



**Ratification Meeting:**  
**The Settlement Agreement**  
**between the**  
**EWTA and EWSD**

March 18, 2022



# Negotiating Team

Meryl Fordin

Amy Giachetti

Ashley Rogala

Ron Roaldsen

Noel Cohen - Counsel



# EWTA Goals

- Settle all contracts together
- Protect the new professionals
- Maintain the upward trajectory of our career earnings
- Balance the competing interests of all members (new hires, mid-career, near-end career)
- remedy TA sick leave
- improve salary of teacher aides



# **3 Year Agreement** *All Contracts*

Teacher  
Teacher Assistants & Aides  
Substitutes

July 1, 2022 - June 30, 2025



# Salary

Teachers

2022-2023 Steps 1-25, 1%

2023-2024 Steps 1-24, 1%  
Step 25, 2%

2024-2025 Steps 1-24, 1%  
Step 25, 3%

All money will increase by 1% each year



# Salary

## Nurses

2022-2023 Steps 1-15, 1%

2023-2024 Steps 1-14, 1%  
Step 15, 2%

2024-2025 Steps 1-14, 1%  
Step 15, 3%



# Salary

## Teacher Assistants

2022-2023 Steps 1-15, 1%

2023-2024 Steps 1-14, 1%  
Step 15, 2%

2024-2025 Steps 1-14, 1%  
Step 15, 3%

All money will increase by 1% each year



# Salary

## Teacher Aides

Teacher Aides hourly rate

2021-2022, \$20.76

2022-2023, \$23.80

2023-2024, \$24.28

2024-2025, \$25.00

15.2% increase in year 1

20.4% over 3 years





# Substitutes

## Salary

2022-2023, 1%

2023-2024, 1%

2024-2025, 1%



# Health Insurance

2022-2023 - no change

2023-2024 - no change

2024-2025 - increase by 1%



## **Teacher Assistant**

### **Sick Leave/Other Paid Leaves**

Upon tenure, Teacher Assistants will receive 10 sick days at the beginning of each year. (cumulative to 60)

Upon tenure, Teacher Assistants will receive 5 personal/family illness days at the beginning of each year.



# Making the most of your contract

- One salary adjustment (lane change) per year
- Top step PD – Of those at M60/Doctorate only 50% earned the \$1,252 available under the PD provision. That number is equivalent to an additional 2.7% earnings over the life of the contract\*

\* (calculated at Step 25)



# Samples of Salary Increases (teacher)

Current 2021-2022	2022-2023	2023-2024	2024-2025	Three year Increase
<u>1M</u> \$73,383	<u>2M</u> \$76,571	<u>3M</u> \$79,816	<u>4M</u> \$83,117	\$9,734 13.2%
<u>4M+15</u> \$83,129	<u>5M+15</u> \$86,387	<u>6M+15</u> \$89,702	<u>7M+15</u> \$93,074	\$9,945 11.9%
<u>9M+30</u> \$98,132	<u>10M+30</u> \$101,599	<u>11M+30</u> \$105,126	<u>12M+30</u> \$108,712	\$10,580 10.7%
<u>15M+60</u> \$117,156	<u>16M+60</u> \$120,758	<u>17M+60</u> \$ 124,420	<u>18M+60</u> \$128,143	\$10,978 9.3%
<u>25M+60</u> \$141,216+ (L) \$1,750 \$142,966	<u>26M+60</u> \$142,628+ (L) \$1,750 (L) \$1,625 \$146,003	<u>27M+60</u> \$145,481+ (L) \$1,750 (L) \$1,625 \$148,856	<u>28M+60</u> \$149,845+ (L) \$1,750 (L) \$1,625 \$153,220	\$10,254 7.1%



# Samples of Salary Increases (nurses)

Current 2021-2022	2022-2023	2023-2024	2024-2025	Three year <u>Increase</u>
<u>1</u> \$51,103	<u>2</u> \$55,241	<u>3</u> \$57,384	<u>4</u> \$59,599	\$8,496 16.62%
<u>7</u> \$62,554	<u>8</u> \$64,786	<u>9</u> \$67,020	<u>10</u> \$69,331	\$6,777 10.83%
<u>15</u> \$76,902	<u>16</u> \$77,671+ (L) \$1,000 \$78,671	<u>17</u> \$79,224+ (L) \$1,000 \$80,224	<u>18</u> \$81,601+ (L) \$1,000 \$82,601	\$5,699 7.41%



# Samples of Salary Increases (Teacher Assistants)

Current 2021-2022	2022-2023	2023-2024	2024-2025	Three year <u>Increase</u>
<u>1</u> \$35,245+ \$500 \$35,745	<u>2</u> \$36,590+ \$500 \$37,092	<u>3</u> \$37,961+ \$500 \$38,461	<u>4</u> \$39,353+ \$500 \$40,035	\$4,290 12%
<u>7</u> \$41,146+ \$500 \$41,646	<u>8</u> \$42,544+ \$500 \$43,044	<u>9</u> \$43,983+ \$500 \$44,483	<u>10</u> \$45,437+ \$500 \$45,937	\$4,291 10.3%
<u>15</u> \$51,961+ \$500 \$52,461	<u>16</u> \$52,481+ \$500 \$52,981	<u>17</u> \$53,530+ \$500 \$54,030	<u>18</u> \$55,136+ \$500 \$55,636	\$3,175 6.1%



# Questions?





**VOTE**





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