

News @ 25



Ottawa-Carleton
District 25
Teachers' Bargaining Unit

Update from the Office: 729-7211

December 2006

From Your President:

Kerry Houlahan
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Teachers' Pension Plan

In November, the Ontario Teachers' Federation (OTF) brought together the presidents of the local bargaining units of its 4 affiliates (AEFO, ETFO, OCETF, OSSTF) for a pension information session entitled *Looking Ahead – What About My Teacher's Pension?* This type of gathering is a rare occurrence and is used to address significant issues. Our bargaining unit believes that all teachers (and not just those who are close to retirement age!) need to completely understand the Pension Plan and be informed about the 2005 Valuation and its implications. Members may be surveyed about their views and opinions and need to be as informed as possible. Teachers need information about the contribution rate increase of 2% (effective January 2007) and the agreement both to survey the membership and to study the actuarial assumptions.

Locally, release time has been provided to each school for both the Branch President and the Benefits Representative to attend a TPP information session the afternoon of December 14. Branch Presidents will be given a CD Rom and guide so as to provide this important information to teachers in their schools

sometime in the New Year. I would encourage



each and every teacher to attend this information session.

Teacher Performance Appraisal

The Working Table on Teacher Development has concluded its deliberations on a revised appraisal process for experienced teachers and has put forward its recommendations. The Working Table's recommendations include a change to one appraisal in an evaluation year, an appraisal cycle of five years and a two-point rating scale of satisfactory or unsatisfactory. We are not sure if the revisions to the TPA process will take effect in second semester or in the fall of 2007.

We've almost made it...During the break, I hope you take some time for yourself and enjoy the company of family and friends. On behalf of the Teachers' Unit Executive, I wish you a safe, relaxing and restful break

From Your Chief Negotiator:

Kerri Ferguson
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January Paycheque Blues

Just as the Christmas bills start coming in, teachers are often surprised by the reduced amount of their first pay in the New Year. This year, the reduction will be even higher.

As the New Year begins, we see the return of a few deductions to our take home pay. The

College of Teachers fees, EI, and CPP contributions will all begin to be deducted again. Along with the return of these usual deductions, we will see the increased deductions for our Teacher Pension Plan premiums.

Fees for the College of Teachers is \$104 per year. The OCDSB deducts this fee over the first three pay periods of the year (at \$35, \$35 and \$34).

Deductions for Employment Insurance are at a rate of 1.95% of pay up to a maximum and contributions to the Canadian Pension Plan are at a rate of 4.95% to a maximum. For an \$80,000 salary, the maximum for these deductions is reached in June and deductions are not made for the entire fall.

Due to the financial situation with the Ontario Teachers Pension Plan, as of January 1, 2007, our premiums will increase by 2% of salary. For an \$80,000 salary, this means an increase of \$1600 for 2007.

The following list shows the approximate value of each deduction based on a salary of \$80,000.

CoT fees	\$35
EIC	\$62
CPP	\$158
TPP increase	\$64

This amounts to roughly \$320 less in the January 5, 2007 pay as compared to the December 22, 2006 pay.

From Your Membership Services Officer:

Louise Derry
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Benefits Information!

The new "Employee Benefits at a Glance" brochure which summarizes benefits programs for secondary teachers, along with the updated 54-page booklet detailing the complete

coverage of available benefits were sent to all teachers this week. Keep these excellent references for information on health care, life insurances and claim submissions. This information is also available on-line under the Benefits folder on Beam.

Feeling Stressed? Need Help?

Call EAP (employee assistance program). The Board pays for this confidential counseling service for employees and their families. The Family Service Centre of Ottawa-Carleton can be reached at 613-725-5676; for emergencies call 1-800-668-9920.

Have Card, Will Travel

Out-of-country coverage for emergency medical treatment is provided under ManuAssist, and is part of the Board's health plan. ManuAssist helps you and your dependents in a medical emergency or unexpected illness while traveling out of country or province. If you need a ManuAssist card, contact Marilyn Farrell in Benefits at 613-596-8778.

Certification Deadline and Money

Teachers have until December 31 2006 to get their updated certification rating statements to the Board in order to get retroactive pay to September 2006.

Happy healthy holidays!

