

THIS COLLATERAL AGREEMENT made this 28th day of February , 2022

BETWEEN:

THE WESTERN SCHOOL DIVISION
(hereinafter referred to as the "*Division*")

OF THE FIRST PART,

- and -

**THE WESTERN TEACHERS' ASSOCIATION OF
THE MANITOBA TEACHERS' SOCIETY**
(hereinafter referred to as the "*Association*")

OF THE SECOND PART.

WHEREAS pursuant to a certain collective agreement dated April 30th, 2021, made between the Division and the Association, the Division has agreed to participate in the administration of the Manitoba Public School Employees Dental & Extended Health Benefits Plan (the "*Plan*") for all of the eligible employees (the "*Employees*") as described by the Manitoba Public School Employees Benefits Trust (the "*Trust*") in the employ of the Division; and

WHEREAS the Division and the Association desire to set forth the terms and conditions under which the Division shall so participate in the administration of the Plan; and

WHEREAS pursuant to a certain agreement made between the Manitoba School Boards Association, the Manitoba Teachers' Society and the Trust, the Trust is responsible for the formulation, implementation and operation of the Plan.

NOW THEREFORE THIS AGREEMENT WITNESSETH that in consideration of the premises and the mutual covenants herein contained, the parties hereto hereby agree as follows:

1. The preamble hereto shall form an integral part hereof.
2. The terms and conditions of the Plan shall be as formulated by the Trust.
3. Subject to the terms of the Agreement, the Division and the Association shall comply with any administrative or underwriting requirements in respect to the Plan stipulated by the Trust and/or by the insurer appointed by the Trust to administer the Plan.
4. The Division shall make the following payments:
 - a) Subject to paragraph (b) which follows, for September 2021, the Division shall pay monthly \$72.00 on behalf of each Employee in respect of the Dental plan and/or \$136.00 on behalf of each Employee in respect of the Extended Health plan, said \$72.00 and \$136.00 being the monthly rates for family coverage under each plan.

- b) Where an Employee is entitled to and has so elected for reduced coverage, as permitted under the terms of the Plan, that is, coverage for Employee and one dependent (spouse or child) only, or for Employee only, or for no coverage in the event of the Employee having alternate employer-sponsored group dental or health coverage, as the case may be, the Division shall pay to the employee the difference in the monthly rate under each plan between family coverage and the coverage elected by the Employee.
 - c) For each year thereafter, the Division shall pay monthly on behalf of each Employee an amount not to exceed the amount payable by the Division for each Employee in the preceding year (taking into account payments referred to in both sub-paragraphs (a) and (b) of this paragraph 4) increased or decreased by a percentage equivalent to the percentage negotiated or awarded on average for the salary schedule of the Employees in the current year.
5. It is understood and agreed by the Association that any eligible Employees employed on or after the effective date of the implementation of the Plan shall be required to participate in the Plan unless entitled to elect out of the Plan as may be permitted under the terms thereof.
 6. This Agreement may be terminated by either of the parties hereto effective the first day of September of a particular calendar year provided that not less than 12 months written notice of such termination is given by the party terminating this Agreement to the other party hereto.
 7. Any notice required or permitted to be given hereunder shall be deemed to be effectively given if mailed by registered mail, postage prepaid or delivered by bonded carrier to the parties at the following addresses:

To the Division:

WESTERN SCHOOL DIVISION
Unit 4, 75 Thornhill Street
Morden MB R6M 1P2

To the Association:

WESTERN TEACHERS' ASSOCIATION
460 9th Street North
Morden MB R6M 1M5

and if mailed as aforesaid, shall be deemed to have been given on the fifth business day next following that upon which the letter containing such notice was posted.

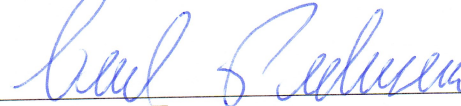
8. Time shall be of the essence of the Agreement which Agreement shall be governed by the laws of the Province of Manitoba.
9. This Agreement shall be binding upon and shall inure to the benefit of the parties hereto and their respective successors and assigns.

IN WITNESS WHEREOF the Division has caused its Corporate Seal to be hereunto affixed duly attested by the signatures of its proper officers in that behalf, the day and year first above written.

THE WESTERN SCHOOL DIVISION



Chairperson



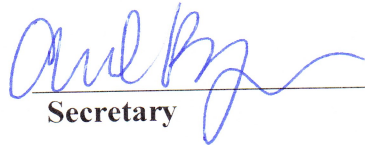
Secretary - Treasurer

IN WITNESS WHEREOF the Association has caused this Agreement to be executed as duly attested by the signatures of the proper officers of the Association.

THE WESTERN TEACHERS' ASSOCIATION



President



Secretary

THIS AUXILIARY AGREEMENT made as of the 28th day of February, 2022

BETWEEN:

WESTERN SCHOOL DIVISION
(hereinafter referred to as the "Division")

- and -

**WESTERN TEACHERS' ASSOCIATION OF
THE MANITOBA TEACHERS' SOCIETY,**
(hereinafter referred to as the "Association")

WHEREAS pursuant to a certain collective agreement dated April 30th 2021, the Division has agreed to participate in a number of insurance programs, including:

- The Manitoba Public School Employees Group Life Insurance Plan; and
- The Manitoba Public School Employees Dental & Extended Health Benefits Plan.

The Division has agreed to participate in these plans subject to the terms of administration and cost sharing, as determined by the conditions of entry stipulated by each individual plan.

WHEREAS the Division recognizes that not all teachers will be eligible for coverage under these plans by virtue of their administration and underwriting rules, the Division and the Association have agreed that certain Teachers will be paid according to the annual rate of pay for the 2021/22 school year which follows:

	EFFECTIVE JULY 1, 2021 (3.3%)				
STEP	Class 3	Class 4	Class 5	Class 6	Class 7
0	\$ 50,875	\$ 59,863	\$ 63,711	\$ 66,608	\$ 70,914
1	\$ 53,749	\$ 63,423	\$ 67,435	\$ 70,509	\$ 74,741
2	\$ 56,637	\$ 66,994	\$ 71,176	\$ 74,428	\$ 78,662
3	\$ 59,521	\$ 70,566	\$ 74,916	\$ 78,353	\$ 82,590
4	\$ 62,427	\$ 74,147	\$ 78,676	\$ 82,291	\$ 86,525
5	\$ 65,341	\$ 77,750	\$ 82,439	\$ 86,241	\$ 90,473
6	\$ 68,250	\$ 81,353	\$ 86,226	\$ 90,199	\$ 94,433
7	\$ 71,182	\$ 84,974	\$ 90,014	\$ 94,176	\$ 98,409
8		\$ 88,607	\$ 93,813	\$ 98,155	\$ 102,387
9		\$ 92,775	\$ 98,049	\$ 102,600	\$ 106,384

The parties have acknowledged that, without limiting the foregoing, the following classes of Teachers shall be paid according to this pay scale:


1. Substitute teachers;
2. Part-time teachers working less than 30% of full time;
3. Teachers receiving a Maternity or Parental Leave top-up;
4. Term teachers who are contracted to work less than 60 days.

This Auxiliary Agreement is attached to and forms part of the Collective Agreement between the Parties dated April 30, 2021.

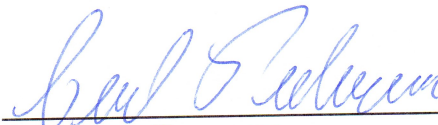
CONCURRING SIGNATORIES

Dated at Morden, Manitoba this 28th day of February, 2022.

Signed and agreed on behalf of the Division:



Chairperson

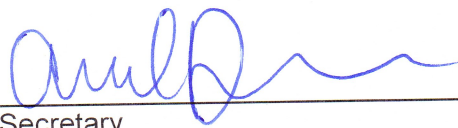


Secretary - Treasurer

Signed and agreed on behalf of the Association:



President



Secretary

APPENDIX A

To the Collective Agreement between

The Western School Division
&
The Western Teachers' Association

RE: 2021/2022 Salaries and Allowances with COLA Adjustments

COLA was calculated based on the 12 month (January to December 2021) average annual Manitoba Statistics Canada Consumer Price Index (All Items). The following salary scales and allowances for 2021/2022 are reflective of the COLA calculation:

3:04 Basic Salary Schedule

Year 4: September 2021 (2021-22)

***\$2,496 Annual
Benefit Premium***

<u>Years Experience</u>	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
0			48,379	57,367	61,215	64,112	68,418
1			51,253	60,927	64,939	68,013	72,245
2			54,141	64,498	68,680	71,932	76,166
3			57,025	68,070	72,420	75,857	80,094
4			59,931	71,651	76,180	79,795	84,029
5			62,845	75,254	79,943	83,745	87,977
6			65,754	78,857	83,730	87,703	91,937
7			68,686	82,478	87,518	91,680	95,913
8				86,111	91,317	95,659	99,891
9				90,279	95,553	100,104	103,888

3:06 - Substitute Teachers

- F. Effective the First Day of Fall Term 2021, teachers without a degree shall be paid \$125.96 per day including vacation pay. Teachers with a degree shall be paid at the rate of \$159.27 per day including vacation pay.

ARTICLE 5 - ADMINISTRATIVE ALLOWANCES

5:01 - Principals

All principals shall receive an allowance for supervisory and administrative duties over and above the basic salary schedule according to the following formula based on student enrolment as of September 30 of the previous year:

Effective September 2021,

School Size:

<200 students	\$10,027
201-350:	\$17,080
351-500:	\$23,690
501-650:	\$30,302
651+:	\$36,913

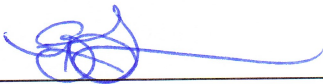
5.03 – Student Services Administrator

The Student Services Administrator shall receive an allowance paid over twelve (12) months for the school year as follows:

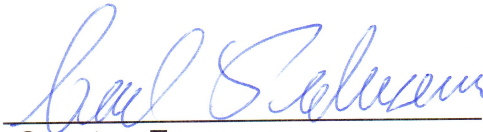
For 2021/2022: \$10,219

Dated at Morden, Manitoba, this 28th day of February, 2022

Signed and agreed to on behalf of Western School Division



Chairperson

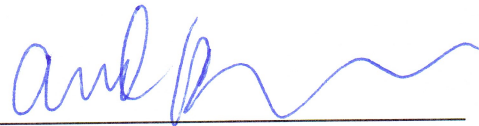


Secretary-Treasurer

Signed and Agreed to on behalf of the Western Teachers' Association of the Manitoba Teachers' Society.



President



Secretary

LETTER OF UNDERSTANDING

Between

**The Western School Division
&
The Western Teachers' Association**


RE: RRTVA COORDINATOR ALLOWANCE

The RRTVA Coordinator allowance shall be the RRTVA Director Allowance amount less 25%.
The new Coordinator allowance will be effective September 2015.

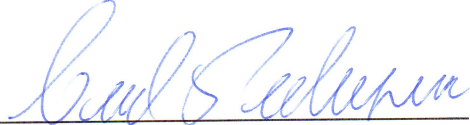
Effective September 2021: \$9,824

Dated at Morden, Manitoba, this 28th day of February, 2022

Signed and agreed to on behalf of Western School Division



Chairperson

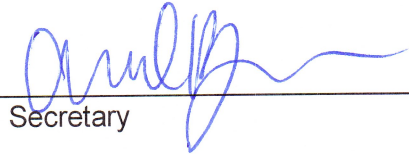


Secretary-Treasurer

Signed and Agreed to on behalf of the Western Teachers' Association of the Manitoba Teachers' Society.



President



Secretary

LETTER OF AGREEMENT
Manitoba Public School Employees Dental and Extended Health Plan

Between

The Western School Division

and

The Western Teachers' Association

of the

Manitoba Teachers' Society

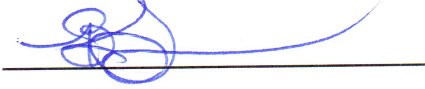
RE: Sept. 2021 Salary grid net of Dental and Extended Health

The Division administers the Manitoba Public School Employees Dental and Extended Health Plan as per the Collateral Agreement dated February 28th 2022 for the members of the Western Teachers' Association. Teachers who are participants in the Dental Plan and Extended Health shall be paid according to article 4 in the Collateral agreement. The following salary schedule reflects the provisions of article 4 of the Collateral Agreement for September 2021.

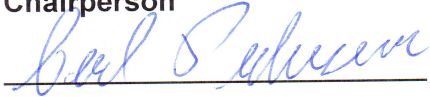
STEP	EFFECTIVE FALL TERM 2021		Premium: \$2496		
	Class 3	Class 4	Class 5	Class 6	Class 7
0	\$ 48,379	\$ 57,367	\$ 61,215	\$ 64,112	\$ 68,418
1	\$ 51,253	\$ 60,927	\$ 64,939	\$ 68,013	\$ 72,245
2	\$ 54,141	\$ 64,498	\$ 68,680	\$ 71,932	\$ 76,166
3	\$ 57,025	\$ 68,070	\$ 72,420	\$ 75,857	\$ 80,094
4	\$ 59,931	\$ 71,651	\$ 76,180	\$ 79,795	\$ 84,029
5	\$ 62,845	\$ 75,254	\$ 79,943	\$ 83,745	\$ 87,977
6	\$ 65,754	\$ 78,857	\$ 83,730	\$ 87,703	\$ 91,937
7	\$ 68,686	\$ 82,478	\$ 87,518	\$ 91,680	\$ 95,913
8		\$ 86,111	\$ 91,317	\$ 95,659	\$ 99,891
9		\$ 90,279	\$ 95,553	\$ 100,104	\$ 103,888

Dated at Morden, Manitoba this 28th day of February, 2022

Signed on behalf of the Western School Division:



Chairperson

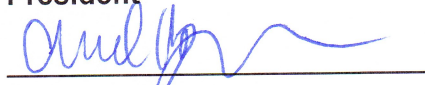


Secretary – Treasurer

Signed on behalf of the Western Teachers' Association:



President



Secretary