

LETTER OF UNDERSTANDING

BETWEEN

**DURHAM CATHOLIC DISTRICT SCHOOL BOARD
("the Board")**

AND

**ASSOCIATION OF PROFESSIONAL STUDENT SERVICES PERSONNEL
("the Association")**

The Parties have noted the government's intention, conditional upon the approval by the Lieutenant Governor-in-Council, to allocate an additional annual enhancement of \$33 million (0.26% increase in benchmarks) effective in 2010-11 to enhance group benefits for all School Boards in Ontario as locally negotiated for implementation by September 1, 2010.

This definition will be in place for the 2010-2011 and 2011-2012 school years consistent with the labour framework agreements that call for benefit levels to remain unchanged, with the exception of the introduction of the \$33 million enhancement. A longer term solution will be developed addressing funding and compliance in connection with future labour and benefit discussions.

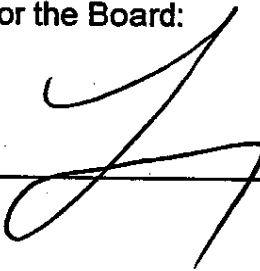
In accordance with the terms of the Provincial Discussion Table (PDT) agreement, for the 2008-2012 collective agreement, the Durham Catholic District School Board and the Association of Professional Student Services Personnel agree that:

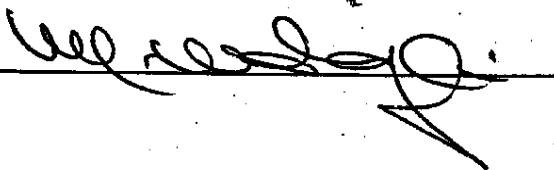
- (a) The Board has provided the Association with the requested disclosure to inform decision making on improvements to benefits. The nature of the disclosure was similar to, but not limited to, the information provided by Boards in a public procurement process.
- (b) The Board provided the Association with estimated costs for the list of potential benefit improvement as requested by the Association.
- (c) The costs of the enhancements as listed below shall not exceed the grant for such improvements provided under the PDT Agreement. Based on the full-time equivalent staff of 37.1 (as per 2008-2009 Financial Statements), the Association's share of the 2010-2011 benefit enhancement funding is \$6,567.81.
- (d) The Board and Association have determined that the following benefit enhancements shall be implemented effective September 1, 2010:

- i. increase Paramedical services maximum from \$300 per year to \$400 per benefit year at a premium cost of \$3,021.00;
 - ii. increase Vision care (100% cost of contact lenses, eyeglasses including both lenses and frames or laser eye correction surgery) annual maximum from \$300 to \$400 for each insured adult in any 24 month period at a premium cost of \$3,021.00;
 - iii. increase Psychologist or Psychiatrist services maximum from \$300 to \$350 per benefit year at a premium cost of \$301.00;
- (e) As the total premium cost of the enhancements listed above in paragraph (d) add to \$6,343.00. The parties have agreed to ledger the remaining \$224.81 towards the benefit enhancements for the 2011-2012 school year.
- (f) Effective September 1, 2012, the above benefit enhancements will be terminated and the benefit coverage will revert back to the benefit plan which was in place on August 31, 2010.
- (g) The parties will continue to meet as necessary to consult about the utilization of the benefit plan on an annual basis.

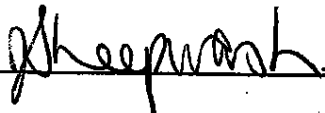
Dated at Oshawa this 30 day of June, 2010.

For the Board:





Ann Butera



For APSSP:



