

SEPTEMBER 20, 21017



DISTRICT COUNCIL

FEDERATION OFFICER'S REPORT

1. Employee Assistance Program (EAP)

Ensure member awareness of the EAP website created by the Lambton Kent District School Board and the Family Counselling Centre. The site lists the services available to our members as well as current wellness articles and self diagnosing surveys. The link is on the Lambton Kent Board website. The website is www.myfseap.com. Login is: talkdsb and the password is: health.

2. Staffing – Class Size – Supervision – On-calls

We will be meeting with the Superintendent to review class sizes and address all problems.

We are also in the process of reviewing each school's supervision schedule to ensure compliance with the Collective Agreement - Article L26 - Working Conditions.

- Supervision for full-time classroom teachers is a maximum of 937.5 minutes (L26.06).
- Teachers may be assigned up to 5 on-call periods of 37.5 minutes each per semester (L26.10)
- On-calls are part of the supervision total of 937.5 minutes maximum per semester
- Teachers are to be notified of an on-call prior to the end of the previous school day, except in the case of an emergency. Please inform District Office of questionable emergency on-calls.
- 937.5 mins (supervision/on-call duties) – 187.5 mins (5 on-calls) = 750 mins (supervision)

3. Sick Leave Information

Fulltime teachers will be allocated 11 sick days at 100% salary plus 120 Short term leave disability days at 90% salary (with the ability to top-up based on sick day use in the previous year) in each school year. Members who are working less than full-time shall have their allocation of sick days and STLDP days pro-rated. Contract members who continue to remain on sick leave from one school year to the next continue to draw on the previous year's sick leave allocation. For those members returning to work after the start of the school year (while drawing from the previous year's sick leave plan, WSIB, or LTD), access to the new allocation of sick leave and STLDP will not be provided until the member has completed 11 consecutive working days at his/her FTE without absence due to illness.

Occasional teachers on Long Term Assignment are entitled to the same sick leave plan prorated to the number of days in the assignment divided by 194.

4. Long Term Disability (LTD) Insurance – TERMINATION OF COVERAGE AND PREMIUM DEDUCTIONS

Members are eligible to end their mandatory LTD insurance coverage under 3 possible scenarios:

- Within 80 working days of the date the member becomes eligible for a 64% unreduced service pension (Scenario 1);
- Within 80 working days of the retirement date that the member has given notice of (Scenario 2); or
- the end of the month in which the member reaches age 65 (Scenario 3)

"Application for LTD Coverage Termination" forms detailing these 3 scenarios are available on the District's homepage (www.osstfd10.ca) and should be forwarded to the District Office upon completion.

5. Gratuity Compensation Payment

Payments will be made in the first pay after October 1. \$604 for vested and \$1,208 for non-vested. Retirees since 2012/2013 should contact the Board.

Stephen Lynch, Federation Officer