



Memo: Reminder of Changes to the Collective Agreement for 2009/2010

To: All members of the District 25 Teachers' Bargaining Unit

From: Kerri Ferguson, Chief Negotiator

Welcome back! Although there were many changes made to the Collective Agreement in the last round of bargaining, the following lists the one most relevant to teachers' daily routines as the new school year begins.

Teachers will not be receiving hard copies of the new agreement. It is available on our website at www.osstf25.on.ca. In the Teachers' page there is a link for the agreement on the left.

Benefits Changes – Effective September 1, 2009

- Vision Care - \$450 / 2 years including up to \$100 for eye exams
- Dental Care
 - Caps and Crowns 50% co-insurance up to \$1400/year
 - Orthodontics co-insurance up to \$1200/year
- Paramedical Services
 - Massage Therapist - \$50/visit to max of \$400/year
 - Chiropractor - \$35/visit to a max of \$400/year
 - Psychologist - \$40/1st half hour, \$35/each subsequent half hour to max of \$500/year

Workload Changes

- Assigned Alternative Duties
 - For 2009/2010 teachers will be assigned the equivalent of 56 half-periods which may include up to 22 half-period worked on-calls
 - Department heads shall be assigned 10 fewer duties (46 half-periods)
 - On-call usage shall be posted monthly
- Class size Maxima
 - See the collective agreement for specific numbers
 - For 2009/2010 the main change is that the flex for most classes has been reduced by 1 student. For Locally developed, Co-op and Adaptive sights there is no flex.

Human Resources File Change

- Under the new agreement, the board shall remove a record of disciplinary action from a teacher's file after 5 years provided there has been no further disciplinary action. This is only done at the teacher's request.
- For more details see Article 32.03 and/or call the District Office.