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**ELEMENTARY TEACHERS' FEDERATION OF ONTARIO  
NIAGARA TEACHER LOCAL  
PROVINCIAL TAKEOVER  
BULLETIN #4**

**November 19, 2008**

**ETFO MEMBERS REACH FOR A FAIR DEAL**

**Bargaining Objectives**

One of the major objectives for ETFO and its membership in this round of negotiations is to achieve parity with our OSSTF colleagues in the area of working conditions. ETFO commends our OSSTF colleagues for being so successful over the many years in achieving their superior working conditions.

In order to understand the significance of this variance, it is important to examine the legislation and the specific details of these working conditions. The following review outlines the specific details.

**Preparation Time**

1. **Legislation/Specific Details**

School Year: 194 school days

- 188 instructional days
- 6 professional activity days

School Day: 300 instructional minutes

2. **Current Circumstance**

- OSSTF members receive 375 minutes/week
- ETFO members receive 200 minutes/week
- Difference between OSSTF/ETFO 175 minutes/week

3. **Doing the Math**

- $188 \text{ instructional days} \div 5 = 37.6 \text{ weeks of instruction/year}$
- $37.6 \text{ weeks} \times 175 \text{ minutes/week} = 6580 \text{ minutes/year}$
- $6580 \text{ minutes/year} \div 300 \text{ minutes/day} = 21.9 \text{ instructional days}$

#### 4. **In Summary**

ETFO members work the equivalent of 21.9 instructional days each year more than their OSSTF colleagues. Is this fair?

### **Supervision Time**

#### 1. **Legislation/Specific Details**

The *Education Act* specifies the requirements of our OSSTF colleagues in regards to supervision duties:

“Minimum teaching assignments, secondary school –  
Every board shall ensure that, in the aggregate, its classroom teachers in secondary schools are assigned to provide instruction to or supervision of pupils or to perform duties in an average of at least 6.67 eligible programs in a day school program during the school year.”  
(*Education Act* – Section 170.2.1)

The *Education Act* fails to clarify supervision time for elementary teachers:

“Minimum teaching time, elementary school –  
Every board shall ensure that, in the aggregate, its classroom teachers in elementary schools are assigned to provide instruction to pupils for an average of at least 1300 minutes (during the instructional program) for each period of five instructional days during the school year.  
(*Education Act* – Section 170.2)

#### 2. **Current Circumstance**

During the last three years most of our members have realized a maximum of eighty (80) minutes of supervision time per week which has been a significant gain from the hundreds of minutes per week performed in previous years. However, as outlined by the legislation, our OSSTF colleagues perform supervision duties during their 300 minute instructional day while ETFO members perform supervision duties outside of their 300 minute instructional day (before school, recess, lunch/nutrition breaks, after school).

#### 3. **Doing the Math**

Because ETFO members perform supervision duties outside of the instructional day, the resulting workload consists of the following:

- 80 minutes/week of supervision time
  - 80 minutes x 37.6 weeks/school year = 3008 minutes/year
  - 3008 ÷ 300 minutes instructional day = 10 instructional days

4. **In Summary**

ETFO members work the equivalent of 10 additional instructional days each year more than their OSSTF colleagues as a result of performing supervisor duties outside of the instructional day. Is this fair?

**PROPOSED GOVERNMENT INCREASE IN WORKLOAD**

1. **Legislation/Specific Details**

Regulation 298 forms part of the *Education Act* and provides the following requirement:

**Duties of Teachers**

“In addition to the duties assigned to the teacher under the Act by the board, a teacher shall, unless otherwise assigned by the principal, be present in the classroom or teaching area and ensure that the classroom or teaching area is ready for the reception of pupils at least fifteen minutes before the commencement of classes in the school in the morning and, where applicable, five minutes before the commencement of classes in the school in the afternoon.”

(Regulation 298, Section 20 (d))

The government’s proposed Provincial Discussion Table Agreement would add the following to your collective agreement:

“Elementary teachers shall be available to students in their classroom fifteen minutes prior to the first scheduled class of the day and five minutes prior to the first scheduled class in the afternoon. Such time shall not constitute supervision/on-call or instructional time.”

2. **Current Circumstance**

ETFO has won arbitrations that have clearly ruled that teachers need to only be in their building and not necessarily be in their classroom.

3. **Doing the Math**

The government position, if accepted by ETFO members, would increase the workload as follows:

- 20 minutes/day x 5 days/week = 100 minutes/week
- 100 minutes/week x 37.6 weeks/year = 3760 minutes/year
- 3760 minutes/year ÷ 300 minutes instructional day = 12.5 days/year

4. **In Summary**

Should ETFO and its members accept the government’s position, ETFO members will work the equivalent of 12.5 instructional days per year more than their OSSTF colleagues. Is this fair?

**Examination/Assessment Days**

1. **Legislation/Specific Details**

Regulation 304 is made under the *Education Act* and provides the ability to school boards to allocate ten (10) instructional days in each school year for teachers to perform duties associated with the assessment of students:

- 3.1 “With respect to every school year after the 1997-1998 school year, a board may designate up to ten instructional days as examination days.”
- 4 “The teaching staff shall be in school during regular school hours on examination days and accessible to pupils, unless the board directs otherwise.”

2. **Current Circumstance**

OSSTF members currently benefit from these ten (10) instructional days each year being designated as days to perform duties associated with the assessment of students. ETFO members continue to perform this work outside of the instructional day.

3. **Doing the Math**

The ETFO proposal would provide ten (10) instructional days each year for members to perform the multitude of activities associated with the assessment of students. The proposal also requires that occasional teachers be provided to cover these days.

4. **In Summary:**

Should ETFO not be successful at achieving this bargaining goal, this inequity in workload would result in the equivalent of an additional ten (10) instructional days.

**Conclusion**

The resultant effect of this inequity in workload translates into a significant disparity between ETFO and OSSTF working conditions:

Preparation Time..... Equivalent of an additional 21.9 instructional days/year

Supervision Time ..... Equivalent of an additional 10.0 instructional days/year

Government Proposed  
Amendment in a  
Provincial Framework Agreement ..... Equivalent of an additional 12.5 instructional days/year

Assessment days  
During school year ..... Equivalent of an additional 10.0 instructional days/year

When the preparation time, supervision time, and the assessment days are combined each elementary teacher works at least the equivalent of an additional 41.9 instructional days each year more than their OSSTF colleague.

Should the government be successful at imposing an additional 100 minutes/week of work through the proposed provincial framework agreement, ETFO members will then work at least the equivalent of an additional 12.5 instructional days each year more than their OSSTF colleagues for a total inequity of at least 54.4 instructional days each school year.

And finally, to translate these days into a financial perspective, elementary teachers will be relinquishing the equivalent dollar value as follows:

1. A beginning teacher at category A3 minimum with an annual salary of approximately \$45,000 is relinquishing at least:
  - $\$45,000 \div 194 \text{ school days} = \$232/\text{school day}$
  - $\$232 \times 54.4 = \underline{\$12,621 \text{ per school year}}$
  
2. A teacher at the maximum level of category A4 with an annual salary of approximately \$84,000 is relinquishing at least:
  - $\$84,000 \div 194 \text{ school days} = \$433/\text{school day}$
  - $\$433 \times 54.4 = \underline{\$23,555 \text{ per school year}}$

**... IS THIS FAIR?**

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