

Did You Know??

“Your local agreement is a treasure chest full of rights, entitlement, and protection against arbitrary treatment.”

THAT WAS THEN; (1800s)

- poverty-level salaries
- prepare and teach all grades
- maintain discipline through measures considered criminal by today's standards
- keep the school clean
- haul wood for the stove
- bring water from the well
- start a pot to boil in the morning, so students could have a hot lunch
- tend garden (if one existed)
- no job security
- no sick leave
- no pensions
- no health insurance
- NO RIGHTS
- a school board could hire two women for the price of one man teacher.
- once married, women were not allowed to remain in teaching
- requirements for women teachers were lower than men's, reinforcing the notion of lower pay

Thankfully times have changed!

We have come a long way from the contracts offered to teachers long ago.

Common Rules For Teachers 1872

1. Teachers each day will fill lamps, clean chimneys and trim wicks.
 2. Each teacher will bring a bucket of water and a scuttle of coal for the day's session.
 3. Make your pens carefully. You may whittle nibs to the individual tastes of the pupils.
 4. Men teachers may take one evening each week for courting purposes, or two evenings a week if they go to Church regularly.
 5. After ten hours in school the teachers should spend their remaining time reading the Bible or other good books.
 6. Women teachers who marry or engage in uncomely conduct will be dismissed.
 7. Every teacher should lay aside from each pay a goodly sum of his earnings for his benefit during his declining years so that he will not become a burden on society.
 8. Any teacher who smokes, uses liquor in any form, frequents pool or public halls, or gets shaved in a barbershop will give good reason to suspect his worth, intentions, integrity and honesty.
- The teacher who performs his labours faithfully and without fault for five years will be given an increase of 25 cents per week in his pay providing the Board of Education approves.

(Staton, Pat, and Beth Light. *Speak With Their Own Voices*. Toronto: Federation of Women Teachers' Associations of Ontario, 1987, p. 23)

Your Collective Agreement is a document with a history.

- in the 1918-1920 Federations were established to try and improve teachers' salaries and job security.
- during the war married and retired teachers were welcomed back
- by 1943 boards were required to give reasons for dismissal in writing
- in 1944 federation membership became mandatory.
- Federations could now raise standards, enforce a code of ethics, and establish their right to bargain with school boards.

Your Collective Agreement protects your rights. Do you know how?

Salaries

THAT WAS THEN;

1870 average annual public school salaries		
	Men	Women
Counties	\$260	\$187
Towns	\$450	\$200
Cities	\$597	\$231
1925 average annual salaries		
	Men	Women
Rural	\$1,168	\$ 994
Cities	\$2,321	\$1,397
Towns	\$1,806	\$1,082
Villages	\$1,386	\$1,001

-In 1928 the average salaries for men was \$1,703 and \$1,155 for women.

-Between 1930-1936 male teachers lost about 38% of their salaries (making approximately \$1,056) and women teachers lost about 55% of their salaries (making approximately \$ 635)

-in 1939 Canada was officially at war. Most teachers' salaries did not recover from the Depression-era cuts and were well under \$2000 per year.

-from 1945-1946 teacher salaries improved significantly.

-in 1945 women's salaries were about 67 percent of men's

-by 1954 the percentage had risen to 82.4.

Annual Salaries, 1960

Teachers \$3,961

Business proprietors \$5,462

Dentists \$10,662

Doctors \$ 15,264

Annual Salaries, 1976

Elementary teachers (female) \$15,165

Elementary teachers (male) \$19,337

Supermarket cashiers \$10,186

Steelworkers \$14,252

University professors \$27,000

Without your Collective Agreement where would you be?

Sudbury Board of Education (Rainbow)

-Teachers are paid a salary according to a salary grid which takes into consideration qualifications and number of years taught to a maximum of 12 years.

-Social contract was in effect from 1994-1996 (wages were frozen) – so in September, 1996 all teachers were making the same salaries as they were in September, 1993.

-In September 1998 the Manitoulin Island, Espanola, and Sudbury Boards of Education amalgamated to form the Rainbow District School Board.

**In negotiating and enforcing a collective agreement, information is power!
KNOW YOUR RIGHTS!!**

SALARY GRID:

There are approximately 40 Public Boards with elementary teachers. Of these Boards the Rainbow Board of Education is one of 3 who pay their elementary teachers on a 12 year grid. This means it takes a teacher 12 years to reach his/her maximum salary (at A4 level). There are 26 Boards who pay their elementary teachers on an 11 year grid and 11 Boards that pay their teachers on a 10 year grid. The Ministry of Education pays the Boards for teachers on a 10 year grid. That means it takes a Rainbow teacher 1 or 2 years longer than an elementary teacher from another public board in Ontario to reach A4 maximum salary.

THIS IS NOW;

Refer to your CA – Article 6 – Remuneration: Thanks to your federation (union) your salary has improved over the past several decades.