



Elementary Teachers' Federation of Ontario (ETFO)

Fédération des enseignantes et des enseignants de l'élémentaire de l'Ontario (FEEO)

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Avon Maitland Teacher Local Bill 124 Remedy Arbitration Award

As part of the terms of the ETFO 2022-2026 Teacher/Occasional Teacher (T/OT) and Education Worker (EW) Central Agreements, ETFO and the government agreed that, in addition to the 1% annual increases negotiated during the 2019 round of bargaining, further compensation increases will be applied to ETFO salaries, wage schedules, daily occasional rates and applicable allowances ("wages") as follows:

- for September 1, 2019 to August 31, 2020 (Year 1): An additional 0.75% increase will be applied to wages (**i.e., 1% + 0.75%**);
- for September 1, 2020 to August 31, 2021 (Year 2): An additional 0.75% increase will be applied to wages (**i.e., 1% + 0.75%**); and
- for September 1, 2021 to August 31, 2022 (Year 3): Arbitrator Kaplan would determine the additional increase applied to wages. His decision identified this additional increase at 2.75% (**i.e., 1% + 2.75%**).

The Bill 124 remedy will be applied to the salary grids, wages and daily OT rates of all ETFO members retroactive to the 2019-20 school year, and it will result in permanent changes (increases) to members' salaries, wages and daily OT rates. These increases are also pensionable.

Updated Bill 124 Remedy Salary Grids for 2019-22 Collective Agreement:

Teachers shall be paid according to the following schedule for the period commencing September 1, 2019, to August 31, 2020:

	A	A1	A2	A3	A4
0	44,094	47,140	49,626	53,640	56,305
1	47,372	50,404	53,137	57,767	60,822
2	50,642	53,665	56,648	61,895	65,336
3	53,919	56,928	60,162	66,020	69,851
4	57,254	60,161	63,671	70,149	74,366
5	60,472	63,455	67,186	74,275	78,880
6	63,742	66,717	70,700	78,402	83,395
7	66,748	69,977	74,209	82,529	87,910
8	70,293	73,242	77,723	86,656	92,425
9	73,567	76,504	81,266	90,783	96,939
10	76,445	79,968	84,952	95,142	101,705

79,968 = Ultimate Step as per Pay Equity

Teachers shall be paid according to the following schedule for the period commencing September 1, 2020, to August 31, 2021:

	A	A1	A2	A3	A4
0	44,866	47,965	50,495	54,579	57,290
1	48,201	51,286	54,066	58,778	61,886
2	51,528	54,605	57,639	62,978	66,480
3	54,863	57,924	61,215	67,176	71,073
4	58,256	61,214	64,785	71,377	75,667
5	61,530	64,566	68,362	75,575	80,261
6	64,857	67,884	71,938	79,774	84,854
7	67,916	71,202	75,508	83,974	89,449
8	71,523	74,524	79,083	88,173	94,042
9	74,854	77,842	82,688	92,372	98,635
10	77,783	81,368	86,439	96,807	103,485

81,368 = Ultimate Step as per Pay Equity

Teachers shall be paid according to the following schedule for the period commencing September 1, 2021, to August 31, 2022:

	A	A1	A2	A3	A4
0	46,548	49,764	52,388	56,626	59,439
1	50,008	53,210	56,094	60,982	64,207
2	53,461	56,652	59,800	65,340	68,973
3	56,920	60,096	63,510	69,695	73,739
4	60,441	63,509	67,215	74,053	78,504
5	63,838	66,987	70,925	78,409	83,270
6	67,289	70,430	74,635	82,765	88,036
7	70,463	73,872	78,340	87,123	92,803
8	74,206	77,319	82,048	91,479	97,569
9	77,661	80,761	85,789	95,835	102,334
10	80,700	84,419	89,681	100,438	107,366

84,419 = Ultimate Step as per Pay Equity