

PSSP District 12 Summary of Settlement

Term

4 years – September 1, 2008 to August 31, 2012

Wage Increases

September 1/08	3.00 %
September 1/09	3.00 %
September 1/10	3.00%
September 1/11	3.00%

12.55% salary increase when compounded over 4 years

Retroactivity on wages will be made to Permanent and Temporary Employees on staff as of the last date of ratification, to retired employees, to the estate of deceased employees, in each case prorated according to the time worked since August 31, 2008.

Benefits

Eyeglass Reimbursement:

Effective September 1, 2010: Increase the eyeglass (including contact lenses) to a maximum of \$400 per a 24 consecutive month period.

ODA Schedule:

Effective September 1, 2010: 2007 Ontario Dental Association (ODA) rates
Effective September 1, 2011: 2008 ODA rates

Physiotherapy Reimbursement:

Effective September 1, 2010: Increase the physiotherapy to \$40 per visit with a cap of \$600 per person per 12 consecutive month period.

Allowance Increases

- i. **Travel:** Effective September 1, 2008, \$300 per month
- ii. **Supervision Allowance** no longer pro-rated. Increases at 3%, consistent with wage increase
- iii. **Diagnostic Allowance:** Increases at 3%, consistent with wage increase

Supervision & Diagnostic Allowances 3% with wage increase

Original	Sept 1 08	Sept 1 09	Sept 1 10	Sept 1 11
\$2000	\$2060	\$2122	\$2185	\$2251

- iv. **NEW: Responsibility Allowance:** Where the Employer identifies that certain additional responsibilities are required beyond the usual list of duties of a Permanent Contract Employee, and the identified Employee agrees to assume the additional responsibilities, the Employer will establish an appropriate responsibility allowance for the additional duties. The amount and term of such a responsibility allowance will be at the discretion of the Employer, respecting all aspects of this Agreement, and authorized through Employee Services.

College Fee Reimbursement

Employees in Categories I to III who are required to maintain registration in a professional college shall receive a full reimbursement of their college fee per year upon proof of expenditure.

PSSP District 12 Summary of Settlement

Work Year and/or Hours of Work

For the purpose of paying or recovering a day's pay, the calculation will be based on the scheduled work days for the Employee's job classification in the Employee's work year.

For purposes of reporting salary for pension or other purposes, the calculation will be based on the scheduled work days for the Employee's job classification) and the paid holidays (as set out in the CA).

An Employee's daily salary will be calculated on basis of providing seven (7) hours of duty, Monday to Friday inclusive. Employees are entitled to rest periods as provided by the Employer. There is a commitment to an annual letter on working conditions that includes two (2) paid fifteen (15) minute breaks.

Professional Development

The parties agree that the Provincial Government has provided professional development funds. The share for OSST-PSSP is approximately \$143,454. The parties agree to establish a joint committee to develop professional development opportunities and quality of service provided.

Job Security

It is understood that contracting out includes the direct use of services or programs provided by agencies external to the employer.

No Employee at the time of ratification of this Agreement shall suffer lay-offs or involuntary reduction of the full-time equivalency (FTE) status during the term of this Agreement. The FTE number of active Permanent Contract Employees shall not be less than the complement of 612.0 FTE during the term of this Agreement.

Effective September 1st, 2008, the minimum FTE staff numbers in each job classification shall be:

Job Classification	2007/2008 FTE
Multilingual Team Leaders	4.0
Student Equity Program Advisors	2.0
Psychology	128.4
Social Work	96.2
Attendance Counsellors	8.0
Speech & Language Pathologists	72.0
Occupational Therapists/Physiotherapists	24.0
Educational Audiologists	1.0
Child & Youth Counsellors	19.0
Child & Youth Workers	227.5
TOTAL	581.1

Categories of Employees Language

Long Term Casual Employee, Permanent Contract Employee, Short Term Casual Employee, Temporary Contract Employee, Term Opportunity, Special Temporary Employee

Request to Reduce from Full-Time to Part-Time

Permanent Contract Employee may request to reduce on a temporary basis their employment status from full-time to part-time. The usual definition of "part-time" will be "half-time"; however, all requests will be considered on an individual basis and the Employer, at its discretion, may agree to a different arrangement.

PSSP District 12 Summary of Settlement

Letters of Understanding (LOU):

i. Supplemental Services Agreement

The parties agree to meet within thirty (30) days of the publication of the Provincial Protocol template regarding external agencies to review the document. In the interim, the provisions of the LOU re Joint Committee on Supplemental Students Services contained in the 2004-2008 CA will prevail.

ii. Work Space In Schools

The Employer will annually notify Principals of the agreed to guidelines regarding making available suitable space for counseling, testing parent meetings and other services provided by the Bargaining Unit members and the guidelines shall be adhered to. Staff will be given priority over external persons when scheduling access.

Within 60 days of the signing of this Agreement, the parties will convene a committee consisting of two representatives of the Employer and two representatives of the Bargaining Unit to address the following issues.

iii. Child and Youth Services

iv. Accommodations and Return to Work

v. Violent Incidents and Hazardous Working Conditions

vi. Equipment

vii. Home Visits/Off Sites

The parties recognize that the expectation is for the staff to arrange meetings with parents/guardians/students during school hours, on Employer premises. However, from time to time, a professional judgment may be made to schedule a home visit. Such decision will be voluntary and must be made in consultation with their Chief/ Supervisor. The Employer will publish guidelines to assist Employees.

Vault Letter RE: – Federation Leave

The Employer shall agree to the release of two (2) full time FTE positions for full time Leave of Bargaining Unit Business in each school year. The Employer shall invoice the BU \$37 373 per year (the currently published 2008-2009 Step 0 Category 5) per FTE Union time release per year.

Letters to the President:

Child and Youth Services Coordinator: The Employer commits to hiring a CYS Coordinator no later than February 2009.

Health and Safety Representation: The Employer commits to creating a full time PSSP health and safety inspector position.

TDSB Investigations: The Employer commits to meeting with BU and developing a clear and transparent process for investigations, interviews and home assignments of employees.

PSSP District 12 Summary of Settlement

Schedule of Wages

September 1, 2008					
STEP	CATEGORY I	CATEGORY II	CATEGORY III	CATEGORY IV	CATEGORY V
0	62,440	57,131	50,764	49,649	37,737
1	65,633	60,056	53,382	52,208	39,335
2	68,827	62,978	55,957	54,748	40,915
3	72,041	65,923	58,553	57,244	42,534
4	75,212	68,807	61,132	59,804	44,134
5	78,406	71,750	63,748	62,344	45,716
6	81,617	74,636	66,324	64,884	47,296
7	84,795	77,579	68,941	67,422	
8	87,987	80,503	71,538	69,959	
9	91,178	83,425	74,118	72,479	

September 1, 2009					
STEP	CATEGORY I	CATEGORY II	CATEGORY III	CATEGORY IV	CATEGORY V
0	64,313	58,845	52,287	51,138	38,869
1	67,602	61,858	54,983	53,774	40,515
2	70,892	64,867	57,636	56,390	42,142
3	74,202	67,901	60,310	58,961	43,810
4	77,468	70,871	62,966	61,598	45,458
5	80,758	73,903	65,660	64,214	47,087
6	84,066	76,875	68,314	66,831	48,715
7	87,339	79,906	71,009	69,445	
8	90,627	82,918	73,684	72,058	
9	93,913	85,928	76,342	74,653	

September 1, 2010					
STEP	CATEGORY I	CATEGORY II	CATEGORY III	CATEGORY IV	CATEGORY V
0	66,242	60,610	53,856	52,672	40,035
1	69,630	63,714	56,632	55,387	41,730
2	73,019	66,813	59,365	58,082	43,406
3	76,428	69,938	62,119	60,730	45,124
4	79,792	72,997	64,855	63,446	46,822
5	83,181	76,120	67,630	66,140	48,500
6	86,588	79,181	70,363	68,836	50,176
7	89,959	82,303	73,139	71,528	
8	93,346	85,406	75,895	74,220	
9	96,730	88,506	78,632	76,893	

September 1, 2011					
STEP	CATEGORY I	CATEGORY II	CATEGORY III	CATEGORY IV	CATEGORY V
0	68,229	62,428	55,472	54,252	41,236
1	71,719	65,625	58,331	57,049	42,982
2	75,210	68,817	61,146	59,824	44,708
3	78,721	72,036	63,983	62,552	46,478
4	82,186	75,187	66,801	65,349	48,227
5	85,676	78,404	69,659	68,124	49,955
6	89,186	81,556	72,474	70,901	51,681
7	92,658	84,772	75,333	73,674	
8	96,146	87,968	78,172	76,447	
9	99,632	91,161	80,991	79,200	