

ETFO Tentative Extension Agreement Highlights

TEACHER/OCCASIONAL TEACHER

This document provides an overview of the *ETFO Teacher/Occasional Teacher (T/OT) Tentative Extension Agreement*. It includes general information and is not meant to be a complete review of the *ETFO T/OT Tentative Extension Agreement*.

Teacher and Occasional Teacher members should refer to the *ETFO T/OT Tentative Extension Agreement* for detailed, definitive information on negotiated terms.

TERM OF THE EXTENSION AGREEMENT

- A two-year extension agreement in effect from September 1, 2017 to August 31, 2019

KINDERGARTEN CLASS SIZE / DECE STAFFING

- Cap on class size for all Kindergarten classrooms in Ontario's publicly funded public school boards as follows:
 - Cap of 30 for the 2017-2018 school year
 - Cap of 29 for the 2018-2019 school year
 - "Flex factor" of 10% applied to Kindergarten classes in limited circumstances – but no classroom to exceed 32 students
 - Where a school has classes exceeding 30 students and under 16 students in a single track, a Designated Early Childhood Educator (DECE) will be assigned to both classrooms

GRADES 4-8 CLASS SIZE

- Class size regulations will be amended so that any publicly funded public school board with a Grade 4-8 class size average over 24.5 must reduce the board's average to 24.5 over a period of five years

SPECIAL EDUCATION SYSTEM INVESTMENT

- Approximately \$25 million in the 2017-2018 school year and \$25 million in the 2018-2018 school year to hire additional Special Education Teachers

PRIORITIES FUND FOR STUDENT SUPPORT / PROFESSIONAL LEARNING FOR OCCASIONAL TEACHERS

- Approximately \$19.5 million in the 2017-2018 school year and \$19.5 million in the 2018-2019 school year for:
 - Two days of paid professional learning for Occasional Teacher members (one paid day each year of the agreement)

and to hire additional teachers to support:

 - Early years special education needs
 - First Nations, Métis and Inuit (FNMI) students
 - Student well-being and "at risk" students
 - English Language Learner (ELL) students
- ETFO locals and school boards to achieve consensus on the allocation of funding for student needs
- Funding for staffing must be used to support the student priorities listed above

ETFO TENTATIVE EXTENSION AGREEMENT HIGHLIGHTS

COMPENSATION FOR TEACHERS AND OCCASIONAL TEACHERS

Salary Increases to Teacher salary grids and position of responsibility allowances, and to Daily Occasional Teacher rates as follows:

September 1, 2017:	1.5%
September 1, 2018:	1.0%
February 1, 2019:	1.0%
August 31, 2019:	0.5%

Additional Lump Sum

- 0.5% of earned wages in 2016-2017 school year paid as lump sum by November 1, 2017
- Lump sum applies to all teachers who are employed, on an approved leave (including deferred leaves) or on paid sick leave as at September 1, 2017
- Negotiated language ensures members taking a statutory leave (e.g., pregnancy/parental leave) will receive the lump sum
- Excludes those whose income replacement would be affected while on leave, e.g. members receiving WSIB or LTD benefits

OCCASIONAL TEACHERS: DAILY OT RATES

- All ETFO Daily Occasional Teacher rates tied to the corresponding Teacher salary grid - Occasional Teachers automatically receive salary increases negotiated for ETFO Teachers in future rounds of bargaining

INDIVIDUAL EDUCATION PLANS (IEPs)

- Language negotiated that eliminates the requirement to update IEPs for progress report cards
 - IEPs created and/or revised within the first 30 instructional days shall serve as the IEP update and distribution for the progress report card

LOCAL COLLECTIVE AGREEMENTS

- All entitlements in local collective agreements, including superior provisions, are preserved
- Expiry dates for letters of understanding in local collective agreements extended to August 31, 2019
- ETFO locals and school boards retain the right under the *Labour Relations Act* to revise local collective agreement provisions by mutual consent, other than those relating to the term (i.e., length) of the agreement

HEALTH AND SAFETY: REPORTING VIOLENT INCIDENTS

- Half-day PA day for Health and Safety training will continue for the 2017-2018 and 2018-2019 school years with a focus on the requirement for violent incident reporting (e.g., how to report violent incidents, administrators' responsibilities regarding violence and aggressive students, etc.)
- Materials developed by the Provincial Working Group on Health and Safety - which includes ETFO representatives – may be used for education sector Health and Safety training

SUPPLEMENTAL EMPLOYMENT BENEFITS (SEB) ENTITLEMENTS

- January 1, 2017 changes to EI waiting period will not reduce qualified Teacher and Long Term Occasional Teacher members' SEB entitlement of at least 8 weeks' leave paid at 100% of salary for Pregnancy Leave, Family Medical Leave and/or Critically Ill Child Care Leave