

**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)</u>
	<u>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

	Fall Term 2021
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
Sherridon	\$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)

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
Bissett	\$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)**

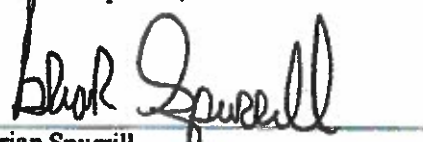
Pine Creek	\$2,903.65
Pine Dock	\$3,242.09
Rorketon	\$2,565.17
Sherridon	\$2,387.02
Skownan	\$2,903.65
Snow Lake	\$2,442.10
South Indian Lake	\$5,851.93
Stevenson Island	\$5,399.01
Thicket Portage	\$3,964.76
Thompson	\$3,896.33
Wabowden	\$2,808.08
Waterhen	\$2,903.65

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