

CUPE Provincial Table Settlement

Presentation to CUPE School
Board Leadership

Toronto, June 9, 2008

CUPE PDT Mandate:

- Violence in the workplace
- Professional development / Training for all staff
- 7 hour work day for Educational Assistants
- Adequate staff levels (including sq. footage, etc.)
- Supervision of students for all classifications
- General Interest and other Instructor issues
- Roles and responsibilities of Educational Assistants
- Wages and benefits for all classifications
- Replacing toxic cleaning chemicals with green alternatives

Financial Overview (\$M)

Enhancement:	2008-09	2009-10	2010-11	2011-12	2012-13	'08-09 to 11-12	'08-09 to 12-13
3% wage increase (1)	116.3	235.3	356.8	482.1	481.0	1,190.5	1,671.5
Benefits (2)	-	-	33.0	33.7	33.7	66.7	100.4
Professional Development	17.0	-	-	-	-	17.0	17.0
EAs: 194-day year and 7-hour day	-	-	-	119.3	119.2	119.3	238.5
Elementary Supervision	27.3	32.4	32.4	24.0	23.9	116.1	140.0
School Operations	-	36.1	36	35.9	35.8	108.0	143.8
(1) Amount for all non-teaching staff							
(2) Amount for all staff							

Financial Overview (\$M)

Enhancement:	2008-09	2009-10	2010-11	2011-12	2012-13	'08-09 to 11-12	'08-09 to 12-13
Office Support Workers	-	10.2	10.5	10.6	10.6	31.3	41.9
Professionals/ Paraprof.	-	26.2	26.7	27.4	27.3	80.3	107.6
Continuing Ed/International Lang.	-	2.8	2.9	3.0	3.0	8.7	11.7
Annual Totals, 4 and 5-year totals (1)	160.6	343.0	498.3	736.5	734.5	1737.9	2472.4
(1) Includes wage increases for non-teaching, non-support staff and benefit enhancements for all staff.							

Wage Adjustment

- 3% each year (12.55% compounded over 4 years)
- Last framework agreement for teachers, was 10.61% compounded over 4 years
- Flexibility in applying wage adjustment, e.g. can be used to address internal equity

Benefits

- Status quo on benefit packages for duration of agreement
- “Status quo” means if, for e.g., in Sept. 2007 the ODA rate was set at 2005 rates, then in Sept. 2009 the ODA rate would be set at 2007 rates

Benefits

- Tripartite Committee to begin working by April 1, 2009 to explore ways to sustain benefits beyond 2012 without increasing costs (for boards & government)
- One potential route is a province-wide benefits plan

Benefits

- \$33 million enhancement to benefits in 2010-2011
- CUPE Local's share is the ratio of its FTE to board's total FTE of union and non-union employees

Supervision

- \$140M over 5 years to enhance funding for student supervision
- Government calculates this amount could be used to hire two noon-hour assistants at every school in the province, at \$15/hour

Educational Assistants

- Instructional Days paid:
 - 188 days in 2008-09
 - 189 days in 2009-10
 - 190 days in 2010-11
 - 194 days in 2011-12
- No reduction in current practice regarding minimum number of paid working days

Educational Assistants

- Hours of Work: in 2011-12 all EAs (*who are considered a full FTE*) who do not have 7-hour workdays will be bumped up to 7 hours/day
- The use of the incremental hours (i.e. new hours/day) must include student supervision or after-school homework support

Educational Assistants

- Boards with funds left over from this enhancement, after increasing EA instructional days to 194 and hours to 7/day, must use the funds for additional special education supports (could mean either spec. ed. Teachers , EAs, paraprofessionals)

Educational Assistants

- Impact on annual take home pay of combined effect of change to 7-hour day, 194 day year and 12.55% wage is different for EAs depending where they sit on the grid, and can be quite significant:

Educational Assistants

- In following chart, find out where you fall on the grid by finding the row (on left) that has your hours of work (as of Sept. 2011) and going across to the column with the number of days you will work on that date
- For EAs who will be at 6 hours, the increase is at least 31%

Total increase *in take-home pay* for EAs

	188	189	190	191	192	193	194
5	62.6%	61.7%	60.9%	60.0%	59.2%	58.4%	57.6%
5.25	54.9%	54.0%	53.2%	52.4%	51.6%	50.8%	50.1%
5.5	47.8%	47.0%	46.3%	45.5%	44.7%	44.0%	43.2%
5.75	41.4%	40.6%	39.9%	39.2%	38.4%	37.7%	37.0%
6	35.5%	34.8%	34.1%	33.4%	32.7%	32.0%	31.3%
6.25	30.1%	29.4%	28.7%	28.0%	27.4%	26.7%	26.1%
6.5	25.1%	24.4%	23.8%	23.1%	22.5%	21.8%	21.2%
6.75	20.4%	19.8%	19.2%	18.5%	17.9%	17.3%	16.7%
7	16.1%	15.5%	14.9%	14.3%	13.7%	13.1%	12.5%

Staffing Enhancements: Enrolment Projections

2008-09 Secondary External Projections By Category (%)

	2008-09	2009-10	2010-11	2011-12	2012-13	08-09 to 12-13
Total (72 Boards)	-0.44%	-0.59%	-0.15%	-0.45%	-0.75%	-2.35%
Public English DSB Totals	-0.87%	-0.88%	-0.44%	-0.44%	-0.67%	-3.26%
Public French DSB Totals	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Public DSB Totals	-0.86%	-1.08%	-0.22%	-0.44%	-0.66%	-3.22%
Separate English DSB Totals	0.51%	0.00%	0.50%	-0.50%	-0.50%	0.00%
Separate French DSB Totals	-5.56%	0.00%	0.00%	0.00%	0.00%	-5.56%
Separate DSB Totals	0.93%	0.00%	0.00%	-0.46%	-0.46%	0.00%
English DSB Totals	-0.46%	-0.61%	-0.15%	-0.46%	-0.62%	-2.28%
French DSB Totals	0.00%	0.00%	0.00%	0.00%	-4.35%	-4.35%

Staffing Enhancements: Enrolment Projections

2008-09 Total External Projections By Category (%)

	2008-09	2009-10	2010-11	2011-12	2012-13	08-09 to 12-13
Total (72 Boards)	-1.04%	-1.00%	-0.69%	-0.59%	-0.48%	-3.73%
Public English DSB Totals	-1.32%	-1.02%	-0.64%	-0.48%	-0.40%	-3.80%
Public French DSB Totals	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Public DSB Totals	-1.30%	-1.01%	-0.63%	-0.47%	-0.40%	-3.74%
Separate English DSB Totals	-0.72%	-0.90%	-0.91%	-0.74%	-0.74%	-3.94%
Separate French DSB Totals	-1.59%	0.00%	0.00%	-1.61%	0.00%	-3.17%
Separate DSB Totals	-0.81%	-0.81%	-0.82%	-0.83%	-0.67%	-3.86%
English DSB Totals	-1.14%	-0.99%	-0.72%	-0.56%	-0.50%	-3.84%
French DSB Totals	-1.20%	1.22%	-1.20%	-1.22%	0.00%	-2.41%

Staffing Enhancements: Staffing Projections

	FTEs reported in 2007-08 Revised Estimates	% projected change from 2007-08 to 2011-12 with no changes in GSN	Estimated staff change between 2007-08 and 2011-12 with no changes in GSN
School Operations	18005	-1.3%	-238
Professionals and Para-professionals	10251	-3.3%	-334
School Secretaries	9103	-1.9%	-171
Sub Total: school ops, paraprof & sec'y	37359	-2.0%	-743
Teachers	125934	-3%	-3838

Staffing Enhancements

- Custodial/Maintenance: if left untouched, the funding formula would have cut funding for 238 custodial/maintenance positions by 2011-12 due to declining enrolment

Staffing Enhancements

- Instead, these cuts will be more than offset by a projected 552 new custodial and maintenance positions by 2011-12 (net gain 314 jobs)

Staffing Enhancements

- School secretaries: if left untouched, the funding formula would have cut funding for 171 secretarial positions by 2011-12 due to declining enrolment

Staffing Enhancements

- Instead, these cuts will be more than offset by a projected 205 new secretarial positions by 2011-12 (net gain 34 jobs)
- Boards will be required to hire at least one secretary for a minimum 35 hrs/wk. at schools where enrolment is above 100 students

Staffing Enhancements

- Paraprofessionals: if left untouched, the funding formula would have cut funding for 334 paraprofessional positions by 2011-12 due to declining enrolment

Staffing Enhancements

- Instead, these cuts will be more than offset by a projected 395 new paraprofessional positions by 2011-12 (net gain 61 jobs)

Staffing Enhancements

- Total Staffing Enhancements: if left untouched, the funding formula would have cut funding for 743 positions in the previous three categories by 2011-12 due to declining enrolment

Staffing Enhancements

- Instead, there will be a projected 1,151 new support staff positions by 2011-12 for a net gain of 408
- Enrolment is projected to drop by 72,000 by 2011-12
- This agreement provides protection against declining enrolment over its term

Staffing Enhancements

	Estimated staff change between 2007-08 and 2011-12 with no changes in GSN	Additional staff funded under PDT Agreement (2011-12 data)	Net staff change between 2007-08 and 2011-12 considering PDT Agreements and no other changes in GSN
School Operations	-238	552	314
Professionals and Para-professionals	-334	395	61
School Secretaries	-171	205	34
Sub Total: school operations, paraprofessionals & secretaries	-743	1151	408
Teachers	-3838	2761	-1077

Staffing Enhancements

	FTEs per 1,000 ADE based on 1,929,495 ADE in 2007-08	Projected FTEs per 1,000 ADE based on 1,866,317 ADE in 2011-12	Projected Change in FTEs per 1000 ADE between 2008-09 and 2011-12
School Operations	9.3	9.8	5.2%
Professionals and Para- professionals	5.3	5.5	4.0%
School Secretaries	4.7	4.9	3.8%
Sub Total: school operations, paraprofessionals & secretaries	19.4	20.2	4.1%
Teachers	65.3	66.9	2.5%

Staffing Enhancements: Transparency

- Union access to board data on enrolment & staffing
- Specificity per job classification
- Sign off by local parties on staffing enhancements
- Requirement that new staff be board-employed & unionized

Professional Development

- \$17M enhancement to support staff training, to be spent by 2009-10
- Strong language re. our input into the PD: “informed by research and done in partnership with colleagues.”

Professional Development

- PD done during the work day (not on “own time”)
- Potential for Professional Learning Community PD day for EAs
- Transparency in accounting for PD funds

SWAG

- Ongoing liaison with government and boards through Support Workers Advisory Committee to address numerous items, including:
- Issues that arise from implementation of PDT
- Apprenticeship initiatives

SWAG

- Availability of information from Ontario Student Records (OSR)
- Expansion of programs for 4 and 5 year olds
- Inclusion of Professional Student Support Services in Act

SWAG

- Change from Teacher Assistants to Education Assistants in the Education Act and discussion of roles and responsibilities
- Ongoing bilateral engagement with government as per similar current practice with teacher organizations

Violence Task Force

- New joint task force (Min. of Education and Labour, boards and unions) to examine and report on violence in schools, including:
- best practices in prevention, management and support

Violence Task Force

- Provision of appropriate training
- Role of Joint H&S Committees
- To issue report by Dec. 31, 2009

“Green Cleaning”

- Participation in working group whose goal is to eliminate or minimize the use of toxic cleaning chemicals, and create a comprehensive green clean program for all school boards

Continuing Education/ Instructors

- \$2.8 million to support continuing education programs, beginning in 2009-10, increasing to \$3 million by end of agreement

Miscellaneous

- “Me too” clause
- Protection for superior entitlements in existing agreements
- Common expiry date

Overall Value of Package

- Using government estimates, measured over 5 school years, approx. \$2.4 billion for support workers

Overall Value of Package

- By 2012-13, annual GSN will increase \$736M to pay for support staff PDT settlement (\$480M for 3% annual wage increases, \$256M for other enhancements)

Overall Value of Package

- Compared to teachers' package over length of agreements, support staff enhancements are greater:

Overall Value of Package

- Teacher enhancements represent a 22% premium to the wage increase, support staff enhancements represent a 43% premium
- There will be *funding for* almost 1,100 fewer teachers in four years, but at least 400 more support staff

CUPE PDT Mandate:

- ✓ Violence in the workplace
- ✓ Professional development / Training for all staff
- ✓ 7 hour work day for Educational Assistants
- ✓ Adequate staff levels (including square footage, etc.)
- ✓ Supervision of students for all classifications
- ✓ General Interest and other Instructor issues
- ✓ Roles and responsibilities of Educational Assistants
- ✓ Wages and benefits for all classifications
- ✓ Replacing toxic cleaning chemicals with green alternatives

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