



# President's Memo

Dave Barrowclough, President

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February 21, 2017

1. **Overpayment Correction on Grid Pay Increase** – Recently you received an email from the DDSB about a pay adjustment as a result of the 0.5% increase applied across the grid. This will bring the maximum group 4 salary to \$96,062. Each step of the grid will be increased by 0.5% and rounded to the nearest dollar. Facilitator and Department Head Allowances will also receive this increase. There is a slight imbalance in the number of work days and holidays (unpaid days) in the school year calendar which creates a slight over payment when raises are applied mid-year. Because of that, there is a **one-time claw back** of the overpayment which was outlined in the board's email. It is important to note that the numbers they used are an example only and not specific to your pay.
2. **Bump it up Boards and Professional Judgement** – Unfortunately, we continue to receive reports of Principals attempting to demand that members put up a "bump it up board" or "Interactive performance wall". These are only one tool that a teacher **could** use to provide next step direction to students, but of course there are countless others and NO evidence that one method is better than the next. Professional Judgment, in relation to assessment and evaluation, is part of the central terms of your collective agreement. As reported on December 8<sup>th</sup>, 2016 in a mass email, Provincial OSSTF has developed a guide to help teachers determine situations which would fall within their professional judgment and those that would not. The link now requires you to log into the provincial website but is still available for members to access. The guide can be found here: <http://www.osstf.on.ca/professional-judgement>. The use of these boards falls within the professional judgment of a teacher with respect to assessment and evaluation. You are not required to use these walls as a method of feedback or instruction in your classroom. Members must be certain to provide clear instruction and feedback for students so that they can improve their work and be successful, following *Growing Success*, but the method of this instruction is within the professional judgment of the teacher and CANNOT be dictated by a principal. **Senior superintendents at the DDSB have ensured District Officers that there is not one way to teach a class, in fact variety is encouraged.**
3. **Count your Supervision Minutes!** – There is a maximum of 27 half-period on-calls in a school year and a maximum of 1520 mins of supervision for **lunch duties and on-calls combined**. Be sure to track your minutes. This can be done easily with the assigned duties summary pdf sheet which can be found on the front page of our District website. There are also 25 minutes per week for bus duty, hall duty, homeroom or student or teacher mentoring but this time must be used each week and cannot be used for lunch duty or on-calls. If you believe you are close to going over your minutes, alert Administration when you are within 2 or 3 on-calls. The worksheet on the District website is a PDF page that needs to be downloaded and opened in Adobe reader or acrobat. It will not function properly if simply accessed through a browser such as Chrome.
4. **Central Extension Talks** – Be sure to watch your email box for information on central table extension talks. You can also log into the Provincial OSSTF website to read Special Bulletins.

5. **[www.onepublicsystem.ca](http://www.onepublicsystem.ca)** – As part of a motion passed at AMPA 2016, OSSTF adopted a Charter of Public Education. The Charter can be read at the website [onepublicsystem.ca](http://onepublicsystem.ca). Also available on this website is the ability to email your MPP, the Premier and the Minister of Education to voice your support for the discontinuation of using Public funds to support running 4 school systems. There is an estimated \$1.4 billion of public money used annually to cover the redundant bureaucracy that comes with running multiple systems. OSSTF supports running a system for both official languages, French and English. Please consider signing on in support of the Charter. You do not need to set up an account.
6. **Annual Family Day Skate and Food Drive** – Our annual Family Day skate at McKinney Arena was, once again, a great success. District 13 Families came through with a generous donation of food items which were delivered to a local food bank. Thank you to all of the members and their families for coming out, lacing up and having a good time in the name of charity.
7. **District 13 Email** – Are you receiving information from District 13 to your personal account? If not, email [ryan.kelly@d13.osstf.ca](mailto:ryan.kelly@d13.osstf.ca) from a non-board email address. Indicate your school or that you are an occasional teacher and we will add you to the District 13 email list.
8. **Retirement Workshop date change** – 4:30 pm on **April 26<sup>th</sup>** at the District Office. Please call the District Office to reserve a seat (905) 668-7100. There is no cost to attend this workshop but there is limited space. If you are considering retiring this year please go to our District website ([www.d13.osstf.ca](http://www.d13.osstf.ca)) where, under the useful information tab, you will find a sample retirement letter and our retirement package which includes benefits information and information on the application process with OTPP.
9. **Half Time Leave of Absence** – Should you wish to take a half-time leave of absence for the next school year (2017-2018) you must apply on-line through the DDSB Portal by March 1<sup>st</sup>, 2017. This includes either half days (mornings or afternoons all year) or working one semester and off in the other. There is an increase in the cost of benefits and pension implications to consider. Please call the District Office if you have any questions.
10. **Provincial Benefits Update** – As a result of the problems with the data transfer in Wave 1, any District whose board uses IPPS.net as an HR system were moved out of Wave 2. We have received word that we are currently in Wave 3 with the hopes that the computer patches can be applied and correct the problems that other boards faced. Wave 3 is scheduled to start on April 1<sup>st</sup>, 2017. This date is not carved in stone for District 13 as the fixes that are being worked on and applied will have to be confirmed effective.
11. **Education Issues Survey coming to March Staff meeting** – At the OSSTF portion of your March staff meeting, District 13 will be conducting the 11<sup>th</sup> annual survey of members on Education Issues. Please be sure to bring a PENCIL to your meeting in March so that you can complete the survey and let your voice be heard.