

LETTER OF AGREEMENT

Between

O.S.S.T.F. Educational Assistants' Bargaining Unit, District 25

And

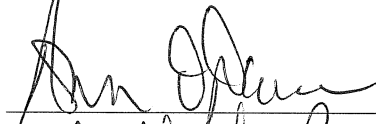
The Ottawa-Carleton District School Board

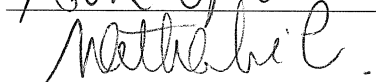
Re: Posting Early Learning Program Designated Early Childhood Educator positions

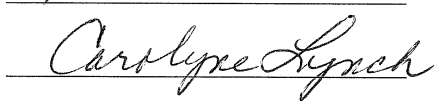
Further to the Letter of Agreement re: Early Learning Program (ELP) dated May 26, 2010, the parties agree that the Board will post the position at its proposed starting salary of \$19.48, stating Under Review, with the understanding that the Union does not agree with the salary and that the parties will have further discussion on salary and, if there is not agreement, Article 3.02 will apply.

Signed at Ottawa, this 26th day of May 2010.

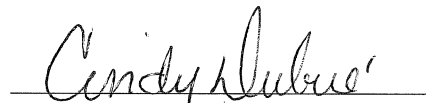
For the Board




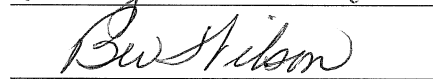




For the O.S.S.T.F.







LETTER OF AGREEMENT

Between

O.S.S.T.F. Educational Assistants' Bargaining Unit, District 25

And

The Ottawa-Carleton District School Board

Re: Early Learning Program (ELP)

As a result of the Government of Ontario's announcement to introduce the 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 regular full-time and regular part-time Designated Early Childhood Educators (ECE's), in the core program as well as the extended program, shall be members of the O.S.S.T.F. Educational Assistants' Bargaining Unit, District 25 as per the bargaining unit designation agreements. (Article 3.01 b) – Recognition)
2. ECE's shall be covered by all terms of the 2008-2012 Educational Assistants' Collective Agreement except as otherwise identified in this Letter of Agreement and/or future Letters of Agreement/Understanding agreed to by the parties.

In the event there are regular employees working less than 16.5 hours per week in 2010/11 and 17.5 hours per week in 2011/12, separate terms and conditions may apply. Such terms and conditions will be discussed between the parties at the ELP Joint Implementation Committee.

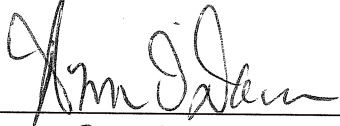
3. Article 5.01, Definitions – Core program – hours per day anticipated to be between 6.25 and 6.5 hours per day plus a 30 minute unpaid lunch break. Extended program to be determined.
4. Article 5.04, Definitions – Casuals – does not apply to ECE's.
5. Article 13.01, Hours of Work – Core program – hours per day anticipated to be between 6.25 and 6.5 hours per day plus a 30 minute unpaid lunch break. Extended program to be determined.
6. 13.02, Hours of Work – issues to be discussed at the Joint Implementation Committee.
7. 13.03, Hours of Work does not apply to ECEs

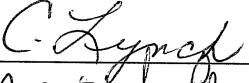
8. Article 14.01, Salary – ECE salary scale set out in Appendix B
9. Article 14.06, Salary – Time off in Lieu – ECEs are not eligible for time off in lieu. Additional hours of work as assigned by the principal shall be paid at straight time.
10. Article 19.09, Leaves of Absence With Pay – This article does not apply to ECEs.
11. Article 22, Seniority – The seniority list for the Educational Assistant Bargaining Unit will include the employee's name, seniority date and job classification.
12. Article 23, Job Postings – First consideration for initial vacancies for ECE positions will be given to qualified EA bargaining unit members or other qualified O.S.S.T.F. members. Regular EA's or employees hired from other OSSTF bargaining units into ECE positions will have a right of return to their original position following the end of the first year of the program only. Subsequent postings for vacancies will be governed by the provisions of Article 23, Job Postings.
 - a) Regular EA's who are successfully appointed to an ECE position shall carry forward their seniority, sick leave and vacation. Employees who choose to exercise their right of return to their former position shall do so without loss of seniority, sick leave and vacation.
 - b) Other regular OSSTF members who are successfully appointed to an ECE position shall carry forward their seniority. Employees who choose to exercise their right of return to their former position shall do so without loss of seniority.
13. Article 25, Procedures for Staffing and Placement does not apply to ECE's.
14. Article 26, Layoff and Recall – The provisions of this article will be implemented by classification. Language to be developed at the Joint Implementation Committee.
15. Article 31.02, Vacations – The 0-5 year entitlement applies to ECE's.
16. Article 31.04, Vacations – This article applies to vacation as set out in Article 31.02 as amended.
17. Article 31.05, Vacations – does not apply to ECEs
18. Article 31.06, Vacations does not apply to ECEs.

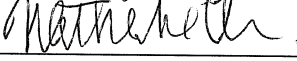
19. Article 35.09, General – To be discussed at the Joint Implementation Committee.
20. Article 37, Contracting Out – This article does not apply to ECEs in the extended day program.
21. Appendix B – Salary Schedule – No agreement at this time.
22. The parties shall establish an ELP Implementation Committee consisting of up to four (4) members from the Union and up to four (4) members from the Board. The Committee shall meet on a monthly basis between September and December 2010 and occasionally as required thereafter to discuss issues related to ELP.
23. This Letter of Agreement shall form part of the Collective Agreement between the parties.


Signed at Ottawa, this 26th day of May 2010.

For the Board









For O.S.S.T.F.

