



ETFO CB eNEWSLETTER



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ETFO COLLECTIVE
BARGAINING 2022



June 14, 2024

Teacher and Occasional Teacher Salary Arbitration Award Update

On May 29, a Board of Arbitration chaired by Arbitrator William Kaplan released its decision regarding Teacher and Occasional Teacher (OT) salaries for the 2022-2026 central agreements.

The Board of Arbitration awarded the following salary increases:

- For Year 1 (Sept. 1, 2022 – Aug. 31, 2023)
 - **3.0%**
- For Year 2 (Sept. 1, 2023 – Aug. 31, 2024)
 - **3.0%**
- For Year 3 (Sept. 1, 2024 to Aug. 31, 2025)
 - **2.75%**
- For Year 4 (Sept. 1, 2025 to Aug. 31, 2026)
 - **2.5%**

With the compensation award, members being paid at the grid rate will receive a total compensation increase of 11.25% for the 2022-2026 central agreements. Compounded over the four years of the agreement, the total percentage increase is 11.73%.

Under the Memorandum of Understanding agreed to in central bargaining between ETFO and the Ontario Public School Boards' Association (OPSBA), *"The scope of arbitration shall address the salary grids, wage schedules and allowances for teachers and occasional teachers."*

OPSBA and the government have taken the position that this salary award does not apply to allowances under the Collective Agreement. This includes allowances paid to consultants, specialist teachers, "teachers in charge," additional degree allowances, and any other allowances payable under local collective agreements.

Under the Board of Arbitration award, if there is a dispute related to the implementation of the award, the arbitrator is "seized." This means the dispute can be resolved by going back to the arbitrator for a decision on the implementation issue.

ETFO has requested the assistance of Arbitrator Kaplan on this matter. The parties have now been invited by the Arbitration Board to make written submissions on the issue of allowances which are due early next week.

Retroactive Payment Deadline

Under the *School Boards Collective Bargaining Act*, compensation is not payable until a fully ratified Collective Agreement (both central and local terms) is achieved. The *Central Memorandum of Agreement, Appendix B, Section 6* states:

"Any compensation items that are retroactive shall be paid no later than thirty (30) days following the ratification of the respective local terms"

In locals where ratified local agreements for 2022-2026 were already concluded prior to the release of the Award, ETFO's expectation for payment was no later than 30 days following the Board of Arbitration decision. This was communicated to school boards immediately following the release of the Award. ETFO would like to commend the many school boards who are working hard to ensure they meet this deadline. Their efforts are appreciated!

Average Calculation of the Daily Occasional Teacher Rate

In the same decision issued on May 29, the Board of Arbitration decided that all daily OT rates will be adjusted up to a baseline average rate as of September 1, 2024. All ETFO locals with daily OT rates lower than the baseline average rate will increase to the new average rate plus receive the 2.75% awarded for the 2024-2025 school year. Any locals with a daily OT rate that is higher than the new baseline average rate will continue at that rate, plus the 2.75% awarded for 2024-2025. All daily OT rates will then increase by an additional 2.5% in 2025-2026.

This week, ETFO initiated discussions with OPSBA on the Daily OT average calculation and will communicate out as soon as a decision on the new rate is reached.

Frequently Asked Questions

If you have questions about the Kaplan Board of Arbitration award, please view ETFO's FAQ document [here](#).

