

## **EXTENSION AGREEMENT**

### **BETWEEN:**

**ONTARIO PUBLIC SCHOOL BOARDS' ASSOCIATION**  
hereinafter: "OPSBA"

### **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 terms 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 OPSBA, 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.

- Memorandum of Understanding #3 "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, 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 teachers and occasional teachers 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 teachers and occasional teachers of this bargaining unit who are employed or on an approved leave, paid sick leave or statutory leave as at September 1, 2017. This excludes employees whose income replacement would be impacted while on leave.

Permanent employees and Long Term Occasionals 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. DAILY OCCASIONAL TEACHERS RATES**

While maintaining the current rate of compensation, the school boards listed in Schedule A shall express their existing daily occasional teacher rates as a percentage of the lowest step in A1, consistent with the example in Appendix "A".

#### **7. SPECIAL EDUCATION SYSTEM INVESTMENT**

The Crown will, either through regulation conditional upon the approval by the Lieutenant-Governor-in-Council or Transfer Payment Agreement based on the Transfer Payment Accountability Directive between the government and relevant school boards make a system investment of approximately \$25 million in 2017-2018 which will continue in the 2018-2019 school year. These funds shall be used by school boards to address staffing for special education teachers.

#### **8. PRIORITIES FUND SYSTEM INVESTMENT**

The Crown will, either through regulation conditional upon the approval by the Lieutenant-Governor-in-Council or Transfer Payment Agreement based on the Transfer Payment Accountability Directive between the government and relevant school boards, make a system investment of approximately \$19.5 million in 2017-2018 which will continue in the 2018-2019 school year. These funds shall be used in school boards as follows:

- a. Professional learning for Occasional Teachers (one day in each year of the extension)
- b. Early years special education needs support
- c. Indigenous student support
- d. Support for wellbeing and "at risk" students
- e. Support for English language learners

After the allocation of funds for professional learning for occasional teachers and failing consensus among the Joint Staffing Committee, or equivalent where a joint staffing committee does not exist, the board shall allocate the remaining funds consistent with (b), (c), (d), and/or (e) above, based on student needs.

9. For each of 7 and 8 above, the following shall apply:

- Each board and local shall meet and discuss within the context of the joint staffing committee or equivalent where a joint staffing committee does not exist to determine the use of funds. The board will share the total allocations of funds to be used for ETFO. It is agreed that these funds are to be used for ETFO teachers and consistent with student needs.
- Staffing processes used as a result of this additional funding shall be consistent with school boards' existing staffing processes.

**10. INDIVIDUAL EDUCATION PLANS (IEPs)**

The Crown shall recommend to the Minister that Individual Education Plans (IEPs) updated or created within the first 30 instructional days of school as directed by *Regulation 181/98*, of the *Education Act* shall serve as the IEP update and distribution for the progress report card. Notwithstanding the foregoing, the IEP may be further updated at the discretion of the teacher.


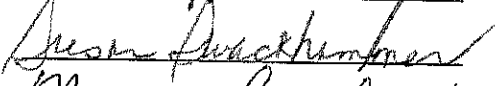
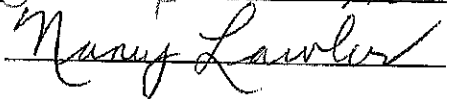
**11. REPORTING VIOLENT INCIDENTS**


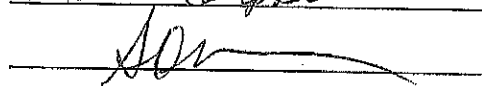

The parties agree that the half Professional Activity Day presently reserved for Health and Safety under Memorandum of Agreement #3 of the 2014-2017 central terms will include training on violent incident reporting. Material produced by the Provincial Working Group on Health and Safety may be used as resource material for this training. It is intended that the professional training monies in the priorities fund be used for occasional teachers to attend and be paid for this training once during the term of this extension agreement.

**12. EXISTING TERMS AND CONDITIONS**

Unless amended by this Memorandum of Settlement 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  
  
  


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OPSBA

*Janet Edwards*

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CROWN

*Ben R. Jenkins*

## APPENDIX "A"

Example #1: current daily rate = \$241.81, A1 step 0 = \$46,911

$$(241.81) / (46,911/194) = 100\%$$

Example #2: current daily rate = \$223.83, A1 step 0 = \$46,432

$$(223.83) / (46,432/194) = 93.52\%$$

Durham DSB

Grand Erie DSB

Greater Essex DSB

Halton DSB

Keewatin Patricia DSB

Near North DSB

Ottawa Carlton

Rainy River

Renfrew

Toronto A (<100 days)

Toronto B (>100 days)

Trillium Lakelands DSB

Upper Canada DSB

York DSB

CONFIDENTIAL to LABOUR RELATIONS

Appendix B - 2017-18 Investments In System Priorities for Teachers * - ETFO				ESTIMATED SHARE OF INVESTMENTS		
Index	DSBN#	DSB Name	Special Education Investment for Teachers	Priorities Fund System Investment	Total	
1	1	DSB Ontario North East	\$ 174,235	\$ 88,556	\$ 262,791	
2	2	Algoma DSB	\$ 221,107	\$ 190,784	\$ 411,891	
3	3	Rainbow DSB	\$ 274,668	\$ 183,125	\$ 457,794	
4	4	Near North DSB	\$ 240,989	\$ 141,371	\$ 382,360	
5	5.1	Keewatin-Patricia DSB	\$ 130,250	\$ 54,363	\$ 184,613	
6	5.2	Rainy River DSB	\$ 75,556	\$ 34,480	\$ 110,036	
7	6.1	Lakehead DSB	\$ 205,385	\$ 120,985	\$ 326,372	
8	6.2	Superior-Greenstone DSB	\$ 38,087	\$ 13,389	\$ 51,476	
9	7	Bluewater DSB	\$ 342,472	\$ 232,783	\$ 575,254	
10	8	Avon Maitland DSB	\$ 288,612	\$ 222,166	\$ 510,777	
11	9	Greater Essex County DSB	\$ 669,893	\$ 532,056	\$ 1,201,949	
12	10	Lambton Kent DSB	\$ 408,995	\$ 311,497	\$ 720,492	
13	11	Thames Valley DSB	\$ 1,401,400	\$ 1,090,471	\$ 2,491,871	
14	12	Toronto DSB	\$ 4,493,224	\$ 3,521,504	\$ 8,014,728	
15	13	Durham DSB	\$ 1,269,760	\$ 1,042,178	\$ 2,311,939	
16	14	Kawartha Pine Ridge DSB	\$ 617,049	\$ 482,505	\$ 1,079,554	
17	15	Trillium Lakelands DSB	\$ 327,383	\$ 223,843	\$ 551,226	
18	16	York Region DSB	\$ 2,051,877	\$ 1,924,839	\$ 3,976,716	
19	17	Simcoe County DSB	\$ 1,016,580	\$ 776,419	\$ 1,792,999	
20	18	Upper Grand DSB	\$ 607,024	\$ 479,093	\$ 1,086,117	
21	19	Peel DSB	\$ 2,839,820	\$ 2,453,824	\$ 5,293,644	
22	20	Halton DSB	\$ 1,083,049	\$ 989,080	\$ 2,072,129	
23	21	Hamilton-Wentworth DSB	\$ 959,826	\$ 739,940	\$ 1,699,766	
24	22	DSB of Niagara	\$ 675,967	\$ 535,252	\$ 1,211,219	
25	28	Grand Erie DSB	\$ 504,130	\$ 370,980	\$ 875,110	
26	24	Waterloo Region DSB	\$ 1,142,687	\$ 920,371	\$ 2,063,058	
27	25	Ottawa-Carleton DSB	\$ 1,243,326	\$ 989,919	\$ 2,233,245	
28	26	Upper Canada DSB	\$ 540,050	\$ 382,597	\$ 922,647	
29	27	Limestone DSB	\$ 378,256	\$ 279,583	\$ 657,839	
30	28	Renfrew County DSB	\$ 213,040	\$ 124,221	\$ 337,261	
31	29	Hastings and Prince Edward DSB	\$ 311,394	\$ 225,778	\$ 537,172	
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	\$ -	\$ -	\$ -	
<b>Estimated Totals</b>			<b>\$ 24,746,041</b>	<b>\$ 19,591,952</b>	<b>\$ 44,337,993</b>	

\*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.

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

ETFO	Jan. 27, 2017				
	A	A1	A2	A3	A4
0	47097	47535	50859	57198	61992
1	49661	50659	53977	60321	65114
2	52224	53783	57106	63447	68239
3	54784	56909	60228	66574	71361
4	57344	60033	63350	69698	74485
5	59907	63156	66478	72821	77612
6	62465	66286	69599	75949	80735
7	65026	69411	72727	79073	83860
8	67587	72535	75853	82198	86983
9	70152	75659	78976	85323	90110
10	72714	78785	82100	88445	93235
11	75275	81909	85228	91572	96360
12	81910				

1.5% Increase

ETFO	Sep. 1, 2017				
	A	A1	A2	A3	A4
0	47,803	48,248	51,622	58,056	62,922
1	50,406	51,419	54,787	61,226	66,091
2	53,007	54,590	57,963	64,399	69,263
3	55,606	57,763	61,131	67,573	72,431
4	58,204	60,933	64,300	70,743	75,602
5	60,806	64,103	67,475	73,913	78,776
6	63,402	67,280	70,643	77,088	81,946
7	66,001	70,452	73,818	80,259	85,118
8	68,601	73,623	76,991	83,431	88,288
9	71,204	76,794	80,161	86,603	91,462
10	73,805	79,967	83,332	89,772	94,634
11	76,404	83,138	86,506	92,946	97,805
12	83,139				



1% Increase

ETFO	Sep. 1, 2018				
	A	A1	A2	A3	A4
0	48,281	48,731	52,138	58,637	63,551
1	50,910	51,933	55,335	61,838	66,752
2	53,537	55,136	58,542	65,043	69,955
3	56,162	58,340	61,743	68,248	73,156
4	58,786	61,543	64,943	71,451	76,358
5	61,414	64,744	68,150	74,652	79,564
6	64,036	67,953	71,349	77,859	82,765
7	66,661	71,157	74,556	81,062	85,969
8	69,287	74,359	77,761	84,265	89,171
9	71,916	77,562	80,962	87,469	92,376
10	74,543	80,766	84,165	90,669	95,580
11	77,168	83,969	87,371	93,875	98,783
12	83,970				

1% Increase

ETFO	Feb. 1, 2019				
	A	A1	A2	A3	A4
0	48,764	49,218	52,659	59,223	64,187
1	51,419	52,452	55,888	62,456	67,419
2	54,073	55,687	59,128	65,693	70,655
3	56,723	58,924	62,360	68,931	73,887
4	59,374	62,158	65,593	72,165	77,122
5	62,028	65,392	68,831	75,399	80,360
6	64,676	68,633	72,063	78,638	83,593
7	67,328	71,868	75,302	81,872	86,829
8	69,980	75,103	78,538	85,108	90,062
9	72,635	78,337	81,772	88,344	93,300
10	75,288	81,574	85,006	91,576	96,536
11	77,940	84,809	88,245	94,814	99,771
12	84,810				

0.5% Increase

ETFO	Aug. 31, 2019				
	A	A1	A2	A3	A4
0	49,008	49,464	52,923	59,519	64,508
1	51,676	52,715	56,167	62,769	67,756
2	54,343	55,965	59,423	66,022	71,008
3	57,007	59,218	62,672	69,275	74,257
4	59,671	62,469	65,921	72,526	77,507
5	62,338	65,719	69,176	75,776	80,761
6	65,000	68,976	72,423	79,031	84,011
7	67,665	72,228	75,678	82,282	87,263
8	70,330	75,478	78,931	85,533	90,513
9	72,999	78,729	82,181	88,785	93,767
10	75,665	81,982	85,431	92,034	97,018
11	78,330	85,233	88,686	95,288	100,270
12	85,234				

ETFO - Casual Occasional Teacher	Jan-17
Daily Rate	\$ 219.71
Vacation Pay	\$ 8.79
Total Daily Rate	\$ 228.50

Percent on grid A-1  
 (228.50)/(\$47,535/194) 93.3%

ETFO - Casual Occasional Teacher	Sep. 1/17 1.5% Increase	Sep. 1/18 1% Increase	Feb. 1/19 1% Increase	Aug. 31/19 0.5% Increase
Total Daily Rate	\$ 231.92	\$ 234.24	\$236.59	\$237.77

**Education/Communication/Library Assistant**

Category	Feb. 1, 2017	Sep. 1, 2017 (1.5%)	Sep. 1, 2018 (1%)	Feb. 1, 2019 (1%)	Aug. 31, 2019 (.5%)
A1	\$22.23	\$22.56	\$22.79	\$23.02	\$23.13
A2*	\$22.76	\$23.10	\$23.33	\$23.57	\$23.68

**Medical Education Assistant**

Category	Feb. 1, 2017	Sep. 1, 2017 (1.5%)	Sep. 1, 2018 (1%)	Feb. 1, 2019 (1%)	Aug. 31, 2019 (.5%)
A1	\$25.62	\$26.00	\$26.26	\$26.53	\$26.66
A2**	\$26.24	\$26.63	\$26.90	\$27.17	\$27.30

**Library Technician**

Category	Feb. 1, 2017	Sep. 1, 2017 (1.5%)	Sep. 1, 2018 (1%)	Feb. 1, 2019 (1%)	Aug. 31, 2019 (.5%)
A1	\$26.13	\$26.52	\$26.79	\$27.06	\$27.19
A2***	\$26.74	\$27.14	\$27.41	\$27.69	\$27.83