

**EXTENSION AGREEMENT  
("Extension")**

**BETWEEN**

**Ontario Secondary School Teacher's Federation  
("Union" or "OSSTF")**

**AND**

**CES North America  
("CES" or "School")**

**In respect of the bargaining unit and representing language teachers in Toronto.**

**WHEREAS** CES and the OSSTF are party to a Collective Agreement that expired on December 31, 2020.

The parties agree that, subject to errors and omissions, and subject to the ratification processes applicable for each party, this Agreement forms the basis of full and final settlement for an extension of collective agreement terms, with the effective date of January 1, 2021 to December 31, 2022.

**AND WHEREAS** the parties now wish to extend their Collective Agreement until December 31, 2022 without amendment, except as noted herein:

**1. New Schedule**

- (a) Effective January 1, 2022, the School shall implement a new schedule set out in Appendix 1 attached.
- (b) This implementation of the new schedule may result in teachers having fewer contact hours with students. Notwithstanding this change, teachers who, as of March 1, 2020, as identified in Appendix 2 attached, will not suffer a loss of pay as a result of the implementation of this new schedule.
- (c) Notwithstanding the foregoing, at the end of each month, a tally will be taken as to the differential between the number of contact hours that the teacher referenced in Appendix 2 would have worked under the former schedule, minus the hours in the following month worked under the new schedule. The total of hours will create a monthly bank that the school may apply to having teachers work other duties within what would have been the teachers' normal working hours, or otherwise agreed to by the teacher, for no additional pay. Additional duties may include, but are not limited to, curriculum development, marking, and, on agreement with the Director of Studies, enhanced preparation time. For clarity, the hours accumulated in one month will be applied to the next month and so on. Hours will not be banked beyond the one-month window referred to above. For further clarity, if teachers are not assigned work by the School within a given month, the teacher will have no further obligation to work those bank hours, in subsequent months.
- (d) The School will be sensitive to the consideration of any external work commitments that a teacher may have when assigning such additional duties.

**2. Signing Bonus**

Employees listed in Appendix 3 shall, on or before July 8, 2022 receive a signing bonus of \$300.00.

**3. Statutory Holidays**

Notwithstanding Article 10.06.01.01, September 30<sup>th</sup> will be recognized as a paid holiday upon proclamation as a statutory holiday by the Province of Ontario.

**4. Substitute Teachers**

(a) The parties agree that the issue of substitute teaching has been a source of concern for some time. Accordingly, the Labour-Management committee will establish a sub-committee to look at all aspects of substitute teaching in the School. The committee shall meet every three (3) months.

(b) In any event, notwithstanding any provision of the Collective Agreement to the contrary, the School will now assume responsibility for finding substitute teacher replacements. While the School will still make use of the substitute teacher roster, a survey will be sent out to all teachers on that list to ensure that they are still willing and able to serve as substitute teachers. Teachers who indicate that they are unable and/or unwilling to serve shall be removed from the list. During the currency of this Agreement, substitute teachers will not be removed from the list for failing to accept a substitute teacher call.

(c) Notwithstanding the foregoing, the School will attempt to utilize full or part-time teachers not yet recalled to work as substitute teachers ahead of teachers on the substitute teacher roster.

(d) All other provisions of Article 13 shall be otherwise applied unless expressly modified above.

**5. Vacation Pay Banking**

As a result of layoffs due to COVID-19, teachers have a reduced amount of vacation pay that has been accrued to them. In recognition of this fact, teachers may be allowed to accrue vacation pay up to December 31, 2023, so as to enable teachers to take extended vacations with pay at times of their choosing. Notwithstanding the foregoing, a teacher shall be granted vacation time, as per Article 10.0.02.03, without pay or with limited pay, upon the request of the teacher.

**6. Professional Development Fund**

Starting in 2022, and continuing thereafter, the School will provide the Union with both its professional development fund as well as transparent insight as to where professional development monies have been spent in that year and prospective years.

**7. Restrictions on Working for Competitors**

The Employer agrees that it shall not restrict a teacher's ability to work elsewhere, including for a competitor.

**8. Miscellaneous Changes**

Article 20.04.01(c) shall be modified to read: "The teacher may continue to participate in the benefit plans with the teacher paying one hundred (100%) percent of the premium for a maximum of six (6) months."

**9. Miscellaneous Revisions**

It is expressly understood that by virtue of this Extension, there will be a number of provisions of the Collective Agreement that will require modified interpretation. For clarity, in the event that a provision of the Collective Agreement conflicts with a provision of this Extension, the terms of the Extension shall dictate and govern any interpretation for the duration of the Extension only. It is understood that other than for vacation coverage and substitute teaching assignments, no teacher shall be offered assignment of less than 4 weeks duration unless the teacher is otherwise in agreement.

**10. Term**

The term of the Collective Agreement shall now be from January 1, 2021 to December 31, 2022.

Unless amended by this Extension Agreement or unless expressly provided otherwise, the terms and conditions of the Collective Agreement between the Union and the Employer shall continue in effect until December 31, 2020, subject to any applicable statutory freeze period.

All of which is agreed at Toronto on this day 4th of March 2022.

Ontario Secondary School Teacher's Federation

[Name] \_\_\_\_\_

[Position] \_\_\_\_\_

Centre for English Studies

[Name] \_\_\_\_\_

[Position] \_\_\_\_\_

**Appendix 1 (Course Schedule 2022):**

Class Schedule						
	Monday to Friday					
Communicative Grammar	09:00 am	10:30 am	30 lessons per week	25 lessons per week	20 lessons per week	
Break	10:30 am	10:45 am				
Functional Dialogue	10:45 am	12:15 pm				
Lunch	12:15 pm	1:00 pm				
	Monday to Thursday					
Elective 1	1:00 pm	2:00 pm				
Break	2:00 pm	2:15 pm				
Elective 2	2:15 pm	3:15 pm				

**Appendix 2 (Scheduling Employees as of March 1, 2020):**

Abdel Malak	Sally
Armstrong	Ian
Barnes	Tom
Belen	Frances
Berce	Taylor
Bilotta	Sabrina
Buchkivska	Iryna
Camperos	Lorrayne
Caplan	Elyse
Chinnappa	Anila
De Freitas	Helen-Ann
DeKock	Bianca (TAP)
Diaz	Paul (TAP)
Elias	Colette
Fast	Byron
Fiorino	Natasha
Galetin	Krystina
Gallo	Francesca
Goodard	Keith
Hao	Shawn
Herbert	Jason
Iraheta	Amanda
Jami	Abeera (TAP)
Khanna	Avreen (TAP)
Kumagai	Gerry
Lewis	Aquisha
Liu	Chantal
Masney	Mary Ann
Mason	Sara
Matera	Lauren (TAP)
Oliveri	Fabrizio (TAP)
Panampunna	Sarah (TAP)
Papadopoulos	Gus
Papatheodorou	Nikki
Patel	Ami
Purcell	Craig
Randazzo	Margaret
Rattlade	Melissa (TAP)
Reid	Daniella
Riazi	Mahta (TAP)
Sabucco	Vanessa
Sallenave	John
Singh	Nikita (TAP)
Small	Sharon (EVE)
Stirling	Vanessa

Stopyra	Krystian
Strange	Lori-Ann
Surtees	Deborah
Sutherland	Toni
Toolsie	Kristin
Tyson	Brianne (TAP)
Waite	Sonya
Wall	Clare
Wilson	John

For clarity, the provisions of this Appendix are only applicable to teachers who return to active teaching on or before August 31, 2022.

### **Appendix 3: Signing Bonus**

Armstrong	Ian
Barnes	Tom
Belen	Frances
Berce	Taylor
Buchkivska	Iryna
Diaz	Paul
Elias	Colette
Fast	Byron
Herbert	Jason
Kumagai	Gerry
Papadopoulos	Gus
Papatheodorou	Nikki
Purcell	Craig
Sallenave	John
Randazzo	Margaret
Small	Sharon
Stirling	Vanessa
Stopyra	Krystian
Strange	Lori-Ann
Surtees	Deborah
Sutherland	Toni
Toolsie	Kristin
Wall	Clare
Wilson	John

For clarity, the provisions of this Appendix are only applicable to teachers who return to active teaching on or before July 8, 2022.