



District 2, Algoma
OCCASIONAL TEACHERS' BARGAINING UNIT
PRESIDENT'S REPORT FOR ANNUAL GENERAL MEETING
NOVEMBER 8, 2022



First of all, **THANK YOU** for taking the time to attend our Annual General Membership Meeting. I know many of you are very busy accepting daily work or long-term assignments within the District. It has been a very hectic start-up to the school year but so far we are weathering the storm! Presently, we are staying ahead of a Covid resurgence and the flu, but we all know that both scenarios are looming on the horizon! However, we will do our best to mitigate the ramifications of both, but the shortage is becoming an issue as we move through the school year.

Since this is an Annual Meeting, my Report will focus on what has transpired over the last several months as well as highlight issues that have arisen since schools reopened in September.

Highlights:

GOOD NEWS FOR MANY OCCASIONAL TEACHERS – JUNE STAFFING

As has been reported in some of my previous correspondence, this was the year for the hiring of many Occasional Teachers into contract positions. In fact, at the end of June, there were over **THIRTY (30) CONTRACT** positions filled by Occasional Teachers, so you can imagine the impact that has had on the OTBU Roster. We also had several members leave the ADSB for positions at the HSCDSB and then there were numerous LTO postings that were filled by OTS, thus creating a shortfall of OTS available for daily work. Losing these members, lead to the decimation of the Roster!

As you are also aware, postings continue to be distributed for long-term placements as it appears there are a number of contract teachers off on leave. In fact, it seems that the Board is posting LTOS on a daily basis! As a result, this creates a significant draw on the actual Roster for daily/casual work.

STATS: (As of the end of October 2022)

- **79** qualified OTs on the Roster (*to serve the entire District)
- **18** Unqualified OTS on the Roster (*to serve the entire District)

Sub-Total:

97 possible OTS but the qualified OTS must be called out FIRST

Reduced by:

- **16 LTO** positions filled from the Roster *to date

TOTAL*available for daily work

- **63 Qualified AND 16 Unqualified (to serve the entire District)**

- **NOTE:** at least 3 positions in the outlying areas have been filled by “Unqualified” people because no one applied for those positions and they needed to be filled – at least 2 were given contracts)

In summary, it is quite apparent that the OTBU has been significantly impacted by the shortage of Occasional teachers in the Algoma District. I know the ADSB is actively trying to recruit teachers and as a result, we have agreed to allow the Board to post on a regular basis for the Roster in hopes of securing additional members to address the short-fall within the Board.

In addition, I have been in communication with the Board with regards to filling daily absences. The Board is continually short of daily Occasional teachers so the Administration is forced to assign on-calls or in the smaller rural schools Administrators have had to take the class themselves.

Just to give you one example from last week:

• Sault & CASS schools	- 31 teachers absent for the day
	- 23 OTS confirmed acceptance of the assignments
	- 8 positions NOT covered so top-ups (4/4) were used as well as on-calls

AGREEMENT IN PRINCIPLE TO ALLOW OCCASIONAL TEACHERS TO PIERCE THE THREE PERIOD THRESHOLD WITH ADDITIONAL COMPENSATION

In an effort to address the short-fall in **daily assignments ONLY** the Union and Board agreed to allow a member to accept a forth (4th) period assignment on any given day, **IF** they agreed to accept it. It is the member’s choice and if they accept it, the Board has agreed to pay them 1.3 of a daily rate of pay for that day.

NOTE: This agreement is **NOT** applicable to LTOS or Contract teachers – **ONLY** daily OTS. The contract teachers are paid to teach 3 classes/semester and must also complete up to 2100 minutes of “on-calls or assigned duties” over the course of the year.

NOTE:

It my intent to table language in the brief to address this scenario, so that if the shortage continues over the duration of the next contract, Members will have the opportunity to work the 4/4 (if they agree) and be paid 1.3 of a day's pay (as is currently happening). At the present time there is only a Letter of Understanding addressing this scenario that we agreed to at the beginning of the pandemic. We need to get this protective language into the Collective Agreement for a variety of reasons.

**COLLECTIVE BARGAINING – UPDATE
PROVINCIAL:**

The Central Table brief was approved last May/June by the Presidents and Chief Negotiators. Since then, the Provincial Negotiating Committee has met with the Crown, agreed to what will be tabled/negotiated in the brief and have met several times to exchange and present the content of the brief. There have been several Updates sent to Members through Provincial OSSTF and several dates have been scheduled for later on in November. Stay tuned!

LOCALLY:

As of the end of June, we lost our Chief Negotiator (Stephanie Pomber) to a TBU Contract position. She was in the midst of being trained to assume this role in our next round of bargaining. This is a huge loss for our Bargaining Unit but is a huge gain for the TBU!

In the meantime, I have been attending Protective Services Meetings and will be attending a Regional Conference in Sudbury from November 10 -12th in Sudbury. I have also been working on our brief that will need to be approved by Provincial Office before we can table anything with the Board.

We (*Kevin Hogan and I*) have signed off on the **Ground Rules** for bargaining. This is part of the process and outlines the “*dos and don'ts*” when we actually commence negotiations with the Board. The Local Team is responsible for the terms in Part 2 of our Collective Agreement.



VANCANCY: COLLECTIVE BARGAINING TABLE TEAM & CHIEF NEGOTIATOR

In order to continue as a stand-alone BARGAINING UNIT with the rights to bargain our own working conditions, we need to have some members volunteer to serve on this important Committee. This is not an onerous task. I have been trying to stay on top of the requirements of the position, BUT it is time for the Membership to take ownership and step up to help with this important task. If we are not able to continue as a stand-alone Bargaining Unit, there is a process

in place where we could eventually be amalgamated with the Teachers' Bargaining Unit. However, this has never been a road I wanted to go down unless it is absolutely necessary as I feel OT issues will get lost in the bigger picture. Your issues are sometimes in conflict with the TBU, which in itself can create conflict. So far, it has been very beneficial to keep the Units separate, but it is an option that may have to be explored as eventually, I will be retiring! (For the second and final time!)

So, PLEASE HELP ME...HELP YOU...Volunteer and let's get the BEST deal we can for our Members! Contact me ASAP if you or someone you know is willing to serve on this Team.



VACANCIES & COMMITTEES REQUIRING MEMBERS

We are in need of **Executive Members** as we have lost our **Vice President** (Christy Lyons) to the TBU. Christy also served as our **Health & Safety Officer** and served us well bringing our concerns to those Joint H & S Meetings.

The following positions are available and **DO NOT** require a lot of time or commitment. These Committees offer the opportunity for professional and personal growth! In many cases you have the opportunity to work with Board personnel in a personal capacity that can create positive experiences in the future!

TIME COMMITMENT: 6 – 7 Meetings a year for Executive

■ **Standing Committees as needed EXCEPT for the Collective Bargaining Committee & Table Team (a few more meetings as we will be in negotiations as some point in the year)**

VACANCIES

Executive:

- Vice President
- Secretary

Standing Committees:

- Communications/Political Action Committee
- Health & Safety Officer
- Educational Services Officer
- Status of Women Officer

NOTE: Serving on a *Standing Committees* allows you the opportunity to meet other OTS from across the Province during Provincially-sponsored workshops/conferences. Your expenses are paid in order to attend these Provincial activities including time release.

2022 – 2023 OCCASIONAL TEACHERS' EXECUTIVE MEETING DATES & TIMES

- Tuesday, September 20, 2022 4:00 p.m. – *In person
- Annual General Meeting – November 8, 2022 7:00 p.m. *Hybrid
- Tuesday, November 22, 2022 7:00 p.m. *Virtual
- Tuesday, January 24, 2023 4:00 p.m. *In person
- Tuesday, March 21, 2023 7:00 p.m. * Virtual
- Tuesday, June 13, 2023 4:00 p.m. * In person
-

NOTE: There may be additional Meetings required as the Collective Bargaining unfolds! Eventually, there will have to be a “Ratification Meeting & Vote” on the new Contract. TBA

NEW!! DISTRICT MEMBER ENGAGEMENT COMMITTEE

The District has established a Member Engagement Committee and is looking for representation from all four (4) Bargaining Units. If you are interested in getting involved with the other Bargaining Unit Members and working on planning some “fun” activities for our Members, please contact **Mary Maurice, Chair** at mary.maurice@shaw.ca

NB: The next Meeting is scheduled for **Wednesday, November 9th at 7:00 p.m. (Zoom)**

We need suggestions for activities for members & families. Then the Committee can apply for Provincial OSSTF funding to offset some of the costs for these events! Let's get creative!!

MEMBER ISSUES....HEADS UP!

REPORTING FOR AN ASSIGNMENT AT A SECONDARY SCHOOL

Since there are so many new Members working in the schools as Occasional Teachers who are not familiar with each schools protocols, procedures and expectations, please make every effort to check in with the Administration at the school when you arrive. It is beneficial to ensure you know what is expected of you and if there is any important information you should know upon arrival.

Also, it is important that you be given the proper documentation when you arrive at the school. I reference [Article 12.1 of our Collective Agreement](#) that clearly states:

- 12.1 For each Occasional assignment, the school shall provide the Occasional Teacher with: the necessary keys, a timetable for the Secondary Occasional Teacher's assignment including supervision duties, a class list, a seating plan, Student safety plan information, and the names of students with special education and health-related needs.*

If this is **NOT** happening please let me know immediately so I can address it with the Board. It is your right to have all these items especially the ***STUDENT SAFETY PLANS & SPECIAL EDUCATION AND HEALTH RELATED INFORMATION*** at your disposal in order to keep yourself and others safe.

NOTE: Sometimes “*seating plans*” might be an issue, but everything else should be at your disposal including where to find the work assigned by the teacher you are replacing. It is the duty of the Administration to provide you with the work (folder or instructions) for your assignment.

NOTE:

- When accepting assignments through ***Apply to Education***, be sure to check start up times as some schools may vary in start-up.
- You should also check to see if there are any specific notes that the contract teacher has left for you in the ***Notes*** section as there may be valuable information noted in that section by the teacher.

FINALLY, I encourage you to contact me if there are any particular concerns and/or issues you may have **OR** even if you just want to talk about something that occurred while you were in a workplace and aren’t sure how to have handled it. We are here to help you as I know it is a steep learning curve for many of you. ***But, together we can get through it!***

Sharon



Contact Information: ***Sharon Indrevold, OTBU President***
District 2, Algoma
Email: sharon.indrevold@d02.osstf.ca
Phone: 705-759-6653 OR toll free 1-855-265-9980