

**2018 Spring Staffing Process - Teachers**

The Spring Staffing Process will soon begin. The Joint Secondary Staffing Review Committee, comprised of OSSTF and Board personnel, monitor this process from beginning to end. Teachers are staffed for the 2018-2019 school year through this process.

**March 1:** *SENIORITY LISTS* will be posted on *Insite* (accessible from the [OSSTF Secondary Contract Teacher Information](#) link). Ensure your seniority date is correct. Report errors to Human Resources. Your seniority is important in the staffing process.

**April 1:** *SUBMIT REQUESTS* for Leaves of Absences or Reductions in Teaching Time (forms available on Insite).

Details on the entire Staffing Process are available at <http://osstf26.com/en-CA/TBU/staffing.aspx>

[includes information on Leaves, System Redundancies (recall), school surplus, SLOA placement meetings, transfers, part-time increases, displacement]

**-All members are encouraged to read this-**

**Going on a trip on March Break?**

Our benefits plan provides coverage while traveling outside of the country. Details are at <http://osstf26.com/pension-benefits.aspx> or login to the OTIP Benefit website directly. Please note, you are free to purchase more "travel insurance" through any provider, at your own cost.

**Teacher Self-financed Leave Plan (x/y)**

Teachers interested in applying for a self-financed leave, with deductions to begin next year, must submit their written application by March 1. Applications are available on *Insite*, *Human Resources Department*.

**OSSTF Benefit Plan Updates**

With Semester 2 beginning, this is a time when there are a relatively high number of benefit-related changes occurring, including new hires, commencement of new leaves of absence or members returning from a leave, FTE status changes, etc. OSSTF Benefits and OTIP have been working together to ensure that these changes are being reported and processed as efficiently as possible.

Please watch for emails from OTIP regarding new benefit elections and monitor the level of your OSSTF Benefits payroll deductions. If you have questions, contact OTIP Benefits Services Department at 1-866-783-6847

**2018 Summit on Children and Youth Mental Health**

The 2018 Summit on Children and Youth Mental Health is scheduled to take place on April 12–13, 2018 at the Beanfield Centre (formerly the Allstream Centre), 105 Princes' Boulevard, Toronto, ON. The theme of the 2018 CYMH Summit is *Beyond Collaboration: Towards Integrated Systems for Supporting Child and Youth Mental Health*. Presentations are focusing on working across tiered systems of support for promotion, prevention, and intervention. The Summit is designed to provide materials, resources, practices, protocols, and programs that can be replicated and scaled up in communities across the province. Interactive presentations will illustrate collaborative and innovative approaches that are research based and evidence informed that are making a difference in the lives of children, youth, and their families. Educators, professional student services professionals, and mental health professionals with an interest in student mental health are encouraged to attend. More information and online registration is available through the [OPSBA](#) Website.

**PD Funds: Contract and Occasional Teachers**

For more details, visit:

<http://osstf26.com/en-CA/TBU/pd-fund.aspx> OR  
<http://osstf26.com/OTBU/ot-pd-fund.aspx>

**OSSTF LTD Plan Update**

LTD activity continues to increase across Canada in all employment sectors including education. In the OTIP Pool, (including OSSTF), claims incidence rates have continued to rise. In addition, in the 2016-17 federation year, the costs of the Plan exceeded the premiums paid, resulting in a deficit.

In order to recover the deficit, and to ensure the long term sustainability of the Plan, a rate increase of 29.5% was recommended by the insurer. To mitigate such a large increase, a number of changes to the Plan have been approved with the following changes that will become effective on March 1, 2018:

1. The Benefit Level will be **50%** of pre-disability salary (previously 55%.)
2. The maximum benefit period will be the earlier of:
  - i) the end of the month of attaining age 65; or
  - ii) the date the member becomes eligible for a **60%** unreduced service pension (previously age 65 or 64% USP.)
3. The Waiting Period will be the later of **110** working days or expiration of sick leave, to a maximum of 24 months (previously 80 WD or expiration of sick leave, max 24 months)

As a result of these changes, effective March 1, 2018 the premium rates for the OSSTF teacher group in the LTD pool will increase from the current rate of 1.52% to 1.58% (including RST). This represents an increase of 3.9%, rather than the increase of 29.5% that would otherwise have been required without the changes described above. Based on an average annual salary of \$85,000, the impact of the rate of increase will be an increase of \$4/month.

Members should note that, as in the past, premium deductions will continue to include an additional 0.7% to add *Posaction* to the Plan. *Posaction* provides insured members and their immediate family members with professional counselling services when faced with issues such as family difficulties, work-related difficulties, personal problems or dependency problems.

**Your OSSTF District website ... [WWW.OSSTF26.COM](http://WWW.OSSTF26.COM) ... information is one click away!**



Did you know that OTIP can save Ontario education employees up to 25% on car insurance? And you can save even more when you insure both your car and home with OTIP! Start saving now.  
#OTIPupdate [bit.ly/2GuvlWd](http://bit.ly/2GuvlWd)

### **Embracing Technology – Intermediate Conference – Now Accepting Workshop Submissions**

Once again, OSSTF has been provided with funding to support a professional development conference to enhance Technology in Education and support OSSTF members working in district school boards. The Educational Services Department of OSSTF is planning *Embracing Technology - Intermediate* in Toronto on May 30, 2018. We are inviting submissions from OSSTF members who are willing to share their knowledge and experiences with the use of technology. OSSTF members are encouraged to submit possible workshop topics that will provide information on how technology can be used to enhance education.

Submissions are welcome from OSSTF in any job class that involves the use of technology. All approved workshop presenters will be invited to attend the entire conference with expenses related to time release, transportation, accommodation, and meals covered as per the Federation Guidelines. Interested OSSTF members are encouraged to submit their name and current role in education along with the title of the workshop and a brief description for a 90-minute presentation to [cathy.renfrew@osstf.ca](mailto:cathy.renfrew@osstf.ca). **Deadline is March 23, 2018.** Those selected will be notified the week of April 3.

### **Report Cards and Transferable Skills**

On January 30, 2018, OSSTF was informed that Indira Naidoo-Harris, Minister of Education, has accepted the recommendation of the Transformation Steering Committee regarding the proposed changes to the provincial report card:

“Province wide implementation of global competencies/transferable skills in the student report cards will not move forward for the 2018-19 school year.”

There is no further information about new implementation plans at this time. OSSTF will continue to work with the Transformation Steering Committee to make recommendations that are in the best interest of Ontario’s students and educational workers.

### **COLDEST NIGHT OF THE YEAR event – Saturday Feb 24**

OSSTF District 26 is proud to be sponsoring the “Coldest Night of the Year” fundraising event on Saturday, February 24<sup>th</sup> from 4pm - 8pm at Smiths Falls Community Centre (71 Cornelia St), for Cornerstone Landing Youth Services. Cornerstone Landing is a not-for-profit organization that assist youth between the ages of 16-24 and their families in Lanark County, Ontario who are at risk of, or currently experiencing homelessness. We encourage you to get involved. Link to <https://cnoy.org/location/smithsfalls> for more information.

### **MINIMUM DONATIONS:**

- Adults: \$40 **OR** raise a minimum of \$150 in pledges
- Youth – Ages 11 to 17: 40 **OR** raise a minimum of \$75 in pledges
- Children under age 11: FREE

If you are interested in walking in the event, please register online or contact [terrilee@terrileekelford.com](mailto:terrilee@terrileekelford.com). If you are interested in volunteering, please contact [tanya.crosbie@ucdsb.on.ca](mailto:tanya.crosbie@ucdsb.on.ca).

**District 26 Calendar of Events** <[click here](#)>

Want to recognize a **TEACHER** who does **GREAT WORK** in their school?



Nominate in one of three categories: elementary, secondary, or a beginning teacher in the first five years of teaching.

Winners receive a personal award of \$1,000 and a Certificate of Recognition and another \$1,000 prize and a Certificate of Recognition for their school.

Visit [www.teachingawards.ca](http://www.teachingawards.ca)

Nominations close March 31, 2018



*OSSTF District 26 represents approximately 1000 Teachers, Occasional Teachers and PSSP members  
Over 98 years of Progress - OSSTF continues to serve approximately 60,000 members across Ontario*

