



Supplement to Provincial Collective Agreement May 2021

*In February 2021 an **Agreement to Extend the Provincial Collective Agreement** was ratified bringing some changes to the 2016-2020 Provincial Collective Agreement. This document contains modifications to the Provincial Collective Agreement as agreed upon by all parties to the Agreement.*

Agreement to Extend the Provincial Collective Agreement

BETWEEN

HER MAJESTY THE QUEEN IN RIGHT OF NEWFOUNDLAND AND LABRADOR,
represented herein by the Treasury Board,

And

THE NEWFOUNDLAND and LABRADOR SCHOOL BOARDS ASSOCIATION,
on behalf of the School Boards listed in Schedule "A" (hereinafter called the "School Boards")

And

THE NEWFOUNDLAND AND LABRADOR TEACHERS' ASSOCIATION,
a body corporate constituted by the Newfoundland and Labrador Teachers' Association Act, 1974,
Chapter 50 of the Statutes of Newfoundland, 1974 (hereinafter called the "Association")

THIS Agreement made this 10th day of May, 2021

Articles/schedules/letters of the present Provincial Collective Agreement that are modified by this Agreement to Extend are reprinted in their entirety with the changes noted by **BOLD** print. These articles/schedules/letters are:

Article 43	Duration of Agreement
Schedule B	Substitute Teacher Salary Scale
Schedule C	Annual Salary Scale and Allowances per Annum
Schedule L	Government of Newfoundland and Labrador, Newfoundland and Labrador Teachers' Association Annual Premium Rate Setting Process
Letter #9	Letter of Understanding RE: Employer Cost Sharing for Post Employment NLTA Group Insurance Premiums

- I. The Parties agree to an extension of the current Provincial Collective Agreement (2016-2020), hereinafter referred to as the Agreement, to August 31, 2022.
- II. Furthermore, the parties agree that, save and except the amendments captured within this Extension Agreement, the Agreement shall remain the same and will continue in full force and effect until August 31, 2022.
- III. The Agreement amendments referenced in II above are the issues #1 to #3 below.

Issue #1: Duration of the Agreement

Clause 43.01 of the Agreement is amended as follows:

ARTICLE 43: DURATION OF AGREEMENT

- 43.01 This Agreement shall be in effect for a term beginning September 1, 2016 and ending on August 31, **2022** and shall be automatically renewed thereafter for successive periods of one (1) year unless either party requests the negotiation of a new Agreement by giving written notice to the other party within the period of ten (10) months immediately prior to the expiry date of this Agreement or any subsequent Agreement.
- 43.02 Where notice requesting negotiation of a new Agreement has been given, this Agreement shall remain in full force and effect until such time as there is agreement in respect of a renewal, amendment or substitution thereof, this without prejudicing the implementation of any terms of the new Collective Agreement which are agreed under the new Agreement to be retroactive or without prejudicing any rights under the *Newfoundland Teacher (Collective Bargaining) Act*.

Issue #2: Salaries

Schedules B and C of the 2016-2020 Provincial Collective Agreement are amended by the following:

Schedule B – Substitute Teacher Salary Scales

Increase the salaries in Schedule B as follows:

September 1, 2020	-	2%
September 1, 2021	-	1%
March 1, 2022	-	1%

Schedule C – Annual Salary Scales

Increase the salaries in Schedule C as follows:

September 1, 2020	-	2%
September 1, 2021	-	1%
March 1, 2022	-	1%

Schedule C – Allowances Per Annum

Increase the allowances in Schedule C as follows:

September 1, 2020	-	2%
September 1, 2021	-	1%
March 1, 2022	-	1%

Note: Updated scales appear at the end of this document.

Issue #3: Group Insurance

The parties agree that Schedule L and Letter #9 will be amended as follows:

SCHEDULE L - CLAUSE 8

- a. **For employees, and retirees who were hired by March 31, 2020**, the Government contribution to the NLTA required premium rate will be 50% of the lowest premium rate obtained for each Group Insurance plan option (identified in Items 1, 2, and 3 above) as determined by the calculation contained in Item 4. For example, where the Government required premium rate for Basic Health is greater than the NLTA required premium rate for Basic Health, Government will contribute 50% of the NLTA required premium rate. Conversely, where the Government required premium rate is less than the NLTA required premium rate, Government will contribute 50% of the Government required premium rate. Under no circumstances will the Government contribution to the NLTA **for employees, and retirees who were hired by March 31, 2020** exceed 50% of the NLTA rate calculated under this schedule.
- b. **For employees hired after March 31, 2020 (“Newly Hired Employees” as defined in Letter #9)**, the employer’s share of the cost of post-employment NLTA group insurance premiums will be 40% of the lowest premium rate obtained for each Group Insurance plan option (identified in Items 1, 2, and 3 above) as determined by the calculation contained in Item 4. For example, where the Government required premium rate for Basic Health is greater than the NLTA required premium rate for Basic Health, Government will contribute 40% of the NLTA required premium rate. Conversely, where the Government required premium rate is less than the NLTA required premium rate, Government will contribute 40% of the Government required premium rate. Under no circumstances will the Government contribution to the post-employment NLTA group insurance premiums for Newly Hired Employees exceed 40% of the NLTA rate calculated under this schedule.

Letter #9

LETTER OF UNDERSTANDING RE: EMPLOYER COST SHARING FOR POST EMPLOYMENT NLTA GROUP INSURANCE PREMIUMS

The parties hereby confirm and acknowledge that:

1. Employees hired subsequent to **March 31, 2020** (“Newly Hired Employees”) shall receive post-employment employer cost sharing of NLTA group insurance premiums in accordance with clause 5 of this Letter of Understanding.

2. Former employees who are rehired subsequent to **March 31, 2020** following resignation, retirement, termination or layoff and who no longer have recall rights under the Collective Agreement, shall be considered to be Newly Hired Employees for the purpose of this Letter of Understanding.
3. Notwithstanding clause 2 above, former employees with service prior to **March 31, 2020** who are hired subsequent to **March 31, 2020** by another School Board or the same School Board within one hundred and twenty (120) calendar days of resignation, retirement or termination shall not be considered to be Newly Hired Employees for the purpose of this Letter of Understanding.
4. Excepting Newly Hired Employees who receive post-employment cost sharing of NLTA group insurance premiums in accordance with clause 5, the Employer's share of the cost of NLTA group insurance premiums for employees shall be based on the lowest required premium rate as determined in accordance with Schedule L of the Collective Agreement.
5. The Employer's share of the cost of post-employment NLTA group insurance premiums for Newly Hired Employees shall be calculated as **40% of the lowest required premium rate as determined in accordance with Schedule L of the Collective Agreement. The parties acknowledge that for any employee to access employer cost sharing of NLTA post-employment group insurance benefits, whether Newly Hired Employees or otherwise, a minimum of five years of pensionable service under the Teachers' Pension Plan is required.**
6. Nothing in this Letter of Understanding shall have the effect of disqualifying an employee's or Newly Hired Employee's eligible survivor(s) from participation in the NLTA Group Insurance Plan, provided however that the Employer's share of the cost of post-employment NLTA group insurance premiums for eligible survivor(s) shall be the same as was the case for the deceased employee or deceased Newly Hired Employee.
7. This Letter of Understanding shall prevail where any term herein conflicts with a provision of the Collective Agreement, one of its Schedules, Letters or Memoranda of Agreement, including, without limitation, any practice, settlement of dispute, agreement or arbitration award arising from events prior to the date of signing of the Collective Agreement.
8. This Letter of Understanding may be executed in any number of counterparts, each of which will be considered an original of same, and which together will constitute one and the same instrument. A facsimile signature or an otherwise electronically reproduced signature of any party shall be deemed to be an original.

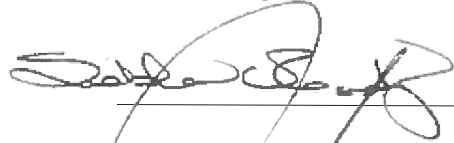

THIS Agreement made this 10th day of May Anno Domini, two thousand and twenty-one

IN WITNESS WHEREOF

the parties hereto executed this Agreement the day and year first before written. Signed on behalf of Treasury Board representing Her Majesty the Queen in Right of Newfoundland and Labrador by the Honourable **Siobhan Coady**, President of Treasury Board, and the Honourable **Tom Osborne**, Minister of Education, in the presence of the witness hereto subscribing:

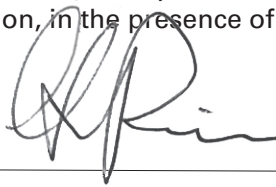

WITNESS


WITNESS

Signed on behalf of the Newfoundland and Labrador School Boards Association by Mr. Goronwy Price, President of the Newfoundland and Labrador School Boards Association, in the presence of the witness hereto subscribing:

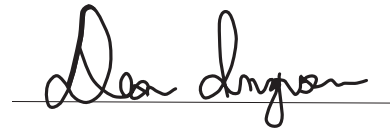
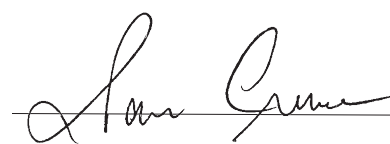

WITNESS



Signed on behalf of the Newfoundland and Labrador Teachers' Association by Mr. Dean Ingram, President of the Newfoundland and Labrador Teachers' Association and Mr. Ian Crewe, Assistant Executive Director of the Newfoundland and Labrador Teachers' Association, its proper officers in the presence of the witness hereto subscribing:


WITNESS


WITNESS

May 10th, 2021
Date

SCHEDULE B: SUBSTITUTE TEACHER SALARY SCALE

September 1, 2020 - August 31, 2021

		1	2	3	4	5	6	7	8	9	10	11	12
Certificate Level	I	25779	27098	28038	29345	30078	30527						
	II	28983	31132	32622	34130	35296	36121	36663					
	III	33068	35198	36824	37947	39419	40913	41756	42377				
	IV	36936	39012	40913	42816	44297	45776	47280	48140	48859			
	V	42621	44724	46633	48535	50440	51940	53474	55005	55900	56743		
	VI	48936	51067	52972	54872	56781	58686	60231	61797	63372	64309	65272	
	VII	55885	58052	59957	61849	63770	65655	67562	69162	70774	72367	73353	74459

Emergency Supply - \$14313

SCHEDULE B: SUBSTITUTE TEACHER SALARY SCALE

September 1, 2021 - February 28, 2022

		1	2	3	4	5	6	7	8	9	10	11	12
Certificate Level	I	26037	27369	28318	29639	30379	30832						
	II	29273	31444	32948	34472	35649	36482	37030					
	III	33399	35550	37192	38327	39813	41322	42173	42801				
	IV	37306	39402	41322	43244	44740	46233	47753	48621	49348			
	V	43047	45171	47100	49020	50944	52460	54008	55555	56459	57310		
	VI	49425	51578	53501	55421	57349	59273	60833	62415	64005	64952	65925	
	VII	56444	58633	60556	62467	64408	66312	68237	69854	71481	73091	74087	75204

Emergency Supply - \$14456

SCHEDULE B: SUBSTITUTE TEACHER SALARY SCALE

March 1, 2022 - August 31, 2022

		1	2	3	4	5	6	7	8	9	10	11	12
Certificate Level	I	26298	27643	28601	29935	30682	31140						
	II	29566	31758	33277	34816	36006	36847	37400					
	III	33733	35906	37564	38710	40211	41736	42595	43229				
	IV	37679	39796	41736	43676	45187	46696	48230	49108	49841			
	V	43477	45623	47571	49510	51454	52984	54548	56110	57024	57883		
	VI	49919	52094	54036	55975	57923	59865	61442	63039	64645	65602	66584	
	VII	57008	59219	61162	63092	65052	66975	68920	70552	72196	73822	74828	75956

Emergency Supply - \$14601

SCHEDULE C: ANNUAL SALARY SCALE**September 1, 2020 - August 31, 2021**

		1	2 1*	3 2	4 3	5 4	6 5	7 6	8 7	9 8	10 9	11 10
Certificate Level	I	N/A	33083	34511	35938	37361						
	II	N/A	38226	40346	42471	44589	46710					
	III	N/A	43023	45144	47263	49384	51507	53624				
	IV	N/A	48117	50511	52909	55312	57714	60117	62517			
	V	N/A	54830	57256	59678	62103	64527	66950	69373	71799		
	VI	N/A	62538	65117	67694	70273	72851	75429	78008	80583	83162	
	VII	N/A	70722	73320	75916	78507	81102	83697	86290	88887	91481	94079

Emergency Supply - \$17007

*The scale is read in this fashion for all those who commenced teaching in Newfoundland and Labrador on or after September 1, 2002.

SCHEDULE C: ANNUAL SALARY SCALE**September 1, 2021 - February 28, 2022**

		1	2 1*	3 2	4 3	5 4	6 5	7 6	8 7	9 8	10 9	11 10
Certificate Level	I	N/A	33414	34856	36297	37734						
	II	N/A	38608	40750	42895	45035	47177					
	III	N/A	43453	45596	47735	49878	52022	54161				
	IV	N/A	48599	51017	53439	55865	58291	60718	63142			
	V	N/A	55378	57828	60275	62724	65173	67619	70067	72517		
	VI	N/A	63164	65768	68371	70976	73580	76183	78788	81389	83993	
	VII	N/A	71429	74053	76675	79292	81913	84534	87153	89776	92396	95019

Emergency Supply - \$17178

*The scale is read in this fashion for all those who commenced teaching in Newfoundland and Labrador on or after September 1, 2002.

SCHEDULE C: ANNUAL SALARY SCALE**March 1, 2022 - August 31, 2022**

		1	2 1*	3 2	4 3	5 4	6 5	7 6	8 7	9 8	10 9	11 10
Certificate Level	I	N/A	33748	35204	36660	38112						
	II	N/A	38994	41157	43324	45486	47649					
	III	N/A	43887	46052	48213	50377	52542	54702				
	IV	N/A	49085	51527	53973	56423	58874	61325	63773			
	V	N/A	55932	58406	60878	63351	65824	68295	70768	73242		
	VI	N/A	63795	66426	69055	71685	74316	76945	79576	82203	84833	
	VII	N/A	72143	74793	77441	80085	82732	85379	88024	90674	93320	95970

Emergency Supply - \$17349

*The scale is read in this fashion for all those who commenced teaching in Newfoundland and Labrador on or after September 1, 2002.

SCHEDULE C
Allowances per Annum

	September 1, 2020 to August 31, 2021	September 1, 2021 to February 28, 2022	March 1, 2022 to August 31, 2022
Principal: Basic Allowances	5577.68	5633.45	5689.79
Per Classroom: First 15 Thereafter	827.58 758.63	835.85 766.21	844.21 773.87
*Vice Principals to receive an allowance equal to one-half that paid to the principal in eligible schools.			
Program Specialists: for each room up to 12 each of the next 12 rooms each of the next 12 rooms	725.33 362.72 181.29	732.59 366.35 183.11	739.91 370.01 184.94
Educational Psychologists: for each room up to 12 each of the next 12 rooms each of the next 12 rooms	448.59 224.34 112.09	453.07 226.58 113.21	457.60 228.85 114.34
Guidance Counselors: for each room up to 12 each of the next 12 rooms each of the next 12 rooms	448.59 224.33 112.09	453.07 226.57 113.21	457.60 228.84 114.34
Sole Charge: Number of Grades 1 to 3 4 to 6 7 or more	3029.12 3535.20 4211.26	3059.42 3570.55 4253.38	3090.01 3606.26 4295.91
Specialist Teachers	4486.04	4530.90	4576.21
Department Heads	3738.25	3775.63	3813.39