MEMORANDUM OF SETTLEMENT

of all outstanding matters forming the agreement on central terms pursuant to the School Boards Collective Bargaining Act, 2014

BETWEEN:

ONTARIO PUBLIC SCHOOL BOARDS’ ASSOCIATION
hereinafter: “OPSBA”

AND

ONTARIO SECONDARY SCHOOL TEACHERS’ FEDERATION
hereinafter: “OSSTF”

AND AGREED TO BY:

THE CROWN

1. The parties and the Crown agree that this Memorandum and attached Appendix I and II form the basis of a full and final settlement of the current round of Central negotiations. The parties and the Crown agree to recommend the terms of settlement as set out herein and in the accompanying appendix to their respective principals.

2. Attached as Appendix II are three memoranda agreed to by OSSTF and the Crown that do not form part of the collective agreement between the parties.

3. Ratification of the Central terms by both parties and agreement of the Crown shall be deemed to have occurred on the latest date on which ratification occurs by OSSTF and by OPSBA and by agreement of the Crown. The Parties will endeavor to complete the central ratification process by September 18, 2015.

4. Except as provided otherwise in the terms of the Memorandum of Settlement or accompanying appendix, all provisions shall be effective on the date of the ratification/arbitration of the local terms, as per Section 39 (6, 7) of the School Boards Collective Bargaining Act.

5. Any compensation items that are retroactive shall be paid no later than sixty (60) days following ratification/arbitration of the respective local terms.

6. The collective agreement shall consist of two parts. Part “A” consists of provisions respecting Central issues. Part “B” consists of provisions with respect to Central and Local Issues.

7. The terms herein, and in the accompanying appendix shall form the entirety of the central terms of the collective agreement and any directions to local parties with respect to centrally bargained issues.
8. Appendix I includes agreements reached at the central table that direct local parties with respect to the incorporation of local language on central issues. Such incorporation shall occur as part of the process of finalizing the structure and content of each collective agreement.

9. The Crown shall pay to OSSTF the sum of one million dollars ($1,000,000) to offset the cost of central collective bargaining no later than ninety (90) days after the ratification process as described in (3) of the Central terms and approval by the Crown.

10. Effective upon the signing of this Memorandum of Settlement, OSSTF agrees to suspend any central teacher/occasional teacher job action pending the outcome of the central ratification process.

11. There shall be no reprisals for any member participating in a strike. No member shall suffer discrimination, harassment, or any form of reprisal brought about as a result of action taken during a strike.

12. The available funding for secondary programming enhancement and voluntary payout of discounted net present value of future retirement gratuities provides for increases to salaries, wages and direct compensation. Boards shall adjust their current salary grids and wage schedules in accordance with the following schedule:

- September 1, 2014
  - 0%

- September 1, 2015
  - Restoration of grid movement
  - 1% of earned wages as a part of this bargaining unit as a lump sum payment to all members covered by the collective agreement

- September 1, 2016
  - 1% adjustment to the salary grids, wage schedules, and to positions of responsibility allowances

- On the 98th day of the 2016 school year
  - 0.5% adjustment to the salary grids, wage schedules, and to positions of responsibility allowances

13. The grievances set out below will be resolved, and the grievors made whole, without prejudice and precedent:

   a. 14-0134
   b. 14-0139
   c. 14-0203
   d. 15-0086

14. Subject to the prior approval of Human Resources and Skills Development Canada (HRSDC)
where allowable, the Statutory Leave/SEB plans as attached in Appendix I shall be established and implemented within sixty (60) days of the approval by HRSDC.

15. The Parties agree that the issue of EI rebate is a central matter in those boards where the EI rebate is used to fund extended healthcare benefits.

16. The parties agree to resolve the two local benefit reconciliations with Simcoe County DSB and Trillium Lakelands DSB. Their resolution will be contained in independent minutes of settlement. OSSTF agrees to withdraw any related grievances and will not bring forward any related new grievances.

17. Also appended to this MOS is Letter of Agreement #1: Long Term Disability Administration.
Dated at Toronto, this 20th day of August, 2015.

For OSSTF:  

For OPSBA:  

For the Crown:  

For OSSTF:  

For OPSBA:  

For the Crown: