

Letter of Agreement

Between

Toronto Catholic District School Board

(hereinafter known as the "Board")

and

Association of Professional Student Services Personnel

(hereinafter know as the "Association")

Further to Appendix P of the current collective agreement between the parties, the Board and Association have agreed to the amendment of Article 14 of the referenced collective agreement with regard to the following benefit items outlined in Article 14 namely


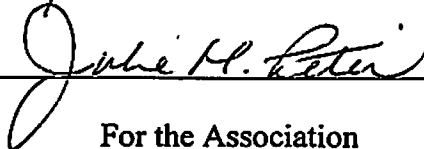
- **Current Extended Health Care Plan premium payment structure to be amended to provide that the Board shall pay 90% and that Employees shall pay 10% of the billed premium for the current year effective September 1, 2010 and as revised in September of each subsequent year; and**
- **The yearly deductible of \$10/\$20 for the Extended Health Care Plan to be eliminated; and**
- **The maximum vision care benefit is to be increased from \$325 to \$375 and shall include one eye examination under this benefit every two years; and**
- **Each amendment and improvement shall be made effective September 1, 2010.**

In executing this Letter of Agreement, the parties confirm that:


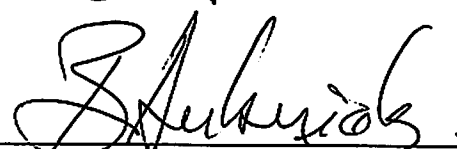
- a) **The Board has provided the Association with the requested disclosure to inform decision making on improvements to benefits. The nature of the disclosure was similar to, but not limited to, the information provided by the Board in a public procurement process; and**
- b) **The Board provided costing estimates for potential benefit improvements in accordance with the collective agreement; and**
- c) **The Policy Grievance #2010-2 shall be withdrawn by the Association with the execution of this Letter of Agreement and that the issue of the noted grievance shall not be re-introduced by way of a fresh grievance; and**

- d) The parties finally agree that the benefit enhancements outlined above are continuous and will continue to remain in force until such time as they may be amended by the parties in any future negotiations.
- e) The Board shall amend the Benefit Policy Plan covering Association members to reflect the amendments agreed to herein.

Dated at the City of Toronto, this 9th day of May, 2011

For the Association

For the Board