



# OSSTF Limestone District 27

## Information for New Occasional Teachers

updated: October 2021

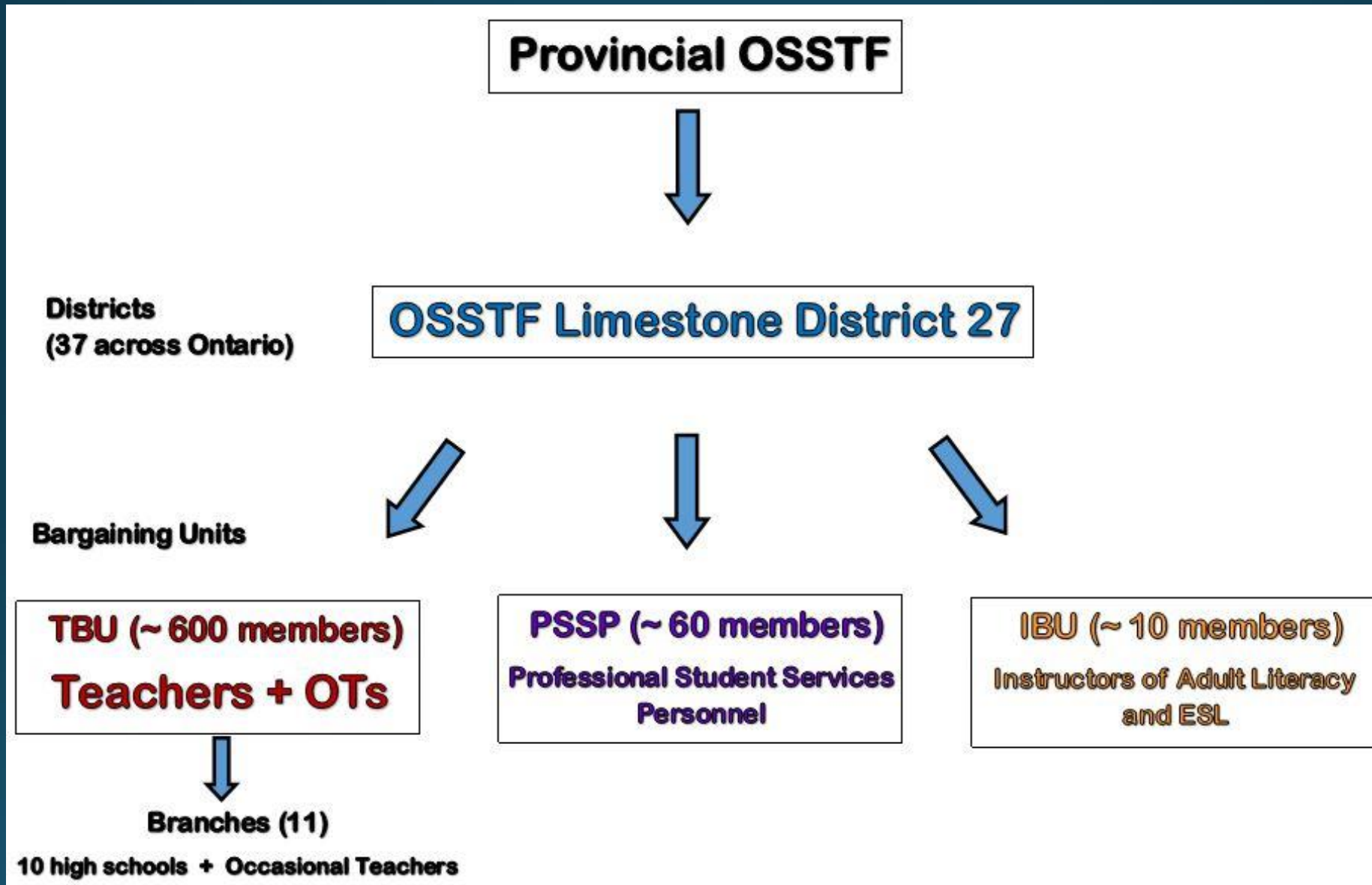
# Who We Are

OSSTF/FEESO was founded in 1919. We have about 60,000 Members province-wide.

We are **public high school teachers** and...

- educational assistants
- psychologists
- speech-language pathologists
- social workers
- secretaries
- plant support personnel
- attendance counsellors
- and many other educational workers.
- continuing education instructors

# Local Structure



# What We Stand For

We are committed to *protecting and enhancing public education.*

- diversity and inclusion
- professionalism and academic freedom
- positive learning and working conditions
- health and safety

# What We Do

## Member Services – Provincial Office

- pensions – OTPP
- grievances and arbitrations
- professional colleges
- health and safety
- employment insurance
- pay equity
- workers' compensation (WSIB)
- human rights
- scholarships, grants and awards
- professional growth issues
- French language services
- educational finance
- curriculum resources

# What We Do

## Member Services – Provincial Office

### Departments

1. Protective Services
2. Educational Services
3. Communications and Political Action

# What We Do

## Member Services – Provincial Communications

Update (newsletter)

Education Forum (magazine)



**Update**  
2017-2018 - VOL. 45 NO. 3

**1 UNION**  
**60,000 MEMBERS**  
**230 JOB CLASSES**  
**151 BARGAINING UNITS**  
**37 DISTRICTS**

**LISTENING TO MEMBERS ACROSS THE PROVINCE**

Provincial Executive visiting schools and workites in most Districts during the winter

**M**embers of the Provincial Executive, along with Provincial Office staff, have begun to fan out across the province to visit schools and workites in most OSSTF/FEESO Districts. The focus of these site visits, which will continue through the winter, is to ask members what they see as priorities in the next round of bargaining, which could begin as early as June 2019. Contracts for members covered by the School Boards Collective Bargaining Act expire on August 31, 2019.

The workite visits to discuss bargaining goals are among the priorities that have been set for 2017/2018 by the Provincial Executive. While it will be impossible for the seven elected officers to visit every one of the more than 2,000 individual schools and workites where the Federation's 60,000 members work across the province, the Provincial Executive does want to see as many members as possible over a relatively short period of time. These visits will focus on members who are employed by school boards and covered by the School Boards Collective Bargaining Act.

In his address to delegates at OSSTF/FEESO's annual Leadership Conference in August, President Harvey Blochow described the planned site visits as a way "to ensure that we gain a detailed picture of what our members hope for out of the next round of bargaining—not only what issues and priorities they feel need to be addressed, but also how far they are willing to go in support of those issues."

"Our hope," said Blochow, "is to gain a deeper understanding than we can achieve through surveys alone—a more detailed and more nuanced appreciation of what's working and what isn't working for our members in their workplaces."

The visits, which are being coordinated with local District and Bargaining Unit leaders, began in early November and will continue through to the end of February. Most visits will occur before the workday, during a common lunch period or after work.

For members who are not able to speak to Provincial Executive members during this tour, OSSTF/FEESO plans to launch local and provincial level bargaining surveys in the coming year to acquire additional feedback from the membership in preparation for the next round of bargaining. Members can also send feedback through their workite or branch representatives to their local Bargaining Unit executive, who can ensure that it reaches their Provincial Executive liaison.

**OSSTF/FEESO by the numbers**

- Over 60,000—Estimated number of members that are active and dues paying at any one time
- 2155—Total number of schools + workites where OSSTF/FEESO members work in Ontario
- 230—Approximate number of OSSTF/FEESO job classes in public education from kindergarten to post-secondary
- 151—Total number of bargaining units in OSSTF/FEESO
- 37—Total number of districts in OSSTF/FEESO
- 7—Total number of elected Provincial Executive members.

**HIGHLIGHTS**

**ÉCOUTER LES MEMBRES PARTOUT EN PROVINCE**

OSSTF/FEESO Le but de ces visites, qui se poursuivront tout l'hiver, est de demander aux membres quelles seraient, selon eux, les priorités pour la prochaine ronde de négociation, qui pourrait débuter dès juin 2019. Les conventions collectives des membres régis par la Loi sur la négociation collective dans les conseils scolaires arriveront à échéance le 31 août 2019.

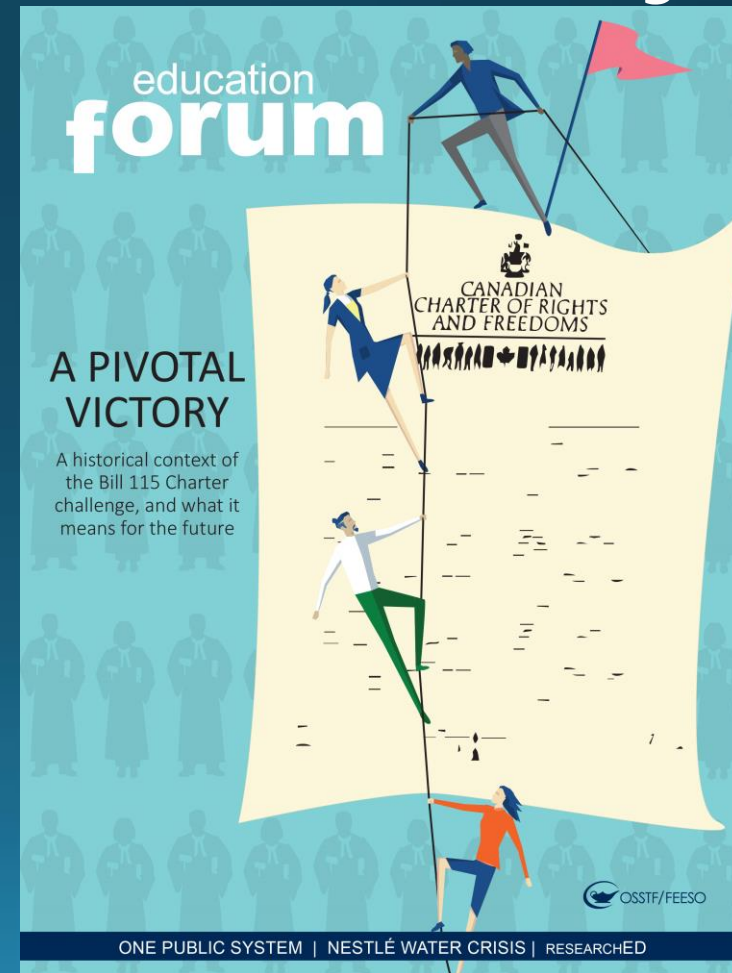
Les visites de lieux de travail pour discuter des objectifs de négociation sont parmi les priorités qui ont été établies pour 2017-2018 par l'Exécutif provincial. Bien qu'il soit impossible pour les sept membres élus de visiter chacun des plus de 2 000 écoles et lieux de travail individuels

**OCT**  
Member fee increase of up to 20 per cent  
page 4

**RESEARCHED CONFERENCE**  
Providing low-cost, research-based professional development  
page 5

**CHRONIC MENTAL STRESS**  
New policy discriminates against workers  
page 6

**SUITE À LA PAGE 2, ÉCOUTER**



**education forum**

**A PIVOTAL VICTORY**

A historical context of the Bill 115 Charter challenge, and what it means for the future

**CANADIAN CHARTER OF RIGHTS AND FREEDOMS**

**ONE PUBLIC SYSTEM | NESTLÉ WATER CRISIS | RESEARCHED**

# Right to Representation

In any interview with the Board or administration regarding your job performance or any matter that could result in discipline, you have the right to have a representative of OSSTF appear with you on your behalf.

Call us if you think you may need representation.



# Your Collective Agreement

- An agreement between OSSTF and the Limestone District School Board
- defines your entire working relationship with the LDSB
- a copy of the full collective agreement can be found on our website: [osstf27.org](https://osstf27.org)
- Article 47 is the Occasional Teachers' Article

# Your Collective Agreement

contains vital information regarding your

- pay
- benefits
- sick leave and other leave
- seniority
- posting procedures
- working conditions
- other matters that affect your day-to-day working life

# Common Issues

- Hiring practices – getting a full-time job
- Competing for Long Term Occasional jobs
- SmartFind
- Member-to-Member conflict – What can you do?
- Health and safety – forms
- Pay discrepancies (0.33 or 0.25 chunks)

# Your Pay

- Daily rate = **\$243.24 + \$9.27** in lieu of benefits (as of Sep 1, 2021)
- This rate is  $\frac{1}{207}$  of the regular teachers' grid, Category 1, Step 0
- Pay should be in  $\frac{1}{3}$  chunks, for partial days (not quarters)
- Errors get made – check your paystubs!

# Your Pay - LTOs

- A Long-Term Occasional (LTO) teaching position is an assignment that is 10 days or more in the same teaching assignment.
- An LTO is paid “on the grid” – the same pay as a regular teacher.
- You need a QECO Statement of Evaluation to determine your placement on the salary grid in the Teacher Collective Agreement.
- The OSSTF Certification website gives more information about the application process.  
<http://www.osstf.on.ca/services/certification.aspx>

# Seniority

- Your start date determines your starting seniority
- If you get hired on the same day as others, seniority will be determined after the first year by how many days worked

# Tips for getting more OT work

- Retired Teachers (on the OT Roster) are only allowed to work 50 days before it affects their pension
- Therefore, May and June are busier for other OTs
- OTs are especially needed Fridays and at Northern Schools

# Getting a regular teaching position

- “Entitlement” refers to the number of regular classes you have been appointed to.
- Entitlement → given in  $\frac{1}{6}$  increments for a maximum of  $\frac{6}{6}$
- Exception: “School-to-Community” which is given in quarters



# Getting a regular teaching position

- Once you have entitlement, the Board must place you to your full entitlement each year.
- Once you have 3/6 entitlement, the Board must appoint you, if qualified, before any one is hired with less entitlement.
- OSSTF works to help you get to full-time work in one school as fast as possible (if desired).
- The Collective Agreement lays out the staffing process.

# Tips for the classroom

## Seating plans / Class lists

- Have students create a seating plan for you if not left with one
- Remember to keep a class list if the only one you have is collected for attendance

## Emergency procedures

- Know how to contact the Office or admin
- Know where to find emergency protocols
- Ask for a list of students with Behaviour Safety Plans and IEPs (Individual Education Plan)

# Tips for the classroom

## **Back-up lesson plan**

- In case you cannot find work left for you
- Could be a game, video, puzzle
- Don't be afraid to ask a colleague

## **Know the school culture/rules around**

- Phones/devices
- Dress code

# Tips for the classroom

## **You are not the students' friend**

- Since you are often not known to the school (especially when new), students can be more brazen.

## **Communication with your colleagues**

- Help with communication by writing a note to the Teacher you were in for.
- Let them know any issues that arose and leave a contact number, if comfortable.

# Health and Safety

- We strive to make things better
- We want you to feel supported
- You may encounter classes unlike anything you witnessed in your life as a student
- Creating a culture of well-being
- Reporting incidents - online Incident Reporting form  
<https://ldsb.ebasefm.com/ir>

# Get involved!

## **OSSTF Committees:**

- Collective Bargaining (CBC)
- Communications and Political Action (CPAC)
- Educational Services
- Status of Women

# Other Union Services

- Edvantage - discounts
- Ontario Teachers Insurance Plan (OTIP) Services
  - Posacation
  - Feeling Better Now
  - CAREpath
- Educators Financial Group (EFG)
- Employee Assistance Plan (EAP)

# Connect with your union

- Please hand in the information form
- We are here to help
- Let us know any issues that arise
- 'Who to Contact'
- Questions?