

CBC REPORT TO SEPTEMBER, 2024 COUNCIL

I am Brian LeSage, your Chief Negotiator, pleased to help with questions or concerns related to:

- Leaves of all kinds (Sick, Compassionate, Pregnancy, Personal, Retirement, X/Y, Leaves without Pay)
- Staffing (Job postings, Transfers, Seniority)
- Timetables
- Protecting your Collective Agreement and Working Conditions
- Grievances
- Schools in Supt. Prince Duah's Superintendency

I can be contacted in the OC-ETFO Office at 613-596-3932 or at brian.lesage@ocetfo.org for help with any of these issues

KNOW YOUR WORKING CONDITIONS to PROTECT YOUR RIGHTS

An Electronic Report will follow in an email to Stewards with detailed information on:

- ✓ Your Personal Leave entitlements (3 Days for “Urgent or Essential” business)
- ✓ Your Compassionate Leave entitlements (incl. Bereavement and ILFM)
- ✓ Your Sick Leave entitlements (11 Days + 120 Short Term Days or FTE)
- ✓ Pay Dates
- ✓ Adjusted Day Calendar
- ✓ Religious Holy Days Calendar
- ✓ Teaching minute calculator for FTE status
- ✓ Important Contract Reminders from Article L27 (Working Conditions) & Article L28 (Supervision)
- ✓more

This space at Council is going to be used all year to educate you on your Collective Agreement Rights so you as Steward can go back and support colleagues in your school to:

- ✓ ***Defend those rights***
- ✓ ***Recognize when they are being infringed***
- ✓ ***Hear from your colleagues in other schools to know you aren't alone***
- ✓ ***Know how to proceed to uphold them***
- ✓ ***Let your Union know what is happening in schools***
- ✓ ***Understand what your Union is doing to support and advocate for all our Members!***

STAFFING AND REORGANIZATION

Classes are staffed using these parameters:

- **FDK Cap**: 29 students, up to 10% of classes in the system can be up to 32
- **PRIMARY Cap**: 20 students, up to 10% of classes in the system can be up to 23 (*3/4 splits shouldn't exceed 23*)
- **JR/INT**: Staffed to a Board average of 24.5
- 'Snapshot date': Staffing freezes in the OCDSB, and funding is allocated based on Board's report of numbers of actual students in the school as of **23 September**. Extra allocation of staffing can occur if class caps are pierced by that date. Classes may be collapsed if numbers that arrived are much smaller than anticipated.
- Numbers seem to indicate we are seeing a significant DROP in enrollment of students in schools compared to planning estimates for the second year in a row in the OCDSB.

REORGANIZATION PROCESS

- Surplus to the school should be done STRICTLY by Seniority and Qualifications/Language of Instruction
- Admins will be directed to minimize the disruption to Students and Staff
- Teachers declared surplus are going to be given a list of assignments on **1 Oct** left behind by LTOs being displaced
- They will be able RANK THEM in order of preference and be placed via seniority (like a mini-STPP)
- Someone SENIOR in the school could indicate that they want to be made voluntarily surplus to absorb the loss
- Teachers are encouraged to be expansive in their choices and to cast a wide net; the list they see will be what's available and if they choose not to take a vacancy in order to wait for a "preferred" spot, *they may be put on a Leave without Pay (LWOP)*
- If you are forced to move out of your assignment via a re-org, you will have 2 release days to make the transition to your new assignment
- These two days will be 9-10 Oct with Teachers taking up the new assignment officially on - **11 Oct**. Right of return to THE SYSTEM in the Spring.
- Members who need guidance through the process can contact us for support

Your Union in Action:

1) **PPM 168 (K-2 Screening) & PPM 155 (Diagnostics)**

- *ETFO is NOT against screening or diagnostic testing*
- Successful challenge of imposed K-2 Screeners led to Central Language/funding for ETFO JOBS to implement
- 22.5 “RITs” Hired in Ottawa to support Acadience
- Central Agreement language (C9.00) and PPM155 (Diagnostic Assessment) *still in effect*
- If Principals are directing you do diagnostics for ALL Gr.3-8 students this is a breach- contact us

2) **Duty “Stacking”**

- Article L28 *caps* Duty at 80 mins every 5 days
- You do not “owe” extra minutes if you are under cap
- “Equity” can be achieved by having 75/80 minute people swap at the mid year point
- If Admin is trying to extract the max - contact us

3) **20 Minute Timetabling**

- Letter of Understanding (LoU) out of Local bargaining where the Board recognizes value of 40+ min Prep
- Process to identify schools where fractured timetables are a problem, address it during Fall Reorg
- Use this link to report: [GOOGLE LINK HERE](#)

CHECK YOUR PAY+ENTITLEMENTS

- Be sure to pay close attention to the EMPLOYEE INQUIRY section through the EMPLOYEE PORTAL on the Board website
- Check the 'Personal' tab to see your pay stubs and leave entitlements- especially your Sick bank
- If there are errors in your pay rate, grid step, or leave allocations, please contact us IMMEDIATELY
- Mistakes do sometimes get made, and if there is an overpayment, the Board has a right to expect repayment- we can help negotiate that if it is required
- Errors in pay must be brought to the attention of the Board *in the school year in which they happen in order to be fixed* as per Article L13.03
- New experience or qualifications that may effect your QECO Category or your Grid step should be submitted to Dianne Robertson in HR as soon as possible to have it reflected in your pay. There are deadlines outlined in Article L11.03 for retroactivity to be applied
- **PART TIME TEACHERS:** See the 'Adjusted Day Calendar' to help you plan your year. PT Teachers cannot be expected to fully attend all 7 PA/PD Days in a year, but a portion matching your contract. If your Principal invites you to attend PA/PD Days beyond your contract, you need to be paid at your Daily rate. Contact me if there are any questions about PT Teachers and PA/PD Days

Retirement and Pregnancy/Parental Workshops

- A flyer will be in the electronic report to follow giving information about the two “Happy” workshops that we hold with ETFO to advise members about their entitlements around:
- ✓ **RETIREMENT**: *Location and date to be confirmed*
- ✓ **PREGNANCY/PARENTAL LEAVE**: co-hosted with our Local Status of Women Committee, **@430pm on Thursday, 24 October** (Location to be confirmed)

Interested Members should register in advance using the link in the flyers, check our website at www.ocetfo.ca

Your Collective Bargaining Committee

- Your Local CBC is an active and engaged group of classroom teachers
- It is an excellent leadership and learning opportunity and there are TWO VACANCIES available to be filled in a By-Election authorized by Executive on 30 Oct
- One TWO (2)-year term
- One ONE (1)-year term

THANK YOU to our 2024/25 Local CBC Team:

CBC Chair/Chief Negotiating Officer: Brian LeSage

Patrick Drouin

Manisha Phadnis

Lee St.Aubin

Amanda O'Reilly

Heather Gordon

Nicola Sulway

Joanne Small-Greenall

Shawn Crow

Danielle Takoff

VACANCY

Joelle Paquette

VACANCY

If you are interested in joining our team, please submit your name to Cindy Broadrick in our Office and Chief Returning Officer Shaz Tyndale.