

# OSSTF Limestone District 27

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## MEMORANDUM

**To:** All Members of the Teachers' Bargaining Unit  
**From:** Teresa Marrello, District Officer  
**Date:** January 31, 2008

Welcome back to those members returning from leaves. **Branch Presidents are your first line of communication to the OSSTF. They do a great deal of work on your behalf. Below is a list of the Branch Presidents.**

BSS	Stephanie Leonard	NDSS	Elly Tarshis/David Brinkman
ESS	David Hannah	NAEC	Bill Vanwart
FSS	Pat Grew/Jeff Wills	OCC	Sy Golosky
KCVI	Sherri Finlayson	QECVI	Lloyd Lockington
LSS	Deb Gavel	SLHS	Dave Gervais/ Randy McVety
LCVI	Joanne Riley-Janzen/Michele Stapleton	SHS	David Herrington

**Please see your Branch President or call the District Officer if you need information regarding the following:**

- leaves for next year
- maternity/parental leave
- pay
- benefits
- Certification information/category changes
- voluntary transfers/exchanges
- retirement information
- occasional teaching
- Employee Assistance Plan (EAP) (confidential counseling service)

### Important Dates for Semester II, 2008:

February 12	TPP Retirement Workshop - Please call the District Office by February 6 to register
<b>March 31*</b>	<b>Deadline: Request to Board for Leaves / Reduction in Teaching Load</b>
April 10	Deadline: Request to District Office for Voluntary Transfer/Exchange
April 10	Deadline: Notification to Board of Application for OSSTF Certification Rating Statement (for category purposes) retroactive to January 1, 2008
May 10	Deadline: Application for Occasional Teachers' List for the 2008-09 school year
May 21	Annual General Meeting, Nylon Workers' Hall, 4:30 pm
May 30	Deadline: Board must notify Teachers who are surplus to the system
May 30	Deadline: Retirement/Resignation to Board
June 10	Retirement Reception, Minos Village Restaurant, 2762 Princess Street
Mid-June	Deadline: Registration for Queen's Continuing Education Courses for Summer

*More information will follow as deadlines approach.*

### 1. New Pay Grid

The negotiated pay grids beginning February 1, 2008 are shown below:

February 1, 2008				
STEP	CAT 1	CAT 2	CAT 3	CAT 4
0	41 108	42 571	46 402	48 421
1	43 673	45 250	49 451	51 666
2	46 232	47 928	52 505	54 909
3	48 797	50 607	55 554	58 153
4	51, 360	53 283	58 605	61 395
5	53 918	55 964	61 658	64 638
6	56 4840	58 642	64 707	67 884
7	59 047	61 319	67 760	71 125
8	61 610	63 999	70 812	74 370
9	64 174	66 677	73 864	77 615
10	66 734	69 353	76 915	80 858
11	69 299	72 031	79 970	84 097

The **Responsibility Allowance** will increase to \$3, 540.00 on February 1, 2008. The daily rate for **Occasional Teachers** will increase to \$170.00 for teachers with 45 days or less of documented teaching experience and to \$195.00 for Occasional teachers with more than 45 days of documented teaching experience on February 1, 2008. These **increases** will be reflected on your **February 8 pay**.

## 2. Staffing Update

All qualified surplus Teachers who were not on a leave of absence have been placed. Many positions have been posted. This has allowed some Teachers to increase their entitlement. Please be aware that according to the Teachers' Collective Agreement:

A Teacher with an entitlement of 3 classes or more *shall* be appointed before anyone new is hired.  
A Teacher with an entitlement of 1 or 2 classes *should* be appointed before anyone new is hired

## 3. Retirement Workshop

If you think you may retire in the next few years, you may wish to attend the TPP Retirement Workshop. The workshop is scheduled for February 12, 2008 at 4:00 pm in the LCVI Library. The Workshop will be presented by Ruth Kirkham, the Provincial OSSTF Pensions and Benefits Officer. This is an excellent workshop with a lot of valuable information. To sign up, please call the District Office at (613) 546-6985.

## 4. Preferred Teaching Assignment for 2008-2009

Each year Teachers have the opportunity to identify their preferred teaching assignment for the next school year. Requests should be submitted to your Department Head and your Principal by February 28 of each year. The School Based Work Team will use this information to make recommendations to the Principal for timetabling.

## 5. On-Call/Supervision Schedules

You will be receiving new on-call/supervision schedules for Semester II. The Collective Agreement (Article 11) states that:

- On-calls/supervisions shall be equally assigned.
- Teacher availability for on-call shall be scheduled.
- A Teacher will not be assigned more than two in one week
- A Teacher will not be assigned an on-call on a day when the Teacher is assigned supervision.

## 6. Mutual Consent Forms

A teacher may teach outside of his/her area of certification by **mutual** consent. **If the teacher wishes to do so**, a mutual consent form must be signed by the Teacher, the Principal and approved by the Superintendent of Human Resources. (Article 18.3.2)

## 7. Health & Safety

Concerns about Health and Safety at your work site should be directed to the Health and Safety Representative at your school, your Branch President, and/or the Co-chair of the Joint Health and Safety Committee, Elizabeth McDonald. It is also important to notify your Principal.

## 8. LTD Premiums

Good News! Your LTD premiums will decrease effective March 1, 2008. As well, there have been enhancements to the CAREpath services. Premiums will **decrease from 1.59% (including PST) of your annual salary to 1.52%.**

Reminder to members—you are **NOT eligible** for LTD coverage once you reach age 65 or you become entitled to a 66% unreduced pension. In either of the above cases you should cancel your LTD coverage. Forms are available from Kim Wilson at the Board Office.

## 9. District Website

We are currently updating our District OSSTF Website. We welcome any suggestions you may have so that we can improve our service to the membership. Visit us at [osstf27.ca](http://osstf27.ca). The following is some of the information currently available on the site:

- A Benefits Synopsis
- Pregnancy/Parental leave and Retirement checklists
- Request for Transfer forms
- District Officer Memoranda

Questions? Please don't hesitate to call or email.

email: [officer@kingston.net](mailto:officer@kingston.net)