BETWEEN

The Ontario Public School Board Association (hereinafter called 'OPSBA')

- And -

The Ontario Catholic School Trustees Association (hereinafter called 'OCSTA')

- And -

Association franco-ontarienne des conseils scolaires catholiques (hereinafter called 'AFOCSC')

- And -

Association des conseils des écoles publiques de l'Ontario (hereinafter called 'ACEPO')

- And -

Ontario Secondary School Teachers' Federation / Federation des enseignantes-Enseignants des écoles secondaires de l'Ontario (hereinafter called 'OSSTF/FEESO')

- And -

The Crown

Whereas the French version of Letter of Agreement #2 regarding Benefits (the "Benefits LOA") appended as part of the 2014-17 agreement on central Terms for OSSTF/FEESO education workers between OPSBA, OCSTA, AFOCSC, ACEPO, OSSTF/FEESO and the Crown, Section 3.2.9 (d) refers to "on the participation date, for defined contribution plans, the Boards will contribute to the Trust \$5,075 per FTE".

And whereas the term "defined contribution plan" was "defined benefit plan" in the English document but incorrectly translated in the French Benefits LOA;

Now therefore OPSBA, OCSTA, AFOCSC, ACEPO, OSSTF-FEESO and the Crown hereby acknowledge and agree that clause 3.2.9(d) in the French version should read as defined benefit plan instead of defined contribution plan which is effective upon the signing of this Letter of Agreement.

And further, whereas the French version of the Central Agreement in Article C12.1 g) i) references "confirmation from a doctor" and the English version says "medical confirmation";

Now therefore OPSBA, OCSTA, AFOCSC, ACEPO, OSSTF-FEESO and the Crown hereby acknowledge and agree that Article C12.1 g) i) should read as "medical confirmation" instead of "confirmation from a doctor".

Dated at Toronto, this 23rd day of February, 2017

OPSBA

AFOCSC

OSSTF/FEESQ

OCSTA

ACEPO

THE CROWN

BETWEEN

The Ontario Public School Board Association (OPSBA)

- And -

The Ontario Catholic School Trustees Association (OCSTA)

And --

Association franco-ontarienne des conseils scolaires catholiques (AFOCSC)

- And -

Association des conseils des écoles publiques de l'Ontario (ACEPO)

Collectively called The Council of Trustees' Associations (hereinafter called 'CTA')

- And -

Ontario Secondary School Teachers' Federation / Federation des enseignantes-Enseignants des écoles secondaires de l'Ontario (hereinafter called 'OSSTF/FEESO')

- And -

The Crown

Re: Limestone District School Board (DSB) Instructors

Whereas, Literacy Instructors and English as a Second Language (ESL) Instructors in the Limestone DSB are permanent employees.

And whereas, Literacy Instructors are currently eligible for life, health and dental benefits or to receive a payment in lieu of benefits.

And whereas, ESL Instructors receive a payment in lieu of benefits.

Now therefore, OSSTF/FEESO has until April 28, 2017 (two weeks following the latest possible date of ratification) to decide if the benefits clause 7(c) of the extension agreement between the CTA and the OSSTF/FEESO Education Workers should be amended to include Limestone

District School Board in the list of school boards. For greater clarity, in the event that OSSTF/FEESO decides to include Limestone DSB in the listing of 7(c) this decision shall apply to all members of the bargaining unit and the revised clause 7(c) of the OSSTF Education Workers extension agreement would therefore read as follows:

7(c) Permanent instructors employed by the Waterloo Catholic District School Board, Simcoe County District School Board, Limestone District School Board and Ottawa Carleton District School Board shall be eligible for inclusion in the OSSTF ELHT no later than November 1, 2017. Upon inclusion in the ELHT any payments in lieu of health, life and dental benefits provided in accordance with local agreements shall cease.

OSSTF will provide written notice of its decision to the Director of Labour Relations, OPSBA by 4:00 PM April 18, 2017

Dated at Toronto, this 23 day of February, 2017

OPSBA

OCSTA

OC



EXTENSION AGREEMENT

BETWEEN:

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

L'Association des conseils scolaires des écoles publiques de l'Ontario (ACÉPO) AND

L'Association franco-ontarienne des conseils scolaires catholiques (AFOCSC)

hereinafter:

COUNCIL OF TRUSTEES' ASSOCIATIONS/CONSEIL DES ASSOCIATIONS D'EMPLOYEURS "CTA/CAE"

AND

ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION/FÉDÉRATION DES ENSEIGNANTES-ENSEIGNANTS DES ÉCOLES SECONDAIRES DE L'ONTARIO hereinafter: "OSSTF/FEESO"

AND AGREED TO BY:

THE CROWN/LA COURONNE

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 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 changes or regulatory amendments and as such are subject to the legislative process. Such changes have not yet been made. 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 OSSTF/FEESO and by CTA, whichever is later, and by agreement of the Crown. The parties will endeavor to complete the ratification and agreement processes by March 31, 2017 but will complete ratification no later than April 14, 2017.
- 3. The terms of this Agreement shall be effective on September 1, 2017, except as otherwise provided herein.
 - The expiry date of Letters of Understanding #1 Sick Leave, #4 Job Security, #7
 Scheduled Unpaid Leave Plan and #11 Additional Professional Activity (P.A.) Day
 shall be revised as noted in Appendix I and the terms of LOUs #1, 4, 7 and 11 shall
 continue in effect, uninterrupted, until August 30, 2019.
- **4.** The English version or the French version of the central agreement shall be equally authoritative in accordance with the language of operation of the applicable school board.
- 5. 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 and in Appendix 1 attached to this Agreement.
 - 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.
 - Where local letters of agreement reference specific dates as opposed to an
 expiration date, these shall be amended such that "2015-2016 and/or 20162017" shall be replaced by "2017-2018 and/or 2018-2019".

6. 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 employees covered by this Agreement will be paid a lump sum of 0.5% of wages earned in the 2016-2017 school year. OSSTF/FEESO 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 of this bargaining unit who are employed or on an approved leave, paid sick leave or statutory leave as at September 5, 2017.

Permanent employees and 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.

The parties agree that, if the percentage increases in aggregate for general salary noted above are less than the aggregate percentage increases for general salary agreed to at other education worker table (s) for the years 2017-18 and 2018-19, the general salary increases for 2017-18 and 2018-19 agreed to at the other education worker table (s) will be allocated to OSSTF/FEESO education worker members.

7. BENEFITS

- (a) Effective September 1, 2017 inflationary increases shall be provided in each of the following years:
 - September 1, 2017: 4%
 - September 1, 2018 : 4%

These inflationary increases will result in a funding amount of \$5,278 per FTE effective September 1, 2017 and \$5,489 per FTE effective September 1, 2018.

There will be a reconciliation process based on the audited financial results for the year ending on December 31, 2018 equal to the lesser of the total cost of the plan per FTE (adjusted for an additional 4% amount prorated for 8 months) and the funded amount per FTE in place as of September 1, 2018. This reconciliation will adjust the go-forward amount per FTE as of September 1, 2019.

Total cost represents the actual costs related to the delivery of benefits. Total cost is defined as the total cost on the OSSTF/FEESO's ELHT's financial statements for OSSTF Education Workers, excluding any and all costs related to retirees. The parties agree that the audited financial statements should provide a breakdown of total cost consistent with this definition. FTE is defined in accordance with Article 3.2.9 (j) of the Benefits Letter of Agreement #2 in the 2014-2017 agreement on central terms and as reported in Appendix H of EFIS for the following two periods: March 2018 per the 2017-18 financial statements and October 2018 per the 2018-19 revised estimates.

- (b) The parties agree to amend the Letter of Agreement #2 re. Benefits of the 2014-17 Agreement on Central Terms to read "The Participation Date for OSSTF-EW shall be no earlier than September 1, 2016 and no later than November 1, 2017 and may vary by Board." All other provisions in the Letter of Agreement remain in effect.
- Permanent instructors employed by the Waterloo Catholic District School Board, Simcoe County District School Board and Ottawa Carleton District School Board shall be eligible for inclusion in the OSSTF ELHT no later than November 1, 2017. Upon inclusion in the ELHT any payments in lieu of health, life and dental benefits provided in accordance with local agreements shall cease.

VIOLENCE PREVENTION

The parties and the Crown agree that the promotion of a violence-free teaching/working/learning environment benefits students, education workers and teachers.

The parties further recognize that OSSTF/FEESO has created a task force to consult with front-line workers to receive input and advice on promoting a violence-free environment;

The parties are committed to providing a venue for the work of the Task Force to be reported, including the creation of a process for follow-up to the recommendations:

The parties and the Crown hereto commit to the following:

(a) Upon the request of OSSTF/FEESO, school boards will grant union release time to members as required for consultations subject to reimbursement and reasonable operational needs. Such time release shall not be counted toward any maximum union time release allowed for in local collective agreements nor exceed a half day release for up to twelve individuals at a board across all OSSTF/FEESO bargaining units.

- (b) The CTA agrees to assist, upon OSSTF/FEESO's request, with the facilitation of individual district school boards' assistance with the completion of the OSSTF/Violence Prevention Task Force's work.
- (c) Following ratification, OSSTF/FEESO, the CTA and the Crown agree 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 including the OSSTF/FEESO Violence Prevention Task Force's work.
- (d) The OSSTF/FEESO Violence Prevention Task Force report will be shared with the central parties through the Central Labour Relations Committee.

9. PRIORITIES FUND SYSTEM INVESTMENT



a) Special Education System Investment

In recognition of the role that education assistants, child and youth workers/counsellors and professional student services personnel play in supporting special education, the government 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 in 2017-2018 which will continue in the 2018-2019 school year, to be utilized for special education needs.

The projected amount for OSSTF/FEESO is \$13,386,098 as noted in Appendix 2.

OSSTF/FEESO's allocated funding shall be utilized by school boards in the following manner:

- 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.
- Any funds remaining after utilization consistent with (i) above shall be used by boards in those years to enhance staffing consistent with the priorities under the program. Any staffing recalls shall be made in accordance with local collective agreements.

(b) Other Staffing Amount

In recognition of the role that office, clerical and technical, and custodial and maintenance employees play in promoting safe, healthy and caring schools, the government 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 in 2017-2018, which will continue in the 2018-2019 school year.

The projected amount for OSSTF/FEESO is \$6,408,908 as noted in Appendix 2.

- (c) For each of 9(a) and 9(b), each board shall engage with the local union to discuss the use of this funding. In this discussion, the board shall provide the union with:
 - anticipated staffing levels based on current budget projections prior to receipt of the funding, including information about the potential impacts of any
 - · catastrophic or unforeseeable events;
 - · changes in enrolment;
 - school closure and/or school consolidation;
 - funding changes directly related to services provided by bargaining unit members; and/or
 - · positions reduced through attrition.
 - ii. the impact of the funding on the board's projected staffing levels.

Staffing processes used as a result of this additional funding shall be consistent with school boards' existing staffing processes.

10, COMMUNITY USE OF SCHOOLS

Conditional upon the approval by the Lieutenant-Governor-in-Council (if applicable), the Crown will increase the community use of schools funding, in the Grants for Student Needs, by 3% in the 2017-2018 school year (as shown in Appendix 3), and the new level of funding will continue into the 2018-2019 school year. It is intended that this funding be used to staff schools with OSSTF custodians during community use, consistent with local collective agreements and existing board policies, procedures and practices. Where current practices do not provide OSSTF custodial staff for community use events, and where policies and procedures allow, the funding will be used to provide OSSTF custodial staffing to the extent of the available funds.

11. DISTRICT 16 YORK PSSP BARGAINING UNIT

The parties agree that the central terms apply to the District 16 York Professional Student Services Personnel effective September 1, 2017 with the locally agreed protected complement.

12. 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 \$1.5 million. Funds from this EPO shall be allocated among school boards (Appendix 4) with OSSTF/FEESO DECE/ECE staff during the 2017-2018 school year to be used for professional learning for DECEs/ECEs. Boards and local bargaining units shall meet to discuss

the utilization of these funds. Funds shall be held in reserve pending the resolution of the use of the funds.

13. APPRENTICESHIP

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 \$0.5 million. Funds from this EPO shall be allocated to school boards during the 2018-2019 school year, on the basis of joint applications received from school boards and OSSTF/FEESO locals for apprenticeship under the Ontario College of Trades.

The purpose of the funds is to provide on-the-job training for employees as apprentices.

A joint committee comprised of representatives of the central parties and the Crown, will be created to develop an application process that will be shared with boards and locals. The committee will develop the following:

- i. Criteria of allocation
- ii. Application process
- iii. Eligibility of program
- iv. Reporting
- v. Equitable distribution

It is understood that the purpose of the Apprenticeship program is not to reduce current complement/positions.

14. 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 OSSTF 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 OSSTF 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 at Toronto, this 23rd day of February, 2017.

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CTA/CAE	
Penny Muster (OPSBA)	Vh CAFOCSC
Silly (OCSTA)	
(ACÉPO)	
CROWN	
the (or)	



BETWEEN

The Ontario Public School Boards' Association and

The Ontario Catholic School Trustees' Association and

Association franco-ontarienne des conseils scolaires catholiques and

Association des conseils scolaires des écoles publiques de l'Ontario (together the Council of Trustees' Associations "CTA")

Ontario Secondary School Teachers' Federation / Fédération des enseignantes-

enseignants des écoles secondaires de l'Ontario

(hereinafter called 'OSSTF/FEESO')

and

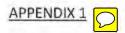
The Crown

RE: MID-TERM AMENDMENTS

Notwithstanding anything else in this Extension Agreement, OSSTF/FEESO bargaining units and school boards retain all rights under the *Ontario Labour Relations Act* to revise local provisions of the collective agreement through mutual consent.

The central parties agree that under the *School Boards Collective Bargaining Act, 2014* the central parties can revise central provisions of the collective agreement through mutual consent.

The central parties may discuss matters referred to them by their respective constituent boards or local unions.



BETWEEN

The Council of Trustees' Associations/ Le Conseil des associations d'employeurs (hereinafter called 'CTA/CAE')

AND

The Ontario Secondary School Teachers' Federation/
Fédération des enseignantes-enseignants des écoles secondaires de l'Ontario
(hereinafter called the 'OSSTF/FEESO')

RE: Sick Leave



The parties agree that any current collective agreement provisions and/or Board policies/practices/procedures related to Sick Leave that do not conflict with the clauses in the Sick Leave article in the Central Agreement shall remain as per August 31, 2014.

Such issues include but are not limited to:

- 1. Requirements for the provision of an initial medical document.
- Responsibility for payment for medical documents.

The parties agree that attendance support programs are not included in the terms of this Letter of Agreement.

This Letter of Agreement will form part of the Central Terms between the parties and will be adopted by the parties effective upon ratification. This Letter of Agreement shall expire August 30, 2019.

BETWEEN

The Council of Trustees' Associations/ Le Conseil des associations d'employeurs (hereinafter called 'CTA/CAE')

AND

The Ontario Secondary School Teachers' Federation/
Fédération des enseignantes-enseignants des écoles secondaires de l'Ontario
(hereinafter called the 'OSSTF/FEESO')

RE: Job Security

The parties acknowledge that education workers contribute in a significant way to student achievement and well-being.

- For the purpose of this Letter of Agreement, the overall protected complement is equal
 to the FTE number (excluding temporary, casual and/or occasional positions) as at
 December 16, 2015. The FTE number is to be agreed to by the parties through
 consultation at the local level. Appropriate disclosure will be provided during this
 consultation. Disputes with regard to the FTE number may be referred to the Central
 Dispute Resolution Process.
- Effective as of December 16, 2015, the Board undertakes to maintain its Protected Complement, except in cases of:
 - a. A catastrophic or unforeseeable event or circumstance;
 - b. Declining enrolment;
 - c. School closure and/or school consolidation; or
 - funding reductions directly related to services provided by bargaining unit members.
- Where complement reductions are required pursuant to 2. above, they shall be achieved as follows:
 - In the case of declining enrolment, complement reductions shall occur at a rate not greater than the rate of student loss, and
 - In the case of funding reductions, complement reductions shall not exceed the funding reductions.

- Notwithstanding the above, a board may reduce their complement through attrition.
 Attrition is defined as positions held by bargaining unit members that become vacant and are not replaced, subsequent to the date of central ratification.
- 5. Reductions as may be required in 2 above shall only be achieved through lay-off after consultation with the union on alternative measures, which may include:
 - a. priority for available temporary, casual and/or occasional assignments;
 - b. the establishment of a permanent supply pool where feasible;
 - the development of a voluntary workforce reduction program (contingent on full provincial government funding).
- 6. Staffing provisions with regard to surplus and bumping continue to remain a local issue.
- 7. The above language does not allow trade-offs between the classifications outlined below:
 - a. Educational Assistants
 - b. DECEs and ECEs
 - c. Administrative Personnel
 - d. Custodial Personnel
 - e. Cafeteria Personnel
 - f. Information Technology Personnel
 - g. Library Technicians
 - h. Instructors
 - i. Supervision Personnel (including child minders)
 - j. Professional Personnel (including CYWs and DSWs)
 - k. Maintenance/Trades
- 8. Any and all existing local collective agreement job security provisions remain.
- 9. This Letter of Agreement expires on August 30, 2019.



BETWEEN

The Council of Trustees' Associations/
Le Conseil des associations d'employeurs
(hereinafter called 'CTA/CAE')

AND

The Ontario Secondary School Teachers' Federation/
Fédération des enseignantes-enseignants des écoles secondaires de l'Ontario
(hereinafter called the 'OSSTF/FEESO')

RE: Scheduled Unpaid Leave Plan

The following Scheduled Unpaid Leave Plan (SULP) is available to all permanent employees for the 2015-2016, 2016-2017, 2017-2018 and 2018-2019 school years. Employees approved for SULP days shall not be replaced.

For employees who work a ten (10) month year a school board will identify:

- 1) up to two (2) Professional Activity days in the 2015-2016 school year;
- 2) two (2) Professional Activity days in the 2016-2017, 2017-2018, 2018-2019 school years; that will be made available for the purpose of the SULP.

For employees whose work year is greater than ten (10) months, a school board will designate days, subject to system and operational requirements, which will be available for the purpose of the SULP in each of the 2015-2016, 2016-2017, 2017-2018 and 2018-2019 school years. Each employee will be eligible to apply for up to two (2) days leave in each of the 2015-2016, 2016-2017, 2017-2018 and 2018-2019 school years.

For the 2015-2016 school year, the available day(s) will be designated no later than thirty (30) days after central ratification. All interested employees will be required to apply, in writing, for the leave within ten (10) days of local ratification, or within ten (10) days from the date upon which the days are designated, whichever is later. For the 2016-2017, 2017-2018 and 2018-2019 school years, the days will be designated by June 15 of the preceding school year. All interested employees will be required to apply, in writing, for leave for the 2017-2018 and 2018-2019 school years by no later than September 30 of the respective school year. Approval of the SULP is subject to system and operational needs of the board and school. Approved leave days may not be cancelled or changed by the school board or the employee. Exceptions may be considered with mutual consent. Half day leaves may be approved, subject to the system and operational needs of the board and school.

For employees enrolled in the OMERS pension, the employer will deduct the employee and employer portion of pension premiums for the unpaid days and will remit same to OMERS.

The following clause is subject to either Teacher Pension Plan amendment or legislation:

Within the purview of the Teachers' Pension Act (TPA), the Minister of Education will seek an agreement from the Ontario Teachers' Federation (OTF) to amend the Ontario Teachers' Pension Plan (OTPP) to allow for adjusting pension contributions to reflect the Scheduled Unpaid Leave Plan (SULP) with the following principles:

- Contributions will be made by the employee/plan member on the unpaid portion of each unpaid day, unless directed otherwise in writing by the employee/plan member;
- ii) The government/employer will be obligated to match these contributions;
- iii) The exact plan amendments required to implement this change will be developed in collaboration with the OTPP and the co-sponsors of the OTPP (OTF and the Minister of Education); and
- iv) The plan amendments will respect any legislation that applies to registered pension plans, such as the Pension Benefits Act and Income Tax Act.

This Letter of Agreement expires on August 30, 2019.



The Council of Trustees' Associations/ Le Conseil des associations d'employeurs (hereinafter called 'CTA/CAE')

AND

The Ontario Secondary School Teachers' Federation/
Fédération des enseignantes-enseignants des écoles secondaires de l'Ontario
(hereinafter called the 'OSSTF/FEESO')

Re: Additional Professional Activity (PA) Day

The parties confirm that should there be an additional PA Day beyond the current six (6) PA days in the 2017-18 and/or the 2018-19 school years, there will be no loss of pay for OSSTF/FEESO members (excluding casual employees) as a result of the implementation of these additional PA days. For further clarity, the additional PA day will be deemed a normal work day. OSSTF/FEESO members will be required to attend and perform duties as assigned. Notwithstanding, these days may be designated as SULP days.

Annandia 2, 2017 10	Increase	C	not a state of the	Education Makes	(OCCTEL
Appendix 2: 2017-18 -	Investments	in System	Priorities* for	Education Workers	s (OSSTF)

_		Column #	ESTIMATED SHARE OF INV			ESTIMATED FUNDED FTE	GENERA IED	
ex	DSBf	DS8 Name	Special Education Staff Amount	Other Staffing	TOTAL	Special Education Staffing Amount	Other Staffing Amount	TO
1	1	DSB Ontario North East	312,849	4	312,849	4.3 to 5.7		4.3 to
2		Algoma DSB	365,504	116,276	481,780	5.1 to 8.6	2.0	7.1 to
3	3	Rainbow DSB	76,874	156,113	232,987	1.1 to 1.4	2.7	3.8 to
4	4	Near North DSE		130,113		27,000,000	6.7	5.5 to
- 1			392,292	442.002	392,292	5.5 to 7.1		
5	5.1	Keewatin-Patricia DSB Rainy River DSB	236,910	112,607	349,517	3.3 to 4.3	2.0	5.3 to
7	6.1	Lakehead DSB	312,223		312,223	4.3 to 5.6	<u>.</u>	4.3 to
8	6.2	Superior-Greenstone DSB	89,274	36,196	125,470	1.2 to 1.6	0.6	1.9 to
9	7	Bluewater DSB	495,790	179,555	575,344	6.9 to 9	3.1	10 to 1
10	8	Avon Maitland DSB	463,076	192,470	655,546	6.4 to 8.4	3,4	9.8 to 1
11		Greater Essex County DSB	932,988		932,988	13 to 16.9		13 to 1
12	10	Lambton Kent DSB	3,22,300		-	15 (5.13.5		20
13	11	Thames Valley DSB	286,059		286,059	4 to 5.2		4 to
14	12	Toronto DSB	1,382,151	11,438	1,393,589	19.2 to 25	0.2	19.4 to
15	13	Durham DSB	4	1			1	
16	14	Kawartha Pine Ridge DSB	1 31				- 1	
							1	
17	15	Trillium Lakelands DSB	32,112	1,405	33,517	0.5 to 0.6	0.0	0.5 to
18	16	York Region DSB	234,305	8,430	242,734	3.3 to 4.2	0.2	3.4 to
19	17	Siracoe County DSB	878,705	347,070	1,225,775		1.1	18.3 to
		Upper Grand DS8		200,000,000		12.2 to 15.9	5.1	
21	19	Peel DSB	330,376		330,376	4.6 to 6		4.6
22	20	Halton DSB	186,804	491,320	678,124	2.6 to 3.4	8.6	11.21
23	21	Hamilton-Wentworth DSB	152,671	420,453	573,124	2.1 to 2.8	7.3	9.5 to
24	22	DSB of Niagara		-			*	
25	23	Grand Erle DSB	95,633		95,633	1.3 to 1.7	*	1.3 t
26	24	Waterloo Region DSB	135,841	1,240,530	1,376,370	1.9 to 2.5	21.7	23.6 to
27	25	Ottawa-Carleton DSB	1,794,137	1,507,072	3,301,209	24.9 to 32.4	26.3	51.2 to
28	26	Upper Canada DSB	76,873		76,873	1.1 to 1.4		2.1 t
29	27	Limestone DSB	84,543	1,301	85,844	1,2 to 1.5	0.0	1.2 t
30	28	Renfrew County DSB	12,804	8,910	21,714	0.2 to 0.2	0.2	0.3 t
31	29	Hastings and Prince Edward DSB		-	80,704	0.2.10 0.2	7.5	0.01
32	30.1							
					2.1	1 1		
33	30.2					\$8	*	
34	31	Huron-Superior Catholic DSB		5.0	*			
35	32	Sudbury Catholic DSB					-	
36	33.1	THE RESERVE OF THE PERSON NAMED IN COLUMN 2 IN COLUMN				-		
37	33.2	Kenora Catholic DSB	*		.+1	7		
38	34.1	Thunder Bay Catholic DSB	289,130		289,130	4 to 5.2	-	4 t
39	34.2	Superior North Catholic DSB				100		
40	35	Bruce-Grey Catholic DSB			-	- 8		
41	36	Huran-Perth Catholic DSB						
42	37	Windsor-Essex Catholic DSB						
43	38	London District Catholic School Board			-	-		
44	39	St. Clair Catholic DSB			201	1 24	\$ 1	
45	40	Toronto Catholic DSB			2011	3		
	100					1 55		
46	41	Peterborough V N C Catholic DSB	- 1		-	-	-	
47	42	York Catholic DSB			- 1	70		
48	43	Dufferin-Peel Catholic IDSB					-	
49	44	Simcoe Muskoka Catholic DSB	590,965	192,405	783,370	8.2 to 10.7	3.4	11.6
50	45	Durham Catholic DSB			:#:		-	
51	46	Halton Catholic DSB	81			*:		
52	47	Hamilton-Wentworth Catholic DSB	*		- 1	2	-	
53	48	Wellington Catholic DSB	255,678	73,328	329,006	3.6 to 4.6	1.3	4.81
54	49	Waterloo Catholic DSB		19	4.	V.	2	
55	50	Niagara Cetholic DSB				+0	-	
56	51	Brant Haldimand Norfolk Catholic DSB	294,129	235,862	529,991	4.1 to 5.3	4.1	8.21
57	52	Catholic DSB of Easterr Ontario	-			-	-	
58	53	Ottawa Catholic DSB	201		\$11	281	2	
59	54	Renfrew County Catholic DSB	21			50		
50	55	Algonquin and Lakeshore Catholic DSB	100	- 3		8.1	- Q.	
51						-		
		CSD du Nord-Est de l'Ontario			100 007	1	1.0	
62	57	CSD du Grand Nord de l'Ontario	123,598	65,309	188,907	1.7 to 2.2	1.1	2.9 t
63	58	CS Viamonde	334,617	184,280	518,897	4.6 to 5.1	3,2	7.9 t
64	59	CÉP de l'Est de l'Ontario	359,561		359,561	5 to 5.5		5 t
		CSD catholique des Grandes Rivières	274,272	127,901	402,173	3.8 to 5	2.2	6 t
66	60.2	CSD catholique Franco-Nord					-	
67	61	CSD catholique du Nouvel-Ontario	248,888	121,928	370,816	3.5 to 4.5	2.1	5.61
68	62	CSD catholique des Autores boréales		-	G .			
59	63	CS catholique Providence	1 2 1			5.6		
70	64	CSD catholique Centre-Sud	433,379	220,288	553,667	6 to 7.8		9.9 to
				220,200	3 4 3 5 5 5 5 5 6		3.9	
71	65	CSD catholique de l'Est ontarien	310,167		310,167	4.3 to 5.6		4.3 t
72	66	CSD catholique du Centre-Est de l'Ontario	510,921	356,463	867,384	7.1 to 9.2	6.2	13.3 to
		TOTAL	13,386,098	6,408,908	19,795,007	185.8 to 242	111.9	297.8 to 35

^{*}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.

- Fit estimates are based on selected GSN salary and benefit benchmarks as follows:

- Special Education Staff Amount is based on the Professional/Para-professional benchmark and the Education Assistants benchmark on the high range.

- Other Staffing Amount is based on the Secondary School Office Support Staff benchmark

- These include anticipated adjustments to benchmarks in 2017-18 to reflect the Impact of salary increases in 2016-17.

These include anticipated adjustments to benchmarks in 2017-18 to release the highest of sealing includes an account of the sealing increase in the 2017-18 school year.
 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 OSSTF.
 Other Staffing Amount is based on the share of the board's total office, clerical and technical, and custodial & maintenance education workers staff FTE represented by OSSTF.
 Investments in System Priorities is time-limited and will only be provided for the term of the extension (2017-18 and 2018-19).
 The number of FTE will vary by board based on actual costs including but not limited to salary, benefits, vacation and allowances.

CONFIDENTIAL TO LABOUR RELATIONS

2017-1	2017-18 Community Use of Schools Investment - OSSTF								
		Column #							
Index	DSBNo	DSB Name		Amount					
26	24	Waterloo Region DSB	\$	23,283					
27	25	Ottawa-Carleton DSB	\$	30,998					
56	51	Brant Haldimand Norfolk Catholic DSB	\$	3,855					
		Total	\$	58,137					

Notes:

⁻ Provincial system investment of Community Use Of Schools (CUS) based on 2017-18 projected figures with a 3% increase in the allocation.

⁻ Figures shown reflect best estimates available at this time and are subject to change.

			ESTIMATED :	HARE OF INVESTMENTS
Index	DSBNo	DSB Name	Professional	Development / Learnin
1	1	D5B Ontario North East	s	20,674
2	2	Algoma DSB	\$	29,191
3	3	Rainbow DSB	\$	
4	4	Near North DSB	\$	43,000
5	5.1	Keewatin-Patricia DSB	\$	
7	6.1	Rainy River DSB takehead DSB	\$	22.724
8	6.2	Superior-Greenstone DSB	\$	33,739 4,135
9	7	Bluewater DSB	s	61,194
10	8	Avon Maitland DSB	\$	52,925
11	9	Greater Essex County DSB	\$	118,253
12	10	Lambton Kent DSB	\$	
13	11	Thames Valley DSB	\$	
14	12	Toronto DSB	\$	
15	13	Durham DSB Kawartha Pine Ridge DSB	\$	3.
17	15	Trillium Lakelands DSB	\$	
18	16	York Region DSB	Š	
19	17	Simcoe County DSB	\$	
20	18	Upper Grand DSB	\$	139,754
21	19	Peel DSB	\$	
22	20	Halton DSB	\$	*
23	21	Hamilton-Wentworth DSB	\$	
25	22	DSB of Niagara	\$	
26	24	Grand Erie DSB Waterloo Region DSB	\$	
27	25	Ottawa-Carleton DSB	s	296,047
28	26	Upper Canada DSB	\$	230,047
29	27	Limestone DSB	\$	
30	28	Renfrew County DSB	\$	37,213
31	29	Hastings and Prince Edward DSB	\$	*
32	30.1	Northeastern Catholic DSB	\$	
33	30.2	Nipissing-Parry Sound Catholic DSB	\$	
35	32	Huron-Superior Catholic DSB Sudbury Catholic DSB	\$	
36	33.1	Northwest Catholic DISB	Ś	
37	33.2	Kenora Catholic DSB	\$	-
38	34.1	Thunder Bay Catholic DSB	\$	40,520
39	34.2	Superior North Catholic DSB	\$	-
40	35	Bruce-Grey Catholic DSB	\$	
41	36	Huron-Perth Catholic DSB	\$	
42	37	W/Indsor-Essex Catholic DSB London District Catholic School Board	\$	
44	39	St. Clair Catholic DSB	\$	2
45	40	Toronto Catholic DS&	5	
46	41	Peterborough V N C Catholic DSB	\$	40
47	42	York Catholic DSB	\$	- 2
48	43	Dufferin-Peel Catholic D\$8	\$	-
49	44	Simcoe Mulikoka Catholic DSB	\$	73,598
50	45	Durham Catholic DSE	\$	
52	45	Halton Catholic DSB Hamilton-Wentworth Catholic DSB	\$	*1
53	48	Wellington Catholic DSB	\$	26,462
54	49	Waterloo Catholic DSB	\$	- 17
55	50	Niagara Catholic DSB	\$	7/
56	51	Brant Haldimand Norfolk Catholic DSB	\$	37,213
57	52	Catholic DSB of Eastern Ontario	\$	
58 59	53 54	Ottawa Catholic DSB	\$	- 3
60	55	Renfrew County Catholic DSB Algonquin and Lakeshore Catholic DSB	\$	
61	56	CSD du Nord-Est de l'Ontario	\$	
62	57	CSD du Grand Nord de l'Ontario	\$	23,403
63	58	CS Viamonde	\$	64,502
64		CÉP de l'Est de l'Ontario	\$	70,291
65		CSD catholique des Grandes Rivières	\$	24,808
66		CSD catholique Franco-Nord	\$	-
67	61	CSD catholique du Nouvel-Ontario	\$	28,116
68 69	62 63	CSD catholique des Aurores boréales CS catholique Providence	s	
70	64	CSD catholique Centre-Sud	s	82,695
71		CSD catholique de l'Est ontarien	s	68,637
72		CSD catholique du Centre-Est de l'Ontario	\$	123,629
		Estimated Totals	\$	1,500,000

^{*}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 OSSTF-EW ECE staff in each board.
- These investments are time-limited for 2017-18 only.



BETWEEN:

Ontario Public School Boards Association (OPSBA)
AND

ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION/FÉDÉRATION DES ENSEIGNANTES-ENSEIGNANTS DES ÉCOLES SECONDAIRES DE L'ONTARIO hereinafter: "OSSTF/FEESO"

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 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 amendment and as such are subject to the legislative process. Such changes have not yet been made. 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.

- Ratification of this Agreement by both parties and agreement of the Crown shall be deemed
 to have occurred on the date of ratification by OSSTF/FEESO 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 31, 2017 but will complete ratification no later than
 April 14, 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:
 - 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.
 - Where local Letters of Agreement reference specific dates as opposed to an expiration date these shall be amended such that "2015-16 and/or the 2016-17"

shall be replaced by "2017-18 and/or 2018-19".

4. The terms of this Agreement shall be effective on September 1, 2017 except as otherwise provided herein.

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. OSSTF/FEESO 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 5, 2017.

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. February 1, 2019 is intended to reflect the first day of the second semester.

6. BENEFITS

(a) Effective September 1, 2017 inflationary increases shall be provided in each of the following years:

September 1, 2017 : 4%

September 1, 2018: 4%

These inflationary increases will result in a funding amount of \$5,278 per FTE effective September 1, 2017 and \$5,489 per FTE effective September 1, 2018.

There will be a reconciliation process based on the audited financial results for the year ending on December 31, 2018 equal to the lesser of the total cost of the plan per FTE and the funded amount per FTE in place as of September 1, 2018. This reconciliation will adjust the go-forward amount per FTE as of September 1, 2019. Notwithstanding the above, the funded amount per FTE shall not be less than \$5,343.

Total cost represents the actual costs related to the delivery of benefits. Total cost is defined as the total cost on the OSSTF ELHT's financial statements for OSSTF members, excluding any and all costs related to retirees. The parties agree that the audited financial statements should provide a breakdown of total cost consistent with this definition. FTE is defined in accordance with Article 4.2.1 (b) of the Benefits Letter of Agreement # 1 in the 2014-2017 agreement on central terms and as reported in Appendix H of EFIS for the following two periods: March 2018 per the 2017-18 financial statements and October 2018 per 2018-19 revised estimates.

(b) The parties agree to amend the Letter of Agreement #1 re. Benefits of the 2014-17 Agreement on Central Terms to read "It is intended that the Trust be effective September 1, 2016, and that school boards will participate in this Trust no later than November 1, 2017." All other provisions in the Letter of Agreement remain in effect.

(c) Daily Occasional Teachers



Effective September 1, 2017 the payment in lieu of benefits provision 4.2.1 L) of Benefits Letter of Agreement # 1 of the 2014-2017 agreement on central terms for daily occasional teachers is replaced with the following:

"Eligible daily occasional teachers in the four boards listed below shall be entitled to the lesser of a) the following table amounts and b) the actual benefit plan cost multiplied by the percentage of the existing employer co-pay in the 2012-2014 local collective agreements, to be used for the sole purpose of purchasing from among health, life and/or dental benefit plans:

Board	Maximum Funding Amount	Employer Percentage Co-Pay		
Durham DSB	\$2,454	50%		
Hastings & Prince Edward DSB	\$3,680	75%		
Toronto DSB	\$2,454	50%		

		7
York Region DSB	\$ 491	10%

These amounts shall be prorated for the portion of the year that the daily occasional teacher enrols in the plan. Eligibility criteria for these amounts are based on the existing eligibility criteria of the 2012-2014 local collective agreements which is based on the number of days worked in the previous school year, and varies by board. Payments will be provided to the eligible daily occasional teacher on a monthly basis."

In addition, inflationary increases shall be provided in each of the following years:

- September 1, 2017: 4%
- September 1, 2018: 4%

Notwithstanding the aforementioned, where any daily occasional teacher chooses not to participate in any health, life or dental benefit plan, the school boards shall not provide any amount for those employees.

7. VIOLENCE PREVENTION

The parties and the Crown agree that the promotion of a violence-free teaching/working/learning environment benefits students, education workers and teachers.



The parties further recognize that OSSTF/FEESO has created a task force to consult with frontline workers to receive input and advice on promoting a violence-free environment;

The parties are committed to providing a venue for the work of the Task Force to be reported, including the creation of a process for follow-up to the recommendations:

The parties and the Crown hereto commit to the following:

- (a) Upon the request of OSSTF/FEESO, school boards will grant Federation release time to members as required for consultations subject to reimbursement and reasonable operational needs. Such time release shall not be counted toward any maximum Federation time release allowed for in local collective agreements nor exceed a half day release for up to twelve individuals at a board across all OSSTF/FEESO bargaining units.
- (b) The OPSBA agrees to assist, upon OSSTF/FEESO's request, with the facilitation of individual district school boards' assistance with the completion of the OSSTF/Violence Prevention Task Force's work.
- (c) Following ratification, OSSTF/FEESO, the OPSBA and the Crown agree 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 including the OSSTF/FEESO Violence Prevention Task Force's work.

(d) The OSSTF/FEESO Violence Prevention Task Force report will be shared with the central parties through the Central Labour Relations Committee.

8. PRIORITIES FUND SYSTEM INVESTMENT

(a) Special Education System Investment

The government 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 in 2017-2018 which will continue in the 2018-2019 school year, to be used by school boards to address staffing for special education teachers.

The projected amount for OSSTF/FEESO is \$9,266,000 as noted in Appendix 1.

Local staffing committees shall meet prior to the 2017-2018 school year to discuss how best to allocate these additional teaching positions. Adjustments to teacher staffing resulting from this additional funding will be implemented using current local transfers, surplus and redundancy processes.

(b) Secondary Programming System Investment

The government 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 in 2017-2018 which will continue in the 2018-2019 school year, to be used to support a locally developed strategy to expand secondary programming.

The projected amount for OSSTF/FEESO is \$12,994,113 as noted in Appendix 1. Adjustments to teacher staffing resulting from this additional funding will be implemented using current local transfers, surplus and redundancy processes.

(c) Adult Day School Teachers

In order to support the provincial Highly Skilled Workforce Initiative, and in recognition of the role that adult day school teachers perform and to support the efforts of school boards to retain adult day school teachers, the parties agree to establish a joint central committee to assess the implications of additional funding for achieving wage parity with regular day school teachers.

The central committee will:

- · Gather relevant data such as the types of delivery models;
- Use the data to assess the implications of additional funding for achieving wage parity with regular day school teachers; and
- Establish how the funding can be applied.

The government 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 provide school boards with funding as set out in Appendix 2 on a go-forward basis. The amounts in Appendix 2 provide funding equivalent to the following increases to relevant benchmarks:

- a 3% increase to the benchmarks used to fund continuing education, effective on August 31, 2017
- a further 5% increase to the benchmarks used to fund continuing education, effective
 September 1, 2017
- a further 5% increase to the benchmarks used to fund continuing education, effective September 1, 2018.

As noted in Appendix 2, the projected amount for 2017-2018 is \$8,528,874. The projected amount for 2018-2019 is \$14,231,511.

The additional funding will be used to increase adult day school teacher wages up to but not to exceed parity with regular day school teachers. Such increases will be established by the fall of 2017 and effective September 1, 2017 and September 1, 2018 as applicable.

Part B will be amended to incorporate these new wage rates.

9. 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 OSSTF 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 OSSTF/FEESO 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 at Toronto, this 23rd day of February, 2017.

OSSTF/FEESO C. Ulubué

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BETWEEN

The Ontario Public School Board Association

(hereinafter "OPSBA")

and

Ontario Secondary School Teachers' Federation / Fédération des enseignantes-

enseignants des écoles secondaires de l'Ontario

(hereinafter called 'OSSTF/FEESO')

and

The Crown

RE: MID-TERM AMENDMENTS

Notwithstanding anything else in this Extension Agreement, OSSTF/FEESO bargaining units and school boards retain all rights under the *Ontario Labour Relations Act* to revise local provisions of the collective agreement through mutual consent.

The central parties agree that under the School Boards Collective Bargaining Act, 2014 the central parties can revise central provisions of the collective agreement through mutual consent.

The central parties may discuss matters referred to them by their respective constituent boards or local unions.

		Column #	ESTIMATED SHARE O	F INVESTMENTS			DED FTE GENERATED)
ndex	D\$BNo	DSB Name	Special Education System Investment for Teachers	Secondary Programming System investment	TOTAL	Special Education System Investment for Teachers	Secondary Programming System Investment	ריוסד.
1	1	DSB Ontario North East	105,505	78,592	134,097	1.0	0.8	1.1
2	2	Algoma DSB	126,516	99,982	226,499	1.2	1.0	2.2
3	3	Rainbow DSB	136,173	139,705	275,878	1.3	1.3	2.6
4	4	Near North DSB	108,974	103,438	212,413	1.1	1.0	2.1
5	5.1	Keewatin-Patricia DSB	92,219	56,829	149,048	0.9	0.6	1.5
6	5.2	Rainy River DSB	45,487	30,531	76,018	0.5	0.3	0.8
7	6.1	Lakehead DSB	97,525	86,529 18,264	184,055 53,634	0.9	0.8	0.5
9	6.2	Superior-Greenstone DSB Bluewater DSB	35,370 128,581	150,782	279,362	1.3	1.5	2.7
10	8	Avon Maitland DSB	142,220	167,604	309,824	1.4	1.6	3.0
11	9	Greater Essex County D\$B	268,281	379,011	647,292	2.6	3.7	6.3
12	10	Lambton Kent DSB	182,598	233,814	416,412	1.8	2.3	4.0
13	11	Thames Valley DSB	522,781	710,457	1,233,238	5.2	7.0	12.2
14	12	Toronto DSB	1,511,227	2,366,291	3,877,518	14.7	23.0	37.6
15	13	Durham DSB	471,970	694,448	1,166,418	4.7	6.9	11.7
16	14	Kawartha Pine Ridge DSB	240,786	316,954	557,741	2.3	3.1	5.4
17	15	Trillium Lakelands DSB	152,335	165,510	317,846	1.5	1.6	3.1
18	16	York Region DSB	743,506	1,228,909	1,972,415	7.4	12.3	19.7
19	17	Simcoe County DSB	364,511	506,904	871,415	3.6	5.0	8.8
20	18	Upper Grand DSB	245,078	338,177	583,255	2.5	3.4	5.9
21	19	Peel DSB	817,356	1,354,038	2,171,394	8.0	13.2	232
22	20	Haiton DSB	372,397	595,646	968,043	3.8	6.1	9,9
23	21	Hamilton-Wentworth DSB	340,119	466,957	807,076	3.3	4.5	7.8
24	22	DSB of Niegera	277,362	375,345	652,708	2.7	3.6	6.3
25	23	Grand Erie DSB	224,755	261,711	486,467	2.2	2.6	4.8
26	24	Waterloo Region DS8	396,796	617,232	1,014,028	3.9	6.1	10.0
27	25	Ottawa-Carleton DS3	479,339	715,041	1,194,380	4.9	7.3	122
28	26	Upper Canada DSB	229,513	279,025	508,538	2.2	2.7	4.9
29	27	Limestone DSB	168,202	202,548	370,750	1.7	2.0	3.6
30	28	Renfrew County DSB	100,775	104,809	205,584	1.0	1.0	2.0
31	29 30.1	Hastings and Prince Edward DSB	137,743	149,027	286,770	1.3	1.4	2.8
33	30.2	Northeastern Catholic DSB				1		
34	31	Nipissing-Parry Sound Catholic DSB Huron-Superior Catholic DSB			0.1			
35	32	Sudbury Catholic DSB		12	3. 1	1 11	0.1	- 2
36	33.1	Northwest Catholic DSB			0.1	1 8	4	
37	33.2	Kenora Catholic DSB			-	-	-	
38	34.1	Thunder Bay Catholic DSB		1.5				
39		Superior North Catholic DSB			7.		-	
40	35	Bruce-Grey Catholic DSB				-		
41.	36	Huron-Perth Catholic DSB		- 3	2.0	1 9 1		
42	37	Windsor-Essex Catholic DSB						
43	38	London District Catholic School Board	1					
44	39	St. Clair Catholic DSB			1.7			
45	40	Toronto Catholic DSB						
46	41	Peterborough V N C Catholic DSB	- 4	9	- 1		5.4	
47	42	York Catholic DSB						
48	43	Dufferin-Peel Catholic DSB			-			
49	44	Simcoe Muskoka Catholic DSB		4	3		3	
50	45	Durham Catholic DSB	-	-				
51	46	Halton Catholic DSB		17		* 1	8	
52	47	Hamilton-Wentworth Catholic DSB	-			1		
53	48	Wellington Catholic DSB			-			
54	49	Waterloo Catholic DSB				-		-
55	50	Niagara Catholic DSB		1.0			-	
56	51	Brant Haldimand Norfolk Catholic DSB		- 1	3		2	
57		Catholic DSB of Eastern Ontario				- 1	-	
58 59		Ottawa Catholic DSE	3"	3	(C)	1 :		
60	54	Renfrew County Catholic DSB	-			: S		
61	55 56	Algonquin and Lakeshore Catholic DSB CSD du Nord-Est de l'Ontario						
62		CSD du Grand Nord de l'Ontario		24				
63		CS Viamonde	3.1		- 1		3	
64		CÉP de l'Est de l'Ontario	50		9.1	1 0		
65		CSD catholique des Grandes Rivières						
66		CSD catholique des Grandes Rivieres CSD catholique Franco-Nord				- 3		
67		CSD catholique du Nouvel-Ontario			-		-	
68		CSD catholique des Aurores boréales		1 1	- 1	- 2		
69		CS catholique Provicence				1 21		
70		CSD catholique Centre-Sud			ः			
71		CSD catholique de l'Est ontarien		-	3.1			
72		CSD catholique du Centre-Est de l'Ontario						
				12,994,113	22,260,113	-		****

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

- Rigures shown reflect best estimates available at this time.

FIE estimates are based on selected GSN salary and benefit benchmarks as follows:

- Estimated funded staff FTE calculated using an average funded teacher salary including benefits, and preparation time in each board.

- These include anticipated adjustments to benchmarks in 2017-18 to reflect the impact of salary increases in 2016-17.

- Benchmarks assume a 1.5% salary increase in the 2017-18 shool year.

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

- The number of FTE will vary by board based on actual costs including but not limited to salary, benefits, vacation and allowences.

Appendix 2: 2017-18 - Investments in System Priorities* for Adult Day School Teachers (OSSTF)

Index	DSBNo	DSB Name	2017-18	2018-19
1	1	DSB Ontario North East	\$ 29,469	\$ 47,581
2	2	Algoma DSB	\$ 74,666	\$ 123,502
3	3	Rainbow DSB	\$ 65,817	\$ 106,052
4	4	Near North DSB	\$ 59,084	\$ 96,583
5	5.1	Keewatin-Patricia DSB	\$ 3,202	\$ 5,207
6	5.2	Rainy River DSB	\$	\$
7	6.1	Lakehead DSB	\$ 77,532	\$ 126,534
8	6.2	Superior-Greenstone DSB	\$ 177	\$ 282
9	7	Bluewater DSB	\$ 28,670	\$ 49,077
10	8	Avon Maitland DSB	\$ 52,630	\$ 87,891
11	9	Greater Essex County DSB	\$ 88,580	\$ 145,988
12	10	Lambton Kent DSB	\$ 87,463	\$ 147,545
13	1.1	Thames Valley DSB	\$ 538,522	\$ 906,514
14	1.2	Toronto DSB	\$ 2,524,528	\$ 4,186,164
15	1.3	Durham DSB	\$ 324,201	\$ 547,082
16	1.4	Kawartha Pine Ridge DSB	\$ 171,600	\$ 287,685
17	1.5	Trillium Lakelands DSB	\$ 115,544	\$ 187,462
18	16	York Region DSB	\$ 619,389	\$ 1,043,508
19	17	Simcoe County DSB	\$ 282,083	\$ 473,307
20	18	Upper Grand DSB	\$ 161,399	\$ 269,052
21	19	Peel DSB	\$ 729,247	\$ 1,223,837
22	20	Halton DSB	\$ 318,360	\$ 560,776
23	21	Hamilton-Wentworth DSB	\$ 274,177	\$ 456,356
24	22	DSB of Niagara	\$ 261,002	\$ 433,630
25	23	Grand Erie DSB	\$ 183,008	\$ 299,367
26	24	Waterloo Region DSB	\$ 177,943	\$ 301,585
27	25	Ottawa-Carleton DSB	\$ 642,966	\$ 1,076,255
28	26	Upper Canada DSB	\$ 289,214	\$ 469,903
29	27	Limestone DSB	\$ 236,691	\$ 388,970
30	28	Renfrew County DSB	\$ 59,216	\$ 97,037
31	29	Hastings and Prince Edward DSB	\$ 52,494	\$ 86,782
		TOTAL	\$ 8,528,874	\$ 14,231,511

^{*}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).

⁻ For boards that already provide wages equivalent to grid teachers for hiring adult day school teachers, boards will exercise their discretion over the use of this funding.

Brad Bennett Associate General Secretary Ontario Secondary School Teachers' Federation 60 Mobile Drive Toronto, ON M4A 2P3

Dear Brad,

Attached is the content of a proposed B Memorandum that will be issued to the sector concerning the ministry's expectations surrounding the use of Priority Funds for Education Worker staffing set out in the various extension agreements entered into between Employer Bargaining Agencies and Employee Bargaining Agencies and agreed to by the Crown.

It should be noted, as usual, that these Priority Funds are subject to the Lieutenant-Governor-In-Council approving the necessary regulatory changes necessary to provide the Priority Fund System Investments.

JOSHUA PAUL

Assistant Deputy Minister (A), Financial Policy and Business

Ministry of Education

ANDREW DAVIS

Assistant Deputy Minister (A), Education Labour Relations

Ministry of Education

Ministry of Education

Ministère de l'Éducation

Office of the ADM 20th Floor, Mowat Block 900 Bay Street Toronto ON M7A 1L2

Bureau du sous-ministre adjoint Business & Finance Division Division des opérations et des finances 20° étage, Édifice Mowat 900, rue Bay Toronto ON M7A 1L2

DATE:

February 22, 2017

SUBJECT:

2017-2019 Priorities Fund System Investment For Education Workers

In accordance with extension agreements entered into between Employee Bargaining Agencies and Employer Bargaining Agencies and agreed to by the Crown, for the period of September 1, 2017 to August 31, 2019, the Crown intends to provide school boards with Priorities Fund monies. It is intended that this funding be used to hire staff to support student achievement and well-being.

It should be noted that the extension agreements themselves and the various funding provisions therein are subject to necessary legislative and regulatory change and approval of the Lieutenant Governor in Council as applicable.

The Priorities Fund is to be used by school boards to hire Education Workers through the creation of new positions or to mitigate against the reduction of positions, subject to the job security provisions outlined in the applicable central agreement. The availability of the Priorities Fund does not negate or nullify a board's established budget plan or need to adjust staffing levels through attrition.

It is not however, generally intended that the Priorities Fund will be used to simply fund the replacement of the same positions reduced through attrition following the date of this memorandum. Boards that intend to use the Priorities Fund in this manner must be prepared to demonstrate local circumstances supporting such use.

Subject to demonstrated local circumstances, where a local union has a concern about the use of attrition, such concerns may be raised at the central dispute resolution committee, where the Crown is a participant.

JOSHUA PAUL

Assistant Deputy Minister (A), Financial Policy and Business Ministry of Education

ANDREW DAVIS

Assistant Deputy Minister (A), Education Labour Relations Ministry of Education