

*The information contained in this document is for the purposes of collective bargaining. In keeping with the established practice of the parties, the Crown and OPSBA do not intend to make these proposals public. However, if the OSSTF would like to post these proposals publicly, the Crown and OPSBA hereby provide their consent to a public posting. This consent is provided on the condition that the proposal document be posted in its entirety without any alteration.*

## **Crown/OPSBA Response**

### **OSSTF Teachers – Financial Savings Topics**

#### **PREAMBLE:**

The Crown and OPSBA are appreciative of OSSTF's interest in advancing discussions and willingness to engage in discussions on alternative opportunities for financial savings.

We share the same interests. Our desire is to engage in discussion on topics that will result in savings that help us achieve a sustainable education system.

In light of these objectives for a discussion on OSSTF teachers proposed financial savings topics, the following are the Crown and OPSBA's initial response:

#### **1. Ministry of Education Initiatives and Staffing Levels**

- OSSTF has been an active participant in the consultation process at the Ministry Initiatives Committee. On October 9, 2019, OSSTF, OPSBA and the Crown agreed to continue the work in this committee and signed off on article C11 Ministry/School Board Initiatives.
- This proposal seems to be suggesting that the Crown lay off the Ministry of Education staff, who are not OSSTF members and who are responsible for developing and supporting various ministry initiatives within the K – 12 education sector.
- The Ministry is always open to advice on how to find efficiencies. However, for the purposes of collective bargaining, OPSBA and the Crown wish to engage in a discussion regarding issues that pertain to OSSTF Teachers.

#### **2. EQAO Costs**

- This proposal appears to be suggesting the Crown reduce or close the Education Quality and Accountability Office and end standardized testing of students in grades 3, 6, 9 and 10 (OSSLT).
- This would involve laying off EQAO staff, who are not OSSTF members and who are responsible for supporting the administration of the annual standardized tests.

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- The Ministry is always open to advice on how to find efficiencies. However, for the purposes of collective bargaining, OPSBA and the Crown wish to engage in a discussion regarding issues that pertain to OSSTF Teachers.
3. Opportunities to find efficiencies in the grievance arbitration process
    - This proposal appears to be suggesting that the current grievance arbitration process is inefficient.
    - Since the introduction of the SBCBA and the two-tiered framework, significant effort from both parties to problem solve has resulted in few central grievances filed by OSSTF teachers. Fewer still have proceeded to an arbitration hearing.
    - The savings, presuming efficiencies could be found, would be small.
  4. Financial savings through short term voluntary unpaid leave
    - This proposal presumes that teachers will take advantage of leave without pay and either not be replaced or replaced with a lower paid occasional teacher.
    - Teacher absenteeism and churn is a concern as this time out of the classroom negatively impacts the student experience and learning environment. Unless the absenteeism issue can be addressed in a substantial way, proposals that make the situation worse are problematic.
    - When this initiative was temporarily introduced it generated very little in the way of savings.
  5. Sick leave efficiency pilot and associated savings
    - We are appreciative of OSSTF's interest in helping address absenteeism. The pilot is a topic for further discussion within the context of addressing sick leave.
    - The savings of the MAP program are not quantifiable but if there are savings, they are expected to be minimal.
    - Although there is interest in this topic, it is not expected that on its own it will address the current substantive challenges regarding sick leave particularly the pressure on the 11 sick days.

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