

OCCASIONAL TEACHERS' BARGAINING UNIT

OSSTF DISTRICT 17 - SIMCOE

Unit 6 – 51 King Street

Barrie

705-726-1722

www.d17otbu.ca

d17otbu@gmail.com

YE A R - E N D N E W S L E T T E R

JUNE 30 2023

2022/2023 OTBU EXECUTIVE

Jeff Parton	(President, GrO, TT)	705-444-3162	jeff.parton@d17.osstf.ca
Matthew Boyd	(1 ST VP, CPAC Chair, TT)	705-434-7069	mboyd84@hotmail.com
Paul Cudney	(2 ND VP, HSO)	705-888-8900	pcudney@hotmail.com
Marcia D'Antimo	(Treasurer & SW)	705-715-2064	marciadantimo@sympatico.ca
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.

The school year 2022/2023 has seen normal levels return for both casual and LTO jobs offers. Casual day assignments are actually way up, and as well, LTOs have increased. The problem with an abundance of offered assignments is that we saw a tremendous amount going unfilled for multitude of reasons but mostly because there is a province wide shortage of teachers right now, especially supply teachers.

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

ANNUAL GENERAL MEETING

This year's **AGM** was held **in person** at our Union office on **Thursday May 18** with 26 members in attendance (out of 544 County wide). Amylee Paterson of our local D17 Teachers' Bargaining Unit (TBU) chaired our event once again with Provincial Reps Colin Matthews and Dan Staples also joining us. Several items were discussed as usual and next year's budget was presented by Treasurer Marcia D'Antimo & passed by the members in attendance. The new people joining our Executive next year will be **Steve Campbell** – 2nd VP, **Karen Ritchie** – 3rd VP, **Henry Elgrichi** – Equity Officer, and **Andrew Tam** – Recording Secretary. Also delegate and alternate positions for next year's AMPA were chosen. After our meeting we went to Fred (Red) Lobster's for our traditional all-inclusive AGM supper.

ATTENTION – IMPORTANT ISSUES!

Below are a few of the more important items of which you should be aware of in September. 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, the good thing is **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 were 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. (Contract Articles 12.3 d & e)

- **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 them away, like a cafeteria duty, 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 an extra .33 every time you went in next year the rule would drop down to allowing only 73 days instead of last school year's 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 within the school during an assigned prep period in case of emergencies that can crop up. If you do need to leave the school grounds, simply ask an administrator (or OA) for permission at the office and provide a contact cell phone number.

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: Over the years, teachers have lost almost **\$20 million** dollars in pay because they didn't heed deadlines or forgot to update their certification status with OSSTF and now QECO. 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 our Contract language regarding experiential work compensation. The Board has made it somewhat 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 16:1 and 16:2 in the Collective Agreement regarding this.

Category change (from the Board): For teachers that qualify 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 has to be submitted by **November 30, 2023**.
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, 2024.

*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 70% 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, 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

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) or Grievance Officer Deanna Nelson by email or text so I have a record of any problems associated with this "contract maintenance."



EasyConnect/ATE

The web page for EasyConnect is <https://scdsb.simplification.com>. The number of supply teachers currently on EasyConnect's Main List is 544. To ensure your daily pay is correct we would advise people to record their job number, assignment date, location, and the absent teacher.

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

An on-going systemic issue 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 frame, please sign yourself out of EasyConnect.

FACEBOOK

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

HIRING PRACTICES

Regulation 274 was massively stripped by the Ontario Government 2½ years ago. It had been in place for 9 years and hiring now looks very different. Board hiring policies are in place now through their policies and seniority-based hiring is a skeleton of what it used to be. Other important things are now being considered, such as life experience, community work, equity, diversity, languages spoken etc. There is no LTO hiring list anymore as well. The one thing we can also say is that Boards are to be legally cognizant regarding nepotism and favouritism in their new hiring policies and to this point are very focused on getting these criteria right.

NEGOTIATIONS

Negotiations are carrying on at a snail's pace at the Central Table with the Government. Our Chief Negotiator now is Deanna Nelson. We have been sending out Provincial communiques for the past several months to keep you informed. We have met locally regarding negotiations, but our hands are tied as to going any further without Central ratification.

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 very important info on it to help you navigate the supply experience. Also, contact QECO to establish your grid/group rating (under **Certification**). Without this info on file at Board level, you will only be paid at the lowest category of pay for an LTO.

OTIP LOYALTY PROGRAMME

We were approached 6 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. Personally, I switched over to them in the middle '90s and have saved literally thousands of dollars since then.



PROFESSIONAL DEVELOPMENT

PD funds are available now for next school year. 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 6 years.

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

