

Letter of Agreement
Between the

Simcoe Muskoka Catholic District School Board
(the Board)

And

OSSTF District 17 – Educational Assistant Bargaining Unit
(the Union)

RE: Early Learning Program

The Board recognizes OSSTF as the exclusive bargaining agent for Designated Early Childhood Educators subject to the terms and conditions outlined below:

As a result of the Government of Ontario's announcement to introduce an early learning program, as outlined in the Ministry of Education Memos 2009: B12 and EL2 the parties agree to the following:

1. All individuals employed as Designated Early Childhood Educators (DECEs) shall be members of the OSSTF Educational Assistant Bargaining Unit District 17, until mutually agreed otherwise.
2. The Board will exercise denominational rights and DECEs must be Catholic.
3. The ELP team, consisting of the DECE and the Teacher, and class size shall be established by the Ministry of Education, Government of Ontario through legislation, regulation, policy and/or memoranda.
4. Where special needs children require the added support of an Educational Assistant, such additional support shall be provided subject to and in accordance with the Board's Educational Assistant allocations.
5. Current Educational Assistants who are qualified Early Childhood Educators and are currently registered with the College of Early Childhood Educators, will be invited to apply to DECE vacancies and shall be considered first before outside candidates. Where qualifications as outlined in the job posting, skills, abilities and experience are deemed relatively equal by the Board, seniority shall be the determining factor for internal applicants who are currently Educational Assistants.
6. DECEs shall be covered by all terms and conditions of the 2008-2012 Educational Assistants' Collective Agreement except as otherwise identified in this Letter of Agreement and/or future letters of Agreement as agreed to by the parties.

Exceptions are as follows:

Articles 30; 31; 32; 33; 34; 35; 40; 45; 53; 56; 57; 60; 61; 62; Schedule 'A';

Letters of Understanding:

RE: Hours of Work; RE: Coaching; RE: Supervision; RE: Increased Hours;
RE: Professional Development for Support Workers; RE: Pay Equity; RE: Funding
Enhancements for Benefits; RE: Overtime; RE: Additional Accommodations; RE:
Storage of Personal Items; RE: Process for Placement into Long Term Temporary
Vacancies.

7. In accordance with the provincial framework (PDT) the hours of work for DECEs is set at 7 hours per day.
8. In accordance with the provincial framework (PDT) the salary schedule for DECEs is as follows:

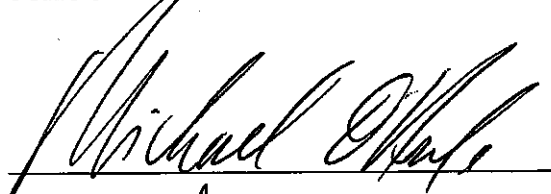
	September 1, 2010 - August 31, 2012
Letter of Permission	\$18.54
Qualified 0 years experience	\$20.09
Qualified 1 year experience	\$21.63
Qualified 2 years experience	\$23.18
Qualified 3 years experience	\$24.72
Qualified 4+ years experience	\$26.27

9. The parties agree to continue to meet using an ELP Implementation Committee (comprised of Board and Union representatives) to discuss additional terms of employment for ECE's including but not limited to:
- Extended day program (before and after the instructional day) and/or program offered on non-instructional days (Professional development days; Winter Break; March Break and summer schedules)
 - Ministry Regulations
 - Other items including staffing, compensation, and other working conditions
10. The child-adult ratio in the ELP shall be as established by the Ministry of Education, Government of Ontario through legislation, regulation, policy and/or memoranda.
11. This Letter of Agreement shall form part of the Collective Agreement between the parties.

Signed this 14th day of July, 2010

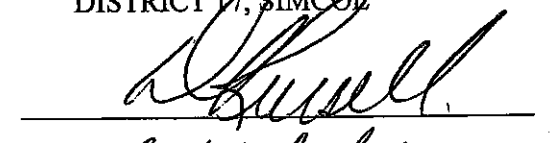
SIGNED ON BEHALF OF:

SIMCOE MUSKOKA CATHOLIC DISTRICT
SCHOOL BOARD



E. Waberton

THE ONTARIO SECONDARY SCHOOL
TEACHERS' FEDERATION REPRESENTING
THE EDUCATIONAL ASSISTANT UNIT OF
DISTRICT 17, SIMCOE



Patsy Coates