

Vacancies Mediation Services Resources Bank (MSRB)

The Provincial Executive is seeking to fill four (4) vacancies on the OSSTF/FEESO Mediation Services Resource Bank. Knowledge of written and spoken French would be an asset. Twelve month employees are also encouraged to apply. Previous experience in successful conflict resolution at the workplace, bargaining unit, and/or district level would be beneficial. Members will be requested to perform mediation between members in potentially every part of the province. Committee members are also required to provide training in conflict resolution for members. The MSRB meets two times per year (October and May) for up to 1.5 days each meeting. Additional meetings may be called by the Chairperson. Interested candidates are to submit, via mail, e-mail or fax a letter of application indicating the reasons why you want to be a member of the MSRB; curriculum vitae; and letter of reference from an elected/appointed OSSTF/FEESO District/Bargaining Unit/Sector Representative to: Craig Brockwell, OSSTF/FEESO 60 Mobile Drive, ON M4A 2P3 Telephone: 1-800-267-7867 Fax: 416-751-3875 E-mail: brockwc@osstf.on.ca. The deadline to apply is June 30, 2011.

2011 Spring Staffing Process - Teachers

This year's spring staffing process has come to a close. This has been another difficult year in secondary staffing. With the Board's student enrollment projections for 2011-2012 being lower than we all thought, a record number of teachers are currently not fully staffed for next school year: approximately 58.00 FTE teachers (116 teacher bodies) in total are not staffed to the extent of their entitlement for next school year [48.17 FTE teachers (90 teacher bodies) remain on the recall list and 9.83 FTE teachers (31 teacher bodies) are on a surplus leave of absence].

Contract Teacher Postings

Details at osstf26.com, "Contract Teacher" menu > "Teaching Vacancies – Who gets these positions"

Ontario Teacher Pension Plan Update

Based on the provincial OSSTF membership vote endorsing the proposal below, all ten OSSTF Governors voted in favour of the proposal and it was subsequently passed by the OTF Board of Governors:

- A contribution rate increase of 1.1% to be phased in with increments of .4%, 3.5% and 3.5% respectively, in each of the next three years.
- Invoking Conditional Inflation Protection (CIP) at 40% for contributors who retire after 2009. Based on this proposal for filing, and in the absence of future changes to the Plan, these pensioners will receive 60% of the annual cost-of-living (CPI) adjustment on the portion of their pensions for credited service earned after 2009. The portion of their pensions for credited service earned before 2010 will remain fully adjusted to inflation.

Qualified/Qualifying for a Change in Category?

If members submitted their documents to OSSTF Certification and advised the Employer, in writing, that they have done so **on or before June 30** they will be paid retroactively to **Jan. 1** once they submit a copy of their updated rating statement to the Board. Complete details can be found at http://www.osstf26.com/teachers/Cert_Qual_Exp/Initial%20Cert%20Exp%20Pay.htm including links to the appropriate application forms for OSSTF Certification and a sample letter to submit to the Employer.

Certification Changes

A number of amendments to the Certification Regulations have been passed over the last several years. Such changes may allow a member to change Groups without having even taken a course! It is the RESPONSIBILITY OF THE MEMBER to be cognizant of the latest changes in Certification Regulations and to submit, using the current application form, to the Certification Department for a re-examination of their academic record based on announced changes. More details of recent and prior changes can be found at <http://www.osstf.on.ca/Default.aspx?DN=a3b0d0f2-ad80-4c05-8e45-2d4914327592>

Teachers asked to work prior to September 1, 2011

Article 14 of the Collective Agreement states that if you are being asked, in writing, by your administration to work prior to the beginning of the school year, you are entitled to compensating days, if you **choose to accept** the written request.

Many of our secondary schools do grant compensating days to members who choose to accept a written request to work prior to the beginning of the school year. If the request at your school is done verbally, request it in writing so that you will be entitled to compensating days if you choose to accept the request.

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.

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. 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

**- A reminder to all OSSTF members -
Members should not be participating in
interviews/evaluations when hiring personnel**

Pregnancy/Parental Leaves beginning on Sept. 1, 2011

A member, who has requested a pregnancy and/or parental leave to begin the first school day of next school year (Sept 1), may be able to tell HRSDC to have their Employment Insurance benefits begin after the dates stated on the Record of Employment sent by the Employer. If your benefit period (including the two-week waiting period, if applicable) begins on the Sunday on or after September 1st, your SEB Plan top-up will be based on the **new** salary you would have received as of September 1st (including experience roll-ups and new grids, if applicable). If your benefit period (including the two-week waiting period, if applicable) begins on the Sunday before September 1st, your SEB Plan top-up will be based on the old salary you had received prior to September 1st.

Caution must be taken if the member is planning to receive the entire 52-week EI benefit. Will a member who is returning from leave on the first school day in September 2012 and who has begun their EI benefit period on the Sunday on or after September 1st, receive 52 weeks of EI benefits? Members should refer to a calendar and the "Maternity and Parental Leave" links (which includes a SEB Plan Calculator) in the "Pension and Benefits" menu at osstf26.com.

Occasional Teacher Renewal for 2011-2012

The Board has invited all teachers who are currently on the OT list to renew their eligibility to do supply work for the 11/12 school year.

Contract teachers on SLOA or on Recall will be notified by the Board that they may be placed on the occasional teacher list if they so choose. This will allow such contract teachers to be considered for daily casual work in the new school year.

Secondary Professional Development Fund

The Secondary Professional Development Fund was well utilized this year. The SPDF Committee met on June 17 to review applications. There were sufficient funds remaining to approve current applications as well as reimburse approved applications that had been placed on a waiting list. Secondary Teachers are invited to submit SPDF applications for next year. The first meeting to review applications is scheduled for October 14th. Applications can be found at <http://www.osstf26.com/teachers/PD%20forms/PD.htm>.

Ontario Teachers' Federation Workshops

Once again, OTF is offering three-day workshops in ideal locations across Ontario. These professional learning events will provide teachers with time to learn, reflect on classroom practices, collaborate with colleagues, and share best practices. The OTF Professional Learning newsletter can be found using the following link: <http://29862.vws.magma.ca/english/pro/pro-newsletter.pdf>. For more information on the OTF 2011 Summer Program, specific locations, and online registration, visit http://29862.vws.magma.ca/english/pro_summer_program.php for details on all workshops.

Extended Health Coverage Outside of Ontario

Our Extended Health policy provides coverage while traveling outside of the province or country. Details of the coverage can be found in the Teacher Benefit booklet available online.

Go to www.sunlife.ca and first register with Sun Life to obtain an access I.D. and a password. You will need the contract number (25246) and your employee I.D. number. To print your Travel Card once you are registered, click on Group Benefits and you will see Quick Links on the right "Print Travel Card". In an emergency, members must contact Europ Assistance immediately. (This is a requirement of our plan). Physicians and hospitals can call to confirm benefits and arrange direct payment. All contact information is on the card. Please note: if you decide that this policy does not provide enough coverage while outside Ontario, you are always able to purchase more "travel insurance" through any provider, at your own cost.

District 26 Summer Office Hours

The District Office will be closed from July 1 to August 31, inclusively. During the summer, your D26 Officers can be reached by e-mail (cell phone numbers are available by calling 1-877-826-7783):

Danny Thomas danny@osstf26.com	Rick Zeilstra rick@osstf26.com	Rob Shaheen rob@osstf26.com
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In the event of an emergency, contact Provincial OSSTF at 1-800-267-7867 and ask for the Duty Officer.

A Special Thanks to...

- ❑ Our Branch Stewards, Vice-Stewards, CBC reps, Committee reps and Executives for their hard work and dedication in ensuring the rights and interests of the membership are protected and maintained. These members volunteered their time and efforts to OSSTF.
- ❑ Our Office Manager, Susan Tierney, ensuring the daily mechanics of the District Office are smooth and operational.
- ❑ And the OSSTF District 26 membership – for their hard work in advancing the cause of Public Education.

Congratulations to our Retirees... On behalf of OSSTF District 26 and the membership, best wishes in all your future endeavors.

Calendar of Events

June
23-29- Exam Days
30- PA Day, Last day of School Year

**Enjoy your
Summer Holidays**



*OSSTF District 26 represents approximately 1000 Teachers, Occasional Teachers and PSSP members
OSSTF serves approximately 60,000 members in 140 Bargaining Units across Ontario*



~ Win a \$25 Chapters Gift Card ~

All D26 OSSTF members are invited to enter a draw for a \$25 gift card from Chapters. Simply email the answer to the question below to office@osstf26.com with the words "Info Letter Draw" in the subject line. A draw will be made from those who submitted the correct answer. Deadline for entries is 4 PM on June 27, 2011.

The Question: What is your Sun Life contract number?

Congratulations Heather Ferguson, our May winner!