

# News @ 25



Ottawa-Carleton  
District 25  
Teachers' Bargaining Unit

Update from the Office: 729-7211

February 2008



## **From Your President:**

Kerry Houlahan  
khoulahan@osstf25.on.ca

### **Solidarity Button Campaign**

Thank you to all OSSTF members for their participation in the Solidarity Button Campaign. The purpose of the campaign is for members to recognize each other as members of the same union. Please continue to wear the buttons every Friday.

### **Support Staff Negotiations**

As you are no doubt aware, 4 District 25 support staff bargaining units (EA, ESP, PSSP, PSSU) held a strike vote on January 13 and voted 96.7% overall in favour of taking strike action if necessary to achieve their contract goals. The units are currently waiting to establish dates to continue negotiations. Teachers are asked to be supportive of their fellow OSSTF colleagues. Should it become necessary, teachers will be provided with instructions.

### **2008-09 OCDSB Budget**

The Board is reporting that it is in a better financial position for the 2008-09 budget than had been anticipated and expects to achieve a

balanced budget. The Ministry provided some additional funding and our Board used it to reduce the 2007-08 deficit of \$6.3 million.

### **Attendance Management Plan**

The OCDSB has an Attendance Management Plan; information about the plan itself is available on the HR folder on Beam under Employee Wellness and Disability Management. Any teacher who is notified that he/she is being placed on the Attendance Management Plan should be contacting this office.

## **From Your Chief Negotiator:**

Kerri Ferguson  
kferguson@osstf25.on.ca

### **Staffing for 2008/2009 has Begun**

Although we have just barely begun the new semester, the process for staffing for next year has already started with the posting of the first round of headship vacancies on February 5.

The Secondary Spring Staffing Procedure has been posted on BEAM and should be in your school folders. It includes the timelines for the various aspects of staffing for next year. Please note the various deadlines: March 1 for leave applications, April 10 for voluntary surplus,

April 30 for retirement, and May 30 for voluntary transfer and increase in status forms.

The process for posting and applying for vacancies will continue to be done on-line through Apply to Education (formerly Apply to Teach). Information on this process and how to create or access your account will be distributed in the spring.

### **Check your Paystub**

With the final negotiated salary increase of our current collective agreement taking effect this month, now is a great time to review your paystub and check for errors. The Feb 1 pay had adjustments made to it so teachers will see the full increase in the Feb 15 pay.

Remember that paystubs are now only accessed on-line at [www.ocdsb.ca/employee](http://www.ocdsb.ca/employee). Use the "Employee Inquiry" link. Email Hotline if you have difficulties with your userid or password.

### **Group PD**

There is over \$4000 remaining to be allocated to group PD activities. Any teacher interested in organizing a PD event that involves at least 20 of our members can apply for up to \$1000 from OSSTF to support the initiative. Information is available on our website in the FAQ link on the Teachers' page.



### **From Your Membership Services Officer:**

Louise Derry  
lderry@osstf25.on.ca

### **Certification**

Did you take a university course or an additional qualification for the purpose of moving up a category? If so, send your transcript, along with Certification Form #2, to the OSSTF Certification Dept. requesting a re-evaluation **before February 16 2008**. This will ensure that you get your upgraded rating statement in enough time to **meet the Board's deadline of March 31** for retroactive pay to January 2008.

Thinking of taking a course for upgrading on the certification plan? Make sure you submit Certification Form#3 to request **prior written approval** from the Certification Dept. before you register!

Certification forms are available on our website, under FAQ on the Teachers' page.

### **Long Term Disability**

The campaign for the renewal of the personalized LTD options occurred from January 28 to February 1 2008. A big **THANK YOU** goes to all school reps who helped to make it so successful! The new plan takes effect May 1 2008.

If you did not get a renewal kit, either at school or at home, please contact me immediately.

### **STOP PAYING LTD!**

You do not qualify for LTD benefits if you have reached, or will soon reach a 60% unreduced pension (i.e. 30 years of credited service and the 85 factor), or will soon be age 65. Stop paying your premiums based on your waiting period. This may be up to 200 days before you meet the above criteria!

### **OSSTF Pension and retirement workshop**

Ruth Kirkham from the provincial office will offer a workshop on pension and retirement on March 27 2008. Look for details in early March