



July 5, 2012

Dear OECTA Member,

I am writing to inform you that the Association has reached an agreement with the government on parameters that will form the basis for local collective agreement negotiations this fall.

Given the government parameters announced in February, the Association, with the support of the Council of Presidents, engaged these recent PDT discussions. The government has emphasized its desire to reduce spending in a way that preserves jobs and programs, such as full-day Kindergarten.

However, the parameters that the government tabled targeted teacher wages, salary grid increments, sick-days and pensions, disproportionately impacting newer teachers and excluding senior school board staff. The provincial budget and school board funding grants that came out in March entrenched these fiscal constraints. These parameters were unacceptable to OECTA and even prompted some unions to leave the discussions.

OECTA remained at the table because we believe that a negotiated settlement is superior to one imposed upon our members through legislation. The Association's goal throughout the process was to mitigate the impact of the government's parameters on our members and ensure that the impact of fiscal restraint would be equitably shared throughout the Catholic system. As well, a negotiated settlement allowed us the opportunity to address non-monetary issues.

I believe that we have achieved a fair and reasonable agreement that acknowledges the fiscal issues of the province and ensures that everyone in the education sector share in the fiscal restraints. Teachers on grid will achieve movement through the grid. Teachers on the grid will not have their increments frozen. This movement through the salary grid will be possible because in the second year of the agreement, all teachers, principals and vice principals will take three unpaid days.

A new short-term sick leave and disability plan means that a member who needs to be off for more than five days (after using the initial 10 sick day credits) will be able to take the time needed without any serious financial implications. New language around a fair hiring practice will work to eliminate nepotism in school board hiring. Greater recognition of teacher professionalism will improve their ability to direct classroom assessments that complement and inform student learning.

It is unfortunate that the Catholic trustees withdrew from the PDT process and chose not to sign the agreement. It became clear during the discussions that they did not share our objectives of fairness and equity. Instead, they pushed to shield school board administrators from the impact of fiscal constraints. As a result, this is an agreement between the Association and the government that provides a framework within which local bargaining will occur.

The attached summary chart compares the details of the agreement with the government's original parameters. The agreement has been approved by the OECTA Provincial Executive. A Special Council of Presidents' meeting is scheduled for early next week to approve the agreement.

I know that you may have questions about the agreement and we will do our best to answer them. I encourage you to contact your local unit office or visit the members' centre or the OECTA website (www.oecta.on.ca) for more details about the agreement and the status of local bargaining.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kevin O'Dwyer". The signature is fluid and cursive, with the first name "Kevin" and last name "O'Dwyer" clearly distinguishable.

Kevin O'Dwyer
President

KO'D/aa

Att.

AGREEMENT HIGHLIGHTS

GOVERNMENT PARAMETER	FINAL AGREEMENT BETWEEN OECTA AND PROVINCIAL GOVERNMENT
	<p>NON-MONETARY</p> <p>Professional Judgment and the Effective use of Diagnostic Assessment</p> <ul style="list-style-type: none"> • Teachers shall use their professional judgment to determine which assessment and/or evaluation tool(s) from the Board list of pre-approved assessment tool(s). As well as student(s) tested, frequency and timing of tests. • The Ministry of Education will release a Policy Program Memorandum (PPM) with respect to the effective use of diagnostic assessment. • Boards shall provide a list of pre-approved assessment tools consistent with their Board improvement plan for student achievement. <p>Fair Hiring Practice</p> <ul style="list-style-type: none"> • It is recognized that the hiring process of teachers for long term occasional (LTO) and/or permanent positions be based on seniority and qualifications. • Fully transparent process to end nepotism.
<p>Wage Freeze</p> <ul style="list-style-type: none"> • Zero per cent wage increases for two (2) years (2012-13 and 2013-14) for teachers. 	<p>Wage Freeze</p> <ul style="list-style-type: none"> • Zero per cent wage increases for two (2) years (2012-13 and 2013-14) for teachers. • Zero per cent wage freeze for senior board administrators. • Every teacher, Vice Principal and Principal will take three (3) unpaid days in the 2013-14 school year. • The unpaid days will be taken on professional development days. • The unpaid days will have no impact on pension calculations.
<p>Salary Grid</p> <ul style="list-style-type: none"> • Current teachers whose salaries are determined based on their placement on a salary grid and who are not at the maximum(s) of their experience on the salary grid will have their salaries frozen as of August 31, 2012 for two years with no future adjustments to recognize those missed grid steps. • Placement on and future movement by qualification across the salary grid will be based on the new salary grid in effect as of August 31, 2014 and will not be retroactive. • Review school board employee salary grids with stakeholders during the term of the 2012 to 2014 PDT agreements including, but 	<p>Salary Grid</p> <ul style="list-style-type: none"> • Teachers whose salaries are determined based on their placement on a salary grid and who are not at the maximum(s) of their experience on the salary grid will move through and across the salary grid in accordance with their individual experience and qualifications and in accordance with their local collective agreement. • The increment shall come into effect on the ninety-seventh (97th) day of each school year. • The government shall review school board salary grids with stakeholders during the term of the 2012 to 2014 agreement including but not limited to how employees move on the experience and qualification salary grid and the variation currently in the monetary value of each grid step with a view to future sustainability.

<p>not limited to, how employees move on the experience and qualification salary grid (where applicable) and the variation currently in the monetary value of each grid step, with a view to future sustainability</p>	
<p>Sick Leave</p> <ul style="list-style-type: none"> • Introduce a short-term sick leave plan, which is not carried forward from year-to-year. • Offer 10 sick days paid at 100% salary and 24 weeks at 66.66% salary. • Eliminate all accumulated non-vested sick days. 	<p>Sick Leave</p> <ul style="list-style-type: none"> • Each school year, a teacher shall be paid 100% of regular salary for up to ten (10) days of absence. These days shall not accumulate. • Short-term leave and disability plan (STLDP): a teacher absent beyond ten (10) days and eligible for this plan shall be entitled to an additional 120 days paid at 90% of regular salary. <ul style="list-style-type: none"> ○ Teachers will be eligible for the STLDP: due to an absence of five (5) or more consecutive days beyond the ten (10) sick leave days paid at 100% OR due to an ongoing or intermittent medical condition. ○ Not eligible for STLDP: a teacher absent beyond ten (10) days shall be entitled to an additional 120 days of short-term sick leave paid at 66.66% of regular salary. • Leave provisions under the current 2008-2012 collective agreement that uses deduction from sick leave for reasons other than illness (i.e., bereavement) shall be granted a maximum of five (5) days per school year without deduction of sick leave or loss of salary. • WSIB benefits shall be maintained in accordance with the 2008-2012 local collective agreement. • A teacher shall receive 100% of their regular salary for not less than six (6) weeks following the birth of a child. Teachers requiring a longer period can access the short-term leave and disability plan. • An adjudication process will be established with the Ontario Teachers' Insurance Plan (OTIP) to resolve disputes. • Effective January, 2013, the Association shall be the policyholder of the long-term disability plan. • Pension amendment to provide for full pension contributions at grid salary.
<p>Retirement Gratuities</p> <ul style="list-style-type: none"> • Replace retirement gratuities with a short-term sick plan as follows: <ul style="list-style-type: none"> ○ Freeze banked sick days accumulated as of August 31, 2012 and with future gratuity payout, upon retirement, at the employee's salary rate in effect as of August 31, 2012. ○ Effective September 1, 2012, eliminate all accumulated non-vested sick days. 	<p>Retirement Gratuities</p> <ul style="list-style-type: none"> • Effective August 31, 2012 employees eligible for a retirement gratuity shall have their existing accumulated sick leave vested up to a maximum under the retirement gratuity plan. • Upon retirement, an employee eligible for a retirement gratuity shall receive a gratuity payout based on the employee's current accumulated vested sick days and years of service and salary as of August 31, 2012. • Effective September 1, 2012, all accumulated non-vested sick days shall be eliminated.

<p>Pension</p> <ul style="list-style-type: none"> • The government believes that filing a valuation of the Ontario Teachers' Pension Plan (OTPP) in 2012 is in the best interests of all partners. The government is seeking to resume negotiations with the Ontario Teachers' Federation (OTF) to secure the future viability and solvency of the OTPP for future generations. Government representatives in these negotiations will take the view that the viability and solvency of the OTPP must be secured without increases in government contributions and without negatively affecting the government's fiscal plan. 	<p>Pension</p> <ul style="list-style-type: none"> • Pension plan discussions and decisions will be made between the plan partners – the government and the Ontario Teacher's Federation. Pensions will not be addressed in this agreement.
	<p>Benefits</p> <ul style="list-style-type: none"> • A committee shall be established to investigate the creation of one or more "provincial" benefit plans for the education sector.