



Date: June 12, 2025
To: All Teachers
From: MTA
Subject: Pay Gap Agreement 2025

Dear Colleagues,

The EMSB Council of Commissioners approved the 2025-2026 school year calendar on February 4, 2025. **Teachers across all sectors will return to work on Tuesday, August 26, 2025.** However, with this return-to-work date, a frustrating phenomenon is set to recur in the summer of 2025: a skipped pay period. In anticipation of this, MTA approached the school board with a potential remedy.

Who Does the Pay Gap Affect?

The pay gap phenomenon will only affect full-time teachers who receive a 10-month adjustment throughout the summer (the summer pays). Teachers who are on part-time or replacement contracts will receive the usual lump sum payment at the end of their contract. Hourly-rate teachers and casual supply teachers are also not affected. There is a small number of EMSB vocational training teachers who had a pay gap situation in the summer of 2023 who will also not be affected at this time.

Why Is There a Pay Gap?

Regular teachers receive their annual salary over 26 pay periods (each 14 days), which adds up to 364 days. However, there are 365.25 days in a calendar year. Every 11–12 years, the difference of 1.25 days per calendar year accumulates into a full 14-day pay period, which requires adjustment. Without intervention, this would mean that there would be a gap between the final pay of 2024-2025 and the first pay of 2025-2026. The last time this pay gap occurred for EMSB teachers was in August 2014.

Importantly, **teachers are not “losing” any salary—they will still receive their full annual salary for both 2024-2025 and 2025-2026.**

What Does This Mean for Teachers?

Despite the fact that the payment of salary is part of our provincial collective agreement, the school board and the local union are permitted to agree on different terms and conditions if there are more than 14 days between the 26th payment for a work year and the first payment for an upcoming work year.

Following discussion with the school board, MTA consulted our MTA Reps in the fall, many of whom brought the question directly to their colleagues for consideration.

The feedback received was overwhelmingly in favor of ***spreading out the 10-month adjustment over an extra pay period to avoid the pay gap.***

Following an agreement between the school board and MTA, the EMSB will implement the following adjustments for all affected regular teachers:

- **Last full pay of 2024-2025:** June 12, 2025 (100% of salary).
- **Adjustment of summer pay:** The total amount of the four summer pay periods will be spread across five pay periods, each at 80% of your usual salary.
 - Summer pay dates: June 26, July 10, July 24, August 7, and August 21 (80% of salary).
- **First pay of 2025-2026:** September 4, 2025 (100% of salary).

Adjustments to Salary Deductions

Certain payroll deductions will also be adapted on account of this decision:

- **Health & Dental Insurance:** These deductions are based on a monthly premium which is then converted into 26 pay periods. After discussions between QPAT, Industrial Alliance, MTA and EMSB, it was determined that the health care and dental insurance premiums will also be divided accordingly. For the pays of June 26, July 10, July 24, August 7, and August 21, these insurance premiums will be deducted at 80% of the usual rates. This will result in the need for a double deduction of health and dental insurance premiums on one pay period in the fall of 2025 (the exact date will be confirmed), so that all members end up contributing the correct annual amount of premiums for the 2025 calendar year.
- **Union Dues:** For MTA and QPAT union dues, an adjustment will be made over the five summer pays to ensure that the correct annual dues are paid.
- **Other Deductions:** Deductions for long-term disability premiums, EI, QPP, QPIP, and RREGOP are always percentage-based and will not require adjustments.

All deductions will return to the usual rates and amounts on September 4, the first pay of 2025-2026.

If you have any questions about this process, please feel free to reach out to either [Lori](#) or [Peter](#).



Lori Newton

MTA President