

APPENDIX TO THE SEPTEMBER 1, 2014-AUGUST 31, 2017

COLLECTIVE AGREEMENT

BETWEEN THE

TORONTO CATHOLIC DISTRICT SCHOOL BOARD



AND THE

TORONTO SECONDARY UNIT

OF THE

ONTARIO ENGLISH CATHOLIC TEACHERS' ASSOCIATION



Attached as Part 'A' are the provisions of the 2017-2019 Extension Agreement

Between

Ontario English Catholic Teachers' Association

And

Ontario Catholic Schools Trustees' Association

Attached as Part 'B' are the amended salary provisions of the

Local Collective Agreement

Between

Toronto Secondary Unit of the Ontario English Catholic Teachers' Association

And

Toronto Catholic District School Board

PART A

EXTENSION AGREEMENT

Between

**Ontario English Catholic Teachers'
Association**

And

**Ontario Catholic Schools Trustees'
Association**

**EXTENSION AGREEMENT
("The Agreement")**

BETWEEN:

ONTARIO CATHOLIC SCHOOL TRUSTEES ASSOCIATION
hereinafter: "OCSTA"

AND

ONTARIO ENGLISH CATHOLIC TEACHERS ASSOCIATION
hereinafter: "OECTA"

AND AGREED TO BY:

THE CROWN

1. The parties and the Crown agree that, subject to errors and omissions, and subject to the ratification processes applicable for each party, this Agreement forms the basis of full and final settlement for an extension of 2014-17 collective agreement terms, inclusive of both central and local terms, with the effective date of September 1, 2017 to August 31, 2019. For further clarity, the ratification of this Agreement is conditional upon local collective agreement terms remaining status quo for the period of September 1, 2017 to August 31, 2019. The parties and the Crown agree to recommend the terms of this Agreement as set out herein to their respective principals.

Certain aspects of the terms described herein require legislative or regulatory amendments and as such are subject to the legislative process. Such changes have not yet been made, nor introduced to the Legislature of Ontario. Therefore the content of this Agreement should be considered to be subject to such changes, when and if made, and if such enabling changes are not made or alter the terms of this Agreement in any fashion, this Agreement shall be considered null and void in its entirety.

2. Ratification of this Agreement by both parties and agreement of the Crown shall be deemed to have occurred on the date of ratification by OECTA and by OCSTA, whichever is later, and by agreement of the Crown. The parties will endeavor to complete the ratification and agreement processes by March 4, 2017.
3. Central and local terms of the 2014-17 collective agreements including Letters of Understanding/Agreements having application during the term of that 2014-17 collective agreement shall continue in force and effect for the term of this Agreement. However, where a central term or local term or Letters of Understanding/Agreements have an expiry date, the expiry date will be extended by two years. This is without prejudice to the continuing effect, if any, of Letters of Understanding/Agreements and/or Minutes of Settlement not part of a 2014-17 collective agreement.

4. The extended collective agreement shall continue to consist of two parts. All provisions of Part A and Part B of the 2014-17 collective agreement shall continue until August 31, 2019 without amendment, except as noted herein.
5. The terms of this Agreement shall be effective on September 1, 2017 except as otherwise provided herein.

6. **COMPENSATION**

School boards shall adjust their 2014-17 collective agreement salary grids, wage schedules and position of responsibility allowances, only in accordance with the following schedule:

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

In recognition of potential expenses for professional development, supplies or equipment or for other professional expenses, all employees covered by this Agreement will be paid a lump sum of 0.5% of wages earned in the 2016-2017 school year. OECTA agrees that it will conduct a survey of its members on the usage of these funds and provide the results to the Crown.

Method of payment for September 1, 2017 lump sum:

0.5% of earned wages in the 2016-17 school year as a lump sum payment to all employees of this bargaining unit who are employed or on an approved leave, paid sick leave or statutory leave as at September 5, 2017.

Permanent employees on a statutory leave for any part of the 2016-17 school year will not be adversely affected. The lump sum of 0.5% of annualized 2016-2017 salary/wages will be calculated as if they earned their normal salary/wage for the period of the time on the statutory leave.

Employees on an approved deferred salary leave for any part of the 2016-2017 school year, (e.g. 4 over 5) shall nevertheless receive a lump sum of 0.5% of wages paid in 2016-2017 as if they earned their normal salary/wage for the period of the time on the deferred salary leave.

The lump sum payment shall be provided by November 1, 2017.

For clarity, September 1, 2017 and September 1, 2018 are intended to reflect the first day of the school year. August 31, 2019 is intended to reflect the day preceding the start of the 2019-2020 school year.

The parties agree that, if the percentage increases in aggregate for general salary, wages, allowances and lump sum payments are less than the aggregate percentage increases for those payments agreed to at any other teacher table(s) for the years 2017-18 and 2018-19, the increases for 2017-18 and 2018-19 agreed to at the other table(s) will be allocated to OECTA members. This provision is not applicable to the adult day school teachers' provisions.

7. BENEFITS

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

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

There will be a reconciliation process based on the audited financial results for the year ending on December 31, 2018 equal to the lesser of the total cost of the plan per FTE and the funded amount per FTE in place as of September 1, 2017. This reconciliation will adjust the go-forward amount per FTE as of September 1, 2019. Notwithstanding the above, effective September 1, 2019 the funded amount per FTE shall not be less than \$5, 580.95.

Total cost represents the actual costs related to the delivery of benefits. Total cost is defined as the total cost on the OECTA ELHT's financial statements for OECTA members, excluding any and all costs related to retirees. The parties agree that the audited financial statements should provide a breakdown of total cost consistent with this definition. FTE is defined in accordance with article 4.1.2 of the Benefits Letter of Agreement #5 in the 2014-2017 agreement on central terms.

The parties agree to amend the Letter of Agreement #5 re. Benefits of the 2014-17 Agreement on Central Terms to replace the sentence "The Trustees, as defined in 2.1.0, shall determine the Participation Date which shall be no earlier than September 1, 2016 and no later than August 31, 2017" with the following: "The Trustees, as defined in 2.1.0, shall determine the Participation Date which shall be no earlier than September 1, 2016 and no later than February 1, 2018."

8. SYSTEM INVESTMENTS

The Crown will, either through regulation conditional upon the approval by the Lieutenant-Governor-in-Council or Transfer Payment Agreement based on the Transfer Payment Accountability Directive between the government and relevant school boards, make a system

investment in 2017-2018 which will continue in the 2018-2019 school year, to be prioritized for teachers to support students in need, consistent with local needs and priorities.

The amount for the English Catholic system for each of the 2017-18 and 2018-19 school years is \$33, 462, 209 with \$22, 365, 108 to be allocated to the elementary panel and \$11, 097, 101 to be allocated to the secondary panel, consistent with the attached chart. The total number of teachers generated by these amounts shall be 335.3 FTE teachers. In the event that there is no secondary panel, the entire amount and the total number of teachers shall be allocated to the elementary panel.

Consistent with Article 11.8 of Part A, the Joint Staffing Committee (JSC) will be provided with information relevant to 2016-2017 school staffing levels. Five working days prior to the JSC meeting, the board shall provide, to the members of the JSC areas of student need, where it is believed that additional qualified teachers are required to provide student support, from among the following:

- a) Early Years students with special education needs
- b) Students in grades 1 to 12 with special education needs
- c) Indigenous students
- d) Students in grades 1 to 12 who are potentially 'at risk'
- e) Support for student transitions
- f) English language learners
- g) Reduction of cross divisional combined grades and secondary multi-level courses

The positions required to provide student support shall not include co-ordinators, consultants or student success teachers.

The JSC shall meet to discuss the resulting allocation of additional positions, based on student needs, arising from the system investment for the 2017-2018 staffing year.

In the event that there is no agreement, the positions shall be allocated from items a, b, c or d above.

By April 15, 2017, or as otherwise agreed, the JSC shall confirm the allocation of the positions resulting from the board's portion of the system investment. The positions will be filled in accordance with Part B of the collective agreement. However, where Part B of the collective agreement does not include language outlining a posting mechanism and selection process based on objective criteria, the Board shall post, for each of these new positions resulting from the Board's allocation of the system investment, for the 2017-2018 school year, which shall be limited to:

- School(s)
- FTE
- Required qualifications in accordance with Regulation 298
- Desired qualifications and teaching experience reasonably related to the position

The Board's selection shall be made reasonably and based solely on the objective criteria, listed in the posting.

It is understood that these positions shall not be filled by principals or vice principals.

In addition to the information provided to the JSC consistent with Article 11.8 of Part A, the Board shall provide to the JSC a list of the teachers assigned, by school(s), to the new positions generated as a result of the new system investment by October 31st.

The system investment is an additional fund which shall provide additional teacher staffing to support student needs subject to fluctuations as determined by a school board acting reasonably.

9. School boards and bargaining units for which OECTA is the bargaining agent without a 2014-2017 collective agreement shall apply the terms of the Extension Agreement, following ratification of their 2014-2017 collective agreements. For those boards and bargaining units the terms of this Extension Agreement shall apply retroactively, if necessary, to September 1, 2017.

Signed at Toronto, this 26th day of January, 2017.

OECTA

Ann Hawkins
[Signature]
[Signature]
[Signature]
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[Signature]

Janice Manton Burns
Tacey Pecanich

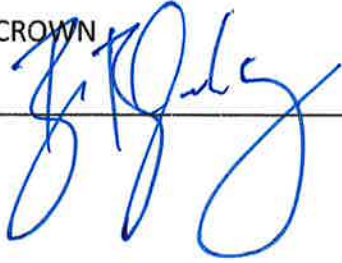
OCSTA

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R. Staudt
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Alberti

CROWN

A handwritten signature in blue ink, appearing to be 'J. G. G.', written over a horizontal line.

Breakout of OECTA Investments

		2017-18	ESTIMATED FUNDED STAFF FTE		
		Column #	Elementary	Secondary	Total
Index	DSBNo	DSB Name			
32	30.1	Northeastern Catholic DSB	1.0	0.5	1.5
33	30.2	Nipissing-Parry Sound Catholic DSB	1.3	0.7	2.0
34	31	Huron-Superior Catholic DSB	2.3	1.1	3.3
35	32	Sudbury Catholic DSB	2.5	1.2	3.7
36	33.1	Northwest Catholic DSB	1.2	-	1.2
37	33.2	Kenora Catholic DSB	0.8	0.4	1.2
38	34.1	Thunder Bay Catholic DSB	3.1	1.5	4.6
39	34.2	Superior North Catholic DSB	0.7	-	0.7
40	35	Bruce-Grey Catholic DSB	1.8	0.8	2.6
41	36	Huron-Perth Catholic DSB	1.8	0.9	2.7
42	37	Windsor-Essex Catholic DSB	7.2	3.6	10.8
43	38	London District Catholic School Board	7.5	3.6	11.1
44	39	St. Clair Catholic DSB	3.4	1.6	5.1
45	40	Toronto Catholic DSB	38.2	18.5	56.8
46	41	Peterborough V N C Catholic DSB	5.5	2.7	8.2
47	42	York Catholic DSB	19.5	9.7	29.2
48	43	Dufferin-Peel Catholic DSB	32.9	16.0	49.0
49	44	Simcoe Muskoka Catholic DSB	8.2	4.0	12.3
50	45	Durham Catholic DSB	8.6	4.0	12.6
51	46	Halton Catholic DSB	12.5	6.0	18.5
52	47	Hamilton-Wentworth Catholic DSB	12.1	6.0	18.1
53	48	Wellington Catholic DSB	3.0	1.4	4.4
54	49	Waterloo Catholic DSB	9.2	4.5	13.8
55	50	Niagara Catholic DSB	8.7	4.4	13.1
56	51	Brant Haldimand Norfolk Catholic DSB	3.7	1.8	5.5
57	52	Catholic DSB of Eastern Ontario	5.2	2.5	7.8
58	53	Ottawa Catholic DSB	17.1	8.1	25.2
59	54	Renfrew County Catholic DSB	1.9	1.0	2.9
60	55	Algonquin and Lakeshore Catholic DSB	5.1	2.4	7.5
Total			226.3	109.0	335.3

*Subject to ratification by all parties and subject to approval by the Lieutenant Governor in Council or Transfer Payment Agreement in accordance with the Transfer Payment Accountability Directive.

- 1) Estimate assumes 2/3 for elementary and 1/3 for secondary. Actual staffing will depend on local decisions.
- 2) Estimated funded staff FTE calculated using an average funded teacher salary including benefits, and preparation time in each board adjusted for all increases proposed for 2017-18.
- 3) Based on best available information at this time, figures are subject to change as updated information becomes available.

PART B

**Amended Salary Provisions of the
Local Collective Agreement
Between
Toronto Secondary Unit
And
Toronto Catholic District School
Board**

ARTICLE 14 TEACHERS' SALARY SCALES

14.01 The salaries payable by the Board to teachers whose category (Cat.) and experience have been determined in accordance with Articles 3 and 4 shall be as follows (**consistent with the Central Terms of Agreement-Part A**):

Effective September 1, 2014 & September 1, 2015:

Step	CAT.A0	CAT.A1	CAT.A2	CAT.A3	CAT.A4
0	\$41,881	\$45,523	\$47,609	\$52,479	\$54,562
1	\$44,669	\$48,553	\$50,768	\$56,160	\$58,572
2	\$47,455	\$51,583	\$53,925	\$59,841	\$62,586
3	\$50,239	\$54,609	\$57,081	\$63,521	\$66,594
4	\$53,026	\$57,636	\$60,239	\$67,201	\$70,610
5	\$55,815	\$60,668	\$63,395	\$70,885	\$74,624
6	\$58,599	\$63,693	\$66,551	\$74,566	\$78,635
7	\$61,382	\$66,722	\$69,707	\$78,246	\$82,645
8	\$64,171	\$69,752	\$72,865	\$81,927	\$86,656
9	\$66,957	\$72,781	\$76,023	\$85,605	\$90,670
10	\$69,743	\$75,809	\$79,177	\$89,287	\$94,682

Effective September 1, 2015

Lump Sum Payment equivalent to 1% of earned wages as of September 1, 2015 for all permanent Secondary School Teachers employed by the Board as of September 8, 2015.

Effective September 1, 2016 (1% Increase):

Step	CAT.A0	CAT. A1	CAT.A2	CAT.A3	CAT.A4
0	\$42,300	\$45,978	\$48,085	\$53,004	\$55,108
1	\$45,116	\$49,039	\$51,276	\$56,722	\$59,158
2	\$47,930	\$52,099	\$54,464	\$60,439	\$63,212
3	\$50,741	\$55,155	\$57,652	\$64,156	\$67,260
4	\$53,556	\$58,212	\$60,841	\$67,873	\$71,316
5	\$56,373	\$61,275	\$64,029	\$71,594	\$75,370
6	\$59,185	\$64,330	\$67,217	\$75,312	\$79,421
7	\$61,996	\$67,389	\$70,404	\$79,028	\$83,471
8	\$64,813	\$70,450	\$73,594	\$82,746	\$87,523
9	\$67,627	\$73,509	\$76,783	\$86,461	\$91,577
10	\$70,440	\$76,567	\$79,969	\$90,180	\$95,629

Effective 98th Day of 2016/2017 School Year (0.5% Increase):

Step	CAT.A0	CAT. A1	CAT.A2	CAT.A3	CAT.A4
0	\$42,511	\$46,208	\$48,326	\$53,269	\$55,383
1	\$45,341	\$49,284	\$51,532	\$57,005	\$59,454
2	\$48,169	\$52,359	\$54,737	\$60,742	\$63,528
3	\$50,995	\$55,431	\$57,940	\$64,477	\$67,596
4	\$53,824	\$58,503	\$61,146	\$68,212	\$71,673
5	\$56,655	\$61,581	\$64,349	\$71,952	\$75,747
6	\$59,481	\$64,652	\$67,553	\$75,688	\$79,818
7	\$62,306	\$67,726	\$70,756	\$79,424	\$83,889
8	\$65,137	\$70,802	\$73,962	\$83,160	\$87,960
9	\$67,965	\$73,876	\$77,167	\$86,893	\$92,035
10	\$70,793	\$76,950	\$80,369	\$90,631	\$96,107

Effective September 1, 2017 (1.5% increase)

Step	CAT.A0	CAT.A1	CAT.A2	CAT.A3	CAT.A4
0	43,149	46,901	49,051	54,068	56,214
1	46,021	50,023	52,305	57,860	60,346
2	48,892	53,144	55,558	61,653	64,481
3	51,760	56,262	58,809	65,444	68,610
4	54,631	59,381	62,063	69,235	72,748
5	57,505	62,505	65,314	73,031	76,883
6	60,373	65,622	68,566	76,823	81,015
7	63,241	68,742	71,817	80,615	85,147
8	66,114	71,864	75,071	84,407	89,279
9	68,984	74,984	78,325	88,196	93,416
10	71,855	78,104	81,575	91,990	97,549

Effective September 1, 2018 (1% increase)

Step	CAT.A0	CAT.A1	CAT.A2	CAT.A3	CAT.A4
0	43,580	47,370	49,541	54,609	56,776
1	46,481	50,523	52,828	58,439	60,949
2	49,380	53,676	56,114	62,270	65,126
3	52,278	56,825	59,397	66,099	69,296
4	55,178	59,974	62,684	69,928	73,476
5	58,080	63,130	65,967	73,762	77,652
6	60,977	66,278	69,252	77,592	81,825
7	63,873	69,429	72,536	81,422	85,999
8	66,775	72,583	75,822	85,251	90,172
9	69,674	75,734	79,108	89,078	94,350
10	72,573	78,885	82,390	92,910	98,524

Effective February 1, 2019 (1% increase)

Step	CAT.A0	CAT.A1	CAT.A2	CAT.A3	CAT.A4
0	44,016	47,844	50,037	55,155	57,344
1	46,946	51,029	53,356	59,023	61,559
2	49,874	54,213	56,675	62,892	65,777
3	52,800	57,393	59,991	66,760	69,989
4	55,729	60,574	63,311	70,627	74,210
5	58,661	63,761	66,627	74,499	78,429
6	61,587	66,941	69,944	78,367	82,644
7	64,512	70,124	73,261	82,236	86,859
8	67,443	73,308	76,580	86,104	91,074
9	70,371	76,491	79,899	89,969	95,293
10	73,299	79,674	83,214	93,839	99,509

Effective August 31, 2019 (0.5% increase)

Step	CAT.A0	CAT.A1	CAT.A2	CAT.A3	CAT.A4
0	44,236	48,083	50,287	55,431	57,630
1	47,181	51,284	53,623	59,318	61,867
2	50,124	54,484	56,958	63,207	66,106
3	53,064	57,680	60,291	67,093	70,339
4	56,008	60,877	63,627	70,980	74,581
5	58,954	64,080	66,960	74,872	78,821
6	61,895	67,275	70,294	78,759	83,057
7	64,834	70,474	73,627	82,647	87,293
8	67,780	73,675	76,963	86,535	91,529
9	70,723	76,874	80,298	90,419	95,770
10	73,666	80,073	83,630	94,309	100,007

**ARTICLE 15
ANNUAL ALLOWANCES**

15.01 The annual allowances in dollars for positions listed below shall be as follows (consistent with the Central Terms of Agreement and **Extension Agreement 2017-2019-Part A**):

	Sept. 1/14	Sept. 1/15	Sept. 1/16	98 th day 16/17	Sept. 1/17	Sept. 1/18	Feb. 1/19	Aug. 31/19
			1%	0.50%	1.50%	1%	1%	0.50%
Major Department Head	\$4,728	\$4,728	\$4,775	\$4,799	\$4,871	\$4,920	\$4,969	\$4,994
Head Teacher	\$4,728	\$4,728	\$4,775	\$4,799	\$4,871	\$4,920	\$4,969	\$4,994
Program Leader	\$2,364	\$2,364	\$2,388	\$2,400	\$2,436	\$2,460	\$2,485	\$2,497
Minor Department Head	\$2,364	\$2,364	\$2,388	\$2,400	\$2,436	\$2,460	\$2,485	\$2,497
Assistant Department Head	\$2,364	\$2,364	\$2,388	\$2,400	\$2,436	\$2,460	\$2,485	\$2,497
Resource Teacher	\$4,559	\$4,559	\$4,605	\$4,628	\$4,697	\$4,744	\$4,792	\$4,816
Programming & Assessment Teacher	\$4,559	\$4,559	\$4,605	\$4,628	\$4,697	\$4,744	\$4,792	\$4,816
Teacher (Catholic Teachers' Centre)	\$4,559	\$4,559	\$4,605	\$4,628	\$4,697	\$4,744	\$4,792	\$4,816

[...]

**ARTICLE 35
CONTINUING EDUCATION
NIGHT SCHOOL AND SUMMER SCHOOL**

[...]

35.03 (a) (i) The salary scale for a secondary school continuing education teacher shall be as follows for each hour of instruction in a credit course (consistent with the Central Terms of Agreement and **Extension Agreement 2017-2019-Part A**). The hourly rate includes 3% for statutory holiday pay and 4% for vacation pay.

Step		Sept. 1/14	Sept. 1/15	Sept. 1/16 (1%)	98 th Day 16/17 (0.5%)	Sept. 1/17 (1.5%)	Sept. 1/18 (1%)	Feb. 1/19 (1%)	Aug. 31/19 (.5%)
0	Less than 2 full credits	\$43.87	\$43.87	\$44.31	\$44.53	\$45.20	\$45.65	\$46.11	\$46.34
1	2 or 3 full credit courses	\$46.79	\$46.79	\$47.26	\$47.49	\$48.20	\$48.68	\$49.17	\$49.42
2	4 or 5 credit course	\$49.75	\$49.75	\$50.25	\$50.50	\$51.26	\$51.77	\$52.29	\$52.55
3	6 or more full credit courses	\$52.65	\$52.65	\$53.18	\$53.44	\$54.24	\$54.78	\$55.33	\$55.61

[...]

ARTICLE 36
CONTINUING EDUCATION - MSGR. FRASER

- 36.01 a) The Salary scale for Msgr. Fraser College continuing education teachers shall be as follows for each hour of instruction in a credit course (consistent with the Central Terms of Agreement and **Extension Agreement 2017-2019-Part A**). The hourly rate includes 3.46% for statutory holiday pay and 4% for vacation pay.

Step		Sept. 1/14	Sept. 1/15	Sept. 1/16 (1%)	98th Day of 2016/17 (0.5%)	Sept. 1/17 (1.5%)	Sept. 1/18 (1%)	Feb. 1/19 (1%)	Aug. 31/19 (0.5%)
0	Less than 2 full credits	\$50.52	\$50.52	\$51.03	\$51.28	\$52.05	\$52.57	\$53.10	\$53.37
1	2 or 3 full credit courses	\$53.86	\$53.86	\$54.40	\$54.67	\$55.49	\$56.04	\$56.60	\$56.88
2	4 or 5 credit course	\$58.60	\$58.60	\$59.19	\$59.48	\$60.37	\$60.97	\$61.58	\$61.89
3	6 or more full credit courses	\$60.63	\$60.63	\$61.24	\$61.54	\$62.46	\$63.08	\$63.71	\$64.03

[...]