

**QUICK REFERENCE FOR  
THE DISTRICT 3 TEACHER BARGAINING UNIT COLLECTIVE AGREEMENT**

**September 1, 2019 to August 31, 2022**

**Part A – CENTRAL TERMS**

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### Letters of Agreement

Continuing Education Teachers  
Accommodation Plan  
Personal Leave  
Unsatisfactory Teacher Performance Appraisals

### Notes:

Salary increases for the duration of this contract:

September 1, 2019: 1.0% Lump sum paid upon signing of local deal in June/20  
September 1, 2020: 1.0% Applied to 2020-21 salary over the school year  
September 1, 2021: 1.0% Applied to 2021-22 salary over the school year