

QUICK SALARY COMPARISON OF PUBLIC ELEMENTARY TEACHER COLLECTIVE AGREEMENTS 2007-2008

<i>Local</i>	<i>August 31, 2008 A4 Max.</i>	<i>August 31, 2008 A3 Min.</i>	<i>Years to Max.</i>	<i>Prep Time</i>	<i>Retirement Gratuity</i>	<i>Benefits Paid by Board</i>	<i>ODA Rate</i>	<i>Probationary Period for New Hires</i>
ALGOMA	\$ 84,085	\$ 43,897	12	190 minutes	Yes (service gratuity instead for new hires)	100%	Current ODA rate	2 years
AVON MAITLAND	\$ 84,075	\$ 43,563	10	190 minutes + 1.5 days	Yes (plan varies)	90%	1 year behind current ODA rate	1 year
BLUEWATER	\$ 84,086	\$ 43,587	10	190 minutes + 1.5 PA days + 1 day	Yes	\$2,504 per FTE member	Not specified	1 year
DURHAM	\$ 84,085	\$ 46,378	11	190 minutes + 1.5 PA days + .5 day	Yes	90%	2004 ODA rate	1 year
GRAND ERIE	\$ 84,123	\$ 47,083	10	190 minutes	Yes	90%	Current ODA rate	1 year
GREATER ESSEX	\$ 84,129	\$ 45,162	10	200 minutes + 1.5 PA days	Yes	100%	Current ODA rate	1 year

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HALTON	\$ 84,086	\$ 46,438	11	190 minutes +.5 day + .5 PA day	Yes (RRSP for new hires)	100%	Current ODA rate	1 year
HAMILTON-WENTWORTH	\$ 84,093	\$ 44,728	11	190 minutes + 1.5 PA days	Yes	100%	1 year behind current ODA rate	1 year
HASTINGS & PRINCE EDWARD	\$ 84,100	\$ 48,063	10	200 minutes + 1.5 PA days	Yes	100%	1 year behind current ODA rate	1 year
KAWARTHA PINE RIDGE	\$ 84,095	\$ 47,876	10	200 minutes + 200 minutes/year + 300 minutes PA day/year	Yes (lump sum instead for new hires)	100%	Current ODA rate	1 year
KEEWATIN-PATRICIA	\$ 84,364	\$ 47,615	11	190 minutes + 1 PA day	Yes	\$2,425 max. per teacher	Not specified	1 year
LAKEHEAD	\$ 84,085	\$ 46,378	11	190 minutes	Yes	90-100 %	Current ODA rate	2 years

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LAMBTON - KENT	\$ 84,110	\$ 44,476	11	190 minutes	Yes	85%	3 years behind current ODA rate	
LIMESTONE	\$ 84,097	\$ 45,773	11	190minutes + 1 PA day	Yes (plan varies)	100%	Current ODA rate	1 year
NEAR NORTH	\$ 84,086	\$ 47,157	11	190 minutes	Yes	\$2,610 max. per teacher	Not specified	1 year
NIAGARA	\$ 84,097	\$ 45,805	11	190 minutes + 1 PA day	Yes, for some (RRSP for new hires)	Board contribution capped	Not specified	1 year
ONTARIO NORTH EAST	\$ 84,363	\$ 47,239	11	200 minutes	Yes (RRSP for new hires)	\$2,502 per teacher	Not specified	Max. 1 year
OTTAWA CARLETON	\$ 84,094	\$ 47,503	11	200 minutes	Yes	85%	1 year behind current ODA	1 year

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PEEL	\$ 84,088	\$ 45,744	11	190 minutes + two .5 PA days	Yes	\$3,465 per teacher	Not specified	1 year, subject to appraisal
RAINBOW	\$ 84,087	\$ 42,646	12	190 minutes + .5 PA day	Yes	90%	2005 ODA rate	Max. 2 years
RAINY RIVER	\$ 84,346	\$ 50,067	11	190 minutes + 1.5 days	Yes	100%	Not specified	2 years
RENFREW COUNTY	\$ 84,097	\$ 42,948	12	190 minutes	Yes	85-90%	1 year behind current ODA	1 year
SIMCOE COUNTY	\$ 84,090	\$ 46,881	11	190 minutes + three .5 PA days	Yes	Board contribution capped	Not specified	1 year
SUPERIOR GREENSTONE	\$ 86,720	\$ 49,667	10	200 minutes	Yes	100%	Current ODA rate	1 year or less

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THAMES VALLEY	\$ 84,090	\$ 43,766	10	190 minutes	Yes (RRSP instead for new hires)	90%	Not specified	1 year
TORONTO	\$ 84,147	\$ 45,969	10	190 minutes	Yes	94-100%	2002 ODA rate	1 year
TRILLIUM LAKELANDS	\$ 84,085	\$ 44,930	11	190 minutes + 1 day + 1.5 PA days	Yes (plans vary)	100%	1 year behind current ODA rate	1 year
UPPER CANADA	\$ 84,051	\$ 46,433	11	190 minutes + 1 PA day	Yes	100%	Current ODA rate	1 year
UPPER GRAND	\$ 84,089	\$ 45,083	11	190 minutes	Yes (RRSP instead for new hires)	85%	Current ODA rate	1 year or 2 years
WATERLOO	\$ 84,106	\$ 45,369	10	200minutes	Yes	90%	Not specified	Max. 1 year

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YORK REGION	\$ 84,378	\$ 44,756	10	190 minutes + 2 PA days + 1 day	Yes	100%	2005 ODA rate	1 year, subject to appraisal