

OCCASIONAL TEACHERS' BARGAINING UNIT

OSSTF DISTRICT 17

SIMCOE COUNTY DISTRICT SCHOOL BOARD

Unit 6 - 51 King Street Barrie 705-726-1722 OTBU Web site: www.d17otbu.ca District Web site: www.d17.osstf.ca.

FALL NEWSLETTER

FALL 2015

October

2015/2016 OTBU EXECUTIVE

Jeff Parton	(President)	705-428-3537	jeff.parton@d17.osstf.ca
Chris Petersen	(1 st Vice Prez)	416-262-5994	cpetersen.oct@gmail.com
Paul Cudney	(2 nd Vice Prez)	705-445-1488	pcudney@hotmail.com
Kate Dewey	(3 rd Vice Prez)	705-361-1918	kdewey42@gmail.com
Ben Andrews	(Chief Neg./GO)	705-737-2729	benjaminandrews@mac.com
Marcia D'Antimo	(Treasurer)	705-436-4835	marciadantimo@sympatico.ca
Deanna Nelson	(Secretary/CBC)	705-322-6360	deanna.nelson@d17.osstf.ca
Richard Jessome	(C Bargaining C)	705-730-3296	richjessome@hotmail.com

COMMITTEE REPRESENTATIVES

Kate Dewey	(Health & Safety and Human Rights)
Deanna Nelson	(Status of Women)
Chris Petersen	(Communication/Political Action Committee & Communications Officer)
Ty Walkland	(Educational Services Officer) 416-262-5157 tywalkland@gmail.com

Dear Member;

Well, we are all back in the saddle per se with respect to yet another year of Occasional Teaching be it casual or LTO. Things are starting off typically slow for all the various reasons explained under the "Jobs" heading. Please read our newsletter over thoroughly; there are some very important issues concerning you and your Occasional teaching! If for some reason you prefer a hard copy, contact any of our Executive members in the mast head and give us your postal address and we will promptly send you a copy.



ACTIVE RETIRED TEACHERS

ARM

Active Retired Members (ARM) has a chapter here in Simcoe County with John Lusted as President. From time to time they have "Wine & Cheese" get-togethers and/or travel info nights; check the District web site for contact information and upcoming dates to these events. Future retirees are welcome to attend these functions as well.

ADVERTISEMENTS

We have had different Education related companies advertise in our newsletters in the past, i.e.: OTIP. Also, a few of our Executive members with sideline businesses have contributed. If anyone would like to advertise in our newsletters in the near future, please contact myself by email and I can provide costing, content, & time constraints etc., we're quite reasonable.

ALTERNATIVE SCHOOLS

The most important thing to note for the Alt schools is that its start and end times are standardized now. They start at 9:00a.m. (you should be there at 8:45a.m.) and end at 2:20p.m. The last portion/period of the day (which starts at 1:05p.m.) is actually your prep period so I would highly suggest you take in some snacks and lunch to get you through the day. Also, we have attached the Alt school info sheet on the last page showing contact persons and addresses.

BILL 122

Bill 122 or the two tiered system of bargaining has been nothing short of catastrophic in my humble opinion, as witnessed by our recent negotiations with the Government. It no doubt has to be changed or revamped to accomplish the true intent of the Bill. As it sits right now nothing in the recently ratified Central Agreement can take effect until local deals are done and also ratified. I guess only time will tell what will happen to the Bill.

CERTIFICATION

(The following section is reprinted from the OSSTF Certification Department and is put in almost every newsletter because of its importance to your remuneration)

All teacher members of OSSTF should have a Certification Rating Statement in their possession. This is the document that ensures you receive grid pay for teaching assignments, both Permanent and LTO positions. Evaluations are done by the in-house Certification Department of OSSTF as a service for all dues-paying members, including day-to-day supply teachers. If you do not have a CRS you should go to the provincial website at www.osstf.on.ca and follow the Certification "Quick Links" to the Applications page. Having a CRS in hand means that you will receive grid pay from the first day of an LTO position with no delay or effort required to chase retroactive pay for the assignment.

Your goal should be to get to a Group 4 placement as quickly, efficiently, and as inexpensively as possible. The Certification system has seen extensive revisions in the last few years and many members will find that these beneficial rule changes will allow for Group increases without any further course work. If you are not at the highest Group 4 level and have not had a re-evaluation of your existing file then you could well be missing out on the opportunity for increased salary that will come with a rating change. Send in Certification Application Form #2 and request a review of existing credentials if you believe any of the changes apply to you. If you haven't been re-evaluated in a few years, send in the form regardless. The Certification Department of OSSTF is also happy to advise you of the steps required to progress in Group placement. Plan to complete the needed courses as soon as possible. It is well worth the effort and expense.

Supplemental: Any related grid placement documents have to be hard copies and on file at the Board office. Any AQ's (Additional Qualification course) you have taken can obviously influence this rating. Remember the school year end date of June 30th is the drop dead date for any retroactive LTO remuneration. If you are thinking of taking an AQ course and you are unsure whether it is an approved one, fill in the forms on line @ www.osstf.on.ca. This process will take approximately 2 weeks but you will then know if it's an approved course or not that can truly advance you on the grid. Don't forget that an often overlooked Contract Article refers to experiential work compensation. If you have previously worked in a related field of employ; please check articles 17:01 and 17:02 in the Collective Agreement.

CLASSROOM MANAGEMENT

An inordinate amount of our time as Union Representatives is spent dealing with discipline matters related to classroom management. Please remember your professional responsibilities in this matter. Here are some helpful hints associated with that:

- ✓ Don't leave EAs, Peer Tutors, or volunteers in charge of the classroom at any time.
- ✓ When ejecting students for whatever reason, call the office and let them know who the student is and the situation. Don't fear extricating a student; if they are highly disruptive, any full time teacher would not hesitate to do exactly the same thing.
- ✓ When taking a class to the Library or Computer Rooms take a second attendance and inform the teacher/s in charge what you're doing there and even who you're replacing.
- ✓ Please, please follow the lesson plan given by the absent teacher & do the required work; this is an ongoing complaint from our full time compatriots. If you want to indulge them

with war stories of your life experiences, that's great; just make sure the planned work is completed first.

COMMUNICATION & POLITICAL ACTION COMMITTEE

Your OTBU Rep on this Committee is Communication's Officer Chris Petersen and the next scheduled meeting for CPAC is Tuesday October 27. Further details of this Committee can be found on the District web, but essentially CPAC delves into all aspects and all levels of Communications & Politics plus associated elections from a Union and participation standpoint.

COMMUNICATIONS

Our membership is ever-changing and we are continually improving our ways to communicate with you, our members. We now have about approximately 90% of our Bargaining Unit's email addresses. If we've somehow missed you or another member's email contact, could you please forward it to Chris Petersen at d17otbu@gmail.com.

MEMBERSHIP HAS ITS BENEFITS

OSSTF D17 OTBU members can get up to 50% off home insurance!

You will enjoy big savings when you purchase both your car and home insurance from OTIP. It's just one more reason why it feels good to belong.

Call 1-888-892-4935 or visit otip.com/OSSTF17-OT for more information

Terms and conditions apply. Visit otip.com/OSSTF17-OTBU for details.

OTIP RAEQ

The graphic features a blue background with the title 'MEMBERSHIP HAS ITS BENEFITS' in white. Below it, a yellow banner states 'OSSTF D17 OTBU members can get up to 50% off home insurance!'. A paragraph explains the benefit: 'You will enjoy big savings when you purchase both your car and home insurance from OTIP. It's just one more reason why it feels good to belong.' A call to action at the bottom says 'Call 1-888-892-4935 or visit otip.com/OSSTF17-OT for more information'. Small text at the bottom left reads 'Terms and conditions apply. Visit otip.com/OSSTF17-OTBU for details.' The OTIP RAEQ logo is in the bottom right. On the right side, there is an illustration of several hands in various colors (yellow, green, blue, white) reaching up.

CONTRACT

Expired - August 31, 2014

Here are some pertinent items and relevant Articles you may need to know from time to time from our current Contract:

- Every casual Occasional teacher should carry the form "Occasional Teacher Emergency Record". The maximum number of emergency duties for the school year is 4 (four) and these only apply to assignments that are **not** on the replacement teacher's schedule. An emergency assignment of 37.5 minutes or less counts as a half (0.5) duty and if it is more than 37.5 minutes it counts as a full (1.0) duty. Make sure you get these duties signed off on the form. After you have completed the 4 full period duties you submit a photocopy or scan to email to the Human Resources department at Board office. After that you can legally **refuse** to do any emergency duty assigned to you by showing the original sheet to school administration, if indeed, they try to assign those type of extra duties. Do **not** volunteer for any extra duties (on calls especially) as you may be inadvertently depriving another supply teacher of a possible work.
- The Con-Ed teachers (Teachers' Bargaining Unit members) who are also on the SCARRI list (and thus also members of the OTBU) who are in a Con-Ed assignment must make themselves **unavailable** on SCARRI for the duration of their assignment.
- Related to the above bullet; Article 12.02(c), states "A Casual Occasional Teacher who fails to identify their unavailability in SCARRI will receive a written warning. An Occasional Teacher who repeatedly fails to identify their unavailability in SCARRI will be removed from the list". If you are sick, have an appointment or take a holiday, please **make yourself unavailable**!
- Article 12.03(h) states that you must do 20 assignments (see **Letter of Understanding** below) in the school year known as the Commitment rule. A half day assignment is counted as 1 commitment day. If you feel you cannot complete those needed commitment days, you may apply for a Board approved leave. You must submit a letter requesting temporary removal from the supply list for up to a maximum of one year's removal, along with supporting documentation if necessary. In other words, you must have a compelling

reason for the request; such as a chronic illness, pregnancy or parental leave. After such a leave don't forget to notify the Board when you are ready to return.

- Article 12.04 (c) states: "A call-out may be stopped once the start of the assignment has begun". This is to stop people getting calls when it is simply too late to get to the job on time.

- Article 14.02(a) deals with inclement weather. Simply put; if buses are cancelled, your job is cancelled. You are expected to check an assortment of media outlets regarding bus cancellations. It is also found on the front page of the SCDSB web site. Article 16.10(a) also deals with cancellation of jobs; "if an assignment is cancelled in SCARRI an hour or less before start time of a particular school, you still go to the school but will receive an alternative assignment.

- Article 19.04 states "this article does not restrict the Board's right to assign the time table of more than one teacher, providing the number of periods do not exceed three (3) periods unless one of the periods is a **scheduled** on-call period of the absent teacher. This just means the Board can hire someone for a myriad of periods as long as they don't go over the maximum 3 periods. These are normally indicated by the terminology, "**vacancy**" when SCARRI calls out.

- Regulation 274 governing the hiring practices of the Board is not a negotiated or contractual item but a government regulation/law. Any future changes have been addressed in the recent Central deal where a committee made up of the Government and OSSTF will be meeting in the next while to deal with its inherent problems. We cannot change anything locally whatsoever. We are watching it very closely to make sure the Board follows the proper hiring procedures and we will grieve (a different type of grievance compared to a breach of contract grievance) any deviation from the regulation's intent. Please remember that the Board does the hiring, the only control we have in this department is to insure Reg 274 is being followed.

- Don't forget about the 15 time turn down rule per semester; see the contract If you're unsure on the implications of this rule.

Further Contract info: With respect to our current contract, is the maintenance of that binding **legal** document and making sure that our employers are following its intent. If you know of violations in any area please let us know. In certain situations we may not even have to provide your name. Two significant issues are the assigning of extra duties above the actual teacher's timetable (i.e.: emergencies/extra on calls) which of course are now covered by the Emergency sign off sheet. Also, part or full day reimbursement, in other words, if called in for a major portion of a particular day to be paid appropriately. Let Ben Andrews know immediately by email of any discrepancies with respect to these "contract maintenance" issues.

"Pic by Part"

jeff parton photography

Specializing in Aerial, Portrait, Sport, & Wedding Photography

jparton@rogers.com 705-428-3537

DISTRICT EXECUTIVE COUNCIL

Our Bargaining Unit is one of 6 associated Bargaining Units administered by an umbrella organization known as the District Executive Council (DEC). It is an overseer of policy, administration, budgets, finances etc. here in Simcoe District 17. DEC purchased our new building we have now been in for 2 years.

EMAIL

(Board email and computer access)

All Occasional Teachers now have a personal Board email address (as of the spring of 2014). This has to be checked regularly as this is where the Board will contact you with pertinent SCDSB information. One way for smart phone users is to get the app known as **OWA** (Outlook Web Access). You simply put in your

Board email, user name followed by your Board email password and voila, those emails will go directly into your app. The other way to do it of course is simply to add a new account in your email settings. Please be very cognizant regarding the content and use of your actual emails. Any email sent through the SCDSB is subject to "Orwell's 1984" type scrutiny. Keep your emails strictly professional and leave personal emailing to your smart phones. Any emailing between students and teachers should be avoided as much as possible and at best, discretionary. The College of Teachers and our Provincial Executive has sent out directed documents advising members to be very wary of social media.

EMPLOYMENT INSURANCE

I've included this EI info item which is usually only found in the summer newsletter edition, as Service Canada has changed things up a bit. If you are in receipt of EI or going to apply at Christmas time you need the Reference Code of # 3511012015201512.

GRIEVANCES

Thankfully we have only 1 outstanding disciplinary grievance at the time of this writing. A majority of potential grievances arise over extra assigned duties (above and beyond the teacher's timetable) and classroom management, namely discipline or abuse (sexual, physical or verbal). In other words, to avoid the launching of a grievance in the first place, please maintain a well-run classroom environment and obviously watch what you say to students.



CANADA-WIDE SAVINGS ON:

Travel and Entertainment
Home, Auto & Electronics

Health and Wellness
Clothing and Gifts

Finance and Insurance
Education

PLUS access to over 45 Partners...



Subscribe to Edvantage e-News to stay up to date on new and exciting offers and contests. Visit edvantage.ca/OSSTFD17 to subscribe today!

HEALTH & SAFETY

Incidents of aggression in the classroom should be reported to administration. The full time Teachers' Bargaining Unit and your OTBU Health & Safety Officers are requesting that you report any and all violent aggressive incidents. You must complete an Aggressive Incident Form available in the main office. If you need assistance with this form, you may do either of the following: contact Tom Barnes at the District Office (705-726-1722), seek out the OSSTF TBU Branch Representative in the school you are in, or call our H&S officer Kate Dewey at 705-361-1918. It is for everyone's safety, employer, worker, and student.

HUMAN RIGHTS

(from Angela Bosco – HR Chair)

District 17 OSSTF Human Rights Committee is always looking for new members and it would be great to have more Occasional Teachers join this group. HR works to promote human rights in our workplaces by increasing awareness and encouraging positive change related to human rights concerns and OSSTF Human Rights policies. Former initiatives have included a focus on socially responsible investing, reducing homophobia in schools, community resources for parents & students, and fair trade practices and products.

HR meetings take place at the District Office at 5pm. The next meeting date is set for Tuesday October 27. For more information on the Human Rights Committee and future meeting dates, visit the District website or contact our own OTBU Rep Kate Dewey at 705-361-1918 or katedeweyd17@hotmail.com.



Ben Andrews (Chief Negotiator & Grievance Officer)

JOBS

This semester Long Term Occasional (LTO) assignments are down again due to an unexpected student population drop (declining enrollment). This will no doubt result in fewer LTOs in SEM II as well. Also, casual daily work is down a bit so far this semester.

Some thoughts on jobs are:

- *SCARRI is still over cap and has 426 on it. Summertime attrition saw only 10 or so persons removed.*
- *Newer & younger contract teachers seem not to get as ill as often.*
- *In the fall of the year, retired active teachers on SCARRI are trying to do their required commitment days in now as opposed to later on in the year, before they travel south.*
- *Because of the Educational climate right now SCARRI is made up of very dedicated and eager supplys willing to take on any job, virtually anywhere.*
- *Supply teachers booking out of the system on a daily basis for various reasons such as: Dental or Dr. Appointments, sickness, nice weather etc. has dramatically declined over the past few years. Normally on any given day we would have seen 40% of supply's booking off for these personal reasons. This has now dropped to as low as 15%.*
- *Inclement weather is coming and along with it; airborne illnesses.*
- *APAs (Additional Professional Activities) are still at a low level, as a result of strong Contract Teachers' Contract language and, therefore, more supplys are required for their on-calls they normally would have done in past.*
- *With the Bill 115 sick day rules, teachers should be using up their 11 day maximum far quicker than before when they could be banked.*
- *One has to realize that your discipline/s have a lot to do with call outs. For example, Math and English disciplines are going to be called out more often than other subject areas, as there are simply more sections (classes).*
- *Obviously the more schools you are signed on for dramatically increases your chances for a job offer.*

LEGAL ASPECTS

If you are involved in situations involving sexual harassment, over-reactive discipline, innuendo or any type of assault (including verbal), etc., you need to contact your union representatives immediately after the accusation, altercation, and/or incident. Do not say anything inculpatory to your accusers; wait until OSSTF support arrives.

***A WORD OF NOTE:** Please keep your hands off students. They know their rights more than ever now and it is now an established Board Policy. Remember too, that the Board considers a backpack as to part of the student's anatomy for some reason. If you have a discipline problem, send the pupil to the office and phone down telling the office the student is on their way. I've usually found that most classes will cooperate and fellow students will inform you of the name of the student you ousted. If he/she refuses to cooperate at all call the office and have them send up an Administrator for extraction. Let Admin handle it when all else fails!

LETTER of AGREEMENT

(An agreement between us and the Board signed in between Negotiations)

Last fall we signed off on a new Letter of Agreement with the Board. An LOU is a contract item that happens between rounds of Negotiations to deal with important matters of a contextual nature. We have gone ahead with a Supplemental List to hopefully solve the problem of unfilled jobs. We are allowing the Board to place new hires on a Secondary List when SCARRI is full who are only called when all persons on our main SCARRI list have been offered a job for any given day. Their qualifications will not be listed and they have to be available for a considerable part of the week/month/year, as well as, being always available for Fridays. They cannot be requested and will not, **in any way**, affect the Main SCARRI list call outs.

NEGOTIATIONS

Our contract ran out as of August 31st 2014. As you are all aware of we now have a ratified Central deal with OPSBA and the Government, but it is not in place yet as we have to continue bargaining locally to secure the ultimate two tiered deal. We have met with the Board's Negotiation's team 5 times already this year and are going back at it on Oct 14 and Oct 23.

OSSTF MEMBERSHIP

CURRENCY RULE

OSSTF requires any supply teacher under its jurisdiction to work at least 1 day every 95 working days (read: *in otherwords, once a semester*) to remain a member of the Union. This will maintain any benefit associated with being a member of the OSSTF Union. If, however, an incident happens and later action is taken while you are not a member, you will still be covered because of the retroactive nature of the event.

OTIP PARTNERSHIP

LOYALTY PROGRAMME

We were approached last year by the Ontario Teachers' Insurance Plan to essentially support their company through what's known as a loyalty programme. By us supporting this wholly owned teacher insurance company we would be helping get the word out about their services. They are owned by all the Teacher/Support Staff unions in Ontario and by us supporting them, they will in turn provide a stipend to us that we can use locally for members; such as PD funds, charity donations, and other monies to assist the membership. You will see the use of their logos, banners, and ads from time to time on our communiques etc. They are highly competitive so we would, of course, highly recommend checking them out.



President Jeff Parton accepting our first loyalty cheque
from OTIP rep Anita Chamberland

PENSIONS

The web site www.otpp.on.ca can supply you with valuable information on any aspect of your pension concerns. This site can supply info with respect to your pension, everything from what you have paid in to current pay out schedules with varying scenarios.

PHOTOCOPIERS

If you're unsure of your personal PC code, log in to the SCDSB web site; click on 'Board' then on 'My Content' and voila your code! Fobs may be coming soon to assist in this.

PROFESSIONAL DEVELOPMENT

We do have a larger budget line available for PD funds this year as mentioned in the OTIP section. Please inquire and we can fill you in on what qualifies and then ultimately what to do to procure these funds.

REGULATION 274

(& Reg 148/15)

Regulation 274 hiring is now 2 years old in Simcoe County and has been initiated, not so smoothly, into the Board's hiring practices. Most of you now understand, at least rudimentarily how it actually works and, therefore, I won't explain it in detail again. I will, however, list a few things below that are still important in understanding it:

- Seniority is still based on the most recent hire date to an OT list, in our case; SCARRI. The number of days/years a person has worked for the Board only used in breaking ties. A quick example of teachable/discipline seniority is you could be #233 on the overall Seniority Roster, but when it comes to your particular subject area of say, "Latin", you might be ranked as high as # 2. The Board has indicated to me that these change almost weekly and is near to impossible to post a seniority list based on discipline.
- There are approximately 250 on the LTO hiring list, as some members have jumped into contract positions. The Board has put out another posting recently for the LTO hiring list and it closed on October 6.
- At any time when someone feels there is a discrepancy in a recent hiring decision, please contact me or Ben Andrews and we will investigate it in conjunction with Abigail Desforages; Secondary Panel Human Resources officer at the Board office. Please send us an email so we will have future access to a recorded hard copy.



Weddings, Special Event Videos, Documentaries,

Editing, Titling, Film, and/or Photograph

CONVERSIONS TO VIDEO ETC.

BEN ANDREWS

705-727-2729 (cell 705-791-3639)

REMUNERATION

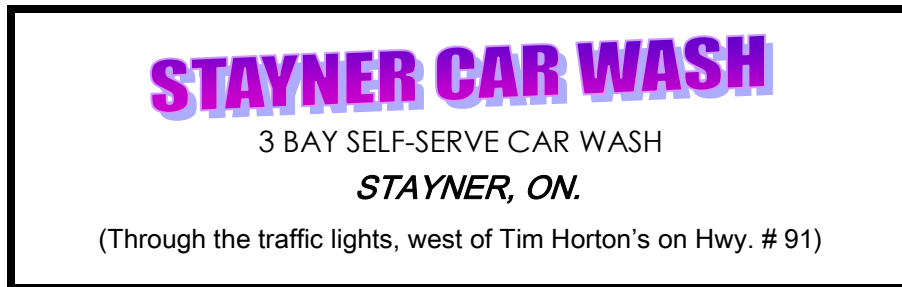
Until our local and central deals are finalized our casual daily rate of pay will remain at \$220.00 per diem and has remained at that level for the last 4 years. Don't forget the verification area on the staff web site if one has to check pay issues. To avoid any pay problems in future, write down your job number, school, and teacher you were called in for each casual day worked. Another way to check if you are being paid is to log in to the staff web site (in detail under "**RETIREEES**"). An Occasional teacher who teaches a minimum of 10 consecutive days for the same teacher becomes a Long Term Occasional (LTO) teacher and will be paid

retroactively for that pay period according to their grid placement. You are paid after teaching on the 10th consecutive day inclusively and retroactively. The formula for working out your per diem rate of pay is to divide your yearly grid salary by 194 days (4% holiday pay is included). Pay particular attention to your pay stub in Payroll Portal as the Payroll Dept. has had problems in the past due to its sheer size. You can check your days worked by logging onto the staff web site, going to Board (top right), then SCARRI FX on the far left and going to the next page's bottom right hand corner to check days worked and ones that have been paid for (called verification information).

RETIRED TEACHERS ON SCARRI

As an active working retired member on SCARRI you can work 50 days without penalty to your pension. The 50-day restriction can also be fractionalized. Remember that even 1 day worked will count as a full year of eligibility!

As of now there are 68 retired teachers on SCARRI compared to 87 at this time 2 years ago. Please pay attention to your number of days worked, the penalty for exceeding these limitations is a cessation of your monthly pension. This applies to all educational jobs; such as Alternative Schools, Adult Ed., Con-Ed, Contract work, and heck, even custodial. The Board has to report by law the number of days worked by retirees directly to the Pension Board (OTPP). You can check the number of days one has worked by checking the staff web site or going to www.eschoolsolutions.com. Of interest is the fact that the Pension Plan pays out for an average of 35 years to pensioned teachers (those number of years include spousal survivors).



SCARRI

Call-out times are as follows: Evening hours: 6pm – 10pm and mornings being 6am onwards. The number of supply teachers currently on SCARRI is 426. Don't forget about the change in SCARRI's call in number now of 1-844-802-5279. If you are called in for 2 periods but there is a period in-between i.e.: lunch, you will be paid for a full day. A simpler one is teaching 2 periods plus any amount of a duty is a full day's pay (or 156 minutes +).

One can go to scarri.eschoolsolutions.com as this site acts as a computer based version of SCARRI. It replaces the much used SCARRI FX. Your ID number and password are the same on this site as the phone version. One can change their school locations here as well.

SCDSB

If you have forgotten how to get into the Board's Staff web site or are having trouble, go to www.scdsb.on.ca go to the "Staff" web area and try putting in your username (in lower case; the 1st initial of your first name followed by your full last name). Then for your Password; use your 5-digit employee ID number followed by the full year of your birth, i.e. 123451980. If all else fails call IT at extension 11777.



Status of Women Rep and OTBU Secretary
Deanna Nelson hard at work.

STATUS OF WOMEN COMMITTEE

There is an active Status of Women Committee here in District 17 Simcoe but they would love to have more members at any time. This group of OSSTF members puts on a Maternity/Paternity Workshop in the January and will be putting on a "Violence towards Women" night in late November. It also fights for the rights of women throughout Simcoe County. If you are interested please contact Jeanette Parker at jeanette.parker@d17.osstf.ca.

WEB SITES

Our web site is found at www.d17otbu.ca . Unfortunately we are currently having problems with the site, but when it's up and running please take time to check it out as it contains:

- ⇒ Our Constitution
- ⇒ The current Contract
- ⇒ A survival guide for the classroom
- ⇒ Payroll stub abbreviations
- ⇒ An analysis of the Current Collective Agreement
- ⇒ Meeting dates
- ⇒ Posts & Blogs
- ⇒ FAQs regarding Reg 274 and 148/15.

The District Web site is www.d17.osstf.ca.

WORKING CONDITIONS

Ben Andrews and I meet with Human Resources several times throughout the year to discuss various working condition items on your behalf.

Yours in pedagogical solidarity,

Jeff Parton

President D 17 Simcoe OTBU
Occasional Teachers' Bargaining Unit

NOTE: *You are receiving this Newsletter electronically. This is a cost saving measure, as well as, being environmentally considerate. Those wishing a hard copy can still get one. Please inform Chris Petersen, our Communications Officer, at d17otbu@gmail.com and we will send you out a hard copy via Canada Post.*



OSSTF District 17 OTBU exclusively endorses ARM for your insurance needs.



OTIP offers flexible health, dental and travel insurance programs through ARM (Active Retired Members) that are available to all members coming up for retirement or who are already retired. Because when you retire, you want insurance coverage that is tailored to you.

- No age restrictions!
- Five health care plans to choose from, with four different prescription drug maximums and the freedom to increase or decrease your coverage at your next renewal.*
- Deluxe travel insurance is included in every ARM health plan and **provides coverage for trips up to 95 consecutive days!**
- Option to add dental coverage at any time, without penalty.
- Complimentary access to these important services:
 - » **CAREpath** – the Cancer Assistance Program
 - » **Express Scripts Canada Pharmacy** – a home delivery program that covers 100% of your generic maintenance prescription drug expenses
 - » **Edvantage** – savings, contests and special events
 - » **The Seniors' Care Assistance Program™** – provided by Bayshore HealthCare

Visit www.otip.com/ARM_OSSTF or
call 1-888-892-4935 to learn more!



*AFM Prestige Elite is the only AFM plan with an age limit. Once you turn 65, this plan terminates, and you are automatically enrolled in the AFM Prestige plan (with a \$750 drug maximum), unless you select a different AFM plan. Once you decrease your health coverage, you must wait two years before you are able to increase your coverage again. An increase to the Prestige Elite plan or an increase of more than one plan level requires medical evidence of insurability.



Home of the Alternative Avengers

Simcoe Alternative Secondary School

Campus	Address	Phone	Teachers	Email		
Alliston Campus	Units 7 & 8 169 Dufferin Street Alliston L9R 1E6	705-435-2707	Wes McCarthy	wmccarthy@scdsb.on.ca		
			Sarah McCarthy	smcarthy@scdsb.on.ca		
South Barrie Campus	2-630 Huronia Road Barrie, ON L4n 0W5	705-728-7601	Sean Rogers	serogers@scdsb.on.ca		
			Tim Taylor	ttaylor@scdsb.on.ca		
Young Parents Program - Barrie	1-630 Huronia Rd. Barrie, ON L4N 0W5	705-728-7601	Helena Broad	hbroad@scdsb.on.ca		
			Janet Trichilo	jtrichilo@scdsb.on.ca		
Bradford Campus	Unit 6A 157 Holland Street East Bradford, ON L3Z 2B7	905-775-9878	Greg Taylor	grtaylor@scdsb.on.ca		
Collingwood Campus	Unit 6 20 Balsam Street Collingwood, ON L9Y 4H7	705-443-5409	Angela Ferris	aferris@scdsb.on.ca		
			Trevor Kenopic	tkenopic@scdsb.on.ca		
Essa Campus	Unit 3 211 Mill Street Angus, ON L0M 1B2	705-424-6679	Laura Hope	lhope@scdsb.on.ca		
Midland Campus	478 Bay Street Midland ON L4R 1K9	705-526-6381	Monika Milek-Hopkins	mmilekhopkins@scdsb.on.ca		
			Mary Jeffries	mjeffries@scdsb.on.ca		
Innisfil Campus	Unit 18 & 19 1070 Innisfil Beach Rd Innisfil ON L9X 4T9	705-431-5595	Melissa Bader	mbader@scdsb.on.ca		
			Angela Bosco	abosco@scdsb.on.ca		
North Barrie Campus	Unit 1 130 Bell Farm Road Barrie, ON L4M 6J4	705-725-4980	Sarah McCutcheon	samccutcheon@scdsb.on.ca		
			Allan Fahey	afahey@scdsb.on.ca		
Orillia Campus	Unit 8 70 Front Street Orillia, ON L3V 4R8	705-325-4911	Steve Willms	swillms@scdsb.on.ca		
			Sonja Hillis	shillis@scdsb.on.ca		
Principal	LL Millard-Smith	705-627-3830		llmillardsmith@scdsb.on.ca		
Main Office Joy	4-229 Mapleview Dr. Barrie ON L4N 0W5	705-728-7601				
Angela		705-734-6363 ext 11000				