

**ETFO TENTATIVE EXTENSION
AGREEMENT FOR:**

**DECE/ESP/PSP/EDUCATION SUPPORT
MEMBERS**

EXTENSION AGREEMENT

BETWEEN:

Ontario Public School Boards' Association (OPSBA)
AND
Ontario Catholic School Trustees' Association (OCSTA)
hereinafter:

COUNCIL OF TRUSTEES' ASSOCIATIONS (CTA)

AND

ELEMENTARY TEACHERS FEDERATION OF ONTARIO
hereinafter: "ETFO"

AND AGREED TO BY:

THE CROWN

1. The parties and the Crown agree that, subject to errors and omissions, and subject to the ratification processes applicable for each party, this Agreement forms the basis of full and final settlement for an extension of collective agreement terms, inclusive of both central and local terms, with the effective date of September 1, 2017 to August 31, 2019. For further clarity, the ratification of this Agreement is conditional upon local collective agreement terms remaining status quo for the period of September 1, 2017 to August 31, 2019. The parties and the Crown agree to recommend the terms of this Agreement as set out herein to their respective principals.

Certain aspects of the terms described herein require legislative or regulatory amendments and as such are subject to the legislative process. Such changes have not yet been made, nor introduced to the Legislature of Ontario. Therefore, the content of this agreement should be considered to be subject to such changes, when and if made, and if such enabling changes are not made, or alter the term of this agreement in any fashion, this Agreement shall be considered null and void in its entirety.

2. Ratification of this Agreement by both parties and agreement of the Crown shall be deemed to have occurred on the date of ratification by ETFO and by the CTA, whichever is later, and by agreement of the Crown. The parties will endeavor to complete the ratification and agreement processes by March 8, 2017.
3. The collective agreement shall continue to consist of two parts. Provisions of Part A and Part B shall continue until August 31, 2019 without amendment, except as noted herein. Local Letters of Understanding/Agreement will remain in effect during the extension,

however where a local Letter of Understanding/Agreement has an expiry date, the expiry date will be extended by two (2) years.

4. The terms of this Extension Agreement shall be effective on September 1, 2017 except as otherwise provided herein.
 - The expiry date of Letters of Understanding (LOU) #3 "Scheduled Unpaid Leave Plan" and #5 "Job Security; Protected Complement" shall be revised and the terms of LOUs #3 and #5 shall continue in effect, uninterrupted, until August 30, 2019.
 - LOU #8 "Professional Activity Days" shall be amended such that "2015-16 and/or the 2016-17" shall be replaced by "2017-18 and/or 2018-19".
 - Letters of Understanding/Agreement contained in or pertaining to language from the 2014-17 collective agreements shall continue in force and effect for the term of this agreement. However, where there is reference to an expiry date, the expiry date will be extended by two (2) years.

5. COMPENSATION

School boards shall adjust their current salary grids, wage schedules and position of responsibility allowances only in accordance with the following schedule:

- September 1, 2017
 - 1.5%
- September 1, 2018
 - 1%
- February 1, 2019
 - 1%
- August 31, 2019
 - 0.5%

In recognition of potential expenses for professional development, supplies or equipment or for other professional expenses, all employees covered by this agreement will be paid a lump sum of 0.5% of wages earned in the 2016-2017 school year. ETFO agrees that it will conduct a survey of its members on the usage of these funds and provide the results to the Crown.

Method of payment for September 1, 2017 lump sum:

0.5% of earned wages in the 2016-17 school year as a lump sum payment to all employees (including those on the casual list) of this bargaining unit who are employed or on an approved

leave, paid sick leave or statutory leave as at September 5, 2017. This excludes employees whose income replacement would be impacted while on leave.

Permanent employees including those on a long term assignment on a statutory leave for any part of 2016-17 will not be adversely affected. The lump sum of 0.5% of annualized 2016-2017 salary/wages will be adjusted as if they earned their normal salary/wage for the period of the time on the statutory leave.

Employees on an approved deferred salary leave in the 2017-2018 year on September 5, 2017, (e.g. 4 over 5) shall nevertheless receive a lump sum of 0.5% of wages paid in 2016-2017.

The lump sum payment shall be provided by November 1, 2017.

For clarity, September 1, 2017 and September 1, 2018 are intended to reflect the first day of the school year.

6. SPECIAL EDUCATION SYSTEM INVESTMENT (ESP/PSP)

The Crown will, conditional upon the approval by the Lieutenant-Governor-in-Council (if applicable), make a system investment in 2017-2018 which will continue in the 2018-2019 school year, to be allocated according to local needs and priorities.

The projected amount for ETFO is \$461 818.

The chart attached as Appendix "A" provides an estimation of the funding as a result of this system investment.

ETFO's allocated funding shall be utilized by school boards in the following manner:

- i. To prevent, to the extent possible, layoffs arising as a result of special education funding reductions for the 2017-2018 and 2018-2019 staffing years.
- ii. Any funds remaining after utilization consistent with (i) above shall be used by boards in those years to enhance staffing among special education employees. Any staffing recalls shall be made in accordance with local collective agreements.

7. PROFESSIONAL DEVELOPMENT/LEARNING

The Crown shall create a one-time Education Programs- Other (EPO) grant for distribution, consistent with the Ontario Public Sector Transfer Payment Accountability Directive, in the amount of \$2 million . Funds from this EPO shall be allocated among school boards during the 2017-2018 school year to be used for professional learning for education workers. Boards and local bargaining units shall meet to discuss and determine the utilization of these funds. Funding will be held in reserves pending resolution of the use of the funds.

The chart attached as Appendix "B" provides an estimation of the funding as a result of this system investment.

8. REPORTING VIOLENT INCIDENTS


The parties agree that the half Professional Activity Day presently reserved for Health and Safety under Memorandum of Agreement #8 of the 2014-2017 central terms will include training on violent incident reporting. Material produced by the Provincial Working Group on Health and Safety may be used as resource material for this training.

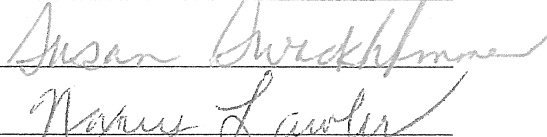
9. EXISTING TERMS AND CONDITIONS

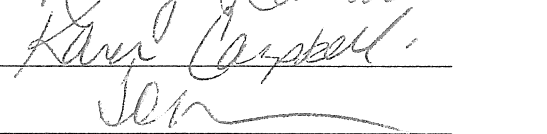
Unless amended by this agreement or unless expressly provided otherwise, the central and local terms and conditions of each collective agreement between ETFO and each District School Board shall continue in effect until August 31, 2019, subject to any applicable statutory freeze period. For purposes of clarity, any provision in any collective agreement between ETFO and a District School Board which provides for the expiry of a central or local term on August 31, 2017, shall be deemed to provide for the expiry of such term on August 31, 2019 subject to any applicable statutory freeze period.

Signed this 2nd day of February, 2017

ETFO



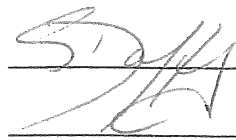




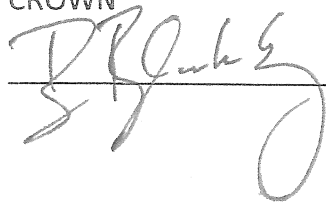
OPSBA



OCSTA



CROWN



Appendix A - 2017-18 - Investments in System Priorities* for Education Workers - ETFO EW			
			ESTIMATED SHARE OF INVESTMENTS
Index	DSBNo	DSB Name	Special Education Staff Amount
1	1	DSB Ontario North East	\$ -
2	2	Algoma DSB	\$ -
3	3	Rainbow DSB	\$ -
4	4	Near North DSB	\$ -
5	5.1	Keewatin-Patricia DSB	\$ -
6	5.2	Rainy River DSB	\$ 138,760
7	6.1	Lakehead DSB	\$ -
8	6.2	Superior-Greenstone DSB	\$ -
9	7	Bluewater DSB	\$ -
10	8	Avon Maitland DSB	\$ -
11	9	Greater Essex County DSB	\$ -
12	10	Lambton Kent DSB	\$ -
13	11	Thames Valley DSB	\$ -
14	12	Toronto DSB	\$ -
15	13	Durham DSB	\$ -
16	14	Kawartha Pine Ridge DSB	\$ -
17	15	Trillium Lakelands DSB	\$ -
18	16	York Region DSB	\$ -
19	17	Simcoe County DSB	\$ -
20	18	Upper Grand DSB	\$ -
21	19	Peel DSB	\$ -
22	20	Halton DSB	\$ -
23	21	Hamilton-Wentworth DSB	\$ -
24	22	DSB of Niagara	\$ -
25	23	Grand Erie DSB	\$ -
26	24	Waterloo Region DSB	\$ -
27	25	Ottawa-Carleton DSB	\$ -
28	26	Upper Canada DSB	\$ -
29	27	Limestone DSB	\$ -
30	28	Renfrew County DSB	\$ 323,058
31	29	Hastings and Prince Edward DSB	\$ -
32	30.1	Northeastern Catholic DSB	\$ -
33	30.2	Nipissing-Parry Sound Catholic DSB	\$ -
34	31	Huron-Superior Catholic DSB	\$ -
35	32	Sudbury Catholic DSB	\$ -
36	33.1	Northwest Catholic DSB	\$ -
37	33.2	Kenora Catholic DSB	\$ -
38	34.1	Thunder Bay Catholic DSB	\$ -
39	34.2	Superior North Catholic DSB	\$ -
40	35	Bruce-Grey Catholic DSB	\$ -
41	36	Huron-Perth Catholic DSB	\$ -
42	37	Windsor-Essex Catholic DSB	\$ -
43	38	London District Catholic School Board	\$ -
44	39	St. Clair Catholic DSB	\$ -
45	40	Toronto Catholic DSB	\$ -
46	41	Peterborough V N C Catholic DSB	\$ -
47	42	York Catholic DSB	\$ -
48	43	Dufferin-Peel Catholic DSB	\$ -
49	44	Simcoe Muskoka Catholic DSB	\$ -
50	45	Durham Catholic DSB	\$ -
51	46	Halton Catholic DSB	\$ -
52	47	Hamilton-Wentworth Catholic DSB	\$ -
53	48	Wellington Catholic DSB	\$ -
54	49	Waterloo Catholic DSB	\$ -
55	50	Niagara Catholic DSB	\$ -
56	51	Brant Haldimand Norfolk Catholic DSB	\$ -
57	52	Catholic DSB of Eastern Ontario	\$ -
58	53	Ottawa Catholic DSB	\$ -
59	54	Renfrew County Catholic DSB	\$ -
60	55	Algonquin and Lakeshore Catholic DSB	\$ -
61	56	CSD du Nord-Est de l'Ontario	\$ -
62	57	CSD du Grand Nord de l'Ontario	\$ -
63	58	CS Viamonde	\$ -
64	59	CÉP de l'Est de l'Ontario	\$ -
65	60.1	CSD catholique des Grandes Rivières	\$ -
66	60.2	CSD catholique Franco-Nord	\$ -
67	61	CSD catholique du Nouvel-Ontario	\$ -
68	62	CSD catholique des Aurores boréales	\$ -
69	63	CS catholique Providence	\$ -
70	64	CSD catholique Centre-Sud	\$ -
71	65	CSD catholique de l'Est ontarien	\$ -
72	66	CSD catholique du Centre-Est de l'Ontario	\$ -
Estimated Totals			\$ 461,818

*Subject to ratification by all parties and subject to approval by the Lieutenant Governor in Council.

- Figures shown reflect best estimates available at this time.

- Special Education Staff Amount is based on the share of the board's total education assistants, child and youth workers and professional student services personnel FTE represented by ETFO Education Workers.

- Investments in System Priorities is time-limited and will only be provided for the term of the extension (2017-18 and 2018-19).

Appendix B - 2017-18 - Investments in System Priorities* for Education Workers - ETFO EW			
			ESTIMATED SHARE OF INVESTMENTS
Index	DSBNo	DSB Name	Professional Development / Learning
1	1	DSB Ontario North East	\$ -
2	2	Algoma DSB	\$ 7,243
3	3	Rainbow DSB	\$ 44,377
4	4	Near North DSB	\$ -
5	5.1	Keewatin-Patricia DSB	\$ 17,434
6	5.2	Rainy River DSB	\$ 85,346
7	6.1	Lakehead DSB	\$ -
8	6.2	Superior-Greenstone DSB	\$ -
9	7	Bluewater DSB	\$ -
10	8	Avon Maitland DSB	\$ -
11	9	Greater Essex County DSB	\$ -
12	10	Lambton Kent DSB	\$ -
13	11	Thames Valley DSB	\$ -
14	12	Toronto DSB	\$ -
15	13	Durham DSB	\$ 265,468
16	14	Kawartha Pine Ridge DSB	\$ -
17	15	Trillium Lakelands DSB	\$ 60,226
18	16	York Region DSB	\$ -
19	17	Simcoe County DSB	\$ 199,696
20	18	Upper Grand DSB	\$ -
21	19	Peel DSB	\$ -
22	20	Halton DSB	\$ 220,299
23	21	Hamilton-Wentworth DSB	\$ 182,262
24	22	DSB of Niagara	\$ -
25	23	Grand Erie DSB	\$ 87,169
26	24	Waterloo Region DSB	\$ 308,260
27	25	Ottawa-Carleton DSB	\$ -
28	26	Upper Canada DSB	\$ -
29	27	Limestone DSB	\$ -
30	28	Renfrew County DSB	\$ 130,753
31	29	Hastings and Prince Edward DSB	\$ -
32	30.1	Northeastern Catholic DSB	\$ -
33	30.2	Nipissing-Parry Sound Catholic DSB	\$ -
34	31	Huron-Superior Catholic DSB	\$ -
35	32	Sudbury Catholic DSB	\$ -
36	33.1	Northwest Catholic DSB	\$ -
37	33.2	Kenora Catholic DSB	\$ -
38	34.1	Thunder Bay Catholic DSB	\$ -
39	34.2	Superior North Catholic DSB	\$ -
40	35	Bruce-Grey Catholic DSB	\$ -
41	36	Huron-Perth Catholic DSB	\$ -
42	37	Windsor-Essex Catholic DSB	\$ -
43	38	London District Catholic School Board	\$ -
44	39	St. Clair Catholic DSB	\$ -
45	40	Toronto Catholic DSB	\$ 327,279
46	41	Peterborough V N C Catholic DSB	\$ -
47	42	York Catholic DSB	\$ -
48	43	Dufferin-Peel Catholic DSB	\$ -
49	44	Simcoe Muskoka Catholic DSB	\$ -
50	45	Durham Catholic DSB	\$ 64,188
51	46	Halton Catholic DSB	\$ -
52	47	Hamilton-Wentworth Catholic DSB	\$ -
53	48	Wellington Catholic DSB	\$ -
54	49	Waterloo Catholic DSB	\$ -
55	50	Niagara Catholic DSB	\$ -
56	51	Brant Haldimand Norfolk Catholic DSB	\$ -
57	52	Catholic DSB of Eastern Ontario	\$ -
58	53	Ottawa Catholic DSB	\$ -
59	54	Renfrew County Catholic DSB	\$ -
60	55	Algonquin and Lakeshore Catholic DSB	\$ -
61	56	CSD du Nord-Est de l'Ontario	\$ -
62	57	CSD du Grand Nord de l'Ontario	\$ -
63	58	CS Viamonde	\$ -
64	59	CÉP de l'Est de l'Ontario	\$ -
65	60.1	CSD catholique des Grandes Rivières	\$ -
66	60.2	CSD catholique Franco-Nord	\$ -
67	61	CSD catholique du Nouvel-Ontario	\$ -
68	62	CSD catholique des Aurores boréales	\$ -
69	63	CS catholique Providence	\$ -
70	64	CSD catholique Centre-Sud	\$ -
71	65	CSD catholique de l'Est ontarien	\$ -
72	66	CSD catholique du Centre-Est de l'Ontario	\$ -
Estimated Totals			\$ 2,000,000

*Subject to ratification by all parties and subject to approval by the Lieutenant Governor in Council.

- Figures shown reflect best estimates available at this time.

- Amount per board based on share of total provincial ETFO EW staff in each board. Based on total FTE of 2,524 or approximately \$790 per FTE.

- Investments in System Priorities is time-limited and will only be provided for the term of the extension (2017-18 and 2018-19).

LETTER OF COMMITMENT

BY THE

THE CROWN IN RIGHT OF ONTARIO (THE "CROWN")

RE: CLASS SIZE REDUCTION

In connection with discussions concerning an extension of ETFO's 2014-2017 collective agreements, the Crown undertakes to recommend to the Lieutenant Governor-in-Council the changes to Kindergarten and grade 4-8 class size described in (1) and (2) below. This recommendation is to be included within the statutory and regulatory requirements in paragraph 1 of the extension agreement with respect to teachers and education workers, and is conditional upon ratification of the extension agreement.

1) Kindergarten:

Effective in the 2017-2018 school year, the class size for all full day junior kindergarten and kindergarten classes will be capped at 30. Effective in the 2018-2019 school year, the class size for all full day junior kindergarten and kindergarten classes will be capped at 29. For greater clarity, at the reporting date for primary class size, 90% of all kindergarten classes in a school board will not exceed 30 in the 2017-2018 school year and shall not exceed 29 in the 2018-2019 school year. Notwithstanding the foregoing, no class shall exceed 32 in either school year. There will be a flex factor of 10% which will only apply where: (a) purpose built accommodation is not available; or (b) where program will be negatively affected e.g., French Immersion; or (c) where compliance will increase FDK/Grade 1 splits. Exception (a) will sunset after five years.

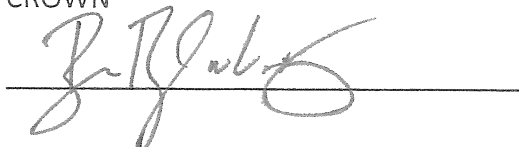
Class sizes will be determined consistent with the reporting date for primary class size.

Where a school has classes exceeding 30 students and under 16 in a single track, Early Childhood Educators shall be assigned to both classes.

2) Grades 4-8:

Any board with a grade 4-8 class size average exceeding 24.5 will reduce the class size average to 24.5. In order to do so, the Crown will provide necessary funding equally over a period of five years commencing with the 2017-2018 school year. Boards above 24.5 shall apply their entire allocation of additional funding to reduce the class size average in each of these school years as required until the average grade 4-8 class size is 24.5.

CROWN



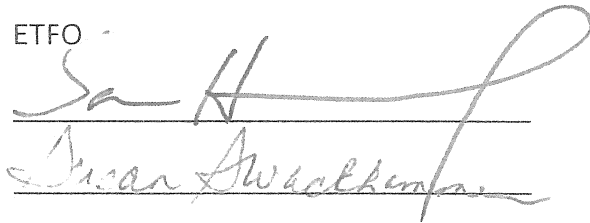
SUBJECT TO ERRORS AND OMISSIONS 2017-02-01

Further to discussions regarding a contract extension for ETFO teachers and education workers, the parties and the Crown confirm the following commitments:

1. The parties and Crown will work to develop a joint agenda item for the next Provincial Working Group on Health and Safety meeting to discuss with the full group a plan to develop and deliver training material for the sector, based on the PWGHS's placemat on Reporting Violent Incidents.
2. Where the teachers or education workers agreements require an employer to provide a permanent or long term occasional employee who is eligible, consistent with the restrictions contained within the relevant articles, with 100% of salary for not less than 8 weeks of leave, less any amount received under the Employment Insurance Act during that period, these obligations are unaffected by any changes in the employment insurance waiting period.
3. Nothing in the extension agreement limits the rights of local parties under s.58 (5) of the *Ontario Labour Relations Act*.

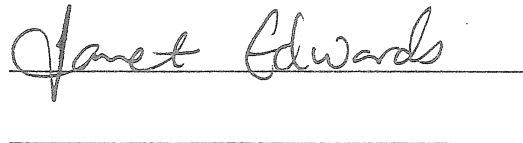
Dated this 2nd day of February 2017

ETFO



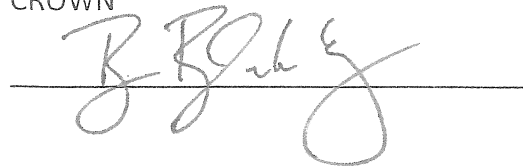
Susan Swackhamer

OPSBA




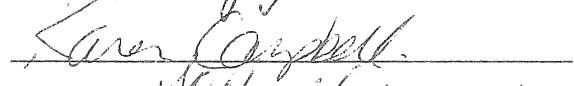
Janet Edwards

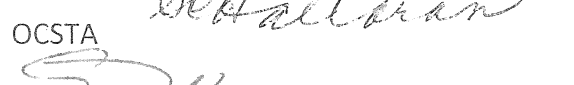
CROWN




R. B. G. G.



Gary Lawler


Karen Campbell


M. Halloran


S. H.

OCSTA