

	Year 1	Year 2	Year 3
GWI	5.00%	3.00%	4.00%

### NWTTA COLLECTIVE AGREEMENT 2023-2026

General wage increases: Year 1 = 5%, Year 2 = 3%, Year 3 = 4%

#### 105.00%

#### EFFECTIVE BEGINNING OF 2022 SCHOOL YEAR

Step	Yrs.Exp.	CATEGORY					
		1	2	3	4	5	6
1	0	70,515	74,333	78,341	84,669	89,131	92,913
2	1	73,336	77,306	81,473	88,056	92,696	96,630
3	2	76,134	80,253	84,579	91,412	96,228	100,313
4	3	78,953	83,226	87,713	94,798	99,796	104,029
5	4	81,817	86,245	90,895	98,237	103,415	107,803
6	5	84,735	89,322	94,138	101,741	107,104	111,648
7	6	87,717	92,465	97,451	105,321	110,873	115,578
8	7	90,768	95,680	100,838	108,982	114,728	119,595
9	8		98,974	104,307	112,733	118,677	123,710
10	9		102,350	107,867	116,577	122,722	127,928
11	10			111,514	120,521	126,875	132,255
12	11					131,129	136,694

#### EFFECTIVE BEGINNING OF 2023 SCHOOL YEAR

Step	Yrs.Exp.	CATEGORY					
		1	2	3	4	5	6
1	0	74,041	78,049	82,258	88,902	93,587	97,559
2	1	77,002	81,171	85,547	92,459	97,330	101,461
3	2	79,940	84,266	88,808	95,982	101,040	105,329
4	3	82,901	87,387	92,099	99,538	104,786	109,230
5	4	85,908	90,558	95,439	103,149	108,586	113,193
6	5	88,972	93,788	98,845	106,828	112,459	117,230
7	6	92,103	97,088	102,324	110,587	116,416	121,357
8	7	95,306	100,464	105,880	114,431	120,464	125,574
9	8		103,922	109,523	118,370	124,611	129,896
10	9		107,467	113,260	122,406	128,859	134,325
11	10			117,089	126,547	133,219	138,868
12	11					137,686	143,529

#### 103.00%

#### EFFECTIVE BEGINNING OF 2024 SCHOOL YEAR

Step	Yrs.Exp.	CATEGORY					
		1	2	3	4	5	6
1	0	76,262	80,391	84,726	91,570	96,395	100,485
2	1	79,312	83,606	88,113	95,233	100,250	104,505
3	2	82,339	86,794	91,473	98,862	104,071	108,489
4	3	85,388	90,009	94,862	102,524	107,929	112,507
5	4	88,485	93,274	98,303	106,243	111,843	116,589
6	5	91,641	96,601	101,810	110,033	115,833	120,747
7	6	94,866	100,001	105,393	113,905	119,909	124,997
8	7	98,166	103,478	109,057	117,864	124,078	129,342
9	8		107,040	112,808	121,921	128,349	133,793
10	9		110,691	116,658	126,078	132,724	138,354
11	10			120,602	130,343	137,216	143,034
12	11					141,816	147,835

#### 104.00%

#### EFFECTIVE BEGINNING OF 2025 SCHOOL YEAR

Step	Yrs.Exp.	CATEGORY					
		1	2	3	4	5	6
1	0	79,312	83,607	88,115	95,232	100,251	104,505
2	1	82,485	86,951	91,638	99,042	104,260	108,686
3	2	85,632	90,266	95,132	102,816	108,234	112,828
4	3	88,804	93,609	98,656	106,625	112,246	117,008
5	4	92,025	97,005	102,235	110,493	116,317	121,252
6	5	95,307	100,465	105,882	114,434	120,467	125,577
7	6	98,661	104,001	109,609	118,461	124,705	129,997
8	7	102,092	107,617	113,419	122,579	129,041	134,515
9	8		111,322	117,321	126,798	133,483	139,145
10	9		115,119	121,324	131,121	138,033	143,889
11	10			125,426	135,557	142,704	148,755
12	11					147,489	153,748

Increases to the **Substitute Salary Grids - Same as Teachers' Salary Increases**

**EFFECTIVE BEGINNING OF 2022 SCHOOL YEAR**

Step	Yrs of Expe	LEVEL		
		1	2	3
1	0	225.76	270.92	325.10
2	1 to 3	236.11	283.33	340.01
3	3+	246.46	295.74	354.89

**EFFECTIVE BEGINNING OF 2023 SCHOOL YEAR**

**105.00%**

Step	Yrs of Expe	LEVEL		
		1	2	3
1	0	237.05	284.46	341.35
2	1 to 3	247.91	297.50	357.01
3	3+	258.78	310.52	372.64

**EFFECTIVE BEGINNING OF 2024 SCHOOL YEAR**

**103.00%**

Step	Yrs of Expe	LEVEL		
		1	2	3
1	0	244.16	293.00	351.59
2	1 to 3	255.35	306.42	367.72
3	3+	266.55	319.84	383.82

**EFFECTIVE BEGINNING OF 2025 SCHOOL YEAR**

**104.00%**

Step	Yrs of Expe	LEVEL		
		1	2	3
1	0	253.93	304.72	365.66
2	1 to 3	265.56	318.68	382.42
3	3+	277.21	332.63	399.17