

**AGENDA**

**Contract and Negotiations Committee Meeting**

**Tuesday, March 25, 2025, 5:30 P.M.**

**Boardroom, Catholic Education Centre**

***Mission:** Disciples of Christ, nurturing mind, body, and soul to the fullness of life.*

***Vision:** Changing the world through Catholic education.*

**Pages**

- A. Call to Order by Associate Director Del Bianco**
  - 1. Call to Order and Attendance
  - 2. Opening Prayer 3
  - 3. Land Acknowledgment
  - 4. Election of the Chair of the Contract and Negotiations Committee in Accordance with the Procedural By-Law - Associate Director Del Bianco
  - 5. Election of the Vice-Chair of the Contract and Negotiations Committee in Accordance with the Procedural By-Law - Chair
- B. Routine Matters**
  - 1. Approval of Agenda
  - 2. Declaration of Interest
  - 3. Approval of Minutes, Contract and Negotiations Committee, November 26, 2024 4
    - a. Business Arising from the Minutes
- C. Proposed Terms of Reference - Associate Director Del Bianco** 6
- D. Awards and Presentations**
- E. Delegations**
- F. Updates/Information/Reports from Trustees for Receipt**
  - 1. Regular Reports
    - a. Ontario Catholic School Trustees' Association Report
    - b. Good News Items
- G. Updates/Information/Reports from Administration for Receipt**
  - 1. Status Update On Central and Local Negotiations with Union Groups and Associations Represented Within Dufferin-Peel Catholic District School Board - Superintendent Strong 7
- H. Updates/Information/Reports from Administration Requiring Action**
- I. Additional Business**
  - 1. Notices of Motion

- J. **Questions Asked by Trustees**
- K. **Declared Interest Items**
- L. **In Camera Session**  
See In Camera Agenda
- M. **Report from In Camera**
- N. **Future Meetings**
- O. **Adjournment**

**Contract and Negotiations Meeting  
March 25, 2025**

**Lent**

*In the name of the Father, and the Son and the Holy Spirit. Amen.*

O God of light,  
You challenge us to free ourselves  
from the burden of evil and the yoke of sin.  
Be among us this Lent as we give alms, fast, and do penance.  
Give us the strength to water the garden of earth  
with kindness and compassion.  
Provide us with the will and determination  
to become repairers and rebuilders of our homes, churches, and communities.  
We ask this through our Lord Jesus Christ, your Son,  
Who lives and reigns in the unity of the Holy Spirit, one God, for ever and ever.

*In the name of the Father, and the Son and the Holy Spirit. Amen.*

From: "Catholic Meeting Prayers" Michael A. Cymbala

## MINUTES

### Contract and Negotiations Committee Meeting

**Tuesday, November 26, 2024, 4:00 p.m.  
Boardroom, Catholic Education Centre**

Trustees:	Darryl D'Souza	Chair
	Luz del Rosario	Vice-Chair
	Paula Dametto-Giovannozzi	Trustee
	Thomas Thomas	Trustee
	Anisha Thomas	Trustee
Regrets:	Shawn Xaviour	Trustee
Staff:	Marianne Mazzorato, Ed.D.	Director of Education, Secretary to the Board
	Daniel Del Bianco	Associate Director, Corporate Services
	Julie Cherepacha	Executive Superintendent, Finance, Chief Financial Officer and Treasurer
	Stephanie Strong	Superintendent, Human Resources and Employee Relations
	Theresa Davis	General Manager, Human Resources
	Andres Larez	Manager, Employee Relations
Recorder:	Cindy Child	Board and Committee Information Officer

#### A. Routine Matters

1. Call to Order and Attendance

Chair Darryl D'Souza called the meeting to order at 4:00 p.m.

2. Opening Prayer

Chair Darryl D'Souza led the Opening Prayer.

3. Land Acknowledgment – Vice-Chair Luz del Rosario

4. Approval of Agenda

**Moved by** Anisha Thomas

**THAT THE AGENDA BE APPROVED.**

**CARRIED**

5. Declaration of Interest - Nil

6. Approval of Minutes, Contract and Negotiations Committee, September 24, 2024

**Moved by** Paula Dametto-Giovannozzi

**THAT THE MINUTES OF THE CONTRACT AND NEGOTIATIONS COMMITTEE MEETING,  
SEPTEMBER 24, 2024, BE APPROVED.**

**CARRIED**

a. Business Arising from the Minutes - Nil

**B. Awards and Presentations - Nil**

**C. Delegations - Nil**

**D. Updates/Information/Reports from Administration for Receipt**

1. Status Update on Central and Local Negotiations with Union Groups and Associations Represented Within Dufferin-Peel Catholic District School Board

Superintendent Strong summarized the report.

1. Trustee Luz del Rosario: Can staff confirm that Dufferin-Peel Educational Resource Workers' Association (DPERWA) and Association of Professional Student Services Personnel (APSSP) have ratified centrally?

2. Superintendent Strong: That is correct. We will correct their status on the report.

**E. Updates/Information/Reports from Administration Requiring Action - Nil**

**F. Additional Business - Nil**

1. Notices of Motion

**G. Questions Asked by Trustees - Nil**

**H. Declared Interest Items – Nil**

*Trustee Thomas Thomas arrived at the meeting at 4:10 p.m.*

**I. In Camera Session**

**Moved by** Luz del Rosario

**THAT THE BOARD OF TRUSTEES MEETING BE ADJOURNED AND THE TRUSTEES IMMEDIATELY CONVENE AN IN CAMERA MEETING AS DISCUSSIONS WILL INVOLVE THE DISCLOSURE OF INTIMATE, PERSONAL OR FINANCIAL INFORMATION IN RESPECT OF A MEMBER OF THE BOARD OR COMMITTEE, OR AN EMPLOYEE.**

**CARRIED**

**J. Report from In Camera**

Report: Approval of In Camera Committee Minutes, discussed two reports, and dealt with three contract matters that resulting in three recommendations to the Board of Trustees from the In Camera Contract and Negotiations Committee.

**K. Future Meetings**

**L. Adjournment**

**Moved by** Paula Dametto-Giovannozzi

**THAT THE MEETING BE ADJOURNED AT 4:34 P.M.**

**CARRIED**



## TERMS OF REFERENCE CONTRACT AND NEGOTIATIONS COMMITTEE – 2025

<b>CHAIR:</b>	<b>TBD</b>
<b>VICE-CHAIR:</b>	<b>TBD</b>
<b>TRUSTEES:</b>	Paula Dametto-Giovanozzi, Luz del Rosario, Darryl D’Souza, Anisha Thomas, Thomas Thomas
<b>RESOURCE STAFF:</b>	Superintendent, Human Resources & Employee Relations Stephanie Strong General Manager, Human Resources Theresa Davis Manager, Employee Relations Andres Larez Other Human Resource & Employee Relations Staff As Required
<b>MONITORING:</b>	Associate Director, Corporate Services Daniel Del Bianco

The Contract and Negotiations Committee will:

- 1) Be comprised of Trustees without a conflict of interest at the local level;
- 2) Approve a mandate and bargaining parameters for the Dufferin-Peel Catholic District School Board’s local negotiating teams which will include bargaining in good faith and adherence to the applicable provisions within the *Labour Relations Act* and the *School Board Collective Bargaining Act*;
- 3) Review contractual matters with respect to the central and local collective agreements for unionized employee groups, as well as the employment terms and working conditions for non-unionized employee groups;
- 4) Address any other matters of the Board; and
- 5) Develop appropriate recommendations for consideration by the Board of Trustees.

**REPORTS TO:** The Board of Trustees

**MEETINGS:** As required. Meeting dates and start times at the call of the Chair.

<b>Contract and Negotiations Committee Meeting</b>
<b>March 25, 2025</b>
<b>STATUS UPDATE ON CENTRAL AND LOCAL NEGOTIATIONS WITH UNION GROUPS AND ASSOCIATIONS REPRESENTED WITHIN DUFFERIN-PEEL CATHOLIC DISTRICT SCHOOL BOARD</b>
<b>Multi Year Strategic Plan Values: Believe, Excel, Respect, Thrive, and Trust</b>

*“One of the scribes came near and heard them disputing with one another, and seeing that he answered them well, he asked him, ‘Which commandment is the first of all?’”*

*Mark 12:28*

## BACKGROUND

The purpose of this report is to provide a status update on central and local negotiations with all union groups and associations within Dufferin-Peel Catholic District School Board (DPCDSB).

## DISCUSSION

The table below outlines the current status of all central and local negotiations with union groups and associations represented within DPCDSB.

<b>Unionized Bargaining Groups</b>	<b>Central Negotiations Ongoing</b>	<b>Central Ratification</b>	<b>Local Negotiations Ongoing</b>	<b>Local Ratification</b>	<b>Agreement Expiry Date</b>
<b>Canadian Union of Public Employees (CUPE) Local 2026</b> (Secretaries, Library technicians, Buyers, Clerks)		X		X	August 31, 2026
<b>Canadian Union of Public Employees (CUPE) Local 1483</b> (Custodians, Maintenance)		X		X	August 31, 2026
<b>Ontario English Catholic Teachers’ Association (OECTA) - DPEU</b> (Elementary Teachers)		X		X	August 31, 2026
<b>Ontario English Catholic Teachers’ Association (OECTA) - DPSU</b> (Secondary Teachers)		X		X	August 31, 2026
<b>Ontario English Catholic Teachers’ Association (OECTA) - DPOT</b> (Occasional Teachers)		X		X	August 31, 2026
<b>Dufferin-Peel Educational Resource Workers’ Association (DPERWA)</b> (ERWs and DECEs)		X		X	August 31, 2026
<b>Association of Professional Student Services Personnel (APSSP)</b> (Psychologists, Child and Youth Workers, Social Workers and Speech & Language Pathologists)		X		X	August 31, 2026
<b>Ontario Public Service Employees’ Union (OPSEU)</b> (Adult and Continuing Education Teachers)		X		X	August 31, 2026

<b>Non-Unionized Bargaining Groups</b>	Central Negotiations Ongoing	Central Ratification	Local Negotiations Ongoing	Local Ratification	Agreement Expiry Date
Mid-Management Association	N/A	N/A			August 31, 2022
Principals/ Vice-Principals Association		X	X		August 31, 2023

**CONCLUSION**

Further updates will be provided as staff work through the local bargaining process with remaining unions and associations.

Prepared by: Stephanie Strong, Superintendent, Human Resources and Employee Relations  
 Daniel Del Bianco, Associate Director, Corporate Services

Submitted by: Marianne Mazzorato, Ed.D., Director of Education