

# 2019 Central Bargaining - Tentative Agreement Highlights

## TEACHER/OCCASIONAL TEACHER

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This document provides an overview of the *ETFO 2019-2022 Teacher/Occasional Teacher Tentative Central Agreement*. It includes general information and is not meant to be an exhaustive review of all negotiated changes.

ETFO teacher and occasional teacher members should refer to *ETFO 2019-2022 Teacher/Occasional Teacher Tentative Central Agreement* documents for detailed, definitive information on negotiated terms. Members will receive a Collective Bargaining eNewsletter with all *ETFO 2019-2022 Teacher/Occasional Teacher Tentative Central Agreement* documents on **Monday, April 6, 2020**.

### TERM OF THE CENTRAL AGREEMENT

- A three-year agreement in effect from September 1, 2019 to August 31, 2022

### COMPENSATION (SALARY)

- Increases apply to current salary grids, wage schedules and allowances as follows:
  - September 1, 2019 – 1.0% increase (retroactive)
  - September 1, 2020 – 1.0% increase
  - September 1, 2021 – 1.0% increase
- Agreement between ETFO and government allows ETFO to continue with its *Charter Challenge* against wage restraint legislation (Bill 124)

### SUPPORTS FOR STUDENTS FUND

- The Supports for Students Fund combines previously negotiated funding (i.e., Special Education System Investment and Priorities Fund System Investment):
  - Investment in the amount of \$44,337,993 in 2020-2021
  - Investment in the amount of \$44,781,373 in 2021-2022
- The Fund will create approximately 434.3 ETFO teacher positions. The allocation of positions will be determined following meetings between ETFO locals and school boards. The positions will address:
  - Special education supports
  - English Language Learner supports
  - Indigenous student supports
  - Early Years special education supports
  - Mental health and well-being initiatives

### KINDERGARTEN

- Government has made a binding, enforceable commitment in writing to maintain the current Kindergarten model (with one teacher and one Designated Early Childhood Educator)

### CLASS SIZE

- A commitment by the government to maintain current class sizes for the life of the collective agreement
- Enhanced class size data provided to the union by school boards as of the September count date; the data will assist ETFO locals in ensuring that class size parameters in *Ontario Regulation 132/12: Class Size* are enforced

### BENEFITS

- Benefits funding to be increased to reflect:
  - 4% funding – September 1, 2019
  - 4% funding – September 1, 2020
  - 4% funding – September 1, 2021
- An additional one-time lump sum payment of up to a maximum of 3% of annual employer FTE, if the net assets of the benefits plan demonstrate need

### SICK LEAVE

- Number of sick leave days at 100% of salary remains status quo (11 days)
- Number of short-term leave and disability plan (STLDP) days at 90% of salary remains status quo (120 days)
- Ability to top-up STLDP days from 90% to 100% of salary with unused sick leave days from previous year remains status quo (up to 110 top-up opportunities)
- Amendment to C6.00 (a) of sick leave language to provide that “Routine medical and dental appointments will be scheduled outside of working hours where possible”
- Amendment to C6.00 (g)(i) of sick leave language to read that a “board may require medical confirmation of illness or injury to substantiate access to sick leave or STLDP where there is a reasonable basis for concern, notwithstanding any other provision of the collective agreement”

### ONTARIO REGULATION 274/12: OCCASIONAL TEACHER HIRING PRACTICES

- Occasional teacher hiring practices in Regulation 274 remain in force
- The government and the Ontario Public School Boards’ Association (OPSBA) sought changes that would have undermined the seniority provisions currently set out in Regulation 274; ETFO refused to agree to these changes, so no collective agreement improvements around Regulation 274 were possible
- No agreement reached on ETFO’s proposed enhancements to occasional teacher hiring processes
- **NOTE:** For additional information, please refer to ETFO’s FAQ called “Bargaining to Improve Ontario Regulation 274/12 During the 2019 Round of Bargaining.” To access this document, click [here](#).

### MINISTRY/SCHOOL BOARD INITIATIVES

- The Ministry Initiatives Committee, which includes representation from ETFO, will be maintained
- Establishment of a school board/local committee to discuss new school board initiatives and the local implementation of Ministry initiatives

### CLASSROOM VIOLENCE

- The agreement facilitates a monitoring process for the implementation of the Online Incident Reporting Tool
- ETFO locals will have the opportunity to review the school board's Online Incident Reporting Tool to ensure it is compliant with Ministry requirements
- Any disputes regarding school board compliance around the Online Incident Reporting Tool will be reported to the Central Labour Relations Committee
- ETFO locals will be provided with data gathered through the Online Incident Reporting Tool
- A half-day of training on violence prevention will occur during the 2020-2021 and 2021-2022 school years. The training will occur on a Professional Activity Day prior to December 31 of each year. Training topics may include:
  - Roadmap Resource
  - Online Incident Reporting Software
  - Notification of Potential Risk of Injury Forms
  - Prevention and De-escalation of Violence
  - Effective Risk Assessments and Safety Plan Development
- Consultation between the school board and the ETFO local will occur regarding the half-day training on violence prevention
- Collective agreement language on occasional teachers' ability to lock the classroom door has been maintained

### HEALTH AND SAFETY

- Continuation of the Provincial Working Group - Health and Safety

### SUPPORTS FOR STUDENTS COMMITTEE

- Agreement mandates the creation of a provincial committee comprised of the Ministry of Education, ETFO and OPSBA/school boards, and ETFO
- The provincial committee "shall meet to identify and share best practices with respect to supporting students with special needs. This work will focus specifically on the integration process and instances where integration has been successful"
- The provincial committee will begin working together 30 days after ratification and will finalize recommendations of best practices by January 30, 2021

### INDIVIDUAL EDUCATION PLANS

- 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 this, the IEP may be further updated at the discretion of the teacher