

COLLECTIVE AGREEMENT

BETWEEN

FRONTIER SCHOOL DIVISION

AND

FRONTIER TEACHERS' ASSOCIATION

July 1, 2018 – June 30, 2022

TABLE OF CONTENTS

ARTICLE 1 – PURPOSE.....	1
ARTICLE 2 – EFFECTIVE PERIOD.....	1
ARTICLE 3 – PROFESSIONAL FEES	1
ARTICLE 4 – LIAISON COMMITTEE	1
ARTICLE 5 – PROVISION FOR SETTLEMENT OF DISPUTES	2
ARTICLE 6 – ACCESS AGREEMENT	2
ARTICLE 7 – SALARY SCHEDULE	2
ARTICLE 8 – EDUCATIONAL QUALIFICATIONS/CLASSIFICATION.....	7
ARTICLE 9 – EXPERIENCE.....	8
ARTICLE 10 – PART-TIME TEACHERS	8
ARTICLE 11 – SUBSTITUTE TEACHERS	9
ARTICLE 12 – PAYMENT OF SALARY	10
ARTICLE 13 – ADMINISTRATIVE AND SUPERVISORY ALLOWANCES	11
ARTICLE 14 – LANGUAGE FLUENCY	14
ARTICLE 15 – ALLOWANCES FOR APPROVED COURSES.....	14
ARTICLE 16 – INTEREST ON RETROACTIVE PAY.....	15
ARTICLE 17 – TRANSPORTATION & MOVING EXPENSE FOR NEW HIRES	15
ARTICLE 18 – ANNUAL TRAVEL REIMBURSEMENT	16
ARTICLE 19 – SPECIAL TRAVEL REIMBURSEMENT	16
ARTICLE 20 – ANNUAL TRANSPORTATION OF PERSONAL EFFECTS REIMBURSEMENT	18
ARTICLE 21 – ISOLATION ALLOWANCE	18
ARTICLE 22 – HOUSING	20
ARTICLE 23 – GROUP LIFE INSURANCE	23
ARTICLE 24 – DISABILITY BENEFITS PLAN.....	24
ARTICLE 25 – SHORT TERM DISABILITY PLAN	25
ARTICLE 26 – DENTAL INSURANCE	25
ARTICLE 27 – BLUE CROSS/EXTENDED HEALTH.....	26
ARTICLE 28 – REGISTERED RETIREMENT SAVINGS PLAN.....	26
ARTICLE 29 – DISCIPLINE	26
ARTICLE 30 – TRANSFER.....	27
ARTICLE 31 – TEACHER STAFF REDUCTION (LAYOFF) AND RECALL	27

ARTICLE 32 – DUTY FREE MEAL PERIOD	30
ARTICLE 33 – SICK LEAVE.....	30
ARTICLE 34 – COMPASSIONATE LEAVE	30
ARTICLE 35 – FAMILY MEDICAL LEAVE.....	31
ARTICLE 36 – PARENTING LEAVE	31
ARTICLE 37 – BIRTHING LEAVE.....	32
ARTICLE 38 – SABBATICAL LEAVE.....	32
ARTICLE 39 – LEAVE FOR WRITING EXAMS	33
ARTICLE 40 – YEARLY PERSONAL LEAVE	33
ARTICLE 41 – LEAVE WITHOUT PAY	33
ARTICLE 42 – LEAVE OF ABSENCE FOR EXECUTIVE DUTIES	34
ARTICLE 43 – LEAVE OF ABSENCE – ASSOCIATION PRESIDENT	34
ARTICLE 44 – DURATION OF AGREEMENT	34
ARTICLE 45 – PREPARATION TIME	35
SIGNATURE PAGE	35
ADDENDUM 1 – TEACHER TRANSPORTATION.....	36
LETTER OF UNDERSTANDING RE MOVING OUT EXPENSES – TEACHERS FROM FORMER CHURCHILL SCHOOL DISTRICT.....	38
LETTER OF UNDERSTANDING RE ANNUAL TRAVEL – TEACHERS FROM FORMER CHURCHILL SCHOOL DISTRICT	39
LETTER OF UNDERSTANDING RE ANNUAL TRAVEL – TEACHERS FROM FORMER LYNN LAKE SCHOOL DISTRICT	40
LETTER OF UNDERSTANDING RE INCUMBENT PROTECTION CLAUSE FOR FRONTIER TEACHERS PRIOR TO JUNE 30, 2002	41
LETTER OF UNDERSTANDING RE YEARLY PERSONAL LEAVE FOR TEACHERS FROM CHURCHILL SCHOOL DISTRICT	43
LETTER OF UNDERSTANDING RE ARTICLE 13 e)ii) CONSULTANT’S/ COORDINATOR’S/ INSTRUCIONAL COACHES ALLOWANCE OVERNIGHT STAYS	44

**COLLECTIVE AGREEMENT
BETWEEN
FRONTIER SCHOOL DIVISION
AND
FRONTIER TEACHERS' ASSOCIATION**

July 1, 2018 – June 30, 2022

ARTICLE 1 - PURPOSE

It is the intent and purpose of the parties to this Agreement to promote and improve working relations between the Division and the Association, to establish a salary schedule as provided for in individual statutory contracts, to establish other conditions of employment, and finally to provide a basis upon which both parties may improve the professional service rendered to the school children of the Division.

ARTICLE 2 - EFFECTIVE PERIOD

This agreement shall come into force and take effect as from the first day of **July 2018** and shall remain in force until the 30th day of **June 2022**. Thereafter, it shall remain in force and automatically renew itself from year to year unless either party gives the other written notice by priority post of a desire to terminate or amend this agreement. Should either party desire to terminate or amend this agreement, such party shall notify the other party in writing of its intention not more than ninety (90) days and not less than thirty (30) days prior to the expiration date hereof. It is agreed that in such a case, the parties will confer not later than twenty (20) teaching days after receipt of such notice or on another date as may be mutually agreed. A statement of changes desired will be submitted at this time by the party serving notice. Subsequent meetings will be held within twenty (20) teaching days of the previous meeting unless otherwise mutually agreed.

ARTICLE 3 - PROFESSIONAL FEES

Deduction of Professional Fees

- 3.01 The Board shall deduct Frontier Teacher Association dues from all teachers, including substitutes. Such dues shall be remitted on a monthly basis.
- 3.02 The Board shall deduct Manitoba Teachers' Society (MTS) fees from all teachers, including substitutes. Such fees will be remitted on a monthly basis.
- 3.03 The Association shall indemnify and save harmless the Board from all costs, liability or expenses suffered or sustained by the Board as a result of legal action arising from the deductions of the local dues or MTS fees made pursuant to this clause.

ARTICLE 4 - LIAISON COMMITTEE

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

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

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

ARTICLE 5 - PROVISION FOR SETTLEMENT OF DISPUTES

Any differences between the parties to, or persons bound by the Agreement or on 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) teaching days from the date when the Association takes the matter up with the Division or the Division notifies the Association in writing of its desire to have the differences negotiated, shall, upon the written request of either party, be submitted to an Arbitration Board, consisting of three (3) members.

Each of the parties to the dispute shall, within seven (7) days of the date of the written request for arbitration, appoint an arbitrator and shall notify the other party of the appointment. These two (2) arbitrators, within a further period of seven (7) days after their appointment, shall meet and select a chairperson. Should the two arbitrators fail to agree upon a chairperson within the required seven (7) days, either party may request the Manitoba Labour Board to appoint a chairperson.

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

ARTICLE 6 - ACCESS AGREEMENT

A duly authorized representative of the Association or a Staff Officer of MTS shall be entitled to visit schools within the School Division for the purpose of communicating with teachers. Such visits shall only occur after the said representative has notified the Area Superintendent or designated representative. The interview of a teacher by a representative shall be carried on in a private place within the school and be held at such times as shall minimize interference with the operation of the school.

ARTICLE 7 - SALARY SCHEDULE

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

Effective June 30, 2005, all teachers newly hired by the Frontier School Division shall be placed on Frontier salary schedule.

Frontier – Effective First (1st) day of Fall Term 2018

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>	<u>Class 7</u>
0	40,334.06	44,394.24	49,645.20	60,478.59	64,725.13	68,997.94	72,480.24
1	42,330.38	46,725.77	51,687.79	63,744.48	68,008.53	72,258.84	75,743.64
2	44,364.21	49,051.05	53,725.39	67,019.14	71,270.69	75,529.74	79,008.27
3	46,379.30	51,365.07	55,795.49	70,287.54	74,552.85	78,794.40	82,275.43
4	48,399.38	53,684.11	57,855.59	73,548.45	77,807.49	82,066.55	85,533.84
5	50,414.45	56,033.15	59,888.77	76,816.83	81,077.14	85,339.95	88,814.74
6	52,562.11	58,245.86	61,944.54	80,075.24	84,339.29	88,607.10	92,083.14
7		60,656.19	64,002.15	83,348.65	87,618.95	91,884.26	95,352.80
8			66,054.75	86,624.55	90,864.84	95,158.93	98,643.72
9			68,227.43	89,889.20	94,154.51	98,427.33	101,912.12
10				93,161.36	97,495.45	101,715.75	105,204.29

ARTICLE 7 - SALARY SCHEDULE (cont'd)

Frontier – Effective First (1st) day of Fall Term 2019

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>	<u>Class 7</u>
0	40,898.74	45,015.76	50,340.23	61,325.29	65,631.28	69,963.91	73,494.96
1	42,923.01	47,379.93	52,411.42	64,636.90	68,960.65	73,270.47	76,804.05
2	44,985.31	49,737.77	54,477.54	67,957.41	72,268.48	76,587.15	80,114.38
3	47,028.61	52,084.18	56,576.63	71,271.56	75,596.59	79,897.52	83,427.29
4	49,076.97	54,435.69	58,665.57	74,578.13	78,896.79	83,215.48	86,731.31
5	51,120.26	56,817.61	60,727.21	77,892.27	82,212.22	86,534.71	90,058.14
6	53,297.98	59,061.30	62,811.76	81,196.29	85,520.05	89,847.60	93,372.31
7		61,505.38	64,898.18	84,515.53	88,845.62	93,170.64	96,687.74
8			66,979.52	87,837.30	92,136.95	96,491.15	100,024.73
9			69,182.62	91,147.65	95,472.67	99,805.32	103,338.89
10				94,465.61	98,860.39	103,139.77	106,677.15

Frontier - Effective First (1st) day of Fall Term 2020

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>	<u>Class 7</u>
0	41,103.23	45,216.72	50,567.81	61,607.80	65,935.32	70,289.61	73,838.32
1	43,113.50	47,592.71	52,649.36	64,935.96	69,281.34	73,612.70	77,163.95
2	45,186.11	49,962.34	54,725.81	68,273.07	72,605.70	76,945.97	80,490.83
3	47,239.63	52,320.49	56,835.39	71,603.80	75,950.46	80,272.89	83,820.31
4	49,298.23	54,683.75	58,934.78	74,926.90	79,267.16	83,607.44	87,140.85
5	51,351.74	57,077.58	61,006.73	78,257.61	82,599.17	86,943.27	90,484.31
6	53,540.35	59,332.49	63,101.70	81,578.15	85,923.53	90,272.72	93,815.05
7		61,788.79	65,198.55	84,913.99	89,265.73	93,612.38	97,147.06
8			67,290.29	88,252.36	92,573.52	96,949.49	100,500.74
9			69,504.41	91,579.27	95,925.92	100,280.22	103,831.46
10				94,913.82	99,330.57	103,631.35	107,186.42

Frontier - Effective First (1st) day of Fall Term 2021*

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

Churchill

The Churchill salary scale applies only to those teachers who were employed in Churchill as of June 30, 2005, subject to Article 7, first paragraph.

ARTICLE 7 - SALARY SCHEDULE (cont'd)**Churchill - Effective First (1st) day of Fall Term 2018**

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>	<u>Class 7</u>
0	41,683.70	45,626.30	50,916.03	60,781.28	65,717.03	70,475.17	74,717.97
1	43,845.12	47,921.56	53,383.90	63,937.11	68,967.92	73,759.82	78,022.64
2	45,626.30	50,218.07	55,849.29	67,115.45	72,213.82	77,031.97	81,328.56
3	47,601.35	52,517.09	58,314.65	70,273.77	75,353.38	80,181.56	84,644.49
4	49,581.39	54,804.84	60,781.28	73,438.37	78,718.09	83,601.31	87,950.43
5	51,556.45	57,093.85	63,251.77	76,604.20	81,967.73	86,875.96	91,265.10
6	53,530.25	59,392.86	65,717.03	79,765.03	85,227.38	90,160.64	94,564.78
7	55,670.41	61,765.68	69,917.30	82,927.11	88,477.02	93,436.53	97,881.97
8			70,657.78	86,099.21	91,722.92	96,714.95	101,180.39
9				89,262.54	94,973.81	99,998.36	104,496.32
10				92,420.87	98,346.02	103,426.87	107,807.25

Churchill - Effective First (1st) day of Fall Term 2019

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>	<u>Class 7</u>
0	42,267.27	46,265.07	51,628.86	61,632.21	66,637.07	71,461.82	75,764.02
1	44,458.95	48,592.46	54,131.27	64,832.23	69,933.47	74,792.46	79,114.96
2	46,265.07	50,921.13	56,631.18	68,055.07	73,224.81	78,110.42	82,467.16
3	48,267.77	53,252.33	59,131.05	71,257.61	76,408.33	81,304.10	85,829.51
4	50,275.53	55,572.10	61,632.21	74,466.51	79,820.14	84,771.73	89,181.73
5	52,278.24	57,893.17	64,137.30	77,676.66	83,115.28	88,092.22	92,542.82
6	54,279.68	60,224.36	66,637.07	80,881.74	86,420.56	91,422.89	95,888.69
7	56,449.79	62,630.39	70,896.14	84,088.09	89,715.70	94,744.64	99,252.32
8			71,646.99	87,304.60	93,007.04	98,068.96	102,596.92
9				90,512.21	96,303.44	101,398.34	105,959.26
10				93,714.76	99,722.86	104,874.84	109,316.55

Churchill - Effective First (1st) day of Fall Term 2020

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>	<u>Class 7</u>
0	42,478.61	46,496.39	51,887.00	61,940.38	66,970.26	71,819.13	76,142.84
1	44,681.25	48,835.43	54,401.93	65,156.39	70,283.14	75,166.42	79,510.53
2	46,496.39	51,175.73	56,914.34	68,395.34	73,590.94	78,500.97	82,879.50
3	48,509.11	53,518.59	59,426.71	71,613.89	76,790.37	81,710.63	86,258.66
4	50,526.91	55,849.96	61,940.38	74,838.84	80,219.25	85,195.59	89,627.64
5	52,539.63	58,182.63	64,457.98	78,065.04	83,530.85	88,532.69	93,005.53
6	54,551.07	60,525.48	66,970.26	81,286.15	86,852.67	91,880.00	96,368.13
7	56,732.04	62,943.55	71,250.62	84,508.53	90,164.28	95,218.36	99,748.58
8			72,005.23	87,741.12	93,472.08	98,559.30	103,109.90
9				90,964.77	96,784.96	101,905.33	106,489.06
10				94,183.34	100,221.48	105,399.22	109,863.13

ARTICLE 7 - SALARY SCHEDULE (cont'd)**Churchill – Effective First (1st) day of Fall Term 2021***

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

Lynn Lake

This Lynn Lake salary scale applies only to those teachers who were employed in Lynn Lake as of June 30, 2005, subject to Article 7, first paragraph.

Lynn Lake – Effective First (1st) day of Fall Term 2018

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>
0	43,750.07	46,999.71	53,340.13	65,979.70	69,499.52	72,138.76
1	46,015.31	49,168.63	55,729.20	69,070.49	72,466.48	75,069.44
2	48,286.80	51,342.57	58,108.26	72,166.28	75,435.93	78,003.87
3	50,560.80	53,517.75	60,496.09	75,258.32	78,400.38	80,933.30
4	52,824.79	55,687.93	62,882.66	78,352.85	81,363.59	83,867.74
5	55,098.79	57,860.61	65,267.98	81,442.40	84,329.29	86,800.92
6	57,370.29	60,032.04	67,653.31	84,541.93	87,300.00	89,732.84
7		62,204.72	70,032.37	87,631.47	90,261.95	92,664.78
8				90,722.25	93,227.65	95,600.46
9				93,815.53	96,200.85	98,531.10
10					99,164.06	101,461.82

Lynn Lake – Effective First (1st) day of Fall Term 2019

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>
0	44,362.57	47,657.70	54,086.89	66,903.42	70,472.51	73,148.71
1	46,659.52	49,856.99	56,509.41	70,037.47	73,481.01	76,120.42
2	48,962.82	52,061.36	58,921.78	73,176.61	76,492.04	79,095.92
3	51,268.65	54,267.00	61,343.03	76,311.94	79,497.99	82,066.37
4	53,564.33	56,467.56	63,763.02	79,449.79	82,502.68	85,041.89
5	55,870.17	58,670.66	66,181.73	82,582.59	85,509.90	88,016.13
6	58,173.47	60,872.49	68,600.46	85,725.52	88,522.20	90,989.10
7		63,075.59	71,012.82	88,858.31	91,525.61	93,962.09
8				91,992.36	94,532.83	96,938.87
9				95,128.95	97,547.66	99,910.53
10					100,552.36	102,882.28

Lynn Lake – Effective First (1st) day of Fall Term 2020

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>
0	44,584.38	47,895.99	54,357.32	67,237.94	70,824.88	73,514.45
1	46,892.82	50,106.28	56,791.96	70,387.66	73,848.41	76,501.02
2	49,207.63	52,321.67	59,216.39	73,542.49	76,874.50	79,491.40

ARTICLE 7 – SALARY SCHEDULE (cont'd)**Lynn Lake – Effective First (1st) day of Fall Term 2020 (cont'd)**

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>
3	51,524.99	54,538.33	61,649.75	76,693.50	79,895.48	82,476.70
4	53,832.16	56,749.90	64,081.84	79,847.04	82,915.20	85,467.10
5	56,149.52	58,964.01	66,512.64	82,995.50	85,937.45	88,456.21
6	58,464.34	61,176.85	68,943.46	86,154.15	88,964.81	91,444.05
7		63,390.97	71,367.89	89,302.60	91,983.24	94,431.90
8				92,452.32	95,005.50	97,423.56
9				95,604.59	98,035.40	100,410.08
10					101,055.12	103,396.70

Lynn Lake – Effective First (1st) day of Fall Term 2021*

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

Snow Lake

This Snow Lake salary scale applies only to those teachers who were employed in Snow Lake as of June 30, 2005, subject to Article 7, first paragraph.

Snow Lake – Effective First (1st) day of Fall Term 2018

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>
0	41,222.15	45,618.80	51,621.50	62,747.57	67,001.62	70,911.70
1	43,549.94	47,947.83	54,279.49	66,237.38	70,722.84	74,732.98
2	45,881.48	50,278.11	56,938.76	69,723.43	74,445.29	78,555.48
3	48,210.50	52,607.14	59,596.77	73,211.97	78,167.72	82,376.75
4	50,538.28	54,937.44	62,256.01	76,698.00	81,887.67	86,198.01
5	52,867.32	57,265.23	64,915.18	80,187.82	85,610.13	90,022.11
6	55,198.85	59,594.25	67,573.26	83,675.11	89,332.57	93,843.06
7		61,923.29	70,232.51	87,161.14	93,053.78	97,665.57
8				90,649.69	96,777.48	101,486.85
9				94,135.75	100,499.95	105,305.60

Snow Lake – Effective First (1st) day of Fall Term 2019

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>
0	41,799.26	46,257.46	52,344.20	63,626.03	67,939.64	71,904.47
1	44,159.64	48,619.10	55,039.41	67,164.70	71,712.95	75,779.24
2	46,523.82	50,982.00	57,735.90	70,699.55	75,487.52	79,655.26
3	48,885.45	53,343.64	60,431.12	74,236.94	79,262.07	83,530.03
4	51,245.82	55,706.56	63,127.60	77,771.78	83,034.09	87,404.78

ARTICLE 7 – SALARY SCHEDULE (cont'd)

Snow Lake – Effective First (1st) day of Fall Term 2019 (cont'd)

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>
5	53,607.46	58,066.94	65,823.99	81,310.45	86,808.67	91,282.42
6	55,971.63	60,428.57	68,519.28	84,846.57	90,583.23	95,156.86
7		62,790.22	71,215.76	88,381.39	94,356.53	99,032.89
8				91,918.79	98,132.37	102,907.67
9				95,453.65	101,906.95	106,779.88

Snow Lake – Effective First (1st) day of Fall Term 2020

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>
0	42,008.25	46,488.75	52,605.92	63,944.16	68,279.34	72,263.99
1	44,380.44	48,862.19	55,314.60	67,500.53	72,071.52	76,158.13
2	46,756.44	51,236.91	58,024.58	71,053.05	75,864.96	80,053.53
3	49,129.87	53,610.35	60,733.28	74,608.12	79,658.38	83,947.68
4	51,502.04	55,985.09	63,443.23	78,160.64	83,449.26	87,841.80
5	53,875.50	58,357.28	66,153.11	81,717.00	87,242.72	91,738.83
6	56,251.49	60,730.71	68,861.88	85,270.80	91,036.15	95,632.64
7		63,104.17	71,571.84	88,823.30	94,828.32	99,528.05
8				92,378.38	98,623.03	103,422.21
9				95,930.92	102,416.48	107,313.78

Snow Lake – Effective First (1st) day of Fall Term 2021*

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

ARTICLE 8 - EDUCATIONAL QUALIFICATIONS/CLASSIFICATION

- 8.01 For the purpose of the Salary Schedule, members of the teaching staff are to be classified as per Manitoba Regulation 515/88R.
- 8.02 The onus shall be on the teacher to provide evidence of his/her qualifications and experience to the Manitoba Education and Advanced Learning.
- 8.03 If a qualified teacher has completed a course which puts him/her into a higher class, he/she will receive the salary of the higher class from the beginning of the teaching month following successful completion of the course.
- 8.04 **Permit Teachers:**
Permit Teachers shall be placed in a classification as established by Manitoba Education and Advanced Learning, Professional Certification Unit, Manitoba Regulations No. 515/88. No teacher shall be paid less than Class 1, Step 0 of the Salary Schedule.

ARTICLE 9 - EXPERIENCE

- a) A qualified teacher who is engaged to teach in the Division shall be granted full placement on the salary schedule for teaching experience recognized by Manitoba Education and Advanced Learning, Province of Manitoba, except that up to three (3) years of teaching experience gained prior to the teacher having become qualified shall be recognized for increment purposes provided that the teacher is certified by the Province of Manitoba and that the experience is acceptable to the Chief Superintendent. Teaching experience gained while teaching on permit, or Letter of Authority shall be recognized at the rate of one (1) increment for each year of such experience.
- b) All Vocational/Industrial Arts teachers on staff to teach in a vocational area which is recognized as such by Manitoba Education and Advanced Learning for grant purposes and for which they are qualified to teach, as determined by Manitoba Education and Advanced Learning, shall receive one (1) increment for every two (2) years of experience gained after the acquisition of recognized certification in the area in which they are employed up to a maximum of five (5) increments.

For designate trades, related work experience shall be calculated from the time journeyman certification is received.

- c) Following a teacher's placement on the salary schedule in accordance with Article 9 (a), a teacher shall advance to the higher step on the salary schedule at the rate of one (1) increment upon completion of the accumulation of a year or more of acceptable teaching experience as recognized by the Professional Certification Unit of Manitoba Education and Advanced Learning, until maximum is reached. The due date for the increments shall be the first (1st) day of the teaching month next following the completion of this year of acceptable teaching experience.

For part-time teachers, the teaching experience of a part-time teacher shall accumulate to the proportion of actual percent of time employed in each school year. When a part-time teacher accumulates a year of acceptable teaching experience equal to the equivalent of one (1) full teaching year or more, as recognized by the Professional Certification Unit of Manitoba Education and Advanced Learning, that teacher shall be reclassified to the next higher step of the schedule the first day of the teaching month next following the completion of this year of acceptable teaching experience.

A minimum of 180 teaching days must be completed within a teaching year for one (1) year of credit or ninety (90) teaching days for one-half (1/2) year of credit.

Two half years of experience shall be equivalent to one year of experience for increment purposes.

- d) Teachers will be placed on the salary schedule according to all years they have taught as qualified teachers as recognized by Manitoba Education and Advanced Learning. Teaching experience gained while teaching on limited teaching permit, or Letter of Authority shall be recognized at the rate of one (1) increment for each year of such experience.
- e) The service of a part time teacher shall be accumulative to the proportion of actual percentage of time employed in each school year. Whenever a part time teacher accumulated service equals the equivalent of one (1) full teaching year or more, that teacher shall be reclassified to the next higher step of the schedule on either first (1st) day of fall term or January 1st next.

ARTICLE 10 - PART TIME TEACHERS

- a) Part time teachers shall receive payment and benefits according to the terms of this Agreement, on a pro-rata basis, except for those allowances contained in Article 17 – Transportation and Moving Expenses for New Hires and Article 18 – Annual Travel Reimbursement, where the full amount is paid.

ARTICLE 10 - PART TIME TEACHERS (cont'd)

- b) Part time teachers who are directed by the School Board or its agent to participate in Professional Development during the instructional day, but outside of the specific time in the part time contract, shall be paid for the additional time on a pro rata wage basis.

ARTICLE 11 - SUBSTITUTE TEACHERS

Substitute teachers who are employed by the Division shall be employed in accordance with the Public Schools Act, Education Administration Act and the regulations thereto.

- a) i) A substitute teacher employed for a period of five (5) consecutive teaching days or less shall be paid at the per diem rate, including holiday pay of:

	<u>Effective first (1st) day of Fall Term 2018</u>	<u>Effective first (1st) day of Fall Term 2019</u>	<u>Effective first (1st) day of Fall Term 2020</u>	<u>Effective first (1st) day of Fall Term 2021</u>
Certified	167.57	169.92	170.77	*
Non-Certified	121.34	123.04	123.66	*

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

- ii) Any uncertified substitute rates currently higher than above rates shall be red circled until such time as the proposed rate is equal to or is greater than the red circled rate.
- iii) A period of substitute teaching of at least five (5) consecutive days shall be termed extended substitute teaching.
- b) i) If a substitute teacher is employed for an extended substitute teaching period in excess of five (5) consecutive teaching days or more, on the sixth (6th) day, his/her classification and salary will be based on his/her academic and professional qualifications and teaching experience in accordance with Articles 7, 8, and 9.
- ii) The rate of pay shall be retroactive to the first (1st) day of the extended teaching assignment and shall continue in effect until the end of that instance of extended teaching assignment.
- iii) Inservice days or Administrative days shall not constitute a break in extended substitute teaching.
- c) A substitute teacher who is called into the school shall receive a minimum of one-half (1/2) day's pay, regardless of time spent. This shall apply to both the morning and afternoon sessions.
- d) Unless otherwise determined at the time of the assignment, or except in unforeseen circumstances, the timetable for a substitute teacher in any assignment shall normally be the same as the timetable of the teacher who is being replaced.
- e) **Limited Term Teacher – General Contract**
- A substitute teacher who has been employed for at least twenty (20) days of extended substitute teaching shall, on the twenty-first (21st) day, be signed to a Limited Term Teacher-General contract, unless the return of the regular teacher or conclusion of the substitute assignment will occur within five (5) working days. Notwithstanding the above, whenever it is known that the assignment is to be at least twenty (20) days, the teacher shall be signed to a limited term contract.
- f) Substitute teachers shall be paid on a bi-weekly basis, with a one (1) week holdback.

ARTICLE 11 - SUBSTITUTE TEACHERS (cont'd)

g) Sick Leave

A substitute teacher who has been employed for at least nine (9) consecutive days of extended substitute teaching in a school year shall be entitled to one (1) day of sick leave with pay for each nine (9) days taught in that assignment. Sick leave shall not accumulate from one extended substitute teacher assignment to another. The use of sick leave day with pay shall not constitute an interruption of the extended substitute teaching assignment.

h) The following Articles of the Collective Agreement apply to substitute teachers:

Article 1	Purpose
Article 2	Effective Period
Article 3	Professional Fees
Article 4	Liaison Committee

h) The following Articles of the Collective Agreement apply to substitute teachers (cont'd):

Article 5	Provision of Settlement of Disputes as it relates to Article 11 – Substitutes
Article 6	Access Agreement
Article 7	Salary Schedule – as it relates to the per diem rate applicable under Article 11 (b)
Article 8	Educational Qualifications/Classification – as it relates to the placement on the salary schedule
Article 9	Experience – as it relates to placement on the salary schedule under Article 11 (b)
Article 11	Substitute Teachers
Article 16	Interest on Retroactive Pay
Article 31	Duty Free Meal Period where a substitute teacher is offered and has accepted an assignment for greater than one-half day

i) The only matters which may be grieved under Article 5 (Provision for Settlement of Disputes) 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.

ARTICLE 12 - PAYMENT OF SALARY

- a)
 - i) Teachers hired to commence their teaching duties after the first (1st) teaching day of the fall term shall have the salary due them between date of commencement of duties and the following June computed on the basis of:

Number of days taught/days in school year X annual salary, and paid to them in equal semi-monthly installments from date of commencement to the last pay of August following.
 - ii) Teachers hired on a Teacher General Contract or Limited Term Teacher-General Contract after January 1st, may have their salary paid to them in equal installments either through to June 30th or August 31st. Payment will be calculated and issued to August 31st unless otherwise advised by teacher. Teachers will have one (1) month from the date of signing their contract to elect their option.
- b) Salaries shall be paid by direct deposit.
- c) When teachers leave the employ of the Division, they shall receive remaining pay on or before July 31st.

ARTICLE 12 - PAYMENT OF SALARY (cont'd)

- d) Teachers signing a Teacher General contract or Limited Term Teacher-General contract on or before August 15th shall upon written request receive an advance of \$400.00 on the first (1st) teaching day of the school year. The advance shall be repaid through payroll deduction as follows:
- i) \$200.00 from the final pay in September;
 - ii) \$200.00 from the first pay in October.
- e) When a new collective agreement is signed between the parties, the Division will, when sending out the first pay calculation under the new agreement, attach a letter specifically identifying the differences in calculations of the rate of pay and allowances under the new agreement.

ARTICLE 13 - ADMINISTRATIVE AND SUPERVISORY ALLOWANCES**a) Principal's Allowance**

Principals shall receive a basic allowance for administration and supervision on the basis of the following schedule.

The allowance paid to any principal shall be the greater of:

- i) an amount of:

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
7,691.78	7,799.46	7,838.46	*

OR

- ii) an allowance for each full or part time member of the instructional staff assigned to any school, but excluding the principal allotment, as follows:

	<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
for the first 1 – 15 teachers	1,080.40	1,095.52	1,101.00	*
for the next 16 – 25 teachers	645.02	654.05	657.32	*
for the next 26 or more teachers	273.33	277.16	278.54	*

- iii) In addition to the above scale, Principals in Frontier School Division who have obtained a Level I Manitoba School Administrators Certificate shall receive an allowance as follows:

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
625.41	634.17	637.34	*

Those Principals who have obtained a Level II Manitoba Principals Certificate shall receive an additional allowance per annum as follows:

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
625.41	634.17	637.34	*

- iv) Principals with two (2) or more years' experience as a principal in Frontier School Division shall receive, in addition to the above scale, an allowance as follows:

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
1,250.82	1,268.33	1,274.68	*

ARTICLE 13 - ADMINISTRATIVE AND SUPERVISORY ALLOWANCES (cont'd)**a) Principal's Allowance (cont'd)**

- v) For calculation purposes, the teacher count as at September 30th of a particular school year shall be used to determine the Principal's allowance for that same school year. Such allowance once calculated shall be the allowance for the entire school year irrespective of any change to the teacher count after September 30th of that school year.

For the purpose of implementation of the change in calculation of the Administrative Allowance, any administrator receiving an allowance greater than that outlined in Article 13 (a) or (b), shall continue to receive the greater allowance until such time as it is surpassed by the new allowance or until such time as they are no longer an administrator, whichever occurs first.

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

- b) In addition to the Principal's basic allowance, the Principal of Frontier Collegiate Institute (FCI) shall be paid a campus allowance of:

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
3,416.47	3,464.31	3,481.62	*

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

c) Vice-Principal's Allowance

- i) Vice-principals shall receive one-half (1/2) of the principal's basic allowance.
- ii) Notwithstanding the above, where more than one (1) vice-principal is appointed to job share as vice-principal within a particular school, each vice-principal shall receive a prorated portion of one-half (1/2) of that administrative and supervisory allowance paid to the principal.
- iii) Vice-Principals at Helen Betty Osborne School, Norway House, shall each receive one half (1/2) of the Principal's Allowance.
- iv) In addition to the above, Vice-Principals in Frontier School Division who have obtained a Level I Manitoba School Administrators Certificate shall receive an allowance as follows:

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
625.41	634.17	637.34	*

Those Vice-Principals who have obtained a Level II Manitoba Principals Certificate shall receive an additional allowance per annum as follows:

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
625.41	634.17	637.34	*

ARTICLE 13 - ADMINISTRATIVE AND SUPERVISORY ALLOWANCES (cont'd)**c) Vice-Principal's Allowance (cont'd)**

- v) In addition to the Vice-Principal's basic allowance, the Vice-Principal of Frontier Collegiate Institute (FCI) shall receive one half (1/2) of the Principal of FCI's campus allowance.

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

- d) Teachers designated to act for the principal in the absence of the principal shall receive an allowance of one two-hundredth (1/200th) of the principal's allowance per day of the principal's absence.

e) Consultant's/Coordinator's/Instructional Coach's Allowance**Effective date of signing:**

- i) Consultant/Coordinator/Instructional Coach shall receive a base allowance as follows:

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

	Fall Term <u>2018</u>	Fall Term <u>2019</u>	Fall Term <u>2020</u>	Fall Term <u>2021</u>
One Year	5,800.07	5,881.27	5,910.68	*
Two Years	6,003.95	6,088.01	6,118.45	*
Three or more years	6,379.21	6,468.52	6,500.86	*

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

	Fall Term <u>2018</u>	Fall Term <u>2019</u>	Fall Term <u>2020</u>	Fall Term <u>2021</u>
Category A – 11-15 overnight stays per school year	1,958.83	1,986.25	1,996.19	*
Category B – 16-29 overnight stays per school year	3,698.08	3,749.86	3,768.61	*
Category C – 30-39 overnight stays per school year	4,622.60	4,687.32	4,710.76	*
Category D – 40 or more overnight stays	5,778.25	5,859.15	5,888.45	*

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

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

ARTICLE 14 - LANGUAGE FLUENCY

Where a teacher demonstrates an acceptable level of fluency in a Native language and meets one of the following criteria:

- i) teaches Grades N-3
- ii) teaches the language at least 12% of the time; or
- iii) uses the language for interpreting and assisting the principal in the school or for communicating with students and parents; the teacher shall be paid an allowance of per annum:

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
769.52	780.30	784.20	*

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

ARTICLE 15 - ALLOWANCES FOR APPROVED COURSES

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

- a) A teacher shall receive the following amounts for each (6) six credit hour course

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
789.35	800.40	804.40	*

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

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
392.46	397.95	399.94	*

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

- b) Course allowances shall not be paid for any course provided and/or subsidized by the Division.
- c) If a qualified teacher has completed a course which puts him/her into a higher class, he/she will receive the salary of the higher class from the beginning of the teaching month following successful completion of the course.
- d) To receive consideration for payment of course allowances, a teacher must submit application(s) for course allowances to the Area Superintendent within forty-five (45) days of commencement of the course(s).

ARTICLE 16 - INTEREST ON RETROACTIVE PAY

The Division shall pay the members of the Association, interest on the gross amount of any retroactive pay which may be paid to such members less the amount of any statutory deduction for Canada Pension, Unemployment Insurance and Income Tax due with respect to that pay. The interest to be calculated from the dates which the monies would have been due on a monthly basis, to the date of the actual payment. This calculation is to be done on an average retro pay for a teacher.

The interest shall be computed at the at the rate equal to that paid by the Chartered Bank in Winnipeg on a Bonus Savings Accounts or Premium Savings Account.

ARTICLE 17 - TRANSPORTATION AND MOVING EXPENSE FOR NEW HIRES

- a) A teacher newly hired and coming on staff for the Division shall be entitled to receive reimbursement for actual cost of personal transportation to the community at the lesser of the cost of economy airfare or the actual mileage cost at the Division's current per kilometer rate. Air travel arrangements shall be made by the teacher through the Area office.

Effective date of signing:

- b) In addition to the above, a teacher newly hired by the Division shall be entitled to a one time lump sum payment to assist defraying the cost of moving into the Division.

- i) For Non Division Housing in Churchill:

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
1,876.23	1,902.50	1,912.01	*

- ii) When an unfurnished teacherage is provided where road travel is available:

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
1,500.99	1,522.00	1,529.61	*

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

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
1,500.99	1,522.00	1,529.61	*

- iv) When a furnished teacherage is provided where air freight is required:

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
1,000.66	1,014.67	1,019.75	*

- v) When a furnished teacherage is provided where rail freight is required:

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
500.33	507.33	509.87	*

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

- c) Teachers newly hired from within the community and teachers required to change accommodation shall receive a one-time lump sum payment. Community to be defined as residing in an area within forty (40) kilometers of the school.

ARTICLE 17 - TRANSPORTATION AND MOVING EXPENSE FOR NEW HIRES (cont'd)

c) (cont'd)

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
437.79	443.92	446.14	*

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

- d) Where cost of moving is mentioned, it shall mean cost for fuel, rental of moving company vehicle, or the employee of a moving company plus the employee's meal and hotel expenses.
- e) In all cases, the teacher shall apply for such payment to the office of the respective Area superintendent. However, in no event shall an application be accepted nor processed where the application was received after June 30th of the school year in which the move took place.

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

ARTICLE 18 - ANNUAL TRAVEL REIMBURSEMENT

- a) Teachers shall be reimbursed for travel expenses (excluding meals, rooms, berths, and sundry items) for one (1) round trip per school year from the teacher's school locality to Winnipeg.
- b) Reimbursement for travel expenses of teachers in "qualified isolated communities" shall be based on the most practical economical means. Where airfare is required, the flight must be booked no less than one (1) month in advance, with departure and return dates confirmed. See Addendum 1 for means of transportation.

In the case of extenuating circumstances, i.e. medical emergencies of the employee's immediate family as defined in Article 33.01, the one (1) month advance booking may be waived.

- c) Reimbursement for travel expenses shall include the cost of travel for members of the teacher's family residing with the teacher and making the journey with the teacher.
- d) To receive reimbursement at the prevailing Division rates upon receipt of a statement from the teacher indicating that the trip was made.

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

ARTICLE 19 - SPECIAL TRAVEL REIMBURSEMENT

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

Schedule A

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

ARTICLE 19 - SPECIAL TRAVEL REIMBURSEMENT (cont'd)

Schedule A (cont'd)

God's Lake Narrows	Winnipeg
Stevenson Island	Winnipeg
Red Sucker Lake	Winnipeg
Brochet	Thompson

Schedule B

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

Berens River	Winnipeg
--------------	----------

Schedule C

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

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

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

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

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

Schedule D

Granville Lake - The Division shall arrange and pay for charter air flight in and out of the community to and from Thompson, for the teacher, the teacher's spouse and dependent children, on the following non-teaching dates:

Thanksgiving School Closure
 Christmas/New Year's School Closure
 Spring Break School Closure
 Beginning and end of the same School Year

All travel shall be by the most practical, economical means.

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

ARTICLE 20 - ANNUAL TRANSPORTATION OF PERSONAL EFFECTS REIMBURSEMENT

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

- i) Where air freight is required:

	<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
1. Berens River	1,040.09	1,054.65	1,059.92	*
2. Brochet	1,302.42	1,320.65	1,327.25	*
3. Garden Hill, Red Sucker Lake, God's Lake Narrows	1,360.20	1,379.24	1,386.14	*

- ii) Where rail freight is required:

<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
566.50	574.43	577.30	*

To receive reimbursement, teachers are required to submit receipts verifying actual dates and costs to the respective Area Superintendent.

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

ARTICLE 21 - ISOLATION ALLOWANCE

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

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

Isolation allowance – Single Rate

	<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
Brochet	4,372.53	4,433.75	4,455.92	*
Granville Lake	4,372.53	4,433.75	4,455.92	*
Red Sucker Lake	4,372.53	4,433.75	4,455.92	*
God's Lake Narrow	4,372.53	4,433.75	4,455.92	*
Churchill	3,422.41	3,470.32	3,487.68	*
South Indian Lake	3,179.58	3,224.10	3,240.22	*
Sherridon	2,701.34	2,739.16	2,752.85	*

ARTICLE 21 - ISOLATION ALLOWANCE (cont'd)**b) Isolation allowance – Single Rate (cont'd)**

	<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
Pikwitonei	3,179.58	3,224.10	3,240.22	*
Ilford	3,179.58	3,224.10	3,240.22	*
Berens River	3,179.58	3,224.10	3,240.22	*
Stevenson Island	4,372.53	4,433.75	4,455.92	*
Thicket Portage	3,179.58	3,224.10	3,240.22	*
Lynn Lake	2,099.85	2,129.25	2,139.90	*
Leaf Rapids	2,099.85	2,129.25	2,139.90	*
Snow Lake	2,099.85	2,129.25	2,139.90	*
Cormorant	2,099.85	2,129.25	2,139.90	*
Moose Lake	2,099.85	2,129.25	2,139.90	*
Cross Lake	2,099.85	2,129.25	2,139.90	*
Gillam	2,099.85	2,129.25	2,139.90	*
Norway House	2,099.85	2,129.25	2,139.90	*
Wabowden	1,804.14	1,829.40	1,838.55	*
Matheson Island	1,202.99	1,219.83	1,225.93	*
Grand Rapids	903.00	915.65	920.23	*
Cranberry Portage	903.00	915.65	920.23	*
Peonan Point	903.00	915.65	920.23	*

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

c) Isolation allowance – Dependent Rate

	<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
Brochet	6,012.71	6,096.88	6,127.37	*
Granville Lake	6,012.71	6,096.88	6,127.37	*
Red Sucker Lake	6,012.71	6,096.88	6,127.37	*
God's Lake Narrows	6,012.71	6,096.88	6,127.37	*
Churchill	5,542.23	5,619.82	5,647.92	*
South Indian Lake	4,593.88	4,658.19	4,681.48	*
Sherridon	3,904.50	3,959.16	3,978.96	*
Pikwitonei	4,593.88	4,658.19	4,681.48	*

ARTICLE 21 - ISOLATION ALLOWANCE (cont'd)**c) Isolation allowance – Dependent Rate (cont'd)**

	<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
Ilford	4,593.88	4,658.19	4,681.48	*
Berens River	4,593.88	4,658.19	4,681.48	*
Stevenson Island	6,012.70	6,096.88	6,127.37	*
Thicket Portage	4,593.88	4,658.19	4,681.48	*
Lynn Lake	3,033.72	3,076.19	3,091.57	*
Leaf Rapids	3,033.72	3,076.19	3,091.57	*
Snow Lake	3,033.72	3,076.19	3,091.57	*
Cormorant	3,033.72	3,076.19	3,091.57	*
Moose Lake	3,033.72	3,076.19	3,091.57	*
Cross Lake	3,033.72	3,076.19	3,091.57	*
Gillam	3,033.72	3,076.19	3,091.57	*
Norway House	3,033.72	3,076.19	3,091.57	*
Wabowden	2,600.59	2,637.00	2,650.19	*
Matheson Island	1,737.16	1,761.48	1,770.29	*
Grand Rapids	1,302.50	1,320.73	1,327.33	*
Cranberry Portage	1,302.50	1,320.73	1,327.33	*
Peonan Point	1,302.50	1,320.73	1,327.33	*

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

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

Note: See Letter of Understanding re Incumbent Protection for teachers from pre-Frontier amalgamation.

ARTICLE 22 - HOUSING**a) Teacherage Housing**

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

ARTICLE 22 - HOUSING (cont'd)**b) Non Divisional Housing Allowance - Single Rate**

	<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
Barrows Junction	1,016.86	1,031.10	1,036.25	*
Berens River	2,138.19	2,168.12	2,178.96	*
Birdtail Sioux	1,378.37	1,397.67	1,404.66	*
Bissett	1,932.17	1,959.22	1,969.02	*
Brochet	2,081.14	2,110.27	2,120.83	*
Camperville	1,378.37	1,397.67	1,404.66	*
Cormorant	772.26	783.07	786.98	*
Churchill	6,950.33	7,047.64	7,082.88	*
Cranberry Portage	1,249.13	1,266.62	1,272.95	*
Crane River	1,218.38	1,235.43	1,241.61	*
Cross Lake	2,902.88	2,943.52	2,958.24	*
Duck Bay	1,377.80	1,397.09	1,404.07	*
Falcon Beach	1,377.80	1,397.09	1,404.07	*
Gillam	2,098.31	2,127.69	2,138.33	*
Grand Rapids	1,249.13	1,266.62	1,272.95	*
Granville Lake	2,081.14	2,110.27	2,120.83	*
Gypsumville	1,378.37	1,397.67	1,404.66	*
Ilford	3,435.45	3,483.55	3,500.97	*
Leaf Rapids	1,539.89	1,561.45	1,569.26	*
Lynn Lake	1,404.53	1,424.19	1,431.32	*
Matheson Island	1,249.13	1,266.62	1,272.95	*
Moose Lake	1,335.30	1,353.99	1,360.76	*
Norway House	2,499.82	2,534.82	2,547.49	*
Pelican Rapids	1,016.86	1,031.10	1,036.25	*
Pikwitonei	1,882.33	1,908.68	1,918.23	*
Pine Creek	1,378.37	1,397.67	1,404.66	*
Pine Dock	1,539.89	1,561.45	1,569.26	*
Rorketon	1,218.38	1,235.43	1,241.61	*
Sherridon	1,133.77	1,149.64	1,155.39	*
Skownan	1,378.37	1,397.67	1,404.66	*
Snow Lake	1,159.92	1,176.16	1,182.04	*
South Indian Lake	2,780.30	2,819.23	2,833.32	*
Stevenson Island	2,565.17	2,601.08	2,614.09	*

ARTICLE 22 - HOUSING (cont'd)**b) Non Divisional Housing Allowance - Single Rate (cont'd)**

	<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
Thicket Portage	1,882.33	1,908.68	1,918.23	*
Thompson	1,850.65	1,876.56	1,885.94	*
Wabowden	1,333.75	1,352.43	1,359.19	*
Waterhen	1,378.37	1,397.67	1,404.66	*

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

c) To qualify for housing allowance at the dependent status rates, one of the following conditions must exist:

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

Non Divisional Housing Allowance - Dependent Rate

	<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
Barrows Junction	2,033.71	2,062.18	2,072.49	*
Berens River	4,292.68	4,352.78	4,374.54	*
Birdtail Sioux	2,758.29	2,796.90	2,810.89	*
Bissett	3,864.35	3,918.46	3,938.05	*
Brochet	4,162.31	4,220.58	4,241.68	*
Camperville	2,758.29	2,796.90	2,810.89	*
Cormorant	1,542.98	1,564.58	1,572.40	*
Churchill	6,950.33	7,047.64	7,082.88	*
Cranberry Portage	2,496.76	2,531.71	2,544.37	*
Crane River	2,436.75	2,470.87	2,483.22	*
Cross Lake	5,805.76	5,887.04	5,916.47	*
Duck Bay	2,758.29	2,796.90	2,810.89	*
Falcon Beach	2,756.73	2,795.33	2,809.30	*
Gillam	4,196.63	4,255.39	4,276.66	*
Grand Rapids	2,496.75	2,531.70	2,544.36	*

ARTICLE 22 - HOUSING (cont'd)**c) Non Divisional Housing Allowance - Dependent Rate (cont'd)**

	<u>Fall Term 2018</u>	<u>Fall Term 2019</u>	<u>Fall Term 2020</u>	<u>Fall Term 2021</u>
Granville Lake	4,162.31	4,220.58	4,241.68	*
Gypsumville	2,756.73	2,795.33	2,809.30	*
Ilford	6,579.19	6,671.30	6,704.66	*
Leaf Rapids	3,079.79	3,122.91	3,138.52	*
Lynn Lake	2,807.51	2,846.81	2,861.05	*
Matheson Island	2,496.75	2,531.70	2,544.36	*
Moose Lake	2,669.04	2,706.40	2,719.94	*
Norway House	5,010.42	5,080.57	5,105.97	*
Pelican Rapids	2,033.71	2,062.18	2,072.49	*
Pikwitonei	3,766.28	3,819.01	3,838.11	*
Pine Creek	2,758.29	2,796.90	2,810.89	*
Pine Dock	3,079.79	3,122.91	3,138.52	*
Rorketon	2,436.75	2,470.87	2,483.22	*
Sherridon	2,267.53	2,299.27	2,310.77	*
Skownan	2,758.29	2,796.90	2,810.89	*
Snow Lake	2,319.84	2,352.32	2,364.08	*
South Indian Lake	5,558.98	5,636.80	5,664.99	*
Stevenson Island	5,128.73	5,200.53	5,226.53	*
Thicket Portage	3,766.28	3,819.01	3,838.11	*
Thompson	3,701.27	3,753.09	3,771.85	*
Wabowden	2,667.51	2,704.85	2,718.37	*
Waterhen	2,758.29	2,796.90	2,810.89	*

* COLA to be determined as follows: In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items) change is made known, the increase will be applied retroactively to July 1, 2021 (to be effective Fall term 2021).

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

ARTICLE 23 - GROUP LIFE INSURANCE

- a) The Board shall administer the Manitoba Public Schools Employees Group Life Insurance Plan according to the terms and conditions of the Master Policy of the said Plan and subject to the limitations set out in d).

ARTICLE 23 - GROUP LIFE INSURANCE (cont'd)

- b) All teachers shall be provided with the basic insurance of 200% of salary with premiums to be shared equally (50/50) between the employee and the Board. Where teachers opt for additional levels of insurance coverage, the premiums associated with such additional coverage shall be borne exclusively by the teacher.
- c) The Board's responsibility with respect to the administration of this Plan shall be limited to the following:
 - i) deducting premiums from the teachers;
 - ii) enrolling newly hired teachers in the Plan;
 - iii) 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;
 - iv) completing a premium statement to accompany premium remittances;
 - v) providing claim forms to teachers or beneficiaries on request;
 - vi) completing and submitting the Employer Claim Submission for claimants;
 - vii) distributing Plan information to teachers from time to time;
 - viii) conducting periodic re-openings from Accidental Death and Dismemberment applications.
- d) Save and except for the express responsibilities set out in d) of this article, the Association acknowledges and agrees that the Board neither has nor assumes any responsibility whatsoever with respect to any aspect of the Manitoba Public School Employees Group Life Insurance Plan.
- e) 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 premiums or exercise of other responsibilities with respect to the Group Life Insurance Plan.

ARTICLE 24 - DISABILITY BENEFITS PLAN

- a) The Division shall deduct from employees' salaries the full premium costs prescribed by the Plan and shall forward such premiums on a monthly basis to the Plan.
- b) Any employee shall be enrolled in the Plan and shall participate in the Plan, in accordance with the terms and conditions of the Plan.
- c) Any employee entering the Division's employ shall be enrolled automatically in the Plan and shall have deducted monthly from his/her salary the amount of premiums specified by the Plan.
- d) The Division's responsibility with respect to the administration of this Plan shall be limited to the following:
 - i) deducting premiums from the employees;
 - ii) enrolling newly hired employees in the Plan;
 - iii) maintaining records of the employees who are and are not insured, including maintaining files of application cards, late applicants, employees whose coverage was rejected on late application, beneficiary designations, and employees whose coverage has terminated on leaving the Division;
 - iv) completing a premium statement to accompany premium remittances;
 - v) distributing plan information to employees from time to time;
 - vi) completing the Disability Notification Form and submitting it to the Plan after an employee has been absent ten (10) consecutive days and where the sickness or disability may result in the filing of a claims for benefits;
 - vii) reporting to the Plan salary changes for teachers in receipt of benefits.

ARTICLE 24 - DISABILITY BENEFITS PLAN (cont'd)

- e) Save and except for the deduction and remittance of premiums, and the express responsibilities set out in d) in this article, the Association acknowledges and agrees that the Division neither has nor assumes any responsibility whatsoever to any aspect of this Disability Benefits Plan administered by The Manitoba Teachers' Society.
- f) 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 premiums or exercise of other responsibilities with respect to the Disability Benefits Plan.

ARTICLE 25 - SHORT TERM DISABILITY PLAN

- a) The Board shall deduct from teachers' salaries the full premium costs prescribed by the Plan and shall forward such premiums on a monthly basis to the Plan.
- b) All eligible teachers shall be enrolled in the Plan and shall participate in the Plan, in accordance with the terms and conditions of the Plan.
- c) Any teacher entering the Division's employ shall be enrolled automatically in the Plan and shall have deducted monthly from his/her salary the amount of premiums specified by the Plan.
- d) The Board's responsibility with respect to the administration of this Plan shall be limited to the following:
 - i) deducting premiums from the teachers;
 - ii) enrolling newly hired eligible teachers in the Plan;
 - iii) completing a premium statement to accompany premium remittances;
 - iv) distributing plan information to teachers from time to time;
 - v) completing a short Term Disability Notification Form and submitting it to the Plan when a teacher has been absent and where the sickness or disability may result in the filing of a claims for benefits, as per the requirements of the plan;
- e) Save and except for the express responsibilities set out in d) in this article, the Association acknowledges and agrees that the Board neither has nor assumes any responsibility whatsoever to any aspect of the Short Term Disability Plan.
- f) 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 premiums or exercise of other responsibilities with respect to the Short Term Disability Plan.
- g) The Association will continue to receive 5/12 of the EI Premium Reduction as a result of the Sick Leave Plan and the Short Term Disability Plan.

ARTICLE 26 - DENTAL INSURANCE

Subject to subsection (a), teachers commencing employment with the Division shall be required to participate in the Division Employees' Dental Plan.

- a) The cost of the plan shall be shared equally (50/50) between the Division and the teacher enrolled in the plan.
 - i) Teachers of Treaty Indian status shall not be required to participate in the Plan.
- b) Any rebates resulting from participation in the plan shall be used to reduce premiums.
- c) Any changes in the plan shall be made mutually by the Division and the Association.

ARTICLE 27 - BLUE CROSS/EXTENDED HEALTH

- a) The Division shall administer the Manitoba Teachers' Society Extended Health Benefit Plan in accordance with the terms and conditions of the Plan.
- b) For the purposes of this agreement, the word "administer" shall mean and be limited to:
 - i) enrolling all newly hired eligible members,
 - ii) deducting required monthly premiums from all enrolled members,
 - iii) remitting premiums to the carrier on a monthly basis on the required form,
 - iv) reporting all changes in family status to the carrier as reported by individual members to the Division,
 - v) maintaining a supply of pamphlets, brochures and claim forms for distribution to members upon enrollment and/or upon request as is appropriate. All such materials are to be provided by the carrier.
 - vi) Any other matters agreed to in writing between the parties from time to time.
- c) Except as noted below in d) and e), all members who are eligible under the terms of the Plan shall be required to participate in the Plan.
- d) Where a member provides evidence of coverage for Extended Health benefits through a group spousal plan, such member shall be eligible to opt out of this Plan subject to the terms of this Plan.
- e) A member who works less than 0.3 time shall not be required to join the Plan.

ARTICLE 28 - REGISTERED RETIREMENT SAVINGS PLAN

The Division will continue to provide a payroll deduction Registered Retirement Savings Plan – this Plan will be optional to teachers.

ARTICLE 29 - 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:

- 29.01 Where the Division or person(s) acting on behalf of the Division so disciplines any person 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 5 – Provisions for Settlement of Disputes.
- 29.02 When such a difference is referred to a Board of Arbitration under Article 5, the Board of Arbitration shall have the power to:
 - a) uphold the discipline;
 - b) rescind the discipline;
 - c) vary or modify the discipline;
 - d) order the Board to pay all or part of any loss of pay and/or benefits in respect of the discipline;
 - e) do one or more of the things set out in sub-clause (a), (b), (c) and (d) above.
- 29.03 The written warning(s) shall not include Performance Assessment and Development done pursuant to the Supervision for Growth Plan and any regulations and amendments thereto (hereinafter referred to as the policy), except where the implementation of said policy against a person covered by this Collective Agreement is for the purpose of disciplining said person.

ARTICLE 29 - DISCIPLINE (cont'd)

- 29.04 The Association agrees that the Division has the right to suspend an employee with or without pay for just cause.

ARTICLE 30 - TRANSFER

- 30.01 The Division shall exercise its discretion to transfer in a manner which is fair and reasonable. The Division shall, wherever possible, consult with teachers who are being involuntarily transferred prior to making a final decision.
- 30.02 Notification of any proposed transfer shall be communicated by priority post to the teacher concerned and include the proposed date of transfer and location to which the teacher is to be transferred.
- 30.03 Notification of transfer, to be effective the next school year, must be communicated to the teacher concerned as outlined in 30.01 on or before May 15th. Such transfer to be effective the first day of the fall term following.
- 30.04 Transfers within the Division at any other time as mentioned in 30.02 shall be by mutual consent.
- 30.05 Where a teacher transfers from one (1) school to another within the Division, at the written request of the Division, the cost of approved travel, accommodation and moving expenses of normal *household effects and usual means of transportation incurred by the teacher in moving to the new location shall be borne by the Division. Such costs shall be computed on the basis of the most economical means of moving.
- *HOUSEHOLD EFFECTS:** Personal clothing, furniture, china, kitchen appliances and other items of equipment used in the regular home and domestic garden but excluding bulky hobby equipment or supplies, perishable plants, livestock, lumber, furniture and equipment from summer home or cottage, pleasure boats, motors, heavy machinery, or similar items, and any items used in connection with a secondary source of family income.
- 30.06 Following completion of three (3) full and continuous years of service in the same community, a teacher upon transferring to another community would receive a one-time payment of \$1,500.00, subject to receipts to assist in the cost of moving. Teachers claiming costs under Article 30.05 shall not be eligible for any reimbursement under this clause.
- 30.07 Teachers with five (5) years of employment or greater with the Division shall be granted an interview when applying for a posted position for which they are qualified.
- 30.08 Teachers who have been granted an interview outside of their home community but within the Frontier School Division will be eligible for time to travel at no loss of salary, to the interview, at the Division expense, such travel to be by the most practical, economical means, for one (1) interview per year.

ARTICLE 31 - TEACHER STAFF REDUCTION (LAYOFF) AND RECALL

Teacher Staff Reduction

1. Where it is determined by the Division that a teacher staff reduction is necessary, the Division shall retain teachers having the greatest length of service with the Division, all other considerations being equal. The Division shall retain the right to disregard the length of service of any teacher if the teacher does not have the necessary training, academic qualifications, experience, and/or ability which is required for an available teaching assignment.

ARTICLE 31 - TEACHER STAFF REDUCTION (LAYOFF) AND RECALL (cont'd)

Teacher Staff Reduction (cont'd)

Any teacher affected by staff reduction by the Division shall not lose seniority rights or accumulated benefits except as outlined by this agreement.

Staff reduction in a particular school will be based on divisional seniority, those with the least number of years seniority will be laid off first, all other considerations being equal.

2. a) **CONTINUOUS EMPLOYMENT.** The teacher's length of employment with the Division is from the date of hire under one (1) or more successive regular or temporary contracts as long as there is no break in actual teaching service between contracts. Approved leave of absence up to two (2) years of consecutive leave at any one time shall not constitute a break in continuity of service. However, the duration of the leave shall not be considered as teaching experience for seniority or salary purposes.
- b) **REGULAR CONTRACT.** Means Form 2 Contract, Teacher-General contract, or any similar or subsequent form approved by the Minister of Education for the continuous employment of teachers.
- c) **TEMPORARY CONTRACT.** Means Form 2A Contract or Limited Term Teacher-General Contract or any similar or subsequent form approved by the Minister of Education for the temporary employment of teachers.
3. The Division shall maintain a seniority list showing the date upon which each employee's service commenced and the total length of service for the purpose of determining seniority. At the spring liaison meeting the Division will outline the Board's budget and its implications for the next school year.
4. Length of teaching service shall be determined on the basis of the following:
 - a) The teacher's length of continued employment with the Division as defined in Section 2a. above, commencing with the first teaching day after his or her most recent date of hiring under a Teacher General Contract.
 - b) Where credited teaching service of teachers is equal then seniority, provided qualifications are equal as well, will be determined by the Board.
5. Notice of any staff reduction shall be given to teachers no later than the first (1st) day of May.
6. Notwithstanding any other provisions of this Agreement, no teacher shall be laid off who has been employed by the Division under a regular contract if there is a teacher employed under a temporary contract in the same school and the teacher on regular contract has the necessary training academic qualifications, experience and/or ability which is required for the available position.

Teacher Staff Recall

1. If, after staff reduction has occurred and for a period of two (2) calendar years following the date of staff reduction, positions become available, teachers on the recall list who have given written notice that they wish to be recalled, shall be considered for positions which become available if they have the training, academic qualifications, experience and/or ability which are required for the positions.

Length of service may be disregarded if a teacher does not have the training, academic qualifications, experience, and/or ability which is required for a particular position. The recall list shall be maintained by the Division and circulated to all Principals.

2. Teachers shall keep the Division informed as to their current address.

ARTICLE 31 - TEACHER STAFF REDUCTION (LAYOFF) AND RECALL (cont'd)

Teacher Staff Recall (cont'd)

3. Teachers shall be recalled by priority post or letter delivered by hand and must reply by priority post or may deliver such letter in person to the Division within fifteen (15) working days of receiving the letter of recall. Failure to contact the Division shall result in the loss of all recall rights.
4. If a teacher is recalled as provided in 3 above, the following will not be affected:
 - a) accumulated benefits prior to being placed on the recall list, but sick leave shall not be accrued for the period of the lay-off,
 - b) seniority.
5. A teacher shall lose seniority for any of the following reasons:
 - a) The teacher resigns.
 - b) The teacher becomes employed by another school board on a permanent contract.
 - c) The teacher fails to return to work after the termination of any leave granted by the Division.
 - d) The teacher is not recalled within two (2) calendar years following the date of placement on the recall list.
 - e) The teacher's contract is terminated for cause.
 - f) Any teacher on the recall list who refuses to accept a position (not withstanding Article 8) shall forfeit all rights of seniority and recall.

A teacher who has lost his/her right of recall as a result of the application of this Article shall be notified.
6. Any required movement of the teacher from his/her position to a place of employment in the Division shall be paid under the same terms as those governing transfers at Division request.
7.
 - i) The Division shall offer any vacant position(s) that arise(s) within the Division to the teacher on the recall list with the most seniority and who has appropriate qualifications. Notwithstanding the foregoing the Board shall have the right to disregard the length of service of any teacher on the recall list if such teacher does not have the necessary training, academic qualifications, experience and ability, for a specific teaching assignment within the Division.
 - ii) The teacher may apply for any vacant position in the Division without the loss of benefits under the recall provision.
 - iii) Teachers with seniority and the appropriate qualifications will be offered vacant positions. Whereas, teachers with limited experience and/or incomplete qualifications and who wish to be considered for available vacant positions, may be required by the Division to attend an interview.
8. A teacher may not refuse a position offered except where such refusal is based on the grounds of:
 - i) medical reasons
 - ii) family hardship*
 - iii) qualifications - necessary training, academic qualifications, experience and ability.
 - iv) contractual obligations**
 - v) mutual agreement between the teacher and the Division
 - vi) the break-up of the family unit through transfer to different locations of teaching couples, and/or
 - vii) the breakup of the family unit due to teacher transfer to a different location when the teacher's spouse has permanent employment in that community with an employer other than the Division.

ARTICLE 31 - TEACHER STAFF REDUCTION (LAYOFF) AND RECALL (cont'd)

Teacher Staff Recall (cont'd)

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

- * Refers specifically to the break-up of a family unit through transfer to different locations of teaching couples.
- ** Refers specifically to instance where a teacher is contractually locked in to other paid employment.

ARTICLE 32 - DUTY FREE MEAL PERIOD

Except in cases of emergency, or unforeseen similar circumstances, every full-time teacher shall be entitled to an uninterrupted meal period, of fifty-five (55) minutes duration, between 11:00 a.m. and 2:00 p.m. daily, unless the majority of the teachers in a particular school and the administration responsible for that school agree to a different arrangement respecting lunch periods.

ARTICLE 33 - SICK LEAVE

- 33.01 Where a teacher is sick he/she shall be entitled to sick leave during his/her illness and to be paid his/her salary during his/her sick leave. The leave shall be twenty (20) teaching days at the beginning of the school year and shall accumulate on the basis of Article .02 following.
- 33.02 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:
 - 40 teaching days in the second year
 - 60 teaching days in the third year
 - 80 teaching days in the fourth year
 - 100 teaching days in the fifth year
 - 120 teaching days in the sixth year
 - 130 teaching days in the seventh and subsequent years
- 33.03 5/12 of all benefits with respect to the Employment Insurance Commission premium reduction shall revert to the Frontier Teachers' Association.

ARTICLE 34 - COMPASSIONATE LEAVE

- 34.01 a) Up to five (5) days of absence will be allowed without loss of salary to a teacher in the case of death or serious illness in his/her immediate family. Immediate family shall be defined as: spouse, child or children, mother, father, legal guardian, brother, sister, grandparents, grandparents-in-law, grandchild(ren), mother-in-law and father-in-law.
- b) In the case of a brother-in-law or sister-in-law, son-in-law and daughter-in-law, the teacher shall be granted up to three (3) days leave of absence without loss of salary to attend the funeral.
- c) In the case of the death of an uncle, aunt, niece or nephew the teacher will be granted up to one (1) day leave of absence at the cost of a non-certified substitute to attend the funeral.
- 34.02 The substitute teacher's salary shall be paid by the Division when the regular teacher is absent for reasons outlined in 34.01. Should compassionate leave be approved beyond the allotted amount, the Division may reduce the teacher's salary by the cost of the substitute for each such day.

ARTICLE 34 - COMPASSIONATE LEAVE (cont'd)

- 34.03 Application for compassionate leave with pay shall be made in writing to the Division at the earliest opportunity by the teacher concerned, but not later than ten (10) teaching days following the teacher's return to duty.

ARTICLE 35 - FAMILY MEDICAL LEAVE

In the event that medical services or home care are necessary for children and/or spouse of teachers but not covered under 34.01(a), a teacher may be allowed up to five (5) days special medical leave. These days will be deducted from their cumulative sick leave and salary may be reduced by the cost of the substitute.

ARTICLE 36 - PARENTING LEAVE

Leaves for Maternity, Parental or Adoptive purposes shall be in accordance with the Employment Standards Code of the Province of Manitoba.

TOP-UP BENEFITS

A teacher taking Maternity Leave and/or Parental/Adoptive Leave pursuant to this Article shall be entitled to receive pay equivalent to ninety percent (90%) of the teacher's gross salary at the time the leave commenced plus any subsequently negotiated salary adjustments for up to one hundred and thirty-five (135) teaching days, which pay will include any employment insurance benefits received in accordance with this Article.

The Division shall pay a teacher on Maternity Leave and/or Parental/Adoptive Leave:

- a) if the teacher's two (2) week or ten (10) day waiting period falls entirely on teaching days, ninety percent (90%) of the teacher's gross salary plus up to seventy-five (75) teaching days of Maternity Leave Top-up calculated at the difference between the teacher's employment insurance benefit and ninety percent (90%) of the teacher's gross salary provided the teacher remains on either Maternity or Parental Leave and continues to receive employment insurance benefits;
- b) if the teacher's two (2) week or ten (10) day waiting period falls partially or entirely within a non-teaching period, ninety percent (90%) of the teacher's gross salary for any teaching days and up to eighty-five (85) teaching days of Maternity Leave top up calculated at the difference between the teacher's employment insurance benefit and ninety percent (90%) of the teacher's gross salary provided the teacher remains on either Maternity or Parental Leave and continues to receive employment insurance benefits;
- c) up to fifty (50) teaching days of Parental/Adoptive Leave top up calculated at the difference between the teacher's employment insurance benefit and ninety percent (90%) of the teacher's gross salary provided the teacher remains on Parental/Adoptive Leave and continues to receive employment insurance benefits.

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

- a) one hundred and thirty-five (135) teaching days of pay and/or top-up benefits if the teacher takes both Maternity Leave and Parental/Adoptive Leave;
- b) eighty-five (85) teaching days of pay and/or top-up benefits if the teacher only takes Maternity Leave;
- c) fifty (50) teaching days of pay and/or top-up benefits if the teacher only takes Parental/Adoptive Leave;

unless the teacher takes a shorter period of Maternity Leave or Parental/Adoptive Leave in which case, the pay and/or top-up will be pro-rated to reflect the actual number of teaching days taken. The parties acknowledge that the top-up payments made by the Division for Maternity Leave may extend into the period of time that the teacher is on Parental Leave but the payment is intended to be a top-up of Maternity Leave benefits.

ARTICLE 36 - PARENTING LEAVE (cont'd)

Non-Application

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

ARTICLE 37 - BIRTHING LEAVE

Upon request, a teacher who is the parent other than the *birth* mother shall be granted three (3) days of birthing leave without loss of salary or benefits to attend to needs directly related to the birth of his/her children. At the teacher's option such leave may be taken at the time between the day of the birth of his/her children and three (3) days following the discharge from hospital of the mother or the child(ren). The days of leave need not be taken consecutively.

ARTICLE 38 - SABBATICAL LEAVE

After having taught three (3) years within the Frontier School Division, a teacher may be granted Sabbatical Leave for the purposes of study under the following terms:

- a) The teacher shall be given leave of absence for one (1) year or two (2) years. Approval of sabbatical leave shall be conditional upon the teacher and the Division reaching mutual agreement relative to the position to which the teacher shall return following the expiration of the sabbatical leave. Sabbatical leave payment shall be payable for only the first (1st) year of leave.
- b) To a teacher granted such leave of absence, and in lieu of any salary, the Division shall pay the teacher in accordance with the following scale:

<u>Continuous Years of Service</u>	<u>% of Salary Paid*</u>	<u>Years of Service Following Sabbatical Leave</u>
3	55	3
4	60	3
5	65	3
6	70	3
7	75	2

* Salary shall be based on Agreement in effect during year sabbatical leave commences. Salary does not include allowances.

- c) Payment of the sabbatical leave allowance shall be made in accordance with terms to be agreed upon by the teacher and the Division.
- d) Sabbatical Leave shall not constitute a break in tenure but will not count as a year of experience for the purpose of increments.
- e) Not more than two percent (2%) of the teaching staff as of June 30th of the year previous to that in which the sabbatical leave is to start shall be absent on sabbatical leave in any school year.
- f) The teacher shall agree to return to Frontier School Division's employment following the expiration of the leave and shall further undertake not to resign or to retire from the services of the Division for the period of time indicated in (b) above. If this agreement is broken by the teacher, the teacher will reimburse the Division on a pro-rata basis. If this agreement is broken by the Division, the teacher will not be required to reimburse the Division.

ARTICLE 38 - SABBATICAL LEAVE (cont'd)

- g) In the event of a teacher dying while on sabbatical leave, the amounts paid on the leave allowance prior to the date of death shall not be recoverable by the Division.
- h) A teacher, having completed his/her year of sabbatical leave, shall return to a position in the Division.
- i) Moreover, the application for sabbatical leave shall be filed with the Chief Superintendent not later than March 31st of the school year preceding that for which leave is desired, and must be accompanied by a statement outlining the courses to be studied and an estimate as to the values of the leave to the teacher and to the Frontier School Division.
- j) All applications and other information being considered in the review of each application shall be made available to each member of the Sabbatical Leave Review Committee ten (10) working days prior to the review of the applications by the committee as a whole.
- k) Approval or denial of sabbatical leave shall be decided by Frontier School Division Board of Trustees.

ARTICLE 39 - LEAVE FOR WRITING EXAMS

- a) Teachers requiring leave to write exams during school hours shall be granted up to a maximum of one (1) day's leave without loss of pay.
- b) Confirmation from the educational institution from which the course is being taken indicating the date, time and required place of examination writing must be submitted to the Board at least ten (10) teaching days prior to the examination date.

ARTICLE 40 - YEARLY PERSONAL LEAVE

- a) Subject to subsection (c), each teacher shall be granted a maximum of two (2) days leave with pay per school year.
- b) The teacher shall submit a Request for Leave Form at least five (5) days prior to the leave date. In cases of emergency, the five (5) day request shall be waived.
- c) The number of teachers taking personal leave in any one (1) school on the same day may be limited to fifteen percent (15%).
- d) In schools of less than seven (7) teaching staff, leave may be limited to one (1) teacher.
- e) Where teaching couples are in a school the same day leave may be granted to both upon request.
- f) Personal leave cannot be used to extend vacations. Vacations being defined as Summer Break, Christmas Break and Spring Break.

Note: See Letter of Understanding for teachers on staff in Churchill effective June 30, 2005.

ARTICLE 41 - LEAVE WITHOUT PAY

- a) In all cases of absence for duties other than reasons heretofore stated in this Agreement, permission of the Board shall be obtained and any employee thus absent from duty shall have one two-hundredth (1/200th) of salary deducted for each day of absence.
- b) Leave without pay and without loss of tenure rights may be granted upon request after a teacher has had three (3) years of service within the Division, if the request is received on or before April 30th. The Division shall respond no later than May 15th.

ARTICLE 41 - LEAVE WITHOUT PAY (cont'd)

- c) Special leave without pay and without loss of tenure rights may be granted to any teacher on the permanent staff where the request arises from conditions beyond the teacher's control or where the teacher is leaving for further study, or for other reasons deemed suitable by the Division if the request is received on or before April 30th.

The Division shall respond no later than May 15th.

- d) A teacher on long term leave of absence is still considered to be on contract to the Board and if the teacher does not intend to return, notice in accordance with the Form 2 agreement shall be given. Upon return, a teacher will be offered a position, if possible, in the same community that he/she was in previous to the leave.

ARTICLE 42 - LEAVE OF ABSENCE FOR EXECUTIVE DUTIES

- a) A teacher, being a member of The Manitoba Teachers' Society Executive Committee, or of a committee of the Society, or being appointed an official representative or delegate of the Society to attend a meeting of the committee of which he/she is a member, or to act as a representative of a delegate of the Society in a matter of Society business requiring absence from school, shall have the right to attend such meetings or to act as representative or delegate, and shall be excused from school duties for either purposes or both purposes for not more than a total of five (5) teaching days in any school year, provided that a substitute satisfactory to the Division can be secured, and that the cost of providing a substitute is assumed by the Society and shall not be a charge upon the Division. The maximum total leave for executive duties shall not exceed ninety (90) days in any school year. Additional leave of absence up to eight (8) days in the school year shall be granted to each of the four (4) members of the Negotiating Committee of the Association and an additional leave of absence up to fifty (50) days in the school year shall be granted to the President of the Association. Any days in addition to the above shall be subject to the approval of the Chief Superintendent.

ARTICLE 43 - LEAVE OF ABSENCE – ASSOCIATION PRESIDENT

The Association President may be granted a leave of absence for a one (1) year period with all salary and benefits reimbursed to the Division by the Association. Should housing be required for the President's replacement, the President will relocate at the Association's expense.

For any other leaves of absence less than 100%, the Division will agree to the leave for the President provided the following conditions are met:

- Division shall be reimbursed all salary and benefits
- Sufficient housing in the community for the replacement
- Availability of an acceptable replacement teacher
- Changing assignment acceptable to the Division

ARTICLE 44 – DURATION OF AGREEMENT

This Agreement shall be in effect from July 1, 2018 to June 30, 2022, inclusive.

ARTICLE 45 - PREPARATION TIME


Commencing with the first (1st) day of the Fall Term 2013, within the instructional day each full time teacher in schools with greater than twenty (20) teachers shall be entitled to receive an equivalent of forty (40) minutes per day for preparatory work as scheduled within their school timetable; in schools with one (1) to nineteen (19) teachers shall be entitled to receive an equivalent of thirty-five (35) minutes per day for preparatory work as scheduled within their school timetable. Preparation time shall be scheduled in blocks of not less than thirty (30) minutes. Part time teachers shall be provided preparation time on a pro rata basis based on their percentage teaching assignment.

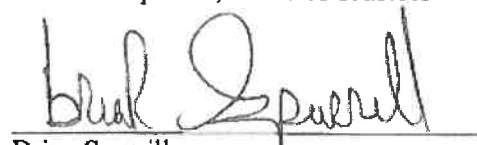
IN WITNESS WHEREOF THE PARTIES HAVE EXECUTED THIS AGREEMENT THIS

12 DAY OF July, A.D. 2021.

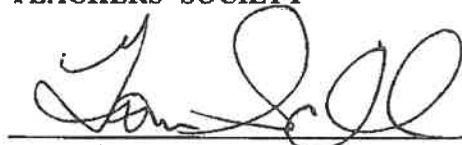
**SIGNED AND AGREED ON BEHALF
OF FRONTIER SCHOOL DIVISION**



Linda Ballantyne
Chairperson, Board of Trustees


Marion Pearson
Chairperson, Negotiating Committee
Vice-Chairperson, Board of Trustees


Brian Spurrill
Secretary-Treasurer

**SIGNED AND AGREED ON
BEHALF OF THE FRONTIER TEACHERS'
ASSOCIATION OF THE MANITOBA
TEACHERS' SOCIETY**


Tom Schioler
President


Darren Cable
Collective Bargaining Chairperson


Laurie Fourné
Secretary

ADDENDUM I

TEACHER TRANSPORTATION MOST PRACTICAL ECONOMICAL MEANS OF TRANSPORTATION


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

ADDENDUM I (cont'd)TEACHER TRANSPORTATION
MOST PRACTICAL ECONOMICAL MEANS OF TRANSPORTATION (cont'd)

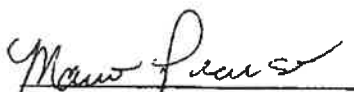
Dated at Winnipeg in the Province of Manitoba on 10 day of Sept., 2012.


Signed and agreed on behalf of
The Frontier School Division

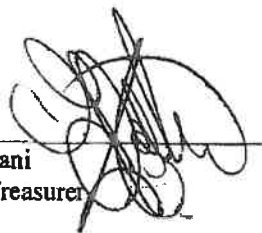
Signed and agreed on behalf of
the Frontier Teachers' Association
of The Manitoba Teachers' Society


Linda Ballantyne
Chairperson, Board of Trustees


Michael Ferchuk
President


Marion Pearson
Chairperson, Negotiating Committee for
the Board
Vice-Chairperson, Board of Trustees


Laurie Fourré
Secretary


Gerald Cattani
Secretary-Treasurer

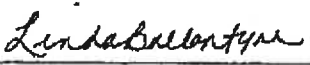
**Letter of Understanding
Between
The Frontier School Division
and
The Frontier Teachers' Association
of The Manitoba Teachers' Society**

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

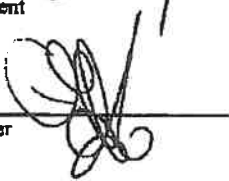
The Parties herewith agree that teachers from the former Churchill School District and employed in Churchill on June 30, 2005 shall be paid outward moving expenses, including personal belongings, excluding the cost of transporting automobiles, trailers, boats, etc. from Churchill. These moving expenses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

Dated at Winnipeg in the Province of Manitoba on 1st day of June, 2007.

Signed and agreed on behalf of
The Frontier School Division



Board Chairperson


Chief Superintendent


Secretary-Treasurer

Signed and agreed on behalf of
The Frontier Teachers' Association
of The Manitoba Teachers' Society


President


Secretary

GB	DK
MB	HM
RD	DO
CG	GP
DH	JS
RH	TS

**Letter of Understanding
Between
The Frontier School Division
and
The Frontier Teachers' Association
of The Manitoba Teachers' Society**

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


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

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

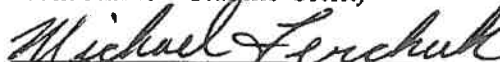
Teachers who have indicated they will be leaving the employ of the School District on June 30th shall provide proof of the above travel or intention to travel no later than May 31st. Teachers continuing in the employ of the School District shall supply proof by September 15th. Failure to provide the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


Dated at Winnipeg in the Province of Manitoba on 10 day of Sept., 2012.


Signed and agreed on behalf of
The Frontier School Division

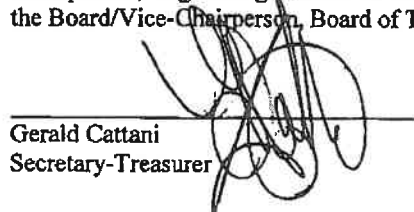

Linda Ballantyne
Chairperson, Board of Trustees

Signed and agreed on behalf of
the Frontier Teachers' Association
of The Manitoba Teachers' Society


Michael Ferchuk
President


Marion Pearson
Chairperson, Negotiating Committee for
the Board/Vice-Chairperson, Board of Trustees


Laurie Fourré
Secretary


Gerald Cattani
Secretary-Treasurer

Letter of Understanding
between
The Frontier School Division
and
The Frontier Teachers' Association
of The Manitoba Teachers' Society

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

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

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

Dated at Winnipeg in the Province of Manitoba on 1st day of June, 2007.

Signed and agreed on behalf of
the Frontier School Division

Linda Ballantyne

Board Chairperson

Signed and agreed on behalf of
the Frontier Teachers' Association
of The Manitoba Teachers' Society

[Signature]

President

[Signature]

Chief Superintendent

[Signature]

Secretary

[Signature]

Secretary-Treasurer

**Letter of Understanding
Between
The Frontier School Division
and
The Frontier Teachers' Association
of The Manitoba Teachers' Society**

Re: Incumbent Protection Clause re Frontier teachers on staff prior to June 30, 2005 will remain in effect for those previously covered by the following re July 1, 2000 to June 30, 2002 Frontier Collective Agreement:

INCUMBENT PROTECTION CLAUSE

- a) Teachers at present on staff who are receiving a housing allowance which would be reduced through the implementation of the revised 1990 housing allowance policy shall continue to receive a housing allowance at the 1989 rates until such time as the 1990 policy provides an allowance equal to or greater than the 1989 rates.
- b) Teachers on permit as of January 1, 1980 shall have the number of years teaching experience gained prior to becoming qualified recognized for increment purposes provided that the teacher is certified by the Province of Manitoba.
- c) A vocational industrial teacher who is engaged to teach in the Division prior to December 31, 1996 shall be placed on the Salary Schedule at one classification higher than the classification recognized for grant purposes by the Department of Education.

The Division shall recognize one year of experience on the Salary Schedule for each year of qualified vocational or partial experience.

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

cont'd

Letter of Understand re Incumbent Protection Clause (cont'd)

ISOLATION ALLOWANCE

Effective January 1, 1996

Location	Single Rate	Dependent Rate
San Antonio	587	847
Wanipigow	587	847
Barrows	476	720
Pelican Rapids	476	720
Crane River	476	720
Duck Bay	476	720
Waterhen	476	720
Skownan	476	720
Pine Dock	476	720
Gypsumville	476	720
Falcon Beach	476	720

Dated at Winnipeg in the Province of Manitoba on 1st day of June, 2007.Signed and agreed on behalf of
The Frontier School DivisionSigned and agreed on behalf of
The Frontier Teachers' Association
of The Manitoba Teachers' Society

Linda Ballantyne
Board Chairperson

[Signature]
President

[Signature]
Chief Superintendent

Laurie Janni
Secretary

[Signature]
Secretary-Treasurer

**Letter of Understanding
Between
The Frontier School Division
and
The Frontier Teachers' Association
of The Manitoba Teachers' Society**

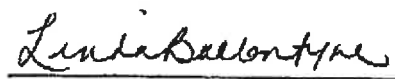
Re: Yearly Personal Leave – Teachers from former Churchill School District employed on June 30, 2005.

During each school year, each teacher may apply to the Board once for two consecutive days or twice for one day of personal leave for which no deduction in pay will be made. Such requests will not be unreasonably withheld. Whenever possible the teacher will notify the Board a minimum of three days in advance of taking personal leave to facilitate administration arranging for a substitute. This leave shall not be used to extend Christmas, Spring or Summer Break.

Dated at Winnipeg in the Province of Manitoba on 1st day of June, 2007.

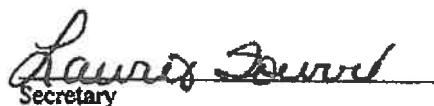
Signed and agreed on behalf of
The Frontier School Division

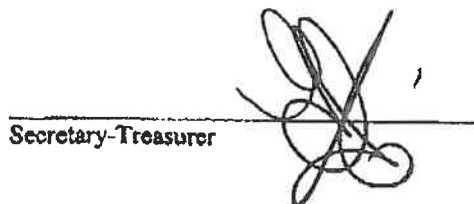
Signed and agreed on behalf of
The Frontier Teachers' Association
of The Manitoba Teachers' Society


Board Chairperson


President


Chief Superintendent


Secretary


Secretary-Treasurer

**Letter of Understanding
Between
The Frontier School Division
and
The Frontier Teachers' Association
of The Manitoba Teachers' Society**

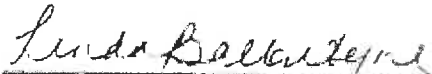
Re: Article 13e)ii) - Consultant's/Coordinator's/Instructional Coaches Allowance Overnight Stays


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

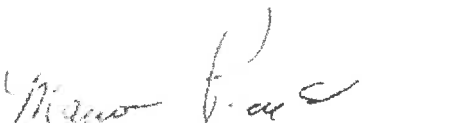
Dated at Winnipeg in the Province of Manitoba on ____ day of ____, 2015.

Signed and agreed on behalf of
The Frontier School Division

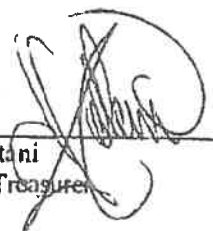
Signed and agreed on behalf of
the Frontier Teachers' Association
of The Manitoba Teachers' Society


Linda Ballantyne
Chairperson, Board of Trustees


Russell Pierce
President


Marion Pearson
Chairperson, Negotiating Committee
Vice-Chairperson, Board of Trustees


Laurie Fourré
Secretary


Gerald Cattani
Secretary-Treasurer

LETTER OF AGREEMENT
Manitoba Public School Employees Extended Health Plan

Between

The Frontier School Division

and

The Frontier Teachers' Association

of

The Manitoba Teachers' Society

RE: September 2018, 2019, and 2020 Salary grid net of Extended Health

The Division administers the Manitoba Public School Employees Extended Health Plan as per the Collateral Agreement dated _____ for the members of the Frontier Teachers' Association. Teachers who are participants in the Extended Health shall be paid according to Article 4 in the Collateral agreement. The following salary schedule reflects the provisions of Article 4 of the Collateral Agreement for September 2018, 2019, and 2020.

EFFECTIVE SEPTEMBER 2018

Premium: \$1683

FRONTIER							
STEP	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
0	\$ 38,651	\$ 42,711	\$ 47,962	\$ 58,796	\$ 63,042	\$ 67,315	\$ 70,797
1	\$ 40,647	\$ 45,043	\$ 50,005	\$ 62,061	\$ 66,326	\$ 70,576	\$ 74,061
2	\$ 42,681	\$ 47,368	\$ 52,042	\$ 65,336	\$ 69,588	\$ 73,847	\$ 77,325
3	\$ 44,696	\$ 49,682	\$ 54,112	\$ 68,605	\$ 72,870	\$ 77,111	\$ 80,592
4	\$ 46,716	\$ 52,001	\$ 56,173	\$ 71,865	\$ 76,124	\$ 80,384	\$ 83,851
5	\$ 48,731	\$ 54,350	\$ 58,206	\$ 75,134	\$ 79,394	\$ 83,657	\$ 87,132
6	\$ 50,879	\$ 56,563	\$ 60,262	\$ 78,392	\$ 82,656	\$ 86,924	\$ 90,400
7		\$ 58,973	\$ 62,319	\$ 81,666	\$ 85,936	\$ 90,201	\$ 93,670
8			\$ 64,372	\$ 84,942	\$ 89,182	\$ 93,476	\$ 96,961
9			\$ 66,544	\$ 88,206	\$ 92,472	\$ 96,744	\$ 100,229
10				\$ 91,478	\$ 95,812	\$ 100,033	\$ 103,521

CHURCHILL							
STEP	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
0	\$ 40,001	\$ 43,943	\$ 49,233	\$ 59,098	\$ 64,034	\$ 68,792	\$ 73,035
1	\$ 42,162	\$ 46,239	\$ 51,701	\$ 62,254	\$ 67,285	\$ 72,077	\$ 76,340
2	\$ 43,943	\$ 48,535	\$ 54,166	\$ 65,432	\$ 70,531	\$ 75,349	\$ 79,646
3	\$ 45,918	\$ 50,834	\$ 56,632	\$ 68,591	\$ 73,670	\$ 78,499	\$ 82,961
4	\$ 47,898	\$ 53,122	\$ 59,098	\$ 71,755	\$ 77,035	\$ 81,918	\$ 86,267
5	\$ 49,873	\$ 55,411	\$ 61,569	\$ 74,921	\$ 80,285	\$ 85,193	\$ 89,582
6	\$ 51,847	\$ 57,709	\$ 64,034	\$ 78,082	\$ 83,544	\$ 88,478	\$ 92,882

7	\$ 53,987	\$ 60,083	\$ 68,234	\$ 81,244	\$ 86,794	\$ 91,754	\$ 96,199
8			\$ 68,975	\$ 84,416	\$ 90,040	\$ 95,032	\$ 99,497
9				\$ 87,580	\$ 93,291	\$ 98,315	\$ 102,813
10				\$ 90,738	\$ 96,663	\$ 101,744	\$ 106,124

LYNN LAKE						
STEP	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
0	\$ 42,067	\$ 45,317	\$ 51,657	\$ 64,297	\$ 67,817	\$ 70,456
1	\$ 44,332	\$ 47,486	\$ 54,046	\$ 67,387	\$ 70,783	\$ 73,386
2	\$ 46,604	\$ 49,660	\$ 56,425	\$ 70,483	\$ 73,753	\$ 76,321
3	\$ 48,878	\$ 51,835	\$ 58,813	\$ 73,575	\$ 76,717	\$ 79,250
4	\$ 51,142	\$ 54,005	\$ 61,200	\$ 76,670	\$ 79,681	\$ 82,185
5	\$ 53,416	\$ 56,178	\$ 63,585	\$ 79,759	\$ 82,646	\$ 85,118
6	\$ 55,687	\$ 58,349	\$ 65,970	\$ 82,859	\$ 85,617	\$ 88,050
7		\$ 60,522	\$ 68,349	\$ 85,948	\$ 88,579	\$ 90,982
8				\$ 89,039	\$ 91,545	\$ 93,917
9				\$ 92,133	\$ 94,518	\$ 96,848
10					\$ 97,481	\$ 99,779

SNOW LAKE						
STEP	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
0	\$ 39,539	\$ 43,936	\$ 49,939	\$ 61,065	\$ 65,319	\$ 69,229
1	\$ 41,867	\$ 46,265	\$ 52,596	\$ 64,554	\$ 69,040	\$ 73,050
2	\$ 44,198	\$ 48,595	\$ 55,256	\$ 68,040	\$ 72,762	\$ 76,872
3	\$ 46,528	\$ 50,924	\$ 57,914	\$ 71,529	\$ 76,485	\$ 80,694
4	\$ 48,855	\$ 53,254	\$ 60,573	\$ 75,015	\$ 80,205	\$ 84,515
5	\$ 51,184	\$ 55,582	\$ 63,232	\$ 78,505	\$ 83,927	\$ 88,339
6	\$ 53,516	\$ 57,911	\$ 65,890	\$ 81,992	\$ 87,650	\$ 92,160
7		\$ 60,240	\$ 68,550	\$ 85,478	\$ 91,371	\$ 95,983
8				\$ 88,967	\$ 95,094	\$ 99,804
9				\$ 92,453	\$ 98,817	\$ 103,623

EFFECTIVE SEPTEMBER 2019

Premium: \$1707

FRONTIER							
STEP	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
0	\$ 39,192	\$ 43,309	\$ 48,633	\$ 59,618	\$ 63,924	\$ 68,257	\$ 71,788
1	\$ 41,216	\$ 45,673	\$ 50,704	\$ 62,930	\$ 67,254	\$ 71,563	\$ 75,097
2	\$ 43,278	\$ 48,031	\$ 52,771	\$ 66,250	\$ 70,561	\$ 74,880	\$ 78,407
3	\$ 45,322	\$ 50,377	\$ 54,870	\$ 69,565	\$ 73,890	\$ 78,191	\$ 81,720
4	\$ 47,370	\$ 52,729	\$ 56,959	\$ 72,871	\$ 77,190	\$ 81,508	\$ 85,024
5	\$ 49,413	\$ 55,111	\$ 59,020	\$ 76,185	\$ 80,505	\$ 84,828	\$ 88,351
6	\$ 51,591	\$ 57,354	\$ 61,105	\$ 79,489	\$ 83,813	\$ 88,141	\$ 91,665

7		\$ 59,798	\$ 63,191	\$ 82,809	\$ 87,138	\$ 91,464	\$ 94,981
8			\$ 65,273	\$ 86,130	\$ 90,430	\$ 94,784	\$ 98,318
9			\$ 67,476	\$ 89,441	\$ 93,766	\$ 98,098	\$ 101,632
10				\$ 92,759	\$ 97,153	\$ 101,433	\$ 104,970

CHURCHILL							
STEP	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
0	\$ 40,560	\$ 44,558	\$ 49,922	\$ 59,925	\$ 64,930	\$ 69,755	\$ 74,057
1	\$ 42,752	\$ 46,885	\$ 52,424	\$ 63,125	\$ 68,226	\$ 73,085	\$ 77,408
2	\$ 44,558	\$ 49,214	\$ 54,924	\$ 66,348	\$ 71,518	\$ 76,403	\$ 80,760
3	\$ 46,561	\$ 51,545	\$ 57,424	\$ 69,551	\$ 74,701	\$ 79,597	\$ 84,123
4	\$ 48,569	\$ 53,865	\$ 59,925	\$ 72,760	\$ 78,113	\$ 83,065	\$ 87,475
5	\$ 50,571	\$ 56,186	\$ 62,430	\$ 75,970	\$ 81,408	\$ 86,385	\$ 90,836
6	\$ 52,573	\$ 58,517	\$ 64,930	\$ 79,175	\$ 84,714	\$ 89,716	\$ 94,182
7	\$ 54,743	\$ 60,923	\$ 69,189	\$ 82,381	\$ 88,009	\$ 93,038	\$ 97,545
8			\$ 69,940	\$ 85,598	\$ 91,300	\$ 96,362	\$ 100,890
9				\$ 88,805	\$ 94,596	\$ 99,691	\$ 104,252
10				\$ 92,008	\$ 98,016	\$ 103,168	\$ 107,610

LYNN LAKE						
STEP	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
0	\$ 42,656	\$ 45,951	\$ 52,380	\$ 65,196	\$ 68,766	\$ 71,442
1	\$ 44,953	\$ 48,150	\$ 54,802	\$ 68,330	\$ 71,774	\$ 74,413
2	\$ 47,256	\$ 50,354	\$ 57,215	\$ 71,470	\$ 74,785	\$ 77,389
3	\$ 49,562	\$ 52,560	\$ 59,636	\$ 74,605	\$ 77,791	\$ 80,359
4	\$ 51,857	\$ 54,761	\$ 62,056	\$ 77,743	\$ 80,796	\$ 83,335
5	\$ 54,163	\$ 56,964	\$ 64,475	\$ 80,876	\$ 83,803	\$ 86,309
6	\$ 56,466	\$ 59,165	\$ 66,893	\$ 84,019	\$ 86,815	\$ 89,282
7		\$ 61,369	\$ 69,306	\$ 87,151	\$ 89,819	\$ 92,255
8				\$ 90,285	\$ 92,826	\$ 95,232
9				\$ 93,422	\$ 95,841	\$ 98,204
10					\$ 98,845	\$ 101,175

SNOW LAKE						
STEP	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
0	\$ 40,092	\$ 44,550	\$ 50,637	\$ 61,919	\$ 66,233	\$ 70,197
1	\$ 42,453	\$ 46,912	\$ 53,332	\$ 65,458	\$ 70,006	\$ 74,072
2	\$ 44,817	\$ 49,275	\$ 56,029	\$ 68,993	\$ 73,781	\$ 77,948
3	\$ 47,178	\$ 51,637	\$ 58,724	\$ 72,530	\$ 77,555	\$ 81,823
4	\$ 49,539	\$ 54,000	\$ 61,421	\$ 76,065	\$ 81,327	\$ 85,698
5	\$ 51,901	\$ 56,360	\$ 64,117	\$ 79,603	\$ 85,102	\$ 89,575
6	\$ 54,265	\$ 58,722	\$ 66,812	\$ 83,140	\$ 88,876	\$ 93,450
7		\$ 61,083	\$ 69,509	\$ 86,674	\$ 92,650	\$ 97,326

8				\$ 90,212	\$ 96,425	\$ 101,201
9				\$ 93,747	\$ 100,200	\$ 105,073

EFFECTIVE SEPTEMBER 2020

Premium: \$1767

FRONTIER							
STEP	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
0	\$ 39,336	\$ 43,474	\$ 48,825	\$ 59,865	\$ 64,192	\$ 68,547	\$ 72,095
1	\$ 41,371	\$ 45,850	\$ 50,906	\$ 63,193	\$ 67,538	\$ 71,870	\$ 75,421
2	\$ 43,443	\$ 48,219	\$ 52,983	\$ 66,530	\$ 70,863	\$ 75,203	\$ 78,748
3	\$ 45,497	\$ 50,578	\$ 55,093	\$ 69,861	\$ 74,208	\$ 78,530	\$ 82,077
4	\$ 47,555	\$ 52,941	\$ 57,192	\$ 73,184	\$ 77,524	\$ 81,865	\$ 85,398
5	\$ 49,609	\$ 55,335	\$ 59,264	\$ 76,515	\$ 80,856	\$ 85,200	\$ 88,741
6	\$ 51,797	\$ 57,590	\$ 61,359	\$ 79,835	\$ 84,181	\$ 88,530	\$ 92,072
7		\$ 60,046	\$ 63,456	\$ 83,171	\$ 87,523	\$ 91,870	\$ 95,404
8			\$ 65,547	\$ 86,509	\$ 90,831	\$ 95,207	\$ 98,758
9			\$ 67,762	\$ 89,836	\$ 94,183	\$ 98,537	\$ 102,089
10				\$ 93,171	\$ 97,588	\$ 101,888	\$ 105,444

CHURCHILL							
STEP	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
0	\$ 40,712	\$ 44,729	\$ 50,120	\$ 60,173	\$ 65,203	\$ 70,052	\$ 74,376
1	\$ 42,914	\$ 47,068	\$ 52,635	\$ 63,389	\$ 68,516	\$ 73,399	\$ 77,744
2	\$ 44,729	\$ 49,409	\$ 55,147	\$ 66,628	\$ 71,824	\$ 76,734	\$ 81,113
3	\$ 46,742	\$ 51,752	\$ 57,660	\$ 69,847	\$ 75,023	\$ 79,944	\$ 84,492
4	\$ 48,760	\$ 54,083	\$ 60,173	\$ 73,072	\$ 78,452	\$ 83,429	\$ 87,861
5	\$ 50,773	\$ 56,416	\$ 62,691	\$ 76,298	\$ 81,764	\$ 86,766	\$ 91,239
6	\$ 52,784	\$ 58,758	\$ 65,203	\$ 79,519	\$ 85,086	\$ 90,113	\$ 94,601
7	\$ 54,965	\$ 61,177	\$ 69,484	\$ 82,742	\$ 88,397	\$ 93,451	\$ 97,982
8			\$ 70,238	\$ 85,974	\$ 91,705	\$ 96,792	\$ 101,343
9				\$ 89,198	\$ 95,018	\$ 100,138	\$ 104,722
10				\$ 92,416	\$ 98,454	\$ 103,632	\$ 108,096

LYNN LAKE						
STEP	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
0	\$ 42,817	\$ 46,129	\$ 52,590	\$ 65,471	\$ 69,058	\$ 71,747
1	\$ 45,126	\$ 48,339	\$ 55,025	\$ 68,621	\$ 72,081	\$ 74,734
2	\$ 47,441	\$ 50,555	\$ 57,449	\$ 71,775	\$ 75,108	\$ 77,724
3	\$ 49,758	\$ 52,771	\$ 59,883	\$ 74,927	\$ 78,128	\$ 80,710
4	\$ 52,065	\$ 54,983	\$ 62,315	\$ 78,080	\$ 81,148	\$ 83,700
5	\$ 54,383	\$ 57,197	\$ 64,746	\$ 81,229	\$ 84,170	\$ 86,689
6	\$ 56,697	\$ 59,410	\$ 67,176	\$ 84,387	\$ 87,198	\$ 89,677
7		\$ 61,624	\$ 69,601	\$ 87,536	\$ 90,216	\$ 92,665
8				\$ 90,685	\$ 93,239	\$ 95,657


9				\$ 93,838	\$ 96,268	\$ 98,643
10					\$ 99,288	\$ 101,630

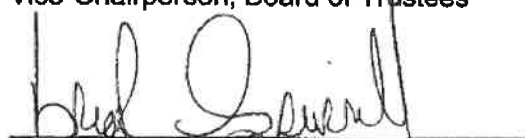
SNOW LAKE						
STEP	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
0	\$ 40,241	\$ 44,722	\$ 50,839	\$ 62,177	\$ 66,512	\$ 70,497
1	\$ 42,613	\$ 47,095	\$ 53,548	\$ 65,734	\$ 70,305	\$ 74,391
2	\$ 44,989	\$ 49,470	\$ 56,258	\$ 69,286	\$ 74,098	\$ 78,287
3	\$ 47,363	\$ 51,843	\$ 58,966	\$ 72,841	\$ 77,891	\$ 82,181
4	\$ 49,735	\$ 54,218	\$ 61,676	\$ 76,394	\$ 81,682	\$ 86,075
5	\$ 52,109	\$ 56,590	\$ 64,386	\$ 79,950	\$ 85,476	\$ 89,972
6	\$ 54,484	\$ 58,964	\$ 67,095	\$ 83,504	\$ 89,269	\$ 93,866
7		\$ 61,337	\$ 69,805	\$ 87,056	\$ 93,061	\$ 97,761
8				\$ 90,611	\$ 96,856	\$ 101,655
9				\$ 94,164	\$ 100,649	\$ 105,547

Dated at Winnipeg, Manitoba this 12 day of July, 2021


**SIGNED AND AGREED ON BEHALF
OF FRONTIER SCHOOL DIVISION**


Linda Ballantyne
Chairperson, Board of Trustees


Marion Pearson
Chairperson, Negotiating Committee
Vice-Chairperson, Board of Trustees


Brian Spurrill
Secretary-Treasurer

**SIGNED ON BEHALD OF THE FRONTIER
TEACHERS' ASSOCIATION OF THE
MANITOBA TEACHERS' SOCIETY**


Tom Schioler
President


Darren Cable
Collective Bargaining Chairperson


Laurie Fourré
Secretary

THIS COLLATERAL AGREEMENT made this 12 day of July, 2021

BETWEEN:

THE FRONTIER SCHOOL DIVISION
(hereinafter referred to as the "*Division*")

OF THE FIRST PART,

- and -

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

OF THE SECOND PART.

WHEREAS pursuant to a certain collective agreement dated July 12, 2021, made between the Division and the Association, the Division has agreed to participate in the administration of the Manitoba Public School Employees Extended Health Benefits Plan (the "*Plan*") for all of the eligible employees (the "*Employees*") as described by the Manitoba Public School Employees Benefits Trust (the "*Trust*") in the employ of the Division; and

WHEREAS the Division and the Association desire to set forth the terms and conditions under which the Division shall so participate in the administration of the Plan; and

WHEREAS pursuant to a certain agreement made between the Manitoba School Boards Association, the Manitoba Teachers' Society and the Trust, the Trust is responsible for the formulation, implementation and operation of the Plan.

NOW THEREFORE THIS AGREEMENT WITNESSETH that in consideration of the premises and the mutual covenants herein contained, the parties hereto hereby agree as follows:

1. The preamble hereto shall form an integral part hereof.
2. The terms and conditions of the Plan shall be as formulated by the Trust.
3. Subject to the terms of the Agreement, the Division and the Association shall comply with any administrative or underwriting requirements in respect to the Plan stipulated by the Trust and/or by the insurer appointed by the Trust to administer the Plan.
4. The Division shall make the following payments:
 - a) Subject to paragraph (b) which follows, for September, 2018 the Division shall pay monthly \$124.00 on behalf of each Employee in respect of the Extended Health plan and \$16.25 on behalf of each Employee in respect of the Vision plan, said \$124.00 and \$16.25 being the monthly rates for family coverage under each plan. Such payments shall be made to the Trust or to such party as the Trustees shall designate in writing.

Subject to paragraph (b) which follows, for September, 2019 the Division shall pay monthly \$126.00 on behalf of each Employee in respect of the Extended Health plan, and \$16.25 on behalf of each Employee in respect of the Vision plan, said \$126.00 and \$16.25 being the monthly rates being the monthly rates for family coverage under each plan. Such payments shall be made to the Trust or to such party as the Trustees shall designate in writing.

Subject to paragraph (b) which follows, for September, 2020 the Division shall pay monthly \$131.00 on behalf of each Employee in respect of the Extended Health plan, and \$16.25 on behalf of each Employee in respect of the Vision plan, said \$131.00 and \$16.25 being the monthly rates for family coverage under each plan. Such payments shall be made to the Trust or to such party as the Trustees shall designate in writing.

- b) Where an Employee is entitled to and has so elected for reduced coverage, as permitted under the terms of the Plan, that is, coverage for Employee and one dependent (spouse or child) only, or for Employee only, or for no coverage in the event of the Employee having alternate employer-sponsored group dental or health coverage, as the case may be, the Division shall pay to the employee the difference in the monthly rate under each plan between family coverage and the coverage elected by the Employee.
 - c) For each year thereafter, the Division shall pay monthly on behalf of each Employee an amount not to exceed the amount payable by the Division for each Employee in the preceding year (taking into account payments referred to in both sub-paragraphs (a) and (b) of this paragraph 4) increased or decreased by a percentage equivalent to the percentage negotiated or awarded on average for the salary schedule of the Employees in the current year.
- 5. It is understood and agreed by the Association that any eligible Employees employed on or after the effective date of the implementation of the Plan shall be required to participate in the Plan unless entitled to elect out of the Plan as may be permitted under the terms thereof.
 - 6. This Agreement may be terminated by either of the parties hereto effective the first day of September of a particular calendar year provided that not less than 12 months written notice of such termination is given by the party terminating this Agreement to the other party hereto.
 - 7. Any notice required or permitted to be given hereunder shall be deemed to be effectively given if mailed by registered mail, postage prepaid or delivered by bonded carrier to the parties at the following addresses:

To the Division:

**FRONTIER SCHOOL DIVISION
30 Speers Rd
Winnipeg MB R2J 1L9**

To the Association:

**FRONTIER TEACHERS' ASSOCIATION
P.O. Box 1072
Norway House MB R0B 1B0**

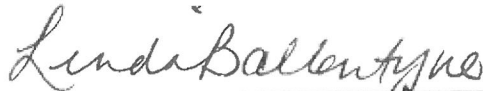
and if mailed as aforesaid, shall be deemed to have been given on the fifth business day next following that upon which the letter containing such notice was posted.

Time shall be of the essence of the Agreement which Agreement shall be governed by the laws of the Province of Manitoba.

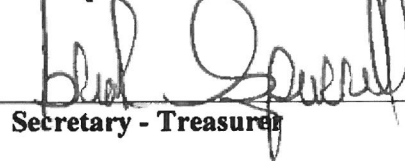
8. This Agreement shall be binding upon and shall inure to the benefit of the parties hereto and their respective successors and assigns.

IN WITNESS WHEREOF the Division has caused its Corporate Seal to be hereunto affixed duly attested by the signatures of its proper officers in that behalf, the day and year first above written.

THE FRONTIER SCHOOL DIVISION



Chairperson



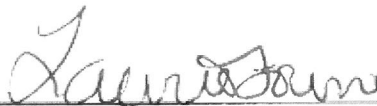
Secretary - Treasurer

IN WITNESS WHEREOF the Association has caused this Agreement to be executed as duly attested by the signatures of the proper officers of the Association.

**THE FRONTIER TEACHERS'
ASSOCIATION**



President



Secretary

**Appendix to the Collective Agreement
Between
The Frontier School Division
And
The Frontier Teachers' Association
of The Manitoba Teachers' Society
2018-2022**

The following salary grids reflect the COLA increase at 3.3%, as set out in the July 1, 2018 – June 30, 2022 Collective Agreement.

ARTICLE 7 - SALARY SCHEDULE

Frontier - Effective First (1st) day of Fall Term 2021

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>	<u>Class 7</u>
0	42,459.64	46,708.87	52,236.55	63,640.85	68,111.18	72,609.17	76,274.99
1	44,536.24	49,163.27	54,386.79	67,078.85	71,567.63	76,041.92	79,710.36
2	46,677.25	51,611.10	56,531.76	70,526.08	75,001.69	79,485.18	83,147.03
3	48,798.54	54,047.07	58,710.96	73,966.72	78,456.83	82,921.89	86,586.38
4	50,925.08	56,488.31	60,879.63	77,399.49	81,882.98	86,366.48	90,016.49
5	53,046.35	58,961.14	63,019.95	80,840.11	85,324.94	89,812.40	93,470.29
6	55,307.18	61,290.46	65,184.05	84,270.23	88,759.01	93,251.72	96,910.95
7		63,827.82	67,350.10	87,716.15	92,211.50	96,701.59	100,352.91
8			69,510.87	91,164.68	95,628.45	100,148.82	103,817.26
9			71,798.06	94,601.38	99,091.48	103,589.46	107,257.90
10				98,045.97	102,608.48	107,051.18	110,723.57

Churchill - Effective First (1st) day of Fall Term 2021

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>	<u>Class 7</u>
0	43,880.40	48,030.78	53,599.27	63,984.41	69,180.27	74,189.16	78,655.55
1	46,155.73	50,447.00	56,197.19	67,306.55	72,602.48	77,646.91	82,134.38
2	48,030.78	52,864.53	58,792.51	70,652.39	76,019.44	81,091.51	85,614.52
3	50,109.91	55,284.71	61,387.79	73,977.15	79,324.45	84,407.08	89,105.20
4	52,194.30	57,693.01	63,984.41	77,308.52	82,866.48	88,007.04	92,585.35
5	54,273.44	60,102.66	66,585.10	80,641.19	86,287.37	91,454.26	96,074.71
6	56,351.26	62,522.82	69,180.27	83,968.60	89,718.81	94,912.04	99,548.28
7	58,604.20	65,020.68	73,601.89	87,297.31	93,139.70	98,360.57	103,040.28
8			74,381.40	90,636.58	96,556.65	101,811.76	106,512.53
9				93,966.61	99,978.86	105,268.20	110,003.20
10				97,291.39	103,528.79	108,877.39	113,488.61

ARTICLE 7 - SALARY SCHEDULE (cont'd)**Lynn Lake – Effective First (1st) day of Fall Term 2021**

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>
0	46,055.67	49,476.56	56,151.11	69,456.79	73,162.10	75,940.43
1	48,440.28	51,759.79	58,666.09	72,710.45	76,285.41	79,025.55
2	50,831.48	54,048.29	61,170.53	75,969.39	79,411.36	82,114.62
3	53,225.32	56,338.10	63,684.19	79,224.38	82,532.03	85,198.43
4	55,608.62	58,622.64	66,196.54	82,481.99	85,651.40	88,287.51
5	58,002.46	60,909.83	68,707.56	85,734.35	88,773.39	91,375.26
6	60,393.66	63,195.68	71,218.59	88,997.24	91,900.65	94,461.70
7		65,482.87	73,723.03	92,249.59	95,018.69	97,548.15
8				95,503.25	98,140.68	100,638.54
9				98,759.55	101,270.57	103,723.62
10					104,389.94	106,808.79

Snow Lake – Effective First (1st) day of Fall Term 2021

<u>Steps</u>	<u>Class 1</u>	<u>Class 2</u>	<u>Class 3</u>	<u>Class 4</u>	<u>Class 5</u>	<u>Class 6</u>
0	43,394.53	48,022.87	54,341.92	66,054.32	70,532.56	74,648.70
1	45,844.99	50,474.64	57,139.98	69,728.04	74,449.88	78,671.35
2	48,299.40	52,927.73	59,939.39	73,397.80	78,368.50	82,695.30
3	50,751.16	55,379.50	62,737.48	77,070.19	82,287.11	86,717.95
4	53,201.61	57,832.60	65,536.86	80,739.94	86,203.09	90,740.58
5	55,653.39	60,283.07	68,336.17	84,413.66	90,121.73	94,766.21
6	58,107.79	62,734.83	71,134.32	88,084.74	94,040.34	98,788.52
7		65,186.61	73,933.71	91,754.47	97,957.65	102,812.48
8				95,426.87	101,877.59	106,835.14
9				99,096.64	105,796.23	110,855.13

ARTICLE 11 - SUBSTITUTE TEACHERS

- a) i) A substitute teacher employed for a period of five (5) consecutive teaching days or less shall be paid at the per diem rate, including holiday pay of:

	<u>Effective first (1st) day of Fall Term 2021</u>
Certified	\$176.40
Non-Certified	\$127.74

ARTICLE 13 - ADMINISTRATIVE AND SUPERVISORY ALLOWANCES

a) Principal's Allowance

The allowance paid to any principal shall be the greater of:

- i) an amount of:

Fall Term 2021
\$8,097.13

OR

- ii) an allowance for each full or part time member of the instructional staff assigned to any school, but excluding the principal allotment, as follows:

	<u>Fall Term 2021</u>
for the first 1 – 15 teachers	\$1,137.33
for the next 16 – 25 teachers	\$679.01
for the next 26 or more teachers	\$287.73

- iii) In addition to the above scale, Principals in Frontier School Division who have obtained a Level I Manitoba School Administrators Certificate shall receive an allowance as follows:

Fall Term 2021
\$658.37

Those Principals who have obtained a Level II Manitoba Principals Certificate shall receive an additional allowance per annum as follows:

Fall Term 2021
\$658.37

- iv) Principals with two (2) or more years' experience as a principal in Frontier School Division shall receive, in addition to the above scale, an allowance as follows:

Fall Term 2021
\$1,316.74

- b) In addition to the Principal's basic allowance, the Principal of Frontier Collegiate Institute (FCI) shall be paid a campus allowance of:

Fall Term 2021
\$3,596.51

c) Vice-Principal's Allowance

- iv) In addition to the above, Vice-Principals in Frontier School Division who have obtained a Level I Manitoba School Administrators Certificate shall receive an allowance as follows:

Fall Term 2021
\$658.37

ARTICLE 13 - ADMINISTRATIVE AND SUPERVISORY ALLOWANCES (cont'd)

c) **Vice-Principal's Allowance (cont'd)**

Those Vice-Principals who have obtained a Level II Manitoba Principals Certificate shall receive an additional allowance per annum as follows:

Fall Term 2021
\$658.37

e) **Consultant's/Coordinator's/Instructional Coach's Allowance**

- i) Consultant/Coordinator/Instructional Coach shall receive a base allowance as follows:

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

	<u>Fall Term 2021</u>
One Year	\$6,105.73
Two Years	\$6,320.36
Three or more years	\$6,715.39

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

	<u>Fall Term 2021</u>
Category A – 11-15 overnight stays per school year	\$2,062.06
Category B – 16-29 overnight stays per school year	\$3,892.97
Category C – 30-39 overnight stays per school year	\$4,866.21
Category D – 40 or more overnight stays	\$6,082.76

ARTICLE 14 - LANGUAGE FLUENCY

Fall Term 2021
\$810.08

ARTICLE 15 - ALLOWANCES FOR APPROVED COURSES

- a) A teacher shall receive the following amounts for each (6) six credit hour course

Fall Term 2021
\$830.95

ARTICLE 15 - ALLOWANCES FOR APPROVED COURSES (con'td)

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

Fall Term 2021
\$413.14

ARTICLE 17 - TRANSPORTATION AND MOVING EXPENSE FOR NEW HIRES

Effective date of signing:

- b) In addition to the above, a teacher newly hired by the Division shall be entitled to a one time lump sum payment to assist defraying the cost of moving into the Division.

- i) For Non Division Housing in Churchill:

Fall Term 2021
\$1,975.11

- ii) When an unfurnished teacherage is provided where road travel is available:

Fall Term 2021
\$1,580.09

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

Fall Term 2021
\$1,580.09

- iv) When a furnished teacherage is provided where air freight is required:

Fall Term 2021
\$1,053.40

- v) When a furnished teacherage is provided where rail freight is required:

Fall Term 2021
\$526.69

- c) Teachers newly hired from within the community and teachers required to change accommodation shall receive a one-time lump sum payment. Community to be defined as residing in an area within forty (40) kilometers of the school.

Fall Term 2021
\$460.86

ARTICLE 20 - ANNUAL TRANSPORTATION OF PERSONAL EFFECTS REIMBURSEMENT

- i) Where air freight is required:

	<u>Fall Term 2021</u>
1. Berens River	\$1,094.90
2. Brochet	\$1,371.05
3. Garden Hill, Red Sucker Lake, God's Lake Narrows	\$1,431.88

ARTICLE 20 - ANNUAL TRANSPORTATION OF PERSONAL EFFECTS REIMBURSEMENT
(cont'd)

ii) Where rail freight is required:

Fall Term 2021

\$596.35

ARTICLE 21 - ISOLATION ALLOWANCE

b) **Isolation allowance – Single Rate**

	<u>Fall Term 2021</u>
Brochet	\$4,602.96
Granville Lake	\$4,602.96
Red Sucker Lake	\$4,602.96
God's Lake Narrow	\$4,602.96
Churchill	\$3,602.77
South Indian Lake	\$3,347.15
Sherridon	\$2,843.70
Pikwitonei	\$3,347.15
Ilford	\$3,347.15
Berens River	\$3,347.15
Stevenson Island	\$4,602.96
Thicket Portage	\$3,347.15
Lynn Lake	\$2,210.52
Leaf Rapids	\$2,210.52
Snow Lake	\$2,210.52
Cormorant	\$2,210.52
Moose Lake	\$2,210.52
Cross Lake	\$2,210.52
Gillam	\$2,210.52
Norway House	\$2,210.52
Wabowden	\$1,899.22
Matheson Island	1,266.39
Grand Rapids	\$950.59
Cranberry Portage	\$950.59
Peonan Point	\$950.59

ARTICLE 21 - ISOLATION ALLOWANCE (cont'd)**c) Isolation allowance – Dependent Rate**

	<u>Fall Term 2021</u>
Brochet	\$6,329.57
Granville Lake	\$6,329.57
Red Sucker Lake	\$6,329.57
God's Lake Narrows	\$6,329.57
Churchill	\$5,834.30
South Indian Lake	\$4,835.97
Sherridon	\$4,110.26
Pikwitonei	\$4,835.97
Ilford	\$4,835.97
Berens River	\$4,835.97
Stevenson Island	\$6,329.57
Thicket Portage	\$4,835.97
Lynn Lake	\$3,193.59
Leaf Rapids	\$3,193.59
Snow Lake	\$3,193.59
Cormorant	\$3,193.59
Moose Lake	\$3,193.59
Cross Lake	\$3,193.59
Gillam	\$3,193.59
Norway House	\$3,193.59
Wabowden	\$2,737.64
Matheson Island	\$1,828.71
Grand Rapids	\$1,371.14
Cranberry Portage	\$1,371.14
Peonan Point	\$1,371.14

ARTICLE 22 - HOUSING**b) Non Divisional Housing Allowance - Single Rate**

	<u>Fall Term 2021</u>
Barrows Junction	\$1,070.45
Berens River	\$2,250.87
Birdtail Sioux	\$1,451.01
Bissett	\$2,034.00
Brochet	\$2,190.81
Camperville	\$1,451.01
Cormorant	\$812.95
Churchill	\$7,316.61
Cranberry Portage	\$1,314.96
Crane River	\$1,282.58
Cross Lake	\$3,055.86
Duck Bay	\$1,450.40
Falcon Beach	\$1,450.40
Gillam	\$2,208.89
Grand Rapids	\$1,314.96
Granville Lake	\$2,190.81
Gypsumville	\$1,451.01
Ilford	\$3,616.50
Leaf Rapids	\$1,621.04
Lynn Lake	\$1,478.55
Matheson Island	\$1,314.96
Moose Lake	\$1,405.67
Norway House	\$2,631.56
Pelican Rapids	\$1,070.45
Pikwitonei	\$1,981.53
Pine Creek	\$1,451.01
Pine Dock	\$1,621.04
Rorketon	\$1,282.58
Sheridon	\$1,193.52
Skownan	\$1,451.01
Snow Lake	\$1,221.04
South Indian Lake	\$2,926.82
Stevenson Island	\$2,700.35

ARTICLE 22 - HOUSING (cont'd)

9

b) Non Divisional Housing Allowance - Single Rate (cont'd)

Thicket Portage	\$1,981.53
Thompson	\$1,948.18
Wabowden	\$1,404.04
Waterhen	\$1,451.01

c) Non Divisional Housing Allowance - Dependent Rate


	<u>Fall Term 2021</u>
Barrows Junction	\$2,140.88
Berens River	\$4,518.90
Birdtail Sioux	\$2,903.65
Bisset	\$4,068.00
Brochet	\$4,381.66
Camperville	\$2,903.65
Cormorant	\$1,624.29
Churchill	\$7,316.61
Cranberry Portage	\$2,628.33
Crane River	\$2,565.17
Cross Lake	\$6,111.72
Duck Bay	\$2,903.65
Falcon Beach	\$2,902.01
Gillam	\$4,417.79
Grand Rapids	\$2,628.32
Granville Lake	\$4,381.66
Gypsumville	\$2,902.01
Ilford	\$6,925.91
Leaf Rapids	\$3,242.09
Lynn Lake	\$2,955.46
Matheson Island	\$2,628.32
Moose Lake	\$2,809.69
Norway House	\$5,274.47
Pelican Rapids	\$2,140.88
Pikwitonei	\$3,964.76

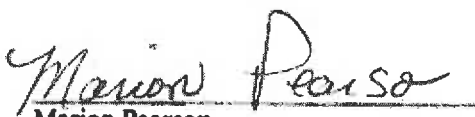
ARTICLE 22 - HOUSING (cont'd)**c) Non Divisional Housing Allowance - Dependent Rate (cont'd)**

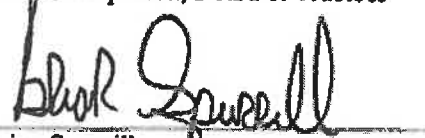
Pine Creek	\$2,903.65
Pine Dock	\$3,242.09
Rorketon	\$2,565.17
Sherridon	\$2,387.02
Skownan	\$2,903.65
Snow Lake	\$2,442.10
South Indian Lake	\$5,851.93
Stevenson Island	\$5,399.01
Thicket Portage	\$3,964.76
Thompson	\$3,896.33
Wabowden	\$2,808.08
Waterhen	\$2,903.65

THIS APPENDIX made this 30 day of August, 2022


**SIGNED AND AGREED ON BEHALF
OF FRONTIER SCHOOL DIVISION**



Linda Ballantyne
Chairperson, Board of Trustees


Marion Pearson
Chairperson, Negotiating Committee
Vice-Chairperson, Board of Trustees


Brian Spurrill
Secretary-Treasurer

**SIGNED AND AGREED ON
BEHALF OF THE FRONTIER TEACHERS'
ASSOCIATION OF THE MANITOBA
TEACHERS' SOCIETY**


Tom Schioler
President


Darren Cable
Collective Bargaining Chairperson


Laurie Fourré
Secretary

Memorandum of Agreement

Between

**Frontier School Division
(the "Division")**

-and-

**Frontier Teachers' Association
of The Manitoba Teachers' Society
(the "Association")**

WHEREAS:

- a) For the 2022-2023 school year, despite the extensive recruitment efforts by the Division, the Division is facing significant teacher staffing shortages, with in excess of forty (40) vacant teaching positions as of the date of this Memorandum of Agreement;
- b) In order to address the temporary staffing shortage, the Division wishes to offer an added incentive payment in an effort to attract new teachers to the Division;
- c) The Association recognizes the importance of maintaining a full staffing complement and maintaining class sizes to the greatest extent possible and is prepared to agree to a temporary incentive on the terms and conditions set out herein.

NOW THEREFORE, in consideration of the mutual covenants and agreements herein contained, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged by each of the parties hereto, the parties hereby agree as follows:

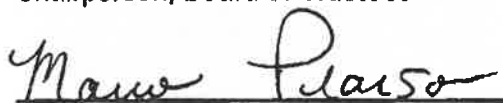
- 1) This Memorandum of Agreement is made separate and apart from the Collective Agreement between the Association and Division and is independent of, and unrelated to, any payments under the Collective Agreement. Notwithstanding the foregoing, the Parties agree that any dispute regarding the interpretation or administration of this Memorandum of Agreement shall be addressed through the grievance and arbitration procedure, as set out in the Collective Agreement.
- 2) The Parties agree that the Division shall offer to all New Applicants, as hereinafter defined, an incentive payment equal to \$5,000.00, subject to statutory deductions and remittances, which payment is subject to the New Applicant entering into the Incentive Payment Agreement, attached hereto at Schedule "A".
- 3) For the purposes of this Memorandum of Agreement, a New Applicant shall be considered any teacher who, after the date this Memorandum of Agreement is executed, is eligible to be certified in Manitoba, who enters into a Teacher-General or Limited Term teaching contract with the Division for at least the entire 2022-2023 school year, and who has not worked for, or been employed with, the Division, in the twelve (12) months preceding September 1, 2022. For greater certainty, teachers currently on leave, for any reason whatsoever, shall be considered employed with the Division and not eligible for an incentive payment hereunder. In addition, this Memorandum of Agreement does not apply to substitute teachers and/or teachers who are recent graduates of the Division's P.E.N.T. Program.

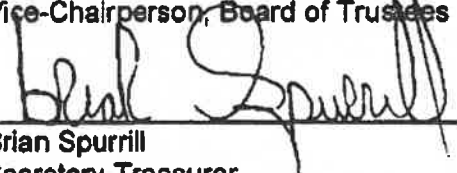
- 4) The Parties acknowledge and agree that the incentive payment, as set out above, is necessary to address a temporary need for the 2022-2023 school year only. The Parties further acknowledge and agree that the incentive payments contemplated hereunder, and this Memorandum of Agreement, will expire on June 30, 2023.

Dated at Winnipeg in the Province of Manitoba on this 27 day of June, 2022.


Signed and agreed on behalf of
The Frontier School Division


Linda Ballantyne
Chairperson, Board of Trustees


Marion Pearson
Chairperson, Negotiating Committee
Vice-Chairperson, Board of Trustees


Brian Spurrill
Secretary-Treasurer

Signed and agreed on behalf of
the Frontier Teachers' Association
of The Manitoba Teachers' Society


Thomas Schiolel
President


Laurie Fourné
Secretary

Schedule "A"Incentive Payment Agreement**Between****Frontier School Division
(the "Division")****-and-****Frontier Teachers' Association
of The Manitoba Teachers' Society
(the "Association")****-and-**

(the "New Applicant")**WHEREAS:**

- a) The Division seeks to incentivize teachers to enter into Teacher-General or Limited Term teaching contracts with the Division, for a period of at least the entire 2022-2023 school year; and
- b) The New Applicant acknowledges that the New Applicant must enter into this Incentive Payment Agreement as a pre-condition to receiving any incentive payment from the Division.

NOW THEREFORE, in consideration of the mutual covenants and agreements herein contained, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged by each of the parties hereto, the parties hereby agree as follows:

- 1) In order to be eligible to receive the Incentive Payment, as hereinafter defined, the New Applicant execute a Teacher-General or Limited Term teaching contract with the Division for a period of at least the 2022-2023 school year, prior to receiving any payment hereunder.
- 2) Conditional upon the execution of the required Teacher-General or Limited Term contract, as set out in paragraph 1 hereof, the Division shall provide the New Applicant with a payment of \$5,000.00, less statutory deductions and remittances (the "Incentive Payment"). The Incentive Payment shall be payable on June 15, 2023 (the "Incentive Payment Date").
- 3) The New Applicant acknowledges and agrees that the Incentive Payment is a one-time only payment and the New Applicant shall not be entitled to any payments thereafter, incentive or otherwise, save and except as set out in the Collective Agreement.
- 4) In the event that the New Applicant's employment is terminated during the first year of their employment with the Division, for any reason whatsoever, prior to the Incentive Payment Date, the New Applicant shall not be entitled to the Incentive Payment, on a pro rata basis or otherwise.

- 5) The New Applicant hereby authorizes the Division to deduct / offset any required repayment of the Incentive Payment from any payment due and owing to the New Applicant, including but not limited to, salary, vacation, and/or statutory holiday pay.
- 6) This Incentive Payment Agreement constitutes the entire agreement with respect to the subject matter and may be enforced through the grievance and arbitration procedure in the Collective Agreement.
- 7) This Incentive Payment Agreement may be executed by the Parties in separate counterparts, each of which when so executed shall be deemed to be an original and all of which, when taken together, shall constitute one and the same document.

Signed at _____, this _____ day of _____, 2022.

Witness

Signed at _____, this _____ day of _____, 2022.

Frontier Teachers' Association of the Manitoba Teachers' Society

Per: _____

Signed at _____, this _____ day of _____, 2022.

Frontier School Division

Per: _____

Memorandum of Agreement

Between

**Frontier School Division
(the "Division")**

-and-

**Frontier Teachers' Association
of The Manitoba Teachers' Society
(the "Association")**

WHEREAS:

- a) The Division is having difficulty attracting and retaining new graduate teachers, despite extensive recruitment efforts undertaken by the Division's Recruitment Officer and implementing a recruitment incentive for eligible teachers hired for the 2022-2023 school year, a new graduate recruitment and retention incentive in the 2023-2024 school year, as well as entering into a Memorandum of Agreement regarding qualifications and work experience not recognized by Manitoba Education;
- b) The Association recognizes the importance of maintaining a full staffing complement of qualified teachers to ensure that every student, no matter where they live, can receive a quality education, and agrees to the following terms and conditions.

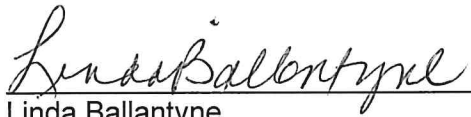
NOW THEREFORE, in consideration of the mutual covenants and agreements herein contained, the parties hereby agree as follows:

- 1) This Memorandum of Agreement is made separate and apart from the Collective Agreement between the Association and Division and is independent of, and unrelated to, any payments under the Collective Agreement. Notwithstanding the foregoing, the Parties agree that any dispute regarding the interpretation or administration of this Memorandum of Agreement shall be addressed through the grievance and arbitration procedure, as set out in the Collective Agreement.
- 2) **New Graduate Recruitment Incentive**
 - a) The Parties agree that the Division shall offer to all new graduate applicants (the "New Graduate"), as hereinafter defined, a recruitment incentive payment (the "Recruitment Payment") equal to \$10,000.00 per school year, for up to three (3) consecutive years, commencing in the 2024-2025 school year. The Recruitment Payment is subject to all statutory deductions and remittances and is conditional upon the New Graduate entering into the New Graduate Recruitment Incentive Payment Agreement, attached hereto as Schedule "A".
 - b) In the event that the New Graduate is hired after September 1, 2024, but prior to June 30, 2025, they shall be entitled to a pro-rated portion of the Recruitment Payment at a rate of \$1,000.00 per full month of employment, in their first year of employment, provided they meet the requirements set out herein.

- c) For the purposes of this Memorandum of Agreement, a New Graduate shall be any teacher who has attained their Bachelor of Education degree in the 2022 calendar year or later, is eligible to be and becomes or has become certified as a teacher in Manitoba, and who, after the date this Memorandum of Agreement is executed, enters into a Teacher-General or Limited Term Teacher-General contract with the Division to at least June 30, 2025.
 - d) The Recruitment Payment of \$10,000.00, or a prorated portion of the Recruitment Payment in the 2024-2025 school year, shall be payable on June 15 of the applicable school year, provided the New Graduate is actively employed by the Division. For clarity, a New Graduate would be entitled to receive Recruitment Payments as follows:
 - i) New Graduates who attained their Bachelor of Education Degree in the 2022 calendar year, \$10,000.00 payable on June 15, 2025;
 - ii) New Graduates who attained their Bachelor of Education degree in the 2023 calendar year, \$10,000.00 payable on June 15, 2025 and \$10,000.00 payable on June 15, 2026; and
 - iii) New Graduates who attained their Bachelor of Education degree in the 2024 calendar year, \$10,000.00 payable on June 15, 2025, \$10,000.00 payable on June 15, 2026 and \$10,000.00 payable on June 15, 2027.
 - e) The maximum Recruitment Payments that a New Graduate may receive under this Memorandum of Agreement is \$30,000.00. No payments on account of any Recruitment Payment will be made beyond June 15, 2027.
- 3) For greater certainty, in order to be eligible for the Recruitment Payment, the New Graduate must be employed with the Division on the date the Recruitment Payment is paid.
 - 4) Under no circumstances shall any individual teacher be entitled to a Recruitment Payment or enter into a New Graduate Recruitment Incentive Payment Agreement (attached as Appendix "A") under this Memorandum of Agreement, if they have previously received recruitment or retention incentive payments from the Division under any previous memorandum(s) of agreement.
 - 5) This Memorandum of Agreement does not apply to substitute teachers and/or teachers who are recent graduates of the Division's P.E.N.T. Program.
 - 6) The Parties further acknowledge and agree that the provisions contemplated hereunder, and this Memorandum of Agreement, will not expire until such time as written notification to terminate this agreement is provided by one of the parties.

Dated at Winnipeg in the Province of Manitoba on this 26 day of April, 2024.

Signed and agreed on behalf of
The Frontier School Division

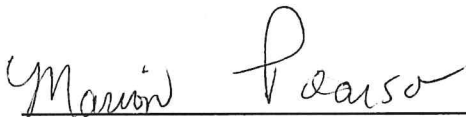


Linda Ballantyne
Chairperson, Board of Trustees

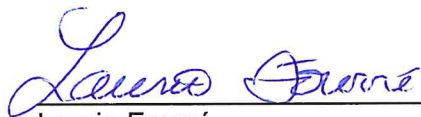
Signed and agreed on behalf of
the Frontier Teachers' Association
of The Manitoba Teachers' Society



Natalie Majcher
President



Marion Pearson
Chairperson, Negotiating Committee
Vice-Chairperson, Board of Trustees



Laurie Fourné
Secretary



Paul Critchley
Interim Secretary-Treasurer

Schedule "A"

New Graduate Recruitment Incentive Payment Agreement

Between

**Frontier School Division
(the "Division")**

-and-

**Frontier Teachers' Association
of The Manitoba Teachers' Society
(the "Association")**

-and-

(the "New Graduate")

WHEREAS:

- a) The Division seeks to incentivize New Graduate teachers to enter into Teacher-General or Limited Term teaching contracts with the Division, for a period of up to at least three (3) entire school years; and
- b) The New Graduate acknowledges that they must enter into this Agreement as a pre-condition to receiving any incentive payment from the Division.

NOW THEREFORE, in consideration of the mutual covenants and agreements herein contained, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged by each of the parties hereto, the parties hereby agree as follows:

- 1) In order to be eligible to receive the New Graduate Recruitment Incentive Payment (the "Recruitment Payment"), as hereinafter defined, the New Graduate has attained their Bachelor of Education degree in the 2022 calendar year or later, shall execute a Teacher-General or Limited Term teaching contract with the Division and shall become certified to teach in Manitoba within one (1) year following attainment of their Bachelor of Education degree.
- 2) Conditional upon the New Graduate meeting the requirements as set out in paragraph 1 hereof, the New Graduate shall become eligible to receive Recruitment Payment(s) of up to \$10,000 per school year, for up to three (3) consecutive school years provided they are employed by the Division under a Teacher-General contract or Limited Term Teacher-General contract.
- 3) In the event that the New Graduate is hired after September 1, 2024 but prior to June 30, 2025, they shall be entitled to a pro-rated portion of the Recruitment Payment at a

rate of \$1,000.00 per full month of employment, in their first year of employment, provided they meet the requirements set out herein.

- 4) The Recruitment Payment, or a prorated portion of the Recruitment Payment in the 2024-2025 school year, shall be payable on June 15 of the applicable school year (the "Recruitment Payment Date"), provided the New Graduate is actively employed by the Division on the Recruitment Payment Date. For clarity, the New Graduate would be entitled to the receive Recruitment Payments as follows:
 - i) New Graduates who attained their Bachelor of Education Degree in the 2022 calendar year, up to \$10,000.00 payable on June 15, 2025;
 - ii) New Graduates who attained their Bachelor of Education degree in the 2023 calendar year, \$10,000.00 payable on June 15, 2025 and \$10,000.00 payable on June 15, 2026; and
 - iii) New Graduates who attained their Bachelor of Education degree in the 2024 calendar year, \$10,000.00 payable on June 15, 2025, \$10,000.00 payable on June 15, 2026 and \$10,000.00 payable on June 15, 2027.
- 5) The New Graduate shall not be entitled to any payments pursuant to this Agreement after June 15, 2027 and any other payments shall be as set out in the Collective Agreement.
- 6) In the event that the New Graduate's employment is terminated, for any reason whatsoever, prior to the Recruitment Payment Date in any applicable year, the New Graduate shall not be entitled to the Recruitment Payment, on a pro rata basis or otherwise. For greater certainty, the New Graduate must be employed on the Recruitment Payment Date in each school year, in order to be eligible to receive the Recruitment Payment for that school year.
- 7) The New Graduate hereby authorizes the Division to deduct / offset any required repayment of the Recruitment Payment from any payment due and owing to the New Graduate, including but not limited to, salary, vacation, and/or statutory holiday pay.
- 8) The New Graduate Recruitment Incentive Payment Agreement and the corresponding Memorandum of Agreement constitute the entire agreement with respect to the subject matter and may be enforced through the grievance and arbitration procedure in the Collective Agreement.
- 9) This New Graduate Recruitment Incentive Payment Agreement may be executed by the Parties in separate counterparts, each of which when so executed shall be deemed to be an original and all of which, when taken together, shall constitute one and the same document.

New Graduate:

Signed at _____, this _____ day of _____, 2024.

Witness

Frontier Teachers' Association of the Manitoba Teachers' Society:

Signed at _____, this _____ day of _____, 2024.

Per: _____

Frontier School Division:

Signed at _____, this _____ day of _____, 2024.

Per: _____