

THIS AUXILIARY AGREEMENT made as of the 11th day of May, 2021

BETWEEN:

PINE CREEK SCHOOL DIVISION
(hereinafter referred to as the "Division")

- and -

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

WHEREAS pursuant to a certain collective agreement dated May 11, 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 2018/19, 2019/20, and 2020/21 school years which follow:

STEP	EFFECTIVE September 1, 2018 (1.6%)						
0	\$ 38,206	\$ 42,017	\$ 48,071	\$ 56,715	\$ 60,579	\$ 63,844	\$ 66,227
1	\$ 39,685	\$ 44,048	\$ 50,182	\$ 59,829	\$ 63,863	\$ 67,206	\$ 69,775
2	\$ 41,162	\$ 46,084	\$ 52,298	\$ 62,946	\$ 67,143	\$ 70,611	\$ 73,358
3	\$ 42,645	\$ 48,113	\$ 54,409	\$ 66,065	\$ 70,425	\$ 74,000	\$ 76,851
4	\$ 44,130	\$ 50,145	\$ 56,527	\$ 69,180	\$ 73,706	\$ 77,388	\$ 80,389
5	\$ 45,607	\$ 52,179	\$ 58,641	\$ 72,293	\$ 76,987	\$ 80,778	\$ 83,931
6	\$ 47,089	\$ 54,212	\$ 60,758	\$ 75,411	\$ 80,268	\$ 84,166	\$ 87,475
7	\$ 48,569	\$ 56,244	\$ 62,876	\$ 78,524	\$ 83,547	\$ 87,549	\$ 91,013
8	\$ 50,050	\$ 58,276	\$ 64,989	\$ 81,639	\$ 86,830	\$ 90,935	\$ 94,550

9			\$ 67,104	\$ 84,758	\$ 90,113	\$ 94,324	\$ 98,097
10				\$ 87,873	\$ 93,394	\$ 97,711	\$ 101,633

STEP	EFFECTIVE September 1, 2019 (1.4%)						
0	\$ 38,741	\$ 42,605	\$ 48,744	\$ 57,509	\$ 61,427	\$ 64,738	\$ 67,154
1	\$ 40,241	\$ 44,664	\$ 50,885	\$ 60,667	\$ 64,757	\$ 68,147	\$ 70,752
2	\$ 41,738	\$ 46,729	\$ 53,030	\$ 63,828	\$ 68,083	\$ 71,600	\$ 74,385
3	\$ 43,242	\$ 48,786	\$ 55,171	\$ 66,990	\$ 71,411	\$ 75,036	\$ 77,927
4	\$ 44,748	\$ 50,847	\$ 57,319	\$ 70,149	\$ 74,738	\$ 78,471	\$ 81,514
5	\$ 46,246	\$ 52,909	\$ 59,462	\$ 73,306	\$ 78,065	\$ 81,909	\$ 85,106
6	\$ 47,748	\$ 54,971	\$ 61,608	\$ 76,466	\$ 81,392	\$ 85,345	\$ 88,699
7	\$ 49,249	\$ 57,031	\$ 63,756	\$ 79,623	\$ 84,716	\$ 88,774	\$ 92,287
8	\$ 50,751	\$ 59,092	\$ 65,899	\$ 82,782	\$ 88,046	\$ 92,208	\$ 95,874
9			\$ 68,043	\$ 85,944	\$ 91,375	\$ 95,645	\$ 99,470
10				\$ 89,103	\$ 94,701	\$ 99,079	\$ 103,055

STEP	EFFECTIVE September 1, 2020 (0.5%)						
0	\$ 38,934	\$ 42,818	\$ 48,988	\$ 57,797	\$ 61,734	\$ 65,062	\$ 67,490
1	\$ 40,442	\$ 44,888	\$ 51,139	\$ 60,970	\$ 65,081	\$ 68,488	\$ 71,105
2	\$ 41,947	\$ 46,963	\$ 53,295	\$ 64,147	\$ 68,424	\$ 71,958	\$ 74,757
3	\$ 43,458	\$ 49,030	\$ 55,446	\$ 67,325	\$ 71,768	\$ 75,412	\$ 78,317
4	\$ 44,972	\$ 51,101	\$ 57,605	\$ 70,500	\$ 75,111	\$ 78,863	\$ 81,922
5	\$ 46,477	\$ 53,174	\$ 59,760	\$ 73,672	\$ 78,456	\$ 82,319	\$ 85,531
6	\$ 47,987	\$ 55,246	\$ 61,916	\$ 76,849	\$ 81,799	\$ 85,772	\$ 89,143
7	\$ 49,495	\$ 57,316	\$ 64,075	\$ 80,021	\$ 85,140	\$ 89,218	\$ 92,749
8	\$ 51,005	\$ 59,387	\$ 66,229	\$ 83,195	\$ 88,486	\$ 92,669	\$ 96,353
9			\$ 68,383	\$ 86,374	\$ 91,832	\$ 96,123	\$ 99,968
10				\$ 89,549	\$ 95,175	\$ 99,574	\$ 103,571

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

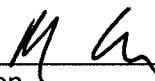
1. Substitute teachers;
2. Part-time teachers working less than 30% of full time;
3. Teachers receiving a Maternity or Parental Leave top-up;
4. Term teachers who are contracted to work less than 60 days.

This Auxiliary Agreement is attached to and forms part of the Collective Agreement between the Parties dated May 11, 2021.


CONCURRING SIGNATORIES

Dated at Gladstone, Manitoba this 11th day of May, 2021.

Signed and agreed on behalf of the Division:

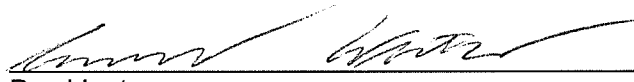


Chairperson



Secretary - Treasurer

Signed and agreed on behalf of the Association:



President



Secretary