

# OCCASIONAL TEACHERS' BARGAINING UNIT

OSSTF DISTRICT 17 - SIMCOE

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## YEAR-END NEWSLETTER

July 2024

### 2023/2024 EXECUTIVE

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**GR:** Grievance Officer **CN:** Chief Negotiator **CO:** Communications  
**CPAC:** Communications/Political Action **HSO:** Health & Safety Officer  
**Sec:** Secretary **SW:** Status of Women **TT:** Table Team - Negotiations



#### Dear Member.

This past school year 2023/2024 has seen abnormal levels of supply teachers getting in trouble/difficulty with DEI (diversity, equity, & inclusion) making up most of those cases. It is disturbing and concerning that we must walk on eggshells in our educational journey/careers now. Daily/casual jobs have increased +3%, whereas LTOs were down surprisingly and substantially at -13%. The problem with an abundance of daily job offers is that we saw yet another year of on-going unfilled assignments for multitude of reasons, but mostly because there is a province wide shortage of teachers.

**Please read** this newsletter! There is critical information found within, and it is your **bank account/career** that may be affected.

### ANNUAL GENERAL MEETING

This year's **AGM** was held **in person** at our new Union office space on **Thursday May 16** with **21** members in attendance out of our 491 County wide supplies including our **8** Executive members. Amylee Patterson of local D17 Teachers' Bargaining Unit (TBU) chaired our event once again with Provincial Reps Martha Hradoway (VP) and Rosemary Judd-Archer (Secretariat) also joining us. Several items were discussed as usual and next year's budget was presented and carried by Treasurer Marcia D'Antimo & the members in attendance. Our Executive remains the same with some positional changes (above letterhead). Also, delegate and alternate positions for next year's AMPA were chosen. After our meeting we were off to Fred **(Red)** Lobster's for our traditional all-inclusive AGM dinner. Yes, it is still open in Canada and hopefully for a long time yet!

### ATTENTION – IMPORTANT ISSUES!

Below are a few of the more important items of which you should be aware in September as some of the items could impact on you staying on the Board's Supply List.

- **WORK COMMITMENT - Article 12.03 (a):** The Board's commitment language is set at having to teach **10** assignments in SEM I and now **15** assignments in SEM II. Remember, **half day assignments** count as a full day commitment.
  - **LEAVES - Article 12.3 (d/e):** Timelines are strict with regards to traditional leaves. Personal leaves commencing in September are now to be into the Board by August 1 and for Semester II leaves, January 1<sup>st</sup> is the cut-off date. Medical leaves are obviously different but get them into HR as soon as possible once you know something. (Contract Articles 12.3 d & e)
  - **SUPERVISION DUTIES (APAs - Additional Professional Assignments):** Remember that assigned APAs do not automatically disappear if you take on the new emergency 4<sup>th</sup> period. Most administrators do remove them, like a cafeteria duty, but it is not contractualized, it's just strictly out of empathy.
  - **RETIREES:** Remember that with the extra periods being offered this past Semester, they will be reported to the Pension Board as an extra .33 of a day's pay, in other words it will impact your re-employment days. Unfortunately, or not, the rule of 50 days was not increased last year.
  - **PREP PERIODS:** there has been confusion regarding prep periods in the past so the Board asked us to define our CA (contract). Once you have accepted a daily job from EasyConnect your obligation is to stay within the school during an assigned prep period in case of emergencies that arise. If you do need to leave the school, simply ask an administrator/OA for permission at the office and provide a contact cell phone number.
  - **Length of LTOs:** We had a lot of communiques this past June asking if LTOs work right to the end of the semester. The answer of course is, yes. We work the exact same length as contract teachers.
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## **BENEFITS FOR LTOs**

As you are no doubt aware, benefits for LTOs are now available. Once the Board knows your employment status, they get in touch with OTIP, and then they send out an email to you to initiate the plan. You must be locked into a 90+ day assignment (LTO) to qualify.

## **CERTIFICATION**

(QECCO now does our certification for us)

*One should apply for a **QECCO evaluation immediately** upon your credentials being registered by the College of Teachers. You need to be paid at your proper grid rate right off the bat. This past year QECCO has been way behind in getting evaluations done, sometimes up to 2-4 months. We had several cases this year of the Board paying LTOs at a much lower rate of pay because of delayed QECCO evaluations. We can't do anything about this as our contract says all accreditation has to be in the Board's files before Nov 30 each year to get retroactive pay. So please don't wait to apply for your evaluation, it does mean a lot of lost revenue if you don't.*

*Everyone should have a Certification Rating Statement. This is the document that ensures you receive proper grid pay for LTO teaching assignments. Evaluations are now done by QECCO, including all supply teachers. If you do not have a CRS, you should go to the QECCO website or call them to see where you are at with respect to your grid level. Having a CRS in hand means that you will receive correct grid pay from the first day of an LTO position.*

*Your goal should be to get to a Group 4 placement as quickly and as inexpensively as possible. QECCO criteria changes occasionally, and you may be higher up the scale than you think. Many members will find that these beneficial rule changes will allow for Group increases without any further course work. If you are not at 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 commensurate salary that will come with a rating change. If you haven't been re-evaluated in a few years, check out QECCO soon. Also, well, plan to complete the needed courses as soon as possible. It is well worth the effort and expense.*

**Supplemental:** Over the years, teachers have lost almost **\$20 million** dollars plus in pay because they didn't heed deadlines or forgot to update their certification status with OSSTF (and now QECCO). Any related grid placement documents must be hard copies on file at the Board office (emails are fine). Any AQs (Additional Qualifications) you have taken can obviously influence ratings. Don't forget about our Contract language regarding

experiential work compensation. teachers. If you have previously worked in a related field of employment, check Articles 16:1 and 16:2 in the Collective Agreement regarding this.

**Category change** (*from the Board*): For teachers that qualify or will qualify for a change in category based on additional qualifications (AQs) or degrees, please ensure the following guidelines are met:

1. Go online to the staff website, under "Human Resources" and complete the online [Intent to Change Salary Category](#) form indicating the date that the course was or will be completed. This has to be submitted by November 30, 2024.
  2. Submit an updated copy of the QECO Rating Statement. It is the responsibility of the teacher to ensure that this form is submitted to HR by June 30, 2025.
- \*Please apply for your rating within hours of graduating Teacher College. Plus, once you receive an updated QECO Rating Statements email it to the appropriate contact in HR:

## COMMUNICATION

Our membership is highly transitory as you can well understand and many of you do not have permanent work sites, therefore, communication with our members is a critical element in all that we do. The best way we have found is by direct email and, to that end, we have approximately 70% of your personal email addresses. Please forward your personal email or get a colleague to forward it to Assistant Communications Officer Deanna Nelson at [d17otbu@gmail.com](mailto:d17otbu@gmail.com).

## COMMITTEE REPRESENTATIVES

<b>Jeff Parton</b>	CPAC, Human Rights, Health & Safety (alternate), Status of Women
<b>Paul Cudney</b>	Health & Safety Officer
<b>Deanna Nelson</b>	Status of Women (District Chairperson)
<b>Marcia D'Antimo</b>	Status of Women
<b>Matthew Boyd</b>	CPAC (District Chairperson)

## CONTRACT

### (Collective Agreement)

With respect to our current Contract (Collective Agreement), is the maintenance of that binding agreement. We do this by ensuring that our employer follows the CA's legal intent and interpretation. If you know of violations in any area, please let us know. An example would be the assigning of extra duties above the actual teacher's timetable, such as extra APAs or flagrant pay discrepancies. Contact me or Grievance Officer Deanna Nelson (letterhead) by email or text so we have a record of any problems associated with "contract maintenance" issues.

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## EasyConnect/ATE

The web page for EasyConnect is <https://scdsb.simplification.com>. The number of supply teachers currently on EasyConnect's Main List is 491. To ensure your daily pay is correct we would advise people to record their job number, assignment date, location, and the teacher you're replacing.

A multitude of data can be accessed on the EasyConnect web site such as days taught for pension restrictions and Employment Insurance hours.

An on-going systemic issue is unfilled jobs. The Board and contract teachers obviously have warranted concerns when jobs are not filled, plus members obviously miss out on a job opportunity. If you know you're not available for a particular time frame, please sign yourself out of EasyConnect.



## FACEBOOK

Don't forget that we have a dedicated Facebook page for **D17 Occasionals** (Secondary). To join us, search **d17 otbu ossff** and ask to sign up. Once you've been granted access, you'll be able to view our posts and current communications regarding Secondary OTs here in Simcoe County.

## HIRING PRACTICES

Regulation 274 was massively stripped by the Ontario Government 2½ years ago. The new Provincial Central Agreement has put back seniority into the hiring equation, but we don't know how that is going to affect hiring just yet. Reg 274 had been in place for 9 years and hiring now looks quite different. More emphasis on Board hiring parameters are in place now using their policies. Other important things are now being considered, such as life experience, community work, equity, diversity, languages spoken etc. The one thing we can also say is that Boards are to be legally cognizant regarding nepotism and favouritism within their new hiring policies and to this point are very focused on getting these criteria right.

## NEGOTIATIONS

Negotiations are now complete, and you have no doubt seen and received tons of documentation regarding the Bill 124 retro pay and arbitration awards with respect to the Central Table and the Ontario Government. We have been sending out Provincial communiques for the past several months to keep you informed. Our local deal (CA) was ratified back on April 2<sup>nd</sup>.

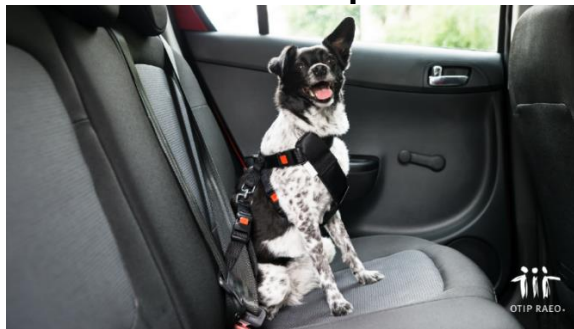
## NEW MEMBERS

New members should pay critical attention to the Power Point presentation given to you by the Board when you were initially hired. There is very important info on it to help you navigate the supply experience. Also, contact QECO immediately to establish your grid/group rating (under **Certification**). Without this info on file at Board level, you will be paid at the lowest category of pay in an LTO.

## OTIP LOYALTY PROGRAMME

We were approached 7 years ago by the Ontario Teachers' Insurance Plan (**OTIP**) to support them through what's known as a **Loyalty Programme**. By us supporting them through advertising/marketing this teacher-owned insurance company we would be helping get the word out about their services. They are wholly owned by all the Teacher/Support Staff unions in Ontario. Because we support them, they will in turn provide a stipend to us that we can use locally for members, in many ways such as PD funds, charity donations, or overall assistance. You will see the use of their logos, banners, footers, and ads on a lot of our communiques. They are highly competitive so we would, of course, highly recommend checking them out. Personally, I switched over to them in the middle '90s and have saved literally thousands of dollars since then.

### What you need to know about pets and auto insurance!



*It's not unusual to spot a dog's head or nose sticking out of the window of a passing car – having the wind blow through their fur and taking in all sorts of scents. It can be an exhilarating experience, and it's no wonder they...  
...enjoy it. On the other hand, a driver caught with a dog in their lap maybe in for an expensive surprise. According to the Ontario Provincial Police, there isn't a specific charge for having a dog in your lap, but it could be considered crowding the driver's seat charge.*

Read more at <https://bit.ly/3xbiR4T>. #OTIPUpdate

## **PROFESSIONAL DEVELOPMENT**

PD funds have been replenished for the next school year. If you have something that is PD based, such as an AQ, download the form from our web site [www.d17otbu.ca](http://www.d17otbu.ca), scan it back to us, and we will then take it to our Executive for consideration/vetting, approval, and subsequent payment (a \$300 maximum). I believe we have only turned down one request in the past 6 years.

### **WEB SITE**

Our OTBU web site is located at [www.d17otbu.ca](http://www.d17otbu.ca). Please take time to check it out, as there is a lot of pertinent information there and contains such items as: our Constitution, the Current Collective Agreement (*Contract*), posts, emergency sheets (*downloads*), blogs, archived newsletters, PD fund forms, and links to other Bargaining Units within District 17.

*Yours in camaraderie,*

*Jeff Parton*

President D 17 - OTBU  
Occasional Teachers' Bargaining Unit

