



## Dear SCDSB Secondary Occasional Teacher *(Daily supplys & LTOs):*

Covid seems to be trying to make a moderate comeback, but nothing is being done school wise to deal with it at this point. Some of us are well vaccinated by now so the Health Units are not overly worried yet. Reports currently out there say it is harder to get infected by this new strain, but that's only from what I've read. Please be cognizant of updates on Covid status as we go through the fall months. LTOs are still holding their own, but there's not as many daily/casual job offerings this fall. We as union executives have been swamped for the last few years with all sorts of communiques, calls, texts, meetings, and emails. You already know a tremendous amount of that info garnered from all sorts of sources, a lot from the Board. I will attempt to cover a few important issues below from a union/contract standpoint.

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- Unfortunately the Board over estimated student enrollment for the upcoming year and some of our LTOs have been affected by this and have lost current teaching periods. Also unfortunate is the fact that OSSTF cannot do anything about this situation as it's simply a formula based on numbers. Hopefully it has not impacted a lot of you but that by being on the Supply List helps as a safety net regarding needed remuneration. Believe me in that the Board is not happy about this outcome either. The old expression "we have egg on our face" may apply here.
- As of right now the Letter of Agreement (LOA) that was signed with the Board the last two years have not been offered yet. These LOAs have to do with extra pay for additional periods worked. I have talked to HR just last week and they are thinking they will get something in place this year again to cover these vacancies, but the need isn't there just yet. The LOAs of course were created to deal with the unfilled job crisis at hand in education right now due to a lack of teachers in the Board and indeed, in the Province. The exception to these LOAs is if a teacher already has a 4th period on call duty imbedded in their schedule/timetable, then the extra pay is unfortunately not in effect. The extra duty supplys are called Additional Teacher of Record (ATR). As mentioned, September has been somewhat slower than normal years, but not to worry, it will pick up.
- With the extra period not being offered just yet, please get your Emergency Sheets signed off. Once you do 4 full on-calls you don't have to do any others for the rest of the year. **The sheets can be found on our website at [www.d17otbu.ca](http://www.d17otbu.ca).**
- Be **extremely** careful with remarks/comments etc. anywhere in the school environment regarding **equity, diversity, inclusion, racist remarks, indigenous, anti-Semitism topics/issues, or use of pronouns**. Over the last 2 years 75% of our union investigations regarded issues of this type (37 total investigations).
- Currently there are almost 476 supplys on our main EasyConnect List, with the Supplemental List being non-existent.
- It is **absolutely critical** that you check your **Board & EasyConnect** emails regularly. There is a lot of info going out from the Board these days that needs your undivided

attention. As well, if you miss a job cancellation **email** notice from EasyConnect, you won't have a leg to stand on when it comes to disputing the missed day and thus the associated pay. Please remember that EasyConnect is a web based system, secondary to that is phone communication.

- There has been a number of supplies not picking up lesson plans from EasyConnect. To that end, the Board got Apply to Educate has added a line in the subsequent email if there is a lesson plan attached to a call out. It is flagged to make it clearly visible in the instructions. Three years ago we had three investigations regarding this, so it can be serious.
- After the dissolution of Reg 274 (Oct 28<sup>th</sup>, 2020) Equity, Diversity, & Inclusion and payroll concerns have overtaken hiring concerns as the majority of issues vented by our members. To that end, we ask you to check with the payroll department or HR first before contacting us. They are both extremely helpful in solving any sort of pay issue and about 95% are solved this way. If you're still not satisfied, that's when we get involved.
- **Active retirees** please note that the OTPP re-employment rules have dropped back to **50** days so far this fall, as compared to 95 days last year (initiated in March). This may be increased again because of teacher shortages, but that usually doesn't happen until the winter months.
- **"Personal absence"** days do not apply to LTOs, they are only allowed for contract teachers.
- Benefits are in place for LTOs, and you should receive emails regarding this from the Board/OTIP. Save your medical or para-medical receipts in the meantime for future retroactive remuneration within the plan.

*Jeff Parton*

President

District 17 – OTBU

(Occasional Teacher's Bargaining Unit)

