



Elementary Teachers' Federation of Ontario/
Fédération des enseignantes et des enseignants de l'élémentaire de l'Ontario
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**ELEMENTARY TEACHERS' FEDERATION OF ONTARIO
NIAGARA TEACHER LOCAL
PROVINCIAL TAKEOVER
BULLETIN #3**

November 17, 2008

Negotiations Caught in Rush Hour Traffic

ETFO – Major Goal

The major goal in this round of negotiations is to eliminate the funding gap that currently exists between the elementary and secondary panels. The funding gap currently stands at approximately \$711 per elementary student. Closing the gap will improve student learning conditions and teacher working conditions.

Provincial Discussion Table Agreement

In May of 2008 the Provincial Government tabled a “Provincial Discussion Table Agreement.” The agreement was basically a carbon copy of what had been accepted by two other OTF affiliates – AEFO and OECTA. The agreement was rejected by ETFO because it failed to address our major goal of closing the gap in this round of negotiations.

Following are areas of the PDT Agreement that are unacceptable to ETFO.

1. Duration

The length of the collective agreement being proposed is four years. The agreement would run from September 1, 2008 to August 31, 2012.

ETFO is prepared to conclude a four-year agreement that would stagger the infusion of resources over the term of the contract. ETFO is even prepared to see the largest investment made toward the end of the four years as long as the funding gap is eliminated.

2. Preamble

If the PDT Agreement were accepted the following statement would be included in the preamble of your Collective Agreement.

“The District School Board of Niagara and the Niagara Teacher Local are committed to improve student achievement, reduce gaps in student outcomes and increase confidence in publicly funded education.”

This type of statement does not belong in a collective agreement. ETFO lawyers have stated that such a statement could be used against the Federation in resolving any grievances that may be brought forward by the Local and could be used against members in the teacher performance appraisal process. The uncertainty of the purpose of this language is too risky to allow it to be enshrined in collective agreements.

3. Release Time for Assessment, Evaluation, and Report Cards

The PDT Agreement addresses this issue by providing an additional Professional Activity Day in 2009-10 and effective September 2010, two Professional Activity Days. The days would be designated for the purpose of assessment and completion of report cards at the elementary level.

ETFO believes that teachers should have release days throughout the school year for assessment, evaluation, and the completion of report cards. An occasional teacher should cover such days. Secondary teachers have ten examination days to cover this part of a teacher's workload. During these days there is no instruction for students.

4. Elementary Preparation Time

Elementary teachers currently receive 200 minutes of preparation time for every 1500 minutes of student instructional time. Secondary teachers receive 375 minutes during the same period of instruction.

The PDT Agreement proposes an increase in preparation time of 10 minutes per year in each year of the four-year agreement starting in 2009. At the end of the four years elementary teachers would remain well short of the time currently received by secondary teachers. In fact, if you projected the increase on a yearly basis until preparation time was equal to that of a secondary teacher it would take twenty-five (25) years to reach the goal.

5. Grade 4-8 Class Size Reduction

The current class size in grades 4-8 is based on an aggregate across the board of 25:1. The current class size in the secondary panel is 22:1. It is the goal of ETFO to achieve a 22:1 class size ratio in grades 4-8.

The PDT Agreement proposes a class size reduction spread out over the term of the agreement. By August 2012 class size would be reduced from 25:1 to 24.5:1. If you project this decrease on a yearly basis, it would take thirty (30) years to reach the goal of a class size ratio of 22:1.

We don't believe it is necessary to state further why this and the preparation time proposal were rejected by the ETFO.

6. Teacher Supervision

Because of the last round of negotiations the time that teachers are responsible for supervising students has been greatly reduced. Most schools across the province now have supervision schedules of eighty (80) minutes or less.

The PDT Agreement proposes an increase of one hundred (100) minutes of supervision for every week of instruction by including the following language in all collective agreements.

“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.”

ETFO is not about to accept “strips” to any of our agreements.

7. Benefits

The PDT Agreement proposes an enhancement in benefit funding in 2008-09 to assist boards with the existing cost of benefits. Additional money would only be allocated in the 2010-11 year of the agreement. ETFO is attempting to bring the benefit plans for every elementary teacher in line with the superior benefits provided for a segment of our members. ETFO research has concluded that the total funding proposed by the government for members of all affiliates would not be enough to reach equity for ETFO members.

8. Salary

The PDT Agreement proposes a 3% salary increase in each year of the four-year agreement.

ETFO President, David Clegg, has made it very clear in his statements to the press that “Salary is not the issue and has never been the issue. The real issue is fairness.”

Assigned Time vs. Unassigned Time – Elementary vs. Secondary

| Elementary | | Secondary | |
|---------------------|----------------------|---------------------|-------------------------------|
| Student Instruction | – 1500 minutes | Student Instruction | – 1500 minutes |
| Assigned Time | – 1300 + supervision | Assigned time | – 1125 – includes supervision |
| Unassigned Time | – 200 minutes | Unassigned Time | – 375 minutes |

Preparation Time

Based on the premise that an elementary teacher is assigned 175 minutes per week of preparation time less than their secondary colleagues, the accumulated time adds up to an elementary teacher working the equivalent of 21.9 days more each year than their colleagues in a secondary school.

Supervision Time

Secondary teachers carry out assigned supervision duties during their instructional day. Elementary teachers are assigned supervision duties outside of the instructional day. Therefore, based on the premise that an elementary teacher is assigned a maximum of 80 minutes of supervision duties per week, an elementary teacher works the equivalent of an additional 10 days more each year than their secondary colleague. The provincial government would increase this supervision time by 12.5 days through the proposed Provincial Discussion Table Agreement that requires teachers to be in their classrooms 15 minutes before class begins in the morning and 5 minutes before classes commence in the afternoon.

In summary, the total variance between the preparation time gap and supervision time gap between elementary and secondary teachers could result in elementary teachers working the equivalent of 44.4 days more in a school year than their secondary colleagues. Is this fair?

Local Negotiations

Your local bargaining team consists of:

Sharon Aloian President
Terri Beck Vice-President
Todd Rimmington Vice-President
Gail Dunn Stevensville P.S.
Christiane Esau Grand Avenue P.S.
Elizabeth Ford Lockview P.S.
Jada Nicklefork Martha Cullimor P.S.
Hank Steingart Vineland P.S.
Paul Waldie Crowland Central P.S.
Dave Kendall Provincial Chief Negotiator

Negotiations Update

Your team has met with the Board's negotiating committee to present our preliminary submission. We are now in the process of setting additional dates to negotiate.

It is apparent that most boards across the province are conducting negotiations under the planned strategy of the Ontario Public School Boards' Association (OPSBA). Under this planned approach, school boards are refusing to negotiate any condition that increases costs to the budget.

Members are encouraged to keep informed of developments at the provincial level by subscribing to the ETFO e-newsletter at www.etfo.ca.

REMINDER

General Meeting for all ETFO Members

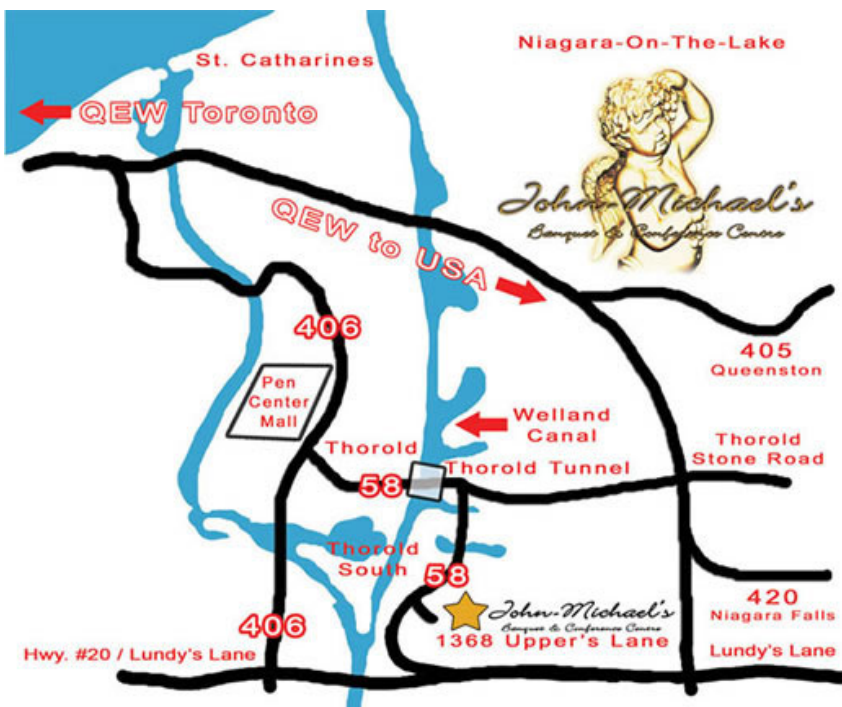
Teachers and Occasional Teachers

Monday, December 1, 2008 (5:00 p.m.)

John-Michael's Banquet and Conference Centre

(Plumber's Hall)

**ETFO President David Clegg will address ETFO Members
on negotiations and provincial deliberations.**



John-Michael's Banquet &
Conference Centre
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