

KPR ETFO Local Collective Bargaining Survey

The Elementary Teachers' Federation of Ontario has put forth the following Provincial Collective Bargaining Goals for the next round of negotiations:

- To eliminate the existing 2% salary differential.
- To negotiate real salary increase.
- To negotiate maximum class sizes in all grades and programs.
- To negotiate improved preparation time.
- To negotiate limits on teacher workload.
- To improve benefits.
- To negotiate improved pregnancy and parental entitlements.
- To negotiate language that ensures that vice principals & principals do not engage in bargaining unit work.
- To negotiate experience credit to include all occasional teacher work.



In addition to the above provincial bargaining goals and in order to establish **local** bargaining priorities and determine the direction we take for the upcoming round of negotiations, we urge you to complete the following survey and **return it to the Local ETFO Office by February 29th**.

Please rate the importance of improving the collective agreement in the following areas. Feel free to add other concerns at the end.

Items	High Priority	Medium Priority	Low Priority	COMMENTS
School Staffing (assignments)				
Workplace Health and Safety				
Board Mandated Assessments (CASI, KPLA, PM Benchmarks)				
Implementation of Ministry Initiatives (EQAO, School Effectiveness Framework, Schools in the Middle SMART Goals, PLC's)				
Supply Coverage For Absences				
IEP's – creation/implementation/maintenance				

Leaves of Absence – Personal Leave, Unpaid				
Family Care Leave – chargeable to sick leave				
Teacher Performance Appraisal Process				
PA Day for Interviews				
PA Day for writing Progress Reports Combined Grades (e.g. 4/5, 6/7)				
Prep Time re-payment				
Other				

Benefits	High Priority	Medium Priority	Low Priority	COMMENTS
Coordination of benefits				
Drug coverage				
Dental				
Medical Equipment and Supplies				
Vision Care				
Retirement Gratuity				
Hearing Aids				
Paramedical Services (Massage, Chiropractor, Speech Pathologist)				
Other				

1. What problems / concerns have you experienced with the current Collective Agreement?

2. Other concerns / comments?

3. Please fill out and return this survey to the Local ETFO Office by February 29, 2012.