

Important Notice - Official end of First Semester

Members are advised that Thursday January 31, 2019 is the official end of the first semester. Friday February 1, 2019 is the first day of the second semester.

Members...

- assigned positions limited only to the first semester have no contractual obligation to attend work after January 31.
- who retire on Jan 31, 2018 have no contractual obligation to attend work after Jan 31.
- who are working part-time in semester 1 only are only required to attend a portion of the January 31 PD Day: 0.33 or 1 section assignment = 100 minutes; 0.67 or 2 sections assignment = 200 minutes;

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*.

Teacher Performance Appraisal & NTIP

Teachers are reminded to call the District Office immediately should they receive a "below standard" performance appraisal or a "development needed" performance appraisal.

Tenant Insurance, is it worth it?

About 34 per cent of Canadians rent their homes, yet more than half of Canadian renters (58.2 per cent)¹ are living without any tenant insurance coverage. While tenants are not currently required to have a tenant insurance policy in place, most are confused about the level of coverage available through their landlord's insurance. Here are three reasons why you should have a tenant insurance policy. To learn more, visit www.otipinsurance.com/article32



Application to Provincial Standing Committees and Councils

The application for Provincial Standing Committees and Councils for 2019-2020 is now available on the OSSTF/FEESO website. To complete the form, follow the navigation path: **OSSTF Website Home Page > About Us > How We Are Organized > Provincial Council > Click Application Form > Log in using your Member ID.**

List of Provincial Standing Committees and Councils:

- Certification Council/Certification Appeal Board
- Health & Safety/Workplace Safety Insurance Act Committee
- Comité des services en langue française
- Human Rights Committee
- Communications/Political Action Committee
- Parliamentary and Constitution Council
- Educational Services Committee
- Protective Services Committee
- Finance Committee
- Status of Women Committee

You must have previously confirmed your membership account (either through the website or directly with the membership team).

How can you tell if your account is confirmed or not?

Confirmed membership accounts use their membership ID as their username. Unconfirmed accounts use the email address used to create the account as the username. The on-line form has drop down boxes for quick data entry as well as automated features for submitting copies to both Provincial Office and local Provincial Councillors. The applications must be in on time in order to be considered. The deadline is **March 1, 2019**. Applications received after that time will be considered late and will only be considered for appointment if there are insufficient on-time applications for a specific committee/council. If you encounter any issues with the form, please send an email to webhelp@osstf.ca.

Calendar of Events
"Useful Links" at www.osstf26.com



Retiring in the next five years?

Have questions about retirement benefits and finances?

OTIP, Educators and your local union invite you to attend the Walk into Retirement with a Plan workshop.

During this workshop, you'll learn about:

- Retirement benefits for life – discover why OTIP is now the leading choice for plan flexibility regarding retirement health, dental and travel benefits
- Your Pension – Let Educators help you understand your OTIP and/or OMERS
- Other sources of retirement revenue, including CPP and OAS

This complimentary workshop is open only to members and spouses. A light dinner will be served. Please note any dietary requirements at time of registration.

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| Date: | March 19, 2019 |
| Time: | 4:30 - 7:30 p.m. |
| Location: | Econo Lodge 33 Centre St. Smiths Falls |
| Date: | May 2, 2019 |
| Time: | 4:30 - 7:30 p.m. |
| Location: | North Stormont Place 16299 Fairview Drive Avonmore |

Register online at: www.otip.com/events



As a member of OSSTF, you are also a member of Edvantage, a rewards program offered exclusively to Ontario's Education Community! Visit <http://www.edvantage.ca/>.

Your OSSTF District website ... WWW.OSSTF26.COM ... information is one click away!

Inclement Weather - OSSTF Members

Contract Teachers: As potential inclement weather approaches, teachers are reminded of their rights under the collective agreement: If, in the opinion of the teacher, it is hazardous to travel, **and the Principal disagrees, the teacher shall have deducted one (1) day credit from a bank of 5 days.** If the Principal agrees that it was hazardous to travel, this too will be a paid day but without any deduction to the 5 days.

It is OSSTF's position that a teacher who advised their school that they have deemed it hazardous to travel, should not be required to drive to work or to continuously call the school to provide updates.

TR Leger teachers are reminded that it is not their responsibility to ensure a campus is "open" when they feel it is hazardous to travel to work, nor do they need to attend the nearest school/campus when they feel it is hazardous to travel to work.

Casual Occasional Teachers: If you accept a job and you are not cancelled 3 hours before the assignment begins:

- i. If you cancel, you will not be paid
- ii. If they cancel after the 3 hour mark, you will be paid (keep a record of the job and the time you were cancelled)
- iii. If they do not cancel and you do not cancel, you are expected to go to the school some time during the day. Also, remember that you were hired to fill in for a specific teacher, so don't fulfill duties not assigned to that teacher.

Long Term Occasional Teacher shall be paid the regular rate for any day within the term of the assignment on which the school is closed or the regular teachers are not required to come to school due to inclement weather. In other words, the LTO is expected to get to school some time during the day. Or, the LTO must phone the principal/school and advise that they are unable to get there.

PSSP: when in the opinion of the Supervisor, it is considered hazardous for members to travel to or from the place of work, then the member shall be excused so long as the hazard exists. If, in the opinion of the member, it is hazardous to travel, **and the Supervisor disagrees, then the member shall have deducted one (1) day credit to a maximum of 5 days per year from the Disagree Hazardous special leave bank.** Where the Supervisor disagrees, the member shall be provided with the reasons in writing.

PAR Leader Duties – Final Semester 1 Report Cards

OSSTF would like to reiterate that, in accordance with Article 19.02, PAR leaders **should not** "assess teachers' comments made on students' formal reports". This means reviewing such comments (grammar, syntax, format, etc.), making a determination as to the appropriateness of the comment, making such corrections or advising the teacher or administration that such a comment is either acceptable or not acceptable. If PAR leaders are directed by their administration to do so, we ask that they comply and inform the local Branch Steward. PAR Leaders must refrain from volunteering to "assess teachers' comments made on students' formal reports". However, OSSTF has no objection to...

- PAR leaders, in their respective program area meetings, informing members regarding the administration's expectations of report card comments (grammar, syntax, format, curriculum links, appropriateness etc)
- PAR leaders mentoring teachers who request aid in developing report card comments or reviewing the spread of marks for classes in their program area

PD Funds: Contract and Occasional Teachers

For more details, visit:

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

What to do if you get in a car accident

Car accidents usually occur without warning. Although you may take every safety precaution possible, the unexpected can still happen. If you find yourself in a car accident, here are some tips to keep in mind:
www.otipinsurance.com/article31



OSSTF Certification: Took Courses to Upgrade your Category (Group) or want to be Re-Evaluated?

The OSSTF Certification system has seen extensive revisions in the last several years (see "Recent Changes" on the OSSTF Certification webpage) and some members will find that these beneficial rule changes will allow for Group increases without any further course work. If members are not at the highest Group 4 level and have not had a re-evaluation of their existing file in recent years, they may be missing out on the opportunity for increased salary that will come with a rating change. This may be of particular interest to Technological Education teachers, given additional changes over the years through the Ontario College of Trades and Apprenticeship Act, 2009 and given changes to Red Seal Occupational Standards in Ontario. Members who are not in Group 4 are encouraged to send in Certification Application Form #2 and request a review of existing credentials if they believe any of the changes apply to them.

Also, members who have recently completed courses to upgrade their category (group) must ensure they apply to OSSTF **Certification** Dept. for a new Rating Statement and advise the Board they have done so.

Detailed information at <http://www.osstf26.com/en-CA/TBU/certification-experience-and-pay/group-ratings.aspx>. If you have received a new/updated Group Rating Statement, submit to HR as soon as possible. New and Updated Ratings statements are retroactively recognized financially back to the first day worked in this school year. There is a January 1st cut-off to receive retroactive pay to Sept 1st.