

@oectasm Emails: Are You Getting Them?

It has come to our attention that some email servers have recently been filtering our emails to your junk mail folders. If you have your oectasm emails forwarded to a personal email address, please check your junk folder to ensure that you aren't missing out on being informed about important issues regarding your job.

Please move it to your inbox, or identify @oectasm.ca as a 'Safe' or 'Trusted' address. I can't stress enough how important it is to stay informed on issues. As you already know, the Ministry of Education, SMCDSB, and the government often change their ideas and goals. We can provide you with how it might affect you contractually and how to professionally deal with it at your workplace.

President's Message

Benefits

As was recently sent out by OECTA Provincial, effective March 1, there will be changes to our Life, Health and Dental Benefit Rates.

Teachers working full-time, will not be affected by the changes in the chart below Figure 1 (page 4 of the newsletter), as these increases will be managed with the current funding to OECTA Benefits. However, if a teacher is scheduled to be off on any non-statutory leaves, (unpaid leave, deferred salary leave or reducing their full-time status from 1.0 to 0.5) they will be responsible for the premium cost coverage.

LTD

As was sent out from OECTA Provincial, our Long Term Disability Plan is under a great deal of pressure in light of the growing number of LTD claims – due to the high level of stress associated with the teaching profession.

The following changes to the OECTA Provincial Long Term Disability Plan will take effect on March 1, 2018:

1. The maximum benefit period is the earlier of:
 - a. The end of the month of attaining age 65; or
 - b. The date the member becomes eligible for a 60% unreduced pension
2. The benefit level will be 50% of pre-disability salary.
3. The rate will increase to 1.58%

@oectasm Email!

Please encourage colleagues to check their @oectasm accounts for emails and updates. If there is a new teacher in your school, please inquire whether they have a local OEETA account. If they don't, please encourage them to contact Shannon at the email address below. **All** Union communication will be delivered through your @oectasm email account.

Need help accessing or creating your account? Contact me:
shannon.mcglynn@oectasm.ca

I will help you set it up and forward to a personal account so that you won't have to go to multiple sites to retrieve emails, making it even easier to stay informed!

4. This will not affect those teachers currently on LTD.

See Figure 2 on page 4

2018 OEETA Annual General Meeting

OEETA's Annual General Meeting will be held in Toronto from March 10 -12, 2018. There will be many resolutions debated and voted upon, to alter the OEETA Handbook, which governs how our association is run. The 2018 AGM Supplement, which contains submissions for AGM's consideration as well as other supporting materials, is now available on the OEETA Provincial website (www.catholicteachers.ca). The following local delegates will be joining me as representatives of Simcoe Muskoka Elementary and Occasional Teachers Unit at the meeting:

Ann Antsey, Rita Borgogelli, Lisa Diesel, Trina Feetham, Katie Godin, Brent Hamelin, Tina-Marie Lockyer, Joe Martone, Kevin McCracken, Shannon McGlynn, John Romanow, Sara Vause, and Nicole van Woundenberg. On behalf of all our members, I would like to take this opportunity to thank these individuals for taking time out of their March Break to attend this meeting and represent the Simcoe Muskoka Elementary Unit.



Kent MacDonald

Important Dates:

Jan 18-Executive Meeting

Feb 2-PA day for report card writing

Feb 2-8-Black out week

Feb 9-Report Cards due to your administrator

Feb 15-Executive Meeting-Unit office-1:30

Feb 21-Reports go home

Mar 6-General Meeting-AGM resolutions-Unit Office-5 PM

Mar 10-12-AGM-Westin Harbour Front, Toronto

Mar 10-18-March Break

Inclement Weather

Winter is back, and with it comes hazardous driving and bus cancelations. Members need to keep in mind that the board is monitoring these days for all staff. Therefore it is imperative to know your rights under the Collective Agreement. You can find a copy of the Collective Agreement on our [local website](#). You will also find an explanation of our stance on Inclement weather days under Important Updates.

Births

Congratulations goes out to:

Kate Campbell, Teacher at Saint Antoine Daniel on the birth of her daughter, Lachlyn Campbell Ramsbottom.

Bereavements

Please keep in your prayers:

Vanessa Silva, Teacher at Saint Jean de Brebeuf, on the passing of her uncle.

Nadine Munro, Teacher Consultant with the board, on the passing of her brother-in-law, Lawrence Horsley.

Heather Lade, Teacher at Monsignor Michael O'Leary, on the passing of her mother, Janet Macey.

Barb Crowthers, Teacher at Monsignor Lee, on the passing of her mother, Noreen Wilkie.

Ashley Clarke, Teacher at Saint Marguerite d'Youville, on the passing of her grandmother, Noreen Wilkie.

Brittany Fess, Teacher at Monsignor Lee, on the passing of her grandmother, Noreen Wilkie.

Nicole Murray, Teacher at Holy Cross, on the passing of her grandmother, Noreen Wilkie.

Patrick Murphy, Teacher at Saint Monica's, on the passing of his father, Frank Murphy.

Lana Duguay, Teacher at Saint Anne's, on the passing of her grandfather, Reginald Pendlebury

Figure 1. Benefits Changes

Benefit Category		Current Monthly Rate*	% Change	Monthly Rate March 1, 2018*	100% of the Monthly Adjustment	
Basic Life		\$0.235	-24.0%	\$0.179	-\$14.00**	**based on \$250,000 Basic Life
Extended Health	Single	\$120.53	8.0%	\$130.17	\$9.64	
	Family	\$301.32	8.0%	\$325.43	\$24.11	
Dental	Single	\$49.95	24.0%	\$61.94	\$11.99	
	Family	\$124.88	24.0%	\$154.85	\$29.97	

Figure 2. LTD Changes

Changes	Old LTD Plan	New LTD Plan
Unreduced service pension	66%	60%
The Benefit Level	50%	55%
Rate increase	1.39%	1.58%

QECO Qualifications

This year SMCDSB has experienced a growth in student numbers, and we have had a higher than usual number of retirements. As a result, there have been a significant number of new hires. Each school board will pay you at A1 on the salary grid. That means that you are in the lowest bracket in extra qualifications, even though that may not be accurate.

It is the duty of the teacher to apply to QECO to determine your correct placement on the salary grid. Depending on your post-secondary degrees, marks, and courses you completed, you will be evaluated and placed in either A1, A2, A3 or A4. This can drastically affect your salary.

A1, 0 yrs experience= \$43,052

A4, 0 yrs experience= \$57,063

Difference: \$14,011 per year.

The differences increase as you gain more years of teaching experience:

A1, 5 yrs experience= \$56,811

A4, 5 yrs experience= \$75,877

Difference: \$19,066 per year!

A1, 10 yrs experience= 71, 113

A4, 10 yrs experience= \$94,690

Difference: \$23,577 per year!!!!

If you don't upgrade your QECO rating and qualifications to the A4 level, you could be missing out on over \$200,000 over your first 10 years of working!

A1, 11+ yrs experience= \$74,113

A4, 11+ yrs experience= \$98,486

Difference: \$24,373 per year!

That's almost a quarter of a million dollars in salary you could miss out on every 10 years!!! If Mrs Smith taught for 30 years and didn't upgrade, she would have missed out on over \$600,000 of salary over her career. Keep in mind that you are doing the same job, same responsibilities, and same deadlines whether you are A1 or A4! The calculations above don't take into account how much money you would be missing out on putting into your pension!!!!

Have a look at our salary grid on our [Local Website](#), under the "Documents and Forms" tab, click on "Teachers Salary Grid."