



## TBU President's Report

September 2018

**WELCOME BACK!** It has been an interesting summer. Following the majority win by Doug Ford and the Conservatives have made a number of decisions that have had an impact on education in Ontario. Scrapping the cap and trade system, the cancellation of \$100 million school repair fund, the roll back of the 2015 Sex Ed Curriculum, and the scuppering of curriculum writing sessions that were intended to update curriculum in order to include more indigenous content. Make no mistake, the Conservative government has Education on its radar.

I hope everyone is recharged and ready for the fall semester!

### Welcome New Members

Congratulations to all of our new contract teachers. I know you are all excited to begin your teaching contracts. Those of you that have been on long terms prior to being hired may notice a reduction in your pay. This is a result of your salary now being spread out over 12 months as opposed to receiving a daily rate of pay based on your grid placement.

Our **Collective Agreement** can be found at:

<http://www.adsb.on.ca/about/SiteAssets/SitePages/BusinessOperations/OSSTF%20TBU%20-%20Interactive%20Collective%20Agreement%20-%20Signed%20-%20Hyperlink%20-%20October%202016.pdf>

You should also now be enrolled with OTIP for your Benefits and as you may be aware, you are required to pay 6% of the benefit premium. If you have any questions regarding your benefits, please contact **OTIP** at **1-866-783-6847**.

Please be aware that as OSSTF renews its contract with OTIP the percentage of the premium required is subject to change.





## Adult Ed Wage Parity

This has been a work in progress, but we are nearing the end. Provincial Office just completed another round of discussions with the Crown and hopefully, we will have more detailed information to share with Adult Ed members in the very near future.

## Violence in the Workplace Guides

The Ministry Labour with the assistance of a provincial working group that included OSSTF has developed a new guide entitled, **Workplace Violence in School Boards; A Guide to the Law**. This document can be found at <https://www.ontario.ca/document/workplace-violence-school-boards-guide-law> and was designed to provide a framework for developing policies and procedures for protecting the worker in an educational setting.



## Split Classes

Our Collective Agreement allows for Multi-Level or Multi-Grade split classes. Where these classes exist, it is important to note that the class size is lowest class size according to the courses and that there is NO flex factor. For example, if a member has a split SNC1P/1D. The class size used is the Applied level of 23 with no flex factor. It becomes a hard cap.

There no provision for combining subjects. Please let me know if any members have been assigned a class with split subjects. For example, a member should not be assigned MEL3E/MBF3C. Although, these both fall under the Mathematics curriculum, they are different subjects, not different levels of the same subject.





### **Minutes, Minutes, Minutes!!**

I once again cannot stress enough the importance of tracking ON CALL and SUPERVISION MINUTES. As per the Collective Agreement teachers may do up to **2100 Minutes** of Additional Professional Assignments which include On-calls and Supervisions. Up 29 half (37.5 minutes), may be assigned as on-calls for the year. As you know, a number of occasional teachers have been hired as contract teachers and are no longer on the Occasional List. The Board has refreshed the Occasional List, but I am not sure how many teachers are on the list and this could have a potential impact on the number of on-calls that teachers will be doing.

If a member is getting close to completing his/her on-call minutes, please notify me.

### **Bill 115 Remedy Day**

For those members that were entitled to the Bill 115 Remedy Day and did not take their day last year, they must take it this year or lose it. It does not carry over to next year.

As we look ahead, we do not know what the current government has in mind for education and for collective bargaining. My only hope is that we do not return to the years of Mike Harris. Having said that, I think it is important that members start thinking about and planning ahead, so that we are prepared for whatever may come.

