

EXTENSION AGREEMENT

BETWEEN:

Ontario Public School Boards Association (OPSBA)

AND

Ontario Catholic Schools Trustee Association (OCSTA)

AND

L'Association des conseils des écoles publiques de l'Ontario (ACÉPO)

AND

L'Association franco-ontarienne des conseils scolaires catholiques (AFOCSC)

hereinafter:

COUNCIL OF TRUSTEES' ASSOCIATIONS/CONSEIL DES ASSOCIATIONS D'EMPLOYEURS

"CTA/CAE"

AND

THE CANADIAN UNION OF PUBLIC EMPLOYEES

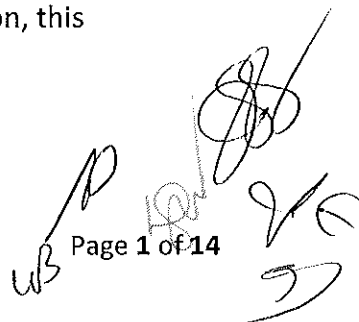
hereinafter: "CUPE"

AND AGREED TO BY:

THE CROWN/LA COURONNE

1. The parties and the Crown agree that, subject to errors and omissions, and subject to the ratification processes applicable for each party, this Extension Agreement forms the basis of full and final settlement for an extension of collective agreement terms, inclusive of both central and local terms, with the effective date of September 1, 2017 to August 31, 2019. For further clarity, the ratification of this Extension Agreement is conditional upon the acceptance that local collective agreement terms remain status quo for the period September 1, 2017 to August 31, 2019. Ratification is also conditional upon legislative changes enabling ratification of an extension of collective agreement terms, as noted below. The parties and the Crown agree to recommend the terms of this Extension Agreement as set out herein to their respective principals.

Certain aspects of the terms described herein require legislative changes and as such are subject to the legislative process. Such changes have not yet been made, nor introduced to the Legislature of Ontario. Therefore the content of this agreement should be considered to be subject to such changes, when and if made and if such enabling changes are not made, or alter the terms of this agreement in any fashion, this Extension Agreement shall be considered null and void.



2. Ratification of the Extension Agreement by both parties and agreement of the Crown shall be deemed to have occurred on the date of ratification by CUPE and by the CTA, whichever is later, and by agreement of the Crown. The parties will endeavor to complete the central ratification and agreement processes by February 1, 2017, subject to enabling legislation.

It is further understood that the following parties,

- Conseil scolaire de district catholique de l'Est ontarien and CUPE Local 4155.
- Durham District School Board and CUPE Local 218 (Continuing Education Unit)

shall conduct their ratification vote of the central terms and conditions of this agreement by February 1, 2017.

Upon completion of the 2014-2017 round of local bargaining, the parties noted above shall conduct their ratification vote. Thereafter, the parties noted above shall conduct their ratification vote of the local terms and conditions of this extension agreement.

3. The terms of this Extension Agreement shall be effective on September 1, 2017 except as otherwise provided herein.
 - The expiry date of Letters of Understanding (LOU) #3 and #5 shall be revised as noted in Appendix 1 and the terms of LOUs #3 and #5 shall continue in effect, uninterrupted, until August 30, 2019.
 - LOU #16 as noted in Appendix 1, shall be amended such that "2015-16 and/or the 2016-17" shall be replaced by "2017-18 and/or 2018-19".
 - The parties agree that it is desirable to deliver LTD benefits in a sustainable and affordable fashion. Therefore, in the event that the parties, as set out in LOU #7, arrive at a mutually agreeable solution or options for the implementation of sustainable and affordable LTD plans, such options may be put into place as soon as feasible.
 - Letters of Understanding/Agreement contained in or pertaining to language from the 2014-17 collective agreements shall continue in force and effect for the term of this agreement. However, where there is reference to an expiry date, the expiry date will be extended by two (2) years.
4. Prior to ratification by any party, it is agreed that this document will be translated into French in order that parties are able to ratify in their language of operation.

5. The collective agreement shall continue to consist of two parts. Provisions of Part A and Part B shall continue until August 31, 2019 without amendment, except as noted herein and in Appendix 1 attached to this Extension Agreement.

6. COMPENSATION

School boards shall adjust their current salary grids, wage schedules and position of responsibility allowances only, in accordance with the following schedule:

- September 1, 2017
 - 1.5%
- September 1, 2018
 - 1%
- February 1, 2019
 - 1%
- August 31, 2019
 - 0.5%

Payment for September 1, 2017 lump sum:

In recognition of potential expenses for professional development, supplies or equipment or for other professional expenses, all employees covered by this agreement will be paid a lump sum of 0.5% of wages earned in the 2016-2017 school year. CUPE agrees that it will conduct a survey of its members on the usage of these funds and provide the results to the Crown.

Method of payment for September 1, 2017 lump sum:

0.5% of earned wages earned in the 2016-17 school year as a lump sum payment to all employees (including those on the casual list) of this bargaining unit who are employed or on an approved leave, paid sick leave or statutory leave as at September 5, 2017. This excludes employees whose income replacement would be impacted while on leave.

Permanent employees on a statutory leave for any part of 2016-17 will not be adversely affected. The lump sum of 0.5% of annualized 2016-2017 salary/wages will be adjusted

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as if they earned their normal salary/wage for the period of the time on the statutory leave.

Employees on an approved deferred salary leave in the 2017-2018 year on September 5, 2017, (eg. 4 over 5) shall nevertheless receive a lump sum of 0.5% of wages paid in 2016-2017.

The lump sum payment shall be provided by November 1, 2017.

The parties agree that, if the percentage increases in aggregate for general salary noted above are less than the aggregate percentage increases for general salary agreed to at other teacher table(s) or education worker table(s) for the years 2017-18 and 2018-19, the general salary increases for 2017-18 and 2018-19 agreed to at the other table(s) will be allocated to CUPE education worker members. For greater clarity, this provision applies only to aggregate across the board increases to salary grids, wage schedules and position of responsibility allowances as described in this article.

7. BENEFITS

Effective September 1, 2017, funding will be provided in the amount of \$5,075 per FTE plus inflationary increases in each of the following years, adjusted to reflect the actual participation date:

- September 1, 2017 : 4%
- September 1, 2018 : 4%

These inflationary increases will result in a funding amount of \$5,278.00 per FTE effective September 1, 2017 and \$5,489.12 per FTE effective September 1, 2018. There will be a reconciliation process based on the financial results for the year ending on August 31, 2019 equal to the lesser of the total cost of the plan per FTE and \$5,489.12 per FTE. This reconciliation will adjust the amount per FTE as of September 1, 2019.

The parties agree that, if the benefits inflationary increases noted above are less than the aggregate percentage increases agreed to at other teacher table(s) or education worker table(s) for the years 2017-18 and 2018-19, the benefits inflationary increases for 2017-18 and 2018-19 agreed to at the other table(s) will be allocated to CUPE education workers.

8. INVESTMENTS IN SYSTEM PRIORITIES

a) Special Education Staff Amount

In recognition of the role that education assistants, child and youth workers/counsellors and professional student services personnel play in supporting special education, the Crown will, conditional upon the approval by the Lieutenant-Governor-in-Council (if applicable), make a system investment in 2017-2018 which will continue in the 2018-2019 school year, to be utilized for special education needs. The amount for CUPE is \$26,078,257 province wide in each year.

The school board's share of the special education staffing amount shall be allocated for each CUPE bargaining unit based on the FTE of that bargaining unit for the following staffing categories: educational assistants, child and youth workers and professional student services personnel compared to the board's total FTE of educational assistants, child and youth workers and professional student services personnel. The attached chart (Appendix 2) provides an estimation of the funding as a result of this system investment.

b) Other Staffing Amount

In recognition of the role that office, clerical and technical, and custodial and maintenance employees play in promoting safe, healthy and caring schools, the Crown will, conditional upon the approval by the Lieutenant-Governor-in-Council (if applicable), make a system investment in 2017-2018, which will continue in the 2018-2019 school year. The amount for CUPE is \$31,360,432 in each year.

The school board's share shall be allocated for each CUPE bargaining unit based on the FTE of that bargaining unit for the following staffing categories: office, clerical and technical, custodial and maintenance education workers compared to the board's total FTE of office, clerical and technical, custodial and maintenance education workers. The attached chart (Appendix 2) provides an estimation of the funding as a result of this system investment.

For each a) and b) above, the following shall apply:

- No later than May 15, 2017, each board and local shall meet and engage in consultation to discuss the use of funds and allocation to CUPE bargaining units consistent with the terms of this agreement. The board will share the total amount and the calculation of the amount applicable to each CUPE bargaining unit based on FTE. Boards and locals shall discuss the number and cost of CUPE

positions generated by this funding. It is agreed that these funds are to be used for permanent CUPE staff, consistent with board needs.

- Staffing processes used as a result of this additional funding shall be consistent with school boards' existing staffing processes.

9. APPRENTICESHIP/PROFESSIONAL DEVELOPMENT

The Crown shall create a one-time Education Programs – Other (EPO) grant for distribution, consistent with the Ontario Public Sector Transfer Payment Accountability Directive, in the amount of \$4.5 million. Funds from this EPO shall be allocated to school boards during the 2018-2019 school year, on the basis of joint applications received from school boards and CUPE locals for apprenticeship under the Ontario College of Trades and/or professional development opportunities.

The purpose of the funds are to:

- Provide on-the-job training for employees as apprentices, and/or
- Provide current employees of the boards opportunities to upgrade their skills.

A joint committee comprised of representatives of the central parties and the Crown, will be created to develop an application process that will be shared with boards and locals. The committee will develop the following:

- Criteria of allocation
- Application process
- Eligibility of program
- Reporting
- Equitable distribution


It is understood that the purpose of the Apprenticeship/Professional Development program is not to reduce current complement/positions.

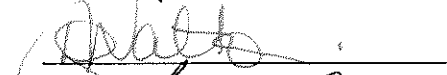
10. COMMUNITY USE OF SCHOOLS

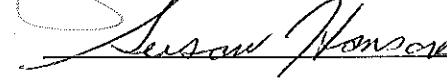
Conditional upon the approval by the Lieutenant-Governor-in-Council (if applicable), the Crown will increase the community use of schools funding, in the Grants for Student Needs, by 3% in the 2017-2018 school year (as shown in Appendix 3), and the new level of funding will continue into the 2018-2019 school year. It is intended that this funding be used to staff schools with CUPE custodians during community use, consistent with local collective agreements and existing board policies, procedures and practices. Where current practices do not provide CUPE custodial staff for community use events, and where policies and procedures allow, the funding will be used to provide CUPE custodial staffing to the extent of the available funds.


Signed at Toronto, this 20th day of December, 2016.

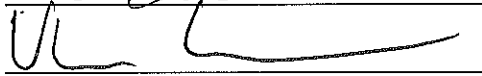
CUPE



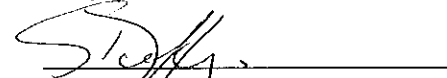


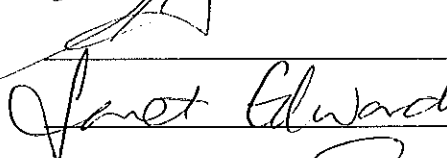





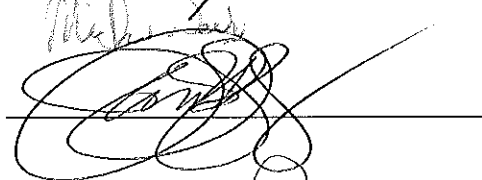


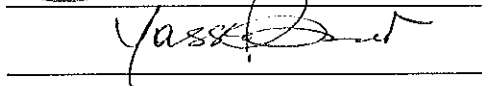
CTA/CAE



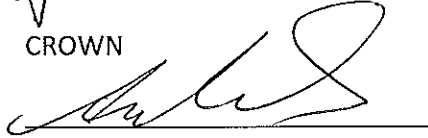


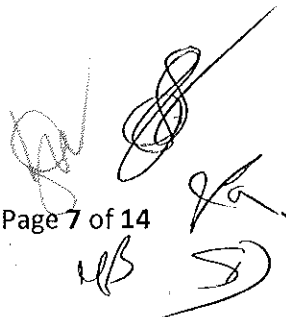






CROWN





APPENDIX 1

LETTER OF UNDERSTANDING #3

BETWEEN

The Canadian Union of Public Employees
(Hereinafter 'CUPE')

AND

The Council of Trustees' Associations
(Hereinafter the 'CTA/CAE')


Re: Job Security: Protected Complement

The parties acknowledge that education workers contribute in a significant way to student achievement and well-being.

1. Effective as of the date of central ratification, the Board undertakes to maintain its Protected Complement, except in cases of:
 - a. A catastrophic or unforeseeable event or circumstance;
 - b. Declining enrolment;
 - c. Funding reductions directly related to services provided by bargaining unit members; or
 - d. School closure and/or school consolidation.
2. Where complement reductions are required pursuant to 1. above, they shall be achieved as follows:
 - a. In the case of declining enrolment, complement reductions shall occur at a rate not greater than the rate of student loss, and
 - b. In the case of funding reductions, complement reductions shall not exceed the amount of such funding reductions, and
 - c. In the case of school closure and/or school consolidation, complement reductions shall not exceed the number of staff prior to school closure/consolidation at the affected location(s).

Local collective agreement language will be respected, regarding notification to the union of complement reduction. In the case where there is no local language the board will notify the union within twenty (20) working days of determining there is to be a complement reduction.

3. For the purpose of this Letter of Understanding, at any relevant time, the overall protected complement is equal to:
 - a. The FTE number (excluding temporary, casual and/or occasional positions) as at date of central ratification. The FTE number is to be agreed to by the parties through consultation at the local level. Appropriate disclosure will be provided during this consultation. Disputes with regard to the FTE number may be referred to the Central Dispute Resolution Process.
 - b. Minus any attrition, defined as positions that become vacant and are not replaced, of bargaining unit members which occurs after the date of central ratification.

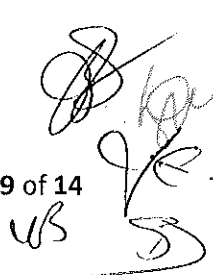


4. Reductions as may be required in 1. above shall only be achieved through lay-off after consultation with the union on alternative measures, which may include:
 - a. priority for available temporary, casual and/or occasional assignments;
 - b. the establishment of a permanent supply pool where feasible;
 - c. the development of a voluntary workforce reduction program (contingent on full provincial government funding).

5. The above language does not allow trade-offs between the classifications outlined below:
 - a. Educational Assistants
 - b. DECEs
 - c. Secretaries
 - d. Custodians
 - e. Cleaners
 - f. Information Technology Staff
 - g. Library Technicians
 - h. Instructors
 - i. Supervisors
 - j. Central Administration
 - k. Professionals
 - l. Maintenance/Trades

6. The parties agree that where local collective agreement language currently exists that provides a superior benefit specifically with regard to protected complement FTE number, that language will prevail.

7. This Letter of Understanding expires on August 30, 2019.

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LETTER OF UNDERSTANDING #5

BETWEEN

The Council of Trustees' Associations/
Le Conseil d'associations d'employeurs
(hereinafter called 'CTA/CAE')

AND

The Canadian Union of Public Employees
(hereinafter called 'CUPE')

RE: Scheduled Unpaid Leave Plan

The following Scheduled Unpaid Leave Plan (SULP) replaces the current Voluntary Leave of Absence program (VLAP) and is available to all permanent employees for the 2015-2016, 2016-2017, 2017-2018 and 2018-2019 school years. Employees approved for SULP days shall not be replaced.

For employees who work a 10-month year a school board will identify:

- 1) up to two (2) Professional Activity days in the 2015-2016 school year;
 - 2) two (2) Professional Activity days in the 2016-2017, 2017-2018 and 2018-2019 school years;
- that will be made available for the purpose of the SULP.

For employees whose work year is greater than ten (10) months, a school board will designate days, subject to system and operational requirements, which will be available for the purpose of the SULP in each of the 2015-2016, 2016-2017, 2017-2018 and 2018-2019 school years. These employees will be eligible to apply for up to two (2) days leave in each of these years.

For the 2015-2016 school year, the available day(s) will be designated no later than thirty (30) days after central ratification. All interested employees will be required to apply, in writing, for the leave within ten (10) days of local ratification, or within ten (10) days from the date upon which the days are designated, whichever is later. For the 2016-2017, 2017-2018 and 2018-2019 school years, the days will be designated by June 15, of the preceding school year. All interested employees will be required to apply, in writing, for leave for the 2017-2018 and 2018-2019 school year by no later than September 30, of the respective school year. Approval of the SULP is subject to system and operational needs of the board and school. Approved leave days may not be cancelled or changed by the school board or the employee. Exceptions may be considered with mutual consent. Half day leaves may be approved, subject to the system and operational needs of the board and school.

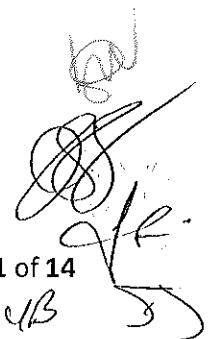
For employees enrolled in the OMERS pension, the employer will deduct the employee and employer portion of pension premiums for the unpaid days and will remit same to OMERS.

The following clause is subject to either Teacher Pension Plan amendment or legislation:

Within the purview of the Teachers' Pension Act (TPA), the Minister of Education will seek an agreement from the Ontario Teachers' Federation (OTF) to amend the Ontario Teachers' Pension Plan (OTPP) to allow for adjusting pension contributions to reflect the Scheduled Unpaid Leave Plan (SULP) with the following principles:

- i) Contributions will be made by the employee/plan member on the unpaid portion of each unpaid day, unless directed otherwise in writing by the employee/plan member;
- ii) The government/employer will be obligated to match these contributions;
- iii) The exact plan amendments required to implement this change will be developed in collaboration with the OTPP and the co-sponsors of the OTPP (OTF and the Minister of Education); and
- iv) The plan amendments will respect any legislation that applies to registered pension plans, such as the Pension Benefits Act and Income Tax Act.

This Letter of Understanding expires on August 30, 2019.

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LETTER OF UNDERSTANDING #16

BETWEEN

The Canadian Union of Public Employees
(Hereinafter 'CUPE')

AND

The Council of Trustees' Associations
(Hereinafter the 'CTA/CAE')

AND

The Crown

Re: Additional Professional Activity (PA) Day

The parties confirm that should there be an additional PA Day beyond the current 6 PA days in the 2017-2018 and/or the 2018-2019 school years, there will be no loss of pay for CUPE members (excluding casual employees) as a result of the implementation of these additional PA days. For further clarity, the additional PA day will be deemed a normal work day. CUPE members will be required to attend and perform duties as assigned. Notwithstanding these days may be designated as Sulp days.



APPENDIX 2

CONFIDENTIAL to LABOUR RELATIONS

| 2017-18 - Investments in System Priorities* - CUPE | | | ESTIMATED SHARE OF INVESTMENTS | |
|--|--------|---|--------------------------------|-----------------------|
| Index | DSB No | DSB Name | Special Education Staff Amount | Other Staffing Amount |
| 1 | 1 | DSB Ontario North East | \$ - | \$ 179,033 |
| 2 | 2 | Algoma DSB | \$ - | \$ 167,955 |
| 3 | 3 | Rainbow DSB | \$ - | \$ 210,040 |
| 4 | 4 | Near North DSB | \$ - | \$ 278,152 |
| 5 | 5.1 | Keewatin-Patricia DSB | \$ - | \$ 138,627 |
| 6 | 5.2 | Rainy River DSB | \$ - | \$ 39,347 |
| 7 | 6.1 | Lakehead DSB | \$ 877 | \$ 134,464 |
| 8 | 6.2 | Superior-Greenstone DSB | \$ - | \$ - |
| 9 | 7 | Bluewater DSB | \$ 2,170 | \$ 223,412 |
| 10 | 8 | Avon Maitland DSB | \$ - | \$ - |
| 11 | 9 | Greater Essex County DSB | \$ 11,949 | \$ 302,930 |
| 12 | 10 | Lambton Kent DSB | \$ 634,457 | \$ 474,931 |
| 13 | 11 | Thames Valley DSB | \$ 1,708,478 | \$ 1,491,242 |
| 14 | 12 | Toronto DSB | \$ 4,631,173 | \$ 4,322,594 |
| 15 | 13 | Durham DSB | \$ 1,631,000 | \$ 1,313,288 |
| 16 | 14 | Kawartha Pine Ridge DSB | \$ 886,013 | \$ 679,951 |
| 17 | 15 | Trillium Lakelands DSB | \$ 490,309 | \$ 422,644 |
| 18 | 16 | York Region DSB | \$ 2,532,058 | \$ 2,258,311 |
| 19 | 17 | Simcoe County DSB | \$ 2,064 | \$ 558,479 |
| 20 | 18 | Upper Grand DSB | \$ - | \$ 323,664 |
| 21 | 19 | Peel DSB | \$ 1,914 | \$ 2,901,780 |
| 22 | 20 | Halton DSB | \$ - | \$ 508,928 |
| 23 | 21 | Hamilton-Wentworth DSB | \$ 7,931 | \$ 533,391 |
| 24 | 22 | DSB of Niagara | \$ 905,813 | \$ 722,815 |
| 25 | 23 | Grand Erie DSB | \$ 678,656 | \$ 569,342 |
| 26 | 24 | Waterloo Region DSB | \$ - | \$ - |
| 27 | 25 | Ottawa-Carleton DSB | \$ - | \$ - |
| 28 | 26 | Upper Canada DSB | \$ 761,500 | \$ 661,172 |
| 29 | 27 | Limestone DSB | \$ 498,415 | \$ 416,688 |
| 30 | 28 | Renfrew County DSB | \$ 2,758 | \$ 231,540 |
| 31 | 29 | Hastings and Prince Edward DSB | \$ 439,701 | \$ 325,784 |
| 32 | 30.1 | Northeastern Catholic DSB | \$ 110,616 | \$ 70,456 |
| 33 | 30.2 | Nipissing-Parry Sound Catholic DSB | \$ - | \$ 31,587 |
| 34 | 31 | Huron-Superior Catholic DSB | \$ 212,490 | \$ 159,325 |
| 35 | 32 | Sudbury Catholic DSB | \$ - | \$ 77,013 |
| 36 | 33.1 | Northwest Catholic DSB | \$ 94,308 | \$ 44,211 |
| 37 | 33.2 | Kenora Catholic DSB | \$ - | \$ - |
| 38 | 34.1 | Thunder Bay Catholic DSB | \$ - | \$ - |
| 39 | 34.2 | Superior North Catholic DSB | \$ - | \$ - |
| 40 | 35 | Bruce-Grey Catholic DSB | \$ 156,382 | \$ 92,975 |
| 41 | 36 | Huron-Perth Catholic DSB | \$ 164,128 | \$ 51,707 |
| 42 | 37 | Windsor-Essex Catholic DSB | \$ 518,683 | \$ - |
| 43 | 38 | London District Catholic School Board | \$ 491,287 | \$ 351,505 |
| 44 | 39 | St. Clair Catholic DSB | \$ 262,591 | \$ 184,604 |
| 45 | 40 | Toronto Catholic DSB | \$ 1,681,560 | \$ 1,923,345 |
| 46 | 41 | Peterborough V N C Catholic DSB | \$ 427,986 | \$ 348,892 |
| 47 | 42 | York Catholic DSB | \$ 1,119,071 | \$ 953,055 |
| 48 | 43 | Dufferin-Peel Catholic DSB | \$ - | \$ 1,616,074 |
| 49 | 44 | Simcoe Muskoka Catholic DSB | \$ - | \$ 263,815 |
| 50 | 45 | Durham Catholic DSB | \$ 411,116 | \$ 394,046 |
| 51 | 46 | Halton Catholic DSB | \$ 665,366 | \$ 601,286 |
| 52 | 47 | Hamilton-Wentworth Catholic DSB | \$ 767,944 | \$ 225,873 |
| 53 | 48 | Wellington Catholic DSB | \$ - | \$ 78,262 |
| 54 | 49 | Waterloo Catholic DSB | \$ 496,185 | \$ 188,792 |
| 55 | 50 | Niagara Catholic DSB | \$ 535,724 | \$ 445,648 |
| 56 | 51 | Brant Haldimand Norfolk Catholic DSB | \$ - | \$ - |
| 57 | 52 | Catholic DSB of Eastern Ontario | \$ 380,778 | \$ 328,351 |
| 58 | 53 | Ottawa Catholic DSB | \$ 943,985 | \$ 370,954 |
| 59 | 54 | Renfrew County Catholic DSB | \$ - | \$ 58,120 |
| 60 | 55 | Algonquin and Lakeshore Catholic DSB | \$ 367,903 | \$ 299,211 |
| 61 | 56 | CSD du Nord-Est de l'Ontario | \$ 118,272 | \$ 90,427 |
| 62 | 57 | CSD du Grand Nord de l'Ontario | \$ - | \$ 59,932 |
| 63 | 58 | CS Viamonde | \$ - | \$ 157,669 |
| 64 | 59 | CÉP de l'Est de l'Ontario | \$ 13,672 | \$ 352,604 |
| 65 | 60.1 | CSD catholique des Grandes Rivières | \$ - | \$ 97,856 |
| 66 | 60.2 | CSD catholique Franco-Nord | \$ - | \$ 40,391 |
| 67 | 61 | CSD catholique du Nouvel-Ontario | \$ - | \$ 123,461 |
| 68 | 62 | CSD catholique des Aurores boréales | \$ - | \$ - |
| 69 | 63 | CS catholique Providence | \$ 310,074 | \$ 278,703 |
| 70 | 64 | CSD catholique Centre-Sud | \$ - | \$ 197,356 |
| 71 | 65 | CSD catholique de l'Est ontarien | \$ 902 | \$ 238,404 |
| 72 | 66 | CSD catholique du Centre-Est de l'Ontario | \$ - | \$ 174,016 |
| Estimated Totals | | | \$ 26,078,257 | \$ 31,360,432 |

- *Subject to ratification by all parties and subject to approval by the Lieutenant Governor in Council.
- Figures shown reflect best estimates available at this time.
- Special Education Staff Amount is based on the share of the board's total education assistants, child and youth workers and professional student services personnel FTE represented by CUPE.
- Other Staffing Amount is based on the share of the board's total office, clerical and technical, and custodial & maintenance education workers staff FTE represented by CUPE.
- Investments in System Priorities is time-limited and will only be provided for the term of the extension (2017-18 and 2018-19).
- The number of FTE will vary by board based on actual costs including but not limited to salary, benefits, vacation and allowances.

APPENDIX 3

CONFIDENTIAL TO LABOUR RELATIONS

| 2017-18 -- Community Use of Schools Investment - CUPE | | | |
|---|--------|---|--|
| Index | DSB No | Column # | Investment In CUS - \$840k System Investment |
| | | DSB Name | |
| 1 | 1 | DSB Ontario North East | \$ 4,951 |
| 2 | 2 | Algoma DSB | \$ 4,417 |
| 3 | 3 | Rainbow DSB | \$ 6,140 |
| 4 | 4 | Near North DSB | \$ 4,719 |
| 5 | 5.1 | Keewatin-Patricia DSB | \$ 2,820 |
| 6 | 5.2 | Rainy River DSB | \$ - |
| 7 | 6.1 | Lakehead DSB | \$ 3,792 |
| 8 | 6.2 | Superior-Greenstone DSB | \$ - |
| 9 | 7 | Bluewater DSB | \$ 7,113 |
| 10 | 8 | Avon Maitland DSB | \$ - |
| 11 | 9 | Greater Essex County DSB | \$ 222 |
| 12 | 10 | Lambton Kent DSB | \$ 9,693 |
| 13 | 11 | Thames Valley DSB | \$ 29,002 |
| 14 | 12 | Toronto DSB | \$ 85,953 |
| 15 | 13 | Durham DSB | \$ 25,822 |
| 16 | 14 | Kawartha Pine Ridge DSB | \$ 12,589 |
| 17 | 15 | Trillium Lakelands DSB | \$ 6,961 |
| 18 | 16 | York Region DSB | \$ 45,435 |
| 19 | 17 | Simcoe County DSB | \$ 17,471 |
| 20 | 18 | Upper Grand DSB | \$ 11,029 |
| 21 | 19 | Peel DSB | \$ 55,581 |
| 22 | 20 | Halton DSB | \$ 21,477 |
| 23 | 21 | Hamilton-Wentworth DSB | \$ 17,826 |
| 24 | 22 | DSB of Niagara | \$ 14,460 |
| 25 | 23 | Grand Erie DSB | \$ 10,719 |
| 26 | 24 | Waterloo Region DSB | \$ - |
| 27 | 25 | Ottawa-Carleton DSB | \$ - |
| 28 | 26 | Upper Canada DSB | \$ 12,895 |
| 29 | 27 | Limestone DSB | \$ 8,416 |
| 30 | 28 | Renfrew County DSB | \$ 4,763 |
| 31 | 29 | Hastings and Prince Edward DSB | \$ 6,802 |
| 32 | 30.1 | Northeastern Catholic DSB | \$ 1,143 |
| 33 | 30.2 | Nipissing-Parry Sound Catholic DSB | \$ 1,291 |
| 34 | 31 | Huron-Superior Catholic DSB | \$ 2,064 |
| 35 | 32 | Sudbury Catholic DSB | \$ 2,384 |
| 36 | 33.1 | Northwest Catholic DSB | \$ 518 |
| 37 | 33.2 | Kenora Catholic DSB | \$ - |
| 38 | 34.1 | Thunder Bay Catholic DSB | \$ - |
| 39 | 34.2 | Superior North Catholic DSB | \$ - |
| 40 | 35 | Bruce-Grey Catholic DSB | \$ 1,608 |
| 41 | 36 | Huron-Perth Catholic DSB | \$ 47 |
| 42 | 37 | Windsor-Essex Catholic DSB | \$ - |
| 43 | 38 | London District Catholic School Board | \$ 7,165 |
| 44 | 39 | St. Clair Catholic DSB | \$ 3,211 |
| 45 | 40 | Toronto Catholic DSB | \$ 34,196 |
| 46 | 41 | Peterborough V N C Catholic DSB | \$ 5,638 |
| 47 | 42 | York Catholic DSB | \$ 20,341 |
| 48 | 43 | Dufferin-Peel Catholic DSB | \$ 31,209 |
| 49 | 44 | Simcoe Muskoka Catholic DSB | \$ 7,466 |
| 50 | 45 | Durham Catholic DSB | \$ 8,163 |
| 51 | 46 | Halton Catholic DSB | \$ 11,833 |
| 52 | 47 | Hamilton-Wentworth Catholic DSB | \$ 165 |
| 53 | 48 | Wellington Catholic DSB | \$ 2,950 |
| 54 | 49 | Waterloo Catholic DSB | \$ 87 |
| 55 | 50 | Niagara Catholic DSB | \$ 8,288 |
| 56 | 51 | Brant Haldimand Norfolk Catholic DSB | \$ - |
| 57 | 52 | Catholic DSB of Eastern Ontario | \$ 4,814 |
| 58 | 53 | Ottawa Catholic DSB | \$ 231 |
| 59 | 54 | Renfrew County Catholic DSB | \$ 1,816 |
| 60 | 55 | Algonquin and Lakeshore Catholic DSB | \$ 4,558 |
| 61 | 56 | CSD du Nord-Est de l'Ontario | \$ 1,119 |
| 62 | 57 | CSD du Grand Nord de l'Ontario | \$ 1,977 |
| 63 | 58 | CS Viamonde | \$ 4,747 |
| 64 | 59 | CÉP de l'Est de l'Ontario | \$ 6,144 |
| 65 | 60.1 | CSD catholique des Grandes Rivières | \$ 3,613 |
| 66 | 60.2 | CSD catholique Franco-Nord | \$ 1,260 |
| 67 | 61 | CSD catholique du Nouvel-Ontario | \$ 3,574 |
| 68 | 62 | CSD catholique des Aurores boréales | \$ - |
| 69 | 63 | CS catholique Providence | \$ 4,228 |
| 70 | 64 | CSD catholique Centre-Sud | \$ 6,415 |
| 71 | 65 | CSD catholique de l'Est ontarien | \$ 5,191 |
| 72 | 66 | CSD catholique du Centre-Est de l'Ontario | \$ 7,802 |
| Total | | | \$ 638,320 |

Notes:

- Provincial system investment of Community Use Of Schools (CUS) based on 2017-18 projected figures with a 3% increase in the allocation.
- Figures shown reflect best estimates available at this time and are subject to change.
- Based on the share of the board's total FTE related to School Operation Staff (as reported in 2016-17 Estimates Appendix H) represented by CUPE.

September 1, 2017 to August 31, 2018

| LEVEL | MTHS | STEP 1 | | STEP 2 | | STEP 3 | | |
|-------|------|--------|--------|--------|--------|--------|--------|-------|
| | | HOURLY | ANNUAL | HOURLY | ANNUAL | HOURLY | ANNUAL | |
| 1 | 12 | 20.199 | 36887 | 21.046 | 38433 | 21.928 | 40044 | |
| | 11 | 20.199 | 33227 | 21.046 | 34621 | 21.928 | 36072 | |
| | 10 | 20.199 | 30399 | 21.046 | 31674 | 21.928 | 33002 | |
| 2 | 12 | 21.689 | 39608 | 22.598 | 41268 | 23.547 | 43001 | |
| | 11 | 21.689 | 35678 | 22.598 | 37174 | 23.547 | 38735 | |
| | 10 | 21.689 | 32642 | 22.598 | 34010 | 23.547 | 35438 | |
| 3 | 12 | 22.473 | 41039 | 23.417 | 42763 | 24.401 | 44560 | |
| | 11 | 22.473 | 36968 | 23.417 | 38521 | 24.401 | 40140 | |
| | 10 | 22.473 | 33822 | 23.417 | 35243 | 24.401 | 36724 | |
| 4A | 12 | 24.363 | 44491 | 25.387 | 46361 | 26.455 | 48311 | |
| | 11 | 24.363 | 40077 | 25.387 | 41762 | 26.455 | 43518 | |
| | 10 | 24.363 | 36666 | 25.387 | 38207 | 26.455 | 39815 | |
| 4B | 10 | 25.801 | 38831 | 26.824 | 40370 | 27.893 | 41979 | |
| | 5 | 12 | 26.003 | 47486 | 27.095 | 49480 | 28.232 | 51556 |
| | | 11 | 26.003 | 42775 | 27.095 | 44571 | 28.232 | 46442 |
| 6 | 10 | 26.003 | 39135 | 27.095 | 40778 | 28.232 | 42489 | |
| | 6 | 12 | 30.478 | 55658 | 31.757 | 57993 | 33.089 | 60426 |
| | | 11 | 30.478 | 50136 | 31.757 | 52240 | 33.089 | 54431 |
| 7 | 10 | 30.478 | 45869 | 31.757 | 47794 | 33.089 | 49799 | |
| | 7 | 12 | 31.340 | 57232 | 32.655 | 59633 | 34.026 | 62137 |
| | | 11 | 31.340 | 51554 | 32.655 | 53717 | 34.026 | 55973 |
| | 10 | 31.340 | 47167 | 32.655 | 49146 | 34.026 | 51209 | |

EARLY CHILDHOOD EDUCATORS

| Grid Step | MTHS | HOURLY | ANNUAL |
|-------------------------------|------|--------|--------|
| Letter of Permission | 10 | 19.101 | 28747 |
| Qualified 0 years experience | 10 | 20.698 | 31150 |
| Qualified 1 years experience | 10 | 22.284 | 33537 |
| Qualified 2 years experience | 10 | 23.882 | 35942 |
| Qualified 3 years experience | 10 | 25.468 | 38329 |
| Qualified 4+ years experience | 10 | 27.066 | 40734 |

September 1, 2018 to January 31, 2019

| LEVEL | MTHS | STEP 1 | | STEP 2 | | STEP 3 | |
|-------|------|--------|--------|--------|--------|--------|--------|
| | | HOURLY | ANNUAL | HOURLY | ANNUAL | HOURLY | ANNUAL |
| 1 | 12 | 20.401 | 37255 | 21.256 | 38817 | 22.147 | 40444 |
| | 11 | 20.401 | 33560 | 21.256 | 34966 | 22.147 | 36432 |
| | 10 | 20.401 | 30704 | 21.256 | 31990 | 22.147 | 33331 |
| 2 | 12 | 21.906 | 40004 | 22.824 | 41680 | 23.782 | 43430 |
| | 11 | 21.906 | 36035 | 22.824 | 37545 | 23.782 | 39121 |
| | 10 | 21.906 | 32969 | 22.824 | 34350 | 23.782 | 35792 |
| 3 | 12 | 22.698 | 41450 | 23.651 | 43191 | 24.645 | 45006 |
| | 11 | 22.698 | 37338 | 23.651 | 38906 | 24.645 | 40541 |
| | 10 | 22.698 | 34160 | 23.651 | 35595 | 24.645 | 37091 |
| 4A | 12 | 24.607 | 44936 | 25.641 | 46825 | 26.72 | 48795 |
| | 11 | 24.607 | 40479 | 25.641 | 42179 | 26.72 | 43954 |
| | 10 | 24.607 | 37034 | 25.641 | 38590 | 26.72 | 40214 |
| 4B | 10 | 26.059 | 39219 | 27.092 | 40773 | 28.172 | 42399 |
| 5 | 12 | 26.263 | 47960 | 27.366 | 49975 | 28.514 | 52071 |
| | 11 | 26.263 | 43203 | 27.366 | 45017 | 28.514 | 46906 |
| | 10 | 26.263 | 39526 | 27.366 | 41186 | 28.514 | 42914 |
| 6 | 12 | 30.783 | 56215 | 32.075 | 58574 | 33.42 | 61030 |
| | 11 | 30.783 | 50638 | 32.075 | 52763 | 33.42 | 54976 |
| | 10 | 30.783 | 46328 | 32.075 | 48273 | 33.42 | 50297 |
| 7 | 12 | 31.653 | 57803 | 32.982 | 60230 | 34.366 | 62758 |
| | 11 | 31.653 | 52069 | 32.982 | 54255 | 34.366 | 56532 |
| | 10 | 31.653 | 47638 | 32.982 | 49638 | 34.366 | 51721 |

EARLY CHILDHOOD EDUCATORS

| Grid Step | MTHS | HOURLY | ANNUAL |
|-------------------------------|------|--------|--------|
| Letter of Permission | 10 | 19.292 | 29034 |
| Qualified 0 years experience | 10 | 20.905 | 31462 |
| Qualified 1 years experience | 10 | 22.507 | 33873 |
| Qualified 2 years experience | 10 | 24.121 | 36302 |
| Qualified 3 years experience | 10 | 25.723 | 38713 |
| Qualified 4+ years experience | 10 | 27.337 | 41142 |

February 1, 2019 to August 30, 2019

| LEVEL | MTHS | STEP 1 | | STEP 2 | | STEP 3 | |
|-------|------|--------|--------|--------|--------|--------|--------|
| | | HOURLY | ANNUAL | HOURLY | ANNUAL | HOURLY | ANNUAL |
| 1 | 12 | 20.605 | 37628 | 21.469 | 39206 | 22.368 | 40848 |
| | 11 | 20.605 | 33895 | 21.469 | 35317 | 22.368 | 36795 |
| | 10 | 20.605 | 31011 | 21.469 | 32311 | 22.368 | 33664 |
| 2 | 12 | 22.125 | 40404 | 23.052 | 42097 | 24.020 | 43864 |
| | 11 | 22.125 | 36396 | 23.052 | 37921 | 24.020 | 39513 |
| | 10 | 22.125 | 33298 | 23.052 | 34693 | 24.020 | 36150 |
| 3 | 12 | 22.925 | 41865 | 23.888 | 43623 | 24.891 | 45455 |
| | 11 | 22.925 | 37712 | 23.888 | 39296 | 24.891 | 40946 |
| | 10 | 22.925 | 34502 | 23.888 | 35951 | 24.891 | 37461 |
| 4A | 12 | 24.853 | 45386 | 25.897 | 47292 | 26.987 | 49283 |
| | 11 | 24.853 | 40883 | 25.897 | 42601 | 26.987 | 44394 |
| | 10 | 24.853 | 37404 | 25.897 | 38975 | 26.987 | 40615 |
| 4B | 10 | 26.320 | 39612 | 27.363 | 41181 | 28.454 | 42823 |
| 5 | 12 | 26.526 | 48441 | 27.640 | 50475 | 28.799 | 52592 |
| | 11 | 26.526 | 43635 | 27.640 | 45468 | 28.799 | 47374 |
| | 10 | 26.526 | 39922 | 27.640 | 41598 | 28.799 | 43342 |
| 6 | 12 | 31.091 | 56777 | 32.396 | 59160 | 33.754 | 61640 |
| | 11 | 31.091 | 51145 | 32.396 | 53291 | 33.754 | 55525 |
| | 10 | 31.091 | 46792 | 32.396 | 48756 | 33.754 | 50800 |
| 7 | 12 | 31.970 | 58382 | 33.312 | 60833 | 34.710 | 63386 |
| | 11 | 31.970 | 52591 | 33.312 | 54798 | 34.710 | 57098 |
| | 10 | 31.970 | 48115 | 33.312 | 50135 | 34.710 | 52239 |

EARLY CHILDHOOD EDUCATORS

| Grid Step | MTHS | HOURLY | ANNUAL |
|-------------------------------|------|--------|--------|
| Letter of Permission | 10 | 19.485 | 29325 |
| Qualified 0 years experience | 10 | 21.114 | 31777 |
| Qualified 1 years experience | 10 | 22.732 | 34212 |
| Qualified 2 years experience | 10 | 24.362 | 36665 |
| Qualified 3 years experience | 10 | 25.980 | 39100 |
| Qualified 4+ years experience | 10 | 27.610 | 41553 |

August 31, 2019

| LEVEL | MTHS | STEP 1 | | STEP 2 | | STEP 3 | |
|-------|------|--------|--------|--------|--------|--------|--------|
| | | HOURLY | ANNUAL | HOURLY | ANNUAL | HOURLY | ANNUAL |
| 1 | 12 | 20.708 | 37816 | 21.576 | 39401 | 22.480 | 41052 |
| | 11 | 20.708 | 34065 | 21.576 | 35493 | 22.480 | 36980 |
| | 10 | 20.708 | 31166 | 21.576 | 32472 | 22.480 | 33832 |
| 2 | 12 | 22.236 | 40606 | 23.167 | 42307 | 24.140 | 44084 |
| | 11 | 22.236 | 36578 | 23.167 | 38110 | 24.140 | 39710 |
| | 10 | 22.236 | 33465 | 23.167 | 34866 | 24.140 | 36331 |
| 3 | 12 | 23.040 | 42075 | 24.007 | 43841 | 25.015 | 45681 |
| | 11 | 23.040 | 37901 | 24.007 | 39492 | 25.015 | 41150 |
| | 10 | 23.040 | 34675 | 24.007 | 36131 | 25.015 | 37648 |
| 4A | 12 | 24.977 | 45612 | 26.026 | 47528 | 27.122 | 49529 |
| | 11 | 24.977 | 41087 | 26.026 | 42813 | 27.122 | 44616 |
| | 10 | 24.977 | 37590 | 26.026 | 39169 | 27.122 | 40819 |
| 4B | 10 | 26.452 | 39810 | 27.500 | 41388 | 28.596 | 43037 |
| 5 | 12 | 26.659 | 48684 | 27.778 | 50727 | 28.943 | 52855 |
| | 11 | 26.659 | 43854 | 27.778 | 45695 | 28.943 | 47611 |
| | 10 | 26.659 | 40122 | 27.778 | 41806 | 28.943 | 43559 |
| 6 | 12 | 31.246 | 57060 | 32.558 | 59456 | 33.923 | 61949 |
| | 11 | 31.246 | 51400 | 32.558 | 53558 | 33.923 | 55803 |
| | 10 | 31.246 | 47025 | 32.558 | 49000 | 33.923 | 51054 |
| 7 | 12 | 32.130 | 58675 | 33.479 | 61138 | 34.884 | 63704 |
| | 11 | 32.130 | 52854 | 33.479 | 55073 | 34.884 | 57384 |
| | 10 | 32.130 | 48356 | 33.479 | 50386 | 34.884 | 52500 |

EARLY CHILDHOOD EDUCATORS

| Grid Step | MTHS | HOURLY | ANNUAL |
|-------------------------------|------|--------|--------|
| Letter of Permission | 10 | 19.582 | 29471 |
| Qualified 0 years experience | 10 | 21.220 | 31936 |
| Qualified 1 years experience | 10 | 22.846 | 34383 |
| Qualified 2 years experience | 10 | 24.484 | 36848 |
| Qualified 3 years experience | 10 | 26.110 | 39296 |
| Qualified 4+ years experience | 10 | 27.748 | 41761 |