



OSSTF DISTRICT 26 MEMBERSHIP INFO-LETTER



Bill 52 – OSSTF ACTION PLAN Guiding Principles for "Learning to 18"

The Guiding Principles for "Learning to 18" Initiatives were recently endorsed by the OSSTF Provincial Executive and OSSTF Provincial Council. In order to achieve the common goal of having all students succeed in secondary schools until graduation or age 18, it is OSSTF's position that all Student Success and Learning to Age 18 programs/projects should comply with the following basic principles. These principles are consistent with Provincial OSSTF policy. We ask that members advise the District Office if any such programs/projects are non-compliant with any of the principles named below.

1. The focus must be students who are at risk of not achieving an Ontario Secondary School Diploma by age 18.
2. Students must be fully funded (i.e. timetabled on day school registers as part of the ADE and subject to all available grants).
3. Programs must have standards of the highest quality. This means:
 - all courses must be taught or supervised by teachers as part of their regular assignment under the secondary teachers' collective agreement
 - each credit must meet the requirements of section 6 of *Ontario Secondary Schools, Grades 9-12: Program and Diploma Requirements, 1999* (i.e. course is at least 110 hours, has a defined course of study and complies with Ministry assessment and evaluation policies)
 - all students in these programs must have access to Special Education supports and other services provided by the school board pursuant to sections 7.11 and 7.12 of *Ontario Secondary Schools, Grades 9-12: Program and Diploma Requirements, 1999*.

Blake Seward & Pat Messner Honoured

History teacher Blake Seward, of SFDCI, has been recognized nationally again this year for his "Lest We Forget" research project. On Nov. 6th, he was one of five recipients who received a Commendation Certificate from the Minister of Veteran Affairs as part of the launch of Veterans Week on Parliament Hill. He also received a special bar to be worn with decorations and a lapel pin for civilian wear. The award, primarily given to veterans, recognizes individuals who have made an outstanding contribution to the care and well-being of Veterans or who have been instrumental in raising awareness of Veterans' contributions, sacrifices and achievements.

Waterski and Wakeboard Canada has named TR Leger teacher Pat Messner, coach of the year for 2006. Pat was named the head coach of the national adaptive team for water skiers with a disability and guided Canada to a seven-medal performance at the Pan Am disabled Championships.

OSSTF and all the members of District 26 would like to take this opportunity to congratulate both Blake and Pat on their achievements.

Inclement Weather – Teachers

As potential inclement weather approaches, members are reminded of article 17.01.09, which states "when in the opinion of the Principal or Vice-Principal, it is considered hazardous for teachers to travel to or from school or to be in school, then the teacher shall be excused so long as the hazard exists. If, in the opinion of the teacher, it is hazardous to travel, and the Principal disagrees, then the teacher shall have deducted one (1) day credit from his/her accumulated sick leave credits."

If a teacher deems it hazardous to travel, they must advise their school as soon as possible that they will be absent due to hazardous travel.

Attention Long-Term Occasional Teachers (LTO)

The Ministry of Education is conducting a survey to gather information on the PD needs of LTO teachers. The link below will direct you to an on-line survey where you will be asked about your previous PD experiences and what you believe are important topics for inclusion in future PD. The survey consists of approximately 30 multiple-choice questions and will take 10 minutes to complete.

<http://www.surveymonkey.com/s.asp?u=714032312880>

Sick Leave Credits

Members can access their sick leave statement for last year on "Self-Serve" through *Insite* (members on leave will be receiving a hard copy of their statements in December). Members should **verify** sick day allocation/deduction and **print** the statement for their records. Issues should be raised with administration. Please note the number of sick days allocated for this year is based on your **yearly FTE status**.

Teacher Yearly FTE	# of Sick Leave Days credited
1.00 (6 of 6)	20
0.83 (5 of 6)	17
0.67 (4 of 6)	13.5
0.50 (3 of 6)	10
0.33 (2 of 6)	7
0.17 (1 of 6)	3.5

Provincial OSSTF Awards

OSSTF recognizes a variety of awards to members. Brief descriptions are listed below for upcoming award nomination deadlines. Visit www.osstf26.com > *Awards and Bursaries* link on the home page for detailed description, criteria and application process for each award listed below.

January 10, 2007 Awards Deadline:

Amie, Ray Connolly, Larry French, Wendell Fulton, Andre Lecuyer, Nancy Warrener, Kelly Ann McKenzie

January 31, 2007 Awards Deadline:

Status of Women, John McNeil

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

Payroll Deductions- January 2007

Please note that as of January 2007,

- ...CPP and EI Deductions begin again
- ...Ontario Teacher Pension contributions will increase by 2%
- ...\$104 College of Teacher's Fees will be deducted

Upgrading your Category (Group)?

Members who have successfully completed courses to upgrade category (or will be successfully completing courses prior to the new calendar year) must ensure they first apply to OSSTF Certification Dept. for a new Rating Statement and immediately advise the Board, in writing (fax is acceptable), they have done so. If the Board is advised on or before Dec. 31, 2006, the member will receive a retroactive payment to Sept. 1, 2006 when they receive and forward a copy of the new Rating Statement to the Board. Detailed information is available at www.osstf26.com > *Teacher > Cert/Exper/Qual/Pay > Upgrading Category.*

Teacher Bargaining Unit Grievance Update

A grievance is defined as a matter arising from the interpretation, application, administration, or alleged violation of the agreement or of an existing practice, including any question as to whether a matter is arbitrable. OSSTF, on behalf of the member, processes and owns the grievance. If the member does not want to grieve, the Bargaining Unit may grieve to protect their rights, the rights of others and maintain the integrity of the Collective Agreement. The grievance procedure is a problem solving mechanism, promoting good labour relations. It is not a means by which the grievor(s) is (are) put into open conflict with the immediate supervisor.

Grievances that currently remain unresolved range in nature. They include Management Rights, PAR Leader duties, Pregnancy/Parental Leave sub-plan, PAL closures and vacancies, Retirement Gratuity, Class Cap violations, LRC, and Staffing.

Seasons Greetings

The District Office and the Executives wish all members a joyful and restful 2 weeks during the upcoming holidays. The office will be closed from Dec. 23 – Jan. 7, inclusive. Happy Holidays.

Important Notice - Official end of First Semester

Members are advised that Thursday, February 1, 2007 is the official end of the first semester. The Professional Activity Day scheduled on Friday, February 2, 2007 is the first day of the second semester. Members, who are in assigned positions limited only to the **first semester**, have no contractual obligation to attend the PA day on February 2nd. If you are required to attend the PA day, it is expected that you will be paid.

Absences, Retiring, and Gratuity Information

Prolonged Absence: When a member has been or will be away for 6 or more days, the member should call the District Office to discuss the type of leave, sick leave, medical information, EI, EAP, LTD, and other supports that may be available.

Retiring: If you are considering retiring in 2006-2007, please remember the following:

- Request a retirement package from the Ontario Teacher's Pension Plan.
- Send a resignation letter to the Director of Education at least 1 month before the retirement date. In order to maximize your retirement benefit, it is best to retire at the end of the month.
- Request in your letter to the Board information about acquiring the retirement gratuity.
- If you are eligible for an unreduced 60% pension, you should be applying to terminate your LTD contributions, as you are no longer eligible for LTD benefits. Go to www.osstf26.com > *Pension & Benefits > LTD Termination.*

Gratuity: When you indicate your intent to retire the Board will send you a Direction Form indicating if you wish to

- receive the gratuity in cash (taxes are withheld at source: \$5000 or less - 10%; \$5000-\$15000 - 20%; \$15000 or more - 30%) **or**
- transfer the money into RRSPs. (Non-taxable until withdrawn)

Care must be taken if retiring on Dec 31, 2006. The gratuity will be deposited by February 2007, but the T4A is issued only at the end of that year. The income will be in 2007 if cash is received. This will have tax implications for the 2007 taxation year.

Teaching after Retirement- NEW RULES Aug 31, 2006

Please be aware of the new rules in effect after Aug. 31, 2006:

- Maximum 95-days of re-employment in each of the first three years in which you return to teaching. These don't need to be consecutive years.
- Maximum 20 days of teaching each school year after the first three years you return to teach.
- Years you taught before the temporary rules went into effect Sept. 1, 2001, count. Years taught during the window – Sept. 1, 2001, to Aug. 31, 2006 -- don't count.

Notify the Pension Plan and your employer when you reach the teaching limit. Your employer will begin deducting pension contributions from your pay on your 96th day of re-employment. If you continue to teach the month after you exceed the limit, your pension will be suspended. Any pension payments you were not entitled to receive after reaching the limit, must be returned with interest. Your pension will be reinstated the month following your last day of re-employment.

Calendar of Events

December

- 5th – Ad Hoc committee, SW/HR Committee
- 6th – National Day of Remembrance; Action on Violence Against Women
- 7th – TBU and PSSP Executive Meeting
- 8th – Human Rights Conference
- 10th – Human Rights Day
- 14th – District Executive meeting
- 23rd – 31st - Holidays

January

- 1st – 7th – Holidays
- 18th – TBU CBC Meeting

Do you need an **easy reminder** of what Edvantage has to offer?

Subscribe to Edvantage e-News for updates on seasonal offers and contests. Subscribe to Edvantage e-News between October 1, 2006 and February 1, 2007, to be eligible for a chance to win movie tickets for 2 for a year!

Visit your federation Web site at www.osstf26.com and click the Edvantage button.



OSSTF District 26 represents approximately 1000 teachers, occasional teachers and PSSP members

