



Key Messages

August 25, 2008

- It is in our students' interest that we have four-year collective agreements that will ensure stability for our schools, cause no disruption to their education and support improved student achievement and safety.
- Despite our changing economic times, the government's financial package provides long-term guarantees for compensation increases that are fair to all employees.
- Staffing increases provide protections for school boards experiencing declining enrolment as well as some enhancements for growing boards.
- Non-union employees will be eligible for the same salary increases offered in the Provincial Discussion Table Agreements (PDTA) (Guaranteed 12% salary increase over the next four years - 3% per year).
- We are hopeful that agreements can be achieved with our elementary and secondary unions and that ETFO and OSSTF will return to the provincial discuss tables and work towards a provincial agreement.
- Locally discussions will continue within the parameters as set out by the Ministry (e.g. no provincial agreement compensation limits) and/or the financial capacity of the Board, as set out in the funding levels provided by the Ministry of Education. Public school boards can only agree to compensation and staffing levels that the government has provided funding for. There is no additional funding to exceed these parameters.
- It should be noted that the Board will not be able to agree to contract terms that exceed the Ministry allocation or put the Board in a deficit position. All school boards must have balanced budgets.
- Provincial Discussion Table Agreements have achieved success so far with the Ontario Catholic and French Teachers and school board support staff including CUPE.
- We are hopeful that all employee groups will have a Provincial Discussion Table Agreement so we can ensure that all employees receive the same compensation level.
- Please check our website for regular updates www.lkdsb.net