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Bureau du sous-ministre adjoint
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2013: B10

MEMORANDUM TO: Directors of Education
Secretary/Treasurers of School Authorities

FROM: Gabriel F. Sékaly
Assistant Deputy Minister
Elementary/Secondary Business and Finance Division

DATE: May 17, 2013

SUBJECT: **Systems Support to Implement Labour Framework Reforms**

On December 17, 2012, we wrote to school board Superintendents of Business advising them that funding would be allocated to school boards on a board-by-board-basis to help implement the benefits plan reforms included in the *Putting Students First Act*. Specifically, this funding was to be used to help boards meet the cost of enhancing their payroll and HR systems and for staff training.

Since that time, changes have been negotiated to the benefit plan reforms as well as to the reforms related to compensation. These changes have put additional implementation pressure on school boards. To help boards meet this new challenge, \$15 million is being made available to boards for the additional costs of:

- integrating payroll and benefits systems;
- increasing the functionality of existing HR and payroll systems to effectively process unpaid days and retirement gratuities, sick leave claims and maternity benefits; and
- staff training to support system enhancements and modifications, as well as any costs associated with temporary staffing.

The actions described herein must be implemented by making a regulation.

It should be noted that a regulation to effect these actions has not yet been made. The information in this memorandum is provided in the absence of such a regulation.

The Minister will recommend such a regulation.

As was the case in December, funding will be allocated on a formula basis using a base amount, coupled with a proportional enrolment percentage. Please refer to Appendix A for details of the board-by-board allocations.

The Government's expectation is that school boards will implement the most recent memoranda of understanding (MOUs) signed by the Government with the federations and unions by expeditiously incorporating provincial items into their collective agreements and engaging in any required local bargaining. Before boards can access this funding, boards must attest that this implementation has occurred. This attestation must be provided to the Ministry by July 12, 2013. Attestations should be addressed to Rita Waller, Acting Director of the Labour Relations and Governance Branch rita.waller@ontario.ca.

As always, boards are encouraged to undertake joint projects with respect to payroll and benefit systems. In cases where joint projects are undertaken, all participating boards must have met the attestation requirement.

School boards will be required to submit accountability submissions that detail how the funds were used in keeping with the purposes noted above. Allocated funding that is spent outside these purposes will be recovered by the Ministry. Funds will be required to be committed by December 31, 2013, with reports due to the Ministry by January 24, 2014.

A separate technical memorandum will follow with additional reporting details and a sample attestation form.

If you require further information, please contact:

Financial accountability and reporting requirements	Andrew Davis	(416) 327-9356 <u>andrew.davis@ontario.ca</u>
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Collective Agreements	Rita Waller	(416) 325-2836 <u>rita.waller@ontario.ca</u>
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Original signed by

Gabriel F. Sékaly
Assistant Deputy Minister

Copy: Tim Hadwen
Assistant Deputy Minister (Acting)
Superintendents of Business and Finance
Howie Bender, Chief of Staff

Appendix A

Transition Funding to Support School Board Benefit Plan Reforms Board by Board Allocation

DSB #	School Board	Base Allocation	Proportional Allocation	Total Allocation
2	Algoma DSB	\$53,250	\$58,358	\$111,608
55	Algonquin & Lakeshore Cath DSB	\$53,250	\$64,259	\$117,509
8	Avon Maitland DSB	\$53,250	\$92,198	\$145,448
7	Bluewater DSB	\$53,250	\$97,614	\$150,864
51	Brant Haldimand Norfolk CDSB	\$53,250	\$57,677	\$110,927
35	Bruce-Grey Catholic DSB	\$53,250	\$20,533	\$73,783
52	Cath DSB of Eastern Ontario	\$53,250	\$77,095	\$130,345
59	CEP de l'Est de l'Ontario	\$53,250	\$63,408	\$116,658
58	Conseil scolaire Viamonde	\$53,250	\$47,027	\$100,277
66	CSD cath. Centre-Est de l'Ont.	\$53,250	\$108,263	\$161,513
65	CSD cath. de l'Est ontarien	\$53,250	\$57,974	\$111,224
62	CSD cath. des Aurores boréales	\$53,250	\$3,735	\$56,985
60.1	CSD cath. des Grandes Rivières	\$53,250	\$35,705	\$88,955
61	CSD cath. du Nouvel-Ontario	\$53,250	\$38,432	\$91,682
64	CSD catholique Centre-Sud	\$53,250	\$75,118	\$128,368
60.2	CSD catholique Franco-Nord	\$53,250	\$15,912	\$69,162
63	CSD des écoles cath. Sud-Ouest	\$53,250	\$46,074	\$99,324
57	CSD du Grand Nord de l'Ontario	\$53,250	\$12,174	\$65,424
56	CSD du Nord-Est de l'Ontario	\$53,250	\$10,347	\$63,597
22	DSB of Niagara	\$53,250	\$208,975	\$262,225
1	DSB Ontario North East	\$53,250	\$43,713	\$96,963
43	Dufferin-Peel Catholic DSB	\$53,250	\$476,315	\$529,565
45	Durham Catholic DSB	\$53,250	\$126,971	\$180,221
13	Durham DSB	\$53,250	\$384,030	\$437,280
23	Grand Erie DSB	\$53,250	\$151,949	\$205,199
9	Greater Essex County DSB	\$53,250	\$200,973	\$254,223
46	Halton Catholic DSB	\$53,250	\$166,348	\$219,598
20	Halton DSB	\$53,250	\$316,653	\$369,903
47	Hamilton-Wentworth Cath DSB	\$53,250	\$160,512	\$213,762
21	Hamilton-Wentworth DSB	\$53,250	\$283,512	\$336,762
29	Hastings & Prince Edward DSB	\$53,250	\$90,415	\$143,665
36	Huron-Perth Catholic DSB	\$53,250	\$24,807	\$78,057
31	Huron-Superior Catholic DSB	\$53,250	\$28,561	\$81,811
14	Kawartha Pine Ridge DSB	\$53,250	\$189,587	\$242,837
5.1	Keewatin-Patricia DSB	\$53,250	\$28,814	\$82,064
33.2	Kenora Catholic DSB	\$53,250	\$8,563	\$61,813
6.1	Lakehead DSB	\$53,250	\$55,685	\$108,935
10	Lambton Kent DSB	\$53,250	\$131,479	\$184,729
27	Limestone DSB	\$53,250	\$115,237	\$168,487
38	London Dist. Catholic School	\$53,250	\$113,984	\$167,234

DSB #	School Board	Base Allocation	Proportional Allocation	Total Allocation
4	Near North DSB	\$53,250	\$59,488	\$112,738
50	Niagara Catholic DSB	\$53,250	\$130,852	\$184,102
30.2	Nipissing-Parry Sound Cath DSB	\$53,250	\$16,818	\$70,068
30.1	Northeastern Catholic DSB	\$53,250	\$13,049	\$66,299
33.1	Northwest Catholic DSB	\$53,250	\$7,540	\$60,790
53	Ottawa Catholic DSB	\$53,250	\$212,834	\$266,084
25	Ottawa-Carleton DSB	\$53,250	\$397,180	\$450,430
19	Peel DSB	\$53,250	\$844,215	\$897,465
41	PVNC Catholic DSB	\$53,250	\$79,821	\$133,071
3	Rainbow DSB	\$53,250	\$78,616	\$131,866
5.2	Rainy River DSB	\$53,250	\$16,032	\$69,282
54	Renfrew County Catholic DSB	\$53,250	\$25,460	\$78,710
28	Renfrew County DSB	\$53,250	\$53,950	\$107,200
17	Simcoe County DSB	\$53,250	\$288,609	\$341,859
44	Simcoe Muskoka Catholic DSB	\$53,250	\$117,715	\$170,965
39	St. Clair Catholic DSB	\$53,250	\$51,823	\$105,073
32	Sudbury Catholic DSB	\$53,250	\$35,310	\$88,560
34.2	Superior North Catholic DSB	\$53,250	\$3,967	\$57,217
6.2	Superior-Greenstone DSB	\$53,250	\$9,540	\$62,790
11	Thames Valley DSB	\$53,250	\$413,985	\$467,235
34.1	Thunder Bay Catholic DSB	\$53,250	\$45,444	\$98,694
40	Toronto Catholic DSB	\$53,250	\$508,821	\$562,071
12	Toronto DSB	\$53,250	\$1,410,608	\$1,463,858
15	Trillium Lakelands DSB	\$53,250	\$96,970	\$150,220
26	Upper Canada DSB	\$53,250	\$159,992	\$213,242
18	Upper Grand DSB	\$53,250	\$184,856	\$238,106
49	Waterloo Catholic DSB	\$53,250	\$121,492	\$174,742
24	Waterloo Region DSB	\$53,250	\$342,574	\$395,824
48	Wellington Catholic DSB	\$53,250	\$46,447	\$99,697
37	Windsor-Essex Catholic DSB	\$53,250	\$129,630	\$182,880
42	York Catholic DSB	\$53,250	\$311,014	\$364,264
16	York Region DSB	\$53,250	\$662,362	\$715,612