

## Memorandum of Agreement

Between

**Frontier School Division  
(the "Division")**

**-and-**

**Frontier Teachers' Association  
of The Manitoba Teachers' Society  
(the "Association")**

### **WHEREAS:**

- a) The Division is having difficulty attracting and retaining new graduate teachers, despite extensive recruitment efforts undertaken by the Division's Recruitment Officer and implementing a recruitment incentive for eligible teachers hired for the 2022-2023 school year, a new graduate recruitment and retention incentive in the 2023-2024 school year, as well as entering into a Memorandum of Agreement regarding qualifications and work experience not recognized by Manitoba Education;
- b) The Association recognizes the importance of maintaining a full staffing complement of qualified teachers to ensure that every student, no matter where they live, can receive a quality education, and agrees to the following terms and conditions.

**NOW THEREFORE**, in consideration of the mutual covenants and agreements herein contained, the parties hereby agree as follows:

- 1) This Memorandum of Agreement is made separate and apart from the Collective Agreement between the Association and Division and is independent of, and unrelated to, any payments under the Collective Agreement. Notwithstanding the foregoing, the Parties agree that any dispute regarding the interpretation or administration of this Memorandum of Agreement shall be addressed through the grievance and arbitration procedure, as set out in the Collective Agreement.
- 2) **New Graduate Recruitment Incentive**
  - a) The Parties agree that the Division shall offer to all new graduate applicants (the "New Graduate"), as hereinafter defined, a recruitment incentive payment (the "Recruitment Payment") equal to \$10,000.00 per school year, for up to three (3) consecutive years, commencing in the 2024-2025 school year. The Recruitment Payment is subject to all statutory deductions and remittances and is conditional upon the New Graduate entering into the New Graduate Recruitment Incentive Payment Agreement, attached hereto as Schedule "A".
  - b) In the event that the New Graduate is hired after September 1, 2024, but prior to June 30, 2025, they shall be entitled to a pro-rated portion of the Recruitment Payment at a rate of \$1,000.00 per full month of employment, in their first year of employment, provided they meet the requirements set out herein.

- c) For the purposes of this Memorandum of Agreement, a New Graduate shall be any teacher who has attained their Bachelor of Education degree in the 2022 calendar year or later, is eligible to be and becomes or has become certified as a teacher in Manitoba, and who, after the date this Memorandum of Agreement is executed, enters into a Teacher-General or Limited Term Teacher-General contract with the Division to at least June 30, 2025.
  - d) The Recruitment Payment of \$10,000.00, or a prorated portion of the Recruitment Payment in the 2024-2025 school year, shall be payable on June 15 of the applicable school year, provided the New Graduate is actively employed by the Division. For clarity, a New Graduate would be entitled to receive Recruitment Payments as follows:
    - i) New Graduates who attained their Bachelor of Education Degree in the 2022 calendar year, \$10,000.00 payable on June 15, 2025;
    - ii) New Graduates who attained their Bachelor of Education degree in the 2023 calendar year, \$10,000.00 payable on June 15, 2025 and \$10,000.00 payable on June 15, 2026; and
    - iii) New Graduates who attained their Bachelor of Education degree in the 2024 calendar year, \$10,000.00 payable on June 15, 2025, \$10,000.00 payable on June 15, 2026 and \$10,000.00 payable on June 15, 2027.
  - e) The maximum Recruitment Payments that a New Graduate may receive under this Memorandum of Agreement is \$30,000.00. No payments on account of any Recruitment Payment will be made beyond June 15, 2027.
- 3) For greater certainty, in order to be eligible for the Recruitment Payment, the New Graduate must be employed with the Division on the date the Recruitment Payment is paid.
  - 4) Under no circumstances shall any individual teacher be entitled to a Recruitment Payment or enter into a New Graduate Recruitment Incentive Payment Agreement (attached as Appendix "A") under this Memorandum of Agreement, if they have previously received recruitment or retention incentive payments from the Division under any previous memorandum(s) of agreement.
  - 5) This Memorandum of Agreement does not apply to substitute teachers and/or teachers who are recent graduates of the Division's P.E.N.T. Program.
  - 6) The Parties further acknowledge and agree that the provisions contemplated hereunder, and this Memorandum of Agreement, will not expire until such time as written notification to terminate this agreement is provided by one of the parties.

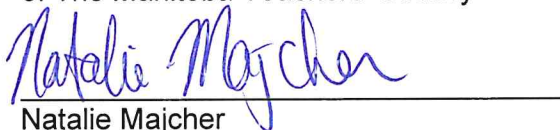
Dated at Winnipeg in the Province of Manitoba on this 26 day of April, 2024.

Signed and agreed on behalf of  
The Frontier School Division

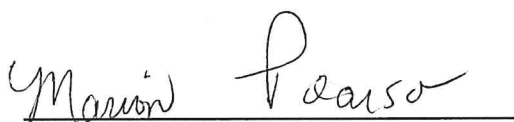


Linda Ballantyne  
Chairperson, Board of Trustees

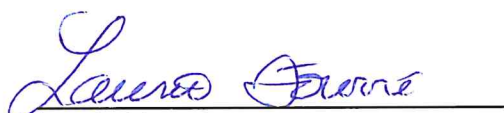
Signed and agreed on behalf of  
the Frontier Teachers' Association  
of The Manitoba Teachers' Society



Natalie Majcher  
President



Marion Pearson  
Chairperson, Negotiating Committee  
Vice-Chairperson, Board of Trustees



Laurie Fourné  
Secretary



Paul Critchley  
Interim Secretary-Treasurer

Schedule "A"

**New Graduate Recruitment Incentive Payment Agreement**

**Between**

**Frontier School Division  
(the "Division")**

**-and-**

**Frontier Teachers' Association  
of The Manitoba Teachers' Society  
(the "Association")**

**-and-**

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**(the "New Graduate")**

**WHEREAS:**

- a) The Division seeks to incentivize New Graduate teachers to enter into Teacher-General or Limited Term teaching contracts with the Division, for a period of up to at least three (3) entire school years; and
- b) The New Graduate acknowledges that they must enter into this Agreement as a pre-condition to receiving any incentive payment from the Division.

**NOW THEREFORE**, in consideration of the mutual covenants and agreements herein contained, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged by each of the parties hereto, the parties hereby agree as follows:

- 1) In order to be eligible to receive the New Graduate Recruitment Incentive Payment (the "Recruitment Payment"), as hereinafter defined, the New Graduate has attained their Bachelor of Education degree in the 2022 calendar year or later, shall execute a Teacher-General or Limited Term teaching contract with the Division and shall become certified to teach in Manitoba within one (1) year following attainment of their Bachelor of Education degree.
- 2) Conditional upon the New Graduate meeting the requirements as set out in paragraph 1 hereof, the New Graduate shall become eligible to receive Recruitment Payment(s) of up to \$10,000 per school year, for up to three (3) consecutive school years provided they are employed by the Division under a Teacher-General contract or Limited Term Teacher-General contract.
- 3) In the event that the New Graduate is hired after September 1, 2024 but prior to June 30, 2025, they shall be entitled to a pro-rated portion of the Recruitment Payment at a

rate of \$1,000.00 per full month of employment, in their first year of employment, provided they meet the requirements set out herein.

- 4) The Recruitment Payment, or a prorated portion of the Recruitment Payment in the 2024-2025 school year, shall be payable on June 15 of the applicable school year (the "Recruitment Payment Date"), provided the New Graduate is actively employed by the Division on the Recruitment Payment Date. For clarity, the New Graduate would be entitled to the receive Recruitment Payments as follows:
  - i) New Graduates who attained their Bachelor of Education Degree in the 2022 calendar year, up to \$10,000.00 payable on June 15, 2025;
  - ii) New Graduates who attained their Bachelor of Education degree in the 2023 calendar year, \$10,000.00 payable on June 15, 2025 and \$10,000.00 payable on June 15, 2026; and
  - iii) New Graduates who attained their Bachelor of Education degree in the 2024 calendar year, \$10,000.00 payable on June 15, 2025, \$10,000.00 payable on June 15, 2026 and \$10,000.00 payable on June 15, 2027.
- 5) The New Graduate shall not be entitled to any payments pursuant to this Agreement after June 15, 2027 and any other payments shall be as set out in the Collective Agreement.
- 6) In the event that the New Graduate's employment is terminated, for any reason whatsoever, prior to the Recruitment Payment Date in any applicable year, the New Graduate shall not be entitled to the Recruitment Payment, on a pro rata basis or otherwise. For greater certainty, the New Graduate must be employed on the Recruitment Payment Date in each school year, in order to be eligible to receive the Recruitment Payment for that school year.
- 7) The New Graduate hereby authorizes the Division to deduct / offset any required repayment of the Recruitment Payment from any payment due and owing to the New Graduate, including but not limited to, salary, vacation, and/or statutory holiday pay.
- 8) The New Graduate Recruitment Incentive Payment Agreement and the corresponding Memorandum of Agreement constitute the entire agreement with respect to the subject matter and may be enforced through the grievance and arbitration procedure in the Collective Agreement.
- 9) This New Graduate Recruitment Incentive Payment Agreement may be executed by the Parties in separate counterparts, each of which when so executed shall be deemed to be an original and all of which, when taken together, shall constitute one and the same document.

**New Graduate:**

Signed at \_\_\_\_\_, this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_

\_\_\_\_\_  
Witness

**Frontier Teachers' Association of the Manitoba Teachers' Society:**

Signed at \_\_\_\_\_, this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

Per: \_\_\_\_\_

**Frontier School Division:**

Signed at \_\_\_\_\_, this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

Per: \_\_\_\_\_