

Ministry of Education

Minister

Mowat Block
Queen's Park
Toronto ON M7A 1L2

Ministère de l'Éducation

Ministre

Édifice Mowat
Queen's Park
Toronto ON M7A 1L2



June 28, 2013

Dear colleagues,

The Ministry of Education reiterates its sincere appreciation for the efforts of principals and vice-principals across the province in supporting continued student achievement and well-being during this challenging school year. Their hard work, dedication and professionalism are key reasons why Ontario continues to be recognized as a leader in providing quality publicly funded education.

The Ministry supports the Ontario Leadership Strategy and its comprehensive plan of action designed to support student achievement and well-being by attracting and developing skilled and passionate school and system leaders.

Accordingly, the Ministry has reached agreement with the principals' associations on the commitments set out below. The Ministry takes this opportunity to acknowledge the participation of school board representatives and principals' associations in the development of these commitments.

A) Commitment re: representational role

The Ministry commits that, as it considers making changes that affect significant terms and conditions of employment of principals and vice-principals, the Ministry will engage in good faith discussions with school boards and/or their representatives and the organizations that for this purpose represent principals and vice-principals exclusively, namely:

Association des directions et directions adjointes des écoles franco-ontariennes as the exclusive representative of principals and vice-principals working in the French public and French Catholic school boards in Ontario;

The Catholic Principals' Council of Ontario as the exclusive representative of principals and vice-principals working in the English Catholic school boards in Ontario; and

Ontario Principals' Council as the exclusive representative of principals and vice-principals working in the English public school boards in Ontario.

The above commitment does not limit the government's ability to consult on program and policy issues and the operation of schools.

B) Terms and Conditions of Employment

The Ministry shall issue 2013: B16 Memo: Terms and Conditions of Employment for Principals and Vice-Principals and make every effort to ensure that the modifications set out in that B Memo to terms and conditions of employment for principals and vice-principals that were provincially established under the Putting Students First Act are implemented, effective the dates set out in the B Memo.

C) Addressing Issues

Should issues arise concerning the implementation of the 2013: B16 Memo, the local school board and the local principal and vice-principal association shall engage in timely good faith discussion to reach a local resolution of the issue(s).

Should local discussions fail to resolve the matter, either party may bring the matter to a resolution team through their provincial association. The resolution team shall be comprised of representatives from the original principal and vice-principal provincial discussion group which includes the four school board associations, principal and vice-principal associations and Ministry staff. The resolution team shall assist the parties in resolving the issues in dispute in a timely manner.

Local Discussions

All boards will enter into good faith discussions with local principal/vice-principal associations in accordance with past practice. School boards will conclude local discussions about terms and conditions for the employment of principals and vice-principals as soon as reasonably possible. If existing terms and conditions of employment are inconsistent with respect to the provisions of the 2013: B16 Memo, then the terms and conditions in the B Memo shall prevail and form part of local terms and conditions of employment for principals and vice-principals.

D) Workload study

The Ministry will arrange for a study to be conducted of current and planned initiatives at the provincial and school board level with a view to ensuring such initiatives take full account of principal and vice-principal workload and professionalism, the impact on student achievement and well-being, and other relevant issues including but not limited to the impact on school/board functions and the funding envelope.

School boards, principals/vice-principals and their respective associations, as well as other officials, shall be consulted in scoping and in the course of conducting the study.

There will be a commitment to share the findings of the workload study by December 31, 2013 with an opportunity for input into the development of any recommendations by the researcher.

E) Return to Teaching

The government shall convene a meeting including, but not limited to OPC/CPCO/ADFO, all school board associations, CODE and the appropriate teacher union(s) to review the issue of principals and vice-principals returning to the appropriate local bargaining unit.

F) Benefits table

The principals' associations shall be consulted by any task force established to investigate the creation of provincial benefits plans.

G) Future Grids

As part of the government's review of school board employee salary grids prior to August 31st 2014 with stakeholders, the government shall consult with the principals' associations.

H) Provincial bargaining framework

The Ministry recommitments that the principals' associations will be consulted during the upcoming discussions about the future collective bargaining for the education sector, both in respect to their own terms and conditions of employment and other labour decisions that impact on student achievement, well-being and the operation of schools/boards.

Sincerely,

Original signed by

Liz Sandals
Minister

This is to confirm the agreement of the Principals' Associations with the terms set out in the Minister's letter.

Original signed by

Ken Arnott
President
Ontario Principals'
Council

Original signed by

Luc Carrier
Président
Association des directions
et directions adjointes des
écoles franco- ontariennes

Original signed by

Carole Allen
President
The Catholic Principals'
Council of Ontario