

Examples of How NLTA Contract Proposal (re Article 21 and Schedule B/C) Would Apply – Year 1

Note: While annual inflation (reflected in the Consumer Price Index reported every year) can vary, examples below assume an “annual rate of inflation” of 2.5%. A review of the past 20 years statistics would make this a reasonable “assumption.”

EXAMPLE 1 – Teacher with Certificate V on Current Step 4 of Schedule C

Current Salary as per Schedule C of the 2016-22 Provincial Collective Agreement	“New” Salary as per Proposed Change Schedule C (removal of 2 steps at beginning of salary grid)	Change in Salary as per Proposed COLA Adjustment in Article 21 (assuming 2.5% CPI)	“New Total Salary” with Proposed Combined Changes to Article 21 and Schedule C
\$63351	\$68295 (increase of \$4944 = 7.8%)	\$1707 (2.5% of \$68295)	\$70002 (overall combined increase of 10.5%)

EXAMPLE 2 – Teacher with Certificate VII on Current Step 10 of Schedule C

Current Salary as per Schedule C of the 2016-22 Provincial Collective Agreement	“New” Salary as per Proposed Change Schedule C (addition of new step at end of salary grid)	Change in Salary as per Proposed COLA Adjustment in Article 21 (assuming 2.5% CPI)	“New Total Salary” with Proposed Combined Changes to Article 21 and Schedule C
\$95970	\$100768 (increase of \$4798 = 5%)	\$2519 (2.5% of \$100768)	\$103287 (overall combined increase of 7.6%)

Note: The examples above would apply to “Year 1” of a new contract as proposed by the NLTA. Subsequent salary changes in year 2, 3, etc. would be dependent on CPI for each of those years.

