

MTIE Employee Benefits

MINS STAFF

Effective September 1 2025

- **Principal, Vice-Principal and Guidance Counsellor Allowance** will be calculated in accordance with the NLTA Collective Agreement.
- **Welcome back bonus** \$1,500 paid in September to certified teachers and certified CAs
- **Retention Bonus** \$5,000 paid in June to certified teachers and certified CAs, prorated based on attendance throughout the school year.
- **Isolation Allowance** \$6,500 paid to certified teachers through bi-weekly payroll based on attendance.
- **Labrador (Living) Allowance**, \$5,459 for Single; \$10,755 for Family paid through bi-weekly payroll based on attendance. This allowance will take effect on September 1, 2025, and will not be applied retroactively. In the case of spouses who are both employed by MTIE, each employee will be paid the single rate.
- **Travel Allowance** \$5,000 paid in two installments - December & March
- **Teacher Travel Incentive** will no longer be offered
- **Group Insurance** 100% of premiums covered by MTIE
- **RRSP** contributions are fully funded by MTIE at 7% of base salary
- **RPP** MTIE will continue to match employee contributions at 5.5% of base salary, with no reimbursement of employee contributions in December.
- **Fitness Incentive**, \$750 provided as an allowance—no receipts or reimbursement required - paid in December



**Benefits and incentives are reviewed annually and are subject to change based on budget availability and organizational priorities.*

**For more information
please contact:**

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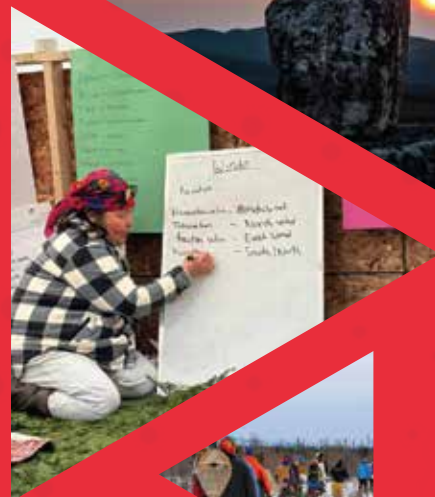
MTIE Employee Benefits SIS STAFF

Effective September 1 2025

- **Principal, Vice-Principal and Guidance Counsellor Allowance** will be calculated in accordance with the NLTA Collective Agreement.
- **Welcome back bonus** \$1,000 paid in September to certified teachers and certified CAs
- **Retention Bonus** \$4,000 paid in June to certified teachers and certified CAs, prorated based on attendance throughout the school year.
- **Pervasive Needs Bonus** increased to \$10,000 paid in two installments - \$2,000 paid in September and \$8,000 paid in June, prorated based on attendance throughout the school year.

**This increase is intended to offset the ineligibility of non-certified staff for the Welcome Back and Retention Bonuses.*

- **Labrador (Living) Allowance**, \$4,529 for Single; \$8,939 for Family paid through bi-weekly payroll based on attendance. This allowance will take effect on September 1, 2025, and will not be applied retroactively. In the case of spouses who are both employed by MTIE, each employee will be paid the single rate.
- **Travel Allowance** \$4,000 to be paid in two installments- December & March
- **Teacher Travel Incentive** will no longer be offered
- **Group Insurance** 100% of premiums covered by MTIE
- **RRSP** contributions are fully funded by MTIE at 7% of base salary
- **RPP** MTIE will continue to match employee contributions at 5.5% of base salary, with no reimbursement of employee contributions in December.
- **Fitness Incentive**, \$750 provided as an allowance—no receipts or reimbursement required - paid in December



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MTIE Employee Benefits BOARD STAFF

Effective September 1 2025

- **Labrador (Living) Allowance**, \$4,529 for Single; \$8,939 for family paid through bi-weekly payroll based on attendance. This allowance will take effect on September 1, 2025, and will not be applied retroactively. In the case of spouses who are both employed by MTIE, each employee will be paid the single rate.
- **Travel Allowance** \$4,000 to be paid in two installments - December and March
- **Group Insurance** 100% of premiums covered by MTIE
- **RRSP contributions** are fully funded by MTIE at 7% of base salary
- **RPP**, MTIE will continue to match employee contributions at 5.5% of base salary, with **no** reimbursement of employee contributions in December
- **Performance Bonus**, up to 5% of base salary to be paid in February
- **Cost of Living Adjustment**, base salary will be adjusted for the Province of NL's inflation in February, retroactive to January, following the release of the official rate by Statistics Canada.
- **Fitness Incentive**, \$750 provided as an allowance- no receipts or reimbursement required- paid in December



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