



# OSSTF DISTRICT 26 MEMBERSHIP INFO-LETTER



## School Visits

District Office representatives would like to meet with members when visiting schools. Mark the date and time on your calendar.

Alm DHS – Nov 5, After school	PDCI – Nov 12, After school
Ath DHS – Nov 5, Lunch	R-O – Nov 12, Lunch
BCI – Nov 5, After school	Rid DHS – Nov 12, lunch
Char-Lan – Nov 12, After school	Rock DHS – Nov 7, After school
CCVS – Nov 7, Lunch	Russell HS – Nov 7, Lunch
CPHS – Nov 5, Lunch	Sea DHS – Nov 7, After school
Gan SS – Nov 12, After school	SFDCI – Nov 12, Lunch
GDHS – Nov 7, After school	SGDHS – Nov 7, Lunch
GVIS – Nov 14, After school	SLIS – Nov 14, Lunch
NDDHS – Nov 14, After school	Tagwi – Nov 5, Lunch
NGDHS – Nov 14, Lunch	TISS – Nov 14, Lunch
VCI – Nov 5, After school	

## Wellness Committee – Call for Applicants

The newly formed District Wellness Committee requires one more TBU representative (preferably Central or Western region) and one PSSP representative. Terms of Reference for this Committee can be found in the District Constitution, Bylaw 17. Interested applicants are to e-mail the District Office ([office@osstf26.com](mailto:office@osstf26.com)).

## CAREpath

CAREpath is a Canadian organization founded by leading oncologists and cancer nurses who have dedicated their careers to helping Canadians with cancer. The Ontario Teachers Insurance Plan (OTIP) and CAREpath have partnered to provide CAREpath's Cancer Navigation System to help support Ontario's educators and their families through the burden of cancer

If you, your spouse or dependant child have recently been diagnosed with cancer, or is cancer recurrent, call CAREpath at 1-800-290-5106. If you would like more information, you can contact Carson at the District Office or visit [osstf26.com](http://osstf26.com), *Pension & Benefits > Wellness* menu

## Teacher Performance Appraisal

Unless there are performance concerns, a teacher's appraisal cycle is every five years. This means that there are four non-evaluation years between their last evaluation year and their current evaluation year. This applies to all **experienced teachers not new to the board**.

**Experienced teachers new to the board** will be evaluated once in their first year of employment with the new board, regardless of when their most recent TPA occurred with their former board. They will then have four evaluation-free years before their next TPA, placing them in the 5-year cycle (unless there are performance concerns).

The TPA process has changed for experienced teachers:

- One appraisal in an evaluation year, providing it is satisfactory.
- Two-point rating scale (satisfactory/unsatisfactory).
- Requirement for parent/student input eliminated. Teachers are encouraged to seek parental input when developing their Annual Learning Plan.
- The pre-observation meeting, classroom observation, and post-observation meeting remain.
- One summative report form.
- No requirement to include all 16 competencies in the report.
- Streamlined "look-fors" provided as a resource.
- Annual Learning Plan (ALP) teacher authored and directed, reviewed and updated annually.
- Process for unsatisfactory appraisals unchanged.

**New teachers to the profession**, once they have completed their two satisfactory TPA's under NTIP, will join the 5-year cycle by having four evaluation-free years before their next TPA.

## New Teachers – Contract & LTO: Important Information

Congratulations and welcome to OSSTF District 26. New members are urged to visit [osstf26.com](http://osstf26.com), *New Teacher Information* quick link for important information on Pay, OSSTF Group Rating Statements, Related Experience, Allowances, Benefits, and Workload

## National Day of Mourning, December 6

On December 6, 1989, fourteen women were murdered at L'Ecole Polytechnique in Montreal. The man responsible purposely targeted these students because they were women. This event is remembered as the most violent demonstration of misogyny in Canada's history. December 6<sup>th</sup> has been designated as Canada's National Day of Mourning. It is a day to remember the 14 women who were murdered, but also to highlight the issue of violence against women by remembering the thousands of other Canadian women who have been, and continue to be, abused, and murdered every day of every year.

This is also a day of action. As both educational workers and OSSTF members, we urge you to mark the day with activities and/or commemoration events in your workplace.

## AMPA 2008

District 26 is seeking interested candidates from the membership at large to attend this year's Annual Members Provincial Assembly (AMPA). AMPA will be held from March 7 to March 10, 2008 at the Toronto Sheraton Centre. All expenses are paid by OSSTF. AMPA determines the priorities, policies and directions upon which OSSTF/FEESO acts to protect its members and to promote and advance the cause of education. Each Bargaining Unit has the right to send delegates to AMPA. Completed application forms should be in the District Office by Dec. 4, 2007 for recommendation from their Bargaining Unit Executive to the District Executive. Forms are available at [osstf26.com](http://osstf26.com), *What's New* menu.

## Took Courses to Upgrade your Category (Group)?

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 [osstf26.com](http://osstf26.com), *Contract Teachers > Certification, Experience, & Pay* menu.

## Benefit Claims

All claims from September 06-07 must be submitted to Sun Life by **November 30, 2007** or they will not be reimbursed.

**OSSTF Membership Survey: Violence In The Workplace**

OSSTF members across the province appear to be increasingly exposed to incidents of violence in the workplace. The District Health and Safety Committee will be sending out a survey on this issue to all District 26 members, to be distributed by the Health & Safety representatives in the worksites. The survey is designed to determine the level of exposure, types of violence and sources. Hopefully all members will use this opportunity to voice their concerns.

**TEACHERS – What do you want in your next Collective Agreement?**

The current teacher collective agreement expires on August 31, 2008. The Teacher Bargaining Unit is surveying members to establish priorities in the upcoming round of collective bargaining. To that end, members are encouraged to complete an on-line survey by Nov 30<sup>th</sup> at osstf26.com, *What's NEW > Collective Bargaining Brief Survey* menu. This is an opportunity for members to have a voice and express their concerns, issues, and priorities to their negotiating team.

**PD Fund**

The first semester PD funds were fully allocated at the SPDF meeting Oct. 4/07. Teachers are still encouraged to submit their applications for first semester funding. Applications will be held in the order they are received to access any funds that become available from unused allocated amounts. Teachers applying for funding support to attend second semester and summer events should submit their applications with appropriate documentation (i.e. copy of conference registration) at the earliest time possible. SPDF Applications and claim forms can be found on osstf26.com.

**Health and Wellness Symposium – December 4, 2007**

OSSTF is sponsoring a symposium featuring best selling author Dr. David Posen in Kingston. First 150 applicants will be accepted with a Nov 12, 2007 registration deadline. If interested, visit [www.osstf.on.ca/region5symposium](http://www.osstf.on.ca/region5symposium) or contact Mike Budd or Diane Laurie at 1-800-267-7867 for more information.

**Reminder - Marion Drysdale Awards**

Sponsoring teachers are to please select one entry per category and submit to your OSSTF/FEESO branch steward. Branch stewards -up to eight winners (one in each category) can be selected per district. Submit your school entries to the district office no later than November 16, 2007. For categories and criteria, click *Awards & Bursaries* Quick links at osstf26.com.

**PAR Leader Duties – 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
- PAR leaders reviewing the spread of marks for classes in their program area

**Awards, Scholarships, & Bursaries Deadlines**

**Amie, R. Connolly, L. French, W. Fulton, A. Lecuyer, N. Warrenner, Kelly Ann McKenzie Awards (Jan 10)**

**Status of Women Award & John McNeil Award (Jan 31)  
Ontario Premier Award for Teaching Excellence (Jan 31)**

Visit [osstf26.com](http://osstf26.com), “Awards & Bursaries” Quick Links for details

**Sick Leave Credits**

Members can access their sick leave statement for last year on “Self-Serve” through *Insite* (members on leave should be receiving a hard copy of their statements). 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**.

**Benefits Update**

Please ensure that you review all dependent information regarding Extended Health and Dental Plans. If there are changes, notify Robb Bowman by e-mail. Changes include if you...

- now have an overage child attending a College or University and wish to continue his/her benefit coverage;
- now have a new child (birth, adoption, legal custody, legal guardianship etc.) so that they may be covered under your benefit plan.

Also please review and update (if required) your beneficiary information with respect to Life Insurance, LTD, and OTPP.

**Calendar of Events**

**November**

- 1<sup>st</sup>** District Executive meeting
- 8<sup>th</sup>** SPDF Committee meeting
- 11<sup>th</sup>** Remembrance Day
- 16<sup>th</sup>** Deadline for Marion Drysdale submissions
- 22<sup>nd</sup>** TBU Council meeting
- 23<sup>rd</sup>** PA Day
- 25<sup>th</sup>** Day of Elimination of Violence Against Women
- 28<sup>th</sup>** Status of Women/Human Rights meeting

**December**

- 1<sup>st</sup>** World AIDS Day
- 6<sup>th</sup>** National Day of Remembrance and Action on Violence Against Women
- 6<sup>th</sup>** TBU Executive meeting; PSSP Executive meeting
- 10<sup>th</sup>** Human Rights Day
- 13<sup>th</sup>** District Executive Meeting
- 22<sup>nd</sup>** Holidays begin

