



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	44,091	47,137	49,622	53,637	56,301
1	47,368	50,401	53,133	57,762	60,817
2	50,638	53,662	56,644	61,890	65,332
3	53,915	56,924	60,158	66,015	69,846
4	57,249	60,157	63,666	70,145	74,360
5	60,468	63,451	67,181	74,270	78,875
6	63,737	66,711	70,695	78,397	83,388
7	67,014	69,971	74,205	82,523	87,904
8	70,288	73,236	77,717	86,649	92,418
9	73,561	76,498	81,260	90,776	96,931
10	76,440	79,962	84,946	95,135	101,698

79,962 = 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	44,863	47,962	50,491	54,575	57,287
1	48,197	51,283	54,062	58,773	61,882
2	51,524	54,601	57,635	62,973	66,475
3	54,859	57,920	61,210	67,170	71,068
4	58,251	61,209	64,780	71,372	75,661
5	61,526	64,561	68,357	75,570	80,255
6	64,852	67,879	71,932	79,769	84,848
7	68,187	71,196	75,503	83,967	89,442
8	71,518	74,518	79,077	88,166	94,035
9	74,849	77,836	82,682	92,365	98,627
10	77,777	81,362	86,433	96,800	103,478

81,362 = 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	46,545	49,760	52,384	56,622	59,435
1	50,004	53,206	56,090	60,977	64,202
2	53,456	56,649	59,796	65,335	68,968
3	56,916	60,092	63,506	69,689	73,733
4	60,436	63,505	67,210	74,049	78,499
5	63,833	66,982	70,921	78,403	83,264
6	67,284	70,424	74,630	82,760	88,029
7	70,744	73,866	78,334	87,116	92,796
8	74,199	77,312	82,042	91,472	97,562
9	77,655	80,755	85,782	95,829	102,326
10	80,694	84,413	89,674	100,430	107,358

84,413 = Ultimate Step as per Pay Equity