

# PDT Mandatory Workshop

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... a short walk through of the PDT agreement

## 1. *The Ministry facilitators are still available to mediate differences*

- *In the course of incorporating PDT Agreements into Collective Agreements, should there be any dispute between the Parties regarding the intent of any of the provisions of the PDT Agreement, the Parties agree to utilize, where needed, Facilitators Thomas Teahen, Moe Jacobs and/or Dominic Giroux, to provide clarification. This shall not preclude unilateral requests by one of the local Parties to seek mediation or facilitation from a third party.*

## 2. *Professional Development and Training money and its use*

- *The allocation of a CUPE Bargaining Unit's proportional share of the Ministry of Education's funding enhancements for Professional Development and Training for Education Support Workers in the GSN shall be the ratio between the CUPE Bargaining Unit's FTE to the total FTE of the Board's unionized and non-unionized education support workers, as reported in the Board's 2006-07 Financial Statements.*

I. Appendix H # 2006-07 (provided on memory stick)

II. Jointly developed

- *The Parties acknowledge the important skills and expertise that education support workers contribute to Ontario's publicly funded schools and their commitment to improving student achievement.*
- *The Parties agree that :*
  - *Valuable professional development and training is informed by research and done in partnership with colleagues;*
  - *Members of the Bargaining Unit shall participate in Board-directed professional development and training scheduled during the work day.*

III. Worksheet #1 - #2 (provided on memory stick)

## 3. *Education Assistants Allocation*

I. Work year

- *All Collective Agreements shall provide a minimum of working days per school year for Education Assistants as follows :*
  - *188 days in 2008-09;*
  - *189 days in 2009-10;*
  - *190 days in 2010-11;*
  - *194 days in 2011-12.*
  
- II. Increased work year – costs absorbed years 1 & 2
  - *Boards shall absorb the incremental cost of this enhancement in the 2009-10 and 2010-11 school years.*
  
- III. 7 hours
  - *The Parties note the Government’s requirement that this funding enhancement in 2011-12 be applied as follows :*
    - *Fully offset the incremental cost of increasing the number of paid working days on the approved school year calendar for Education Assistants from 188 to 194 as described above;*
    - *Increase the number of hours worked by Education Assistants up to 7 hours per day, subject to the remaining funds available to the Board under this enhancement;*
  
- IV. Cost of additional hours – total cost – benefits charge (provided on memory stick)

#### **4. Supervision money**

- I. 2 x\$ 15 x # elementary schools
  - *The Parties acknowledge the government’s intention, conditional upon the approval by the Lieutenant-Governor-in-Council, to introduce a new allocation in the GSN Pupil Foundation Grant starting in 2008-09, to enhance funding for student supervision in elementary schools as follows :*
    - *\$22.23 per elementary pupil in 2008-09;*
    - *\$26.61 per elementary pupil in 2009-10;*
    - *\$26.88 per elementary pupil in 2010-11;*
    - *\$20.06 per elementary pupil in 2011-12.*

...

*The Parties acknowledge the government’s commitment that if a School Board and a local teacher federation representing regular elementary teachers are not successful in ratifying a local collective agreement in full compliance with a PDT Agreement by November 30, 2008, the School Board shall receive the above-mentioned funding enhancement effective December 1, 2008 provided that CUPE’s local Bargaining Unit*

*representing Education Assistants and the School Board fully comply locally with the conditions associated with this PDT Agreement.*

This provision was subsequently changed so that, even if the elementary teachers and educational assistants did not comply with a PDT agreement, the board would still receive the supervision enhancement if its school office support staff were compliant.

- II. Designed for supervision ... not enforced (DG email provided on memory stick)
- III. Tie back to EA hours @ 7hrs/day (Local 997 OCT/EA and 4154 settlements provided on memory stick)

#### **5. Custodial/Maintenance Trades/Building Security Staff enhancements**

- I. Offset reductions due to declining enrolment between 2008/09 & 2009/10
- II. Use all additional funds to hire additional staff
  - *Boards must apply this enhancement in 2009-10 up to the value of the Board's share of the new allocation, in the following order :*
    - *Offset staff reductions in Custodial/Maintenance/Skilled Trades/Building Security Staff that may otherwise have occurred between the 2008-09 and 2009-10 school years due to declining enrolment;*
    - *Use all remaining funds to hire additional unionized Board-employed Custodial/Maintenance Staff/Skilled Trades/Building Security in 2009-10 up to the value of the Board's share of this new allocation.*
- III. Tracking changes from agreed to base line numbers.
  - i. Locals should be tracking changes from the negotiated baseline number through changes on the dues list and/or seniority lists.
  - ii. Locals should be ensuring that management is advising them of any changes in their membership complement.
  - iii. Locals should be monitoring Board reporting to the Ministry for staffing levels (Board Financial Statements).
  - iv. Locals should be monitoring Board enrolment projections on an ongoing basis. (Board Financial Statements).

## 6. Office Support Staff(School Secretaries) enhancements

- I. Offset reductions due to declining enrolment between 2008/09 & 2009/10
- II. Full time secretary where > 100 students
- III. Use additional funds to hire additional staff
  - *Boards must apply this enhancement in 2009-10, up to the value of the Board's share of the new allocation, in the following order :*
    - *Offset staff reductions in School Office and Board Administration Support Staff that may otherwise have occurred between the 2008-09 and 2009-10 school years due to declining enrolment;*
    - *Use all remaining funds to :*
      - *Ensure that elementary schools with an Average Daily Enrolment of more than 100 students have an Office Staff person working 35 hours/week; and/or*
      - *Hire additional unionized Board-employed Elementary School Office Support Staff in 2009-10.*
- IV. Tracking changes from agreed to base line numbers.
  - i. Locals should be tracking changes from the negotiated baseline number through changes on the dues list and/or seniority lists.
  - ii. Locals should be ensuring that management is advising them of any changes in their membership compliment.
  - iii. Locals should be monitoring Board reporting to the Ministry for staffing levels (Board Financial Statements).
  - iv. Locals should be monitoring Board enrolment projections on an ongoing basis. (Board Financial Statements).

## 7. Professional and Paraprofessional Support enhancements

- I. Offset reductions due to declining enrolment between 2008/09 & 2009/10
- II. Use additional funds to hire additional staff
  - *Boards must apply this enhancement in 2009-10 up to the value of the Board's share of the new allocation, in the following order :*

- *Offset staff reductions in Professional and Para-Professional Support Staff that may otherwise have occurred between the 2008-09 and 2009-10 school years due to declining enrolment;*
- *Use all remaining funds to hire additional unionized Board-employed Professional and Para-Professional Supports in 2009-10 up to the value of the Board's share of this new allocation to enhance direct services to students with special needs and/or at-risk students targeted to the following job categories : attendance counselors, social workers, child/youth workers and community workers, as well as professionals and paraprofessionals who provide support for special education, such as psychologists, psychometrists, and speech pathologists. Special consideration will be given to the needs of Grade 7 and 8 students.*

III. Tracking changes from agreed to base line numbers.

- i. Locals should be tracking changes from the negotiated baseline number through changes on the dues list and/or seniority lists.
- ii. Locals should be ensuring that management is advising them of any changes in their membership compliment.
- iii. Locals should be monitoring Board reporting to the Ministry for staffing levels (Board Financial Statements).
- iv. Locals should be monitoring Board enrolment projections on an ongoing basis. (Board Financial Statements).

**8. Continuing Education and International Language Instructors enhancements**

I. 3.5% to improve working conditions

- *The Parties note the government's intention, conditional upon the approval by the Lieutenant-Governor-in- Council, to enhance the funding benchmarks for the Continuing Education and the International Languages, Elementary components of the Continuing Education and Other Programs Grant in the GSN by 3.5% in 2009-10.*

**9. Group Benefits and Other Working Conditions**

- I. \$33 Million allocation to improve benefits and other working conditions by September, 2010

- *The Parties have noted the government's intention, conditional upon the approval by the Lieutenant-Governor-in-Council, to allocate an additional annual enhancement of \$33 million (0.26% increase in benchmarks), effective in 2010-11, to enhance group benefits and other working conditions for all School Boards in Ontario as locally negotiated for implementation by September 1, 2010.*
- II. FTE from 2008/09 Appendix 'H' – all staff except excluded managerial (SO's, Directors) staff and occasional teachers.
- *The CUPE Local's share of the Board's allocation under the \$33 million enhancement shall be the ratio of its FTE of employees eligible for benefits compared to the total FTE of unionized and non-unionized employees as reported in the 2008-2009 Financial Statements. In determining the ratio, occasional teachers, whether part of an independent or integrated Bargaining Unit, shall be excluded.*
- III. Worksheet #1 - #2 (provided on memory stick)

**10. Board Estimates** (provided on memory stick)

**11. [Ministry of Education Website](#)**