

## OSSTF/FEESO Extension Summary

### Term

- All terms and conditions extend to August 31, 2019 unless otherwise stated in the extension agreement
- All central and local letters extend regardless of expiry or referenced dates

### Salary

- 0.5% lump sum
  - Calculated on earned wages in 2016-17
  - Paid on Nov 1, 2017 to those employed as of Sept 5, 2017
- Permanent increases on salary, wages and responsibility allowances as follows:
 

- September 1, 2017	1.5%
- September 1, 2018	1.0%
- February 1, 2019	1.0%
- August 31, 2019	0.5%

### Benefits

- Contribution rate of \$5075 per FTE
- 4% increase each of the two years of the extension
- Reconciliation December 31, 2018 to set the go-forward amount
  - Removal of claw back after reconciliation in support staff agreement
  - Post-reconciliation floor for teachers' funding of \$5343/FTE going forward
- Inclusion in the ELHT for Instructor groups presently excluded (4 units). This does not include casual/replacement instructors
- Clarification of payment in-lieu for daily OTs who previously had access to shared premium benefits

### Support Staff Staffing Enhancements September, 2017

- \$13.3 M to job classes that support spec ed (EA, CYW/CYC, PSSP)
- \$6.4 M to support safe and accepting schools (OCT, Custodial and Maintenance)
- B-Memo to require boards to justify reductions due to attrition if jobs not increased by the funding

### Teacher Staffing Enhancements September, 2017

- ~\$13M for OSSTF/FEESO staffing (.33 FTE/1000 ADE) for program enhancement
- ~\$9 M for additional teacher spec ed staffing

### Adult Day School Teachers

- 2016/2017 + 3% to benchmark funding
- 2017/2018 + 5% to benchmark funding
- 2018/2019 + 5% to benchmark funding
- Joint committee to gather data and establish implementation processes to move toward wage parity with regular day school teachers
- All additional funding, where needed, will go to moving Adult Day teachers to parity
- Implementation begins Fall of 2017, retroactive to Sept 1, 2017

### **Community Use of Schools**

- Increase of 3% in benchmark funding to be used to staff schools with custodians during community use
- ~\$58,000 to be distributed to 3 boards where OSSTF represents custodians

### **District 16 York PSSP**

- Terms and conditions of central deal will apply to this new bargaining unit effective September 1, 2017

### **Violence Prevention**

- Recognition of OSSTF/FEESO task force
- Agreement that Boards will cooperate with interviews
- Release time for interviews will not come out of Federation Release time caps
- Reporting to the Central H&S and Labour Relations Committees

### **Midterm Amendments**

- Local terms may be amended by mutual consent locally
- Central terms may be amended by mutual consent centrally
- Central parties may discuss matters referred to them by their respective locals

### **DECE/ECEs**

- \$1.5 M one-time PD fund for DECE/ECE units
  - Local union and employer shall meet to discuss utilization of the funds
- Regulation to be written to ensure a DECE in both classes if a school has a class over 30 and a class under 16 in the same track

### **Apprenticeship**

- One-time fund of \$0.5 M to provide on-the-job training for employees as apprentices
- Central joint committee will develop criteria and application process
- This program will not reduce the current complement