

## AGENDA

### Contract and Negotiations Committee Meeting

Tuesday, March 19, 2024, 4:00 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 Director Mazzorato

1. Call to Order and Attendance
2. Opening Prayer
3. Land Acknowledgment
4. Election of the Chair of the Contract and Negotiations Committee in Accordance with the Procedural By-Law - Director Mazzorato
5. Election of the Vice-Chair of the Contract and Negotiations Committee in Accordance with the Procedural By-Law - Chair

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#### B. Routine Matters

1. Approval of Agenda
  - a. Approval of Calendar Items
2. Declaration of Interest
3. Approval of Minutes, Contract and Negotiations Committee, September 26, 2023
  - a. Business Arising from the Minutes - Nil

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#### C. Proposed Terms of Reference - Director Mazzorato

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#### D. Awards and Presentations

#### E. Delegations

##### Regular Reports

#### 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 Committees for Receipt

#### H. Updates/Information/Reports from Administration for Receipt

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

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#### I. Trustee/Committee/Administration Reports Requiring Action

- J. **Additional Business**
  - 1. Notices of Motion
- K. **Questions Asked by Trustees**
- L. **Declared Interest Items**
- M. **In Camera Session**  
See In Camera Agenda
- N. **Report from In Camera**
- O. **Future Meetings**
  
- P. **Adjournment**

## **Opening Prayer**

O almighty God,  
Our Father in heaven,  
From whom all goodness and truth on  
Earth have come forth.  
Grant to us,  
The Catholic community gathered at this meeting,  
The vision to recognize,  
And the vigor to espouse,  
Sound principles of educational theory  
And practice in a spirit of balanced  
Judgement,  
And the proper perspective.  
Give us also the courage  
To turn always  
Onto the path of higher goodness  
In our deliberations,  
Administrative decisions,  
And courses of action.

Amen

**MINUTES**

**Contract and Negotiations Committee Meeting**

**Tuesday, September 26, 2023, 5:00 p.m.**

**Boardroom, Catholic Education Centre**

|           |                           |  |
|-----------|---------------------------|--|
| Trustees: | Thomas Thomas             | Chair  |
|           | Luz del Rosario           | Vice-Chair   |
|           | Brea Corbet               | Trustee  |
|           | Darryl D'Souza            | Trustee  |
|           | Anisha Thomas             | Trustee  |
|           | Shawn Xaviour             | Trustee  |
| Regrets:  | Paula Dametto-Giovanozzi  | Trustee  |
| Staff:    | Marianne Mazzorato, Ed.D. | Director of Education, Secretary to the Board          |
|           | David Amaral              | Associate Director, Instructional Services             |
|           | Daniel Del Bianco         | Associate Director, Corporate Services                 |
|           | Stephanie Strong          | Superintendent, Human Resources and Employee Relations |
|           | Theresa Davis             | General Manager, Human Resources                       |
|           | Breann Pyke               | Manager, Employee Relations                            |
| Recorder: | Cindy Child               | Board and Committee Information Officer                |

**A. Routine Matters**

1. Call to Order and Attendance  
Chair Thomas Thomas called the meeting to order at 5:00 p.m.
2. Opening Prayer led by Vice-Chair Luz del Rosario
3. Acknowledgment of First Nations' Sacred Territory - Chair Thomas Thomas
4. Approval of Agenda

**Moved by** Brea Corbet

**THAT THE AGENDA BE APPROVED.**

**CARRIED**

5. Declaration of Interest – Nil
6. Approval of Minutes, Contract and Negotiations Committee, May 2, 2023

**Moved by** Darryl D'Souza

**THAT THE MINUTES OF THE CONTRACT AND NEGOTIATIONS COMMITTEE, MAY 2, 2023, BE APPROVED.**

**CARRIED**

- a. Business Arising from the Minutes - Nil

**B. Awards and Presentations - Nil**

**C. Delegations – Nil**

**D. Updates/Information/Reports from Trustees for Receipt - Nil**

1. Regular Reports
  - a. Ontario Catholic School Trustees' Association Report
  - b. Good News Items

**E. Updates/Information/Reports from Committees for Receipt - Nil**

**F. 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.

**G. Trustee/Committee/Administration Reports Requiring Action - Nil**

**H. Additional Business - Nil**

1. Notices of Motion

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

**J. Declared Interest Items - Nil**

**K. 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 OF THE COMMITTEE OF THE WHOLE AS DISCUSSIONS WILL INVOLVE THE DISCLOSURE OF INTIMATE, PERSONAL OR FINANCIAL INFORMATION IN RESPECT OF A MEMBER OF THE BOARD OR COMMITTEE, OR EMPLOYEE.**

**CARRIED**

**L. Report from In Camera**

Report: Approval of In Camera Committee Minutes and dealt with four contract matters that resulting in four recommendations to the Board of Trustees from the In Camera Committee of the Whole.

**Moved by** Brea Corbet

**THAT THE BOARD OF TRUSTEES APPROVE RATIFICATION OF THE LOCAL AGREEMENT BETWEEN THE CATHOLIC PRINCIPALS' AND VICE-PRINCIPALS' COUNCIL DUFFERIN-PEEL ELEMENTARY AND SECONDARY AND DUFFERIN-PEEL CATHOLIC DISTRICT SCHOOL BOARD AND APPROVE THE MANDATES FOR LOCAL NEGOTIATIONS WITH THE ASSOCIATION OF PROFESSIONAL STUDENT SERVICES PERSONNEL (APSSP), DUFFERIN-PEEL EDUCATIONAL RESOURCES WORKERS' ASSOCIATION (DPERWA), AND THE ONTARIO PUBLIC SERVICE EMPLOYEES' UNION (OPSEU).**

**CARRIED**

**M. Future Meetings**

**N. Adjournment**

**Moved by** Darryl D'Souza

**THAT THE MEETING BE ADJOURNED AT 5:43 P.M.**

**CARRIED**



## TERMS OF REFERENCE CONTRACT AND NEGOTIATIONS COMMITTEE – 2024

|                        |   |   |
|------------------------|---|---|
| <b>CHAIR:</b>          | <b>TBD</b>  |   |
| <b>VICE-CHAIR:</b>     | <b>TBD</b>  |   |
| <b>TRUSTEES:</b>       | Brea Corbet, Paula Dametto-Giovanozzi, Luz del Rosario, Darryl D’Souza, Anisha Thomas, Thomas Thomas, Shawn Xaviour   |   |
| <b>RESOURCE STAFF:</b> | Superintendent, Human Resources & Employee Relations<br>General Manager, Human Resources<br>Manager, Employee Relations<br>Other Human Resource & Employee Relations Staff<br>As Required | Stephanie Strong<br><br>Theresa Davis<br>Andres Larez |
| <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 19, 2024</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><br>(Secretaries, Library technicians, Buyers, Clerks)  |                                     | X                           |                                   | X                         | August 31, 2026              |
| <b>Canadian Union of Public Employees (CUPE) Local 1483</b><br>(Custodians, Maintenance)   |                                     | X                           |                                   | X                         | August 31, 2026              |
| <b>Ontario English Catholic Teachers’ Association (OECTA) - DPEU</b><br>(Elementary Teachers)  | X                                   |                             |                                   |                           | August 31, 2022              |
| <b>Ontario English Catholic Teachers’ Association (OECTA) - DPSU</b><br>(Secondary Teachers)   | X                                   |                             |                                   |                           | August 31, 2022              |
| <b>Ontario English Catholic Teachers’ Association (OECTA) - DPOT</b><br>(Occasional Teachers)  | X                                   |                             |                                   |                           | August 31, 2022              |
| <b>Dufferin-Peel Educational Resource Workers’ Association (DPERWA)</b><br>(ERWs and DECEs)  | X                                   |                             | X                                 |                           | August 31, 2022              |
| <b>Association of Professional Student Services Personnel (APSSP)</b><br>(Psychologists, Child and Youth Workers, Social Workers and Speech & Language Pathologists) | X                                   |                             | X                                 |                           | August 31, 2022              |
| <b>Ontario Public Service Employees’ Union (OPSEU)</b><br>(Adult and Continuing Education Teachers)  |                                     | X                           | X                                 |                           | August 31, 2022              |



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