

Spring info Blurb

March 31, 2025

Dear SCDSB Secondary Occasional Teachers (Daily Supplys & LTOs):

We as Union Execs have been swamped for the last few years with all sorts of communiques, complaints, calls, texts, meetings, and emails. You already know a tremendous amount of info garnered from those sources including the Board. I will attempt to clarify a few of the more important issues from a union/contract/work standpoint.



- We didn't expect a freezing rain/ice event going into the weekend. The Board is trying to manoeuvre this significant event and will send out info by Board email and FB.
- Remember that jobs will now substantially pick up and to that end we'll be petitioning the Board once again to sign off on a Letter of Agreement (LOA) to be paid for working an extra period. This will be the fourth year in a row that it has been in place in the Spring. They agreed to it in casual conversation back in January. We'll keep you in touch going forward as always. Don't forget, however, you must do 4 full on-calls/duties first before you actually get paid for extras, so get your emergency sheets filled out and signed. Emergency sheets can be found and downloaded from our web site at www.d17otbu.ca.
- Bus cancellations have been the most we've seen in the last 50 years (seriously). There have been 21 in the North area and 19 elsewhere in the County. One problem with so many is that it has impacted you, the supply teacher. Twenty one days equals \$5,880 of lost income, but thing is, we can't do anything about the weather.
- LTOs have been plentiful this year, the highest number I've seen in all the years I've been in OSSTF (over 3 decades) and sit a couple of weeks ago at 206 Full Time Equivalent positions.
- The court challenges and negotiations are over now behind us and that means our daily supply rate is **\$279.30**. Associated with that are increases in grid level salaries for LTO positions. To find out your pay if you're in an LTO simply divide your yearly salary by 194, the teaching days in a given school year. Vacation pay is included in that number.
- Currently there are 484 supply teachers on the Board's secondary List (EasyConnect). There are, however, always some members on leave for various reasons and, therefore, all of those 484 supplys are not available everyday.
- **DEI** (diversity, equity, & inclusion) is a critical component of current Board policy so be very aware of it and its impact through various APMs. Our main union workload the last 3.5 years has been defending members who have somehow not followed the Board's policies regarding DEI. Usually when something happens regarding an aberration/disregard related to these DEI policies you will be, unfortunately, sent home almost immediately, but with pay. At that point we will be

representing you through the investigative/discipline process. These are difficult times related to DEI and until things come back to centre, it's going to be tough going with the tenderness of this issue. A word of note is that Trump has just thrown out DEI initiatives in all Governmental agencies or positions south of the border. That, however, won't happen here for a very long time, if ever.

- It is critical you check the **Board & EasyConnect** web sites regularly. There is a lot of info going out from the Board these days that needs your attention! As well, if you miss a job cancellation **email notice** from EasyConnect, you won't have a leg to stand on when it comes to disputing the missed pay for that day.
- Remember, pick up lesson plans through EasyConnect. Most are attached in EasyConnect and is flagged in the instructions to make it clearly visible.
- After the dissolution of **Reg 274** (Oct 28th, 2020) DEI and payroll issues have spiked as the most concerns vented by our members.
- Regarding payroll issues, we ask you to check with the Payroll department first before contacting us. They are extremely helpful in solving all sorts of pay issues and over 95% are solved this way. If you're still not satisfied, that's when you get in touch with us.
- **Retirees**, please note that **OTPP re-employment rules** are still set at **50** days this year and we've heard from reliable sources that it will stay that way for a while (possibly years).
- **"Personal absence"** days do not apply to LTOs, they are only allowed under the Contract teacher Collective Agreement. We tried to incorporate it in the last round of negotiations, but it didn't fly.
- Benefits are in place for LTOs as most of you know and you should receive emails regarding this from the Board/OTIP when starting an LTO. You have to have an LTO that lasts over 90 days. Save your medical or para-medical receipts in the meantime for future use regarding the plan.

To finish off, we have not had a good year weather wise and, unfortunately, it does affect your bottom line, your wallet! That's the one thing we have no control over is the weather and subsequent snow days & ice storms. Spring however is on the way folks!

Jeff Parton

President

District 17

OTBU (Occasional Teacher's Bargaining Unit)

