

Proposed Memorandum of Settlement

Between:

The Toronto District School Board (The Board)

And

Ontario Secondary School Teachers' Federation
Toronto Secondary Occasional Teachers Bargaining Unit
(OTBU)

1. The negotiating committees for the Board and the Union have agreed on the resolution of all outstanding issues in dispute, subject to ratification by the Toronto District School Board and the members of the Bargaining Unit.
2. The Collective Agreement is subject to approval by the Ministry of Education as being PDT compliant and eligible for PDT funding. Otherwise, the Collective Agreement between the parties is null and void.
3. The term of the Agreement shall be September 1, 2008 to August 31, 2012.
4. The respective Negotiating Committees agree to recommend the ratification of this Memorandum of Settlement to their principals. Such ratification shall take place no later than January 30, 2009. In the event this Memorandum is ratified it shall thereupon constitute a Collective Agreement. In the event this memorandum is not ratified, it shall be null and void. The parties agree that should the Union require an extension beyond January 30, 2009 for ratification purposes only, a joint request for such extension will be made to the Ministry of Education.
5. The Toronto District School Board and the O.S.S.T.F. Toronto Secondary Occasional Teachers' Bargaining Unit are committed to improve student achievement, enhance student safety, reduce gaps in student outcomes, and increase confidence in publicly funded education. This is non-grievable.
6. Retroactive payment will be made to all Short Term Occasional Teacher members of the Bargaining Unit as soon as administratively feasible after ratification of the Agreement. The parties recognize that the considerable changes and the compression of the grid will result in significant additional time being required to calculate retroactive pay and revise the payroll system. Changes to reflect the new salary grids will be made as soon as administratively feasible.

7. In the event that the Ontario Secondary School Teachers' Federation Day School Statutory Bargaining Unit Toronto District 12 does not ratify a Collective Agreement by January 30, 2009, retroactive payment for Long Term Occasional Teaching Assignments shall not occur until such time as such ratification does occur and retroactivity is paid to Day School Statutory Bargaining Unit members.

8. Benefits changes will take place as specified below.
 - i. Effective April 1, 2008 → 2004 ODA
 - ii. Effective September 1, 2009 → 2005 ODA
 - iii. Effective September 1, 2010 → 2007 ODA
 - iv. Effective September 1, 2011 → 2008 ODA

 - v. Effective September 1, 2010 → increase vision care to \$400 per 24 months.
 - vi. Effective September 1, 2010 → physiotherapy \$40 per visit to a maximum of \$600 per year

9. All changes to the Collective Agreement are contained in Appendix A unless otherwise specified in the Memorandum of Settlement. Otherwise, the clauses remain status quo subject to renumbering in Item #10.

10. The parties recognize that re-numbering of the Collective Agreement has occurred as per Union request. Further housekeeping to re-number the final version of the Collective Agreement may be required.

Dated this day of _____ January 2009

For the Board

For the Union

