

Tentative Agreement on Local Terms 2019-2022

Key Highlights - Details to Inform your
Vote

PRESIDENT: ROSE PROCOPIO

Elementary Teachers' Collective Agreement

CENTRAL TERMS

- OECTA members participated in the ratification vote, electronically, from noon on Tuesday, April 7, until noon on Wednesday, April 8 to ratify the Central Terms 2019-2022.
- Only when both Part A (Central Terms) and Part B (Local Terms) have been ratified, will DPEU members have a new Elementary Teachers' Collective Agreement for 2019-2022

ARTICLE 1 RECOGNITION

NO CHANGES

ARTICLE 2

DURATION & RENEWAL

- Terms – Article 2.010
- ***September 1, 2019 to August 31, 2022***
(This replaces the September 1, 2017 to August 31, 2019 Agreement)
- Not a sign off – as per the Central Terms

ARTICLE 3

CONDITIONS OF EMPLOYMENT

NO CHANGES

ARTICLE 4 PLACEMENT

NO CHANGES

ARTICLE 5

SALARY GRIDS AND ALLOWANCES

- 5.010 – Salary Grids and Allowances
- 5.020 – Consulting Staff Responsibility Allowance (Co-Ordinator & Consultant)
- 5.021 a) – Teacher in Charge Allowance
- 5.040 – Post-graduate degree allowance
- **Changes to reflect the 1% increase to all salary grids and allowances as per the Central Terms.**

ARTICLE 5

SALARY GRIDS AND ALLOWANCES

All salary grids, wage schedules, and allowances increase as follows:

- September 1, 2019: 1%
- September 1, 2020: 1%
- September 1, 2021: 1%

- ***Agreement does not prejudice OECTA's Charter challenge of the government's wage-restraint legislation as per the Central Terms 2019-2022***

ARTICLE 6 BENEFITS

NO CHANGES

ARTICLE 7 LEAVES

- Chart to be updated according to new language from Article 7 & due to Transfer & Posting process of how surplus teachers are placed.

ARTICLE 7

LEAVES – Required Absences

- 7.018 A Required Absences
- Language to align with current Board's practices
- *A Teacher who is required to be absent because of jury duty, subpoena or quarantine shall not be subject to loss of pay or deduction from sick leave credits, **providing the teacher provides proof of jury duty, subpoena (providing the teacher is not a party to the proceedings), or quarantine declaration. (GREEN NEW LANGUAGE)***

ARTICLE 7

LEAVES – Emergency Days

- 7.019 a) Emergency Days
- Total of five (5) - # of emergency days have not changed
- *To include a Code - Personal Day (1 occurrence)*
- *A personal day may not abut a statutory holiday or school holiday (before or after). A personal day may not be utilized on the first or last week of school, Professional Development Day or the fourth Friday in November.*

ARTICLE 7

LEAVES – Extended Pregnancy Leave

- 7.051 a) & b) – Extended Leave after Pregnancy Leave
- Return from Leave – a) preceding either the first school day of the school year or the ***end of Term 1.***
- ***NEW LANGUAGE*** - Return to same school – b) the Teacher shall return to the same school and position, ***provided that the combined leave does not exceed two years.***

ARTICLE 7

LEAVES –Pregnancy Leave and/or Parental Leave

- 7.054 Pregnancy Leave and/or parental leave under the Employment Standards Act shall be credited towards teaching experience **to a maximum of fifty-two (52) weeks**
- Removal of **to a maximum of fifty-two (52) weeks** because of changes to the Employment Standards Act to Pregnancy Leave and/or parental leave (12 months and/or 18 months leave)

ARTICLE 7

LEAVES – DEFERRED LEAVE

- 7.080 (4) RETURN FROM LEAVE b) Upon return from leave, **every effort will be made to place the Teacher in the same Family of Schools.**
- ***NEW LANGUAGE*** -7.080 (4) RETURN FROM LEAVE b) Upon return from leave, ***a Teacher shall, subject to the in-school surplus and redundancy provisions of this Agreement, return to the same school.***

ARTICLE 9 GRIEVANCE PROCEDURE

NO CHANGES

ARTICLE 10 ARBITRATION

NO CHANGES

ARTICLE 11

WORKPLACE SAFETY AND INSURANCE

NO CHANGES

ARTICLE 12

PROFESSIONAL DEVELOPMENT

NO CHANGES

ARTICLE 13

WORKING CONDITIONS

PLANNING TIME

- 13.050 b) Planning Time scheduling from **No block of preparation time shall be scheduled for less than twenty (20) minutes.**
- ***NEW LANGUAGE*** - 13.050 b) Planning Time scheduling to ***Where possible, planning time will be scheduled in 40 minute blocks but, no block of preparation time shall be scheduled for less than twenty (20) minutes.***

ARTICLE 13

WORKING CONDITIONS – ESAC TIMELINES

- 13.091 A d) Subsequently the ESAC shall meet three (3) more times; by December 15th, **February 15th**, and **May 15th**. The committee shall meet within two (2) weeks of a request by either party at other times as necessary. An agenda for each meeting shall be prepared prior to the meeting by the party requesting the meeting.
- **NEW LANGUAGE** 13.091 A d) Subsequently the ESAC shall meet three (3) more times; by December 15th, **March 30th**, and **May 30th**. The committee shall meet within two (2) weeks of a request by either party at other times as necessary. An agenda for each meeting shall be prepared prior to the meeting by the party requesting the meeting.

ARTICLE 14

REDUNDANCY

NO CHANGES however...

- **A New Letter of Understanding – committee to review the language in the Collective Agreement regarding redundancy, surplus and transfer procedures**
- **Purpose – to improve and clarify the application of the redundancy process**
- **To pilot the mutual agreed recommendations from the committee prior to the expiry of the Collective Agreement**
- **Five (5) representatives from the Board and five (5) representatives from the Unit on the committee**
- **Letter will expire on August 31, 2022**

ARTICLE 15 IN-SCHOOL SURPLUS

NO CHANGES

ARTICLE 16 JOB SHARING

NO CHANGES

ARTICLE 17

CONTINUING EDUCATION

- 17.011 – Pay Rate, Statutory Holiday Pay & Vacation Pay for Continuing Education
- ***Changes to reflect the 1% increase to all salary grids and allowances as per the Central Terms.***

ARTICLE 17

CONTINUING EDUCATION

- 17.012 Pay Rate, Statutory Holiday Pay & Vacation Pay for Continuing Education Consultants
- ***Changes to reflect the 1% increase to all salary grids and allowances as per the Central Terms.***

ARTICLE 18 PERSONNEL FILES

NO CHANGES

ARTICLE 19

JOINT CONSULTATION COMMITTEE

NO CHANGES

ARTICLE 20

JOINT PROFESSIONAL DEVELOPMENT COMMITTEE

NO CHANGES

ARTICLE 21
ACTING VICE PRINCIPAL

NO CHANGES

ARTICLE 22

DISCLOSURE OF INFORMATION

NO CHANGES

ARTICLE 23

TRANSFER AND POSTING

NO CHANGES

ARTICLE 24
PROFESSIONAL ACTIVITY DAYS

NO CHANGES

APPENDIX "A" & APPENDIX "C"

NO CHANGES

EXISTING LETTERS OF UNDERSTANDING

NO CHANGES

NEW LETTER OF UNDERSTANDING NEW FRENCH HIRES

- *Pilot – to address the current shortage of French teachers (FSL, Extended & French Immersion)*
- *New hires will have to commit to three (3) consecutive year to teach French*
- *They can apply to other French positions if they meet the criteria however they will not be able to apply to other non-French positions until they have completed the three years*

NEW LETTER OF UNDERSTANDING NEW FRENCH HIRES (continued)

- *The pilot will terminate on August 31, 2022*
- *Those hired under this pilot will be required to complete their three-year commitment as per the terms of their employment offer*
- *Teachers hired through this process are subject to the Surplus and Redundancy provisions in the Collective Agreement*
- *Disclosure for hires for the pilot will be provided to the Unit at the Elementary Staffing Allocation Committee – Fall Meeting in September and additional information at each subsequent ESAC meetings throughout the year*

LETTERS OF INTENT

NO CHANGES

RATIFICATION TIMELINES

June 29, 2020 – Local Tentative Agreement reached between the DPEU Unit and the Board.

June 30, 2020 – Local Tentative Agreement presented to Unit Executive. Unit executive **unanimously** recommended the tentative agreement to members for ratification.

June 30, 2020 - Email to members to inform that Local Tentative Agreement was reached

July 8, 2020 - Information Meeting for members regarding Local Tentative Agreement

July 8, 2020 - Voting credentials emailed to members

RATIFICATION TIMELINES

Ratification Vote:

12 noon Wednesday July 8, 2020

To

12 noon Thursday, July 9, 2020

VOTING

- All permanent members should have received an email from vote@simplyvoting.com the morning of July 8th that contained the link to the voting website, as well as their one time use Elector ID and Password required to vote
- If you have not receive this email (please remember to check your junk mail if you don't see it in your inbox) or if you are having issues accessing the voting website or voting, please call the **voting helpline at 1-833-530-8765** (note: the helpline will be open from now until 12:00pm on July 9)

RATIFICATION TIMELINES

PowerPoint on tentative agreement will be available in the Member Section of

www.elemdp.com

Under Collective Bargaining