

# Cree School Board

## Teacher Salary and Compensation Guideline



# Compensation Package

## Overview

1. **Annual Salary:** Between **46 527\$ - 92 027\$**
2. **Northern Allowance:** Between **9 004\$ - 18 732\$**
3. **Retention premium:** Between **5 500\$-10 000\$**
4. **Chiskuutimajewin premium (End of year Bonus):** **10 000\$**
5. **The Returning Bonus:** **2 600\$**
6. **Whapmagoostui Premium:** **5 000\$**
7. **Food transportation benefit:** Between **613\$ - 4 232\$**


Please note that the ranges, premiums and benefits are subject to qualifications and the stipulations in the collective agreement. To verify eligibility please confirm with Human Resources Department.

# Compensation Package

There is your placement on the salary scale, the northern allowance premium, the retention premium, Chiskuutimajewin Premium (End of year Bonus), the returning bonus, Whapmagoostui premium and the food transportation benefit.

## 1. Annual Salary: Between 46 527\$ - 92 027\$


*Determined by your experience & education as per the teacher’s collective agreement.*



Teacher Salary Scale Cree School Board							
As of the 139 workday of the school year		16 years and less	17 years	18 years	19 years without doctorate	19 years with doctorate	Experience
2022-2023	1	0	2	4	6	8	
1	\$ 46,527	1	3	5	7	9	0
2	\$ 49,636	2	4	6	8	10	1
3	\$ 53,541	3	5	7	9	11	2
4	\$ 55,326	4	6	8	10	12	3
5	\$ 56,550	5	7	9	11	13	4
6	\$ 57,801	6	8	10	12	14	5
7	\$ 60,259	7	9	11	13	15	6
8	\$ 62,820	8	10	12	14	16	7
9	\$ 65,489	9	11	13	15		8
10	\$ 68,273	10	12	14	16		9
11	\$ 71,174	11	13	15			10
12	\$ 74,199	12	14	16			11
13	\$ 77,353	13	15				12
14	\$ 80,640	14	16				13
15	\$ 84,066	15					14
16	\$ 92,027	16					15

## 2. Northern Allowance: Between 9 004\$ - 18 732\$

*Added to each paycheck and prorated to the number of days worked within the school year.*  
*Determined by which community you teach in and if you have declared dependent(s).*

Cree School Board	Northern Allowance		
	Périodes concernées		À compter du 141e jour de travail de l'année scolaire
	Secteurs		2021-2022
With Dependent	Secteur I	Mistissini, Ouje-Bougoumou, Waswanipi and Chisaisbi	\$14,403
	Secteur II	Waskaganish, Wemindji, Eastmain, Whapmagoostui & Nemaska	\$18,732
Without Dependent	Secteur I	Mistissini, Ouje-Bougoumou, Waswanipi and Chisaisbi	\$9,004
	Secteur II	Waskaganish, Wemindji, Eastmain, Whapmagoostui & Nemaska	\$10,627

# Compensation Package

Continued..

## **3. Retention premium: Between 5 500\$-10 000\$**

*Determined by how many years you have been with the board. Only applicable to those who have the valid Quebec teaching license or a valid Canadian teaching permit or those teaching in the Cree sector. Added to each paycheck and prorated to the number of days worked within the school year.*

- 5 500\$ (year 1&2)
- 7 500\$ (year 3&4)
- 10 000\$ (year 5+)

## **4. Chiskuutimajewin premium (End of year Bonus): 10 000\$**

*Only applicable to those who have a valid Quebec teaching license or a valid Canadian teaching license or those teaching in the Cree sector. Lump sum at the end of the school year, proportional to the amount of days worked.*

## **5. The Returning Bonus: 2 600\$**

*Only applicable to those who have a valid Quebec teaching license or a valid Canadian teaching license or those teaching in the Cree sector. Lump sum given in the month of October.*

# Compensation Package

Continued...

## 6. Whapmagoostui Premium: 5 000\$

Only applicable to those who have a valid Quebec teaching license or a valid Canadian teaching license or those teaching in the Cree sector. Only applicable to those teaching in Whapmagoostui. Added to each paycheck and prorated to the number of days worked within the school year.

## 7. Food transportation benefit: 613\$ - 4 232\$

Varies depending on community and number of dependents living in the community and the dependent(s)'s age. Added to each paycheck and prorated to the number of days worked within the school year.

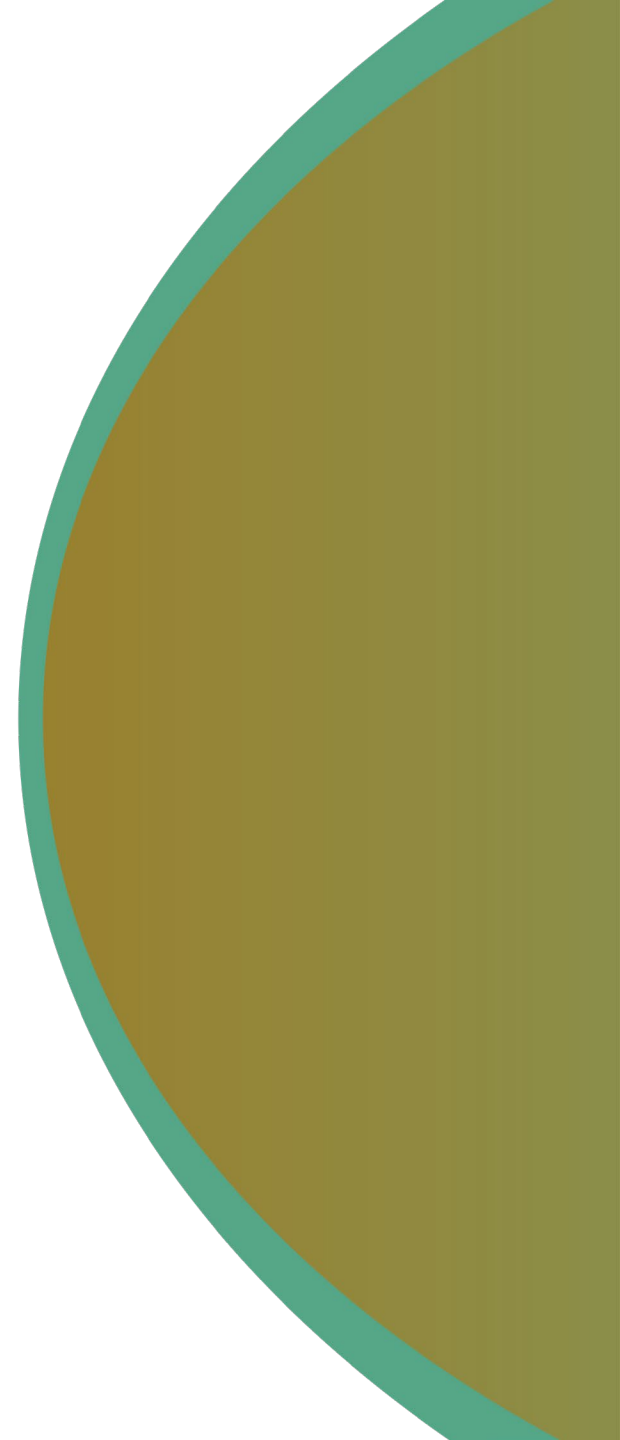
FOOD TRANSPORTATION BENEFITS (\$) PER COMMUNITY (727 KG)				
	Base	Spouse and Dependants 12 to 18 years	Dependant under 12 years	
Chisasibi	\$ 1,257	\$ 1,257	\$ 830	
Waskaganish	\$ 1,037	\$ 1,037	\$ 685	
Wemindji	\$ 1,278	\$ 1,278	\$ 843	
Eastmain	\$ 1,236	\$ 1,236	\$ 816	
Whapmagoostui	\$ 4,232	\$ 4,232	\$ 2,793	
Mistissini	\$ 1,052	\$ 1,052	\$ 695	
Nemaska	\$ 1,121	\$ 1,121	\$ 740	
Waswanipi	\$ 613	\$ 613	\$ 404	
Ouje-Bougoumou	\$ 896	\$ 896	\$ 591	

# What are the other benefits?

Contracted teachers benefit from:

- ✓ Housing
- ✓ Moving
- ✓ Outings (3)
- ✓ Participate in the Government and Public Employees Retirement Plan. (RREGOP)
- ✓ Have access to the Employee and Family Assistance Program.
- ✓ Have a Group Health Insurance Plan through SSQ.
- ✓ Have professional improvement opportunities.

See relevant policies for more details and eligibility criteria.



# Frequently Asked Questions

## Where will I live?

If you are hired from outside the community and are a "**non-resident**" **employee**, you are allocated a furnished dwelling at a subsidized rate. **Rent is deducted** from each salary payment. Housing is determined by a variety of factors including size of the family, seniority and availability.

**Furnishings** include major appliances (fridge, stove, washer, and dryer). Bedding, dishes and small electrical appliances such as microwaves and televisions are not supplied. **Heat and electricity are included** in the subsidized housing benefit.

*Please note that according to the Taxation Act, housing is considered a **taxable benefit** and the CSB will apply the appropriate calculation as determined each year by the government(s).*

*See housing policy for more details and eligibility criteria.*



ᐃᓕᓕ ᓂᓂᓂᓂᓂᓂᓂ  
Cree School Board  
Commission scolaire crie

# Frequently Asked Questions Cont'

## How will I move there?

The Cree School Board covers the costs of **transportation expenses** for the employee and his/her dependents, the **moving charges** for personal belongings (up to maximum weights) and for furniture and sports equipment. These expenses are assumed **at the beginning and the end of your employment**. You should note that if you resign within 30 days of beginning your assignment, you will be responsible for the costs associated with the return trip to your point of departure.

*See the moving and storage policy for more details and eligibility criteria.*

## How will I get to my community of assignment?

You are entitled to outings when your point of origin is more than 50 km from your place of work in a Cree community. You and each of your dependents are entitled to the reimbursement of a maximum of **3 outings per school year (2 to your point of departure and one to Montreal)**, per person.

You can use a plane or your vehicle to come to the community. The costs for the travel by vehicle will be reimbursed through a travel claim. If you use a plane, it can be booked by the local school. Please note this is a taxable benefit and that the number of outings is prorated on the length of the contract.

*See the moving and storage policy for more details and eligibility criteria.*





