotiated shall, upon written request of either party, be submitted to an Arbitration Board, consisting of three members.

Each of the parties of the dispute shall, within seven (7) days of the date of the request for the arbitration appoint an arbitrator and shall notify the other party of the appointment. These two arbitrators within a further period of seven (7) days after their appointment shall meet and select a chairman mutually satisfactory to both. Should the two arbitrators fail to agree upon a chairman within the required seven (7) days either party may request the Manitoba Labour Board to make the appointment. Except as herein provided the Labour Relations Act shall apply.

ARTICLE 18: TERM CONTRACTS

Any teacher who has been employed on a limited Term-Teacher General Contract for one or more successive school years and then is assigned a

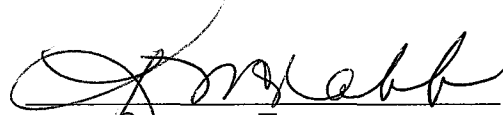
regular Teacher General Contract shall be deemed to have been continuously employed on a Teacher General Contract since the commencement of his/her duties with the Division with respect to all benefits such as, but not limited to, accumulated seniority and sick leave.

SIGNED and DATED at Minnedosa, in the Province of Manitoba, this 20 day of October, 2008.

ROLLING RIVER SCHOOL DIVISION

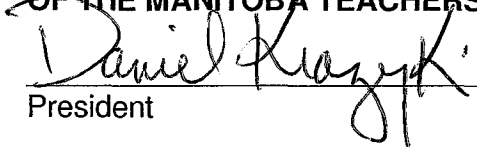


Chairperson, Board of Trustees

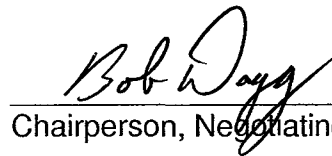


Secretary-Treasurer

**ROLLING RIVER TEACHERS' ASSOCIATION
OF THE MANITOBA TEACHERS' SOCIETY**



President



Chairperson, Negotiating Committee

MEMORANDUM OF AGREEMENT

BETWEEN:

ROLLING RIVER SCHOOL DIVISION
(hereinafter referred to as the "Division")

- and -

**ROLLING RIVER TEACHERS' ASSOCIATION OF
THE MANITOBA TEACHERS' SOCIETY**
(hereinafter referred to as the "Association")

It is hereby understood and agreed that, for the purposes of the application of Article 15 of the collective agreement between the Rolling River School Division and the Rolling River Teachers' Association of The Manitoba Teachers' Society, the term "administration" means:

1. the deduction of premiums in accordance with the plan and the collective agreement;
2. maintaining records of the teachers who are and are not insured, including maintaining files of application cards, late applicants, teachers whose coverage was rejected on late application, beneficiary designations, and teachers whose coverage has terminated on leaving the division/district;
3. completing a premium statement to accompany premium remittances;
4. completing and submitting the Employer Claim Submission for claimants;
5. distributing plan information to teachers from time to time.

It is further agreed that it is desirable to advise the Disability Plan of The Manitoba Teachers' Society when an insured teacher has been absent from work on account of sickness or disability for more than 10 consecutive working days and where the sickness or disability may result in the filing of a claim for benefits.

The Manitoba Teachers' Society will include school division/district teachers as additional named insured under the Society's Comprehensive General Liability Policy in respect to the administration of teacher benefit programs for persons

enrolled in Society policy holders insurance plans and, on request, provide the division/district with evidence thereof.

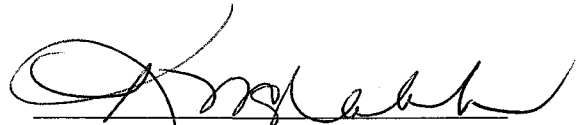
It is further understood and agreed that, except as may be expressly provided in the Collective Agreement to the contrary, that the Division's/District's only expenses in respect to the Long Term Disability plan shall be those ancillary to and arising out of the aforesaid administration of the plan.

SIGNED and DATED at Minnedosa in the Province of Manitoba this 20 day of October, 2008.

ROLLING RIVER SCHOOL DIVISION

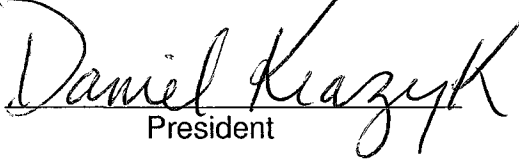


Chairperson, Board of Trustees

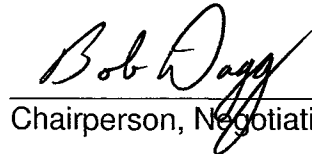


Secretary-Treasurer

**ROLLING RIVER TEACHERS' ASSOCIATION
OF THE MANITOBA TEACHERS' SOCIETY**



President



Chairperson, Negotiating Committee

LETTER OF AGREEMENT

WHEREAS effective January 1, 1997 **Human Resources Development Canada** requires hours of work to be recorded on **Records of Employment**; and

WHEREAS for those employee groups for whom there are no pre-determined hours of work **Human Resources Development Canada** requires that an agreement be reached between the employer and the employee group as to what hours of work will be recorded on Records of Employment;

IT IS HEREBY AGREED between the School Division/District and the Association:


1. The hours of work of full-time teachers to be recorded on Records of Employment will be 45.5 hours per week for 40 weeks per school year.
2. The hours of work of part-time teachers to be recorded on Records of Employment will be the same per cent of 45.5 hours per week that their per cent of employment is of full-time.
3. The hours of work of substitute teachers to be recorded on Records of Employment will be 9.1 hours per day of employment as a substitute teacher.

IT IS FURTHER AGREED that this agreement is solely for the purpose of completing **Records of Employment** for **Employment Insurance** and is not to be used for any other purpose whatsoever or submitted as a document to any proceedings or in relation to any matter not related to **Employment Insurance**.


SIGNED and DATED at Minnedosa in the Province of Manitoba this

20 day of October, 2008.

ROLLING RIVER SCHOOL DIVISION

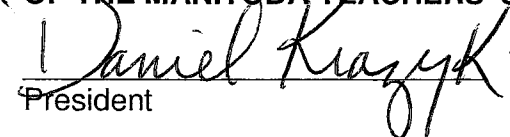


Chairperson, Board of Trustees



Secretary-Treasurer

**ROLLING RIVER TEACHERS' ASSOCIATION
OF THE MANITOBA TEACHERS' SOCIETY**



President



Chairperson, Negotiating Committee

THIS AUXILIARY AGREEMENT made as of the ____ day of _____, 200_

BETWEEN:

ROLLING RIVER SCHOOL DIVISION

(hereinafter referred to as the "Division")

and

**ROLLING RIVER TEACHERS' ASSOCIATION OF
THE MANITOBA TEACHERS' SOCIETY,**
(hereinafter referred to as the "Association")

WHEREAS pursuant to a certain collective agreement dated July 1, 2005, the Division has agreed to participate in a number of insurance programs, including:

- The Manitoba Public School Employees Group Life Insurance Plan;
- The MAST/MTS Dental Plan; and
- The MTS Extended Health plan.

The Division has agreed to participate in these plans subject to the terms of administration and cost sharing, as determined by the conditions of entry stipulated by each individual plan.

WHEREAS the Division recognizes that not all teachers will be eligible for coverage under these plans by virtue of their administration and underwriting rules, the Division and the Association have agreed that certain Teachers will be paid according to the annual rate of pay for the 2005 to 2010 school years which follows:

| 2005-06 | | | | | | | |
|---------------|----------|----------|----------|----------|----------|----------|----------|
| Years of Exp. | CLASS | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 0 | \$27,589 | \$30,614 | \$33,450 | \$40,295 | \$43,154 | \$45,822 | \$48,335 |
| 1 | \$28,663 | \$31,889 | \$35,087 | \$42,626 | \$45,560 | \$48,289 | \$50,862 |
| 2 | \$29,734 | \$33,165 | \$36,724 | \$44,956 | \$47,966 | \$50,754 | \$53,391 |
| 3 | \$30,806 | \$34,440 | \$38,362 | \$47,287 | \$50,373 | \$53,222 | \$55,918 |
| 4 | \$31,879 | \$35,715 | \$39,998 | \$49,619 | \$52,778 | \$55,689 | \$58,445 |
| 5 | \$32,952 | \$36,990 | \$41,635 | \$51,949 | \$55,183 | \$58,157 | \$60,974 |
| 6 | \$34,023 | \$38,266 | \$43,272 | \$54,281 | \$57,590 | \$60,623 | \$63,502 |
| 7 | \$35,095 | \$39,541 | \$44,909 | \$56,611 | \$59,996 | \$63,091 | \$66,030 |
| 8 | \$36,169 | \$40,816 | \$46,547 | \$58,942 | \$62,403 | \$65,557 | \$68,557 |
| 9 | | \$42,093 | \$48,189 | \$61,273 | \$64,808 | \$68,024 | \$71,086 |
| 10 | | | | \$63,598 | \$67,209 | \$70,493 | \$73,610 |

| 2006-07 | | | | | | | |
|---------------|----------|----------|----------|----------|----------|----------|----------|
| Years of Exp. | CLASS | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 0 | \$28,417 | \$31,532 | \$34,454 | \$41,504 | \$44,449 | \$47,197 | \$49,785 |
| 1 | \$29,523 | \$32,846 | \$36,140 | \$43,905 | \$46,927 | \$49,738 | \$52,388 |
| 2 | \$30,626 | \$34,160 | \$37,826 | \$46,305 | \$49,405 | \$52,277 | \$54,993 |
| 3 | \$31,730 | \$35,473 | \$39,513 | \$48,706 | \$51,884 | \$54,819 | \$57,596 |
| 4 | \$32,835 | \$36,786 | \$41,198 | \$51,108 | \$54,361 | \$57,360 | \$60,198 |
| 5 | \$33,941 | \$38,100 | \$42,884 | \$53,507 | \$56,838 | \$59,902 | \$62,803 |
| 6 | \$35,044 | \$39,414 | \$44,570 | \$55,909 | \$59,318 | \$62,442 | \$65,407 |
| 7 | \$36,148 | \$40,727 | \$46,256 | \$58,309 | \$61,796 | \$64,984 | \$68,011 |
| 8 | \$37,254 | \$42,040 | \$47,943 | \$60,710 | \$64,275 | \$67,524 | \$70,614 |
| 9 | | \$43,356 | \$49,635 | \$63,111 | \$66,752 | \$70,065 | \$73,219 |
| 10 | | | | \$65,506 | \$69,225 | \$72,608 | \$75,818 |

| 2007-08 | | | | | | | |
|---------------|----------|----------|----------|----------|----------|----------|----------|
| Years of Exp. | CLASS | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 0 | \$29,270 | \$32,478 | \$35,488 | \$42,749 | \$45,782 | \$48,613 | \$51,279 |
| 1 | \$30,409 | \$33,831 | \$37,224 | \$45,222 | \$48,335 | \$51,230 | \$53,960 |
| 2 | \$31,545 | \$35,185 | \$38,961 | \$47,694 | \$50,887 | \$53,845 | \$56,643 |
| 3 | \$32,682 | \$36,537 | \$40,698 | \$50,167 | \$53,441 | \$56,464 | \$59,324 |
| 4 | \$33,820 | \$37,890 | \$42,434 | \$52,641 | \$55,992 | \$59,081 | \$62,004 |
| 5 | \$34,959 | \$39,243 | \$44,171 | \$55,112 | \$58,543 | \$61,699 | \$64,687 |
| 6 | \$36,095 | \$40,596 | \$45,907 | \$57,586 | \$61,098 | \$64,315 | \$67,369 |
| 7 | \$37,232 | \$41,949 | \$47,644 | \$60,058 | \$63,650 | \$66,934 | \$70,051 |
| 8 | \$38,372 | \$43,301 | \$49,381 | \$62,531 | \$66,203 | \$69,550 | \$72,732 |
| 9 | | \$44,657 | \$51,124 | \$65,004 | \$68,755 | \$72,167 | \$75,416 |
| 10 | | | | \$67,471 | \$71,302 | \$74,786 | \$78,093 |

| 2008-09 | | | | | | | |
|---------------|----------|----------|----------|----------|----------|----------|----------|
| Years of Exp. | CLASS | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 0 | \$30,398 | \$33,702 | \$36,803 | \$44,281 | \$47,405 | \$50,321 | \$53,067 |
| 1 | \$31,571 | \$35,096 | \$38,591 | \$46,829 | \$50,035 | \$53,017 | \$55,829 |
| 2 | \$32,741 | \$36,491 | \$40,380 | \$49,375 | \$52,664 | \$55,710 | \$58,592 |
| 3 | \$33,912 | \$37,883 | \$42,169 | \$51,922 | \$55,294 | \$58,408 | \$61,354 |
| 4 | \$35,085 | \$39,277 | \$43,957 | \$54,470 | \$57,922 | \$61,103 | \$64,114 |
| 5 | \$36,258 | \$40,670 | \$45,746 | \$57,015 | \$60,549 | \$63,800 | \$66,878 |
| 6 | \$37,428 | \$42,064 | \$47,534 | \$59,564 | \$63,181 | \$66,494 | \$69,640 |
| 7 | \$38,599 | \$43,457 | \$49,323 | \$62,110 | \$65,810 | \$69,192 | \$72,403 |
| 8 | \$39,773 | \$44,850 | \$51,112 | \$64,657 | \$68,439 | \$71,887 | \$75,164 |
| 9 | | \$46,247 | \$52,908 | \$67,204 | \$71,068 | \$74,582 | \$77,928 |
| 10 | | | | \$69,745 | \$73,691 | \$77,280 | \$80,686 |

| 2009-10 | | | | | | | |
|---------------|----------|----------|----------|----------|----------|----------|----------|
| Years of Exp. | CLASS | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 0 | \$31,560 | \$34,963 | \$38,157 | \$45,859 | \$49,077 | \$52,081 | \$54,909 |
| 1 | \$32,768 | \$36,399 | \$39,999 | \$48,484 | \$51,786 | \$54,858 | \$57,754 |
| 2 | \$33,973 | \$37,836 | \$41,841 | \$51,106 | \$54,494 | \$57,631 | \$60,600 |
| 3 | \$35,179 | \$39,269 | \$43,684 | \$53,730 | \$57,203 | \$60,410 | \$63,445 |
| 4 | \$36,388 | \$40,705 | \$45,526 | \$56,354 | \$59,910 | \$63,186 | \$66,287 |
| 5 | \$37,596 | \$42,140 | \$47,368 | \$58,975 | \$62,615 | \$65,964 | \$69,134 |
| 6 | \$38,801 | \$43,576 | \$49,210 | \$61,601 | \$65,326 | \$68,739 | \$71,979 |
| 7 | \$40,007 | \$45,011 | \$51,053 | \$64,223 | \$68,034 | \$71,518 | \$74,825 |
| 8 | \$41,216 | \$46,446 | \$52,895 | \$66,847 | \$70,742 | \$74,294 | \$77,669 |
| 9 | | \$47,884 | \$54,745 | \$69,470 | \$73,450 | \$77,069 | \$80,516 |
| 10 | | | | \$72,087 | \$76,152 | \$79,848 | \$83,357 |

The parties have acknowledged that, without limiting the foregoing, the following classes of Teachers shall be paid according to this pay scale:

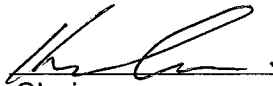
1. Substitute teachers;
2. Part-time teachers working less than 30% of full time;
3. Teachers receiving a Maternity or Parental Leave top-up;
4. Term teachers who are contracted to work less than 60 days.

This Auxiliary Agreement is attached to and forms part of the Collective Agreement between the Parties dated October 20, 2008


CONCURRING SIGNATORIES

Dated at Minnedosa, Manitoba this 20 day of October, 2008.

Signed and agreed on behalf of the Division:

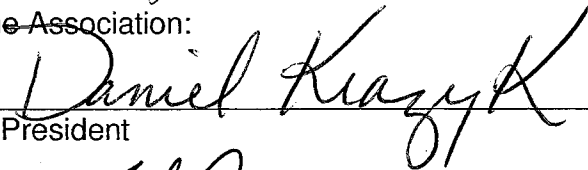


 Chairperson

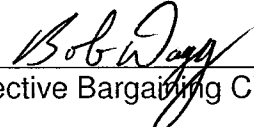


 Secretary - Treasurer

Signed and agreed on behalf of the Association:



 President



 Collective Bargaining Chairperson

MEMORANDUM OF AGREEMENT

BETWEEN:

ROLLING RIVER SCHOOL DIVISION
(hereinafter referred to as the "Division")

- and -

**ROLLING RIVER TEACHERS' ASSOCIATION OF
THE MANITOBA TEACHERS' SOCIETY**
(hereinafter referred to as the "Association")

The Parties agreed during the collective bargaining negotiations for the 2005-2010 Rolling River Teachers' Association Collective Agreement that effective the first day of the fall term of 2005, the application of Article 3.07 (c) - Administrative Allowance shall continue as changed in the previous Collective Agreement.

This article states:

"Principals of all other schools shall be paid administrative allowance as follows... for every teacher in excess of five (5) to a maximum of ...".

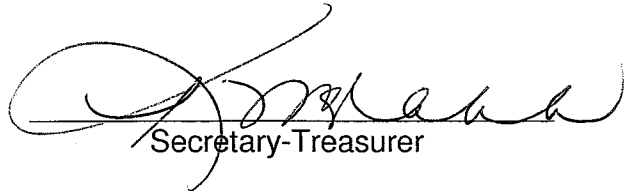
The parties will interpret this to mean that principals will get credit for each and every single teacher under their supervision rather than counting teacher Full Time Equivalent (FTEs).

SIGNED and DATED at Winnipeg in the Province of Manitoba, this
20 day of October, 2008.

ROLLING RIVER SCHOOL DIVISION

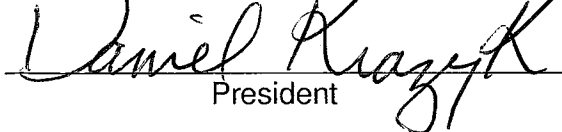


Chairperson, Board of Trustees

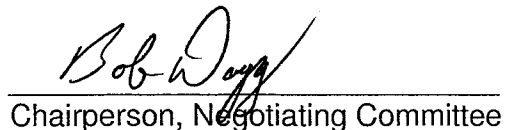


Secretary-Treasurer

**ROLLING RIVER TEACHERS' ASSOCIATION
OF THE MANITOBA TEACHERS' SOCIETY**



President



Chairperson, Negotiating Committee

