

OSSTF Limestone District 27

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MEMORANDUM

To: All Members of the Teachers' Bargaining Unit
From: Teresa Marrello, District Officer
Date: April 1, 2008

1. Important Upcoming Dates

- 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**
- April 21 First Staffing Meeting for next school year
- May 10 **Deadline: Application for Occasional Teachers' List for ~~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 OSSTF Retirement Reception
- June 11 **Deadline: Registration for Queen's Continuing Education Courses for Spring/Summer**

2007-2008

2. Staffing for 2008-09

- The first (preliminary) staffing meeting will be held on April 21. Staff allocations will soon be given to schools and your School Based Work Team (Administration and Federation) will be working to ensure the process is carried out fairly within your school.
- Enrolment is projected to decrease for the next school year. Although it is difficult to say at this point what the impact will be on staffing (because of other factors such as leaves and retirements), there may be surplus Teachers after staffing in May.
- The Board will inform Teachers by **May 30** if they are surplus.

3. Additional Qualifications

If you are working on an additional qualification course now or will be in the summer, please inform Paula Medeiros at the Board Office and Teresa Marrello at the District Office **in writing**. It could be helpful in the staffing process--especially if you are declared surplus at the end of May.

When you receive your updated Ontario College of Teachers' Certificate of Qualification, please make four (4) copies. Keep a copy for your files and send the others to:

- ▶ the Board Office c/o Paula Medeiros(for placement on Seniority List)
- ▶ the District Office c/o Teresa Marrello(for our records)
- ▶ your Principal (for your school file)

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4. The Decision to Retire

The decision to retire is a personal one with many factors to consider. Please do not put pressure on any of your colleagues to retire. Refrain from asking colleagues of their intention to retire. Intrusive questions of this nature can be seen as discriminatory and as workplace harassment. Members have a right to work for as long as they wish.

- A retirement checklist is available from your Branch President or from the District Office website at www.osstf27.ca
- If you have asked the Teachers Pension Plan (TPP) for a pension estimate, be aware that errors are not uncommon. Check the information carefully and contact the TPP to correct any errors. Make sure you have the most recent salary information. The most recent grid as of February 1, 2008 is 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

5. Scented Products Awareness

Many of our members suffer from environmental sensitivities. These sensitivities include allergic reactions to heavily scented products such as perfumes, colognes, hair care products, dryer sheets, candles, flowers, and air fresheners.

As organizations become increasingly aware of the health concerns related to scented products, many are adopting scent free policies in their workplaces. OSSTF has been considerate of these concerns for some time and all Members have been urged to refrain from wearing scented products at all OSSTF sponsored functions and places of work. OSSTF Provincial Meetings have been fragrance and peanut free since 1999. The Limestone District School Board has not yet adopted a scent free policy but they do have a Scent Awareness Policy—Admin Procedure 414. It asks all staff and students “to refrain from wearing/using scented products on Board premises, during Board sanctioned activities as well as on school buses.”

I urge all members to consider the health needs of others as they choose products to purchase and wear to work. The consequences to our colleagues are serious.

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

Email: officer@kingston.net