

Salary Schedule Adjustment

The first pay of a new school year has been getting earlier and earlier, to the point where it is creating problems with things like leaves and benefits. When the system of bi-weekly salary payments began in 1999 the first payment of the school year was September 1st. Ten years later the first payment of the 2009-2010 school year was August 14th. By 2012 the first pay could be August 10th.

In order to fix this problem, the Teacher Bargaining Unit and the PSSPs of OSSTF District 19 Peel have been in discussion with Peel's Elementary Teachers' Federation of Ontario and the Peel Board. We are presenting two different proposals to bring the salary schedule back in line with the school year before the beginning of one school year meets the end of the previous one. Members will vote on which method they prefer and then we will negotiate the final choice with the PSSPs, ETFO and the Board.

The Board's preferred option to fix the problem was to have a fortnight with no pay. This was rejected on your behalf.

Details

- **No loss of salary will occur whatever method is chosen.**
- The two proposals are outlined on the back of this page.
- Proposal 1: 27 pays in 2010-2011. The first and last pay of that year would be half of the normal gross pay and the remaining pays would be at the unchanged rate (i.e. as though there were 26 pays that year).
- Proposal 2: annual salary spread over 27 pays.
- Whichever method is chosen will be implemented for 2010-2011 and 2011-2012, and then thereafter on a required basis, probably about every seven years or so.
- When the D.19 Teacher Bargaining Unit of OSSTF has voted on the preferred model we will then negotiate the final choice with the PSSPs, ETFO and the Board.