

Toronto District School Board

MINUTES OF SETTLEMENT

TO

**The Ontario Secondary School Teachers'
Federation
Representing The Professional Student Services
Personnel Unit,
District 12**

Unit A

JUNE 26, 2013

Legend

-All **bolded and underlined items** are additions or amendments
-All items with [...] are deletions

Minutes of Settlement

The parties agree that the following Articles of the September 1, 2008-August 31, 2012 Collective Agreement will be amended as follows:

Article	
A.5.4	A levy specified by the Bargaining Unit in accordance with A.5.2, if any, shall be deducted and remitted to the Treasurer of OSSTF District 12 PSSP. The Employer shall only deduct for active Employees with earnings in the pay periods where the levy applies. <u>Once every 24 months the bargaining unit may notify the Employer of a change in the amount of the levy deduction with sixty (60) days notice.</u>
A.7.1	<u>A [...]copy [...] of this Agreement will be [...] available in electronic format to all Employees of the Bargaining Unit.</u> [...]
C.1.3	"Short Term Casual Employee" is a casual Employee hired on a per diem basis where the assignment is for specific short-term duties or to replace a specific absent Permanent Contract Employee (who is expected to return) and is not <u>for a period of more than</u> twenty (20) consecutive working days.
D.1.2	It shall be the duty of each Employee to notify [...] <u>his/her Supervisor and the Employee Services Staffing Office</u> promptly of any change of address.
D.4.1.1	<u>An electronic</u> copy of each job posting shall be sent to the President of the Bargaining Unit.
D.4.1.2	At the time of initial hire, the Employer will provide information on accessing job postings <u>on the Employer's Intranet Site.</u>
D.4.1.4	All vacancies referred to in Article D.4.1 shall be posted on the <u>Employer's Intranet Site</u> and at the head office of the Employer.
E.3.3.1	The Employer will maintain [...] a list of Short Term Casual Employees available to replace absent Child and Youth Workers assigned to school based programs <u>or assignments.</u> [...]

G.1.11.1	Employer benefits [...] information shall be [...] made available by the Employer in electronic format [...] to all Employees who are eligible for benefits. [...]																																																																													
APPENDIX A	[...]																																																																													
<p><u>New</u></p> <p>APPENDIX A</p>	<p style="text-align: center;">Unit A – Salary Grid*</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Step</th> <th>CAT A1</th> <th>CAT A2</th> <th>CAT B</th> <th>CAT C</th> <th>CAT D</th> <th>CAT E</th> </tr> </thead> <tbody> <tr><td>0</td><td>70,229</td><td>68,229</td><td>63,775</td><td>62,428</td><td>54,252</td><td>45,356</td></tr> <tr><td>1</td><td>73,719</td><td>71,719</td><td>66,972</td><td>65,625</td><td>57,049</td><td>47,228</td></tr> <tr><td>2</td><td>77,210</td><td>75,210</td><td>70,164</td><td>68,817</td><td>59,824</td><td>49,099</td></tr> <tr><td>3</td><td>80,721</td><td>78,721</td><td>73,382</td><td>72,036</td><td>62,552</td><td>50,971</td></tr> <tr><td>4</td><td>84,186</td><td>82,186</td><td>76,533</td><td>75,187</td><td>65,349</td><td>52,841</td></tr> <tr><td>5</td><td>87,676</td><td>85,676</td><td>79,750</td><td>78,404</td><td>68,124</td><td>54,714</td></tr> <tr><td>6</td><td>91,186</td><td>89,186</td><td>82,903</td><td>81,556</td><td>70,901</td><td>56,584</td></tr> <tr><td>7</td><td>94,658</td><td>92,658</td><td>86,118</td><td>84,772</td><td>73,674</td><td></td></tr> <tr><td>8</td><td>98,146</td><td>96,146</td><td>89,314</td><td>87,968</td><td>76,447</td><td></td></tr> <tr><td>9</td><td>101,632</td><td>99,632</td><td>92,507</td><td>91,161</td><td>79,200</td><td></td></tr> </tbody> </table> <p>*This salary grid is effective September 1, 2013 pursuant to the Arbitration Award by Louisa Davie dated November 15, 2012.</p> <p>The salaries have been in effect since September 1, 2011.</p> <p>Notes:</p> <ol style="list-style-type: none"> To ensure employees are paid accordingly, the parties agree to the following explanatory note for salary administration purposes only. <p>Employees meeting the below criteria will be paid as follows:</p>	Step	CAT A1	CAT A2	CAT B	CAT C	CAT D	CAT E	0	70,229	68,229	63,775	62,428	54,252	45,356	1	73,719	71,719	66,972	65,625	57,049	47,228	2	77,210	75,210	70,164	68,817	59,824	49,099	3	80,721	78,721	73,382	72,036	62,552	50,971	4	84,186	82,186	76,533	75,187	65,349	52,841	5	87,676	85,676	79,750	78,404	68,124	54,714	6	91,186	89,186	82,903	81,556	70,901	56,584	7	94,658	92,658	86,118	84,772	73,674		8	98,146	96,146	89,314	87,968	76,447		9	101,632	99,632	92,507	91,161	79,200	
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	<p>Applied Behaviour Analysis Facilitator</p> <p>Attendance Counsellor</p> <p>Child and Youth Worker</p> <p>Child and Youth Counsellor</p> <p>Coordinator—Gender -Based Violence Prevention</p> <p>Court Liaison Worker</p> <p>Educational Audiologist</p> <p>Multilingual Team Leader</p> <p>Occupational Therapist</p> <p>Physiotherapist</p> <p>Psychologist (Doctorate) (registered in school psychology)</p> <p>Psychologist (registered in school psychology)</p> <p>Psychological Associate (registered in school psychology)</p> <p>Psychologist (supervised in school psychology)</p> <p>Psychological Associate (supervised in school psychology)</p> <p>Pyscho-Educational Consultant</p> <p>Social Worker</p> <p>Speech and Language Pathologist</p> <p>Student Equity Program Advisor</p>	<p>TBD</p> <p>CAT D</p> <p>CAT E</p> <p>CAT D</p> <p>TBD</p> <p>CAT D</p> <p>CAT B</p> <p>TBD</p> <p>CAT B</p> <p>CAT B</p> <p>CAT A1</p> <p>CAT A2</p> <p>CAT B</p> <p>CAT B</p> <p>CAT B</p> <p>CAT D</p>
<p>2. Employees may only move from one Category to another Category through a promotion approved by the Employer or successful competition for a vacancy in a job classification other than their current designations.</p> <p>3. Employees frozen at Step 7 of Category D due to non-successful completion of the minimal educational qualifications shall remain at Step 7 of Category D. Any progression beyond Step 7 of Category D for these Employees will take place only upon successful completion of the minimal education qualifications for their positions.</p> <p>4. Step 0 will be considered the initial placement for Employees with less than one (1) year of relevant experience.</p>		

	5. [...] (No. 4 in current Collective Agreement)
APPENDIX B	
	<i>Supplemental Employment Benefits (SEB) Plan - For Permanent Contract Employees</i>
1.	The object of this SEB plan is to supplement the employment insurance (E.I.) benefits received by Employees from Human Resources Development Canada for temporary unemployment caused by Pregnancy Leave [...] <u>or</u> Parental Leave for the purposes of adoption.
APPENDIX D	
	<i>List of Inactive Job Classes</i>
	<p><i>Job Classes Currently Inactive within the Bargaining Unit</i></p> <ul style="list-style-type: none"> Alternative Counsellors Assistant Attendance Counsellors Associate Social Workers Behaviour Resource Counsellors Change Your Future Counsellors Change Your Future Initiatives Co-ordinators Educational Child and Youth Workers <u>Focused Intervention Co-ordinator –Mental Health and Well Being</u> Multilingual Educational Consultants Multilingual/Multicultural Consultants Psycho-educational Associates SALEP Workers School Counsellors Streetworkers Student Program Worker Team Co-ordinators of Psychology Team Co-ordinators of Social Work Youth Alienation Project Advisor Youth Counsellors – Secondary <p>The parties agree that should these inactive job classes become active, or others become employed in the new job classes performing the duties of these job classes, the Bargaining Unit is recognized to represent the Employees in these job classes.</p>

<p>LETTER OF UNDERSTANDING #6 RE: VERIFICATION OF EMPLOYEE DATA</p>	<p>[...]</p>
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For the Employer

Kavita Chhibar
C. Styles
A. Kobayashi
R. Lumley
James Reynolds
A. Varanasi

For The Professional Student Services Personnel Unit

Cher A. Mc
Nancy Vogel

