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## NTA BARGAINING UNIT

### PURPOSE


1. Pay grids are set by negotiations between the Government of Nunavut and the Nunavut Teachers Association (NTA).
2. The Government places teachers on the salary grid at time of hire.

### APPLICATION

3. These guidelines and procedures apply to all employees represented by the NTA bargaining unit.

### DEFINITIONS


4. **Teacher** is an employee who possesses a valid Nunavut Teaching Certificate and includes Classroom Teachers, Aboriginal Language and Cultural Specialists, Part-time Teachers, Grade Coordinators, Subject Coordinators, Teacher Consultants, Curriculum Specialists, Assistant Principals and Principals.
5. **Teacher Education** refers to years of post-secondary training. It must include one year of study leading to the granting of a recognized teaching certificate. It may also include successfully completed years of university study up to a maximum of six years.
6. **Level A – Aboriginal Language and Cultural Specialists certification.**
7. **Level 1 – one year of teacher education.**
8. **Level 2 – two years of teacher education.**
9. **Level 3 - three years of teacher education.**
10. **Level 4 - four years of teacher education which includes at least one degree.**
11. **Level 5 - five years of teacher education which includes at least one degree.**
12. **Level 6 - six years of teacher education which includes at least one degree.**

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13. **A year of teaching experience** consists of:
- (a) any combination of teaching experience totalling 200 sessional days; or
  - (b) a minimum of 150 teaching days in a single academic years; or
  - (c) an accumulation, subject to A3.03 of the NTA Collective Agreement, of pro-rated part-time days which total the equivalent of 200 full days; or
  - (d) a year of teaching experience as certified by a previous employer.

**PROVISIONS**

- 14. Teachers are paid an annual salary based on the academic year in accordance with verified qualifications and teaching experience.
- 15. Placement is based on the number of years of teacher education and the number of years of experience the teacher has.
- 16. Part-time teachers will be paid in accordance with verified qualifications and teaching experience. The amount will be pro-rated according to time actually spent on duty.
- 17. A teacher who does not have the minimum qualifications specified for Level of the salary schedule will be paid at the minimum rate of Level I.
- 18. A language or cultural specialist substitute teacher is paid a daily rate of \$177.00. All other substitute teachers are paid the daily rate of \$184.00.
- 19. A person who holds no teaching qualification who is hired to perform the duties of a substitute teacher will be paid the daily rate of \$138.00.
- 20. A substitute teacher who performs the duties of a teacher for a period of over five consecutive teaching days will be paid a salary in accordance with their qualifications for teaching experience. This is retroactive to the first day of these duties.

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21. The teacher gives proof of qualifications (either originals or official copies) to the Nunavut Education Qualification Service.
22. The Registrar reviews the documents and determines the teacher's placement.
23. The Registrar advises the teacher and the Executive Director who then advises the Department of Finance of the placement. The Department of Finance takes appropriate pay action.
24. If a teacher disagrees with the salary placement then the Nunavut Education Qualification Service (NEQS) is used to determine placement.
25. In subsequent years the teacher's salary is increased one Step for experience, to the maximum Step for the Level.

#### **AUTHORITIES AND REFERENCES**

26. Collective Agreement with the NTA  
Appendix A, Salary  
Appendix A1, Teachers' Qualifications and Remuneration  
Article A2, Qualifications  
Article A3, Experience Increments  
Appendix C, Salary Schedules

#### **CONTACTS**

27. For further information or clarification, please contact:

**Director Compensation and Benefits  
Department of Finance  
Iqaluit, Nunavut  
975-5881**

or

**Director Employee Relations  
Department of Human Resources  
Iqaluit, Nunavut  
975-6211**