





# An Overview





















Thank you to:

*Lyle S. Hallman Foundation*  
*Atkinson Charitable Foundation*

*Lawson Foundation*

*Elementary Teachers Federation of Ontario*  
*Atkinson Centre, University of Toronto*



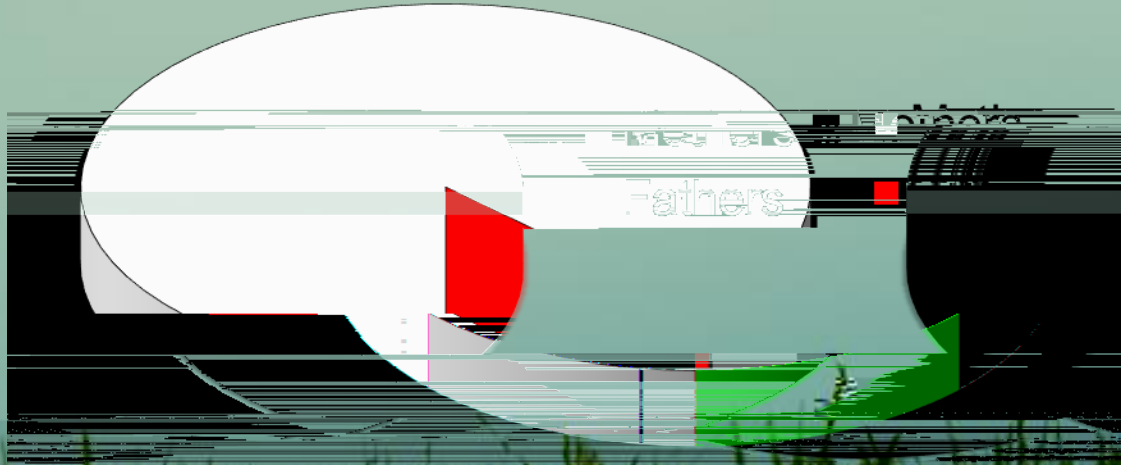
# *Parent Findings*

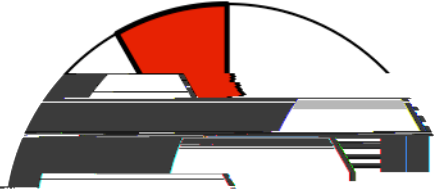


Handwriting practice lines consisting of multiple horizontal lines. The lines are arranged in a series of groups, each containing a solid top line, a dashed middle line, and a solid bottom line. There are seven such groups of lines, providing a template for writing practice.

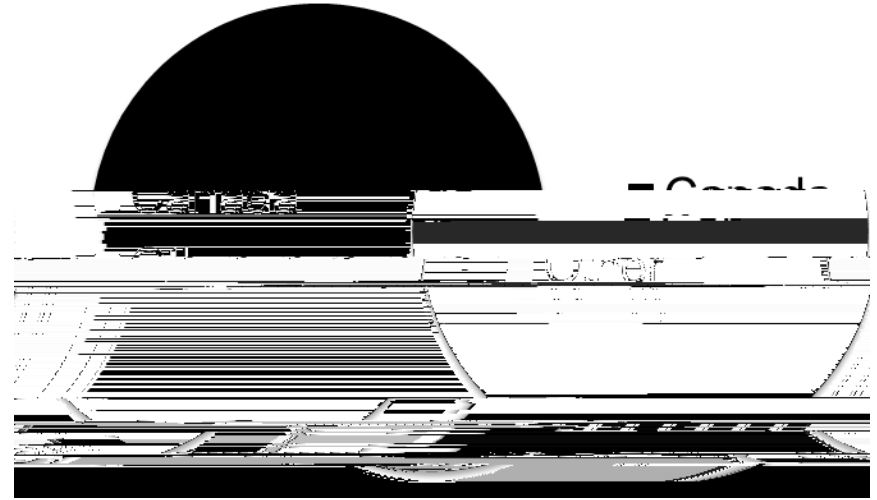








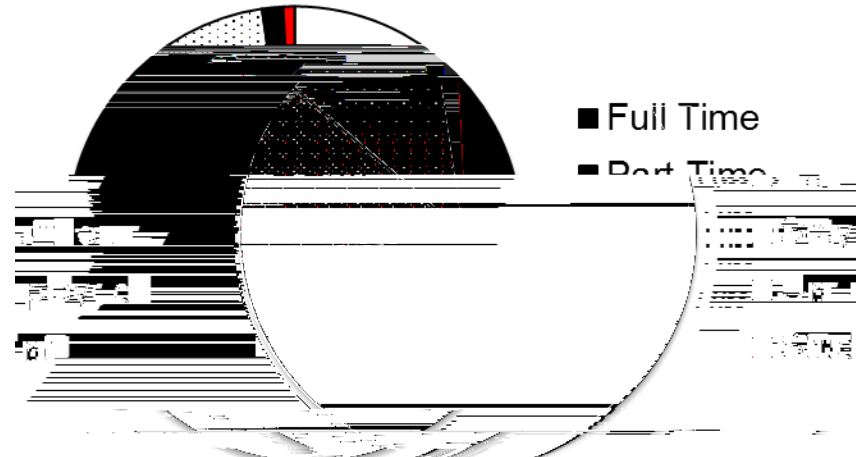
■ Married



■ Goods

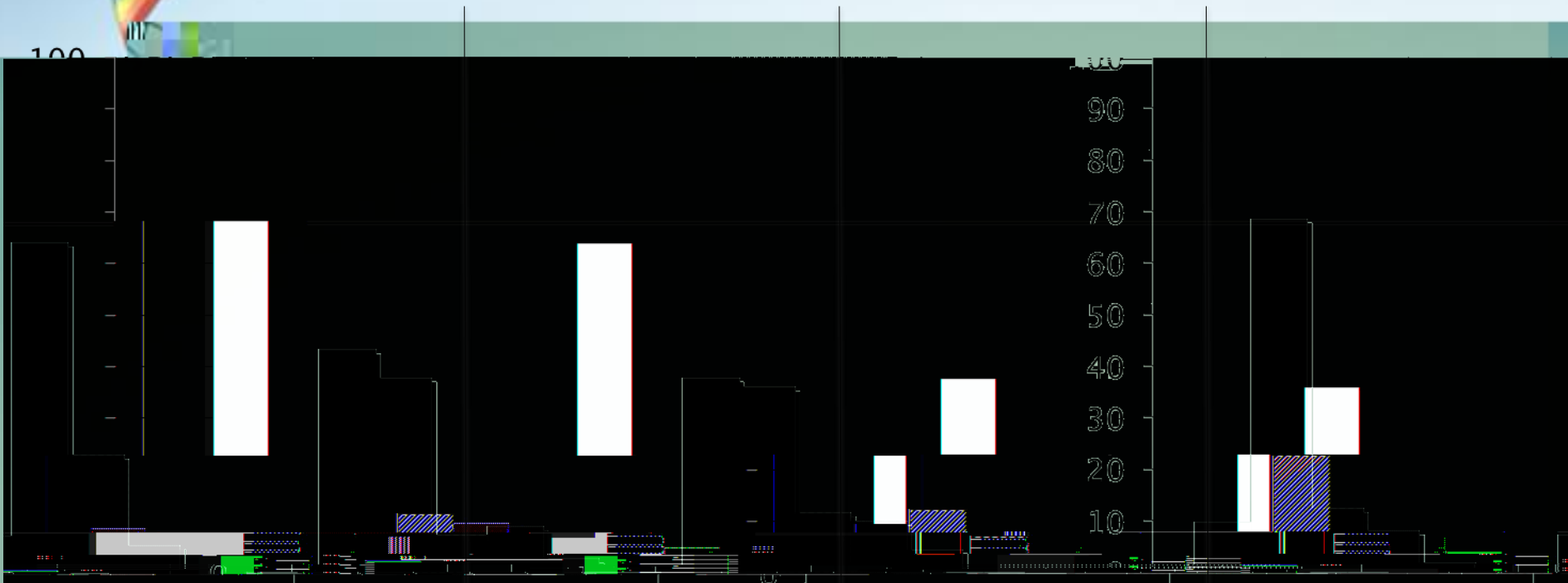


■ Full Time



■ Full Time

■ Part Time



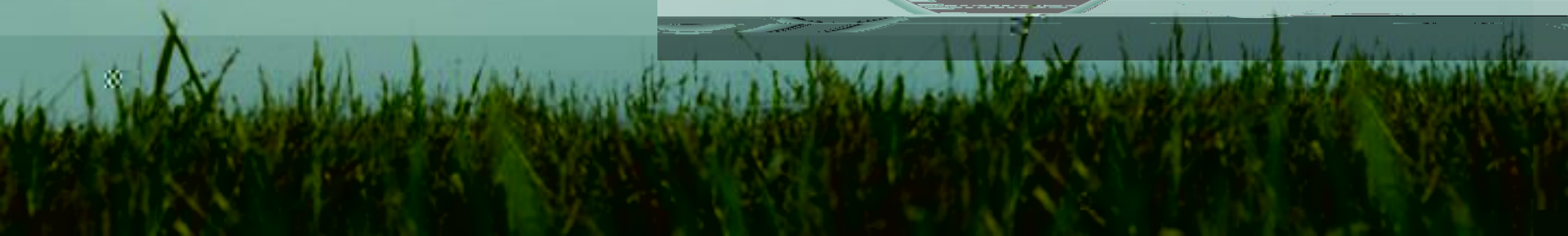
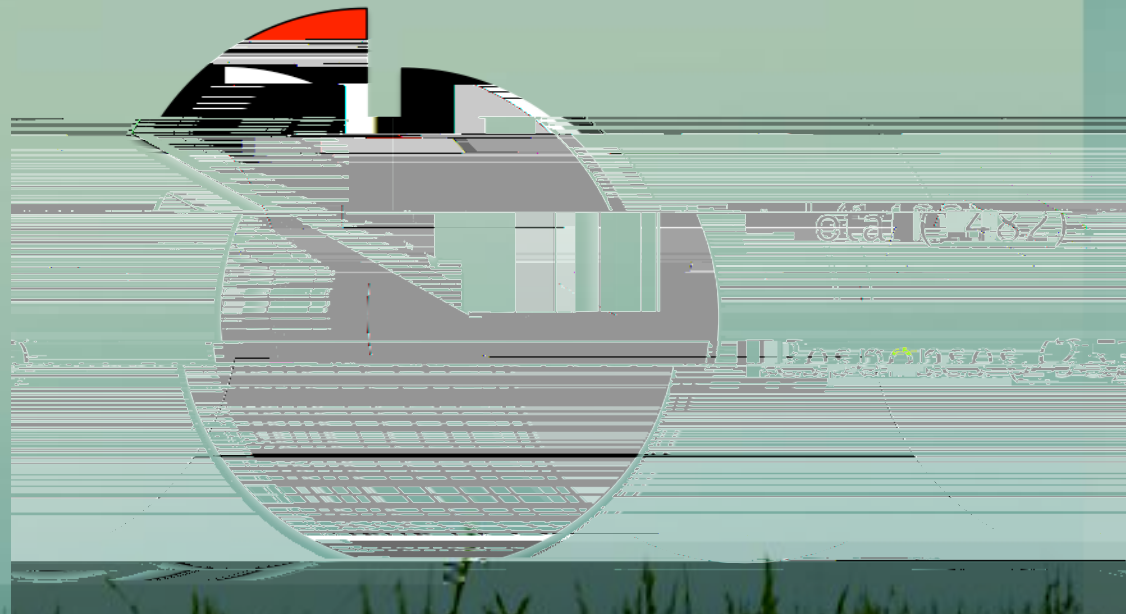
FDK Helps School      FDK Helps School      Child Has Benefited      Happy with Quality      FDK Helps School

Academically











Child Care Source of Financial Stress      Working      Cost of Child Care      Reason for not wanting to work      FDK affected



NO

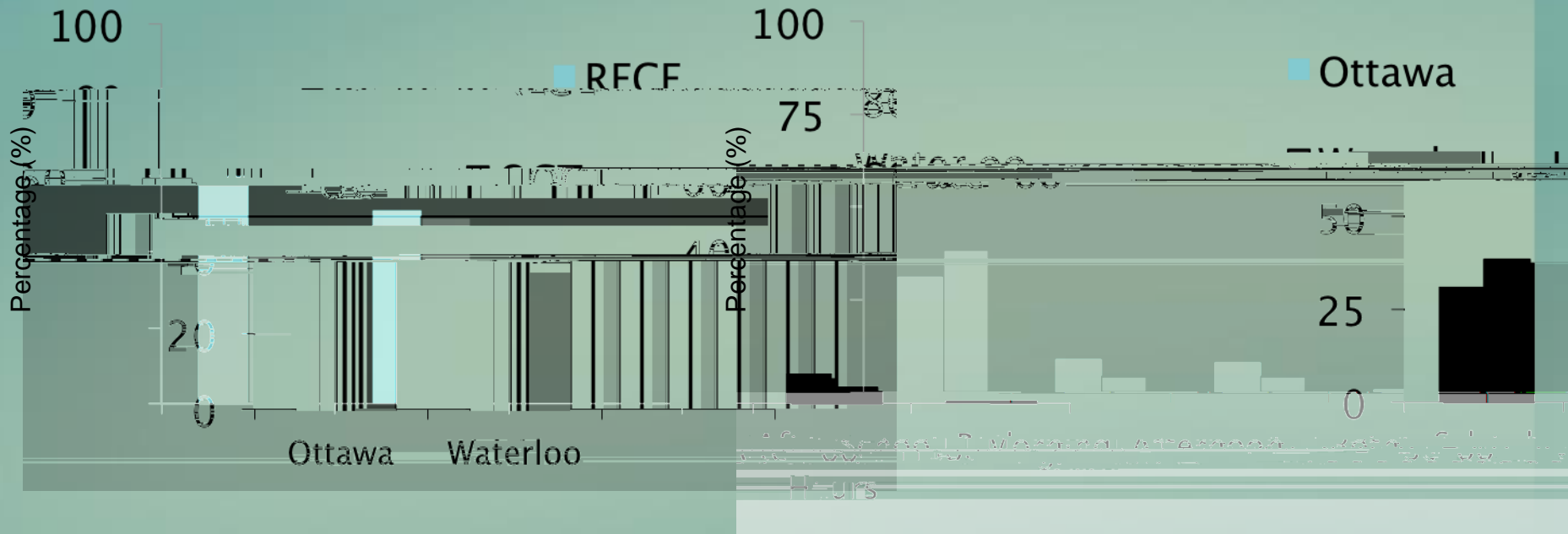
YES





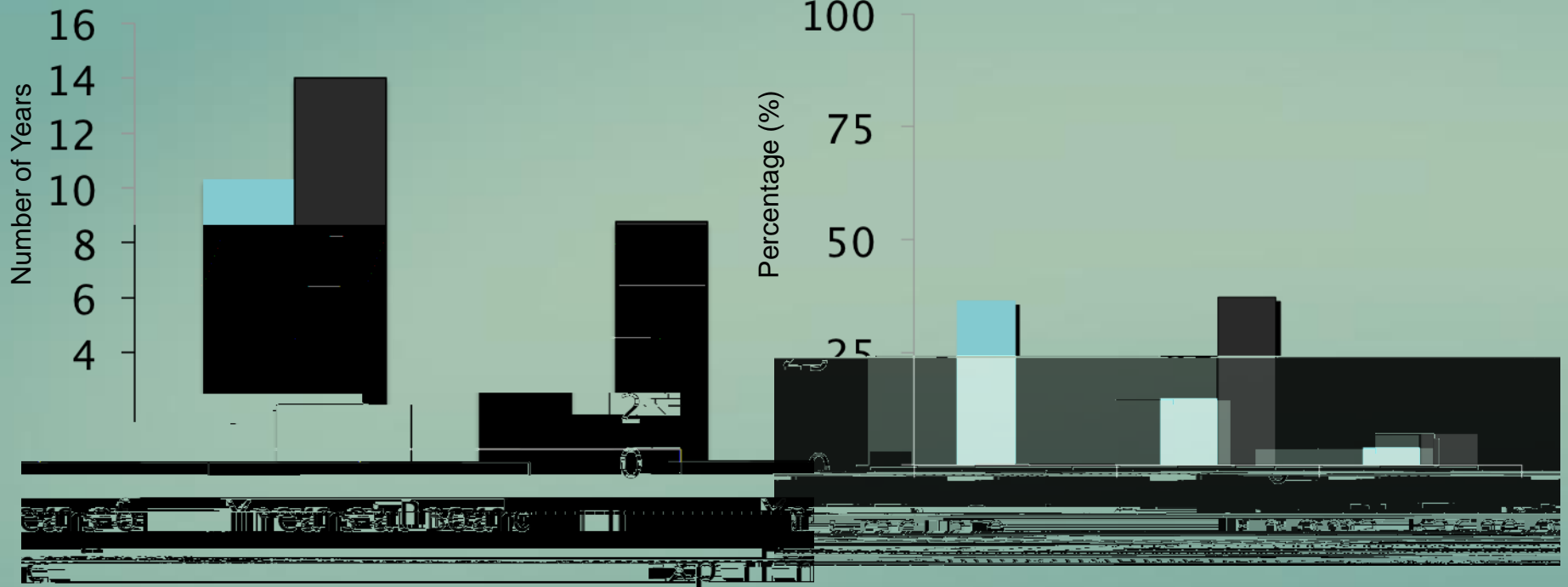








RECE  
OCT



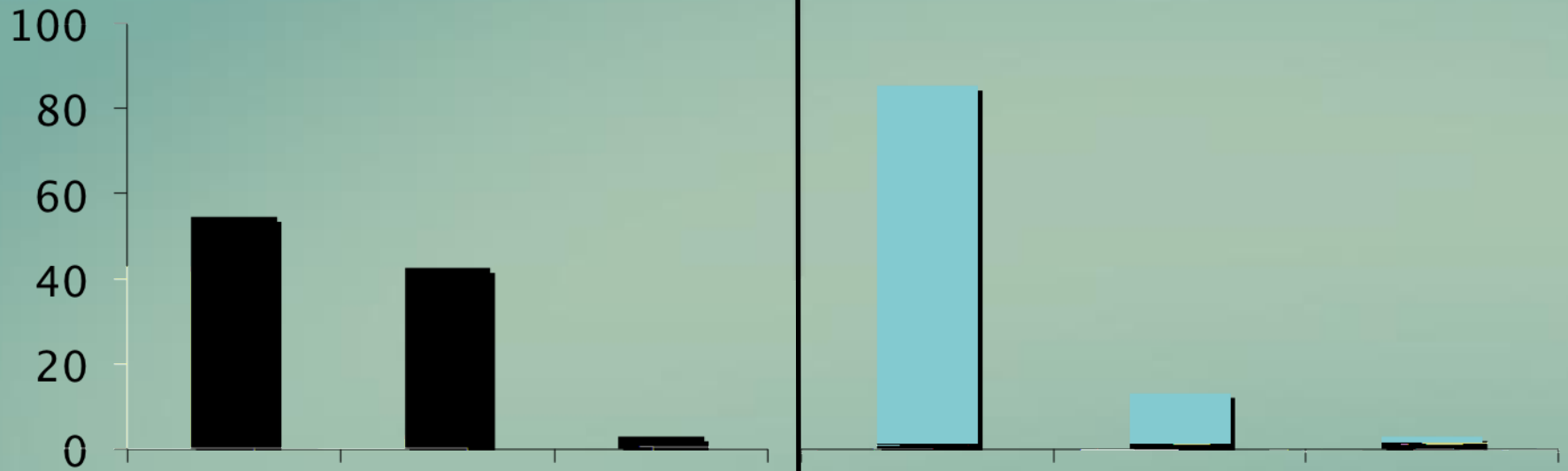










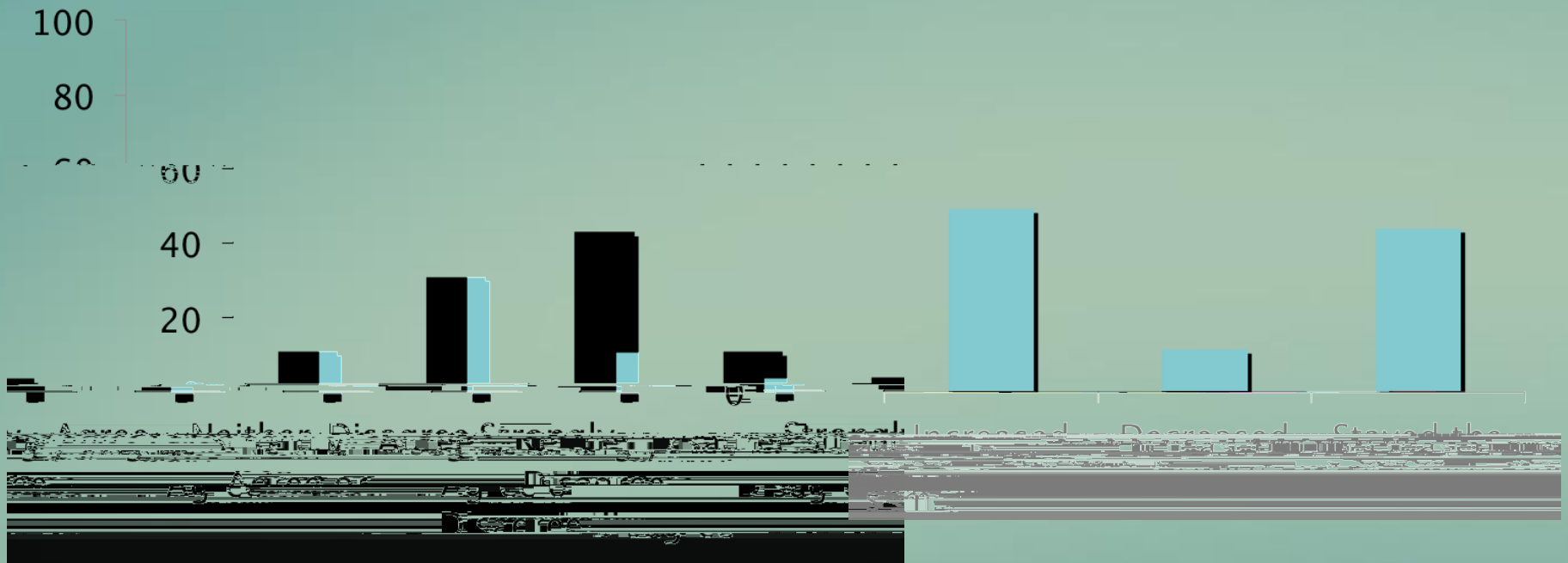


Increased | Decreased | Stayed the same

Source: [unreadable]



# Working Conditions





# Collective agreement provisions

Contract Provision	ETFO WRDSB	OSSTF OCDSB
Scope of agreement	Covers DECEs and occasional DECEs in Full Day Kindergarten as defined by the Education Act.	Covers all professional support staff, special memorandum of understanding for ECEs in FDK.
Salary	Experience grid: 0 =20.09 1=21.93 2=23.18 3=24.72 4=26.27 supply and letter of permission = 18.54	Agreement for Board to post at a -3( )20(at



# Comparison of CA Provisions

Contract Provision	ETFO	OSSTF
Pension Plan	OMERS or OTPP (for ECEs with teaching credentials)	OMERS or OTIP if 10 or more month employees
Vacation	Vacation is paid by-weekly based on service 2 yrs = 4% 2-8 yrs=6% 8-16 yrs=8% 16-24yrs=10%	15 working days
Benefit Plan	Dental (50%), health (\$50 annual deductible) and life/ADD (25,000)= 95% paid by ER, 5% by ECE, LTD 100% paid by ECE.	Health, dental, long term disability, life insurance up to \$45,000
Number of times ECE is mentioned in the agreement	348 times (designated ECE or DECE)	None in collective agreement. 16 mentions of ECE in letter of agreement





## Summary of findings:



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