



NUNAVUT TEACHERS ASSOCIATION (NTA) ALLOWANCES

PURPOSE

1. A teacher may receive an allowance in addition to basic salary for duties they must perform.

APPLICATION

2. These guidelines and procedures apply to all employees in the NTA bargaining unit of the Government of Nunavut.

PROVISIONS

3. A teacher may receive one of the following allowances:
 - (1) Principal's Allowance - an allowance for administrative and supervisory responsibilities paid at the following rates:
 - \$5,000 basic;
 - plus \$500.00 per teacher for the first five teachers, \$300.00 per teacher thereafter, and \$125.00 per Classroom Assistant, Classroom Support Assistants and School Community Counsellors to a maximum of \$17,000.00.
 - (2) Assistant Principal's Allowance - paid at one-half the annual rate of the Principal's allowance. The amount is in accordance with the number of teachers, classroom assistants, classroom support assistants and school community counsellors.
 - (3) Grade and Subject Co-ordinator's Allowance – an allowance of \$1,612 for supervisory responsibilities.
 - (4) Direction of Student Teacher Allowance - an allowance of \$100 per week for each student teacher under the direction of the teacher.
 - (5) Teacher Consultant's and Teacher Education Instructors are paid an allowance of:
 - Teacher Consultants: \$3,891
 - Teacher Education Instructors: \$3,228

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- Teacher Education Co-ordinators: \$3,642
- (6) Acting Duties Allowance - an allowance will be paid to a teacher who is assigned temporarily to the duties of a Principal. The value of the allowance will be appropriate to the duties effective the date of assignment.
- (7) Inuktitut and Inuinnaqtun Language Allowance - an annual allowance provided to teachers who demonstrate proficiency in, and use Inuktitut or Inuinnaqtun, in activities related to their teaching. There are varying levels of language allowance. All teachers will be tested regardless of the level of allowance requested. The levels are:
 - (a) Level 1 - \$1,200.00 per year

The teacher must have a level of proficiency in Inuktitut or Inuinnaqtun that would provide for limited communication with students, parents and the community.
 - (b) Level 2 - \$2,400.00 per year

The teacher must use written and or oral communication in professional training, classroom teaching, parent teacher interviews, extra-curricular activities and in general school and community relations.
 - (c) Level 3 - \$5,000.00 per year

The teacher must meet all the requirements of Level 1 and Level 2 but is also required to use written and oral communication in teaching assignments that involve a range of programs in subject areas that may incorporate but are beyond language and culture. The teacher must also consult with other teachers regarding delivery of a range of programs in subject areas and develop curriculum and associated program materials and resource materials.

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(8) Program Development Specialists

- A teacher working as a Program Development Specialist is paid an allowance of \$1706.00 a year in addition to salary and other allowances.

(9) Principal of the Teacher Education Program receives an annual allowance of \$6,915.00.

(10) Professional Allowance – during the 2002-03 academic year, the following allowance will be paid to full-time employees on strength as of the signing date of this Collective Agreement (termination date June 30, 2005) In subsequent years the following allowance will be paid to full time employees on strength as of the commencement date of the applicable academic year:

2002-03	\$1200.00
2003-04	\$1200.00
2004-05	\$1200.00

For 2002-03 academic year only, full time employees who came on strength after the commencement of the academic year, will receive this allowance pro-rated based on the number of days works.

The allowance also applies to part time employees except that the amount will be pro-rated based on the scheduled hours of work

Substitute teachers do not qualify for this allowance

All benefits conferred by this section will cease as of June 30, 2005.

(11) Specialist Allowance – a teacher receiving this allowance when the Collective Agreement is implemented (termination date June 30, 2005) will continue to receive it as long as the requirements for the allowance are met.



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Limitations:

- (12) A teacher will not be paid more than one of the Allowances A4.01, A4.02, A4.03, A.04, A4.06, A4.07.

PROVISIONS

4. Teachers apply in writing to their Executive Director. The Executive Director advises Compensation and Benefits, Department of Finance to pay the allowance.

AUTHORITIES AND REFERENCES

- 5 Collective Agreement with NTA
Appendix A4, Allowances

CONTACTS

6. For further information or clarification, please contact:

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

or

Director Compensation and Benefits
Department of Finance
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