

OCCASIONAL TEACHERS' BARGAINING UNIT

OSSTF DISTRICT 17 - SIMCOE

Unit 6 – 51 King Street

Barrie

705-726-1722

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S P R I N G (AGM) N E W S L E T T E R

MAY 2023

2022/2023 OTBU EXECUTIVE

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Deanna Nelson	(Sec, SW Chair, & TT)	705-331-3776	ddnelson05@gmail.com

GrO: Grievance Officer **CN:** Chief Negotiator **CO:** Communications Officer

CPAC: Communications & Political Action **HSO:** Health & Safety Officer

Sec: Secretary **SW:** Status of Women **TT:** Table Team - Negotiations



Dear Member.

2022/2023 has seen a major decline in Covid and thus normal levels of work. Casual day assignments are way up. The problem with plenty of offered assignments is that a tremendous amount are going unfilled for multitude of reasons. Unfilled jobs are not just a SCDSB problem, the rest of the province is also suffering tremendous supply teacher shortages. LTOs are holding their own with several in place right now. May and June are the busiest months for supply teaching, so buckle up folks.

Please please read this newsletter! There is critical information within, and it is your **bank account/career** to which these items pertain.

ANNUAL GENERAL MEETING

This year's **AGM** will be held **in person** at our Union office at 51 King Street (Units 6/7) on **Thursday May 18** starting at **4:00pm** sharp. Amylee Paterson of the D17 Teachers' Bargaining Unit will be chairing this year with Provincial President Karen Littlewood in attendance. Several items will be discussed as always plus our budget will be presented by Treasurer Marcia D'Antimo. Vacancies exist for various Executive positions this year along with next year's AMPA delegates and alternate positions. After our meeting we will be going to the Fred (Red) Lobster on Bayfield Street for our traditional all-inclusive AGM supper. Please RSVP OA Mary Jean at 705-726-1722. Please note that this year's event, like past events is **capped at 50 people/members** for attendance at dinner.

AGM RESOLUTIONS

We only have one resolution at the time of this writing:

Con 01-2023: BIRT the OTBU D17 accept the suggested housekeeping recommendations sent on December 10/2021 from Mobile Dr.'s Constitutional review committee regarding D17's OTBU constitution.

Motioned by: Jeff Parton

Seconded by: Marcia D'Antimo

*unanimously endorsed by our Executive on May 4th 2023.

ATTENTION – IMPORTANT!

Below are a few of the more important items of which you should be aware. Some of these things could even impact you staying on the Board's Supply List.

- **WORK COMMITMENT - Article 12.03 (a):** The Board's commitment language is set at having to teach 10 assignments in SEM I and 14 assignments in SEM II. Remember, **half day assignments** count as a full day commitment.
 - **LEAVES - Article 12.3 (d/e):** Timelines are strict with regards to traditional leaves. Personal leaves commencing in September have to be into the Board by June 1 and for Semester II leaves, January 1st is the cut off date. Medical leaves are obviously different but get them in to HR as soon as possible once you know something.
 - **SUPERVISION DUTIES (Additional Professional Assignments):** Remember that assigned APAs do not automatically disappear if you take on the new emergency 4th period. Most administrators do take it away, but it is not contractualized, it's just strictly out of kindness.
 - **RETIREEES:** Remember that with the extra periods being offered this Semester, they will be reported to the Pension Board as an extra .33 of a day's pay, in otherwords it will impact your re-employment days. If you worked a .33 every time you went in this year the rule would drop down to allowing only 73 days instead of the new 95-day allowance.
 - **PREP PERIODS:** We've had issues this year with the understanding of prep period commitments. Once you have accepted a daily job from EasyConnect your obligation is to stay in the school during an assigned prep period in case of emergencies within the school cropping up. If you do need to leave the school grounds simply ask for permission at the office and provide your cell number.
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BENEFITS FOR LTOs

As you are no doubt aware, benefits for LTOs are now available. Once the Board knows your employment status, they get in touch with OTIP, and they then send out an email to you to initiate the plan. You have to be locked into a 90+ day assignment (LTO) to qualify.

CERTIFICATION

(The following section is edited from the former OSSTF Certification Department as QECO now does our certification for us)

Everyone should have a Certification Rating Statement. This is the document that ensures you receive proper grid pay for LTO teaching assignments. Evaluations are now done by QECO, including all supply teachers. If you do not have a CRS, you should go to the QECO website or call them to see where you are at with respect to your grid level. Having a CRS in hand means that you will receive correct grid pay from the first day of an LTO position.

Your goal should be to get to a Group 4 placement as quickly and as inexpensively as possible. QECO criteria changes occasionally, and you may be higher up the scale than you think. Many members will find that these beneficial rule changes will allow for Group increases without any further course work. If you are not at 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 commensurate salary that will come with a rating change. If you haven't been re-evaluated in a few years, check out QECO soon. Also, well, plan to complete the needed courses as soon as possible. It is well worth the effort and expense.

Supplemental: Several years ago, teachers lost almost **\$20 million** dollars in remuneration because they didn't heed deadlines or forgot to update their certification status with OSSTF, and subsequently QECO, & the Board. Any related grid placement documents must be hard copies on file at the Board office (emails are fine). Any AQs (Additional Qualifications) you have taken can obviously influence ratings. Don't forget about Contract language regarding experiential work compensation. Within the last few weeks, the Board has made it easier to apply for this and have cleaned up the language involved, especially for tech teachers. If you have previously worked in a directly related field of employment or have additional education, check articles 16:01 and 16:02 in the Collective Agreement regarding this experiential allowance.

Category change (*from the Board*): For teachers that qualify for or will qualify for a change in category based on additional qualifications (AQs) or degrees, please ensure the following guidelines are met:

1. Go online to the staff website, under "Human Resources" and complete the online [Intent to Change Salary Category](#) form indicating the date that the course was or will be completed. This was to be submitted by November 30, 2022.
 2. Submit an updated copy of the QECO Rating Statement. It is the responsibility of the teacher to ensure that this form is submitted to HR by June 30, 2023.
- *Once received, updated QECO Rating Statements can be emailed to the appropriate contact in HR: For LTO teachers with last names A-M: Jane Ryckman jryckman@scdsb.on.ca or Erin Blair with last names N-Z: eblair@scdsb.on.ca

COMMUNICATION

Our membership is highly transitory and many of you do not have permanent work sites; therefore, communication with our members is the most critical element in all that we do. The best way we have found is by direct email and, to that end, we have approximately 60% of your personal email addresses. Please forward your personal email or get a colleague to forward it to Communications Officer Deanna Nelson at d17otbu@gmail.com.

COMMITTEE REPRESENTATIVES

District Committees

Jeff Parton	Human Rights, CPAC, Health & Safety (alternate), Status of Women
Paul Cudney	Health & Safety Officer
Deanna Nelson	Status of Women (District Chairperson)
Marcia D'Antimo	Status of Women
Matthew Boyd	CPAC (District Chairperson)

CONTRACT

(Our Collective Agreement)

With respect to our current contract (CA), is the maintenance of that binding agreement. We do this by ensuring that our employer follows the collective agreement's legal intent and interpretation. If you know of violations in any area, please let us know. An example would be the assigning of extra duties above the actual teacher's timetable, such as extra APAs or flagrant pay discrepancies. Contact me (letterhead) by email or text so I have a record of any problems associated with this "contract maintenance."

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EasyConnect/ATE

The web page for EasyConnect is <https://scdsb.simplification.com>. The number of supply teachers currently on EasyConnect's Main List is 488. To ensure your daily pay is correct we would advise people to record their job number, assignment date, location, and the teacher you are replacing.

A multitude of data can be accessed on the EasyConnect web site such as days taught for pension restrictions or Employment Insurance data (hours).

An on-going systemic issue of course is unfilled jobs. The Board and contract teachers obviously have warranted concerns when jobs are not filled, plus members obviously miss out on a job opportunity. If you know you're not available for a particular time period, please sign yourself out of EasyConnect.



Don't forget that we have a dedicated Facebook page for **D17 Occasionals**. To join us, search **d17 otbu ossff** and ask to join. Once connected you'll have access to all our posts and current communications regarding Secondary OTs here in Simcoe County.

HIRING PRACTICES

Regulation 274 has been massively stripped by the Ontario Government two years ago. It had been in place for 9 years and hiring now looks very different going forward. Board hiring policies are in place now through their policies and seniority-based hiring is now barely considered compared to before. Other important things are now being considered, such as life experience, community work, equity, diversity, languages spoken etc. The one thing we can also say is that Boards are to be legally cognizant regarding nepotism and favouritism in new hiring policies and to this point are very focused on getting these criteria right.

NEGOTIATIONS

Negotiations are still being held up at the Central Table with the Government. Former Chief Negotiator Chris Petersen sent out a survey last spring so we could garner the wants and needs of our membership. Stay tuned, we will be updating you as we go forward with both levels of negotiations.

NEW MEMBERS

New members should pay critical attention to the Power Point presentation given to you by the Board when you were initially hired. There is important info on it to help you navigate the supply experience. Also, contact QECO to establish your grid/group rating (found under **Certification**). Without this info on file with the Board you will only be paid at the lowest category of pay for an LTO.

OTIP LOYALTY PROGRAMME

We were approached 5 years ago by the Ontario Teachers' Insurance Plan (OTIP) to support them through what's known as a Loyalty Programme. By us supporting them through advertising this teacher-owned insurance company we would be helping get the word out about their services. They are wholly owned by all the Teacher/Support Staff unions in Ontario. Because we support them, they will in turn provide a stipend to us that we can use locally for members, in many ways such as PD funds, charity donations, or overall assistance. You will see the use of their logos, banners, footers, and ads on our communiques etc. They are highly competitive so we would, of course, highly recommend checking them out.

**Treat yourself
because you've earned it!**



**Enter for your chance to win 1 of 12 monthly \$1,000
cash prizes, plus the grand prize of \$3,000!**

[Enter now](#)

No purchase necessary. Open to all active and retired Ontario education members. Must be an Ontario resident, minimum 18 years of age to enter. Contest closes December 31, 2023. Selected winners must correctly answer a skill-testing question. Full contest rules apply.

PROFESSIONAL DEVELOPMENT

PD funds are still available but getting quite low as we near the year end. If you have something that is PD based, such as an AQ, download the form from our web site www.d17otbu.ca, scan it back to us, and we will then take it to our Executive for consideration, approval, and subsequent payment (\$300 max). I believe we have only turned down one request in the last 5 years.

REMUNERATION

We have again signed a Letter of Agreement (LOA) which entitles you to agree to teach a 4th period and be paid \$320 per diem. The only catch per say is you have to have completed 4 emergency periods prior to this arrangement. You may be asked to top up your timetable when called into a school and, therefore, to teach 4 out of 4 periods. If the person you're filling in for already has a 4th period on call duty imbedded in their daily schedule/timetable, then it does not apply as it's not an emergency. The current rate of pay is \$239.44 and if you do the extra emergency period (4 out of 4) the daily rate of pay jumps to \$319.44.

When there are unfilled absences in a school, we (the Board) have agreed to the following:

1. Where there are occasional teachers (OT) who are not teaching 3 periods in a given day, a principal will first attempt to fill an unfilled teaching period by topping up the timetable with an OT, increasing their pay from 0.5 to 1.0, with mutual agreement of the OT;
2. Where unfilled teaching periods remain, a principal may assign an OT who is teaching 3 periods as an additional teacher of record (ATR);
3. An OT who is assigned work as an ATR shall be responsible for teaching 4 periods including any scheduled and emergency APAs (supervision); and,
4. An OT who is working as an ATR and is teaching 4 periods shall be paid 1.33 FTE of their normal salary.

SICK DAYS

A full time LTO (3 periods during a full Semester) gets 5.5 general use sick days, plus 3 supplemental days awarded for bereavement, serious accidents, graduations, special illnesses (2 days), and jury duty (depends on the case of course). If you go beyond the 5.5 days and still need sick days, then one can

use the Short-Term Disability portion of sick days under the previous Government's Bill 115 and get 90% of your pay for 60 days based on, again, a full Semester.

TIPS

In house/school Chromebooks do not have HDMI slots. Solution: buy a \$15 USB adapter that gives you extra USB ports and an HDMI plug in slot. Great for high tech lesson plans often associated with the new extended periods. I got the idea from one of our members.

WEB SITE

Our OTBU web site is located at www.d17otbu.ca. Please take time to check it out, as there is a lot of pertinent information there and contains such items as: our Constitution, the Current Collective Agreement (*Contract*), posts, emergency sheets (*download*), blogs, archived newsletters, PD fund forms, and links to other Bargaining Units within District 17.

Yours in camaraderie,

Jeff Parton

President D 17 - OTBU

Occasional Teachers' Bargaining Unit

