



# OSSTF DISTRICT 26 MEMBERSHIP INFO-LETTER



## **A Message from District 26**

We hope all our members had a restful summer vacation. On behalf of District 26 Office and elected representatives, we would like to welcome everyone back and welcome to all new members. Members can reach their three OSSTF Officers, Rick Zeilstra, Danny Thomas or Rob Shaheen at the District Office, by email, or by cell phone.

## **New Salary, Wage, Allowance Rates**

Please ensure that you are being paid correctly as per your respective collective agreements. All salary, wage rates, and allowances have increased as of Sept 1, 2009.

Teachers should also ensure that experience from the 08-09 school year has been properly credited. Specifically,

- Members returning from Pregnancy or Parental Leave do not lose experience for the time they were on such leaves (limited to the 17 weeks pregnancy leave and 35 week parental leave)
- Part-time teachers must ensure the appropriate amount of time has been credited, including a part-time teacher who obtains an additional assignment as a long-term occasional teacher in the secondary panel of the Employer
- Remember: actual teaching experience is first added together and the result is rounded!

## **New Members – Important Information**

New members are urged to visit the District website at <http://www.osstf26.com/> and Quick Link to the **New Teacher Information** for important details on pay, related experience, group rating statements, and benefits. Occasional Teachers should also visit the website and peruse the wealth of information under the Occasional Teacher 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 <http://www.osstf26.com/>, and link to *Certification, Experience, & Pay* link in the Teacher's menu.

## **Part-time Teachers - Benefits Information**

Are you a part-time teacher (0.5 FTE or more)? The Employer should have asked if you would like to participate in full coverage of benefits. The Employer would have also indicated the expected teacher's portion of contribution to premiums.

Note: a part-time teacher whose yearly employment status is 0.5 and **is assigned in one semester only**, shall have 100% of the benefits premiums paid by the Employer during the semester the teacher is active. The members shall have the option of maintaining benefit coverage in the remainder of the year at their sole expense. The teacher will remit to the Employer, on a monthly basis, the following month's premium to cover this period.

## **World Teachers' Day - Oct 5**

The principle theme of the event is "Build the future: Invest in Teachers now". The day is marked by all education workers around the world through the organization of activities that range from celebrating the teaching profession to lobbying their government. Please take time out of your day to celebrate your colleagues and their contributions. For further information, visit <http://www.ei-ie.org/worldteachersday2009/>

## **PD Notes**

All secondary OSSTF teachers are eligible for a one-time Professional Development amount of \$400.00 in the 2009-2010 school year. Pre-approval must be sought before the event from the SPDF Committee. Note: there are limited funds available for semester 1 activities. Guidelines and application forms are available at <http://www.osstf26.com/teachers/PD forms/PD.htm>

## **French Language Committee Award of Merit - 2009**

This award recognizes an OSSTF member who has demonstrated exceptional leadership in contributing to the growth and the promotion of the French Language in the workplace and/or in the Union and/or in the community. Please submit your nomination no later than Nov 13, 2009. More details at <http://www.osstf.on.ca/Default.aspx?DN=b1b16817-108b-4296-b303-233cc688f880>

## **CLASS CAPS and "Max + 3" are in effect as of September 21, 2009 (excludes Adult/Alternative schools)**

Class caps (Max + Flex) **and** the "Max + 3" (total number of students that you have cannot exceed the sum of the applicable "maximums" + 3) are both in effect starting Sept 21, 2009 to the end of the semester.

Please review your actual class sizes and compare them to the information on your **Class Cap Calculation** sheet (distributed by your Branch Steward).

Report all class size violations (caps, or "max" + 3) to your Branch Steward and keep any necessary documents, which confirm those class size violations (class lists etc.).

## **International Day for the Eradication of Poverty – Oct 17**

*Make Poverty History* National Day of Action is a campaign to demand that world leaders take meaningful action to end poverty now. For more information or to purchase a white wristband visit <http://www.makepovertyhistory.ca/>.

## **Vacancy - Mediation Services Resource Bank (MSRB)**

OSSTF Provincial Executive is seeking to fill one (1) vacancy on the OSSTF MSRB. The successful applicant will have significant experience in successful conflict resolution. The ability to perform mediation duties in French is considered an asset. The MSRB meets at least two times a year, in October and in May, for up to 1 ½ days each meeting. Members of the MSRB will be required to perform mediations and training in potentially every part of the province. Members of the MSRB must be able to receive time release from their employer to fulfill the Terms of Reference of the MSRB.

Interested? Send a Letter of Application indicating the reasons why they want to be a member of the MSRB, Curriculum vitae, and a Letter of Reference from an elected OSSTF District / Bargaining Unit representative by October 30, 2009 to Randy Banderob (fax: 416-751-3875, [banderr@osstf.on.ca](mailto:banderr@osstf.on.ca)).

### **Teacher Benefit increases as of Sept 1, 2009**

Please note the following increases/additions to the teacher benefit package:

- a. **Vision Care:** increase the maximum of \$275 in any 24-month period to \$375 in any 24-month period; increase the maximum of \$275 in any 24-month period for laser eye correction surgery to \$2000 per lifetime; increase the maximum of \$50 per person over 2 benefit years for services of an ophthalmologist or licensed optometrist to \$100 per person over 2 benefit years
- b. **Paramedical Services:** increase the maximum of those services currently at \$400 per person in a benefit year to \$500 per person in a benefit year
- c. **Hearing Aids:** the plan will cover the 100% cost of hearing aids to a maximum of \$1000 per 60-month period.
- d. **Major Dental Procedures:** increase the maximum of \$1,500 per person for each benefit year to \$2000 per person for each benefit year
- e. **Adult Orthodontic Procedures:** add orthodontic coverage for adults with \$3,000 lifetime maximum and 50% coinsurance (i.e. same as child coverage).

### **Call for Presenters – Classroom Management**

The Provincial OSSTF Educational Services Department is seeking individuals who are interested in being trained as presenters to deliver OSSTF's newest workshop, *Effective Practices for Classroom Management*. In order to be considered, you must be able to obtain time release (paid for by OSSTF) from your employer and be available to travel to deliver workshops in districts and bargaining units in various parts of the province. An understanding of OSSTF's structure and membership would be considered an asset.

OSSTF asks that you make a three-year commitment and you will be required to attend mandatory training sessions being delivered from October 15-17, 2009. Applications/questions: Bob Fisher ([fisherb@osstf.on.ca](mailto:fisherb@osstf.on.ca), 1-800-267-7867) by September 25, 2009 at 4:00 p.m.

### **Safe Schools Conference – Identifying Risk Factors**

Registration is now open! This conference will examine the process of planning and developing and implementing a Risk and Threat Assessment Protocol. Details and registration for this conference are available at <http://www.canadiansafeschools.com/>.

The conference will be held on October 27, 2009 at the Spirale Banquet Hall, Toronto (888 Don Mills Rd., just north of Eglinton) at a cost of \$185.00 (includes breakfast & lunch).

### **TEACHERS FREQUENTLY ASKED QUESTIONS (FAQ)**

**What can I be assigned as workload?** All full-time teachers, regardless of their assignment or school, are assigned 6 of 8 periods (no more than 3 periods per semester unless there is mutual agreement between the Principal, Teacher, and Bargaining Unit), plus Alternative Professional Assignments (APAs). APAs are supervision, on-calls, student mentoring and teacher mentoring. Part-time teachers have prorated workloads.

**I teach in an MSIP school – is there a limit on the number of students in an MSIP period?** MSIP periods are capped at 33 students. This would include registered students plus students entering your MSIP from another MSIP. Advise your Branch Steward immediately if there are issues.

**Why must I keep track of MSIP and APA assignments?** The collective agreement is clear as to the number of MSIP assignments and APA (supervision, on-call, student/teacher mentoring) that must be done in a semester or school year. Members are not obligated, and should not, do more than they are supposed to do. Keep track of these assignments using the *Tally* Sheet provided by OSSTF. Advise your Branch Steward immediately if you are approaching your limits.

**Are Supervisions and On-calls limited per week?** YES. A teacher should have no more than 1 half-period of supervision and on-call per day. On mutual consent, a teacher may have 2 half-periods of on-calls in one day, or a half-period each of an on-call and supervision in one day. No teacher shall have more than 2 half-periods of supervisions and on-calls per week. Supervisions and

On-calls are assigned in half-period increments (37.5 minutes non-MSIP schools, 30 minutes MSIP schools). No more than 60% of APA assignments can be given as on-calls.

**How many unassigned periods am I guaranteed in a 5-day workweek?** All teachers are guaranteed at least 4 unassigned periods per a 5-day workweek, free from assigned duties (assigned duties are classes, guidance, library, Spec. Ed., APAs). These unassigned periods are for preparation, marking, and related professional duties. This does not include your 40-minute lunch.

**What about Lunch?** Each Teacher shall have a scheduled interval between classes for a lunch break, which shall be not less than forty (40) consecutive minutes every day between the hours of 10:00 a.m. to 1:30 p.m. in schools where the first instructional period normally begins prior to 8:30 a.m.; 10:30 a.m. and 2:00 p.m. otherwise. It shall be free of any assigned duties. This 40-minutes excludes 5 minutes prior to the commencement of the period after lunch.

**Must I give consent, in writing, to be assigned periods below the Grade 9 level (Mixed schools) or to be assigned more than 2 half-credit assignments per year?** YES. Read article 13.01.02 and 13.11 in the Collective Agreement.

### **Calendar of Events**

#### September

15- TBU Council & CBC Training  
17 - TBU & PSSP Exec  
22- Ed Services  
24- District Executive  
29- CPAC

#### October

5 - World Teachers' Day  
8- H & S Committee  
12- Holiday  
15- Status of Women/ Human Rights  
17 - International Day for Eradication of Poverty  
22- TBU & PSSP Exec  
27 - National School Library Day  
29- District Executive

