



# OUR SCHOOLS OUR FUTURE

ETFO COLLECTIVE  
BARGAINING 2022



## ETFO CENTRAL BARGAINING BULLETIN

January 18, 2023 | Bulletin Number 5

### TEACHER/OCCASIONAL TEACHER CENTRAL LIST ACHIEVED

On **Monday, January 16, 2023**, ETFO met with the Ontario Public School Boards' Association (OPSBA) and the government to continue discussions on the scope of central bargaining at the Teacher/Occasional Teacher (T/OT) Central Table, i.e., the central list.

#### IN BRIEF:

ETFO, OPSBA and the government met on Monday, January 16, 2023. Agreement was reached on the items to be included in the 2022 Teacher/Occasional Teacher Central List. The Central List determines the scope of central bargaining.

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ETFO's next central bargaining date is Friday, January 20, 2023.

A central list includes the items that will be bargained at the central (provincial) level and will form the central terms, or "Part A", of all the local agreements. Under the *School Boards Collective Bargaining Act (SBCBA)*, all items that are not on the central list are available to be bargained between ETFO locals and individual school boards. You will hear more about local bargaining in the near future from your local.

This fall, ETFO was able to reach agreement with the Council of Trustees' Associations and the government on what items would be included on the ETFO 2022 Education Worker (EW) Central List. *ETFO Central Bargaining Bulletin #1* includes a copy of the ETFO 2022 EW Central List.

However, agreement could not be reached on the items to be included on the ETFO 2022 Teacher/Occasional Teacher Central List. OPSBA and the government did not agree with ETFO that issue of hiring practices should be negotiated between ETFO locals and individual school boards, rather than at the T/OT Central Table.

Under Section 28 of the *SBCBA*, where there is disagreement about what items should be included within the scope of central bargaining, the matter can be sent to the Ontario Labour Relations Board (OLRB) for a final and binding decision. ETFO filed an application with the OLRB in September 2022.

On **December 2, 2022**, OLRB Vice-Chair Jesse Kugler issued a decision that, unfortunately, determined hiring practices should be included on the T/OT Central List for the 2022 round of bargaining. The OLRB decision regarding hiring practices can be found here:

<https://canlii.ca/t/jt19l>

ETFO resumed discussions with OPSBA and the Crown at the T/OT Central Table on January 16. During these discussions, final agreement was reached on the items to be included on the ETFO 2022 T/OT Central List. The content of the ETFO 2022 T/OT Central List is shared below.

The next central bargaining date is scheduled for **Friday, January 20, 2023**.

## ETFO 2022 TEACHER/OCCASIONAL TEACHER CENTRAL LIST

### A. Salary, Wages and Direct Compensation

1. Salary adjustment for teachers and OTs (including daily OTs)
2. Grids (teacher/OT grids)
3. Short-term paid leave
4. Qualifications allowances including extra degree allowances
5. Compensation adjustments for allowances (excluding reimbursement)
6. Formula for daily rate for Occasional Teachers

### B. Benefits (All matters including C5, LOA #6– EI Rebate, and LTD)

### C. Class Size/Staffing Levels

1. Class size (Kindergarten to Grade 8 including combined/split grade classes)
2. Staffing levels
3. FDK model

### D. Workload/Working Conditions/Access to Work

1. Diagnostic assessment
2. Preparation time (number of minutes)
3. Student supervision (number of minutes)
4. Hiring Practices

### E. Class Structure/Supports for Learning

1. IEP processes and supports

- F. Online/Digital Instructional Modes
- G. Sick Leave (All matters including C6, LOA # 1 – Sick Leave and WSIB top up)
- H. Provincial Working Groups
- I. Term
- J. Health and Safety
  - 1. Health and safety training for all teachers and occasional teachers
  - 2. Online reporting tool for violent incidents
  - 3. Release time related to violent incidents
- K. Housekeeping of Other Current Central Terms Not Addressed Above