

THE STATE OF THE HALTON TEACHERS/BOARD CONTRACT NEGOTIATIONS

Negotiations between the Halton Board of Education and the elementary and secondary teachers are at an impasse. Talks concerning the Board's 1978-79 contracts with each teacher group began over ten months ago. A Fact Finder, appointed by the Education Relations Commission, recently released his report detailing the items in dispute in each set of negotiations. Here are the positions expressed by both sides to the Fact Finder on major items:

SALARY

5½% increase in total costs. This is the Board's offer, structured so that lower-paid teachers receive the highest percentage increase. The highest-paid teachers would still receive an increase over 1977-78 resulting in a maximum salary of \$28,186 for classroom teachers.

Board Offer	Secondary Request	Elementary Request
5½% overall	7% all positions	8% all positions
\$28,186 maximum classroom salary	\$28,722	\$28,990

INSURED BENEFITS

Secondary = \$160,000, Elementary = \$133,000. These are the costs of an extensive dental plan which the teachers have requested be paid by the Board. These costs are in addition to the 75% of premiums currently offered by the Board for OHIP, Extended Health and Group Life Insurance.

STAFFING

Secondary = \$1,628,000 This is the cost of hiring 68 more secondary school teachers to lower the Pupil Teacher Ratio.

Elementary = \$980,000 This is the cost of hiring a minimum of 50 more elementary teachers.

The Board feels that there will not be adequate educational benefit to justify these costs. Current class sizes in Halton schools are educationally sound and economically responsible.

PARAPROFESSIONALS

This term describes school staff that assist in many non-instructional duties. The Board wishes to maintain the use of these staff members within the staffing ratio. The elementary teachers request that these non-teachers be compensated above and beyond the budgeted staffing ratio.

The secondary teachers seek that no non-teacher be hired within the staffing ratio.

THE BOTTOM LINE

The secondary dispute is now in mediation with a provincially appointed mediator. The elementary teachers have requested the appointment of a mediator. This is the situation as it stands following the Fact Finder's report.

At Fact Finding, increase of all items over 1977-78 base:

SECONDARY		ELEMENTARY	
Board Offer	Teachers' Request	Board Offer	Teachers' Request
7.6% \$2,103,000	16.4% \$4,512,000	8.0% \$2,101,000	15.8% \$4,123,000

The heart of the matter is this: controlling the cost of providing the best education possible for the students of Halton.

The Board wishes to continue negotiations reasonably and responsibly with Halton teachers.

HALTON BOARD OF EDUCATION

W.D. HERD, Chairman

E.S. LAVENDER, Director