

Where to teach in Manitoba

**A helpful collection of facts about
teacher salaries and benefits in
Manitoba School Divisions**



**March 2010
Update**

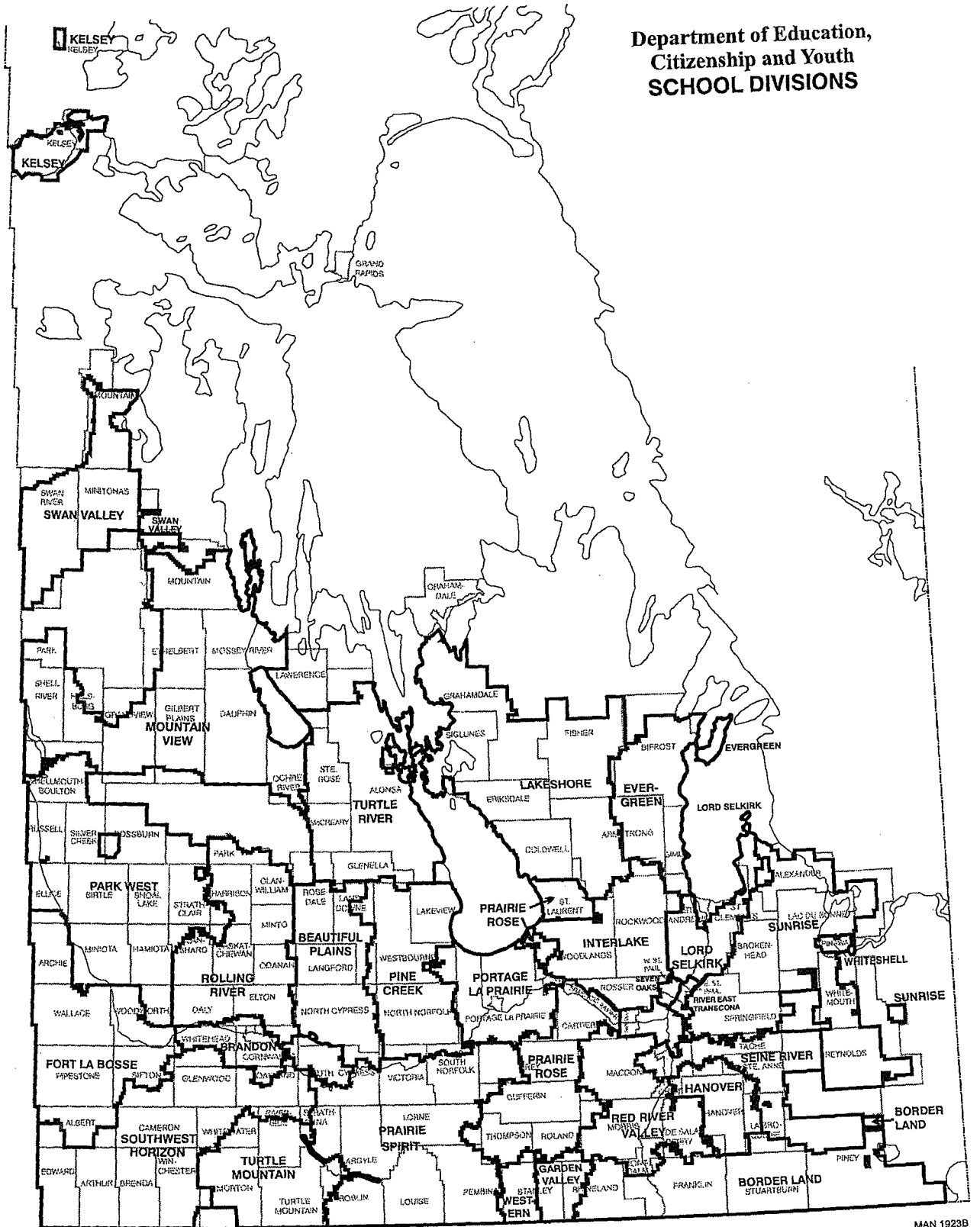
Overview of Manitoba Public School Divisions

Association / Division	Description of Location in Manitoba (representative centres)	Teacher Positions as of Sept. 2009 (FTE: full-time equivalent positions)	Change in Teacher FTE since Sept. 2007	% Change in FTE since Sept. 2007	Number of Schools
AEFM / DSFM	Metro & various Rural locations	401	-1	0%	23
BEAUTIFUL PLAINS	Rural south central (Neepawa, Carberry)	104	+2	2%	14
BORDER LAND	Rural south eastern (Altona, Vita, Dominion City)	189	+9	5%	14
BRANDON	Western (Brandon, Shilo)	513	+36	8%	22
EVERGREEN	Rural interlake (Gimli, Arborg, Riverton)	113	0	0%	8
FLIN FLON	Northern	80	+3	4%	4
FORT LA BOSSE	Rural western (Virden, Reston)	112	-6	-5%	11
FRONTIER	Northern (various - Norway House, Cranberry Portage, Gillam, Berens River)	524	+28	6%	34
GARDEN VALLEY	Rural southern (Winkler)	280	+44	19%	11
HANOVER	Rural south eastern (Steinbach, Niverville, Grunthal, Landmark)	461	+29	7%	17
INTERLAKE	Rural interlake (Stonewall, Teulon, Stony Mountain)	223	+5	2%	21
KELSEY	Northern (The Pas)	123	+8	7%	5
LAKESHORE	Rural interlake (Eriksdale, Ashern, Fisher Branch)	107	+10	10%	10
LORD SELKIRK	Rural interlake (Selkirk, Lockport, St. Andrews)	341	+6	2%	15
LOUIS RIEL	Metro (south east Winnipeg)	1001	-19	-2%	39
MOUNTAIN VIEW	Rural parkland (Dauphin, Roblin, Winnipegosis)	236	-9	-4%	16
PARK WEST	Rural western (Birtle, Russell, Rossburn)	132	-5	-4%	14
PEMBINA TRAILS	Metro (south west Winnipeg)	921	-4	0%	33
PINE CREEK	Rural south central (Gladstone, Austin, MacGregor)	87	0	0%	13
PORTAGE LA PRAIRIE	Rural south central (Portage la Prairie)	233	+2	1%	18
PRAIRIE ROSE	Rural south central (Carman, Elie, St. Laurent, St. Francois Xavier)	165	+3	2%	26
PRAIRIE SPIRIT	Rural south central (Pilot Mound, Glenboro, Manitou, Treherne)	162	-9	-5%	29
RED RIVER VALLEY	Rural south central (Morris, St. Pierre-Jolys, Sanford, Oak Bluff)	150	+3	2%	15
RIVER EAST TRANSCONA	Metro (north east Winnipeg)	1176	+1	0%	42
ROLLING RIVER	Rural western (Minnedosa, Erickson, Rivers, Onanole)	142	-1	-1%	16
SEINE RIVER	Rural south eastern (Lorette, St. Norbert, Ile des Chenes, La Salle, Ste. Anne)	263	+13	5%	15
SEVEN OAKS	Metro (north west Winnipeg)	640	+32	5%	20
SOUTHWEST HORIZON	Rural western (Melita, Souris, Hartney, Wawanesa)	131	-4	-3%	12
ST. JAMES - ASSINIBOIA	Metro (west Winnipeg)	614	-6	-1%	25
SUNRISE	Rural south eastern (Beausejour, Oakbank, Pine Falls, Lac du Bonnet)	370	-1	0%	20
SWAN VALLEY	Rural parkland (Swan River, Benito, Bowsman)	122	+2	2%	9
THOMPSON/MYSTERY LAKE	Northern (Thompson)	249	-16	-6%	7
TURTLE MOUNTAIN	Rural western (Killarney, Boissevain)	74	-5	-6%	7
TURTLE RIVER	Rural parkland (McCreary, Ste. Rose du Lac, Glenella)	62	+1	2%	7
WESTERN	Rural south central (Morden)	107	+7	7%	4
WHITESHELL	Rural south eastern (Pinawa)	25	+2	9%	2
WINNIPEG	Metro (Winnipeg)	2312	-23	-1%	79
WINNIPEG TECHNICAL COLLEGE	Metro (Winnipeg)	35	-1	-3%	1
For more detail see the document <i>Schools in Manitoba 2008/09</i> located on the Manitoba Education website.		12,976	+136	1%	678

WTC figure based on latest Manitoba Education "Schools in Manitoba" document.

MTS estimates that approximately 15% of all teaching positions are part-time (i.e., less than 100% contract time).

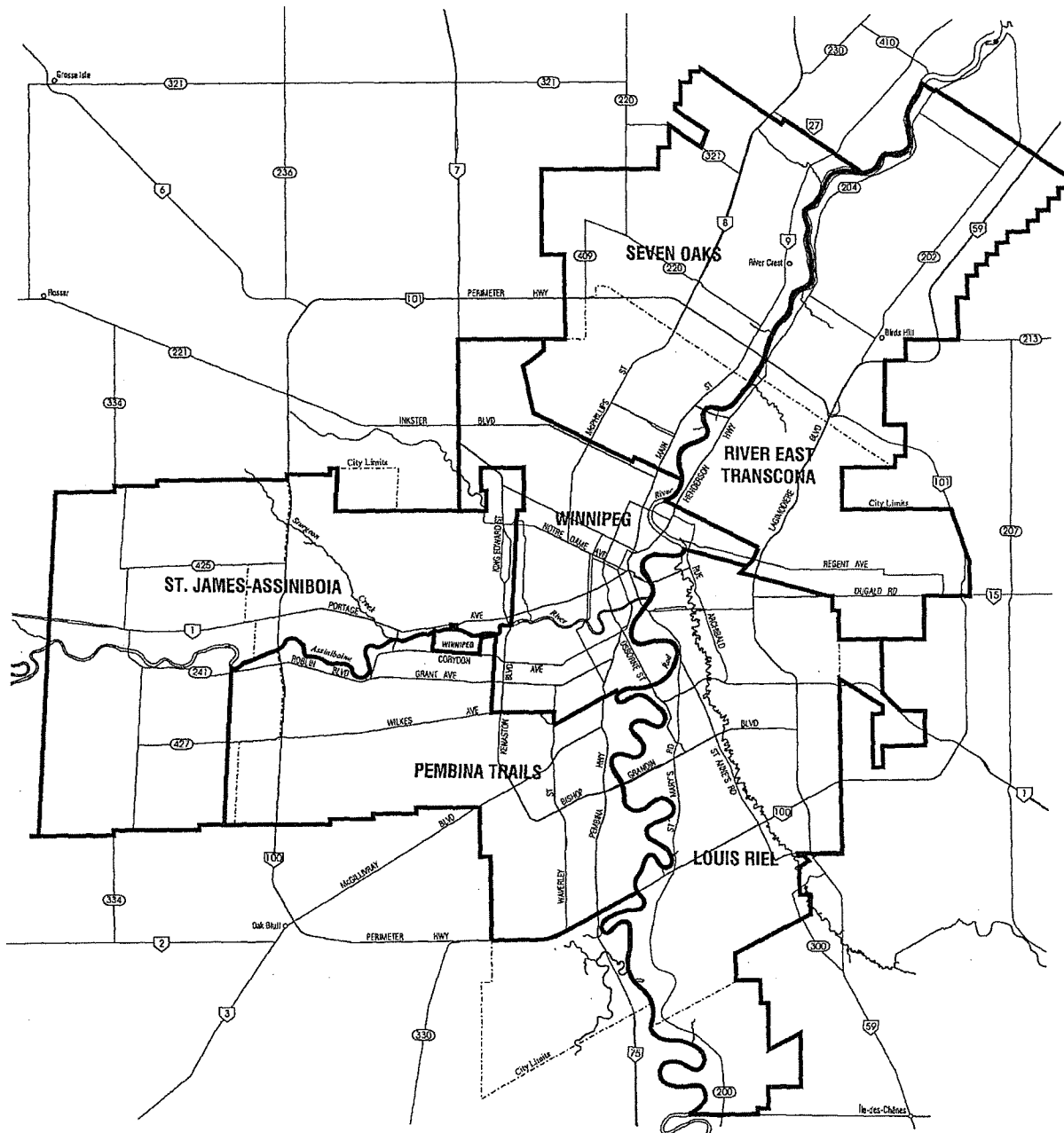
Department of Education,
Citizenship and Youth
SCHOOL DIVISIONS

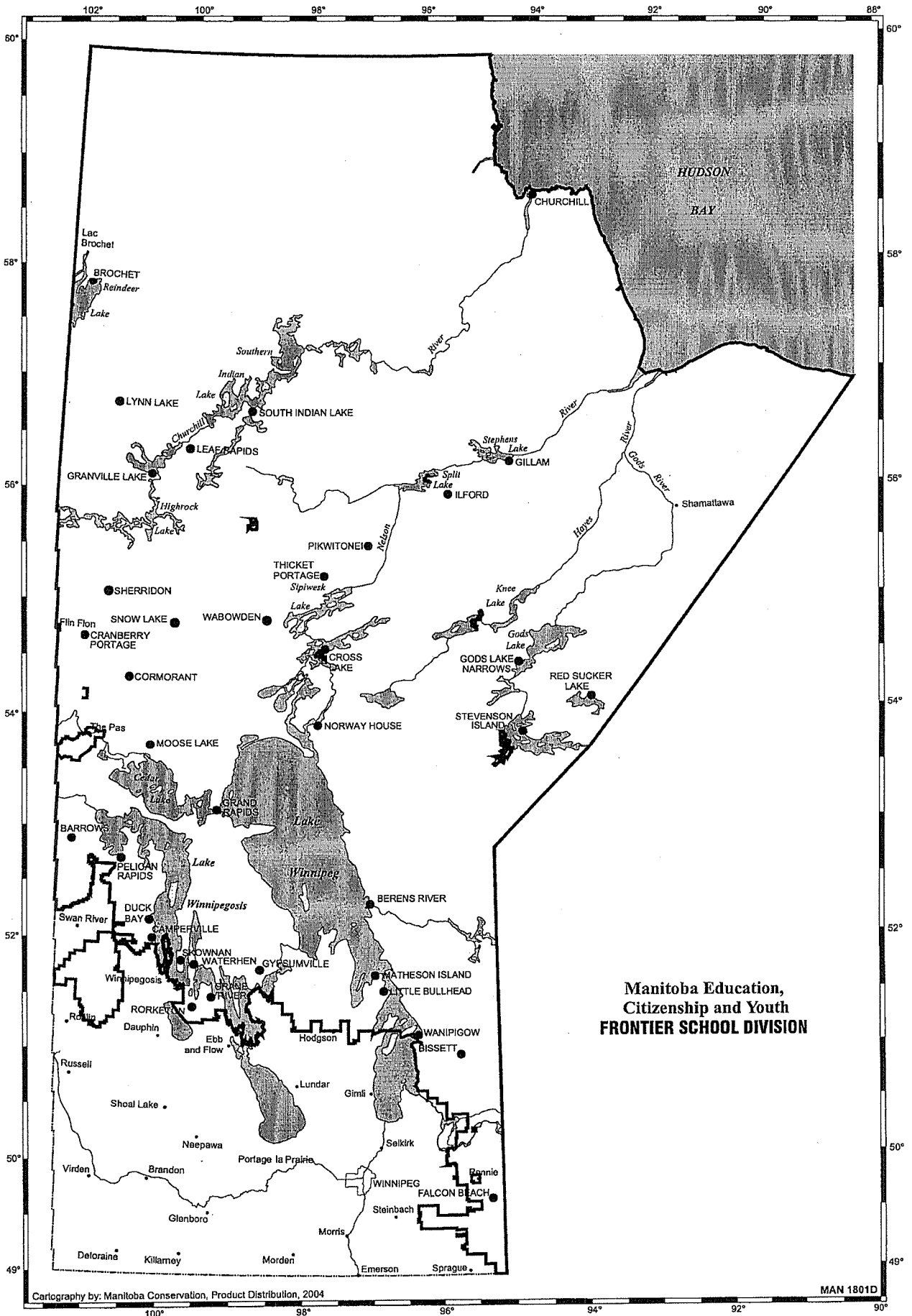


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Product Distribution, 2005.

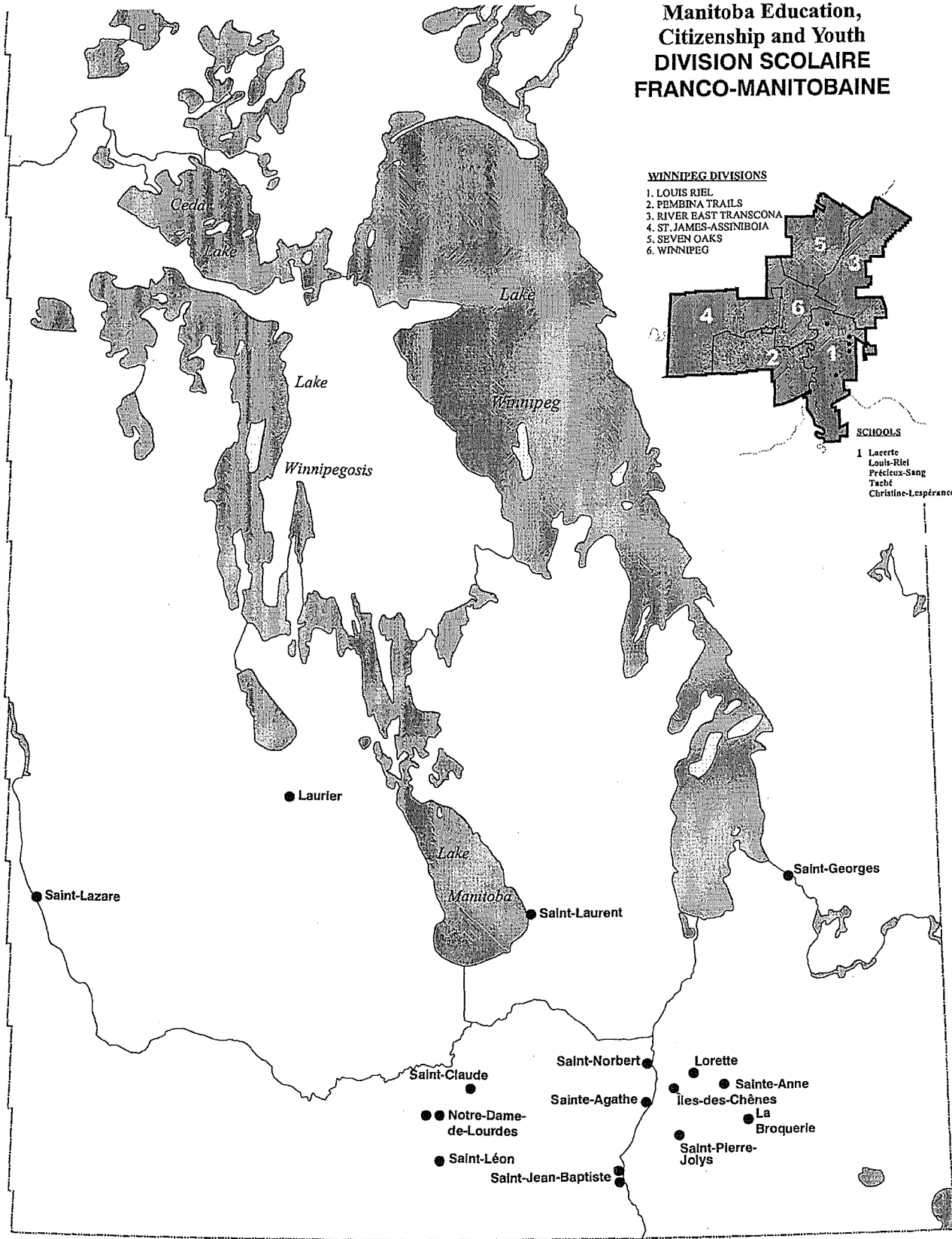
Department of Education,
Citizenship and Youth
WINNIPEG SCHOOL DIVISIONS





Manitoba Education,
 Citizenship and Youth
FRONTIER SCHOOL DIVISION

**Manitoba Education,
Citizenship and Youth
DIVISION SCOLAIRE
FRANCO-MANITOBAINE**



WINNIPEG DIVISIONS

- 1. LOUIS RIEL
- 2. PEMBINA TRAILS
- 3. RIVER EAST TRANSCONA
- 4. ST. JAMES-ASSINIBOIA
- 5. SEVEN OAKS
- 6. WINNIPEG

SCHOOLS

- 1 Lacerte
- Louis-Riel
- Précieux-Sang
- Taché
- Christine-Lespérance

2009-10 Manitoba Maximum Teacher Salary Comparisons

Updated March 1, 2010

CLASS 4

Association	Gross \$	Rank
Thompson	78,805	1
Frontier	76,714	2
Flin Flon	76,662	3
Kelsey	75,483	4
WTC	74,325	5
Louis Riel	73,902	6
Pembina Trails	73,901	7
Evergreen	73,667	8
River East Transcona	73,656	9
Winnipeg	73,362	10
AEFM	73,362	11
Seine River	73,315	12
Hanover	73,300	13
Sunrise	73,236	14
St. James Assiniboia	73,131	15
Red River Valley	72,855	16
Prairie Rose	72,849	17
Seven Oaks	72,845	18
Prairie Spirit	72,735	19
Turtle Mountain	72,604	20
Interlake	72,554	21
Lord Selkirk	72,485	22
Border Land	72,478	23
Park West	72,364	24
Pine Creek	72,360	25
Fort la Bosse	72,266	26
Southwest Horizon	72,246	27
Brandon	72,234	28
Whiteshell	72,199	29
Mountain View	72,168	30
Western	72,152	31
Lakeshore	72,137	32
Portage la Prairie	72,137	33
Garden Valley	72,094	34
Rolling River	72,087	35
Turtle River	71,946	36
Beautiful Plains	71,809	37
Swan Valley	71,618	38

Mean 73,159
Median 72,670

CLASS 5

Association	Gross \$	Rank
Thompson	83,190	1
Frontier	80,283	2
Flin Flon	79,882	3
Kelsey	79,194	4
Evergreen	78,259	5
WTC	78,193	6
Louis Riel	78,098	7
Pembina Trails	78,097	8
Seine River	78,018	9
Prairie Rose	77,751	10
River East Transcona	77,692	11
Hanover	77,681	12
Red River Valley	77,504	13
AEFM	77,456	14
Winnipeg	77,456	15
St. James Assiniboia	77,371	16
Sunrise	77,260	17
Border Land	77,005	18
Lord Selkirk	76,990	19
Seven Oaks	76,971	20
Interlake	76,947	21
Pine Creek	76,905	22
Turtle Mountain	76,827	23
Prairie Spirit	76,791	24
Park West	76,769	25
Garden Valley	76,656	26
Southwest Horizon	76,578	27
Mountain View	76,578	28
Fort la Bosse	76,569	29
Lakeshore	76,542	30
Whiteshell	76,536	31
Portage la Prairie	76,469	32
Beautiful Plains	76,365	33
Western	76,363	34
Turtle River	76,321	35
Brandon	76,305	36
Rolling River	76,152	37
Swan Valley	76,028	38

Mean 77,422
Median 76,981

CLASS 6

Association	Gross \$	Rank
Thompson	88,052	1
Frontier	83,759	2
Kelsey	83,335	3
Louis Riel	82,937	4
Pembina Trails	82,937	5
Flin Flon	82,766	6
River East Transcona	82,388	7
WTC	82,259	8
AEFM	82,113	9
Winnipeg	82,113	10
St. James Assiniboia	82,080	11
Evergreen	82,001	12
Sunrise	81,878	13
Seven Oaks	81,745	14
Prairie Rose	81,539	15
Hanover	81,394	16
Seine River	81,388	17
Red River Valley	81,114	18
Lord Selkirk	81,077	19
Park West	80,976	20
Whiteshell	80,874	21
Turtle Mountain	80,819	22
Interlake	80,765	23
Fort la Bosse	80,734	24
Southwest Horizon	80,679	25
Brandon	80,572	26
Pine Creek	80,461	27
Portage la Prairie	80,436	28
Border Land	80,356	29
Mountain View	80,340	30
Prairie Spirit	80,314	31
Garden Valley	80,240	32
Lakeshore	80,221	33
Western	79,906	34
Turtle River	79,884	35
Rolling River	79,848	36
Swan Valley	79,790	37
Beautiful Plains	79,719	38

Mean 81,416
Median 81,027

CLASS 7

Association	Gross \$	Rank
Thompson	92,930	1
Louis Riel	87,672	2
Pembina Trails	87,672	3
St. James Assiniboia	86,970	4
River East Transcona	86,881	5
Frontier	86,631	6
WTC	86,542	7
AEFM	86,490	8
Winnipeg	86,490	9
Kelsey	86,319	10
Sunrise	86,308	11
Seven Oaks	86,087	12
Flin Flon	85,980	13
Evergreen	85,640	14
Prairie Rose	85,352	15
Seine River	85,323	16
Hanover	85,091	17
Red River Valley	84,896	18
Interlake	84,424	19
Turtle Mountain	84,311	20
Brandon	84,272	21
Border Land	84,252	22
Lord Selkirk	84,222	23
Mountain View	84,157	24
Portage la Prairie	84,137	25
Southwest Horizon	84,077	26
Park West	83,989	27
Garden Valley	83,914	28
Pine Creek	83,691	29
Lakeshore	83,651	30
Swan Valley	83,607	31
Prairie Spirit	83,601	32
Beautiful Plains	83,486	33
Turtle River	83,447	34
Rolling River	83,357	35
Western	83,217	36
Fort la Bosse	n/a	37
Whiteshell	n/a	38

Mean 85,252
Median 84,660

Notes:

1. Shaded areas indicate that Association does NOT have a settlement for the given year. Figures projected by 3% baseline (floor) settlement rate.
2. Reflects last agreement-in-committees: Interlake
3. Salary figures reported above are actual and estimated gross (pre-dental) salaries. Where estimated, figures are subject to change based on bargaining outcomes.

2009-10 Manitoba Minimum Teacher Salary Comparisons

Updated March 1, 2010

CLASS 4

Association	Gross \$	Rank
Flin Flon	50,263	1
Thompson	50,070	2
Frontier	49,802	3
AEFM	49,802	4
Kelsey	49,662	5
Sunrise	48,783	6
Seine River	48,198	7
Border Land	48,012	8
River East Transcona	48,008	9
Louis Riel	48,008	10
Prairie Spirit	47,881	11
Hanover	47,550	12
Winnipeg	47,513	13
Red River Valley	47,434	14
Pembina Trails	47,418	15
St. James Assiniboia	47,250	16
Swan Valley	47,211	17
WTC	47,071	18
Portage la Prairie	47,066	19
Evergreen	47,040	20
Seven Oaks	47,039	21
Turtle Mtn.	46,839	22
Western	46,828	23
Turtle River	46,773	24
Lakeshore	46,771	25
Pine Creek	46,702	26
Fort la Bosse	46,626	27
Mountain View	46,561	28
Interlake	46,536	29
Lord Selkirk	46,500	30
Beautiful Plains	46,499	31
Park West	46,481	32
Brandon	46,456	33
Whiteshell	46,452	34
Prairie Rose	46,382	35
Southwest Horizon	46,314	36
Garden Valley	46,023	37
Rolling River	45,859	38

Mean 47,413
Median 47,053

CLASS 5

Association	Gross \$	Rank
Thompson	53,573	1
Flin Flon	53,483	2
Frontier	53,298	3
Kelsey	52,910	4
Sunrise	52,071	5
Seine River	51,333	6
River East Transcona	51,242	7
Louis Riel	51,241	8
Border Land	50,957	9
AEFM	50,937	10
Winnipeg	50,937	11
Whiteshell	50,788	12
Prairie Spirit	50,738	13
Hanover	50,714	14
St. James	50,427	15
Red River Valley	50,420	16
Portage la Prairie	50,412	17
Pembina Trails	50,313	18
Evergreen	50,310	19
Swan Valley	50,166	20
Turtle Mountain	50,008	21
Seven Oaks	49,933	22
Lakeshore	49,928	23
Turtle River	49,916	24
Pine Creek	49,885	25
Western	49,837	26
Prairie Rose	49,803	27
Interlake	49,780	28
Fort la Bosse	49,775	29
Beautiful Plains	49,755	30
Park West	49,687	31
Mountain View	49,680	32
Brandon	49,630	33
WTC	49,509	34
Lord Selkirk	49,493	35
Southwest Horizon	49,433	36
Garden Valley	49,226	37
Rolling River	49,077	38

Mean 50,543
Median 50,238

CLASS 6

Association	Gross \$	Rank
Thompson	57,008	1
Frontier	56,817	2
Flin Flon	56,366	3
Sunrise	56,313	4
Kelsey	55,725	5
Whiteshell	55,126	6
Louis Riel	54,418	7
River East Transcona	54,418	8
AEFM	53,941	9
Winnipeg	53,941	10
Seine River	53,901	11
Pembina Trails	53,812	12
St. James Assiniboia	53,437	13
Hanover	53,435	14
Border Land	53,401	15
Red River Valley	53,180	16
Evergreen	53,091	17
Park West	53,023	18
Prairie Spirit	52,877	19
Turtle Mountain	52,833	20
Seven Oaks	52,829	21
Fort la Bosse	52,780	22
Portage la Prairie	52,757	23
Prairie Rose	52,629	24
Swan Valley	52,596	25
Lakeshore	52,592	26
Pine Creek	52,572	27
Southwest Horizon	52,561	28
Interlake	52,557	29
Mountain View	52,496	30
Brandon	52,494	31
Turtle River	52,464	32
Beautiful Plains	52,379	33
Lord Selkirk	52,153	34
Western	52,103	35
Rolling River	52,081	36
WTC	52,080	37
Garden Valley	51,955	38

Mean 53,451
Median 52,855

CLASS 7

Association	Gross \$	Rank
Thompson	60,433	1
Frontier	59,684	2
Flin Flon	59,580	3
Kelsey	58,717	4
Sunrise	58,512	5
Louis Riel	57,611	6
River East Transcona	57,611	7
AEFM	57,089	8
Winnipeg	57,089	9
Pembina Trails	56,801	10
Seine River	56,603	11
Hanover	56,353	12
Prairie Spirit	56,163	13
Border Land	56,142	14
Turtle Mountain	56,121	15
Red River Valley	56,101	16
Evergreen	56,053	17
Seven Oaks	55,748	18
Brandon	55,728	19
St. James Assiniboia	55,551	20
Prairie Rose	55,513	21
Portage la Prairie	55,487	22
Western	55,471	23
Interlake	55,443	24
Swan Valley	55,425	25
Lakeshore	55,396	26
Mountain View	55,351	27
Lord Selkirk	55,296	28
Beautiful Plains	55,236	29
Park West	55,044	30
Southwest Horizon	55,021	31
Turtle River	55,004	32
Rolling River	54,909	33
Garden Valley	54,862	34
WTC	54,781	35
Pine Creek	54,536	36
Fort la Bosse	n/a	37
Whiteshell	n/a	38

Mean 56,291
Median 55,738

Notes:

1. Shaded areas indicate that Association does NOT have a settlement for the given year. Figures projected by 3% baseline (floor) settlement rate.
2. Reflects last agreement-in-committees: Interlake
3. Salary figures reported above are actual and estimated gross (pre-dental) salaries. Where estimated, figures are subject to change based on bargaining outcomes.

ASSOCIATION (current collective agreement as of, Jan. 29, 2010)	Preparation Time Or Non-Contact Time Clause	Extra-Curricular Clause	* Max. Sick Days Accumulation (09-10 or latest available yr.)	**Parental Leave Salary Top-Up	2009-10 Per Diem Sub. Rate (certified)	***Important Paid Leaves (leaves are generally subject to conditions and restrictions – for more information see collective agreements for detail @ www.mbteach.org)
AEFM (2007-10)	Min. of 180 minutes per 5 day cycle	Not voluntary 1 day for 50 hours 1 day max. with carry-over	125	10 weeks	\$150.00	Bereavement (1-5 days) Compassionate (2 days) Family Medical (4 days of accum. sick leave) Paternity (3 days) Personal (2 days) Examination (1 day per exam)
Beautiful Plains (2009-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 3 day max. with 2 yr. carry-over	115	10 weeks	\$140.00	Compassionate (3 days) Family Medical (4 days of accum. sick leave) Personal Leave (1 day paid, 2 days at sub. cost) Birth/Adoptive (1 day)
Border Land (2008-10)	Not greater than 5% above avg. student contact time	Not voluntary 1 day for 50 hours 2 day max. with carry-over or pymt. at sub. rate	125	10 weeks	\$140.00	Compassionate (3-5 days) Family Medical (5 days of accum. sick leave) Paternity (2 days) Personal (1 day paid, 1 day at sub. cost) Birthing Leave (2 days) Examination (2 days)
Brandon (2003-07)	No guaranteed prep time in CA	No clause	115	No parental leave top-up	\$114.40	Bereavement (1-7 days) Family Medical (4 days of accum. sick leave)
Evergreen (2007-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 1 day max. with carry-over	120	10 weeks	\$133.67	Compassionate (1-5 days) Paternity/Adoptive (1 day paid) Family Medical (3 days of accum. sick leave) Personal (1 day paid) Examination (1 day)
Flin Flon (2009-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours, then half day for every 25 hrs. No max., with carry-over	123	10 weeks	\$159.81	Compassionate (up to 5 days) Family Medical (4 days of accum. sick leave) Personal (1 day paid, 2 days at sub. cost) Paternity (3 days) Adoptive (2 days) Religious/Holy (up to 3 days)
Fort la Bosse (2007-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 2 day max. with carry-over	122	10 weeks	\$124.57	Compassionate (1-4 days) Family Medical (4 days of accum. sick leave) Personal (1 day paid, 2 nd day sub. rate, 3 rd &4 th days at 1/200 th salary)
Frontier (2006-09)	No guaranteed prep time in CA	No clause	124	10 weeks	\$135.00	Compassionate (1-5 days) Family Medical (3 days of accum. sick leave) Personal (1 day paid) Paternity (3 days) Exam (1 day)
Garden Valley (2007-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hrs, 2 nd day next 100 hours; 1 day carry-over	115	10 weeks	\$124.00	Compassionate (1-4 days) Family Medical (3 days of accum. sick leave)
Hanover (2007-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 1 day max. with carry-over	120	10 weeks	\$148.27	Compassionate (1-5 days) Family Medical (3 days of accum. sick leave) Personal (1 paid, 1 day at sub. cost) Paternity/Adoptive (1 day)
Interlake (2009-10)	No less than 94/95 avg. prep time for particular school	Not voluntary 1 day for 50 hours 2 day max. with carry-over	125	10 weeks	\$137.00	Compassionate (3 days) Family Medical (3 days of accum. sick leave) Personal (1 day paid, 2 nd day sub. rate) Religious/Holy (up to 3 days) Examination (1 day per each exam)
Kelsey (2009-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 2 day max., with carry-over	124	10 weeks	\$138.02	Compassionate (10 days max, 5 per occasion) Personal (2 days) Paternity (2 days) Religious/Holy (up to 3 days)
Lakeshore (2007-10)	130 min. per 5 day cycle (150 min. at June 30, 2010)	Not voluntary 1 day for 50 hours 1 day max., no carry-over	115	10 weeks	\$122.00	Compassionate (1-5 days) Family Medical (3 days of accum. sick leave) Personal (1 day paid, 1 day sub-rate) Paternity/Adoptive (1-2 days) Examination (1 day per exam)
Lord Selkirk (2008-10)	Contact time provision – methodology based on 1994 averages	Not voluntary 1 day for 50 hours 1 day max., with carry-over	125	10 weeks	\$155.00	Bereavement (1-5 days) Personal (1 day paid, 1 day at sub-cost) Paternal/Adoptive (1 day) Examination (1 day per exam) Religious (up to 3 days)

ASSOCIATION (current collective agreement as of Jan. 29, 2010)	Preparation Time Or Non-Contact Time Clause	Extra-Curricular Clause	*Max. Sick Days Accumulation (09-10 or latest available yr.)	**Parental Leave Salary Top-Up	2009-10 Per Diem Sub. Rate (certified)	***Important Paid Leaves (leaves are generally subject to conditions and restrictions – for more information see collective agreements for detail @ www.mbteach.org)
Louis Riel (2009-11)	Non-contact of 216 min. per cycle, exclusive of recess	Not voluntary 1 day for 50 hours 1 day max., no carry-over	124	10 weeks	\$157.00	Bereavement (1-5 days) Family Medical (2 days of accum. sick leave) Compassionate (2 days) Discretionary (1 day paid, 2 nd day at sub. cost) Religious/Holy (up to 3 days)
Mountain View (2009-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 2 day max., with carry-over or pymt. At sub. rate	120	10 weeks	\$123.70	Compassionate (1-4 days) Family Medical (3 days of accum. sick leave) Personal (1 day paid) Paternity/Adoptive (1 day) Examinations (1 day at sub. cost)
Park West (2007-10)	Contact time – Division avg. for appropriate level, subject to 'soft' ceiling	Not voluntary 1 day for 50 hours 2 day max., partial carry-over	120	10 weeks	\$129.17	Compassionate (1-5 days) Family Medical (4 days of accum. sick leave) Personal (2 days paid) Special Leave (days & cost at discretion of Supt.) Birth/Adoptive (1 day paid, 2 nd day at sub. cost)
Pembina Trails (2007-10)	Contact time – not exceed 5% of 1999-2000 averages	Voluntary participation	125	10 weeks	\$157.00	Bereavement (1-5 days) Family Medical (5 days of accum. sick leave) Personal (1 day) Paternity (3 days) Religious Holy (up to 3 days) Educational/Convocation (one-half day per exam/convocation to a max. of 2 days)
Pine Creek (2009-10)	No guaranteed prep time in CA	Not voluntary 1 day for 45 hours 2 day max., carry-over of hours and days permitted	120	10 weeks	\$126.69	Compassionate (1-5 days) Family Medical (3 days of accum. sick leave) Personal (1 day paid, 2 days sub. rate) Paternity (2 days) Exam (1 day)
Portage la Prairie (2006-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 2 day max., 1 day carry-over	125	10 weeks	\$122.68	Bereavement (1-5 days) Family Medical (3 days of accum. sick leave) Personal (1 day paid, 2 nd day sub. rate) Birth Leave (1 day)
Prairie Rose (2008-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 1 day max., 1 day carry-over	120	10 weeks	\$132.26	Bereavement (1-4 days) Family Medical (4 days of accum. sick leave) Personal (1 day paid) Birth/Adoptive (1 day) Religious/Holy (up to 3 days) Examination (1 day per exam, max. 2 days)
Prairie Spirit (2007-10)	240 minutes prep time per 6 day cycle guaranteed	Not voluntary 1 day per 50 hrs 2 day max., no carry-over	110	10 weeks	\$123.00	Compassionate (1-3 days per circumstance) Family Medical (3 days of accum. sick leave) Personal (1 day paid) Birth/Adoptive (1 day paid)
Red River Valley (2009-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours / 2 for 100 2 day max., 1 day carry-over	125	10 weeks	\$145.67	Compassionate (3-4 days) Family Medical (5 days of accum. sick leave) Personal (1 day paid, 2 days at sub. rate) Paternity (2 days paid) Adoptive (1 day paid)
River East Transcona (2007-10)	Contact time no greater than prior year divisional average for appropriate level	Not voluntary 1 day for 50 hours	124	10 weeks	\$148.00	Bereavement (1-4 days) Family Medical (3 days of accum. sick leave) Personal (1 day paid) Religious/Holy (up to 3 days) Exams/Convocations (2 days)
Rolling River (2005-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 2 day max., 2 day carry-over	125	10 weeks	\$125.19	General Leave (at discretion of Supt.) Personal (2 days)
Seine River (2007-10)	Minimum avg. of 40 min./ day per instructional cycle	Voluntary participation	125	10 weeks	\$145.96	Compassionate (1-5 days) Family Medical (5 days of accum. sick leave) Personal (1day paid, 2 nd day at sub. rate)
Seven Oaks (2007-10)	Minimum of 180 min. prep per 6 day cycle for K-6; 240 min. Grades 6-8; 300 min. for high schools	Voluntary participation	125	10 weeks	\$160.00	Personal (Emergent or Personal – time & cost at discretion of Supt.) Family Medical (3 days of accum. sick leave) Parental (2 days) Religious/Holy (up to 3 days) Leave of Absence With Pay (at discretion of Supt. for exams and convocation)

ASSOCIATION (current collective agreement as of Jan. 29, 2010)	Preparation Time Or Non-Contact Time Clause	Extra-Curricular Clause	*Max. Sick Days Accumulation (09-10 or latest available yr.)	**Parental Leave Salary Top-Up	2009-10 Per Diem Sub. Rate (certified)	***Important Paid Leaves (leaves are generally subject to conditions and restrictions – for more information see collective agreements for detail @ www.mbteach.org)
Southwest Horizon (2007-10)	No guaranteed prep time in CA	Voluntary participation 1 day for 50 hours for first 50 hrs., 2 nd day earned at 150 hrs. or pymt at sub. rate; 2 day max. & carry-over	124	10 weeks	\$117.00	Compassionate (3 days, at discretion of Supt.) Family Medical (3 days of accum. sick leave) Personal (2 days)
St. James-Assiniboia (2007-10)	Contact time not more than 5% above divisional average of 93/94 base yr.	Not voluntary One-half day for 25 hours; 1 day max., 1 day carry-over	124	10 weeks	\$155.00	Compassionate (1-5 days) Family Medical (3 days of accum. sick leave) Personal (1 day) Paternity (1 day) Adoptive (1 day) Religious/Holy (up to 3 days) Examinations (one-half day per exam)
Sunrise (2007-10)	Contact time not more than yr. prior based on divisional averages for appropriate levels	Not voluntary 1 day for 50 hours	125	10 weeks	\$146.81	Compassionate (3-5 days) Family Medical (4 days of accum. sick leave) Personal (2 days) Paternal (2 days paid) Religious/Holy (up to 3 days) Exam (2 days)
Swan Valley (2006-10)	No guaranteed prep time in CA	Not voluntary 1 day for every 50 hours; 2 day max., carry-over	115	10 weeks	\$124.93	Bereavement (up to 4 days) Compassionate (4 days at sub. rate deduction cost) Family Medical (3 days of accum. sick leave) Personal (1 day)
Thompson (2008-10)	Prep time per 6 day cycle: 240 min. K-6, 300 min. Grades 7-12	Voluntary participation	200	10 weeks	\$154.29	Bereavement/Compassionate (up to 10 days) Family Medical (up to 15 days of accum. sick leave) Personal (3 days) Religious/Holy (up to 3 days)
Turtle Mountain (2007-10)	No guaranteed prep time in CA	Not voluntary 1 day for 50 hours 2 day max., 2 day carry-over	120	10 weeks	\$124.00	Compassionate (1-5 days) Family Medical (5 days of accum. sick leave) Personal (2 days) Paternity/Adoptive (1 day)
Turtle River (2007-10)	Minimum prep time of 150 minutes per 5 day cycle	Not voluntary 1 day for 50 hours 2 day max., 1 day carry-over	110	10 weeks	\$114.73	Compassionate (3 days) Bereavement (1-4 days) Family Medical (3 days of accum. sick leave) Personal (1 day) Religious/Holy (up to 3 days)
Western (2008-10)	Contact time not to vary more than 5% of avg. assigned time based on 94/95 yr.	Not voluntary 2 days for 100 hours Carry-over	120	10 weeks	\$124.57	Compassionate (1-5 days) Family Medical (4 days of accum. sick leave) Personal (1 day) Graduation/Convocation (1 day)
Whiteshell (2007-10)	No guaranteed prep time in CA	No article in collective agreement	117 (120 days at June 30, 2010)	10 weeks	\$125.00	Compassionate (1-5 days) Family Medical (5 days of accum. sick leave) Special (1 day paid at discretion of Supt.)
Winnipeg (2009-10)	Minimum prep time of 180 min. elemtry. & 240 min. secdy. Per 6 day cycle	School Div. Policy: Voluntary 1 day for 50 hours	145	10 weeks	\$164.52	Compassionate/Bereavement (^{1/2} to 5 days) Family Medical (1 day paid, 4 at sub. rate) Birth/Adoptive (1 day) Personal/Other Leave (1 day at discretion of Supt.) Religious/Holy (up to 3 days) Examinations (at discretion of Supt.)
Winnipeg Technical College (2007-10)	No guaranteed prep time in CA	No article in collective agreement	125	10 weeks	\$157.00	Compassionate (1-5 days) Family Medical (4 days of accum. sick leave) Personal (1 day paid) Educational (0.5 days/exam; max. of 2 exams)

* Teachers generally accumulate sick leave credits at a rate of 20 days per year throughout Manitoba.

** All public schools teachers in Manitoba receive a top-up of 90% of gross salary for 17 weeks when on maternity leave. Leave for adoption is 10 weeks at 90% of gross salary in all schools with the following exceptions. Parental leave top-up is also at 90% of gross salary.

*** Different wording is used for leaves used for similar purposes. 'Bereavement'/'Compassionate' is an example. The ranges implied depend upon the comprehensiveness and scope of the clause. In many cases respecting compassionate or bereavement, additional paid days above that indicated in this chart are at the discretion of the school division's superintendent. To better understand the various leaves, MTS recommends that individual collective agreements be reviewed.