

Memo #15

Date: November 15, 2017

To: Executive/Members

Re: **New Collective Agreement; Professional Development; CBC News; Notification of Exhaustion of 11 Days of Sick Leave**

New Collective Agreement

A copy of our “new” Collective Agreement can be found on our local website (www.oectasimcoemuskoka.on.ca). Hard copies will not be provided, because the only major addition are the terms of the Extension Agreement including pay grids – which can be found at the end of the document (pages 125-133). Those individual sections can be printed and added to your existing hard copy, if necessary.

I have attached a pdf copy to this memo for added convenience.

Professional Development

We have heard from several teachers requesting information around where they would locate Professional Development opportunities. Below you will find links to some to get people started:

1. www.edugains.ca (all the current educational themes (equity, differentiated instruction, assessment evaluation and reporting, etc.) are covered. It has both print and video resources. You will need to ensure to select from across the top - Ministry developed Resources
NOTE: The Differentiated Instruction tab contains an excellent set of Strategy Cue cards for DI in grades 7-10.
2. www.eworkshop.on.ca this is an older site but has lots of resources that have activities to use/fit/apply to your teaching, right away. Just enter A Guide to Effective Instruction in Literacy or Mathematics. These are sorted K-3 and 4-6. They are further sorted by strands and Big Ideas.
3. www.thelearningexchange.ca. This has more of a theoretical foundation but all the key leaders in their fields are featured. Lots of videos here to see what is meant by....
4. www.catholicteachers.ca. Under: For your Classroom tab, are a few useful resources across many areas
5. www.otffeo.on.ca. Click on Learning, and scroll down the left-hand side to PD Calendar for up-to-date list of events. As well there is a link to Teacher Resources: Useful links and Lesson Plans. Furthermore, this site contains the Special Education Gateway which was worked on by all federations and gives lots of ideas for understanding special needs and programming to support students with those needs. Finally, the Strive to Survive provides resources for beginning teachers etc.

CBC Radio: President of OECTA Provincial

If you were unable to catch the show live today, you can listen to the recording on the CBC website <http://www.cbc.ca/news/canada/ottawa/programs/ontariotoday/violence-in-schools-hit-in-the-head-kicked-beaten-1.4403469>

Notification of Exhaustion of 11 Days of Sick Leave

Our current collective agreement negotiated centrally provided teachers with 11 sick/medical days paid at 100% of pay and another 120 Short Term Leave and Disability Plan (STLDP) days at 90% of pay. (Sick leave is pro-rated to FTE for permanent teachers). Any remaining unused sick credits, payable at 100% from last year's benefits, will serve as top up for any STLDP absences created at 90%. The top up is automatically applied through payroll until the top up credits expire.

Once you exhaust your 11 days, you will receive an automatic email from Lynn Thompson.

In the email, it will state:

Please note, that if you are off on a sick leave, to forward your medical documentation to Gord Van Cleef, our Disability Management Coordinator, in order to have your absence shown as medically supported. Any absences not medically supported may be reviewed through the Board's Attendance Support Program.

Teachers do not need to respond to this email. As stated above, the Medical Certificate is to be sent to the Disability Management Coordinator and not the teacher's principal. If teachers have questions or concerns they should contact the Unit Office.

The final line of the email is the most concerning. Please don't feel you have to be at work – even when you are sick - because you feel you may be placed in the Attendance Support Program. As well, please don't respond to the Board and explain your absences, while providing medical history etc. This information is private and should remain private. If you are contacted about your absence history, please contact the Unit Office.

You are only required to provide a medical note if you are absent for 5 or more consecutive days. This is another change in our practice – in the past teachers could only be asked for a sick note if they were off for 3 consecutive days, but not retroactively. In this case, you are **required** to supply a note if absent for 5 or more consecutive days.

**If you have any concerns, please contact the Unit office at 705-733-9625 or 1 800 558 4815
Thank you for sharing this information with OECTA members.**