

APPENDIX

BETWEEN

GARDEN VALLEY SCHOOL DIVISION

And

**THE GARDEN VALLEY TEACHERS' ASSOCIATION OF
THE MANITOBA TEACHERS' SOCIETY**

REGARDING: Cost of Living Allowance (COLA) - COLA effective September 2021 is 3.3% and is applied to the following Collective Agreement Articles:

ARTICLE 4: SALARY

September 2021 3.3% (COLA)

Class	1	2	3	4	5	6	7
Increment							
0	39,007	43,379	48,969	58,834	62,931	66,420	70,136
1	40,816	45,823	51,958	62,535	66,826	70,037	73,838
2	42,618	48,277	54,952	66,242	70,698	73,653	77,559
3	44,433	50,808	57,939	69,943	74,619	77,269	81,276
4	46,247	53,172	60,928	73,653	78,518	80,888	84,986
5	48,064	55,625	63,914	77,354	82,415	84,506	88,699
6	49,872	58,070	66,913	81,058	86,309	88,120	92,417
7	51,684	60,524	69,899	84,763	90,205	91,727	96,127
8				88,466	94,104	95,345	99,843
9				92,164	97,997	98,963	103,501
10						102,578	107,275

* COLA will be determined as follows. In January 2022, or as soon as possible thereafter, when the 12-month (January to December 2021) average annual Statistics Canada consumer price index (MB CPI All Items) change is made known, the increase will be applied retroactively to 21/22 school year. All TBD amounts stated in this agreement will reflect this COLA increase.

ARTICLE 5: ADMINISTRATION ALLOWANCE

5.01 The Principal's and Vice-Principal's salary shall be composed of two elements as follows:

A. A basic salary according to Article 4.01 of this Agreement, plus

B. An allowance for administrative and supervisory duties as follows:

1. Principal Allowance:

- **Effective 1st day of the Fall Term 2018 (1.60%):**
a base of \$3,266 plus \$809 per teacher supervised to a maximum of \$28,662 except High Schools where the maximum shall be \$30,449.

- **Effective 1st day of the Fall Term 2019 (1.40%):**
a base of \$3,312 plus \$820 per teacher supervised to a maximum of \$29,064 except High Schools where the maximum shall be \$30,875.
- **Effective 1st day of the Fall Term 2020 (0.50%):**
a base of \$3,329 plus \$824 per teacher supervised to a maximum of \$29,209 except High Schools where the maximum shall be \$31,029.
- **Effective 1st day of the Fall Term 2021 (3.3% COLA):**
a base of \$3,439 plus \$851 per teacher supervised to a maximum of \$30,173 except High Schools where the maximum shall be \$32,053.

4. Head Teacher Allowance:

In those administration units that have a supervising Principal, a teacher shall be appointed as the head teacher in each school within the unit and shall be paid an annual allowance for this appointment as follows:

Effective Dates	Annual Rate
Effective 1st day of the Fall Term 2018 (1.6%)	\$1,426
Effective 1st day of the Fall Term 2019 (1.4%)	\$1,446
Effective 1st day of the Fall Term 2020 (0.5%)	\$1,454
Effective 1st day of the Fall Term 2021 (3.3% COLA)	\$1,502

5.02 Coordinator Allowance:

A teacher appointed as a coordinator shall receive compensation at the following annual rates:

Effective Dates	Level 1 – First Year	Level 2 – Second Year	Level 3 – Third Year
Effective 1st day of the Fall Term 2018 (1.6%)	\$3,040	\$4,567	\$6,070
Effective 1st day of the Fall Term 2019 (1.4%)	\$3,082	\$4,631	\$6,155
Effective 1st day of the Fall Term 2020 (0.5%)	\$3,098	\$4,654	\$6,185
Effective 1st day of the Fall Term 2021 (3.3% COLA)	\$3,200	\$4,808	\$6,389

5.03 Multi-Grade Classes:

Teachers teaching in multi-grade classes shall be paid the following annual rates per grade in excess of one grade except in High Schools and the following: Band, Music, Choir, Physical Education, Industrial Technology and similar situations.

Effective Dates	Annual Rate
Effective 1st day of the Fall Term 2018 (1.6%)	\$345.00
Effective 1st day of the Fall Term 2019 (1.4%)	\$350.00
Effective 1st day of the Fall Term 2020 (0.5%)	\$352.00
Effective 1st day of the Fall Term 2021 (3.3% COLA)	\$364.00

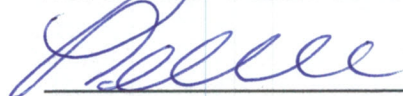
ARTICLE 6: SUBSTITUTE TEACHERS

6.08 Substitute teachers employed by the Division shall be paid at the following rates:

- **Effective the first day of the Fall Term 2020:**
Teachers without a degree shall be paid at the rate of **\$135.00** per day including vacation pay. Teachers with a degree shall be paid at the rate of **\$158.00** per day including vacation pay.
- **Effective the first day of the Fall Term 2021 (3.3% COLA):**
Teachers without a degree shall be paid at the rate of **\$140.00** per day including vacation pay. Teachers with a degree shall be paid at the rate of **\$164.00** per day including vacation pay.

IN WITNESS WHERE OF the Employer has caused this Agreement to be executed as a duly attested by the signatures of it proper officers of the Employer,

THE GARDEN VALLEY SCHOOL DIVISION



Chairperson



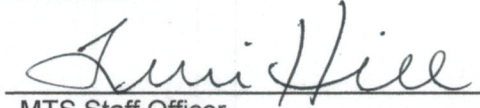
Secretary-Treasurer

IN WITNESS WHERE OF the Union has caused this Agreement to be executed as a duly attested by the signatures of it proper officers of the Employer,

THE GARDEN VALLEY TEACHERS ASSOCIATION



President



MTS Staff Officer