

EXTENSION AGREEMENT

BETWEEN:

THE SUDBURY STUDENT SERVICES CONSORTIUM

(The "Employer")

AND

ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION

REPRESENTING

THE SUDBURY STUDENT SERVICES CONSORTIUM BARGAINING UNIT

OF RAINBOW DISTRICT3

(The "Union")

1. The parties agree that, subject to errors and omissions, and subject to the ratification processes applicable for each party, this Agreement forms the basis of full and final settlement for an extension of collective agreement terms, with the effective date of September 1, 2017 to August 31, 2019.

2. The Collective Agreement shall continue until August 31, 2019 without amendment, except as noted herein:

- Letters of Understanding/Agreement contained in or pertaining to language from the 2016-17 Collective Agreement, shall continue in force and effect for the term of this Agreement. However, where there is reference to an expiry date, the expiry date will be extended by two (2) years.

3. The terms of this Agreement shall be effective on September 1, 2017 except as otherwise provided herein.

4. COMPENSATION

The Sudbury Student Services Consortium shall adjust the current salary grids in accordance with the following schedule:

- September 1, 2017
 - 1.5%
- September 1, 2018
 - 1%
- February 1, 2019
 - 1%
- August 31, 2019
 - 0.5%

In recognition of potential expenses for professional development, supplies or equipment or for other professional expenses, all employees covered by this Agreement will be paid a lump sum of 0.5% of wages earned in the 2016-2017 school year. Method of payment for November 1, 2017 lump sum:

- 0.5% of earned wages in the 2016-17 school year as a lump sum payment to all

employees of this bargaining unit who are employed or on an approved leave, paid sick leave or statutory leave as at November 1, 2017.

- Permanent employees and those on a long term assignment on a statutory leave for any part of 2016-17 will not be adversely affected. The lump sum of 0.5% of annualized 2016-2017 salary/wages will be adjusted as if they earned their normal salary/wage for the period of the time on the statutory leave.

5. BENEFITS

The parties agree to continue the pursuit of the transfer of benefits to the OSSTF/FEESO benefits trust. Benefits remain status quo until members are included in the trust.

6. EXISTING TERMS AND CONDITIONS

Unless amended by this Memorandum of Settlement or unless expressly provided otherwise, the terms and conditions of the Collective Agreement between the Union and the Employer shall continue in effect until August 31, 2019, subject to any applicable statutory freeze period.

Signed at Sudbury, this _____ day of June, 2017

OSSTF

Sudbury Student Services Consortium
