



NLTA Bargaining

Tentative Agreement 2023



See below for **highlights** of the NLTA Tentative Collective Agreement for 2022-26. Provincial Executive is recommending acceptance.

Do your part and VOTE!

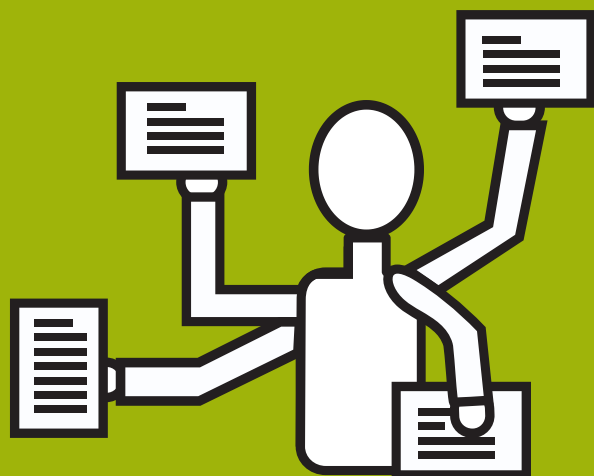
Salary

ALL teachers will receive **wage increases**:

- **2% increase per year** on Schedules B & C salaries and allowances.
- Salary grid adjustments – lowest step dropped and a new highest step added – effective no later than Jan 15, 2024.
- Total increases over term of a new agreement ranging from **10.9% to 14.2%** depending on grid position.
- **\$2,000 Recognition Bonus**, pro-rated for 2022-23 school year.



Workload



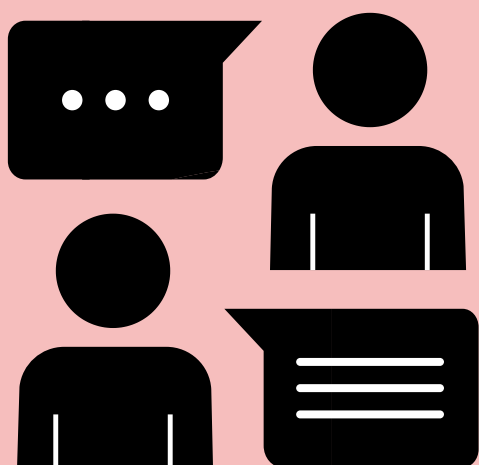
- An additional non-contact day for report card preparation.
- Specific limits on scheduling and duration of meetings.
- Advisory Committee to consider recommendations from Teacher Allocation Review Committee.
- Committee to review RTL model.

Other Compensation Gains

Expanded eligibility for Isolation Bonus, including all schools in Labrador (in addition to Labrador Benefits Agreement allowances).



Improved Access to Employee Assistance Program



Funding to add a new/third EAP Coordinator position for teachers.



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SUMMARY
CONTINUED...

Substitute Teacher Sick Leave Access



Substitutes can access accrued leave as of starting a contract – removal of requirement to have first worked for at least 50 days.

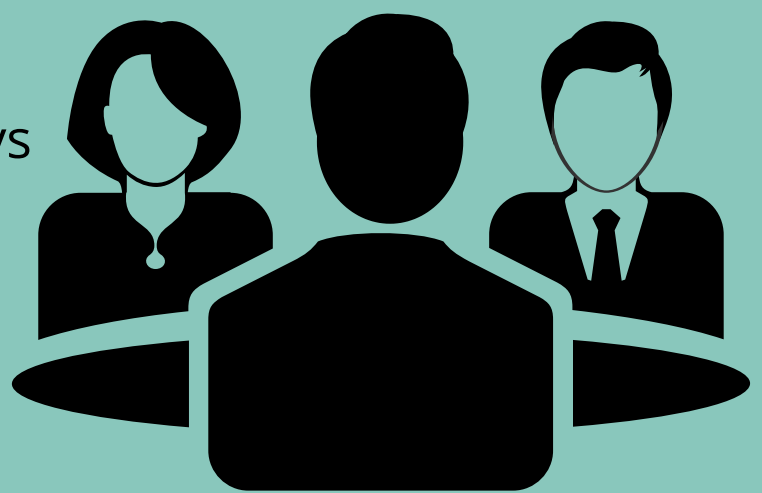


Holidays

Guaranteed additional paid holiday if/when Truth and Reconciliation Day is made an official NL statutory holiday.

Changes to Hiring Process

Balanced adjustments to hiring provisions to improve efficiencies and reduce delays during spring/summer staffing season.



Get informed! To see all changes in the Tentative Agreement, scan QR code

