

COLLECTIVE AGREEMENT

Between

**DISTRICT SCHOOL BOARD ONTARIO NORTH EAST
(hereinafter referred to as “The Board”)**

and

**THE ONTARIO SECONDARY SCHOOL TEACHERS FEDERATION,
REPRESENTING: PROFESSIONAL STUDENT SERVICES PERSONNEL
(hereinafter referred to as “The Local”)**

for the period

September 1, 2022 – August 31, 2026

Consisting of

PART A – TERMS NEGOTIATED CENTRALLY (C)

and

PART B – TERMS NEGOTIATED LOCALLY (L)

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C1.00 STRUCTURE AND CONTENT OF COLLECTIVE AGREEMENT (ALL JOB CLASSIFICATIONS)

C1.1 Separate Central and Local Terms

- a) The collective agreement shall consist of 2 (two) parts: Central Terms and Local Terms.

C1.2 Implementation

- a) *Central Terms* may include provisions respecting the implementation of central terms by the school board and, where applicable, the bargaining agent. Any such provision shall be binding on the school board and, where applicable, the bargaining agent.

C1.3 Parties

- a) The Parties to the collective agreement are the school board and the bargaining agent.
- b) Central collective bargaining shall be conducted by the central employer and employee bargaining agencies representing the local parties.

C1.4 Single Collective Agreement

- a) Central terms and local terms shall together constitute a single collective agreement.

C2.00 LENGTH OF TERM/NOTICE TO BARGAIN/RENEWAL (ALL JOB CLASSIFICATIONS)

C2.1 Term of Agreement

- a) The term of this collective agreement, including central terms and local terms, shall be for a period of four (4) years from September 1, 2022 to August 31, 2026 inclusive.

C2.2 Amendment of Terms

- a) In accordance with the *School Boards Collective Bargaining Act*, the central terms of this agreement, excepting term, may be amended at any time during the life of the agreement upon mutual consent of the Central Parties and agreement of the Crown.

C2.3 Notice to Bargain

- a) Where central bargaining is required under the *School Boards Collective Bargaining Act*, notice to bargain centrally shall be in accordance with the *School Boards Collective Bargaining Act*, and *Labour Relations Act*. For greater clarity:
- b) Notice to commence bargaining shall be given by a Central Party:
 - i. within 90 (ninety) days of the expiry of the collective agreement; or
 - ii. within such greater period agreed upon by the Parties; or
 - iii. within any greater period set by regulation by the Minister of Education.
- c) Notice to bargain centrally constitutes notice to bargain locally.

C3.00 DEFINITIONS

- C3.1 Unless otherwise specified, the following definitions shall apply only with respect to their usage in standard central terms. Where the same word is used in Part B of this collective agreement, the definition in that part, or any existing local interpretation shall prevail.
- C3.2 The “Central Parties” shall be defined as the employer bargaining agency, the Council of Trustees’ Association (CTA/CAE) and the Ontario Secondary School Teachers’ Federation (OSSTF/FEESO). The Council of Trustees’ Associations (CTA/CAE) refers to the designated employer bargaining agency pursuant to subsection 21 (6) of the Act for central bargaining with respect to employees in the bargaining units for which OSSTF/FEESO is the designated employee bargaining agency. The CTA/CAE is composed of:

ACÉPO refers to the Association des conseils scolaires des écoles publiques de l’Ontario as the designated bargaining agency for every French-language public district school board.

AFOCSC refers to the Association franco-ontarienne des conseils scolaires catholiques as the designated bargaining agency for every French-language Catholic district school board.

OCSTA refers to Ontario Catholic School Trustees’ Association as the designated bargaining agency for every English-language Catholic district school board.

OPSBA refers to the Ontario Public School Boards’ Association as the designated bargaining agency for every English-language public district school board, including isolate boards.

- C3.3 “Employee” shall be defined as per the *Employment Standards Act*.
- C3.4 “Casual Employee” means,
- i. a casual employee within the meaning of the local collective agreement,
 - ii. if clause (i) does not apply, an employee who is a casual employee as agreed upon by the board and the bargaining agent, or
 - iii. if clauses (i) and (ii) do not apply, an employee who is not regularly scheduled to work
- C3.5 “Term Assignment” means, in relation to an employee,
- i. a term assignment within the meaning of the local collective agreement, or
 - ii. where no such definition exists, a term assignment will be defined as twelve (12) days of continuous employment in one assignment

C4.00 CENTRAL LABOUR RELATIONS COMMITTEE

- C4.1 The CTA/CAE and OSSTF/FEESO agree to establish a joint Central Labour Relations Committee to promote and facilitate communication between rounds of bargaining on issues of joint interest.
- C4.2 The Parties to the Committee shall meet within sixty days of the completion of the current round of negotiations to agree on Terms of Reference for the Committee.
- C4.3 The Committee shall meet as agreed but a minimum of three times in each school year.
- C4.4 The Parties to the Committee agree that any discussion at the Committee will be on a without prejudice and without precedent basis, unless agreed otherwise.
- C4.5 The committee shall include four (4) representatives from OSSTF/FEESO and four (4) representatives from the CTA/CAE. The Parties agree that the Crown may attend meetings.
- C4.6 OSSTF/FEESO and CTA/CAE representatives will each select one co-chair.
- C4.7 Additional representatives may attend as required by each party.

C5.00 CENTRAL GRIEVANCE PROCESS

The following process pertains exclusively to grievances on central matters that have been referred to the central process. In accordance with the School Boards Collective Bargaining Act central matters may also be grieved locally, in which case local grievance processes will apply.

C5.1 Definitions

- i. A "grievance" shall be defined as any difference relating to the interpretation, application, administration, or alleged violation or arbitrability of an item concerning any central term of a collective agreement.
- ii. The "Central Parties" shall be defined as the employer bargaining agency, comprised of: the Ontario Public School Boards' Association (OPSBA), l'Association des conseils scolaires des écoles publiques de l'Ontario (ACÉPO), l'Association franco-ontarienne des conseils scolaires catholiques (AFOCSC), Ontario Catholic School Trustees' Association (OCSTA), hereinafter the Council of Trustees' Associations (the "Council"), and the Ontario Secondary School Teachers' Federation, OSSTF/FEESO.
- iii. The "Local Parties" shall be defined as the Board or the local OSSTF/FEESO bargaining unit party to a collective agreement.
- iv. "Days" shall mean regular school days.

C5.2 Central Dispute Resolution Committee

- i. There shall be established a Central Dispute Resolution Committee (the "Committee"), which shall be composed of up to four (4) representatives of the employer bargaining agency, up to four (4) representatives of OSSTF/FEESO and up to three (3) representatives of the Crown.
- ii. The Committee shall meet at the request of one of the Central Parties. At the time of the request, the Central Parties shall jointly recommend in writing to the Local Parties that local grievance timelines be suspended until the Committee or either of the Central Parties has taken action in iii below.
- iii. The Central Parties shall each have the following rights:
 - a. To file a dispute as a grievance with the Committee.
 - b. To engage in settlement discussions, and to mutually settle a grievance with the consent of the Crown.
 - c. To withdraw a grievance.
 - d. To mutually agree to refer a grievance to the local grievance procedure.
 - e. To mutually agree to voluntary mediation.
 - f. To refer a grievance to final and binding arbitration at any time.
- iv. The Crown shall have the following rights:
 - a. To give or withhold approval to any proposed settlement between the Central Parties.
 - b. To participate in voluntary mediation.
 - c. To intervene in any matter referred to arbitration.
- v. Only a Central Party may file a grievance and refer it to the Committee for discussion and review. No grievance can be referred to arbitration without three (3) days prior notice to the Committee.
- vi. It shall be the responsibility of each Central Party to inform their respective local parties of the Committee's disposition of the dispute at each step in the central dispute resolution process including mediation and arbitration, and to direct them accordingly.
- vii. Each of the Central Parties and the Crown shall be responsible for their own costs for the central dispute resolution process.

C5.3 Language of Process

Where a dispute arises uniquely under a collective agreement in the French language, the documentation shall be provided, and the proceedings conducted in French. Interpretative and translation services shall be provided accordingly to ensure that non-francophone participants are able to participate effectively.

Where such a dispute is filed:

- i. The decision of the committee shall be available in both French and English.
- ii. Mediation and arbitration shall be conducted in the French language with interpretative and translation services provided accordingly.

C5.4 Grievance Shall Include:

- i. Any central provision of the collective agreement alleged to have been violated.
- ii. The provision of any statute, regulation, policy, guideline, or directive at issue.
- iii. A detailed statement of any relevant facts.
- iv. The remedy requested.

C5.5 Referral to the Committee

- i. Prior to referral to the Committee, the matter must be brought to the attention of affected Local Parties.
- ii. The Central Parties may engage in informal discussions of the disputed matter. Upon the request for informal discussions, the Central Parties shall jointly recommend in writing to the Local Parties that local grievance timelines be suspended until the discussions conclude.
- iii. Should the matter remain in dispute at the conclusion of the informal discussions, a Central Party shall refer the grievance forthwith to the Committee by written notice to the other Central Party, with a copy to the Crown, but in no case later than 40 days after becoming aware of the dispute.
- iv. The Committee shall complete its review within 20 days of the grievance being filed.
- v. If the grievance is not settled, withdrawn, or referred to the local grievance procedure by the Committee, the Central Party who has filed the grievance may, within a further 10 days, refer the grievance to arbitration.
- vi. All timelines may be extended by mutual consent of the Parties.

C5.6 Voluntary Mediation

- i. The Central Parties may, on mutual agreement, request the assistance of a mediator.
- ii. Where the Central Parties have agreed to mediation, the remuneration and expenses of the person selected as mediator shall be shared equally between the Central Parties.
- iii. Timelines shall be suspended for the period of mediation.

C5.7 Selection of the Arbitrator

- i. Arbitration shall be by a single arbitrator.
- ii. The Parties shall select a mutually agreed upon arbitrator. The Central Parties shall consider equity, diversity and inclusion among the criteria for selecting an arbitrator.
- iii. The Central Parties may refer multiple grievances to a single arbitrator.
- iv. Where the Central Parties are unable to agree upon an arbitrator within 10 days of referral to arbitration, either Central Party may request that the Minister of Labour appoint an arbitrator.
- v. The remuneration and expenses of the arbitrator shall be shared equally between the Central Parties.

C6.00 EXTENDED MANDATORY ENROLLMENT IN OMERS (FOR EMPLOYEES NOT CURRENTLY ENROLLED)

Commencing September 1, 2016 for employees hired on or after this date, all school boards will ensure that mandatory OMERS enrollment is extended to employees that meet the following three (3) criteria:

- fills a continuing full-time position with the employer;
- regularly works the employer's normal full-time workweek, defined as no less than thirty-two (32) hours per week; and
- regularly work at least ten (10) months of the year (including paid vacation).

Notwithstanding the above, employees hired prior to September 1, 2016 who meet the above three (3) criteria will be offered the opportunity to enroll in OMERS, commencing September 1, 2016.

C7.00 SPECIALIZED JOB CLASSES

Where there is a particular specialized job class in which the pay rate is below the local market value assessment of that job class, the parties may use existing means under the collective agreement to adjust compensation for that job class.

C8.00 WORK YEAR

The full-time work year for all employees employed in EA and ECE job classes shall be a minimum of 194 workdays to correspond with the school year calendar.

C9.00 STAFFING COMMUNICATION

- a) In boards where no staffing committee exists, the employer will meet with the union to communicate the number of OSSTF/FEESO Education Worker FTE proposed for the coming school year, prior to the annual staffing process and subject to the approval of the board budget. Prior to the meeting, the employer shall provide the union the projected FTE. Every effort shall be made to provide the information no later than 24 hours before the meeting.

Outside of the annual process either party may raise staffing issues at appropriate meetings as required.

- b) No surplus/layoff/redundancy declarations shall be made until such time as the union has been notified.
- c) Any release time required for this purpose will not be charged against local collective agreement federation release time.

C10.00 BENEFITS

The Parties have agreed to participate in the Ontario Secondary School Teachers' Federation Employee Life and Health Trust "OSSTF ELHT" established October 6, 2016. The date on which the school boards and the bargaining units benefit plan commenced participation in the OSSTF ELHT shall be referred to herein as the "Participation Date".

C10.1 ELHT Benefits

The Parties agree that, since all active eligible employees have now transitioned to the OSSTF ELHT all references to existing life, health and dental benefits plans in the applicable local collective agreement for active eligible employees shall be removed from that local agreement.

Post Participation Date, the following shall apply:

C10.2 Eligibility and Coverage

- a) Permanent and long-term assignment employees shall be eligible for benefits consistent with eligibility requirements as set out by the Trust. The OSSTF ELHT shall maintain eligibility for OSSTF represented education workers who have benefits. Education Workers who were eligible for benefits in the ELHT as of Aug 31, 2019 shall maintain their eligibility.

Daily and casual employees are not eligible, nor are other employees who do not meet the Trust's eligibility criteria.

- b) With the consent of the Central Parties, the OSSTF ELHT is also permitted to provide coverage to other active employee groups in the education sector with the consent of their bargaining agents and employer or, for non-union groups, in accordance with an agreement between the Trustees and the applicable board.
- c) Retirees who were previously represented by OSSTF/FEESO-Education Workers (EW), who were, and still are members of a board benefit plan as at the Participation Date are eligible to receive benefits through the OSSTF ELHT with funding based on prior arrangements.
- d) No individuals who retire after the Participation Date are eligible.

C10.3 Funding

- a) The annual per FTE funding shall be as follows:

- i. September 1, 2022: \$5,712.00
- ii. September 1, 2023: \$5,769.12
- iii. September 1, 2024: \$5,826.82
- iv. September 1, 2025: \$5,885.08
- v. August 31, 2026: \$6,120.48

C10.4 Full-Time Equivalent (FTE) and Employer Contributions

- a) For purposes of ongoing funding, the FTE positions shall be those consistent with the Ministry of Education FTE directives as reported in what is commonly known as Appendix H- staffing schedule by Employee/Bargaining Group for job classifications that are eligible for benefits.
- b) The FTE used to determine the board's benefits contributions shall be based on the estimated average FTE reported by the boards in the staffing schedule by Employee/Bargaining group as of October 31 and March 31.
- c) Monthly amounts paid by the boards to the OSSTF ELHT's administrator based on estimates FTE will be reconciled by the Crown to the actual average FTE reported by the boards in the staffing schedule by Employee/Bargaining group for each school year ending August 31. If the reconciliation of FTE results in any identified differences in funding, those funds shall be remitted to or recovered from the OSSTF ELHT in a lump sum upon notice to the OSSTF ELHT, but no later than 240 days after the school boards' submission of final October FTE and March FTE counts.
- d) In the case of a dispute regarding the FTE used to determine the board's benefits contributions to the OSSTF ELHT, or in the case where a dispute regarding other amounts paid by the board as described above and/or third-party secondment remittance, the dispute shall be resolved between the board and the local union represented by OSSTF/FEESO-EW. Any unresolved dispute shall be forwarded to the Central Dispute Resolution committee.

- e) For the purposes of section 7.3(b) of the OSSTF ELHT Agreement and Declaration of Trust, the parties agree that the Trustees shall use the following calculation to determine the amount that OSSTF will reimburse the school board for benefits contributions made by a school board to the OSSTF ELHT during a period of strike or lock-out resulting in OSSTF education workers withdrawing their full services:
 - i. the per FTE funding in effect during the period of strike or lockout multiplied by the estimated average OSSTF education worker FTE reported by the school board in the staffing schedule by Employee/Bargaining group as of October 31st and March 31st for the school year impacted by the strike or lock-out
 - ii. Divide i) by 225 days
 - iii. Multiply ii) by the number of strike or lockout days for OSSTF education workers at the school board.

C10.5 Benefits Committee

As per LOA #7, a benefits committee comprised of OSSTF/FEESO, the CTA/CAE, the Crown and OSSTF ELHT representatives shall convene upon request to address all matters that may arise in the operation of the OSSTF ELHT.

C10.6 Privacy

The Parties agree to inform the OSSTF ELHT Administrator, that in accordance with applicable privacy legislation, it shall limit the collection, use and disclosure of personal information to information that is necessary for the purpose of providing benefits administration services. The OSSTF ELHT benefits plan administrator's policy shall be based on the Personal Information Protection and Electronic Documents Act (PIPEDA).

C10.7 Benefits not provided by the ELHT

- a) Any further cost sharing or funding arrangements regarding the EI rebate as per previous local collective agreements in effect as of August 31, 2014 will remain status quo.
- b) Where employee life, health and dental benefits coverage was previously provided by the boards for casual or term employees under the local collective agreement in effect as of August 31, 2014, the boards will continue to make a plan available with the same funding arrangement.

C10.8 Payment in Lieu of Benefits

- a) All employees not transferred to the OSSTF ELHT who received pay in lieu of benefits under a collective agreement in effect as of August 31, 2014, shall continue to receive a payment in lieu of benefits.
- b) New hires after the Participation Date who are eligible for benefits from the OSSTF ELHT are not eligible for pay in lieu of benefits.

C10.9 Existing employee assistance programs or other similar health and welfare benefits remain in effect in accordance with terms of collective agreements as of August 31, 2019.

C11.00 STATUTORY LEAVES OF ABSENCE/SEB

C11.1 Family Medical Leave or Critical Illness Leave

- a) Family Medical Leave or Critical Illness leave granted to an employee under this Article shall be in accordance with the provisions of the Employment Standards Act, as amended.
- b) The employee will provide to the employer such evidence as necessary to prove entitlement under the ESA.
- c) An employee contemplating taking such leave(s) shall notify the employer of the intended date the leave is to begin and the anticipated date of return to active employment.
- d) Seniority and experience continue to accrue during such leave(s).
- e) Where an employee is on such leave(s), the Employer shall continue to pay its share of the benefit premiums, where applicable. To maintain participation and coverage under the Collective Agreement, the employee must agree to provide for payment for the employee's share of the benefit premiums, where applicable.
- f) In order to receive pay for such leaves, an employee must access Employment Insurance and the Supplemental Employment Benefit (SEB) in accordance with g) to j), if allowable by legislation. An employee who is eligible for E.I. is not entitled to benefits under a school board's sick leave and short-term disability plan.

Supplemental Employment Benefits (SEB)

- g) The Employer shall provide for permanent employees who access such Leaves, a SEB plan to top up their E.I. Benefits. The permanent employee who is eligible for such leave shall receive 100% salary for a period not to exceed eight (8) weeks provided the period falls within the work year and during a period for which the permanent employee would normally be paid. The SEB Plan pay will be the difference between the gross amount the employee receives from E.I. and their regular gross pay.
- h) Employees completing a term assignment shall also be eligible for the SEB plan with the length of the benefit limited by the term of the assignment.
- i) SEB payments are available only to supplement E.I. benefits during the absence period as specified in this plan.
- j) The employee must provide the Board with proof that he/she has applied for and is in receipt of employment insurance benefits in accordance with the Employment Insurance Act, as amended, before SEB is payable.

C12.00 SICK LEAVE

C12.1 Sick Leave/Short Term Leave and Disability Plan

a) Sick Leave Benefit Plan

The Sick Leave Benefit Plan will provide sick leave days and short-term disability days for reasons of personal illness, personal injury, including personal medical appointments and personal dental appointments. Routine medical and dental appointments will be scheduled outside of working hours where possible. Casual employees are not entitled to benefits under this article.

b) Sick Leave Days

Subject to paragraphs C12.1 d) i-v below, full-time Employees will be allocated eleven (11) sick days at one hundred percent (100%) salary in each school year. Employees who are less than full-time shall have their sick leave allocation pro-rated.

c) Short-Term Leave and Disability Plan (STLDP)

Subject to paragraphs C12.1 d) i-v below, full-time Employees will be allocated one hundred and twenty (120) short-term disability days in September of each school year. Employees who are less than full-time shall have their STLDP allocation pro-rated. Employees eligible to access STLDP shall receive payment equivalent to ninety percent (90%) of regular salary.

d) Eligibility and Allocation

The allocations outlined in paragraphs C12.1 b) and c) above, will be provided on the first day of each school year, subject to the restrictions outlined in C12.1 d) i-v below.

- i. An employee is eligible for the full allocation of sick leave and STLDP regardless of start date of employment or return to work from any leave other than sick leave, WSIB or LTD.
- ii. All allocations of sick leave and STLDP shall be pro-rated based on FTE at the start of the school year. Any changes in FTE during a school year shall result in an adjustment to allocations.
- iii. Where an employee is accessing sick leave, STLDP, WSIB or LTD in a school year and the absence due to the same illness or injury continues into the following school year, the employee will continue to access any unused sick leave days or STLDP days from the previous school year's allocation. Access to the new allocation provided as per paragraphs C12.1(b) and (c) for a recurrence of the same illness or injury will not be provided to the employee until the employee has completed eleven (11) consecutive working days at their full FTE without absence due to illness.

- iv. Where an employee is accessing STLD, WSIB, or LTD in the current school year as a result of an absence due to the same illness or injury that continued from the previous school year and has returned to work at less than their FTE, the employee will continue to access any unused sick leave days or STLD days from the previous school year's allocation.

In the event the employee exhausts their STLD allotment and continues to work part-time their salary will be reduced accordingly and a new prorated sick leave and STLD allocation will be provided.

Any absences during the working portion of the day will not result in a loss of salary or further reduction in the previous year's sick leave allocation. Once provided, the new allocation will be reconciled as necessary, consistent with (a), (b) and (c) above, to account for any sick leave which may have been advanced prior to the new allocation being provided.

- v. A partial sick leave day or short-term disability day will be deducted for an absence for a partial day.

e) Short-Term Leave and Disability Plan Top-up

- i. Employees accessing STLD will have access to any unused Sick Leave Days from their last year worked for the purpose of topping up salary to one hundred percent (100%) under the STLD.
- ii. This top-up is calculated as follows:
Eleven (11) days less the number of sick leave days used in the most recent year worked.
- iii. Each top-up from 90% to 100% requires the corresponding fraction of a day available for top-up.
- iv. In addition to the top-up bank, top-up for compassionate reasons may be considered at the discretion of the board on a case-by-case basis. The top-up will not exceed two (2) days and is dependent on having two (2) unused Short Term Paid Leave Days in the current year. These days can be used to top-up salary under the STLD.
- v. When employees use any part of an STLD day they may access their top up bank to top up their salary to 100%.

f) Sick Leave and STLDP Eligibility and Allocation for Employees in a Term Assignment

Notwithstanding the parameters outlined above, the following shall apply to Employees in a term assignment:

- i. Employees in term assignments of less than a full year, and/or less than full-time, shall have their allocation of sick leave and STLDP prorated on the basis of the number of workdays compared to the full working year for their classification. The length of the sick leave shall be limited to the length of the assignment.
- ii. Where the length of the term assignment is not known in advance, a projected length must be determined at the start of the assignment in order for the appropriate allocation of sick leave/STLDP to occur. If a change is made to the length of the term or the FTE, an adjustment will be made to the allocation and applied retroactively.
- iii. An employee who works more than one term assignment in the same school year may carry forward Sick leave and STLDP from one term assignment to the next, provided the assignments occur in the same school year.

g) Administration

- i. The Board may require medical confirmation of illness or injury to substantiate access to sick leave. If the school board requests, the employee shall provide medical confirmation to access STLDP.
- ii. The Board may require information to assess whether an employee is able to return to work and perform the essential duties of their position. Where this is required, such information shall include their limitations, restrictions and disability related needs to assess workplace accommodation as necessary (omitting a diagnosis) and will be collected using the form as per Appendix B. An alternate form may be used where one is mutually developed and agreed upon at the local level.
- iii. If the employee's medical practitioner has indicated on the form referenced in (ii) above that the employee is totally disabled from work, the Board will not inquire further with respect to the employee's abilities and/or restrictions until the next review of the employee's abilities and/or restrictions in accordance with the review date indicated on the form, subject to the Board's ability to seek medical reassessment after a reasonable period of time.
- iv. At no time shall the employer or any of its agents contact the medical practitioner directly.
- v. A board decision to deny access to benefits under sick leave or STLDP will be made on a case-by-case basis and not based solely on a denial of LTD or WSIB.
- vi. The employer shall be responsible for any costs related to independent third-party medical assessments required by the employer.

h) Pension Contributions While on Short-Term Disability

Contributions for OMERS Plan Members:

When an employee/plan member is on short-term sick leave and receiving less than 100% of regular salary, the Board will continue to deduct and remit OMERS contributions based on 100% of the employee/plan member's regular pay.

Contributions for OTPP Plan Members:

- i. When an employee/plan member is on short-term sick leave and receiving less than 100% of regular salary, the Board will continue to deduct and remit OTPP contributions based on 100% of the employee/plan member's regular pay.
- ii. If the plan employee/plan member exceeds the maximum allowable paid sick leave before qualifying for Long Term Disability (LTD)/Long Term Income Protection (LTIP), pension contributions will cease. The employee/plan member is entitled to complete a purchase of credited service, subject to existing plan provisions for periods of absence due to illness between contributions ceasing under a paid short term sick leave provision and qualification of Long-Term Disability (LTD)/Long Term Income Protection (LTIP) when employee contributions are waived. If an employee/plan member is not approved for LTD/LTIP, such absence shall be subject to existing plan provisions.

C13.00 MINISTRY INITIATIVES

OSSTF/FEESO education workers will be an active participant in the consultation process at the Ministry Initiatives Committee. Ministry Initiatives Committee shall meet at least quarterly each year to discuss new initiatives, including implications for training and resources.

The Crown will endeavour to provide an informational briefing to OSSTF and the CTA in the event of the implementation of significant new policy initiatives, such as the implementation of a new PPM, that are not brought to the Ministry Initiatives Committee. Such informational briefings may take place at the Ministry Initiatives Committee, or another forum, at any time, and may include other attendees at the discretion of the Crown.

C14.00 PROVINCIAL FEDERATION RELEASE DAYS

- a) At the request of the OSSTF/FEESO Provincial Office, and in accordance with local notification processes, OSSTF/FEESO education workers, subject to program and operational needs, shall be released for provincial collective bargaining and related meetings.
- b) Federation release days granted for the purpose of such provincial federation work will not be charged against local collective agreement federation release time.
- c) OSSTF/FEESO education workers released for such provincial federation work shall receive salary, benefits, and all other rights and privileges under the collective agreement in accordance with local provisions.
- d) OSSTF/FEESO Provincial Office shall reimburse the Employer as per the local collective agreement.
- e) Nothing in this article affects existing local entitlements to Federation Leave.

APPENDIX A – RETIREMENT GRATUITIES

A. Sick Leave Credit-Based Retirement Gratuities (where applicable)

1. An Employee is not eligible to receive a sick leave credit gratuity after August 31, 2012, except a sick leave credit gratuity that the Employee had accumulated and was eligible to receive as of that day.
2. If the Employee is eligible to receive a sick leave credit gratuity, upon the Employee's retirement, the gratuity shall be paid out at the lesser of,
 - (a) the rate of pay specified by the board's system of sick leave credit gratuities that applied to the Employee on August 31, 2012; and
 - (b) the Employee's salary as of August 31, 2012.
3. If a sick leave credit gratuity is payable upon the death of an Employee, the gratuity shall be paid out in accordance with subsection (2).
4. For greater clarity, all eligibility requirements must have been met as of August 31, 2012 to be eligible for the aforementioned payment upon retirement, and the Employer and Union agree that any and all wind-up payments to which Employees without the necessary years of service were entitled to under Ontario Regulation 01/13: Sick Leave Credits and Sick Leave Credit Gratuities, have been paid.
5. For the purposes of the following board, despite anything in the board's system of sick leave credit gratuities, it is a condition of eligibility to receive a sick leave credit gratuity that the Employee have ten (10) years of service with the board:
 - i. Near North District School Board
 - ii. Avon Maitland District School Board
 - iii. Hamilton-Wentworth District School Board
 - iv. Huron Perth Catholic District School Board
 - v. Peterborough Victoria Northumberland and Clarington Catholic District School Board
 - vi. Hamilton-Wentworth Catholic District School Board
 - vii. Waterloo Catholic District School Board
 - viii. Limestone District School Board
 - ix. Conseil scolaire catholique MonAvenir
 - x. Conseil scolaire Viamonde

B. Other Retirement Gratuities

An employee is not eligible to receive any non-sick leave credit retirement gratuity (such as, but not limited to, service gratuities or RRSP contributions) after August 31, 2012.

APPENDIX B – ABILITIES FORM

Employee Group:	Requested By:
WSIB Claim: <input type="checkbox"/> Yes <input type="checkbox"/> No	WSIB Claim Number:

To the Employee: The purpose for this form is to provide the Board with information to assess whether you are able to perform the essential duties of your position, and understand your restrictions and/or limitations to assess workplace accommodation if necessary.

Employee's Consent: I authorize the Health Professional involved with my treatment to provide to my employer this form when complete. This form contains information about any medical limitations/restrictions affecting my ability to return to work or perform my assigned duties.

Employee Name: (Please print)	Employee Signature:
Employee ID:	Telephone No:
Employee Address:	Work Location:

1. Health Care Professional: The following information should be completed by the Health Care Professional

Please check one:

☐ Patient is capable of returning to work with no restrictions.

☐ Patient is capable of returning to work with restrictions. **Complete section 2 (A & B) & 3**

☐ I have reviewed sections 2 (A & B) and have determined that the Patient is totally disabled and is unable to return to work at this time.

Complete sections 3 and 4. Should the absence continue, updated medical information will next be requested after the date of the follow up appointment indicated in section 4.

First Day of Absence:

General Nature of Illness (*please do not include diagnosis*):

Date of Assessment:
dd mm yyyy

2A: Health Care Professional to complete. Please outline your patient's abilities and/or restrictions based on your objective medical findings.

PHYSICAL (if applicable)

Walking: <input type="checkbox"/> Full Abilities <input type="checkbox"/> Up to 100 metres <input type="checkbox"/> 100 - 200 metres <input type="checkbox"/> Other (<i>please specify</i>):	Standing: <input type="checkbox"/> Full Abilities <input type="checkbox"/> Up to 15 minutes <input type="checkbox"/> 15 - 30 minutes <input type="checkbox"/> Other (<i>please specify</i>):	Sitting: <input type="checkbox"/> Full Abilities <input type="checkbox"/> Up to 30 minutes <input type="checkbox"/> 30 minutes - 1 hour <input type="checkbox"/> Other (<i>please specify</i>):	Lifting from floor to waist: <input type="checkbox"/> Full Abilities <input type="checkbox"/> Up to 5 kilograms <input type="checkbox"/> 5 - 10 kilograms <input type="checkbox"/> Other (<i>please specify</i>):								
Lifting from Waist to Shoulder: <input type="checkbox"/> Full abilities <input type="checkbox"/> Up to 5 kilograms <input type="checkbox"/> 5 - 10 kilograms <input type="checkbox"/> Other (<i>please specify</i>):	Stair Climbing: <input type="checkbox"/> Full abilities <input type="checkbox"/> Up to 5 steps <input type="checkbox"/> 6 - 12 steps <input type="checkbox"/> Other (<i>please specify</i>):	<input type="checkbox"/> Use of hand(s): <table> <tr> <td>Left Hand</td> <td>Right Hand</td> </tr> <tr> <td><input type="checkbox"/> Gripping</td> <td><input type="checkbox"/> Gripping</td> </tr> <tr> <td><input type="checkbox"/> Pinching</td> <td><input type="checkbox"/> Pinching</td> </tr> <tr> <td><input type="checkbox"/> Other (<i>please specify</i>):</td> <td><input type="checkbox"/> Other (<i>please specify</i>):</td> </tr> </table>		Left Hand	Right Hand	<input type="checkbox"/> Gripping	<input type="checkbox"/> Gripping	<input type="checkbox"/> Pinching	<input type="checkbox"/> Pinching	<input type="checkbox"/> Other (<i>please specify</i>):	<input type="checkbox"/> Other (<i>please specify</i>):
Left Hand	Right Hand										
<input type="checkbox"/> Gripping	<input type="checkbox"/> Gripping										
<input type="checkbox"/> Pinching	<input type="checkbox"/> Pinching										
<input type="checkbox"/> Other (<i>please specify</i>):	<input type="checkbox"/> Other (<i>please specify</i>):										

<input type="checkbox"/> Bending/twisting repetitive movement of <i>(please specify):</i>	<input type="checkbox"/> Work at or above shoulder activity:	<input type="checkbox"/> Chemical exposure to:	Travel to Work: Ability to use public transit _____ Ability to drive car	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No
2B: COGNITIVE (please complete all that is applicable)				
Attention and Concentration: <input type="checkbox"/> Full Abilities <input type="checkbox"/> Limited Abilities <input type="checkbox"/> Comments:	Following Directions: <input type="checkbox"/> Full Abilities <input type="checkbox"/> Limited Abilities <input type="checkbox"/> Comments:	Decision- Making/Supervision: <input type="checkbox"/> Full Abilities <input type="checkbox"/> Limited Abilities <input type="checkbox"/> Comments:	Multi-Tasking: <input type="checkbox"/> Full Abilities <input type="checkbox"/> Limited Abilities <input type="checkbox"/> Comments:	
Ability to Organize: <input type="checkbox"/> Full Abilities <input type="checkbox"/> Limited Abilities <input type="checkbox"/> Comments:	Memory: <input type="checkbox"/> Full Abilities <input type="checkbox"/> Limited Abilities <input type="checkbox"/> Comments:	Social Interaction: <input type="checkbox"/> Full Abilities <input type="checkbox"/> Limited Abilities <input type="checkbox"/> Comments:	Communication: <input type="checkbox"/> Full Abilities <input type="checkbox"/> Limited Abilities <input type="checkbox"/> Comments:	
Please identify the assessment tool(s) used to determine the above abilities (<i>Examples: Lifting tests, grip strength tests, Anxiety Inventories, Self-Reporting, etc.</i>)				
Additional comments on Limitations (not able to do) and/or Restrictions (should/must not do) for all medical conditions:				
3: Health Care Professional to complete.				
From the date of this assessment, the above will apply for approximately: <input type="checkbox"/> 6-10 days <input type="checkbox"/> 11- 15 days <input type="checkbox"/> 16- 25 days <input type="checkbox"/> 26 + days		Have you discussed return to work with your patient? <input type="checkbox"/> Yes <input type="checkbox"/> No		
Recommendations for work hours and start date (if applicable): <input type="checkbox"/> Regular full time hours <input type="checkbox"/> Modified hours <input type="checkbox"/> Graduated hours		Start Date: dd mm yyyy		
Is patient on an active treatment plan?: <input type="checkbox"/> Yes <input type="checkbox"/> No				
Has a referral to another Health Care Professional been made? <input type="checkbox"/> Yes (optional - please specify): _____ <input type="checkbox"/> No				
If a referral has been made, will you continue to be the patient's primary Health Care Provider? <input type="checkbox"/> Yes <input type="checkbox"/> No				
4: Recommended date of next appointment to review Abilities and/or Restrictions: dd mm yyyy				
Completing Health Care Professional Name: (Please Print)				
Date:				
Telephone Number:				
Fax Number:				
Signature:				

LETTER OF AGREEMENT #1

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, 2019.

Such issues include but are not limited to:

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

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

LETTER OF AGREEMENT #2

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.

1. 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 of November 30, 2023. 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.
2. Effective as of the date of November 30 2023, 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
 - d. Funding reductions directly related to services provided by bargaining unit members.
3. Where complement reductions are required pursuant to 2. above, they shall be achieved as follows:
 - a. In the case of declining enrolment, complement reductions shall occur at a rate not greater than the rate of student loss, and
 - b. In the case of funding reductions, complement reductions shall not exceed the funding reductions.
4. 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 November 30 2023.
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;

- c. 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, 2026.

LETTER OF AGREEMENT #3

BETWEEN

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

BETWEEN

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

AND

The Crown/Couronne

RE: Provincial Working Group - Health and Safety

The Parties confirm their intent to continue to participate in the Provincial Working Group - Health and Safety in accordance with the Terms of Reference dated May 25, 2016, including Appendix B as updated November 7, 2018 and including any updates to such Terms of Reference. The purpose of the working group is to consider areas related to health and safety in order to continue to build and strengthen a culture of health and safety mindedness in the education sector.

Where best practices are identified by the committee, those practices will be shared with school boards.

LETTER OF AGREEMENT #4

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: Additional Professional Development / Activity (PD/PA) Day

The Parties confirm that there will continue to be seven (7) PD/PA days per school year during the term of this collective agreement. There will be no loss of pay for OSSTF/FEESO members (excluding casual employees) as a result of the implementation of the seventh PD/PA Day. For further clarity, the additional PD/PA Day will be deemed a normal workday. OSSTF/FEESO members will be required to attend and perform duties as assigned.

LETTER OF AGREEMENT #5

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: Status Quo Central Items

The Parties agree that the following central issues have been addressed at the central table and that the provisions shall remain status quo, unless modified by voluntary interest arbitration award. For further clarity, if language exists, the following items are to be retained as written in 2019-2022 local collective agreements. As such the following issues shall not be subject to local bargaining or mid-term amendment between local parties. Disputes arising in respect of such provisions shall be subject to Section 43 of the School Boards Collective Bargaining Act.

1. Unpaid Leave Days (including Scheduled Unpaid Leave Plan)
2. Early Retirement Incentive Plan
3. Workplace Safety Insurance Benefits (WSIB) Top Up Benefits
4. Working Conditions: staffing levels, work week and work year, excluding scheduling
5. Professional College Requirements
6. Preparation Time for job classes with classroom related duties
7. ECE Professional Judgement and Reporting
8. Online Learning / Hybrid Learning / Remote Learning
9. Employee Advocacy Program Funding
10. Paid Vacation
11. Paid Holidays (including statutory holidays)
12. Allowances/Premiums
13. ECE Grid
14. Salary adjustments for recruitment and retention of job classes

LETTER OF AGREEMENT #6

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')**

AND

The Crown/Couronne

RE: Children's Mental Health, Special Needs and Other Initiatives

The Parties acknowledge the ongoing implementation of the children's Mental Health Strategy, the Special Needs Strategy, and other initiatives within the province of Ontario.

The Parties further acknowledge the importance of initiatives being implemented within the provincial schools system including but not limited to the addition of Mental Health Leads, and the protocol for partnerships with external agencies/service providers.

It is agreed and affirmed that the purpose of the initiatives is to enhance existing mental health and at risk supports to school boards in partnership with existing professional student services support staff and other school personnel. It is not the intention that these enhanced initiatives displace OSSTF/FEESO members, nor diminish their hours of work.

LETTER OF AGREEMENT #7

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')**

AND

The Crown

RE: Employee Life and Health Trust (ELHT) Committee

In order to support member experience related to the OSSTF ELHT and contain administrative costs, the Parties agree to establish a joint central committee specific to OSSTF/FEESO. This committee will be comprised of representatives from both Parties and will include the Crown as a participant.

The committee's mandate will be to identify and discuss matters related to compliance with administrative issues which will include the following:

- Discuss member experience issues including new member data transfers;
- Review and assess the monthly compliance reporting document from the Ontario Teachers' Insurance Plan;
- Identify and discuss any issues regarding information, data processing or member coverage;
- Identify and discuss issues related to remittance payments;
- Identify and discuss issues related to plan administrator inquiries; and
- Identify other issues of concern to the CTA/CAE, school boards, the ELHT and the OSSTF/FEESO provincial and local units in respect of benefits.
- Facilitate the sharing of data between the local boards and local unions relevant to amounts paid by the boards to the OSSTF ELHT. Such data may include Appendix H, OTIP Secondment Funding Remittance forms, and other such forms reporting the amounts paid by the boards.

LETTER OF AGREEMENT #8

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')**

AND

The Crown

RE: Learning and Services Continuity and Sick Leave Usage Task Force

The Parties and the Crown agree to establish a provincial task force to review data and explore leading practices related to learning and service continuity and sick leave.

The Crown will facilitate the meetings of the task force. The task force will be composed of members of OSSTF/FEESO and the CTA, with members of the Ministry of Education serving in a resource and support capacity. Members from other employee bargaining agencies will be invited to participate, with the intention of creating a sector-wide task force. There shall be an equal number of representatives of all participating groups.

The task force shall meet 4 times per school year, in the 2023-2024 and 2024-2025 school years.

The task force will:

1. explore data and best practices relating to sick leave initiatives including return to/remain at work practices;
2. gather and review information including but not restricted to the following:
 - a. utilization of the sick leave and short-term disability plans;
 - b. a jurisdictional scan on sick leave and short-term disability plans from the education sector in Canada and other broader public sector employers;
3. report its findings to school boards and local unions.

The task force shall complete its work by August 31, 2025.

LETTER OF AGREEMENT #9

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')**

AND

The Crown

RE: EW LTD Sub-Committee

Whereas there are varying models of Long-Term Disability (LTD) Insurance for OSSTF/FEESO Education Workers among Ontario's publicly funded School Boards with various levels of coverage, premiums, and payors;

And whereas the Parties wish to explore a provincial EW LTD plan that could result in efficiencies, the Parties agree:

1. Within thirty (30) days of a central agreement reached through ratification or arbitration award, a working group deemed to be a sub-committee of the Central Labour Relations Committee shall be established, consisting of up to twelve (12) members as follows:
 - Up to two (2) selected by and representing the Crown;
 - Up to four (4) selected by and representing the CTA/CAE; and
 - Up to six (6) selected by and representing OSSTF/FEESO.
2. The sub-committee shall meet, on a without prejudice basis, to examine the feasibility of establishing an EW LTD insurance plan for OSSTF/FEESO Education Workers, with the goal of establishing efficiencies for the premium payors. The mandate of the committee is to establish if there are potential provincial EW LTD level plan(s) that would establish efficiencies for the premium payors as compared to the current individual plans. The subcommittee will also consider impacts of any changes on existing plans. The EW LTD Sub-Committee shall make a recommendation, by consensus, back to the Central Labour Relations Committee.
3. Any Party to the sub-committee may invite outside experts such as Eckler, OTIP, Manulife or others to provide support to the sub-committee.

4. Starting in the 2024-2025 school year, the sub-committee shall meet at least three (3) times per year during this collective agreement unless by mutual agreement.
5. The sub-committee shall make its recommendations to the Central Labour Relations Committee, no later than August 31, 2026.

LETTER OF AGREEMENT #10

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')**

AND

The Crown

RE: Short Term Paid Leaves – Leave for Indigenous Practice/Days of Significance

The Parties agree that Short Term Paid Leaves (number of days) has been addressed at the central table and that the number of short term paid leave days shall remain status quo.

Usage of short term paid days remains available for local bargaining.

The Parties jointly agree to encourage local parties to consider adding the following language to existing short term paid leave provisions:

Indigenous employees may use existing short term paid leave:

- a. to vote in elections as indicated by self-governing Indigenous authority where the employee's working hours do not otherwise provide three hours free from work and/or
- b. for attendance at Indigenous cultural/ceremonial events.

LETTER OF AGREEMENT #11

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')**

AND

The Crown

RE: Bereavement Leave

The local bargaining unit shall decide whether or not to insert the following into the local (Part B) collective agreement, with such language replacing existing bereavement language in its entirety:

Permanent Education Workers shall be provided with three (3) regularly scheduled workdays' bereavement leave without loss of salary or wages immediately upon the death of and/or to attend a funeral or other ceremony for an employee's spouse, parent, step-parent, child, step-child, grandparent, grandchild, sibling, spouse's parent, or child's spouse.

LETTER OF AGREEMENT #12

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')**

AND

The Crown

RE: Employee Mental Health

The Parties jointly recommend to the Provincial Working Group – Health and Safety (PWGHS) that Employee Mental Health be added as a standing item to the agenda.

LETTER OF AGREEMENT #13

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')**

AND

The Crown

RE: Violence Prevention Health and Safety Training

Effective in the 2023-24 school year and in each subsequent year, mandatory violence prevention health and safety training will be provided in a timely manner on one or more PA Days to employees. This shall include the following topics: Online Incident Reporting Software, and Notification of Potential Risk of Injury. Other possible topics may include: Prevention and De-escalation of Violence, Effective Risk Assessments and Safety Plan Development, Use of Truncated Student Safety Plan and General Safety Plan.

The Parties agree that material produced by the Provincial Working Group on Health and Safety, including the Roadmap Resource, be used as resource material for this training.

LETTER OF AGREEMENT #14

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')**

AND

The Crown

RE: Workplace Violence

The Parties acknowledge that school boards and supervisors are required to provide workers with information, including personal information, related to a risk of workplace violence from a person with a history of violent behaviour, if the worker can be expected to encounter that person in the course of their work and the risk of workplace violence is likely to expose the worker to physical injury.

School Boards and supervisors must not disclose more personal information about a person with a history of violent behaviour than is reasonably necessary to protect workers from physical injury. For instance, workers may not need to know specific personal information, but will be provided with information on the measures and procedures to be followed as part of the workplace violence program in order to protect themselves.

In the case of student safety plans, procedures should be in place so that workers who work directly with the student have access to the student safety plan.

The Parties acknowledge that online reporting tools have been implemented by School Boards, as initiated by 2018:SB06, and the existing systems will be maintained.

By November 30 2023, school boards will recirculate the *Workplace Violence in School Boards: A Guide to the Law* (released in 2018 by the Ministry of Labour) to local health and safety committees.

LETTER OF AGREEMENT #15

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')**

AND

The Crown

RE: Education Worker Diverse and Inclusive Workforce Committee

The Parties agree that should an Education Worker Diverse and Inclusive Workforce Committee continue to operate during the term of this agreement, OSSTF/FEESO will maintain a place at the Committee. If such committee ceases to operate, the Parties agree that they will establish a new Education Worker Diverse and Inclusive Workforce Committee. The mandate will be determined by the Parties.

LETTER OF AGREEMENT #16

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')**

AND

The Crown

RE: Central Items That Modify Local Terms

The Parties agree that the following central issues have been addressed at the central table and that the provisions shall be amended as indicated below. For further clarity, the following language must be aligned with current local provisions and practices. As such the following issues shall not be subject to local bargaining or mid-term amendment by the local parties. Disputes arising in respect of such provisions shall be subject to Section 43 of the School Boards Collective Bargaining Act, 2014.

1.) Pregnancy SEB Language:

- a. Seniority and experience continue to accrue during Pregnancy leave.
- b. Employees living in Quebec and eligible for benefits under the QPIP, are also eligible for this SEB plan.

THIS LOA WILL BE RETAINED FOR HISTORICAL REFERENCE ONLY

LANGUAGE FROM SEPTEMBER 1, 2014- AUGUST 31, 2017, AND EXTENSION UNTIL AUGUST 31, 2019

LETTER OF AGREEMENT #9

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: Status Quo Central Items as Modified by this Agreement

The parties agree that the following central issues have been addressed at the central table and that the provisions shall remain status quo. For further clarity the following language must be aligned with current local provisions and practices to reflect the provisions of the 2012-13 MOU. As such the following issues shall not be subject to local bargaining or mid-term amendment by the local parties. Disputes arising in respect of such provisions shall be subject to Section 43 of the *School Boards Collective Bargaining Act/2014*.

1. Pregnancy Leave Benefits

Definitions

- a) "casual employee" means,
 - i. a casual employee within the meaning of the local collective agreement,
 - ii. if clause (i) does not apply, an employee who is a casual employee as agreed upon by the board and the bargaining agent, or
 - iii. if clauses (i) and (ii) do not apply, an employee who is not regularly scheduled to work
- b) "term assignment" means, in relation to an employee,
 - i. a term assignment within the meaning of the local collective agreement, or
 - ii. where no such definition exists, a term assignment will be defined as twelve (12) days of continuous employment in one assignment

Common Central Provisions

- a) The Employer shall provide for permanent employees and employees in term assignments who access such leaves, a SEB plan to top up their E.I. Benefits. An employee who is eligible for such leave shall receive salary for a period immediately following the birth of her child, but with no deduction from sick leave or the Short-Term

Disability Program (STLDP). The SEB Plan pay will be the difference between the gross amount the employee receives from E.I. and her regular gross pay.

- b) SEB payments are available only to supplement E.I. benefits during the absence period as specified in this plan.
- c) Employees in term assignments shall be entitled to the benefits outlined in a) above, with the length of the SEB benefit limited by the term of the assignment.
- d) Casual employees are not entitled to pregnancy leave benefits.
- e) The employee must provide the Board with proof that she has applied for and is in receipt of employment insurance benefits in accordance with the *Employment Insurance Act*, as amended, before SEB is payable.
- f) Permanent employees and employees in term assignments not eligible for employment insurance benefits or the SEB plan will receive 100% of salary from the employer for the total of not less than eight (8) weeks with no deduction from sick leave or STLDP.
- g) Where any part of the eight (8) weeks falls during the period of time that is not paid (i.e. summer, March Break, etc.), the remainder of the eight (8) weeks of top up shall be payable after that period of time.
- h) Permanent employees and employees in term assignments who require longer than the eight (8) week recuperation period shall have access to sick leave and the STLDP subject to meeting the requirements to provide acceptable medical verification.
- i) If an employee begins pregnancy leave while on approved leave from the employer, the above maternity benefits provisions apply.
- j) The start date for the payment of the pregnancy benefits shall be the earlier of the due date or the birth of the child.
- k) Births that occur during an unpaid period (i.e. summer, March break, etc.) shall still trigger the pregnancy benefits. In those cases the pregnancy benefits shall commence on the first day after the unpaid period.

Local Bargaining Units will identify which of the SEB Plans below apply in their circumstance. The applicable language must be included with the Common Central language above as paragraph I). The full article should then reside in Part B of the collective agreement:

- i. A SEB plan to top up their E.I. Benefits for eight (8) weeks of 100% salary is the minimum for all eligible employees. An employee who is eligible for such leave shall receive 100% salary for a period not to exceed eight (8) weeks immediately following the birth of her child but with no deduction from sick leave or the Short-Term Leave Disability Program (STLDP). The SEB Plan pay will be the difference between the gross amount the

employee receives from E.I. and their regular gross pay;

- ii. A SEB Plan with existing superior entitlements;
- iii. A SEB or salary replacement plan noted above that is altered to include six (6) weeks at 100%, subject to the aforementioned rules and conditions, plus meshing with any superior entitlements to maternity benefits. For example, seventeen (17) weeks at 90% pay would be revised to provide six (6) weeks at 100% pay and an additional eleven (11) weeks at 90%.

2. Workplace Safety Insurance Benefits (WSIB) Top Up Benefits

Where a class of employees was entitled to receive WSIB top-up on August 31, 2012 deducted from sick leave, the parties must incorporate those same provisions without deduction from sick leave in the 2014-2017 collective agreement. The top-up amount to a maximum of four (4) years and six (6) months shall be included in the 2014-17 collective agreement.

Employees who were receiving WSIB top-up on September 1, 2012 shall have the cap of four (4) years and six (6) months reduced by the length of time for which the employee received WSIB top-up prior to September 1, 2012.

For boards who did not have WSIB top-up prior to the MOU, status quo to be determined.

3. Short Term Paid Leaves

The parties agree that the issue of short term paid leaves has been addressed at the central table and the provisions shall remain status quo to the provisions in current local collective agreements. For further clarity, any leave of absence in the 2008-2012 local collective agreement that utilized deduction from sick leave, for reasons other than personal illness shall be granted without loss of salary or deduction from sick leave, to a maximum of five (5) days per school year. For clarity, those boards that had five (5) or less shall remain at that level. Boards that had five (5) or more days shall be capped at five (5) days. These days shall not be used for the purpose of sick leave, nor shall they accumulate from year to year.

Short term paid leave provisions in the 2008-12 collective agreement that did not utilize deduction from sick leave remain status quo and must be incorporated into the 2014-17 collective agreement.

Provisions with regard to short term paid leaves shall not be subject to local bargaining or amendment by local parties. However, existing local collective agreement language may need to be revised in order to align with the terms herein.

4. Retirement Gratuities

The issue of Retirement Gratuities has been addressed at the Central Table and the parties agree that formulae contained in current local collective agreements for calculating Retirement Gratuities shall govern payment of retirement gratuities and be limited in their application to terms outlined in Appendix A - Retirement Gratuities.

Disputes arising in respect of such provisions shall be subject to Section 43 of the *School Boards Collective Bargaining Act*.

The following language shall be inserted unaltered as a preamble to Retirement Gratuity language into every collective agreement:

“Retirement Gratuities were frozen as of August 31, 2012. An Employee is not eligible to receive a sick leave credit gratuity or any non-sick leave credit retirement gratuity (such as, but not limited to, service gratuities or RRSP contributions) after August 31, 2012, except a sick leave credit gratuity that the Employee had accumulated and was eligible to receive as of that day.

The following language applies only to those employees eligible for the gratuity above:”
[insert current Retirement Gratuity language from local collective agreement]

5. Long Term Disability (LTD)

The Long Term Disability (LTD) waiting periods, if any, contained in the 2008-2012 collective agreement should be retained as written. However, to reflect current requirements, plans with a waiting period of more than 130 days shall cause the Short-Term Leave and Disability Plan to be extended to the minimum waiting period required by the plan.

PART B – TERMS NEGOTIATED LOCALLY

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ARTICLE 1 - PURPOSE

- 1.01 It is the intent of the parties of this Agreement, hereinafter referred as the “Agreement”, to maintain a mutually satisfactory relationship by setting forth certain terms and conditions of employment and to provide for the settlement of grievances.

ARTICLE 2 - RECOGNITION

- 2.01 The District School Board Ontario North East (hereinafter referred to as the “Board”) recognizes the Ontario Secondary School Teachers’ Federation (hereinafter referred to as the “Union”) as the sole bargaining agent of all Professional Student Services Personnel employed by District School Board Ontario North East (Employer), save and except supervisors and those above the rank of supervisor, students employed during vacation period, students engaged in work experience, or students on cooperative education programs and those employees for which any trade union holds bargaining unit rights, as of the date of application.
- 2.02 The Board recognizes the right of the Union to authorize the Local to act as an agent of the Union in all matters relating to the negotiation, interpretation, administration and application of this Agreement on behalf of all Professional Student Services Personnel covered by this Agreement.
- 2.03 The Board recognizes the right of the Local to receive assistance from the Union, or any other duly authorized agent, to assist in all matters pertaining to the negotiation and administration of this agreement.

ARTICLE 3 - DEFINITIONS

- 3.01 “Attendance Counsellor” shall mean a person who is employed as an Attendance Counsellor for the Board.
- “Indigenous Student Advisor” shall mean a person who is employed as an Indigenous Student Advisor under the jurisdiction of the Board.
- “Regulated school mental health professionals” shall mean a person who is employed as a Social Worker, at the secondary school level, with an undergraduate or graduate degree in a mental health or related field and is governed under the Regulated Health Professions Act, 1991 (RHPA) and health profession Acts (i.e., Medicine Act, 1991) and/or is registered with the college of social workers and social service workers. If a non-regulated or unqualified mental health professional who is working at a secondary school attains their Social Worker qualifications as set out above, they will be considered Regulated under the definition of Regulated School Mental Health Professional.
- “Non-regulated school mental health professionals” shall mean a person who is employed as a Child & Youth Worker in a school which is under the jurisdiction of the Board and has a Child and Youth Worker diploma, or a Social Service Worker diploma (and is registered with the college of social workers and social service workers).

“Unqualified school mental health professionals” shall mean a person who is employed as a Child & Youth Worker in a school which is under the jurisdiction of the Board and does not meet the criteria for a non-regulated or regulated school mental health professional.

“Casual PSSP” shall mean a person employed by the Board on a casual basis/in a temporary capacity for the replacement of union members on leave. Casual PSSP’s are members of the Bargaining Unit and have all rights and obligation of the Collective Agreement with the exception of, ARTICLE 12 – Seniority, ARTICLE 13 – Layoff and Placement Procedures, ARTICLE 14 – Recall, ARTICLE 16 – Vacation, ARTICLE 17 – Leaves, ARTICLE 18 – Benefits, ARTICLE 22 – Severance, ARTICLE 24 – Deferred Salary Leave. Casual PSSP’s shall be paid at the step 1 pay rate as per ARTICLE 20 – Salary.

ARTICLE 4 - DUES DEDUCTION

- 4.01 Effective the date of ratification, the Board agrees to deduct from the wages of each employee on each pay, regular dues or monthly levy, as certified, in writing, by the Union to be currently in effect according to the Constitution of the Union from the wages of each employee. The Board further agrees to remit the amount so deducted to the Union by the 15th day of the month following, the calendar month in which the deductions were made. The payment shall be accompanied by a list showing the names and the amount of dues deducted in respect of the individuals.
- 4.02 Every employee shall, as a condition of employment, make application for membership in the Union and shall make regular dues payment and, when accepted into membership by the Union which shall be within thirty (30) days following successful completion of the probationary period, shall maintain such membership in good standing. The Board will inform all new employees of this condition of employment at the time of hiring.
- 4.03 In consideration of the deduction and forwarding of Union dues by the Board, the Union agrees to indemnify and save the Board harmless against any claim of liability arising out of or resulting from the operation of this Article.

ARTICLE 5 - NO DISCRIMINATION

- 5.01 The Board and the Union agree that there will be no intimidation, discrimination, interference, restraint or coercion exercised or practiced by either of them or by any of their representatives or members because of an employee’s membership or non-membership in the Union or because of their activity or lack of activity in the Union.
- 5.02
 - (a) It is agreed that the Union and the employees will not engage in Union activity during working hours or hold meetings at any time on the premises of the Board without the permission of the appropriate Superintendent or designate.

(b) Where the appropriate Superintendent gives permission under this Article, the meeting or other activity shall take place at the location and on the terms specified by the Superintendent. Time taken for meetings or activities specified under this Article shall not be considered time worked and shall not be paid for by the Board.

(c) The Local shall be allowed to carry out union business on the Board's premises outside of regular working hours subject to the Board's Community Use of Schools Policy.

5.03 There shall be no discrimination exercised by either the Board or the Union as prescribed by the Human Rights Code, R.S.O. 1990, Chap. H.19.

ARTICLE 6 - CONTRACTUAL COMMUNICATION / ACCESS TO INFORMATION

6.01 All correspondence between the Board and the unit arising out of this agreement or incidental thereto, shall pass to and from the Director of Education or designate and the unit President, unless otherwise designated.

6.02 A copy of the Collective agreement will be posted on the Board's website. All new Union members shall be advised as to where to access the agreement.

6.03 The Union President shall be notified of all postings, appointments, hiring lay-offs, re-hirings, and terminations of employment. The Union President shall also be notified if a newly hired employee decides not to accept the position prior to their first day of work.

6.04 The Board shall provide the bargaining Union President with copies of all letters related to hires, redundancies, leaves, retirements, resignations and terminations.

ARTICLE 7 - MANAGEMENT RIGHTS

7.01 The Union recognizes that it is the function of the Board to exercise all the regular and customary functions of management including direction of the working forces of the Employer, subject to the terms of this Agreement.

7.02 The Board and Union agree that their rights and responsibilities shall be exercised in a manner that is fair, reasonable, equitable, and consistent within the collective agreement and the prevailing statutes.

ARTICLE 8 - NO STRIKES OR LOCKOUT

8.01 The Board agrees that there shall be no lockout of any employees and the Union agrees that there shall be no strike during the life of this agreement. Lockout and strike shall be as defined in the Ontario Labour Relations Act, as amended from time to time.

ARTICLE 9 - UNION REPRESENTATION

- 9.01 The Board acknowledges the right of the Union to appoint or otherwise select officers and representatives. The name and school of the officers and representatives from time to time selected, shall be given to the Board in writing. The Board shall not be required to recognize the officers and representatives until it has been so notified.
- 9.02 When an employee is disciplined and if a meeting is held to affect such discipline, the employee shall have the right to request the presence of a Union representative. The Board agrees to advise the employee of this right prior to imposing formal discipline. This right shall be a procedural right and not a substantive right.
- 9.03 Following the giving of notice pursuant to Article 25.02 and until the ratification of a renewal collective agreement, the Board agrees to recognize a Union Negotiation Committee consisting of up to four (4) employees from the Union and one (1) representative of the Union who is not an employee of the Board. The Board will allow each of the four (4) employee members of the Negotiation Committee to be released from duties for bargaining meetings with the Board with pay.

ARTICLE 10 - GRIEVANCE PROCEDURES

- 10.01 **Definition**
Grievance shall be defined as any matter arising from the interpretation, application, administration, or alleged violation of this Agreement, including any question as to whether a matter is arbitrable.
- 10.02 An employee shall have the right to have a representative from OSSTF present to assist the member at any stage of this grievance and arbitration procedure.
- 10.03 **Complaint Stage**
An employee, with the concurrence of the Union, may, within twenty days of the employee becoming reasonably aware of the occurrence, initiate a written complaint with the Principal or immediate supervisor who shall answer the complaint in writing within five (5) days after receipt of the complaint.
- 10.04 **Grievance Procedure – Individual**
In the case of a grievance by the Union on behalf of one of its members, the following steps shall be taken in sequence where informal attempts to resolve the matter with the immediate supervisor have failed.
- 10.05 **Step 1**
If the reply of the principal or immediate supervisor of the grievor at the Informal Stage is not acceptable to the Union, the Union shall initiate a written grievance within twenty (20) days to the appropriate Superintendent or designate who shall answer the grievance in writing within ten (10) days after receipt of the grievance.

A copy of the written grievance shall be sent to the Director of Education or designate.

The grievance shall contain:

- (i) a description of how the alleged dispute is in violation of the Agreement; and
- (ii) the clauses in the Agreement alleged to be violated; and
- (iii) the relief sought; and
- (iv) the signature of the duly authorized official of the Bargaining Unit.

10.06 **Step 2**

If the reply of the appropriate Superintendent or designate is unacceptable to the Union, it shall within ten (10) days of the receipt of the reply, so notify the Director of Education or designate who shall answer the grievance in writing within ten (10) days.

10.07 **Step 3**

If the reply of the Director of Education or designate is unacceptable to the Union, it shall then apply for arbitration within twenty (20) days of the receipt of the reply.

10.08 **Grievance Procedure – Policy**

In the case of all other grievances by a party (including those on behalf of a group of employees, all the employees, a retired member or a deceased member), the party making the grievance shall take the following steps in sequence to resolve the matter.

10.09 **Step 1**

The Union shall make a written grievance to the Director of Education or a designate, or the Secretary of the Board, as the case may be, who shall answer the grievance in writing within ten (10) days after receipt of the grievance.

The grievance shall contain:

- (i) a description of how the alleged dispute is in violation of the Agreement; and
- (ii) the clauses in the Agreement alleged to be violated; and
- (iii) the relief sought; and
- (iv) the signature of the duly authorized official of the party making the grievance.

10.10 **Step 2**

If the reply of the Director of Education or designate is not acceptable to the party making the grievance, that party shall then apply for arbitration within twenty (20) days of the receipt of the reply.

10.11 **Grievance Mediation**

At any stage in the grievance procedure, the parties by mutual consent in writing may elect to resolve the grievance by requesting the appointment of a Settlement Officer, in accordance with Section 48.5 of the Ontario Labour Relations Act. 1985.

The timelines outlined in the grievance procedure shall be frozen at the time the parties mutually agreed in writing to request a settlement officer.

Upon written notification of either party to the other party indicating that the party no longer agrees to the use of a settlement officer, the timelines in the grievance procedure shall continue from the point at which they were frozen.

10.12 Arbitration

Either party, by mutual consent, may refer the grievance to a single arbitrator, as per the Ontario Labour Relations Act and will provide the other party with the names of three (3) arbitrators. If no agreement can be reached on the appointment of an arbitrator, the Minister of Labour for the Province of Ontario will be asked to appoint an arbitrator. Failing to reach mutual consent to refer a grievance to a single arbitrator, the grievance will be referred to a Board of Arbitration.

The party desiring arbitration shall notify the other party in writing of its desire to submit the difference or allegation to arbitration and the notice shall contain the name of the first party's appointee to an Arbitration Board. The recipient of the notice shall, within ten (10) days, inform the other party either that it accepts the other party's appointee as a single Arbitrator or inform the other party of the name of its appointee to the Arbitration Board. Where two appointees are so selected, they shall, within ten (10) days of the appointment of the second of them, appoint a third person who shall be the Chairperson. If the recipient of the notice fails to appoint an Arbitrator or if the two appointees fail to agree upon a Chairperson within ten (10) days, the appointment shall be made by the Minister of Labour upon the request of either party.

The Arbitrator or Arbitration Board shall not be authorised to make any decision inconsistent with any Act or Regulation thereunder or the provisions of this Agreement, or to alter, modify, or amend any part of this Agreement.

- 10.13 There shall be no reprisals of any kind taken against any person(s) because of participation in the grievance or arbitration procedure under this agreement.
- 10.14 Should the investigation or processing up to the hearing of a grievance require that the grievor(s) or Union representative(s) or witnesses be released from their regular duties, they shall be released without reduction in salary, allowances, benefits, increment, experience, or cumulative sick leave credits.
- 10.15 Each Party shall bear the fee and/or expense of its appointee to the arbitration board and any fees and/or expenses of the chairman shall be borne equally by the Parties.
- 10.16 Each Party shall bear its own expenses respecting appearances at hearings of the arbitration board.
- 10.17 Each Party shall bear at its own expense the cost of counsel or advisors at each step of the grievance procedure.
- 10.18 Time restrictions may be extended if mutually agreed in writing. Failure of one (1) party to comply with the timeline limits or any agreed upon extension shall result in the grievance proceeding to the next step.

- 10.19 The time limits stipulated in 10.05 for initiating a grievance shall not apply to a grievance involving remuneration during the current school year or the previous school year. Such grievance may be initiated at any time up until and including **August 31** during the current school year.
- 10.20 No person may be appointed as an Arbitrator or member of an Arbitration Board who has been involved in an attempt to negotiate or settle the grievance.
- 10.21 Nothing in this procedure shall be deemed to preclude the individual's right to seek redress in law.
- 10.22 **Time Limits**
The time limits fixed by both the Grievance and Arbitration Procedure may be extended by consent of the Parties to this Agreement. It is understood that the failure of the Employee representative to reply in writing at any stage of the grievance or Arbitration Procedure, will be cause for the grievance to proceed to the next step within the defined time limits.

ARTICLE 11 - JUST CAUSE

- 11.01 No member shall be demoted, disciplined, discharged without just cause.
- 11.02 "Discipline" shall mean:
(i) suspension with or without loss of pay, or
(ii) loss of pay
- 11.03 A member subject to disciplinary action, other than a verbal warning, for whatever cause, shall be informed in writing of the disciplinary action stating the reasons for such action.

ARTICLE 12 - SENIORITY

- 12.01 Seniority is defined as the length of continuous service in the employment of the Board as a member of the PSSP union, calculated from the initial start date.
- Seniority shall operate on a bargaining unit wide basis.
- In any layoff or recall the most senior employee within their job classification/role will be given preference, provided they have the skill, ability and qualifications to perform the available work competently.
- In determining skill, ability and qualifications, the Board shall be entitled to consider the special needs of the program. This shall include employment, with the current or predecessor Board prior to certification.

- 12.02 A newly hired employee shall work a probation period of 60 school days worked from the date of last hire. During the probation period, the employee shall have no seniority and shall be entitled to all the rights and benefits of this collective agreement except seniority. A probationary employee may be dismissed for any reason satisfactory to the Board which shall not be arbitrary, discriminatory or in bad faith. Upon successful completion of the probation period, seniority shall be effective from the original date of last hiring. The probationary period may be extended by written agreement of the Employee, the Board and the Union.
- 12.03 The Employer shall maintain a seniority list, as per Article 12.06 which lists the name and job classification of each permanent employee, showing the date upon which each employee's unbroken service commenced. The employer will email a copy of the list to the president and post the list on the board website.
- 12.04 Provided that if no objection is filed within twenty (20) working days the list shall be deemed to be correct and shall not be subject to grievance or change without written mutual consent between the Employer and the Union.
- 12.05 An employee shall be struck from the seniority list and their employment terminated if:
- (a) they are discharged for just cause and are not reinstated;
 - (b) they resign or quit;
 - (c) they are absent from work without permission for five (5) days or more;
 - (d) being laid off, they fail to return to work under the recall provisions of Article 14, including the right to refuse recall contained therein, within ten (10) working days after having been advised to return by Board email;
 - (e) they are laid off for a period of twenty-four (24) months.
- 12.06 In compiling the seniority list, all ties shall be broken based on the following criteria in order:
- (a) last date of hire;
 - (b) total experience with the Board within the PSSP classifications;
 - (c) last time of hire;
 - (d) by lot.
- 12.07 The Board shall be deemed to have given an individual on layoff notice of recall by sending notice of recall by board email to the individual and the Bargaining Unit President. Such notice shall include the date and time at which the individual is to report to work.
- 12.08 Where the Board is required to accommodate an employee disability under the Ontario Human Rights Code or is participating in the rehabilitation of an employee who is returning to work from an absence covered by the Workers' Safety Insurance Board, the Union shall co-operate.

ARTICLE 13 - LAYOFF AND PLACEMENT PROCEDURES

- 13.01 Unless there is prior knowledge that circumstances have changed, the same employee in a school at the end of June will return on the first day of pupil attendance in September. Changed circumstances include but are not limited to changes in program or funding. Professional Student Services Personnel may be notified by June 30th but no later than August 1.

In the event that there are changed circumstances prior to September 30, the Bargaining Unit President shall be informed prior to any declaration to members regarding postings or transfers, to discuss potential postings or transfers resulting from the changed circumstances.

- 13.02 Employees who have a position in June and return before the end of September are considered to have "continuous service".
- 13.03 In the event that there are not enough positions available in September for all Professional Student Services Personnel working in June, the unplaced person(s) may exercise "bumping rights" into the least senior equivalent position within the job classification/role if available, or if not available, the least senior part-time position within the job classification/role. The laid off employee must exercise bumping rights within five (5) working days from notification of layoff. The employee may decide to remain on the recall list, rather than take the zone, regional or board-wide bump. An employee who waives this option and has no position by the end of September will be placed on the recall/seniority list for twenty-four (24) months.
- 13.04 Professional Student Services Personnel who are not currently working full time or are on a twenty-four (24) month recall list will be given priority for supply work respectively.
- 13.05 If one position becomes redundant in an entity the least senior employee at that location will be declared redundant. Should this employee be senior to other Professional Student Services Personnel, "bumping rights" may be exercised. The laid off employee must exercise bumping rights within five (5) working days from notification of layoff. The employee may decide to remain on the recall list, rather than take the zone or regional bump.
- 13.06 Bumping rights shall be exercised within an entity, zone and regional basis. If one position becomes redundant in a school, the least senior employee in an entity will be declared redundant. An entity shall be defined as:
- Hearst
 - Kapuskasing/Smooth Rock
 - Smooth Rock/Cochrane
 - Cochrane/Iroquois Falls/Matheson
 - Timmins
 - Kirkland Lake/Englehart
 - Englehart/Kerns/Elk Lake
 - New Liskeard/Temagami/Kerns

- 13.07 The zone shall be defined as:
1. Temiskaming Board of Education
 2. Kirkland Lake Board of Education
 3. Timmins Board of Education
 4. Cochrane, Iroquois Falls, Black River, Matheson Bd. of Education
 5. Kapuskasing, Smooth Rock Board of Education
 6. Hearst Board of Education
- 13.08 An unplaced employee shall also have the right to bump the least senior employee within the job classification/role on a regional basis and then on a board-wide basis if the entity and zone bumping continues to result in unemployment.
- 13.09 Once all Professional Student Services Personnel who were working in the previous school year are placed and/or have had the opportunity to exercise the "bumping rights", any positions which become available will be considered "new" positions.
- 13.10 Professional Student Services Personnel may request voluntary exchange or transfer to another position or school by mutual consent within the system for the following school year by applying in writing by March 31st to the appropriate Supervisory Officer. Copies of the request are to be forwarded to the principals of both the present and possible future locations, and president of the bargaining unit.
- 13.11 Any request for a reduced assignment will be submitted in writing to the appropriate Superintendent for consideration.
- 13.12 If no employee currently working or on the seniority list will accept an offered vacancy, then the Board shall be entitled to hire a person without seniority.
- 13.13 The parties are committed to consult in order to clarify Bumping and Recall procedure.
- 13.14 Any change from a part-time position to a full-time position shall be offered to the incumbent employee who is currently working at that site. Should the incumbent employee decline the additional hours, the position shall be posted and filed according to the collective agreement.

ARTICLE 14 - RECALL

- 14.01 Employees who are laid off shall have recall rights to available positions for a period of twenty-four (24) months. Recall to available positions shall be offered in order of job classification and seniority. An employee shall have the right to refuse an offer of recall if it is not to the entity from which they were laid off. The employees shall not forfeit any rights of recall under this article for such refusal. Employees who refuse an offer of recall within the entity from which they were laid off will forfeit their rights to recall and will be removed from the recall list.

- 14.02 When a permanent vacancy becomes available the Employer shall contact the employee being recalled by Board email. The recall notice (which includes the employee's name) shall also be emailed to the Bargaining Unit President. The Employee on recall must respond within five (5) calendar days of the date of the email.
- 14.03 During the period that an employee is on the recall list, they shall maintain their seniority rights and accumulated sick leave.
- 14.04 Employees who are on the recall list shall notify the Board so that they may have the opportunity to be available for casual or part-time work without affecting their recall status.

ARTICLE 15 - POSTING OF VACANT POSITIONS

- 15.01 When a vacancy becomes available or a new position is created the employer shall post a notice of the position within ten (10) working days of the position becoming vacant. Posting notices shall be included on the board website as well as placed in a suitable location at each work location and Board office, for a minimum of three (3) working days in order that all employees covered by this agreement will be advised of the position and be able to make written application for same.
- 15.02 Vacancies created by internal appointments during the school year will be posted. Only the original vacancy and the first resulting vacancy shall be posted when the vacancy is filled from within the bargaining unit. The first resulting vacancy will be posted for a minimum of four (4) working days.
- 15.03 If requested by the unsuccessful applicant, the immediate supervisor will debrief the applicant and suggest methods of improvement.
- 15.04 In applying to vacant position postings, members shall be given preference according to (a) their entity, (b) their zone, (c) their region and finally, (d) the entire system.
- 15.05 When a temporary vacancy occurs which is anticipated to exceed three (3) months, it will be posted in a suitable location in each work location for a minimum of three (3) working days. Only the original position shall be posted. Upon the completion of the temporary assignment, the employee shall be returned to their former position.

ARTICLE 16 - VACATION

- 16.01 Employees will be paid their appropriate vacation percentage accrual on each payday.
- 16.02 **Vacation Entitlement**
Employees in this bargaining unit shall receive the following vacation entitlement in accordance with credited service as follows:

**Length of Continuous
Service as of June 30**

**Ten (10) month
employees**

Less than 3 years

4% vacation pay

3 years but less than 7

6% vacation pay

7 years but less than 15

8% vacation pay

15 years to 25 years

10% vacation pay

After 25 years

12% vacation pay

16.03 The Employer recognizes the following as paid holidays:

(a) New Years' Day

(f) Labour Day

(b) Thanksgiving Day

(g) Good Friday

(c) Easter Monday

(h) Christmas Day

(d) Boxing Day

(i) Victoria Day

(e) Canada Day

(k) Family Day

ARTICLE 17 - LEAVES

17.01 **Bereavement Leave**

All employees shall be granted up to five (5) days leave without loss of salary or wages to attend the funeral of a parent, step-parent, current spouse, sister, brother, child, step-child, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparent, step-grandparent, grand-child, step-grandchild.

All employees shall be granted up to three (3) days leave without loss of salary or wages to attend the funeral of an aunt, uncle, niece or nephew.

17.02 **Pregnancy and Parental/Adoption Leave**

Employees shall be granted parental/adoption leave in accordance with The Employment Standards Act. As benefits are covered under the Central Agreement refer to C10.0 Benefits page 9 of Part A in this Collective Agreement.

SEB provisions are also covered under the Central Agreement, refer to C11.0 Statutory Leaves of Absence/SEB page 12 of Part A in this Collective Agreement.

17.03 **Compassionate Leave**

Compassionate leave, exclusive of absence due to sickness or bereavement, upon written application to the appropriate Superintendent through the immediate supervisor, the Board may grant in exceptional circumstances up to a maximum of five (5) days with pay for any individual request. Compassionate leave may be granted consecutively with bereavement leave.

17.04 **Jury or Witness Duty**

Every employee is entitled to his salary notwithstanding his absence from duty as a witness or juror in any court to which he has been summoned in any proceedings to

which he is not a party or one of the persons charged provided that any remuneration other than that explicitly for expenses is refunded to the Board.

17.05 **Special Consideration**

An employee may request a leave of absence in writing from the appropriate Superintendent. Such request shall set out the reasons for the request and the use to which the leave will be put. The Board may grant any such request at its sole discretion.

17.06 **Personal Leave**

All permanent employees shall be entitled to five (5) personal leave days with pay to be taken during the contract year, upon the request of the employee. Where possible, ten (10) days' notice shall be given. Personal leave days are to be earned at the rate of one (1) for every two (2) months for which an employee was actively at work or on paid sick leave. The personal leave day earned for September and October may be taken by the employee during September or October and the personal leave day earned for May and June may be taken in May or June. The employee may request access to a maximum of two unearned personal days. The approval of these requests will be at the sole discretion of the appropriate supervisor.

17.07 **Quarantine Leave**

Leave with pay and without deduction from sick leave shall be granted to an employee for the period of quarantine when declared by the Medical Officer of Health.

17.08 **Leave for Union Business**

Upon written application to the Employer by the Bargaining Unit, the Employer through the Director of Education or a designate, will grant Union leave.

The Bargaining Union shall reimburse the Employer for the cost of any replacement worker used to cover the employee taking Union Leave. The Board shall endeavour to replace the worker.

The Employer will grant leave for designated member(s) of the Bargaining Unit for Union duties. The cost incurred of these long-term leaves will be borne by the Bargaining Unit who shall reimburse the Employer at the cost of the replacement worker.

Leaves referred to above shall be without reduction in pay, allowances, benefits, increment, experience, seniority or cumulative sick leave credits.

The employee(s) on Union Leave shall retain all rights outlined in this Agreement as though he/she/they were working full-time.

All employees required to meet with the employer for negotiations, grievance, arbitration, and/or mediation shall be granted leave without reduction in pay, allowances, benefits, increment, experience, seniority, or cumulative sick leave credits.

There shall be no reprisals or any kind taken against any person(s) because of participation in negotiations, grievance, arbitration, and/or mediation, or because of the carrying out of union duties.

17.09 Short Term Union Leave

Any requests for short term union release must be submitted to the appropriate Superintendent one (1) week prior to the date of the leave. The approval of these leaves is at the discretion of the Superintendent. All costs associated with short term union leave requests will be borne by the bargaining unit and will come at no cost to the Board.

17.10 Leave of Absence Without Pay

(a) The Director of Education or designate may grant a leave of absence without salary or loss of seniority. Requests for leave shall be made in writing to the Director of designate. Such leave shall not unreasonably be withheld.

(b) A request by two individual employees to participate in a job sharing plan will be given consideration by the appropriate supervisory officer, provided there are no additional costs to the Board. Employees working on a job sharing basis would be subject to the terms and conditions of part-time employees as outlined in various section of this agreement.

17.11 Sick Leave

Sick leave provisions are covered under the Central Agreement. Refer to Article C12.00 in Part A of this Collective Agreement.

17.12 Sick leave access for any absence for a period of five (5) days or less may be certified by the appropriate Superintendent. A medical certificate for the illness or non-compensable accident shall be required by the Board after five (5) consecutive days of absence. If the employer requests a medical certificate for less than 5 days, the employer shall pay for the certificate. Where an Employee is absent for illness for more than twenty (20) consecutive working days, the Director or designate may require that a certificate be submitted by a licensed medical practitioner before the Employee shall be entitled to payment under the Sick Leave Plan.

17.13 A medical certificate, indicating the employee's fitness for duties or modified duties, physical or mental restrictions and prognosis for recovery, for illness or non-compensable accident may be required by the Board after prolonged or repeated illness as well as upon return to work after recovery from disability or other medical absence or in any case deemed appropriate by the Board.

ARTICLE 18 - DEFERRED SALARY LEAVE PLAN

18.01 Purpose

The purpose of the leave with deferred salary is to allow the employer to give experienced employees a period of "revitalization" outside the profession while at the same time permitting young employees to gain experience in their absence.

18.02 **Description**

Leave with deferred salary is sometimes known as the "Four Year Over Five Plan", in which the participant works four years at 80% of gross salary in return for a one year leave at approximately the same rate, in this case, a greater or lesser number of years may be utilized in the calculation. In effect, "Four Years Over Five Years" becomes... X years over (X+1) years. In addition to the "Four Years Over Five Years", members may apply for "Three Years Over Four Years" or "Two Years Over Three Years".

The above is dependent on current CRA rules.

18.03 **Qualifications**

The employee must have three (3) years of continuous service with the Employer prior to the start of the one (1) year leave.

18.04 **Application**

The employee must make written application to the Employer, through the appropriate Supervisory Officer on or before March 31st of any year, in which is described the applicant's proposal with respect to a Deferred Salary Plan and the timing of the leave of absence.

18.05 **Approval or Denial**

The right to approve or to deny any application shall rest solely with the Employer. Written advice of approval or of denial, with explanation, shall be delivered to the applicant not later than May 30 following the date of application.

18.06 **Conditions**

Semestered School Entry into the plan shall be effective on the first day of September and/or the first day of January. The leave of absence shall commence on the first day of the first semester or the first day of the second semester.

18.06.1 The deferred salary shall be placed in trust with the Employer's bank and interest earned thereby shall accrue to the benefit of the trust in accordance with the Trustee Act. Throughout an Employee's participation in the plan, the control of the trust shall be vested solely in the Employer on behalf of the participant.

18.06.2 During the Leave of Absence, the sum accumulated in the trust, including accrued interest thereon, shall be paid to the participant in the same manner as would their salary were they not on a Leave of Absence.

18.06.3 A participant may withdraw from the plan at any time prior to March 15 preceding the commencement of the Leave of Absence. Upon withdrawal, the sum accumulated in the trust including accrued interest thereon, shall be paid to the participant within sixty (60) days following delivery to the appropriate Supervisory Officer, of written notification of withdrawal.

18.06.4 A declaration of redundancy shall be deemed to be a written notice of withdrawal and the above terms will apply.

- 18.06.5 Notwithstanding 18.06.3, the Employee may request a suitable repayment schedule of the sum accumulated in the trust including accrued interest thereon in no more than two (2) lump sums, and in not more than two (2) calendar years, including the year of withdrawal.
- 18.06.6 In case of the death of a participant prior to commencement of the Leave of Absence, the sum accumulated in the trust, including accrued interest thereon, shall be paid to the estate of the participant within sixty (60) days following the date of death. In the case of the death of a participant during the Leave of Absence, the sum remaining in the trust, including accrued interest, shall be paid to the estate of the participant within sixty (60) days following the death.
- 18.06.7 Should an Employee die while participating in the plan, the retirement gratuity, if applicable, will be paid to the estate as if the Employee were receiving 100% of salary.
- 18.06.8 The Employee, on return from leave, will be assigned to a school in their entity.
- 18.06.9 The Employee, on return from leave, will be subject to the provisions of Article 12 & 13 (Seniority, Transfer, Surplus, Redundancy, and Recall Procedures).
- 18.06.10 The Employee on returning from the year of leave will be credited with seniority as if the Leave of Absence had not been granted. They will not gain a (1) year on the salary grid.
- 18.06.11 The Employee will not accumulate sick leave credits during the leave.
- 18.06.12 No restrictions may be placed on the Employee by the Employer regarding their activities during the leave save and except any restrictions that may exist in the Income Tax Act.
- 18.06.13 The Bargaining Unit agrees that the replacement Employee will be hired for the duration of the leave of absence only and will not be subject to retention procedures.
- 18.06.14 The Employee is responsible to apply to OMERS and make all arrangements for the leave. The Employer will not be responsible for any loss of cumulative years in the OMERS plan as a result of the leave.
- 18.06.15 The Employee's Pension Plan deductions are to be continued during the leave.
- 18.06.16 One semester leaves are conditional upon the availability of a suitable replacement employee.

ARTICLE 19 - BENEFITS

Benefits provisions are covered under the Central Agreement. Refer to C10.0 Benefits, page 9 of Part A.

19.01 Membership in the Long Term Disability plan shall be a condition of employment. One hundred percent (100%) of the Long Term Disability premium shall be paid by the employee.

19.02 **Pension Plan**

The Ontario Municipal Employee's Retirement System (OMERS) shall be the recognized Pension Plan for members of this bargaining unit.

A member who holds certification as a teacher shall become and remain a member in good standing of the Ontario College of Teachers and the Ontario Teachers' Pension Plan.

The Board shall make the appropriate deductions from the employee's pay and submit to OMERS the necessary employee and employer pension contributions as required.

ARTICLE 20 - INCLEMENT WEATHER

20.01 When weather conditions make it impossible for a member to reach the employer's workplace, as per Board policy, there will be no deductions or loss of entitlements under this Collective Agreement.

ARTICLE 21 - SALARY GRID

21.01 Rates of pay effective August 29, 2022, August 28, 2023, August 28, 2024, and September 1, 2025:

Effective August 29, 2022

\$1 Increase

Experience	Unqualified School Mental Health Professional		Non-regulated School Mental Health Professional		Attendance Counsellor	
	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly
0	24.63	1,724.13	30.06	2,104.31	31.59	2,211.60
1	26.01	1,821.00	31.79	2,225.14	32.70	2,288.68
2	27.40	1,917.87	33.51	2,345.97	35.51	2,485.54
OCCUP		HRLY RATE	Bi-Weekly			
Indigenous Student Advisor		30.27	2,118.97			
Regulated School Mental Health Professional		58.28	4,079.82			

Effective August 28, 2023

\$1 Increase

Experience	Unqualified School Mental Health Professional		Non-regulated School Mental Health Professional		Attendance Counsellor	
	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly
0	25.63	1,794.10	31.06	2,174.20	32.59	2,281.30
1	27.01	1,890.70	32.79	2,295.30	33.70	2,359.00
2	28.40	1,988.00	34.51	2,415.70	36.51	2,555.70

OCCUP	HRLY RATE	Bi-Weekly
Indigenous Student Advisor	31.27	2,188.90
Regulated School Mental Health Professional	59.28	4,149.60

Effective August 28, 2024

\$1 Increase

Experience	Unqualified School Mental Health Professional		Non-regulated School Mental Health Professional		Attendance Counsellor	
	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly
0	26.63	1,864.10	32.06	2,244.20	33.59	2,351.30
1	28.01	1,960.70	33.79	2,365.30	34.70	2,429.00
2	29.40	2,058.00	35.51	2,485.70	37.51	2,625.70
OCCUP	HRLY RATE		Bi-Weekly			
Indigenous Student Advisor	32.27		2,258.90			
Regulated School Mental Health Professional	60.28		4,219.60			

Effective September 1, 2025

\$1 Increase

Experience	Unqualified School Mental Health Professional		Non-regulated School Mental Health Professional		Attendance Counsellor	
	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Hourly	Bi-Weekly
0	27.63	1,934.10	33.06	2,314.20	34.59	2,421.30
1	29.01	2,030.70	34.79	2,435.30	35.70	2,499.00
2	30.40	2,128.00	36.51	2,555.70	38.51	2,695.70
OCCUP	HRLY RATE		Bi-Weekly			
Indigenous Student Advisor	33.27		2,328.90			
Regulated School Mental Health Professional	61.28		4,289.60			

ARTICLE 22 - MISCELLANEOUS

22.01 Personnel Files

- Upon prior written request to Human Resources, an employee will be provided with a copy of their personnel file. The file will be copied, and the employee will pick up the file at the Board Office (Schumacher or New Liskeard), with a signature upon pickup.
- Upon written request of the Employee to the Superintendent of Human Resources, documents contained in the Employee's personnel file which are disciplinary in nature and all supporting documents shall be removed from the file three (3) years after their date of issue, unless further similar disciplinary action has occurred in that period.

Notwithstanding the foregoing, disciplinary materials regarding suspensions, harassment or violence, or any discipline related to physical, emotional or psychological harm to students or other employees of the Board will remain in the Employee's file.

22.02 **Working Conditions**

Each full-time Professional Student Services Personnel shall be granted two (2) fifteen (15) minute breaks in each scheduled workday of at least seven hours duration. Such breaks shall be taken at times as directed by the Principal or his designate.

22.03 An employee travelling on Board business at the Board's direction shall be reimbursed in accordance with the Board travel policy and procedure in force at the time of the employee's travel.

22.04 The Record of Employment for Professional Student Services Personnel will be issued as required by the *Employment Insurance Act*.

22.05 The Board shall provide each Professional Student Services Personnel who works at least five (5) continuous hours in a day with a thirty (30) minute unpaid meal period at a time directed by the Principal.

22.06 The normal hours of work for full time employees shall be seven (7) hours per day Monday to Friday.

The normal work year of two-hundred and four (204) days is based on:

- 188 instructional days,
- 6 professional development days and
- 10 paid holidays

Attendance Counsellors will begin working one (1) week prior to the opening of schools and finish one (1) week early provided that schools are operational with a supervisor present.

22.07 **Overtime:**

- a) All time worked beyond the regular work day and week shall be approved by the appropriate Superintendent responsible for the employee group and on a voluntary basis and shall be deemed to be overtime. Overtime worked shall be paid for at the rate of time and one half (1 ½).
- b) Any employee who is required to work a regular day off shall be paid at the rate of time and one half (1 ½) the employee's standard rate of pay for every hour worked.
- c) An employee who was required to work on a statutory holiday shall be paid at the rate of double the employee's standard rate of pay for each hour worked in addition to the employee's regular pay for said statutory holiday.
- d) Employees will have the option of time off in lieu of overtime worked providing the time off option is exercised within six (6) months of the overtime being worked.

Such time off will be granted at the request of the employee at the rate as specified above. A maximum of five (5) days accumulation is permitted.

22.08 The employer shall endeavour to ensure that every employee will be provided with suitable workspace in accordance with applicable provincial legislation.

22.09 **Health and Safety**

The employer shall recognize its obligations to provide a safe and healthful environment for employees and to carry out all duties and obligations under the Occupational Health and Safety Act and its accompanying regulations as minimum acceptable standards.

The employer agrees to develop explicit policies and procedures to deal with violence.

22.10 **Technological and Other Changes – Training Program**

In the event that the Employer should introduce new methods or equipment which require new or greater skills than are possessed by employees under the present methods of operation, such employees shall, at the expense of the Employer, be given appropriate training.

ARTICLE 23 - SEVERANCE

23.01 The Employer shall pay to any member of the Bargaining Unit with one (1) year or more service who is declared redundant and leaves the employ of the employer a severance allowance calculated as follows: four percent (4%) of the member's annual salary for each year of continuous employment with the Employer or predecessor employer, up to a maximum of twenty percent (20%).

23.02 A member who is redundant to the needs of the system shall remain on the recall list until September 30th. At that time the member may decide to remain on the recall list or choose to accept a severance pay. If the member selects severance pay, the payment will be made on or before October 15th of the same year.

23.03 Once a member has accepted the severance allowance, the employer has no further employment obligations.

ARTICLE 24 - CONTRACTING OUT

24.01 No job consisting of work normally performed by members of the Bargaining Unit, which had been assigned to a member or members of the bargaining unit, shall subsequently be contracted out where:

- a) the contracting out of such work would result in the lay-off of reduction in the number of hours regularly scheduled for one (1) or more bargaining unit employees, or

- b) there are bargaining unit employees on lay-off with recall rights, who have the necessary skill, ability, and qualifications to perform the work required and the work required is sufficient to recall one (1) or more employees to at least seven (7) consecutive hours per week.

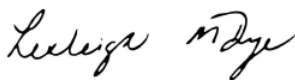
This clause shall not apply in cases of training or emergency.

ARTICLE 25 - DURATION

- 25.01 This Agreement, when ratified by the Board and the Union, shall become effective and remain in full force from September 1, 2022 until August 31, 2026 and shall continue automatically thereafter for annual periods of one year unless either party gives notice as provided for in article 25.02.
- 25.02 Either party desiring to continue, change or terminate this Agreement must notify the other in writing not sooner than ninety (90) days prior to the expiration date. If notice is given, as provided for herein, the parties shall meet within fifteen (15) days from the giving of notice.
- 25.03 This Agreement shall not be amended or supplemented except by agreement of the parties hereto, in writing and duly signed by each.

THIS AGREEMENT SIGNED THIS 7 DAY OF April, 2025.

On behalf of
District School Board O.N.E.



Digitally signed by Lesleigh Dye
Date: 2025.04.14 09:16:52
-04'00'

Al McLean

Digitally signed by Al McLean
Date: 2025.04.14 09:51:43
-04'00'

On behalf of
The Professional Student Services Personnel



Digitally signed by Beth Clark
Date: 2025.04.07 11:04:09 -04'00'

Nicole Trottier

Digitally signed by Nicole Trottier
Date: 2025.04.07 11:11:27 -04'00'

LETTER OF UNDERSTANDING

Between

District School Board Ontario North East

And

Ontario Secondary School Teachers Federation, representing
Professional Student Services Personnel

RE: Pay Equity

Within 60 days of ratification of this agreement, the parties shall meet to establish a joint process for the development of pay equity, including Rules of Procedure for maintenance.

Any extension to this timeline shall only be by mutual agreement.

For the Union - OSSTF PSSPs:

Beth Clark Digitally signed by Beth Clark
Date: 2025.04.07 11:04:26
-04'00'

Nicole Trottier Digitally signed by Nicole Trottier
Date: 2025.04.07 11:11:09
-04'00'

For the Board - DSB1:

Al McLean Digitally signed by Al McLean
Date: 2025.04.12 16:27:14
-04'00'

Lesleigh Dye Digitally signed by Lesleigh Dye
Date: 2025.04.14 09:25:17 -04'00'