

#1343780

GCBBA

**Excluded Staff Contracts and Compensation****Background**

Within St. James-Assiniboia School Division there are three bargaining groups whose specific working conditions are outlined in their respective Collective Agreements and in Provincial Labour Legislation.

1. Manitoba Teachers' Society (MTS) – representing all teachers, principals and vice principals, and clinicians including school psychologists, occupational therapists, physiotherapists, speech and language pathologists, social workers, and reading clinicians
2. Manitoba Association of Non-teaching Employees (MANTE) - representing clerical staff, educational assistants, student assistants and library technicians.
3. Canadian Union of Public Employees (CUPE Local 744) - representing custodial staff, maintenance staff, bus drivers and school-based computer technicians.

St. James-Assiniboia School Division also employs staff who are not represented by a union and thus do not have their working conditions, compensation, and benefits codified in a collective agreement. Refer to Policy GCBBA for a complete list of excluded staff positions.

The Board of Trustees recognizes the importance of fair compensation in order to recruit and retain excluded staff for the important work they do in St. James-Assiniboia School Division. Refer to Policy GCBBA for a complete list of excluded staff positions.

**Process**

1. In December, the Secretary-Treasurer/CFO will provide the Board of Trustees with the following information
  - The increase for each of the union groups: MTS, CUPE, MANTE
  - The cost of living adjustment (10 years; annual)
  - The consumer price index information (1 year; monthly)
  - The indexing rate for the annual Canada Pension Plan benefits increase effective the following January
2. The Board of Trustees will determine the annual increase which will be passed as a formal board motion during the February public board meeting
3. Communication to excluded staff will be distributed under signature of the Chair of the Board of Trustees

ADOPTED	REVIEWED	REVISED	PAGE
25/Mar/06		8/Apr/25	1 of 1
Motion 06-17-06		Motion 06-07-25	