MEMORANDUM TO: Directors of Education
Supervisory Officers of School Authorities

FROM: Kevin Costante
Deputy Minister

DATE: July 7, 2010

SUBJECT: RE: Funding for Early Childhood Educator Positions

On October 27, 2009, the government announced that the first phase of the province-wide Early Learning Program (ELP) would begin with implementation of Full Junior Kindergarten and Kindergarten (Full-Day JK/K) and Extended Day program for four- and five-year-olds. A fundamental element of the program is the concept of an elementary teacher and early childhood educator (ECE) team in Junior Kindergarten and Kindergarten classrooms. The announcement was followed by memo 2009: B12 Early Learning Program – Planning for 2010-11 and 2011-12, which informed boards of the operating funding that would be provided to support the program.

On April 27, 2010, Bill 242, the Full-Day Early Learning Statute Law Amendment Act, 2010, was passed by the Legislature, establishing the legal framework governing the long-term implementation of the initiative. Almost all of the Act, which amends the Education Act, came into force June 3, 2010.

Provincial Discussions

In the spring of this year, the government initiated a Provincial Discussion Table (PDT) to facilitate informal discussions among the four trustee associations:

Association des conseils scolaires des écoles publiques de l’Ontario (ACEPO)
Association franco-ontarienne des conseils scolaires catholiques (AFOCSC)
The Ontario Catholic School Trustees’ Association (OCSTA)
The Ontario Public School Boards Association (OPSBA)

and unions which either have current collective agreements in which ECEs are recognized or have a written agreement with a school board under which the school board recognizes the union as representing ECEs:
The purpose was to give the government an opportunity to give the participants information about the fiscal parameters proposed for funding ECEs employed in Full-Day JK/K and for the participants to explore ongoing peace and progress in the publicly funded education sector and maintaining a focus on student achievement by entering into a provincial agreement under which the parties committed to undertake local bargaining that would conform to the funding parameters for ECE compensation set out in the provincial agreement.

I am very pleased to report that on June 24, 2010 these trustee associations and unions agreed to a PDT Agreement. The desire by all parties to put students first and their collegial approach to these discussions have resulted in a PDT agreement that the trustee associations and unions have agreed to recommend to local parties and that the government has agreed to support.

Accordingly, this memo is to inform you that the funding benchmark for ECEs in the Full-Day JK/K, as set out in the 2009:B12 memo, will be enhanced based on ECE experience plus 24.32% for benefits (which includes pensions) for qualifying boards.

For full transparency and accountability, the benchmark is based on the following funding assumptions;

- a seven hour work day (exclusive of lunch);
- a school year of 194 school days (including PA days);
- 11 statutory holidays;
- 15 days vacation pay.

There is no allocation for ECE preparation time in the funding for the Early Learning Program.

In order to meet staffing requirements for full-day JK/K as set out in the Education Act as amended by the Full-Day Early Learning Statute Law Amendment Act, 2010, boards are strongly encouraged to ensure that absent ECEs are replaced. Boards may use funding from the benchmark for costs of supply staff for positions in JK/K that require ECEs.

This funding will be in effect from September 1, 2010 to August 31, 2012 including any statutory freeze period.

For the 2010-11 school year per pupil amounts and selected grants will be flowed as follows in accordance with the following payment schedule:

- September 2010: 50% of total funding allocation;
- January 2011: an amount not to exceed 63% of funding allocation, adjusted based on revised enrolment data, minus previous payment;
- April 2011: an amount not to exceed 100% of allocation based on enrolment as listed in Ministry Memo 2009: B12, minus previous payments and adjustments where the expenditures on ECEs is lower than the funding provided.
Eligibility for Funding Enhancements for ECEs

To qualify for the enhanced funding for ECEs, including the experience grant, a school board must continue to be represented by a trustee association which has signed the PDT Agreement reached June 24, 2010 and satisfy one of the following conditions:

- On or before June 24, 2010, the board had a collective agreement which encompasses ECEs;
- The ECEs employed by the board are represented by one of the union bargaining agents referenced above who are signatories to the PDT agreement reached on June 24, 2010 and are governed by a collective agreement which is compliant with the PDT agreement;
- The ECEs employed by the board are represented by a union other than those listed above and have settled a collective agreement which is compliant with a PDT agreement to which the union becomes a signatory.

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<thead>
<tr>
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<th>September 1, 2010- August 31, 2012</th>
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<tbody>
<tr>
<td>Letter of Permission</td>
<td>$18.54 per hour</td>
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<tr>
<td>ECE 0 years experience</td>
<td>$20.09 per hour</td>
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<tr>
<td>ECE 1 year experience</td>
<td>$21.63 per hour</td>
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<td>ECE 2 years experience</td>
<td>$23.18 per hour</td>
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<td>ECE 3 years experience</td>
<td>$24.72 per hour</td>
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<tr>
<td>ECE 4+ years experience</td>
<td>$26.27 per hour</td>
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Boards also qualify for this enhancement where ECEs employed by the board are not represented by a union and the board has established salaries for ECEs according to the above grid.

The funding benchmark without the experience grant provided in the October 27, 2009: B12, “Early Learning Program- Planning for 2010 and 2011,” will apply to boards where:
- A board is represented by a trustee association that has not signed a PDT agreement;
- A board is represented by a trustee association that has signed a PDT agreement but has not signed a collective agreement which incorporates the provisions of the PDT agreement; OR
- The ECEs of the board are not represented by a union and the board has not established the above grid for ECEs.

Where a school board enters into a collective agreement for ECEs after June 24 2010, the provision of the enhancement is contingent upon the Director of Education of a district school board, as well as the president of the local union, providing a memo to Margot Trevelyan, Director of Labour Relations and Governance at the Ministry of Education, with written documentation satisfactory to the Ministry, that confirms that the board and the union have a collective agreement which is compliant with the PDT agreement.

To be a qualifying board and to be eligible for the funding including benefits and the experience grant, boards must be compliant with the reporting process set out in the transfer payment agreement.
As Deputy Minister of Education I am excited about the government’s Full-Day Junior Kindergarten and Kindergarten and Extended Day program, and the solid foundation it has to offer to Ontario’s children.

Original signed by

Kevin Costante

c.c. Réjean LaRoche, Executive Director, Association des enseignantes et des enseignants franco-ontariens
Carole Drouin, Executive Director, Association franco-ontarienne des conseils scolaires catholiques
Louise Pinet, Executive Director, Association des conseillères et conseillers des écoles publiques de l’Ontario
Gail Anderson, Executive Director, Ontario Public School Boards’ Association
Kevin Kobus, Executive Director, Ontario Catholic School Trustees’ Association
Candice Rennick, Secretary Treasurer, Canadian Union of Public Employees (Ontario)
Wendy Bolt, General Secretary, Ontario Secondary School Teachers’ Federation
Janice Best, Director, Canadian Office and Professional Employees
Tom Galivan, Secretary Treasurer, Service Employees International Union, Local 2

Jim Grieve, Assistant Deputy Minister
Barry Pervin, Assistant Deputy Minister
Margot Trevelyan, Director, Labour Relations and Governance Branch