

EXTENSION AGREEMENT

BETWEEN:

Ontario Public School Boards Association (OPSBA)
AND

ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION/FÉDÉRATION DES ENSEIGNANTES-
ENSEIGNANTS DES ÉCOLES SECONDAIRES DE L'ONTARIO
hereinafter: "OSSTF/FEESO"

AND AGREED TO BY:

THE CROWN

1. The parties and the Crown agree that, subject to errors and omissions, and subject to the ratification processes applicable for each party, this Agreement forms the basis of full and final settlement for an extension of collective agreement terms, inclusive of both central and local terms, with the effective date of September 1, 2017 to August 31, 2019. For further clarity, the ratification of this Agreement is conditional upon local collective agreement terms remaining status quo for the period September 1, 2017 to August 31, 2019. The parties and the Crown agree to recommend the terms of this Agreement as set out herein to their respective principals.

Certain aspects of the terms described herein require legislative or regulatory amendment and as such are subject to the legislative process. Such changes have not yet been made. Therefore, the content of this Agreement should be considered to be subject to such changes, when and if made, and if such enabling changes are not made or alter the terms of this Agreement in any fashion, this Agreement shall be considered null and void in its entirety.

2. Ratification of this Agreement by both parties and agreement of the Crown shall be deemed to have occurred on the date of ratification by OSSTF/FEESO and by OPSBA, whichever is later, and by agreement of the Crown. The parties will endeavor to complete the ratification and agreement processes by March 31, 2017 but will complete ratification no later than April 14, 2017.
3. The collective agreement shall continue to consist of two parts. Provisions of Part A and Part B shall continue until August 31, 2019 without amendment, except as noted herein:
 - Letters of Understanding/Agreement contained in or pertaining to language from the 2014-17 collective agreements shall continue in force and effect for the term of this Agreement. However, where there is reference to an expiry date, the expiry date will be extended by two (2) years.
 - Where local Letters of Agreement reference specific dates as opposed to an expiration date these shall be amended such that "2015-16 and/or the 2016-17"

shall be replaced by "2017-18 and/or 2018-19".

4. The terms of this Agreement shall be effective on September 1, 2017 except as otherwise provided herein.

5. COMPENSATION

School boards shall adjust their current salary grids, and position of responsibility allowances only in accordance with the following schedule:

- September 1, 2017
 - 1.5%
- September 1, 2018
 - 1%
- February 1, 2019
 - 1%
- August 31, 2019
 - 0.5%

In recognition of potential expenses for professional development, supplies or equipment or for other professional expenses, all teachers and occasional teachers covered by this Agreement will be paid a lump sum of 0.5% of wages earned in the 2016-2017 school year. OSSTF/FEESO agrees that it will conduct a survey of its members on the usage of these funds and provide the results to the Crown.

Method of payment for September 1, 2017 lump sum:

0.5% of earned wages in the 2016-17 school year as a lump sum payment to all teachers and occasional teachers of this bargaining unit who are employed or on an approved leave, paid sick leave or statutory leave as at September 5, 2017.

Permanent employees and Long Term Occasionals on a statutory leave for any part of 2016-17 will not be adversely affected. The lump sum of 0.5% of annualized 2016-2017 salary/wages will be adjusted as if they earned their normal salary/wage for the period of the time on the statutory leave.

Employees on an approved deferred salary leave in the 2017-2018 year on September 5, 2017, (e.g. 4 over 5) shall nevertheless receive a lump sum of 0.5% of wages paid in 2016-2017.

The lump sum payment shall be provided by November 1, 2017.

For clarity, September 1, 2017 and September 1, 2018 are intended to reflect the first day of the school year. February 1, 2019 is intended to reflect the first day of the second semester.

6. BENEFITS

(a) Effective September 1, 2017 inflationary increases shall be provided in each of the following years:

- September 1, 2017 : 4%
- September 1, 2018 : 4%

These inflationary increases will result in a funding amount of \$5,278 per FTE effective September 1, 2017 and \$5,489 per FTE effective September 1, 2018.

There will be a reconciliation process based on the audited financial results for the year ending on December 31, 2018 equal to the lesser of the total cost of the plan per FTE and the funded amount per FTE in place as of September 1, 2018. This reconciliation will adjust the go-forward amount per FTE as of September 1, 2019. Notwithstanding the above, the funded amount per FTE shall not be less than \$5,343.

Total cost represents the actual costs related to the delivery of benefits. Total cost is defined as the total cost on the OSSTF ELHT's financial statements for OSSTF members, excluding any and all costs related to retirees. The parties agree that the audited financial statements should provide a breakdown of total cost consistent with this definition. FTE is defined in accordance with Article 4.2.1 (b) of the Benefits Letter of Agreement # 1 in the 2014-2017 agreement on central terms and as reported in Appendix H of EFIS for the following two periods: March 2018 per the 2017-18 financial statements and October 2018 per 2018-19 revised estimates.

(b) The parties agree to amend the Letter of Agreement #1 re. Benefits of the 2014-17 Agreement on Central Terms to read "It is intended that the Trust be effective September 1, 2016, and that school boards will participate in this Trust no later than November 1, 2017." All other provisions in the Letter of Agreement remain in effect.

(c) Daily Occasional Teachers

Effective September 1, 2017 the payment in lieu of benefits provision 4.2.1 L) of Benefits Letter of Agreement # 1 of the 2014-2017 agreement on central terms for daily occasional teachers is replaced with the following:

"Eligible daily occasional teachers in the four boards listed below shall be entitled to the lesser of a) the following table amounts and b) the actual benefit plan cost multiplied by the percentage of the existing employer co-pay in the 2012-2014 local collective agreements, to be used for the sole purpose of purchasing from among health, life and/or dental benefit plans:

Board	Maximum Funding Amount	Employer Percentage Co-Pay
Durham DSB	\$2,454	50%
Hastings & Prince Edward DSB	\$3,680	75%
Toronto DSB	\$2,454	50%

York Region DSB	\$ 491	10%
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These amounts shall be prorated for the portion of the year that the daily occasional teacher enrolls in the plan. Eligibility criteria for these amounts are based on the existing eligibility criteria of the 2012-2014 local collective agreements which is based on the number of days worked in the previous school year, and varies by board. Payments will be provided to the eligible daily occasional teacher on a monthly basis."

In addition, inflationary increases shall be provided in each of the following years:

- September 1, 2017: 4%
- September 1, 2018: 4%

Notwithstanding the aforementioned, where any daily occasional teacher chooses not to participate in any health, life or dental benefit plan, the school boards shall not provide any amount for those employees.

7. VIOLENCE PREVENTION

The parties and the Crown agree that the promotion of a violence-free teaching/working/learning environment benefits students, education workers and teachers.

The parties further recognize that OSSTF/FEESO has created a task force to consult with front-line workers to receive input and advice on promoting a violence-free environment;

The parties are committed to providing a venue for the work of the Task Force to be reported, including the creation of a process for follow-up to the recommendations:

The parties and the Crown hereto commit to the following:

- (a) Upon the request of OSSTF/FEESO, school boards will grant Federation release time to members as required for consultations subject to reimbursement and reasonable operational needs. Such time release shall not be counted toward any maximum Federation time release allowed for in local collective agreements nor exceed a half day release for up to twelve individuals at a board across all OSSTF/FEESO bargaining units.
- (b) The OPSBA agrees to assist, upon OSSTF/FEESO's request, with the facilitation of individual district school boards' assistance with the completion of the OSSTF/Violence Prevention Task Force's work.
- (c) Following ratification, OSSTF/FEESO, the OPSBA and the Crown agree to develop a joint agenda item for the next Provincial Working Group on Health and Safety meeting to

discuss with the full group a plan including the OSSTF/FEESO Violence Prevention Task Force's work.

- (d) The OSSTF/FEESO Violence Prevention Task Force report will be shared with the central parties through the Central Labour Relations Committee.

8. PRIORITIES FUND SYSTEM INVESTMENT

(a) Special Education System Investment

The government will, either through regulation conditional upon the approval by the Lieutenant-Governor-in-Council or Transfer Payment Agreement based on the Transfer Payment Accountability Directive between the government and relevant school boards, make a system investment in 2017-2018 which will continue in the 2018-2019 school year, to be used by school boards to address staffing for special education teachers.

The projected amount for OSSTF/FEESO is \$9,266,000 as noted in Appendix 1.

Local staffing committees shall meet prior to the 2017-2018 school year to discuss how best to allocate these additional teaching positions. Adjustments to teacher staffing resulting from this additional funding will be implemented using current local transfers, surplus and redundancy processes.

(b) Secondary Programming System Investment

The government will, either through regulation conditional upon the approval by the Lieutenant-Governor-in-Council or Transfer Payment Agreement based on the Transfer Payment Accountability Directive between the government and relevant school boards, make a system investment in 2017-2018 which will continue in the 2018-2019 school year, to be used to support a locally developed strategy to expand secondary programming.

The projected amount for OSSTF/FEESO is \$12,994,113 as noted in Appendix 1. Adjustments to teacher staffing resulting from this additional funding will be implemented using current local transfers, surplus and redundancy processes.

(c) Adult Day School Teachers

In order to support the provincial Highly Skilled Workforce Initiative, and in recognition of the role that adult day school teachers perform and to support the efforts of school boards to retain adult day school teachers, the parties agree to establish a joint central committee to assess the implications of additional funding for achieving wage parity with regular day school teachers.

The central committee will:

- Gather relevant data such as the types of delivery models;
- Use the data to assess the implications of additional funding for achieving wage parity with regular day school teachers; and
- Establish how the funding can be applied.

The government will, either through regulation conditional upon the approval by the Lieutenant-Governor-in-Council or Transfer Payment Agreement based on the Transfer Payment Accountability Directive between the government and relevant school boards provide school boards with funding as set out in Appendix 2 on a go-forward basis. The amounts in Appendix 2 provide funding equivalent to the following increases to relevant benchmarks:

- a 3% increase to the benchmarks used to fund continuing education, effective on August 31, 2017
- a further 5% increase to the benchmarks used to fund continuing education, effective September 1, 2017
- a further 5% increase to the benchmarks used to fund continuing education, effective September 1, 2018.

As noted in Appendix 2, the projected amount for 2017-2018 is \$8,528,874. The projected amount for 2018-2019 is \$14,231,511.

The additional funding will be used to increase adult day school teacher wages up to but not to exceed parity with regular day school teachers. Such increases will be established by the fall of 2017 and effective September 1, 2017 and September 1, 2018 as applicable.

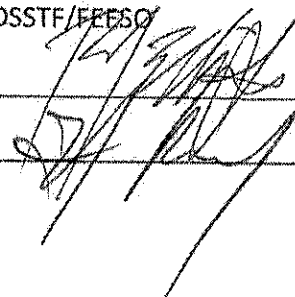
Part B will be amended to incorporate these new wage rates.


9. EXISTING TERMS AND CONDITIONS

Unless amended by this Memorandum of Settlement or unless expressly provided otherwise, the central and local terms and conditions of each collective agreement between OSSTF and each District School Board shall continue in effect until August 31, 2019, subject to any applicable statutory freeze period. For purposes of clarity, any provision in any collective agreement between OSSTF/FEESO and a District School Board which provides for the expiry of a central or local term on August 31, 2017, shall be deemed to provide for the expiry of such term on August 31, 2019 subject to any applicable statutory freeze period.

Signed at Toronto, this 23rd day of February, 2017.

OSSTF/FEESO





OPSBA

Henry M. L.
Robert Edwards

CROWN

[Signature]

LETTER OF AGREEMENT

BETWEEN

The Ontario Public School Board Association

(hereinafter "OPSBA")

and

Ontario Secondary School Teachers' Federation / Fédération des enseignantes-

enseignants des écoles secondaires de l'Ontario

(hereinafter called 'OSSTF/FEESO')

and

The Crown

RE: MID-TERM AMENDMENTS

Notwithstanding anything else in this Extension Agreement, OSSTF/FEESO bargaining units and school boards retain all rights under the *Ontario Labour Relations Act* to revise local provisions of the collective agreement through mutual consent.

The central parties agree that under the *School Boards Collective Bargaining Act, 2014* the central parties can revise central provisions of the collective agreement through mutual consent.

The central parties may discuss matters referred to them by their respective constituent boards or local unions.

Appendix 1: 2017-18 - Investments in System Priorities* for Teachers (OSSTF)

Index	DSB#	Column # DSB Name	ESTIMATED SHARE OF INVESTMENTS			ESTIMATED FUNDED FTE GENERATION		
			Special Education System Investment for Teachers	Secondary Programming System Investment	TOTAL	Special Education System Investment for Teachers	Secondary Programming System Investment	TOTAL
1	1	DSB Ontario North East	105,509	78,592	184,097	1.0	0.8	1.8
2	2	Algoma DSB	126,516	99,982	226,499	1.2	1.0	2.2
3	3	Rainbow DSB	135,173	129,705	279,870	1.3	1.3	2.6
4	4	Near North DSB	108,974	103,488	212,413	1.1	1.0	2.1
5	5.1	Kawartha-Patricia DSB	92,219	58,829	149,048	0.9	0.6	1.5
6	5.2	Rainy River DSB	45,487	30,531	76,018	0.5	0.3	0.8
7	6.1	Lakeland DSB	97,529	86,529	184,055	0.9	0.8	1.7
8	6.2	Superior-Greenstone DSB	35,370	18,264	53,634	0.4	0.2	0.6
9	7	Bluewater DSB	123,581	150,782	279,362	1.3	1.5	2.7
10	8	Avon Maitland DSB	142,220	167,604	309,824	1.4	1.6	3.0
11	9	Greater Essex County DSB	289,281	379,011	647,292	2.6	3.7	6.3
12	10	Lambton Kent DSB	182,598	235,814	416,412	1.8	2.3	4.0
13	11	Thames Valley DSB	522,781	710,497	1,233,278	5.2	7.0	12.2
14	12	Toronto DSB	1,511,227	2,366,281	3,877,518	14.7	23.0	37.6
15	13	Durham DSB	471,870	694,448	1,166,318	4.7	6.9	11.7
16	14	Kawartha Pine Ridge DSB	240,786	316,954	557,741	2.3	3.1	5.4
17	15	Trillium Lakelands DSB	152,395	165,910	317,646	1.5	1.6	3.1
18	16	York Region DSB	743,505	1,218,999	1,972,415	7.4	12.2	19.7
19	17	Simcoe County DSB	364,511	506,904	871,415	3.6	5.0	8.6
20	18	Upper Grand DSB	245,078	338,177	583,255	2.5	3.4	5.9
21	19	Peel DSB	817,399	1,354,038	2,171,434	8.0	13.2	21.2
22	20	Halton DSB	372,397	595,646	968,043	3.8	6.1	9.9
23	21	Hamilton-Wentworth DSB	340,119	466,957	807,076	3.3	4.5	7.8
24	22	DSB of Niagara	277,362	375,345	652,708	2.7	3.6	6.3
25	23	Grand Erie DSB	224,785	261,711	486,467	2.2	2.6	4.8
26	24	Waterloo Region DSB	396,796	617,232	1,014,028	3.9	6.1	10.0
27	25	Ottawa-Carleton DSB	479,389	715,041	1,194,380	4.9	7.3	12.2
28	26	Upper Canada DSB	229,513	279,025	508,538	2.2	2.7	4.9
29	27	Limestone DSB	163,202	202,548	370,750	1.7	2.0	3.6
30	28	Renfrew County DSB	108,775	104,609	205,584	1.0	1.0	2.0
31	29	Hastings and Prince Edward DSB	137,743	149,017	286,770	1.3	1.4	2.8
32	30.1	Northeastern Catholic DSB	-	-	-	-	-	-
33	30.2	Nipissing-Parry Sound Catholic DSB	-	-	-	-	-	-
34	31	Huron-Superior Catholic DSB	-	-	-	-	-	-
35	32	Sudbury Catholic DSB	-	-	-	-	-	-
36	33.1	Northwest Catholic DSB	-	-	-	-	-	-
37	33.2	Kenora Catholic DSB	-	-	-	-	-	-
38	34.1	Thunder Bay Catholic DSB	-	-	-	-	-	-
39	34.2	Superior North Catholic DSB	-	-	-	-	-	-
40	35	Bruce-Grey Catholic DSB	-	-	-	-	-	-
41	36	Huron-Perth Catholic DSB	-	-	-	-	-	-
42	37	Windsor-Essex Catholic DSB	-	-	-	-	-	-
43	38	London District Catholic School Board	-	-	-	-	-	-
44	39	St. Clair Catholic DSB	-	-	-	-	-	-
45	40	Toronto Catholic DSB	-	-	-	-	-	-
46	41	Peterborough V N C Catholic DSB	-	-	-	-	-	-
47	42	York Catholic DSB	-	-	-	-	-	-
48	43	Dufferin-Peel Catholic DSB	-	-	-	-	-	-
49	44	Simcoe Muskoka Catholic DSB	-	-	-	-	-	-
50	45	Durham Catholic DSB	-	-	-	-	-	-
51	46	Halton Catholic DSB	-	-	-	-	-	-
52	47	Hamilton-Wentworth Catholic DSB	-	-	-	-	-	-
53	48	Wellington Catholic DSB	-	-	-	-	-	-
54	49	Waterloo Catholic DSB	-	-	-	-	-	-
55	50	Niagara Catholic DSB	-	-	-	-	-	-
56	51	Brant Haldimand Norfolk Catholic DSB	-	-	-	-	-	-
57	52	Catholic DSB of Eastern Ontario	-	-	-	-	-	-
58	53	Ottawa Catholic DSB	-	-	-	-	-	-
59	54	Renfrew County Catholic DSB	-	-	-	-	-	-
60	55	Algonquin and Lakeshore Catholic DSB	-	-	-	-	-	-
61	56	CSD du Nord-Est de l'Ontario	-	-	-	-	-	-
62	57	CSD du Grand Nord de l'Ontario	-	-	-	-	-	-
63	58	CS Viamontée	-	-	-	-	-	-
64	59	CÉP de l'Est de l'Ontario	-	-	-	-	-	-
65	60.1	CSD catholique des Grandes Rivières	-	-	-	-	-	-
66	60.2	CSD catholique Franco-Nord	-	-	-	-	-	-
67	61	CSD catholique du Nouvel-Ontario	-	-	-	-	-	-
68	62	CSD catholique des Aurères boréales	-	-	-	-	-	-
69	63	CS catholique Providence	-	-	-	-	-	-
70	64	CSD catholique Centre-Sud	-	-	-	-	-	-
71	65	CSD catholique de l'Est ontarien	-	-	-	-	-	-
72	66	CSD catholique du Centre-Est de l'Ontario	-	-	-	-	-	-
TOTAL			9,266,000	12,994,113	22,260,113	91.1	127.8	218.9

*Subject to ratification by all parties and subject to approval by the Lieutenant Governor in Council.
 - Figures shown reflect best estimates available at this time.
 FTE estimates are based on selected GSN salary and benefit benchmarks as follows:
 - Estimated funded staff FTE calculated using an average funded teacher salary including benefits, and preparation time in each board.
 - These include anticipated adjustments to benchmarks in 2017-18 to reflect the impact of salary increases in 2016-17.
 - Benchmarks assume a 1.5% salary increase in the 2017-18 school year.
 - Investments in System Priorities is time-limited and will only be provided for the term of the extension (2017-18 and 2018-19).
 - The number of FTE will vary by board based on actual costs including but not limited to salary, benefits, vacation and allowances.

Appendix 2: 2017-18 - Investments in System Priorities* for Adult Day School Teachers (OSSTF)

Index	DSBNo	DSB Name	2017-18	2018-19
1	1	DSB Ontario North East	\$ 29,469	\$ 47,581
2	2	Algoma DSB	\$ 74,666	\$ 123,502
3	3	Rainbow DSB	\$ 65,817	\$ 106,052
4	4	Near North DSB	\$ 59,084	\$ 96,583
5	5.1	Keewatin-Patricia DSB	\$ 3,202	\$ 5,207
6	5.2	Rainy River DSB	\$ -	\$ -
7	6.1	Lakehead DSB	\$ 77,532	\$ 126,534
8	6.2	Superior-Greenstone DSB	\$ 177	\$ 282
9	7	Bluewater DSB	\$ 28,670	\$ 49,077
10	8	Avon Maitland DSB	\$ 52,630	\$ 87,891
11	9	Greater Essex County DSB	\$ 88,580	\$ 145,988
12	10	Lambton Kent DSB	\$ 87,463	\$ 147,545
13	11	Thames Valley DSB	\$ 538,522	\$ 906,514
14	12	Toronto DSB	\$ 2,524,528	\$ 4,186,164
15	13	Durham DSB	\$ 324,201	\$ 547,082
16	14	Kawartha Pine Ridge DSB	\$ 171,600	\$ 287,685
17	15	Trillium Lakelands DSB	\$ 115,544	\$ 187,462
18	16	York Region DSB	\$ 619,389	\$ 1,043,508
19	17	Simcoe County DSB	\$ 282,083	\$ 473,307
20	18	Upper Grand DSB	\$ 161,399	\$ 269,052
21	19	Peel DSB	\$ 729,247	\$ 1,223,837
22	20	Halton DSB	\$ 318,360	\$ 560,776
23	21	Hamilton-Wentworth DSB	\$ 274,177	\$ 456,356
24	22	DSB of Niagara	\$ 261,002	\$ 433,630
25	23	Grand Erie DSB	\$ 183,008	\$ 299,367
26	24	Waterloo Region DSB	\$ 177,943	\$ 301,585
27	25	Ottawa-Carleton DSB	\$ 642,966	\$ 1,076,255
28	26	Upper Canada DSB	\$ 289,214	\$ 469,903
29	27	Limestone DSB	\$ 236,691	\$ 388,970
30	28	Renfrew County DSB	\$ 59,216	\$ 97,037
31	29	Hastings and Prince Edward DSB	\$ 52,494	\$ 86,782
TOTAL			\$ 8,528,874	\$ 14,231,511

- *Subject to ratification by all parties and subject to approval by the Lieutenant Governor in Council.
- Figures shown reflect best estimates available at this time.
- Investments in System Priorities is time-limited and will only be provided for the term of the extension (2017-18 and 2018-19).
- For boards that already provide wages equivalent to grid teachers for hiring adult day school teachers, boards will exercise their discretion over the use of this funding.

OSSTF Grid Jan. 27, 2017				
	A1	A2	A3	A4
0	47535	50859	57198	61992
1	50659	53977	60321	65114
2	53783	57106	63447	68239
3	56909	60228	66574	71361
4	60033	63350	69698	74485
5	63156	66478	72821	77612
6	66286	69599	75949	80735
7	69411	72727	79073	83860
8	72535	75853	82198	86983
9	75659	78976	85323	90110
10	78785	82100	88445	93235
11	81909	85228	91572	96360

1.5% Increase

OSSTF Grid Sep. 1, 2017				
	A1	A2	A3	A4
0	48,248	51,622	58,056	62,922
1	51,419	54,787	61,226	66,091
2	54,590	57,963	64,399	69,263
3	57,763	61,131	67,573	72,431
4	60,933	64,300	70,743	75,602
5	64,103	67,475	73,913	78,776
6	67,280	70,643	77,088	81,946
7	70,452	73,818	80,259	85,118
8	73,623	76,991	83,431	88,288
9	76,794	80,161	86,603	91,462
10	79,967	83,332	89,772	94,634
11	83,138	86,506	92,946	97,805

1% Increase

OSSTF Grid Sep. 1, 2018				
	A1	A2	A3	A4
0	48,731	52,138	58,637	63,551
1	51,933	55,335	61,838	66,752
2	55,136	58,542	65,043	69,955
3	58,340	61,743	68,248	73,156
4	61,543	64,943	71,451	76,358
5	64,744	68,150	74,652	79,564
6	67,953	71,349	77,859	82,765
7	71,157	74,556	81,062	85,969
8	74,359	77,761	84,265	89,171
9	77,562	80,962	87,469	92,376
10	80,766	84,165	90,669	95,580
11	83,969	87,371	93,875	98,783

1% Increase

OSSTF Grid Feb. 1, 2019				
	A1	A2	A3	A4
0	49,218	52,659	59,223	64,187
1	52,452	55,888	62,456	67,419
2	55,687	59,128	65,693	70,655
3	58,924	62,360	68,931	73,887
4	62,158	65,593	72,165	77,122
5	65,392	68,831	75,399	80,360
6	68,633	72,063	78,638	83,593
7	71,868	75,302	81,872	86,829
8	75,103	78,538	85,108	90,062
9	78,337	81,772	88,344	93,300
10	81,574	85,006	91,576	96,536
11	84,809	88,245	94,814	99,771

0.5% Increase

OSSTF Grid Aug. 31, 2019

	A1	A2	A3	A4
0	49,464	52,923	59,519	64,508
1	52,715	56,167	62,769	67,756
2	55,965	59,423	66,022	71,008
3	59,218	62,672	69,275	74,257
4	62,469	65,921	72,526	77,507
5	65,719	69,176	75,776	80,761
6	68,976	72,423	79,031	84,011
7	72,228	75,678	82,282	87,263
8	75,478	78,931	85,533	90,513
9	78,729	82,181	88,785	93,767
10	81,982	85,431	92,034	97,018
11	85,233	88,686	95,288	100,270

	Jan. 27, 2017	Sep. 1, 2017	Sep. 1, 2018	Feb. 1, 2019	Aug. 31, 2019
		1.5% Increase	1% Increase	1% Increase	0.5% Increase
Daily Rate	\$219.71	\$ 223.01	\$ 225.24	\$ 227.49	\$ 228.63
Vacation Pay	\$8.79	\$ 8.92	\$ 9.01	\$ 9.10	\$ 9.15
Total Daily Rate	\$228.50	\$ 231.93	\$ 234.25	\$ 236.59	\$ 237.77

Article	Allowance	Detail	Jan. 27/17	Sep. 1/17	Sep. 1/18	Feb. 1/19
	Per Diem			1.5%	1%	1%
	Allowance	Principal Designate	30.45	30.91	31.22	31.53
	Annual					
L6.08	Allowance	Consultant/Coordinator (full-time)	6319	6414	6478	6543
	Annual					
L6.08	Allowance	Consultant/Coordinator (half-time)	3160	3207	3239	3272
	Annual					
L6.03	Allowance	Post Grad	900	900	900	900
	Annual					
L14.03	Allowance	Department Headships	5372	5453	5507	5562
L19.01	TIC	Teacher In Charge (full-day)	58.87	59.75	60.35	60.95
L19.01	TIC	Teacher In Charge (half-day)	29.44	29.88	30.18	30.48

Aug. 31/19

.5%

31.69

6575

3288

900

5590

61.26

30.63

		Jan. 27/17	Sep. 1/17	Sep. 1/18	Feb. 1/19	Aug. 31/19
Continuing Ed			1.5%	1%	1%	.5%
Rate	Hourly	42.01	42.64	43.07	43.11	43.33
Vac		2.10	1.71	1.72	1.72	1.73
Con Ed	Hourly	43.70	44.35	44.79	44.83	45.06