

# OCCASIONAL TEACHERS' BARGAINING UNIT

OSSTF District 17 - Simcoe County District School Board

51 King Street – Unit 6, Barrie 705-726-1722

Our Web Site: [www.d17.otbu.ca](http://www.d17.otbu.ca)

District Web Site: [www.d17.osstf.ca](http://www.d17.osstf.ca)

OTBU Office Email: [jeff.parton@d17.osstf.ca](mailto:jeff.parton@d17.osstf.ca) (Jeff Parton)

Communication Email: [d17otbu@gmail.com](mailto:d17otbu@gmail.com) (Chris Petersen)

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## SPRING NEWSLETTER

April/May 2014

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### YOUR OTBU EXECUTIVE 2013/2014

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### COMMITTEE CHAIRPERSONS

*Nonvoting positions*

<b>Gail Kingsley</b>	(Special Advisor/Ad Hoc)	705-549-7231	<a href="mailto:kingsley@csolve.net">kingsley@csolve.net</a>
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Your OT Bargaining Unit Executive is here to help you at any time. **Do not hesitate** to contact any of us on any issue.

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### Dear Member;

*Things have changed substantially with regard to LTO hiring under the new Regulation 274. For the most part SEM II hiring went well with some bumps trying to get all the interviews in on the one day. There has been a large increase in daily assignments over last year as full time teachers have a better understanding of Bill 115's sick day rules. Unfortunately with all the LTOs hired in SEM II there has been a significant increase in unfilled positions. I will endeavour to explain about all of this within. Please read this newsletter over thoroughly; there are some very important issues concerning you and your Occasional/LTO teaching! The bottom line is; it's your career and thus your pay cheque, so don't chance anything and, therefore, please READ thoroughly.*

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### ACTIVE RETIRED TEACHERS

ARM

Active Retired Members (ARM) has a chapter here in Simcoe County with John Lusted as its President. From time to time ARM has "Wine & Cheese" get-togethers, travel info nights, and the odd social. Please check the District web site for the dates and contact information.

### ADVERTISEMENTS

We have had Teacher related companies advertise with us over the years, as well as, a few of our Executive members with businesses. If anyone would like to place an ad in our Newsletter, please contact me by email and I can provide costing, content, time constraints etc.

## **ALTERNATE SCHOOL INFORMATION**

Please note there have been recent changes to the Alternate School Policies. It went to a one school, County wide Admin structure last fall. The most important thing to note is that it's start and end times are pretty much all the same now. They start at 8:30a.m. and end at 2:00 to 2:30p.m. The last portion of the day is actually your lunch and at that time you can ask the site supervisor if you can leave the property/facility, essentially to get your lunch. As a result, it is advisable to take some snacks to get you through the morning. Also, we've attached an informational sheet for locations etc.

## **AMPA UPDATE**

*(Annual Meeting of the Provincial Assembly)*

This year AMPA was again held in Toronto with Marcia D'Antimo & me as your Delegates, along with Chris Petersen doing Alternate delegate duties. This massive provincial membership meeting was not an election year but as usual there were still ample things to be discussed and issues to be voted on.



## **ANNUAL GENERAL MEETING**

You are cordially invited to our **Annual General Meeting** on **Tuesday May 27<sup>th</sup>, 2014**. The meeting will be called to order at **4:30 PM SHARP** and will be held at our new OSSTF office at 51 King Street here in Barrie, Unit 6. Only OSSTF members are permitted to attend with OTBU members having voting powers. If you are on SCARRI, you are a member of our Bargaining Unit as long as you have worked the provincially mandated 1 day out of the last 95 school days. Copies of our Constitution and Contract (Collective Agreement) are available prior to our meeting, from the District Office, our web site, and the District web site as well through a link. On-time resolutions should have been received by us by April 30 as indicated over the last few weeks by our group email communiques. To pass an accepted on-time Constitutional resolution it must have an acceptance vote of 2/3's, however, if a motion is late motion it has to have an acceptance vote of 9/10's. Action, Bylaws, and Policy motions pass with a 50 + 1 majority. Supper will be provided afterwards at a local restaurant, yet to be determined? We do need an RSVP, mainly for the purpose of dinner reservations, so, therefore, could you please phone in to the OSSTF office and Terry, our Office Manager will confirm your committal. We will be asking whatever restaurant we do secure to honour our traditional dishes of glazed squirrel, blackened Asian Carp (please watch out as it can suddenly fly off your plate), Thai possum (be careful with this dish as well, as they often play possum and simply get up and walk away), sweet & sour porcupine, wildebeest stew, and our always favourite curried groundhog, on of course, basmati rice.

At our Annual General Meeting we may be looking for members to volunteer for positions on our executive. Mileage and meals are covered for these Executive positions at meetings and conferences etc., as a member should never be out of pocket to do the valued volunteer work called for.

Some of the items on the agenda will be:

- Impact of Bill 115 (*for us, sick days mostly*) & Regulation 274/12, 148/15 (*hiring issues*)
- Presentation of next year's budget
- Constitutional Resolutions
- Grievance/Member concerns
- Upcoming Negotiations
- SCARRI

- Working Conditions

*Please plan to attend and voice your views on the above issues that very much affect you as a professional. Your presence would be highly valued, especially this, a Negotiations year.*

### **ATTENDANCE MANAGEMENT**

I am still petitioning the Board for LTOs to have access to what is known as EAP (Employee Assistance Programme) where one can seek help for extreme stress, mental health issues, etc. Currently, as with any benefit, it is not offered to LTOs.

### **BILL 115**

A lot of attention has been paid to this Government Bill passed two years ago now. The long and short of it is that it has actually benefited LTOs greatly in terms of sick days. We now get 5.5 sick days per semester with an additional 3 days used for bereavement etc. If more sick days are needed after that one can access the STD area (short term disability) of the Bill and can take an additional 30 days at 90% of your pay. Keep in mind these numbers are based on a full semester and one would obviously double them for a full year of teaching.

### **CERTIFICATION**

*(The following article is reprinted from the OSSTF Certification Department in Toronto)*

*All teacher members of OSSTF should have a Certification Rating Statement in their possession. This is the document that ensures you receive grid pay for teaching assignments, both Permanent and LTO positions. Evaluations are done by the in-house Certification Department of OSSTF as a service for all dues-paying members, including day-to-day supply teachers. If you do not have a CRS you should go to the provincial website at [www.osstf.on.ca](http://www.osstf.on.ca) and follow the Certification "Quick Links" to the Applications page. Having a CRS in hand means that you will receive grid pay from the first day of an LTO position with no delay or effort required to chase retroactive pay for the assignment.*

*Your goal should be to get to a Group 4 placement as quickly, efficiently, and as inexpensively as possible. The Certification system has seen extensive revisions in the last few years and many members will find that these beneficial rule changes will allow for Group increases without any further course work. If you are not at the highest Group 4 level and have not had a re-evaluation of your existing file then you could well be missing out on the opportunity for increased salary that will come with a rating change. Send in Certification Application Form #2 and request a review of existing credentials if you believe any of the changes apply to you. If you haven't been re-evaluated in a few years, send in the form regardless.*

*The Certification Department of OSSTF is also happy to advise you of the steps required to progress in Group placement. Plan to complete the needed courses as soon as possible. It is well worth the effort and expense.*

**Supplemental:** Any grid placement document has to be physically on file at the Board office and any AQs (Additional Qualifications) course you have taken can greatly influence this rating.

Remember June 30<sup>th</sup> is the cut-off date for retroactive LTO remuneration. If you are thinking of taking an AQ course and you are unsure whether it is an approved one, fill in the forms on line from [www.osstf.on.ca](http://www.osstf.on.ca). This process will take approximately 2 weeks and you will then know if it's an accepted course. Don't forget that an often overlooked Contract Article is with respect to experiential work compensation. If you have previously worked in a related field of employ, please check articles 17:01 and 17:02 as that experience could move you up the Grid.



*Ty Walkland (3<sup>rd</sup> VP, Human Rights, & Ed Services Rep) & Chris Petersen (Collective Bargaining Committee)  
(At our Annual Meeting of the Provincial Assembly - 2012)*

## **COLLEGE OF TEACHERS**

You should have paid your \$150 membership fee by April 15. Failure to have done so will result in immediate revocation of your OCT ticket and subsequent removal from SCARRI. Also, there will be a reinstatement fee of \$130, for a grand total of \$280. Consider also, that once removed from SCARRI, you may have to apply again to get on!

## **COMMUNICATIONS**

Our membership is ever-changing and we are continually improving our ways to communicate with you, our members. We now have between approximately 90 & 95% of our Bargaining Unit's personal email addresses (around 380). If we've somehow missed your email contact, could you please forward it to Communication Officer Chris Petersen at [d17otbu@gmail.com](mailto:d17otbu@gmail.com)

## **CONTRACT**

With respect to the current contract, is the maintenance of this binding legal document and making sure that our employers are following its inherent intent. If you know of violations in any area please let us know, at times we don't even have to know your name. One recent issue, that was resolved with the new **Emergency Duty Sheet**, was the assigning of extra duties above the actual teacher's timetable (i.e.: emergency on calls). Another one is full day reimbursement, in other words, being called in for a major portion of the day you should be paid appropriately to the hours worked. Let Ben Andrews know immediately (emails are preferred) of any discrepancies with respect to these "contract maintenance" issues.

Don't forget about the 20 day Commitment language per school year with respect to assignments worked for the Board. This is now broken down into 10 commitment assignments per semester (a half day counts as an assignment towards this language). Also, please heed the 15 time turn down rule per semester; see the contract for details if you're unsure on this.



*Chief Negotiator and Grievance Officer Ben Andrews.*

## **DISTRICT EXECUTIVE COUNCIL**

Our Bargaining Unit is one of 6 associated Bargaining Units administered by an umbrella organization within OSSTF known as the District Executive Council (DEC). It is an overseer of policy, administration, money, etc. in Simcoe D 17. This year's **Annual General Meeting** is **Thursday May 15** and will be held at the OSSTF Union Office (51 King Street, Barrie, Unit 6). The social part of the evening will start at approximately 4:30 PM followed by the start of business at 5:30PM, sustenance, then, further business proceedings if required. Members must please register with Terry Smyth at the District Office (705-726-1722).

## **EMAIL**

Soon all Occasional Teachers will have an SCDSB email address, please be very cognizant regarding the content and use of your emails. Any email sent through the SCDSB is subject to scrutiny. Keep your emails strictly professional and leave your personal emailing until you're at home or on your smart phones. Any emailing between students and teachers should be avoided as much as possible and at best, be discretionary. Also, The College of Teachers has in the past sent out directives advising members to be very wary of social media. Also, at this time of uncertainty and upcoming Negotiations, it's even more important that we get your personal email address to keep you current with pertinent issues. If somehow you were missed or overlooked please email your address to anyone of us and our Comm Officer will get it on our group email list immediately.

## **EMPLOYMENT INSURANCE**

Because Occasional teachers are not contractual, we can apply for Employment Insurance when not working. Rules are you do have to look for work, make yourself available for work, and be willing to accept other short-term non-related occupations, and travel minimum distances to employ. Please realize that there are minimum hours that are required for these applications. If you are applying for a maternity leave, it requires a minimum of 600 hours, make sure you keep an accurate record. The Record of Employment forms are now sent out electronically to Service Canada from the Board's HR office, but you have to request this from Payroll. To start your application log on to [www.servicecanada.gc.ca](http://www.servicecanada.gc.ca), then go to **On Line Forms and Services** (on the right side). Recently Services Canada has been very stringent in claims and has denied seemingly iron clad claims. OSSTF has over the years appealed several of these denials and has actually won every case.

## **GRIEVANCES**

Thankfully there are no official or major grievances outstanding at the time of this writing. A majority of potential grievances arise over pay issues and classroom management; namely discipline or sexual, physical, or verbal abuse. In other words, to avoid the launching of a grievance in the first place, please maintain a well-run classroom environment and watch what you say to students.

## **HEALTH & SAFETY**

Forms have to be filled out regarding incidents of aggression in a school situation. The full time Teachers' Bargaining Unit (TBU) and your OTBU Health & Safety Officer are requesting that you report any and all violent aggressive incidents that happen in a school environment. You must complete the Incident Form which is available in the main office of any school. If the violent/aggressive incident has occurred more than once during the day, please list the number of times it has happened. If you need assistance with this form contact the OSSTF TBU Branch Representative in the school you are in or call Tom Barnes at the District Office (705-726-1722). The Board keeps a record of all reported incidents across the County for everyone's safety.

## **HUMAN RIGHTS**

*(From Angela Bosco – HR Chair)*

District 17 OSSTF Human Rights Committee is always looking for new members, so if you're an interested OTBU member, please come to any of our meetings or functions.

HR works to promote human rights in education by increasing awareness and encouraging positive change related to human rights concerns and OSSTF policies relating to human rights. Initiatives have included a focus on socially responsible investing, reducing homophobia in schools, fair trade incentives, and community resources for parents, students, and teachers.

All HR meetings take place at 5 p.m. at the District Office. For more information on the Human Rights Committee and meeting dates, visit the District website or contact our own OTBU Rep Ty Walkland (letterhead).

## **INSURANCE TRUST**

The Insurance Trusteeship is now in its final phases and cheques are now being processed for the Demutualization part of the pay-out. If you know of any SCDSB retirees who are uninformed, please share this information with them. If you want a personal perspective, you can call Gail Kingsley, our unofficial Insurance Trust representative.

## **JOBS**

This year Long Term Occasional (LTO) assignments are down 3% (number of days worked) but casual daily work is up 19% over last year.

### **Items of note are:**

- *The SCARRI list is at 406 with 140 – 150 in LTOs.*
- *Demographics have changed in schools over the last decade and newer teachers are far more abundant.*
- *The 62 retirees on SCARRI are, at the first of the year, trying to get their required 10 day per semester commitment assignments and this seems to also happen again in late spring.*
- *The Supply list is now made up of very dedicated and eager supplies willing to take on any job offered to them and almost anywhere in the County.*

- *Supply teachers booking out of the system on a daily basis for personal reasons such as: Dental or Doctor Appointments, sickness, nice weather etc. has dramatically declined.*

**Rest assured that:**

- *Nice weather is here (if you get my drift).*
- *APAs (Additional Professional Activities) are still at historically low levels as a result of the Full Time Teacher's contract and, therefore, more supply teachers are required for on-calls.*
- *A majority of field trips are covered by supply teachers.*
- *The Board starts increasing the number of committees, in service workshops, & PD etc. in the spring.*
- *With the new Bill 115 sick day rules, teachers are of the mind set to use up their 11 day maximum as they can no longer be banked.*
- *May is historically the best month for getting supply work.*

**Some other things to consider:**

- *The main SCARRI call out list is capped at 30% of the Full Time Teachers' numbers (1140 FTE). The Board has hired extra supply teachers during April to fill up the Available List of Active supply teachers. This was the result of a 'never before used' Article in our Contract that allows them to pierce the cap to get enough active OT's. We have tried since 1996 to get rid of this annoying clause, but to no avail. The impact will not be felt now but jobs will be harder to come by in the fall until SCARRI is reduced through attrition or negotiations.*
- *One has to realize that your discipline/s have a lot to do with call outs. For example, Math and English majors are going to be called out more often as there are more sections/classes. There are very few SCARRI teachers with Tech or French qualifications.*
- *Obviously the more schools you are signed up for will increase your job chances.*



**JO BEN VIDEO PRODUCTIONS**

*Weddings, Special Event Videos, Documentaries,  
Editing, Titling, Film, and/or Photograph*

CONVERSIONS TO VIDEO ETC.

**BEN ANDREWS      705-727-2729 (cell 705-791-3639)**

**LEGAL ASPECTS**

*(Union Protection)*

If you are involved in situations involving sexual harassment, over-reactive discipline, innuendo, any type of assault (including verbal), etc., you need to contact your union representatives immediately after the accusation, altercation, and/or incident. Do not say anything inculpatory to your accusers; wait until Federation support arrives. This has been noted under 'Grievances'.

**\*A WORD OF NOTE:** Please keep your hands off students and watch what you say to them! They know their rights more than ever now. If you have a discipline problem, send the pupil to the office and phone down telling the office the student is on his/her way. I've usually found that most fellow students will inform you of the name of the student you ousted. If he/she refuses to cooperate call the office and have them send up a Vice Principal (or equivalent) for extrication. Let the Administration handle it when all else fails!

**NEGOTIATIONS**

As you are no doubt aware, the last contract, Bill 115, and the Government MOUs associated with them are all coming due at the end of August this year. To that end we will be getting your input to future Negotiation plans moving forward. Also, thrown into this mix is the recently passed Bill 122 which means that the Government and the Educational Unions will be going to a Provincial Table to start

Negotiations, followed by a local component. Certain items are, therefore, going to be provincially mandated, others are will be left up to us and our School Board about issues that relate locally. To that end we are continuing to be talk to our Provincial Representatives and in fact, on May 31<sup>st</sup> in Toronto a special meeting is planned to map out strategies with these Negotiations in mind. Now, all is in flux with the recently declared Election coming up on June 12.

### **OSSTF MEMBERSHIP**

95-DAY CURRENCY RULE

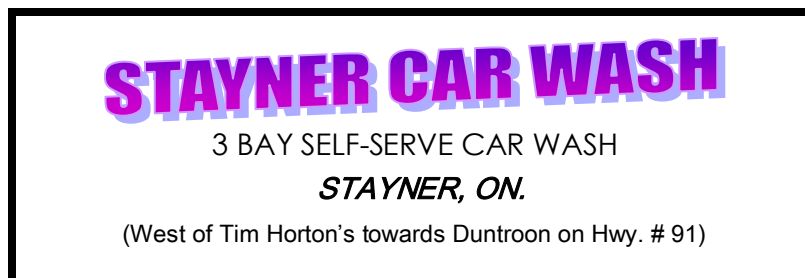
OSSTF requires any supply teacher under its jurisdiction to work at least 1 day every 95 working days (or once a semester) to remain an active member. This will maintain any benefit associated with being a member of OSSTF. If, however, an incident happens and later action is taken while you are not a member, you will still be looked after because of the retroactiveness of the event.

### **PAY**

Currently our casual daily rate of pay is \$220.00 which unfortunately hasn't changed since September of 2011. Don't forget the verification area on the staff web site if one has to check pay roll issues. Go on to the staff web site, then go to Board (top right), click on SCARRI FX (on the far left), and go to the next page's bottom right hand corner to check the number of days worked and the ones paid for (called verification).

To avoid any pay problems in future, write your job number down for days worked. Another way to check if you are being paid is to log in to the staff web site and check the number of days one has worked in the Payroll Portal area.

An Occasional teacher who teaches a minimum of 10 consecutive days for the same teacher in the same assignment becomes a Long Term Occasional (LTO) teacher and will be paid retroactively for that pay period according to their grid placement. The formula for working out your per diem rate of pay is to find out your Grid level and experience and then divide that yearly salary by 194 days. Pay particular attention to your pay stub in Payroll Portal as the Payroll Dept. has had problems in the past due to its size with the Board having close to 5,200 employees.



### **PENSIONS**

The web site [www.otpp.on.ca](http://www.otpp.on.ca) can supply you with valuable information on any of your pension concerns. This site can supply info with respect to your pension; everything from what you have paid in, to current pay out schedules with varying scenarios. Our Plan's investment portfolio mad 9% last year and is in relatively good shape again.

### **PHOTOCOPIERS**

If you're unsure of your personal PC code, log in to the staff portion of the SCDSB web site, click on '**Board**' then on '**My Content**' and, voila, your code! I have just been told by HR that email addresses are imminent for Supply Teachers along with computer access.

### **POLITICAL ACTION COMMITTEE**

This committee will be extremely busy throughout May and June due to the recent Election announcement from Kathleen Wynne. I'm never usually very vocal on politics, but I can say emphatically that if Tim Hudak and the Provincial Conservatives get into to power there will be utter catastrophic devastation to Educational Sectors. Your OTBU Rep on this Committee is Jeff Parton and details of this committee can be found on the District web site.

## **PROFESSIONAL DEVELOPMENT**

We do have funds available for PD but they are limited unfortunately and this year's budget line for PD has dried up. However, please inquire to our Executive and we can fill you in on what qualifies for future use.

## **REGULATIONS 274/12 & 148/15**

No doubt all of you are well aware of the Hiring Practices of Regulation 274/12 and its related cousin 148/15. In January TBU Chief Negotiator Tom Barnes and I had a teleconference with the Government procuring input from both of us as to how to change and institute positive change to the Regulations. Stay tuned to see if they actually change it, especially now with Government Negotiations being instituted under Bill 122 and an upcoming election. The Board has 234 persons on the new LTO Hiring List, however, they will endeavour to open it up again soon for new applicants. This is outlined in the actual Regulation itself, so if you missed last December's posting for some reason; don't be totally dismayed, there will be other opportunities to apply. The Board fully implemented the Regulation in January of this year, months behind schedule.

*The following is a summary of the related Communiqués emailed out this winter:*

- Seniority is based on the most recent hire to any OT list, in our case: SCARRI. The number of days/years a person has worked for the Board is only used to break ties. A quick example of teachable/discipline seniority is you could be #385<sup>th</sup> on the overall Seniority Roster, but when it comes to your particular subject area of say, "Latin", you might be ranked as high as 4<sup>th</sup>. The Board has indicated to me that these change almost weekly and is near to impossible to post a seniority list based on discipline.
- Numbers wise, 286 applied to be interviewed for the LTO hiring list of which 256 were granted interviews. Of that amount 234 were successful candidates to the list.
- January 22<sup>nd</sup> Principals gathered up at the Board office to do interview calls to potential candidates. It may not have been the best method, but the Board was under duress as they left the implementation too late to properly interview in the traditional way.
- The number of LTO assignments was significant this last round with approximately 280 periods being offered up for Semester II. Most Contract Teacher redundant and surplus positions were looked after first as stated in the Regulation. Semester II's hiring was one of the largest in the last 25 years.
- 59 Supply teachers on the LTO Hiring list did not apply to any LTO.
- At any time when someone feels he/she has been short changed or discriminated against in any hiring situation, please contact me and I will investigate it with Abigail Desforges in HR at the Board office. Please send an email so we will have future access to a recorded copy.
- The Reg itself defines a feedback process for candidates unsuccessful in getting on to the LTO Hiring list in the first place.
- The last round of hiring was done in a very stressful way. The Board has assured us that this will be averted next September.

## **RETIREES**

Retiring employees with SCDSB wanting to get on SCARRI must apply like everyone else. Register with the Apply to Educate network and you will receive an email the next time openings are created. The last round of hiring (postings) was early March.

An active retired member is restricted to working 50 days in any school year without penalty to your pension. Remember that even 1 day worked will count as a full year of restriction!



The 50-day rule can be fractionalized. An example is: a person could teach 1 period of a timetable in an LTO in Semester I for a duration of say 50 days, then could teach the following semester by teaching 2 periods of a timetable in Semester II for an additional 50 days to make up your allotted 50 days (in other words adding up to a full 3 teachable periods).

There are 62 retired teachers on our list making up 15% of our OT list. Please pay attention to your number of days worked, the penalty for exceeding these limitations is a cessation of your next month's pension. This applies to all teaching jobs, such as Alternate Schools, Adult Ed., Con-Ed, Contract work, and even Union work. For the last few years now the Board is obligated to report the number of days worked by retirees directly to the OTPP. You can check the number of days one has worked by logging onto the staff web site, going to Board (top right), then SCARRI FX (on the far left), and going to the next page's bottom right hand corner to check the number of days worked and paid for (verification information).

Of interest is the fact that the Pension Plan pays out an average of 35 years to pensioned teachers (this includes survivor benefits).



*Gail Kingsley (Ad Hoc/Special Advisor, Deanna Nelson (Secretary and CBC Rep) and Marcia D'Antimo (Treasurer and 1<sup>st</sup> VP)*

### **SCARRI**

To insure your remuneration is correct please record the date of the assignment, the particular school, the teacher you are covering for, and most importantly; **the job number**.

The number of supply teachers currently on SCARRI is 406. It has been fully clarified that if you are called in for 2 periods but there is a period in-between you will be paid for a full day, i.e.: teaching period 3, Per 4 lunch, then teaching period 5. This is mainly because it takes up most of the day and one cannot accept another half day job in that same day. If you are called in for an assignment and SCARRI screwed up, present your job number and you will be paid for the timetable for which you were called. Please report all extras duties outside the replacement teacher's timetable and not covered by the new Emergency Sheet. These could include an on call, hall duty, etc. that are not on the regular day's schedule. Lately the Board has been obliged to pay for those extra duties because they are beyond contract obligations. You have to report this to Grievance Officer Ben Andrews at the email address in our letterhead. Two years ago we procured \$36.50 (for a half period) for several of our members. The new Emergency sheet should cover all Emergency on Calls.

As you are well aware, one can go on the Staff portion of the Board's web site and access SCARRI on line, known as SCARRI FX. This site acts as a computer based version of SCARRI. Your ID number and password are the same on the site as by phone. Go on to the staff web site, go to Board (top right) then on the left to SCARRI FX. To change one's school locations go to the bottom right of the page before actually logging into SCARRI FX.

### **SCDSB**

If you have forgotten how to get into the Board's Staff web site, go to [www.scdsb.on.ca](http://www.scdsb.on.ca). Go to the "Staff" web area, try putting in your username (in small case type; 1 initial of your first name followed by your last name). Then for Password use your 5-digit employee ID number followed by the full year of your birth, i.e. 123451955. If that fails call IT at Ext. 11777.

## **STATUS OF WOMEN COMMITTEE**

There is a Status of Women Committee here in District 17 Simcoe. If you are interested please contact Bobbie Gamache at [bvgamache@gmail.com](mailto:bvgamache@gmail.com). Our Reps are Deanna Nelson and Jeff Parton and the last meeting of the year is June 24.

## **VLAP DAYS**

VLAP or Voluntary Leave Absence Programme can still be taken by LTOs. A Mobile Drive communique indicated that these are still binding and can be allowed at infinitum at this point.

## **WEB SITE**

Our web site is found at [www.d17.otbu.ca](http://www.d17.otbu.ca) . Please take time to check out this site as it gives you up to date info related to:

- ⇒ Our Constitution
- ⇒ Our current Contract (Collective Agreement)
- ⇒ Payroll stub abbreviations
- ⇒ Calendar of events
- ⇒ Pay schedules
- ⇒ An analysis of the Current Contract
- ⇒ Future meeting dates
- ⇒ Posts & Blogs

The District Web site address is [www.d17.osstf.ca](http://www.d17.osstf.ca).

## **WORKING CONDITIONS**

You must stay for the duration of the timed day schedule as you are hired for this, as everyone is well aware. Also, Ben Andrews and I meet occasionally at the Board office to discuss various working condition items on your behalf.

*Yours in pedagogical solidarity,*

*Jeff Parton*

*(President D 17 Simcoe - Occasional Teachers' Bargaining Unit)*



*Kate Dewey (Health & Safety Rep) & Your President Jeff P*

## **Enclosures/Attachments:**

- ✓ *Alternative School information sheet*
- ✓ *Emergency On Call sign off sheet*