

**Letter of Understanding****Between****The Renfrew County District School Board****And****Elementary Teachers' Federation of Ontario,  
Renfrew Local****1. Benefits**

- (a) The parties have noted the government's intention, conditional upon the approval by the Lieutenant-Governor-in-Council, to allocate an additional provincial annual enhancement of \$33.1 million effective in 2010-11, to enhance group benefits and other working conditions for the Bargaining Unit Members to be locally negotiated for implementation by September 1, 2010.
- (b) The Local's share of the Board's allocation shall be the ratio of Local's F.T.E. of employees eligible for benefits compared to the total F.T.E. of unionized and non-unionized employees as reported in the 2008-09 Financial Statements. In determining the ratio, occasional teachers shall be excluded. As of March 23, 2009, the Local's estimated share of this enhancement is \$54,543. The Board must spend no less than their allocated amount under this enhancement.
- (c) The Board shall share the financial analysis and calculations of this allocation with the Local.
- (d) The Board shall provide the Local with the requested disclosure to inform decision making on this matter. The nature of the disclosure will be similar but not limited to the information provided by the Board in a public procurement process.
- (e) Prior to June 1, 2010, the Board shall provide the Union with the financial analysis and calculations of the additional annual enhancement allocation for group benefits. The additional annual enhancement allocations shall be used for benefit improvements. The benefit improvements shall be implemented on September 1, 2010.
- (f) The following benefit improvements shall be implemented effective September 1, 2010:
  - Deluxe Travel Plan
  - Semi-Private Hospital coverage to be excluded from the Extended Health Care overall maximum.
  - Vision care maximum of \$425 provided every 24 months for each teacher, spouse and dependent child for purchase and fitting of prescription glasses or elective contact lenses, as well as repairs. This amount shall include the cost of eye exams not covered by the provincial health plan.
  - Dentures coverage based on 80/20 co-insurance with an unlimited maximum.
  - Orthodontics coverage based on 80/20 co-insurance with a \$4000 lifetime maximum.
- (g) Additional benefit improvements may be implemented effective September 1, 2010 should the financial analysis provided in (e) indicate that the allocated amount has not been completely spent on the above improvements.

## 2. Grades 7 and 8 Student Success Teachers and Literacy & Numeracy Coaches

The Parties note the government's intention, conditional upon the approval by the Lieutenant-Governor-in-Council, to introduce a \$20M allocation in the GSN starting in 2012-13 to support the deployment of Grades 7 and 8 Literacy and Numeracy Coaches and Student Success Teachers in the GSN for all School Boards as follows: 0.32 teacher per 1,000 grade 4 to 8 pupil.

## 3. T2200



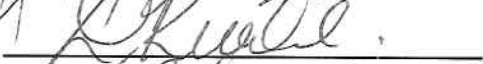


The Board shall compose a letter to the Canada Revenue Agency with a request to provide a written opinion regarding the issuance of the form T2200 to teachers who submit receipts for employment expenses. The Board shall review the letter with the Local prior to sending it.

The parties agree that this letter will be submitted no later than June 30, 2009.

The parties agree that the Canada Revenue Agency response will be shared. If the response indicates that the issuance of the form T2200 is permissible, implementation shall occur within the current tax year.

Dated at Pembroke, Ontario this 24th day of April, 2009.

On behalf of the Renfrew County  
District School Board

On behalf of Elementary Teachers'  
Federation of Ontario, Renfrew Local

