

ETT LOCAL TENTATIVE AGREEMENT HIGHLIGHTS

PLEASE NOTE: The content of this document is **CONFIDENTIAL** and for **ETT Members only**.

This document provides an overview of the Local Tentative Collective Agreement reached between the Elementary Teachers of Toronto (ETT) and the Toronto District School Board (TDSB) on December 4, 2024.

Dear ETT Members,

You and your colleagues made clear how important it was to fight for gains in this round of bargaining that will improve your working conditions and your students' learning conditions.

Please review this summary, highlighting our bargaining wins and what we've accomplished together.

FULL TENTATIVE AGREEMENT

The full tentative agreement language document is available on the [ETT website here](#).

ETT MEMBER Virtual Town Hall: December 11, 4:45 – 6:00 pm

This is your Local Tentative Agreement and we want you to share your thoughts and questions. To facilitate this forum, ETT's President and Chief Negotiator will host a virtual Town Hall on Wednesday, December 11, 2024 to discuss the contents of our Local Tentative Agreement and to answer your questions.

We also encourage you to discuss the tentative agreement with your colleagues, and as always, your ETT Executive Officer is available to address any questions you may have.

Ratification Vote:

The ETT vote to ratify your Local Tentative Collective Agreement will:

- Begin on Monday, December 16 at 6:30.
- End on Wednesday, December 18 at 9:00 pm

You must have your ETFO number in order to vote.

Both parties (ETT and the TDSB) must vote to ratify this Tentative Agreement before it comes into effect. Upon local ratification by both ETT and the TDSB, your retroactive salary pay, and new salary grids are to come into effect within 30 days

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“Consultation” Defined (NEW)

- New language clearly defining the necessary steps for true consultation with Teachers: the sharing of relevant information in a timely manner, meaningful discussion, the opportunity to provide input and feedback, and reasons for the decision to be shared prior to implementation (Definitions, L.A)

PA Day

- New language establishing a PA day on the last day of each school year, commencing in the 2025/2026 school year (L.C.12.1) in exchange for Federation Day

Professional Development:

- New language establishing an annual survey for your professional development priorities, and the results shared with Teachers by the first Friday in October (L-C.12.2)
- New language establishing Professional Development Committees in every school comprised of ETT members and Administration (L-C.12.2)

Unfilled Jobs (NEW)

- The Union and the Board will create a Best Practices process to deal with unfilled jobs, to be provided to all Administrators (LOU)

Heat Stress Plan Language (NEW)

- Heat stress guidelines and strategies developed by the Board with Union input not later than April 30, 2025, and these must be shared with Teachers.
- Teachers are able to use their own professional judgement in determining how best to utilize these strategies, in conversation with their Principal. (LOU)

Lost Prep Time Tracking Mechanism (NEW)

- New language that the Board must develop and implement a missed preparation time tracking mechanism, in every school/worksites, and viewable by Teachers; won in exchange for an increase from 15 to 30 school days, for missed prep payback (D.15.5, D.15.6)

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Assignments:

- New language that all assignments, including preparation time delivery positions must be clearly defined on the proposed Staffing Model. At a minimum, teaching assignments must include the majority of subjects and grades to be taught, and any assignment that can be split for part time purposes. (L-D.7.3)
- Teachers surplus to their schools will now receive a list of all known vacancies, be able to rank all their choices, and be placed into the their choice in order of seniority, subject to having the necessary qualifications (L-D.6.1 n)
- Part-time Teachers will have the opportunity to request an am or pm assignment (L-D.6.1 s)
- New language codifying seniority provisions in the declaration of Teacher surplus during re-organization (L-D.6.5)
- New language ensuring Teachers made surplus during re-organization will be placed in new assignments according to seniority, assignment and Family of Schools preference (L.D.6.5)

Staffing Committee: (NEW)

- Best Practices for Staffing Committees developed by the Union and Board and disseminated to all Administrators (L-D.7.0)
- Language guaranteeing Staffing Committee must meet more than once during spring staffing (L-D.7.2)
- New language ensuring the reconvening of Staffing Committee for Re-Organization (L-D.6.5)
- Term of Office revised to better reflect school year: September 15 of current school year to September 14 of following school year (L-D.7.1)

Definition of “Re-Organization” (NEW) (L-A. ee)

Re-Organization Process Language (NEW) (L-D.6.5)

- Language establishing re-organization procedures (Staffing Committee involvement, seniority provisions, placement of Teachers into new assignments)

Special Education (NEW)

- New language to ensure dedicated discussion time for your Special Education issues at the regular Union/Management (Elementary Concerns Committee) meetings (LOU)

Mental Health Awareness Training language (NEW)

- NEW: The Board to explore mental health awareness training to be made available to Administrators (LOU: Mental Health Awareness Training)

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Truth and Reconciliation Committee (NEW)

- New Union/Board Committee established on National Truth and Reconciliation Calls to Action. (LOU)

Investigations/Allegations (NEW)

- New language that the Board establish a resource for Teachers, with Union input, on abuse/neglect investigations procedures (LOU)
- New language codifying the Board's obligation to inform the Union regarding Teachers placed on home assignment for an investigation (LOU)

NTIP/TPA (NEW)

- The Board to provide the Union with a list of all Teachers who are on the TPA/NTIP list (D.4.1.1)

Credit for Teaching Experience

- New language for newly hired Teachers' credit for Teaching experience as an Occasional Teacher.

Bloorview McMillan (NEW)

- New language regarding the secondment procedure for Teachers