

OSSTF Limestone District 27

Teachers' Bargaining Unit

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Memorandum

To: School Based Work Team Representatives
From: Steve Newstead, District and Teachers' Bargaining Unit President
Date: 10/31/2007
Re: Class Size Maxima Settlement

Please find attached a copy of the Letter of Settlement reached between the OSSTF Limestone District 27 Teachers' Bargaining Unit and the Limestone District School Board.

Upon review, you will notice a significant change in the remedy sought this year. As you are aware, the Board was informed last year that the past remedy of 2 preparation days per violation was no longer acceptable to OSSTF. This decision was made for the following reasons:

1. The settlement used for several years only allowed 2 "Preparation Days" per violation. The total number of days granted was not tied to the number of students over the class size maxima plus flex factor or the plus four.
2. Some teachers chose not to take their days, or they were taken during the exam period. This resulted in no financial penalty to the board and no work for our Occasional Teachers.
3. There was a feeling by some that the "Preparation Days" actually increased their workload as they had to prepare for their day off, resulting in some or all of the days not being taken.

The current class size settlement is for Semester one only. The main difference is that affected teachers have the choice of time or money. While the issue of money payable to individuals has been resisted in the past, our Provincial Office directed me to speak with other districts that have chosen to go in this direction. This is because there is always a financial penalty for class size violations and the settlement remedy is directed to the affected teacher. For members that choose time, the number of restrictions has been reduced and the number of days is directly linked to the violation.

I feel this is a good settlement that allows a choice for our members regarding their individual settlement. The remedy also substantially increased the monetary penalty to the Board. I am hopeful that these increased costs will drive Class Size Maxima compliance. If Class Size Maxima violations continue, increased monetary penalties and/or alternative remedies will be sought.

Please don't hesitate to contact me should you wish to discuss this issue further.