

Benefits for Daily Occasional Teachers

As part of the OSSTF Central agreement, effective September 2020, Secondary Occasional members within an LTO or Extended Occasional assignment of 90 calendar days or more are eligible to join the Central OSSTF benefits plan. (For details contact the District 13 Office or www.osstfbenefits.ca.) However, teachers who do not meet the 90 day criteria are eligible for the Benefits for Daily Occasional Teachers agreement which was part of the contract extension and which remains in the current Central deal. The Benefits for Daily Occasional Teachers plan is available to all teachers who work at least 90 instructional days in the previous school year in the Secondary panel and can provide coverage for up to one calendar year.

These are the details of the Benefits for Daily Occasional Teachers plan:

For Secondary OTs in Durham and in three other boards where OTs had access to benefits in the collective agreements prior to 2014, a partial reimbursement system has been created. These members will have access to a reimbursement amount from their employer for benefits plans which they purchase elsewhere. OTIP has a plan in place for these members if they so choose. However, members are free to purchase their benefits from any source.

The language contained within the agreement clarifies original language found in the 2014-17 Central Agreement and reads as follows:

“Eligible daily occasional teachers in the four boards listed below shall be entitled to the lesser of a) the following table amounts and b) the actual benefit plan cost multiplied by the percentage of the employer co-pay existing in the 2012-2014 local collective agreements, to be used for the sole purpose of purchasing from among health, life and/or dental benefit plans:

<i>Board</i>	<i>Maximum Funding Amount (a) (2018-2019)</i>	<i>Employer Percentage Co-Pay (b)</i>
<i>Durham DSB</i>	<i>\$2,654</i>	<i>50%</i>
<i>Hastings & Prince Edwards DSB</i>	<i>\$3,980</i>	<i>75%</i>
<i>Toronto DSB</i>	<i>\$2,654</i>	<i>50%</i>
<i>York Region DSB</i>	<i>\$ 531</i>	<i>10%</i>

These amounts shall be prorated for the portion of the year that the daily occasional teacher enrolls in the plan. Eligibility criteria for these amounts are based on the existing eligibility criteria of the 2012-2014 local collective agreements which is based on the number of days worked in the previous school year and varies by board. Payments will be provided to the eligible daily occasional teacher on a monthly basis.

In addition, increases shall be provided in each of the following years:

September 1, 2019: 4%

September 1, 2020: 4%

September 1, 2021: 4%”

Note that since there is not yet a new agreement beyond August 31 2022, this means that the maximum funding amount in Durham for September 2022 will be the same as the previous year, \$2,985/year.

Qualification and Eligibility Language

Under the pre-2014 DDSB Secondary OTBU Collective Agreement, if a member worked at least ninety (90) full-time equivalent days in the Secondary panel in one school year, they would be eligible for benefits in the next school year at a 50% premium rate.

If you meet the eligibility threshold, you will be notified by the DDSB during the summer and provided with details to register for reimbursement.

What does this mean for Secondary OTs in Durham Not in Long-Term Assignments?

Each individual who qualifies based upon their previous year's work (see previous section), can spend as much or as little as they want on a benefits plan of their choice. The maximum amount reimbursed, however, is capped according to the chart above.

Example: A District 13 Secondary Occasional Teacher qualifies according to this plan for September 2021. This member chooses and enrolls in a comprehensive family benefits plan costing \$6,800/year. They can expect the following reimbursement from the DDSB paid out in monthly instalments:

Cost of Plan	x	50% employer-reimbursed coverage	=	Employer funding available
\$6,800	x	50%	=	\$3,400; reduced to the 2021 max of \$2,985

Q & A

Question: *The funding will be in place to purchase benefits, but where can I buy benefits?*

Answer: OTIP has developed a benefits plan available for purchase by OTBU members which has been in place since September 2017. Details of the plan can be found at <https://www.otip.com/Products/Occasional>. There are also other benefit plans on the market available for purchase that are suitable for reimbursement, if you so choose.

Question: *What are the timelines and steps for accessing this funding?*

Answer: Contact the DDSB Payroll Department by August 31, 2022. The payments will be provided to members on the second pay each month.

Question: *What happens if I purchase a plan under the Benefits for Daily Occasional Teachers plan and then get an LTO or Extended assignment during the year?*

Answer: Members will not be able to retroactively terminate their prior coverage. However, if you have purchased coverage through OTIP, they will allow you to end your coverage at the end of that month and then join the OSSTF plan at the start of the next month. If you have purchased coverage through another provider, you will have to contact them to determine if you are able to stop your coverage.