

# Know your Collective Agreement Salary and Compensation

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The NWTTA represents members employed by the Government of the Northwest Territories (GNWT), Yellowknife Catholic Schools (YCS) and Yellowknife Education District No. 1 (YK1), and negotiates collective agreements on behalf of these members. While each collective agreement may address the same issue, there are often differences in the way the issue is addressed.

Salary and compensation is negotiated in each of the three collective agreements and is compared below. The salary grids, and selected additional negotiated compensation benefits from each of the three collective agreements are outlined below to show a

comparison. For the purpose of this comparison the salary\* shown is for a teacher who has six (6) years of teacher education and eleven (11) years experience.

It is important to note that some of the compensation listed below depends on varying factors, such as term, indeterminate, laid off, community of residence, length of service, dependents, etc, and are listed below as examples only. Members who require more information regarding salary and compensation are advised to refer to the articles in their specific collective agreement which can be found on our website ([nwtta.nt.ca](http://nwtta.nt.ca)) under Publications. The page number has been provided below to assist you in finding the information more easily. Members may also contact Central Office for assistance if they wish to do so.

|  | GNWT  | YCS   | YK1  |
|--|---|---|--|
| <b>Length of School Year (days)</b>  | 195 (p. 53)   | 192 (p. 38)   | 192 (see school calendar)  |
| <b>Salary*</b>   | \$126,897 (p. 82)<br>(housing placed on the grid)   | \$119,363 (p. 11)   | \$126,176 (p. 37)<br>(housing placed on the grid)  |
| <b>Housing Allowance</b>   | Included in salary  | \$475 per month (p. 15)   | Included in salary (p. 35)   |
| <b>Principal's Allowance</b>   | Percentage of maximum Step of Category 4 (for 251-400 students) is \$22,376.60 (p. 59)  | Minimum \$8,000<br>\$6,000 plus \$30 per full-time student (p. 14)                                | Minimum \$13,000<br>\$4,521 plus \$38.01 per full-time student (p. 33)   |
| <b>Coordinator's/Consultant's Allowance</b>  | \$5,185 (p. 61)   | \$3,000 (p. 14)   |  |
| <b>Mentor's Allowance</b>  | \$1,294 (p. 61)   | \$1,300 (p. 14)   | \$1,000 (p. 34)  |
| <b>Vehicle Allowance for Travel Between Schools</b>  |   | \$100 per month (p. 14)   | \$100 per month (p. 35)  |
| <b>Other Awards</b>  | Professional Allowance \$1,000 (p. 62)  | Educational Awards \$1,600 per year, Religion Courses \$1,000 in addition (p. 15)                 | Master's Degree prior to September 1, 2013 \$1,000 per year (p. 34)  |
| <b>Travel/Northern Allowance</b><br><i>see page 22 of this newsletter for topic-specific article</i> | Ranges from \$3,250 (Yellowknife) to \$15,491 (Gameti) to \$33,640 (Ulukhaktok) (p. 63)   | \$700 per employee and \$600 for each dependent (p. 15)   | Employee receives the Canada Revenue Agency rate (Yellowknife to Edmonton) (p. 32)   |
| <b>Removal In</b>  | On road - the most economical airfare or privately owned car per Duty Travel. Range from employee with no dependents (3,175 kg) to employee with 4 or more dependents (6,804 kg) for belongings. Off road - from 907 kg to 1,814 kg (p. 67) | Transportation costs for teachers and dependents plus 3,600 kg (8,000 lbs) for belongings (p. 16) | Transportation costs up to the maximum from Edmonton to Yellowknife plus 5,000 lbs for household maximum (p. 30)                 |
| <b>Removal Out</b>   | Ranges from \$5,737 (Fort Smith) to \$14,720 (Sachs Harbour) based on years of service up to 8 years (p. 64)  | After two (2) years \$1,500 plus \$400 for each year of consecutive service (p. 16)               | After 5 years the lowest airfare for employee and dependents plus 10,000 lbs for belongings from Yellowknife to Edmonton (p. 31) |