

## 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.

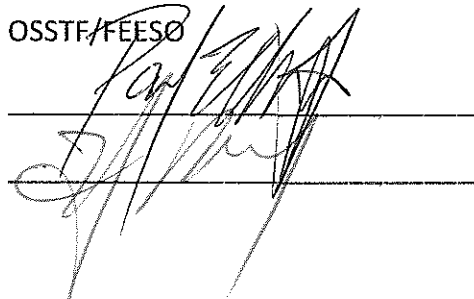
Part B will be amended to incorporate these new wage rates.

## 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.

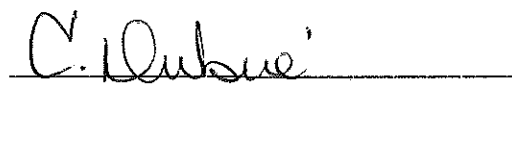
Signed at Toronto, this 23rd day of February, 2017.

OSSTF/FEESO



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OPSBA

*Penny White*  
*Janet 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 No	Column # DSB Name	ESTIMATED SHARE OF INVESTMENTS			ESTIMATED FUNDED FTE GENERATED		
			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	105,505	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	136,173	139,705	275,878	1.3	1.3	2.6
4	4	Near North DSB	108,974	103,438	212,413	1.1	1.0	2.1
5	5.1	XeewaIn-Patricia DSB	92,219	56,829	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	Lakehead DSB	97,525	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	0.5
9	7	Bluewater DSB	123,581	150,782	274,362	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	268,281	379,011	647,292	2.6	3.7	6.3
12	10	Lambton Kent DSB	182,598	233,814	416,412	1.8	2.3	4.0
13	11	Thames Valley DSB	522,781	710,457	1,233,238	5.2	7.0	12.2
14	12	Toronto DSB	1,511,227	2,366,291	3,877,518	14.7	23.0	37.6
15	13	Durham DSB	471,970	694,448	1,166,418	4.7	6.9	11.7
16	14	Kawartha Pine Ridge DSB	240,788	316,954	557,741	2.3	3.1	5.4
17	15	Trillium Lakelands DSB	152,395	165,510	317,905	1.5	1.6	3.1
18	16	York Region DSB	743,506	1,228,909	1,972,415	7.4	12.3	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	817,856	1,354,038	2,171,894	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	652,707	2.7	3.6	6.3
25	23	Grand Erie DSB	224,755	261,711	486,467	2.2	2.6	4.8
26	24	Waterloo Region DSB	395,796	617,232	1,013,028	3.9	6.1	10.0
27	25	Ottawa-Carleton DSB	479,339	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	100,775	104,869	205,644	1.0	1.0	2.0
31	29	Hastings and Prince Edward DSB	137,743	149,027	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 Viamonde	-	-	-	-	-	-
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 Aurores 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	-	-	-	-	-	-
<b>TOTAL</b>			<b>9,266,000</b>	<b>12,994,113</b>	<b>22,260,113</b>	<b>91.1</b>	<b>127.8</b>	<b>219.0</b>

\*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
<b>TOTAL</b>			<b>\$</b>	<b>8,528,874</b>	<b>\$ 14,231,511</b>

- \*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.

<b>Effective the first day of the 2017-2018 school year 1.5%</b>				
	<b>Group 1</b>	<b>Group 2</b>	<b>Group 3</b>	<b>Group 4</b>
0	\$48,480	\$50,474	\$54,452	\$57,037
1	\$51,240	\$53,552	\$57,791	\$60,670
2	\$54,001	\$56,635	\$61,134	\$64,301
3	\$56,763	\$59,712	\$64,475	\$67,934
4	\$59,519	\$62,789	\$67,812	\$71,564
5	\$62,281	\$65,870	\$71,157	\$75,197
6	\$65,039	\$68,949	\$74,496	\$78,826
7	\$67,800	\$72,030	\$77,839	\$82,457
8	\$70,560	\$75,111	\$81,180	\$86,089
9	\$73,320	\$78,193	\$84,520	\$89,722
10	\$76,203	\$81,307	\$88,104	\$93,712
11	\$79,546	\$84,874	\$91,969	\$97,829
<b>Effective the first day of the 2018-2019 school year - 1%</b>				
	<b>Group 1</b>	<b>Group 2</b>	<b>Group 3</b>	<b>Group 4</b>
0	\$48,965	\$50,979	\$54,997	\$57,607
1	\$51,752	\$54,088	\$58,369	\$61,277
2	\$54,541	\$57,201	\$61,745	\$64,944
3	\$57,331	\$60,309	\$65,120	\$68,613
4	\$60,114	\$63,417	\$68,490	\$72,280
5	\$62,904	\$66,529	\$71,869	\$75,949
6	\$65,689	\$69,638	\$75,241	\$79,614
7	\$68,478	\$72,750	\$78,617	\$83,282
8	\$71,266	\$75,862	\$81,992	\$86,950
9	\$74,053	\$78,975	\$85,365	\$90,619
10	\$76,965	\$82,120	\$88,985	\$94,649
11	\$80,341	\$85,723	\$92,889	\$98,807
<b>Effective February 1, 2019 (= Day 1 of Semester 2) - 1%</b>				
	<b>Group 1</b>	<b>Group 2</b>	<b>Group 3</b>	<b>Group 4</b>
0	\$49,455	\$51,489	\$55,547	\$58,183
1	\$52,270	\$54,629	\$58,953	\$61,890
2	\$55,086	\$57,773	\$62,362	\$65,593
3	\$57,904	\$60,912	\$65,771	\$69,299
4	\$60,715	\$64,051	\$69,175	\$73,003
5	\$63,533	\$67,194	\$72,588	\$76,708
6	\$66,346	\$70,334	\$75,993	\$80,410
7	\$69,163	\$73,478	\$79,403	\$84,115
8	\$71,979	\$76,621	\$82,812	\$87,820
9	\$74,794	\$79,765	\$86,219	\$91,525
10	\$77,735	\$82,941	\$89,875	\$95,595
11	\$81,144	\$86,580	\$93,818	\$99,795

<b>Effective August 31, 2019 - 0.5%</b>				
	<b>Group 1</b>	<b>Group 2</b>	<b>Group 3</b>	<b>Group 4</b>
0	\$49,702	\$51,746	\$55,825	\$58,474
1	\$52,531	\$54,902	\$59,248	\$62,199
2	\$55,361	\$58,062	\$62,674	\$65,921
3	\$58,194	\$61,217	\$66,100	\$69,645
4	\$61,019	\$64,371	\$69,521	\$73,368
5	\$63,851	\$67,530	\$72,951	\$77,092
6	\$66,678	\$70,686	\$76,373	\$80,812
7	\$69,509	\$73,845	\$79,800	\$84,536
8	\$72,339	\$77,004	\$83,226	\$88,259
9	\$75,168	\$80,164	\$86,650	\$91,983
10	\$78,124	\$83,356	\$90,324	\$96,073
11	\$81,550	\$87,013	\$94,287	\$100,294

**POSITIONS OF ADDED RESPONSIBILITY**

Effective the first day of the 2017-2018 school year	\$5,131.16
Effective the first day of the 2018-2019 school year	\$5,182.47
Effective February 1, 2019 (= Day 1 of Semester 2)	\$5,234.29
Effective August 31, 2019	\$5,260.46

**CONTINUING EDUCATION**

Effective the first day of the 2017-2018 school year	\$43.57
Effective the first day of the 2018-2019 school year	\$44.01
Effective February 1, 2019 (= Day 1 of Semester 2)	\$44.45
Effective August 31, 2019	\$44.67