
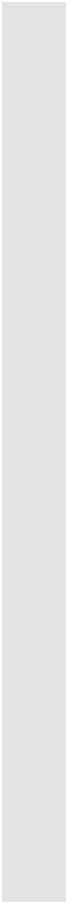


Secondary Teachers' Local Tentative Agreement Information Session

July 8, 2020

Ratification Process

- On April 8, 2020, members of OECTA ratified the Central Terms (Part A of the Collective Agreement) negotiated by the Provincial Bargaining Team at the central table with the Government and OCSTA.
- The Central Terms do not go into effect until Local Terms (Part B of the Collective Agreement) are ratified.

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- On June 30, 2020, Dufferin-Peel Secondary Unit's Bargaining Team reached a tentative agreement with the Dufferin-Peel CDS Board for local terms.
 - A **ratification vote** for Dufferin-Peel Permanent Secondary Teachers will take place from noon on Thursday, July 9, 2020 to noon on Friday, July 10, 2020.

Details of the Local Tentative Agreement

- The following information includes all the changes to Local Terms (Part B) of the Secondary Teachers' Collective Agreement, pending ratification by the membership.
- The information will be presented in sequential order according to impacted Articles.
- Articles not mentioned remain unchanged.

Length of Agreement

- September 1, 2019 to August 31, 2022 (inclusive)

Paid Personal Day:

Addition to Article 7.109 a)

- Additional leave code
- To be deducted from five “emergency days”
- One occurrence per school year
- May not abut school holiday; may not be used first week or last week of school year, PD day or fourth Friday in November

- Intended to address emergency situations for which there is no TRACS code

Documentation
for Jury Duty,
Subpoena and
Quarantine:

Change to
Article 7.040

- “No pay will be deducted provided the required documentation is submitted within a reasonable amount of time”
- Board requires this documentation for Audit purposes

Release for
Additional
Unit Officer:

Article 7.050 a)

- Agreement the Board shall grant leaves for up to four teachers for terms of office at the Unit level
- Allows Unit to maintain its current leave structure to represent permanent and occasional teachers without having to rely on the Board agreeing to a variance

Updated
Leave
Language:

Article 7.061 a)

- Housekeeping Item due to enhanced pregnancy and parental statutory leave options as per Employment Standards Act
- Recognition of right to up to one-year extended leave “exclusive” of enhanced pregnancy and parental statutory leave options as per Employment Standards Act for up to 30-month leave
- All other aspects of leave remain the same

e-Learning Committee:

Change to Article 13.018G

- Formation of a joint implementation committee when the Board considers the “expansion” of e-learning curriculum delivery during the school day
- Language changed from “implementation” to “expansion”
- Purpose to review and recommend delivery models consistent with workload and staffing provisions in CA

SAAC Meetings:

Change to
Article 13.051 C (f)

Housekeeping Item

- Date for second required meeting of the staffing cycle to take place by the Friday before March Break
- Currently it is to take place by third Friday in February
- New date allows adequate time to receive preliminary spreadsheet and make meeting arrangements

Risk Assessment & Intervention Protocol:

New Article 13.054

- Acknowledgement of Board's adoption and use of a *risk assessment and intervention protocol* for potential risk of violence
- The new article reads in part: "The Board will respond to all behaviours and/or indications that may pose a risk for violence to students, staff and members of the community by using the risk assessment and intervention protocol adopted by the Board."
- This protocol is currently known as Canadian Violence Threat and Risk Assessment

Access to
Bereavement
Leave for
Adult Con Ed
Teachers:

Addition to
Article 17

- Addition of 7.019 (b) to Article 17 providing access to bereavement leave for Adult Continuing Education Teachers

Removal of Non-Disciplinary Letters from Personnel File:

New Article
18.011 a)

- Removal of non-disciplinary letters emanating from an investigation meeting at board level from Personnel File upon one-year anniversary of date of letter upon request from the teacher
- Contingent upon no further concerns during intervening period
- Currently, there is no provision in the CA to remove letters from a member's personnel file

Removal of
Provision to
Provide
Preliminary
Teaching
Assignment:

Deletion of
Article 23.020 d)

- Principals will no longer be required to issue “preliminary assignment” in April
- This does not preclude right of teacher to inquire with principal regarding potential assignment
- Teacher Teaching Preference Forms will continue to be submitted

Use of
Standardized
Form for Internal
Solicitation for
Vacancy:

Addition to
Article 23.020 a)

- All schools will use same standardized form with common subject line to solicit interest for internal school vacancies
- Form will be issued via email

Joint Continuing Education Committee:

Letter of Understanding

- Formation of a joint committee with equal representation to develop recommendations with a focus on access to work in Continuing Education (including access for Adult Education Teachers and night school / summer school positions)
- To meet by November 30, 2020 and report by April 30, 2021
- Goal of implementation by June 2021

Joint Redundancy Process Committee:

Letter of Understanding

- Formation of a joint committee with equal representation to review and make “recommendations to improve and clarify the application of redundancy”
- To meet by November 30, 2020
- Goal of piloting of recommendations by next available transfer (staffing) process

Joint Reporting Timelines Committee:

Letter of Understanding

- Formation of a joint committee with equal representation to review best practices and developing semester end reporting timeline protocols
- To meet by January 31, 2021 and report by April 30, 2021
- Goal of implementation by June 2021

Development of
School Schedule
Changes
Process:

Letter of
Understanding

- Recommendations regarding process for changes to school schedules to be developed via standing meetings of Joint Consultation Committee in the 2020-21 school year

Questions

