

Memo # 7

To: OECTA Secondary Teachers

From: Michele MacDonald

Re: TPA observation meetings; EI and CPP deductions; New Office;

1. It has come to my attention that on more than one occasion an administrator that has scheduled a TPA observation has not shown up. I just want to make sure that members understand that only in extreme emergencies should this be happening (police are in the office, fire, death in the family) and it is up to the teacher whether they wish to re-schedule. If you don't wish to re-schedule you are deemed to be done and you will receive a satisfactory and move forward in the cycle.

It should be noted that in the collective agreement (pages 42-43) we have specific language around experienced TPA. It is important to note that should the meeting need to be cancelled it will be documented, in writing to the teacher, with an explanation.

A lot of work goes in to preparing yourself for these evaluations and you do not need to put yourself through that multiple times. If you have questions or concerns please do not hesitate to contact the Unit office.

2. Just a reminder that for a number of teachers you will see a decrease in your pay statements beginning in January. 2016 is a new tax year and that means that CPP and EI will begin to be deducted again.

CPP rates: Commencing January 2016, the rate will be 4.95% of gross earnings to a maximum of \$2,544.30. Maximum Contributory Earnings for 2016 are \$54,900.

EI rates: Commencing January 2016, the rate will be 1.88% of gross earnings to a maximum of \$955.04. Maximum Insurable Earnings for 2016 are \$50,800.

For those employees who have reached the maximum contribution (YMPE) limit for 2015 and are not currently paying CPP and EI, these deductions will start again with the first pay in January.

3. OECTA Simcoe Muskoka Unit has purchased a new building! The new building is located at 61 King Street in Barrie. The current office in Elmvale has been a great place to work, but the amount of renovations to make it accessible would be prohibitive. The Elementary and Secondary Units determined that the time was right to locate a new office in Barrie. Now that the real estate deal has been finalized we are ready to move forward with renovations to the new building and we look forward to the new office opening in September 2016. The new location will provide us with a larger meeting space to be able to host some events that we have had to rent space for in the past. This is a very exciting project and we look forward to sharing with you the progress throughout the coming months.

Have a wonderful holiday with your family and friends, be safe if travelling. See everyone in 2016!!

PLEASE POST AND DISTRIBUTE TO ALL OECTA MEMBERS