

PROVINCIAL DISCUSSION TABLE (PDT) AGREEMENT

BETWEEN THE

**ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION (OSSTF)
REPRESENTING ENGLISH PUBLIC TEACHERS AND OCCASIONAL TEACHERS
"OSSTF"**

AND THE

**ONTARIO PUBLIC SCHOOL BOARDS' ASSOCIATION (OPSBA)
REPRESENTING ENGLISH PUBLIC SCHOOL BOARDS
"THE BOARDS"**

NOVEMBER 27, 2008

1. The Parties (hereby known as OSSTF and the Boards) :
 - a. Acknowledge having received and reviewed the Ministry of Education's Memorandum 2008:B10 and draft revised 2008-09 Grants for Student Needs (GSN) which regulation is anticipated to be filed in December 2008, and which were both released on August 18, 2008;
 - b. Commit to meeting all the requirements described in these two documents through collective bargaining;
 - c. Understand that the allocation of funding to Boards is subject to the approval of the Lieutenant-Governor-in-Council and is dependent on a new Collective Agreement between the OSSTF teachers' Bargaining Unit and the Board being ratified by both the Parties to these Collective Agreements, without job action or lock-out, prior to January 30, 2009;
 - d. Acknowledge that the use of the term "Board" in this Agreement refers to both District School Boards and School Authorities.
2. Collective agreements will provide a 3% increase to all OSSTF Bargaining Unit members for salary, wage rates and allowances generally accepted as pensionable earnings on September 1, 2008; September 1, 2009; September 1, 2010; September 1, 2011. These percentages shall be applied equally to all cells on salary grids, wages and allowances at the dates identified above. No other salary or wage adjustment for regular teachers shall be agreed to locally.
3. All group benefit coverage levels, provisions and practices in place in 2007-08, and not revised under the \$33 million aimed at the enhancement of employee benefit plans, shall, at a minimum, remain *status quo* for the 2008 to 2012 locally negotiated Collective Agreements. For clarity, if in September 2007 the ODA rate was set at 2005 rates, then in September 2009 the ODA rate would be set at 2007 rates.
 - a. In determining an OSSTF Bargaining Unit's share of the Board's allocation under the \$33 million increase in benefits benchmarks in 2010-11, Occasional Teachers, whether part of an independent or integrated Bargaining Unit, shall be excluded.

- b. Continuing Education teachers have access to the Bargaining Unit's share of the \$33 million increase in benefits benchmarks.
 - c. Upon written request, Boards shall provide the OSSTF Bargaining Unit with the requested disclosure to inform decision making on improvements to benefits. The nature of the disclosure will be similar to, but not limited to, the information provided by Boards in a public procurement process.
 - d. In the following Collective Agreements where employees are eligible to Group Benefits as per a defined Board dollar contribution, such contributions effective August 31, 2008 shall be increased annually by a percentage no less than the annual salary benchmark increases in the GSN, in addition to the enhancement outlined in paragraph 3a : Bluewater DSB, DSB of Ontario North East, Keewatin Patricia DSB, Near North DSB, Niagara DSB, Peel DSB, Simcoe County DSB, Upper Grand DSB, Trillium Lakelands DSB.
4. The Parties agree that the following language shall be incorporated in Collective Agreements:
- o *"A secondary school's Average Daily Enrolment in "Dual Credit" courses shall be included in the calculation of the number of secondary teaching positions required in the Board pursuant to this Collective Agreement and/or any class-size regulation".*
5. The Parties will locally include the following statement in a non-grievable local Memorandum of Settlement: *"The XX School Board and the YY OSSTF Bargaining Unit are committed to improve student achievement, reduce gaps in student outcomes and increase confidence in publicly funded education."*
6. In accordance with staffing provisions of Collective Agreements and/or established practice, Parties will locally review and deploy the staffing allocation projected in the Appendix "Student Success Teachers" (which reflects the combination of 1.0 Student Success Teacher currently funded under the Secondary Pupil Foundation Grant, and the FTEs to be funded by the Secondary Programming enhancement) within the following parameters :
- a. As part of their Board-Wide Improvement Plan and comprehensive Student Success Plan, and within the resources provided by the Government, Boards will articulate a strategy to enhance programs and services for students over four years.
 - b. Where a Joint Staffing Committee exists, it will be engaged in this strategy, as Parties acknowledge their joint commitment to locally identify and promote effective practices for student success.
 - c. This strategy will lead to the deployment and identification of a minimum average of 1.0 Student Success Teacher FTE per secondary school, except in DSB Ontario North East in 2008-09 and 2009-10 and in Superior-Greenstone DSB from 2008-09 to 2011-12 where the board-wide deployment will be up to the FTEs funded by the Ministry of Education.
 - d. The strategy shall determine the deployment of the Student Success Teachers according to the following criteria :
 - Release time to enhance individual support for at-risk and disengaged students;
 - Credit recovery and/or credit rescue;

- Increases in course offerings to improve student engagement;
- Strategic class size reductions (eg in Applied courses);
- Other evidence-based strategies that improve student outcomes, as determined locally.

7. Parties will locally :

- a. Determine the use of the 3.5% increase in funding benchmarks for Occasional Teachers in 2008-09. The parties agree that this incremental funding shall be used in local bargaining for improvements in working conditions for Occasional Teachers beyond the salary increases provided in this PDT Agreement. Such enhancements may include providing paid professional learning for all Occasional Teachers, reducing the fraction of the salary grid cell used to calculate the daily rate of Occasional Teachers where applicable, reducing the number of consecutive days to qualify as a Long-Term Occasional Teacher, and benefits.
 - b. Consider the following in negotiating language in Collective Agreements for Occasional Teachers :
 - Call-out mechanisms and practices;
 - Limiting the number of names on the call list;
 - Mechanisms for adding to or removing names from the list;
 - Eligibility for long term assignments;
 - c. Agree to assist in the integration of OSSTF Teacher and Occasional Teacher Bargaining Units if that is the desire of the local Bargaining Units and the Board.
8. Alternative Professional Assignments (APAs) such as supervision, on-calls and mentoring, shall be assigned in a way that enables an equitable distribution of workload amongst members of the Bargaining Unit. The Parties recognize that all school-based staff have a responsibility to contribute to a safe school environment and that Boards have access to additional resources such as increased secondary teaching staff and Section 10 of this PDT Agreement.
- a. Maxima in APAs embedded in current Collective Agreements shall not be changed in the new Collective Agreements.
 - b. No change to the restrictions on the use of APAs shall be introduced in the new Collective Agreements.
 - c. Notwithstanding a. and b., Parties may bargain increases in flexibility in the use of APAs when combined with reductions in APAs maxima and/or other considerations.
 - d. Notwithstanding the above, where the Parties agree that there is sufficient flexibility in current provisions on the use of APAs, the Parties may bargain a reduction in APAs maxima.
9. The Parties agree that program accessibility for students and class size are best addressed locally. In doing so, Boards and Bargaining Units shall consider the following factors :
- Teacher workload;
 - Measures described in Section 6 of this PDT Agreement;

- Other local effective practices.

10. The Parties acknowledge:

- a. The government's commitment, subject to the Lieutenant-Governor-in-Council's approval, to provide a \$116 million enhancement over four years, as described in the Memorandum 2008:B10, and aimed at enhancing student supervision in elementary schools;
- b. That no PDT agreement reached to date with OPSBA prescribes the use of this student supervision enhancement and therefore nothing precludes Boards from making this funding enhancement available for other purposes.

11. The Parties agree to reconvene, if necessary, to negotiate amendments to the PDT Agreement if subsequent to the Parties signing and ratifying a PDT Agreement the Lieutenant-Governor-in-Council makes an amendment to the Grants for Student Needs (GSN) that has all of the following characteristics or elements:

- a. Introduces a benefit that was not contemplated in the Memorandum 2008:B10;
- b. Applies to the 2008-09 to 2011-12 school years;
- c. Is in direct support of an eventual PDT agreement between ETFO and OPSBA; and
- d. Which provides a direct benefit to OECTA and AEFO secondary teachers.

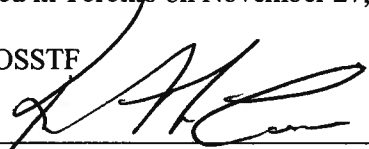
In such a circumstance, the Parties would amend this PDT agreement to enable OSSTF teachers' Bargaining Units and the Board to amend Collective Agreements, by mutual consent, solely in order to provide the same benefit to OSSTF teachers.

12. Upon ratification of a local Collective Agreement, the Director of Education of an English Public District School Board, or the Supervisory Officer of an English Public School Authority, and the President of a local OSSTF Bargaining Unit shall forward a letter stating: *"All of the conditions contained in the PDT Agreement between OPSBA and OSSTF, dated November 27, 2008, have been successfully negotiated into the Collective Agreement between the XX School Board and the YY OSSTF Bargaining Unit."* The letter will be addressed to Margot Trevelyan, Director, Labour Relations and Governance Branch, Ministry of Education.

13. In the course of incorporating this PDT Agreement into Collective Agreements, should there be any dispute between the Parties regarding the intent of any of the provisions of the PDT Agreement, the Parties agree to utilize, where needed, Facilitators Thomas Teahen, Moe Jacobs and/or Dominic Giroux, to provide clarification. This shall not preclude unilateral requests by one of the local Parties to seek mediation or facilitation from a third party.


Signed in Toronto on November 27, 2008

For OSSTF

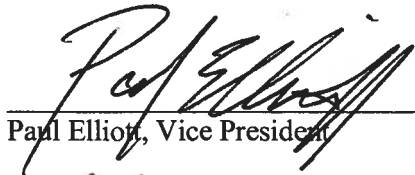



Ken Coran, President


For OPSBA



Lorelea Carruthers, Vice President,
OPSBA


Paul Elliott, Vice President

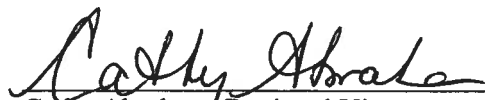

Jack Jones, Vice President

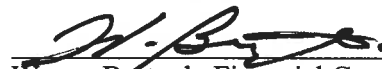

Sheila Vandenberg, Treasurer

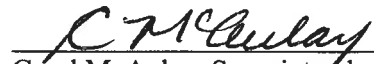

Harvey Bischof, Executive Officer


Susan Rab, Executive Officer


Sandra Sahli, Executive Officer

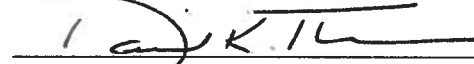

Cathy Abraham, Regional Vice President, OPSBA



Wayne Burtnyk, Financial Consultant, OPSBA


Carol McAulay, Superintendent of Business and IT, Simcoe County DSB


Bob Pratt, Principal Representative, Ontario Principals' Council


Steven Talsky, Senior Manager, Labour Relations, Toronto DSB


David Thomas, Director of Education, Upper Canada DSB


Bob Williams, Director, Labour Relations, OPSBA


Geoff Williams, Representative, CODE

**LETTER OF UNDERSTANDING
RE: INCORPORATION OF PROVINCIAL FRAMEWORK INTO LOCAL COLLECTIVE
AGREEMENTS**

BETWEEN THE

**ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION (OSSTF)
REPRESENTING ENGLISH PUBLIC TEACHERS AND OCCASIONAL TEACHERS
"OSSTF"**

AND THE

**ONTARIO PUBLIC SCHOOL BOARDS' ASSOCIATION (OPSBA)
REPRESENTING ENGLISH PUBLIC SCHOOL BOARDS
"THE BOARDS"**

NOVEMBER 27, 2008

The Parties (hereby known as OSSTF and the Boards) :

- Hereby acknowledge their acceptance of the terms and conditions of the attached Provincial Discussion Table (PDT) Agreement as a Labour Relations Framework Agreement ("the Framework Agreement");
- Agree to recommend acceptance of the Framework Agreement to their respective principals and actively promote its adoption and implementation into Collective Agreements;
- Agree to coordinate with the Facilitators the timing and the messaging of any media communication;
- Encourage Bargaining Units and Boards to address local issues in an environment of good faith negotiations. The Parties agree that the Framework Agreement does not prevent the Parties from negotiating local priorities in Collective Agreements, unless stated otherwise in the Framework Agreement.

In the event of an impasse in negotiations toward the incorporation of the Framework Agreement into a Collective Agreement, the following steps will be taken to assist the local parties:

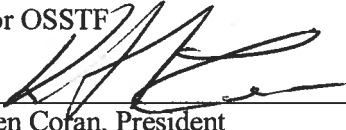
- OSSTF or Boards will identify for the PDT Facilitators which Board has reached an impasse with an OSSTF Bargaining Unit.
- The PDT Facilitators will convene a meeting with the local Parties as soon as possible and endeavour to resolve the impasse regarding the implementation of the Framework Agreement in the Collective Agreement.

OSSTF and Boards agree to take all the appropriate action so that:

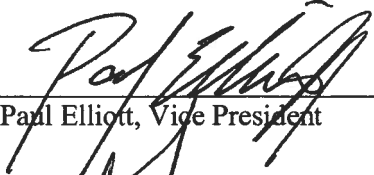
- OSSTF Bargaining Units will not initiate a strike or other job action before January 30, 2009 or later as provided in the *Labour Relations Act* (LRA);
- Boards will not change the terms and conditions of Collective Agreements, nor lock-out any OSSTF Bargaining Unit before January 30, 2009 or later as provided in the LRA;
- A "no-Board" report will not be requested before January 30, 2009 or later as provided in the LRA.

Signed in Toronto on November 27, 2008 :

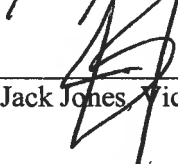
For OSSTF



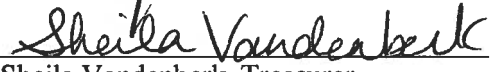
Ken Coran, President



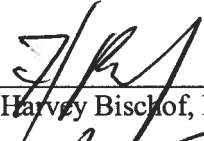
Paul Elliott, Vice President



Jack Jones, Vice President




Sheila Vandenberg, Treasurer



Harvey Bischof, Executive Officer



Susan Rab, Executive Officer

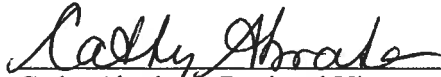


Sandra Sahli, Executive Officer

For OPSBA



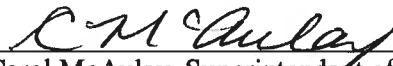
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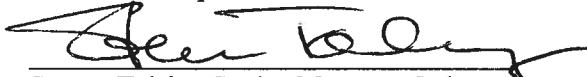
Wayne Burtnyk, Financial Consultant,
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Carol McAulay, Superintendent of
Business and IT, Simcoe County DSB



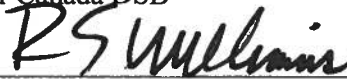
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David Thomas, Director of Education,
Upper Canada DSB



Bob Williams, Director, Labour
Relations, OPSBA



Geoff Williams, Representative, CODE

**LETTER OF UNDERSTANDING
RE: EMPLOYEE BENEFITS TASK GROUP**

BETWEEN THE

**ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION
REPRESENTING ENGLISH PUBLIC TEACHERS AND OCCASIONAL TEACHERS
"OSSTF"**

AND THE

**ONTARIO PUBLIC SCHOOL BOARDS' ASSOCIATION (OPSBA)
REPRESENTING ENGLISH PUBLIC SCHOOL BOARDS
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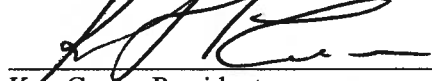
NOVEMBER 27, 2008

OSSTF and OPSBA will establish by February 1, 2009 a Joint Task Group to :

- Gather detailed information about the existing employee benefits plans for OSSTF members in OPSBA member Boards including the structure, plan design, delivery and sustainability of employee health and dental plans;
- Review the information with a view to developing alternative plans, including provincial plans which provide benefits that are effective for members and that control costs over time;
- Examine the collective agreement implications of such plans including plan design and implementation details;
- Report to the Parties by February 1, 2011 the results and recommendations agreed by the Task Group.

Signed in Toronto on November 27, 2008 :

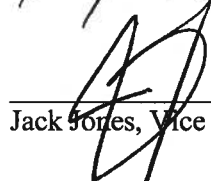
For OSSTF



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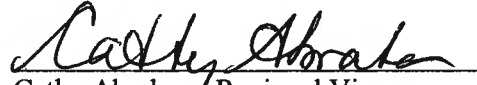


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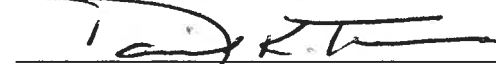
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Bob Williams, Director, Labour
Relations, OPSBA



Geoff Williams, Representative, CODE

Student Success Teachers

FTE projection per school year based on the Secondary Programming Enhancement starting in 2008-09 and the equivalent of 1.0 Student Success Teacher per secondary school recognized in the School Foundation Grant, from the current Student Success funding un

DSB Number	DSB Name	2008-09			2009-10			2010-11			2011-12			2012-13		
		1 per secondary school (SFG)	Secondary Programming Enhancement	Total	1 per secondary school (SFG)	Secondary Programming Enhancement	Total	1 per secondary school (SFG)	Secondary Programming Enhancement	Total	1 per secondary school (SFG)	Secondary Programming Enhancement	Total	1 per secondary school (SFG)	Secondary Programming Enhancement	Total
1	DSB Ontario North East	11	0.7	11.7	11	1.2	12.2	11	2.2	13.2	11	3.2	14.2	11	4.1	15.1
2	Algoma DSB	13	0.9	13.9	13	1.7	14.7	13	3.0	16.0	13	4.2	17.2	13	5.3	18.3
3	Rainbow DSB	11	1.1	12.1	11	2.1	13.1	11	3.8	14.8	11	5.5	16.5	11	7.0	18.0
4	Near North DSB	7	0.8	7.8	7	1.5	8.5	7	2.7	9.7	7	3.9	10.9	7	5.0	12.0
5.1	Keeweeht-Parinda DSB	5	0.4	5.4	5	0.8	5.8	5	1.4	6.4	5	2.0	7.0	5	2.6	7.6
5.2	Rainy River DSB	3	0.2	3.2	3	0.4	3.4	3	0.7	3.7	3	1.0	4.0	3	1.3	4.3
6.1	Lakerhead DSB	5	0.8	5.8	5	1.4	6.4	5	2.5	7.5	5	3.5	8.5	5	4.5	9.5
6.2	Superior-Greenstone DSB	5	0.2	5.2	5	0.4	5.4	5	0.6	5.6	5	0.9	5.9	5	1.1	6.1
7	Blueswater DSB	11	1.3	12.3	11	2.5	13.5	11	4.5	15.5	11	6.4	17.4	11	8.3	19.3
8	Avon Maitland DSB	9	1.2	10.2	9	2.4	11.4	9	4.3	13.3	9	6.2	15.2	9	8.2	17.2
9	Greater Essex County DSB	18	2.4	18.4	18	4.5	20.5	18	8.4	24.4	18	12.3	28.3	18	16.1	32.1
10	Lambton Kent DSB	13	1.7	14.7	13	3.5	16.5	13	6.2	19.2	13	8.8	21.8	13	11.4	24.4
11	Thames Valley DSB	32	4.9	36.9	32	9.8	41.8	32	17.5	49.5	32	28.2	57.2	32	32.7	64.7
12	Toronto DSB	116	15.9	131.9	116	31.9	147.9	116	58.7	174.7	116	85.5	201.5	116	113.2	229.2
13	Durham DSB	21	4.5	25.5	21	8.9	29.9	21	16.2	37.2	21	23.4	44.4	21	30.6	51.6
14	Kawartha Pine Ridge DSB	17	2.5	19.5	17	4.8	21.8	17	8.7	25.7	17	12.4	29.4	17	16.2	33.2
15	Trillium Lakelands DSB	8	1.3	9.3	8	2.6	10.6	8	4.7	12.7	8	6.7	14.7	8	8.6	16.6
16	York Region DSB	31	7.1	38.1	31	14.1	45.1	31	26.6	57.6	31	39.5	70.5	31	53.0	84.0
17	Upper Grand DSB	22	3.4	26.4	22	6.7	28.7	22	12.4	34.4	22	17.9	39.9	22	23.5	45.5
18	Upper Grand DSB	14	2.3	16.3	14	4.6	18.6	14	8.4	22.4	14	12.3	26.3	14	16.2	30.2
19	Peel DSB	36	8.2	44.2	36	16.7	52.7	36	31.5	67.5	36	48.8	82.6	36	62.2	98.2
20	Haldimand	15	3.2	18.2	15	6.5	21.5	15	12.1	27.1	15	17.7	32.7	15	23.6	38.6
21	Hamilton-Wentworth DSB	21	3.3	24.3	21	6.5	27.5	21	11.9	32.9	21	17.2	38.2	21	22.6	43.6
22	DSB of Niagara	21	2.7	23.7	21	5.3	26.3	21	9.6	30.6	21	13.7	34.7	21	17.7	38.7
23	Grand Erie DSB	15	1.8	16.8	15	3.6	18.8	15	6.8	21.8	15	9.5	24.5	15	12.4	27.4
24	Waterloo Region DSB	16	3.8	19.8	16	7.5	23.5	16	13.8	29.8	16	20.0	36.0	16	26.4	42.4
25	Ontario-Carleton DSB	30	4.4	34.4	30	8.8	38.6	30	15.8	45.8	30	22.9	52.9	30	30.1	60.1
26	Upper Canada DSB	25	2.3	27.3	25	4.4	29.4	25	7.8	32.8	25	11.0	36.0	25	14.1	39.1
27	Limestone DSB	12	1.5	13.5	12	3.0	15.0	12	5.4	17.4	12	7.6	19.8	12	10.1	22.1
28	Renfrew County DSB	8	0.8	8.8	8	1.5	9.5	8	2.7	10.7	8	3.8	11.8	8	4.8	12.8
29	Hastings and Prince Edward DSB	9	1.2	10.2	9	2.4	11.4	9	4.4	13.4	9	6.1	15.1	9	7.9	16.9
Total Public English Secondary		578	86.6	664.6	578	171.6	749.6	578	315.3	893.3	578	457.1	1,035.1	578	600.7	1,178.7

NOTE: - The number of secondary schools includes secondary and "combined" schools as defined through the School Foundation Grant as of 2008-09 Estimates (Appendix C)

Ministry of Education

Mowat Block
900 Bay Street
Toronto ON M7A 1L2

Ministère de l'Éducation

Édifce Mowat
900, rue Bay
Toronto ON M7A 1L2



TO : Gail Anderson, Executive Director, OPSBA
Wendy Bolt, General Secretary, OSSTF

FROM : Dominic Giroux, Assistant Deputy Minister

DATE : November 27, 2008

RE : **Ministry support for labour peace and progress**

Thank you for the productive meetings held at the Metropolitan Hotel in Toronto on November 17-20 and 26-27. I congratulate you on reaching a Provincial Discussion Table (PDT) Agreement involving secondary teachers represented by OSSTF.

The Ministry recognizes the value of ongoing provincial dialogue as a means to sustain labour peace and progress, student success and student safety.

I am pleased that your organizations have agreed to take part into a Tripartite Teacher Advisory Committee (TTAC), to be appointed by the Minister. The TTAC shall be a tripartite body composed of representatives of the Ministry, teacher federations and School Board Associations. It will be established by December 31, 2008 and be in effect until August 31, 2012.

The TTAC shall:

- Discuss issues brought to it by the Minister, the Ministry, or any one of the Parties that arise from the implementation of the PDT Agreement over the course of the term of the Collective Agreements;
- Advise the Minister on the implementation of Government initiatives in publicly funded schools;
- Design strategies for effective local labour-management coordination and cooperation;
- Address the following issues raised specifically during the PDT process :
 - Credit integrity;
 - School safety and violence in the workplace;
 - Multiple subject instruction periods;
 - Availability of information from Ontario Students' Records (OSR);
 - Management of Occasional Teacher call-out systems;
 - Review of the delivery and best practices for Adult Education and Continuing Education Day School Teachers;
 - Efficiency of assessment and reporting practices;
 - Exemplary practices in labour relations;

- Best practices to expedite and reduce the cost of grievance/arbitrations, without loss of rights in Collective Agreements, including an examination of related expenditures by both Parties;
 - Province-wide administration of benefits;
 - Means to promote succession planning at the Vice Principal level;
- Consider such other issues as agreed to by the participants or that may from time-to-time be directed by the Minister.

The Minister will draft Terms of Reference, after consultation with the Parties.

It is understood that such discussions at the provincial level do not lessen the need for boards and bargaining units to deal with like issues in an expedited fashion as they may arise.

All expenses related to the participation in the TTAC and its sub-committee(s) will be funded by the Ministry of Education.

The Ministry intends to maintain ongoing bilateral engagement mechanisms with OSSTF and OPSBA, as per current practice with teacher federations and trustee associations. This will include teacher representation on consultations related to violence in the workplace.

More specifically, I note that the OSSTF and OPSBA have agreed to explore with the Government, no later than December 31, 2008, the feasibility of amending the New Teacher Induction Program (NTIP), within the existing funding of \$15 million, to include Long Term Occasional and Continuing Education Teachers who have requested from a Board and received two successful teacher performance appraisals.

Finally, the Ministry will :

- Provide to OSSTF and the Board relevant student enrolment and staffing information from Boards' Estimates, Revised Estimates and Financial Statement for each school year covered by this PDT Agreement, to monitor the provincial deployment of staffing positions provided for in this PDT Agreement;
- As jointly requested by the Parties, modify the proposed section 57.2(1)(b)(i) of the 2008-09 Grants for Student Needs (GSN), as per the draft revised GSN regulation released on August 18, 2008, so that "qualifying teachers" include members of a bargaining unit represented by OSSTF who entered into a collective agreement on behalf of the bargaining unit that came into force between April 7, 2008 and a date mutually agreed to by the Parties. Subject to the approval of the Lieutenant Governor in Council, this request will be addressed when amendments to the 2008-09 GSN regulation are filed on December 1, 2008. The Ministry notes that OSSTF and OPSBA have agreed to January 30, 2009 as the deadline for collective agreements to be ratified by both Parties at the local level;
- As jointly requested by the Parties, remove the proposed section 57.2(1)(c) of the 2008-09 Grants for Student Needs (GSN), as per the draft revised GSN regulation released on August 18, 2008. Subject to the approval of the Lieutenant Governor in Council, this change will be reflected when amendments to the 2008-09 GSN regulation are filed on December 1, 2008.

I thank you for your ongoing commitment to labour peace and progress in Ontario's English public secondary schools. If you have any questions, please contact Margot Trevelyan at (416) 325-2836 or at margot.trevelyan@ontario.ca

Sincerely,

A handwritten signature in blue ink, appearing to read "Dominic Giroux".

Dominic Giroux
Assistant Deputy Minister

- c. English Public Directors of Education
Supervisory Officer of the James Bay Lowlands SSB