

On Call

Message from the President



Hello SCEOT members!

The holiday season is almost upon us and I hope you are all looking forward to the break.

I have been hearing concerns of lack of work this year and want to inform you that work was down for the first few months due to work to rule, but is picking back up and should return to the normalcy of previous years once professional learning is back in full force.

Are you having issues with SCARRI? If so, please contact the SCARRI helpdesk so the board is aware of any issues that may be occurring and they can look into the situation further.

School visits have begun, however due to a very busy year, I am off to a slower start than usual.

Visits will pick up again in the new year and the schedule can be found at sceot.org

The LTO list interviews will be occurring in January for those who met the criteria as per Reg. 274 and applied to the posting. If you met the criteria and do not receive an interview, please contact the local.

For those members who did not meet the criteria (worked for 10 teaching months and at least 20 full days during that 10 month period), please know that once you have met the criteria, and

the list opens again for you to apply, you are guaranteed an interview as per Reg. 274.

Want to get involved with the local? We will be sending out detailed information about what being on the Executive entails and we encourage you to come out, ask questions and get involved! This is your union and your local!

As always, should you have any questions, comments or concerns, please contact the office!

Yours in Solidarity,

Amy Chevis
President

**THIS IS YOUR UNION!
WHAT CAN WE DO 4 U?**

November/
December 2015
Volume 3

Ways to Communicate

with questions, comments, concerns, etc.

✓ (705) 725 0316 (office)

✓ (705) 725 1884 (fax)

sceotnews@gmail.com

Twitter and tweet your ideas and thoughts!

✓ @sceotpres

✓ @sceotpd

Upcoming Professional Learning Events for 2015

Solid Waste Management: Environmental Education
Tuesday April 12th
5:00pm—8:00pm

Reptiles at Risk
Monday April 18, 2015
5:00pm-8:00pm

Annual Meeting
Tuesday May 10, 2015
5pm *please register so we can provide a lovely dinner!

Don't forget, ETFO has lots of wonderful PL as well. Check out their website etfo.ca regularly for upcoming workshops and conferences!

Central Agreement

As you all know, we have ratified a central agreement and there will be some impact on how Reg. 274 works as well as other aspects that will have an affect on occasional teachers.

As this is the first time we have bargained a central agreement, there is work to be done to implement these changes in the Board and clarification to be had on how it will look.

Once we have a ratified local agreement, we will be looking at the operationalization of the central agreement terms and further information will be sent to the membership once we have finalized the details. Again, we thank you for your solidarity, dedication and patience throughout the bargaining process.



Simcoe County Elementary Occasional Teachers' Federation



The Collective Agreement

A collective agreement is a written contract between the employer (SCDSB) and a union (SCEOT) that outlines many terms and conditions of employment for employees in a bargaining unit.

Knowing your collective agreement is **key** to ensuring you are following the expectations and advocating for your rights.

Your rights include, following the timetable of the teacher you have accepted an assignment for, including planning time and you should not be asked nor should you volunteer to do other things during that time. You are to use your planning time to prepare for your assignment and that use of time is based on your own professional judgement.

If you this is not happening, please contact the local immediately!

New Grid Rate (LTOs paid at grid) as of September 2014

Daily OT rate = A1 0 divided by 212 (as per the CA 13.07)
= \$220.01 + \$7.55/day in lieu of benefits (The \$220 includes vacation pay—found on a different line of your pay stub—calculated at 4%). Total daily rate of pay is **\$227.56**

Yrs	A	A1	A2	A3	A4
0	\$43,047	\$46,644	\$48,411	\$52,765	\$55,510
1	\$45,310	\$48,905	\$51,014	\$55,772	\$58,803
2	\$47,229	\$50,926	\$53,250	\$58,419	\$61,735
3	\$49,838	\$53,677	\$56,213	\$61,788	\$65,390
4	\$52,440	\$56,425	\$59,178	\$65,160	\$69,046
5	\$55,043	\$59,200	\$62,141	\$68,530	\$72,703
6	\$57,648	\$61,921	\$65,105	\$71,902	\$76,360
7	\$60,254	\$64,671	\$68,071	\$75,273	\$80,018
8	\$62,867	\$67,419	\$71,035	\$78,644	\$83,673
9	\$65,462	\$70,169	\$73,998	\$82,015	\$87,332
10	\$68,066	\$72,919	\$76,962	\$85,386	\$90,985
11	\$71,605	\$75,668	\$79,927	\$88,758	\$94,644
11U	\$75,668				

Check us out
www.sceot.org

ETFO CB NEWSLETTERS—sign up at etfo.ca today!

There's an ETFO CB closed facebook group and a NEW SCEOT closed group. Your membership will be verified prior to acceptance.

Don't forget about our new email address for all communication:
sceotnews@gmail.com

Personal Day for LTOs

All LTOs are eligible for **one** personal day a year, code 74, that comes from the supplemental days allocated to you based on your FTE. A full year, 1.0 LTO receives 5 supplemental days. You can see how many days you are allocated on your payroll portal. You will see number of sick days, supplemental days and short term sick leave days (paid at 90%). A personal day can be used for anything and does not need to be approved by the principal, however it cannot be

attached to the Christmas holidays, March break or the first/last day of school.

Closed FB Group

SCEOT has created a closed FB group for SCDSB OTs only. [Click here](#) to request to join it and we will be accepting members once individual membership is verified. If you have an alias name on facebook, we will need your name and SCDSB ID# to verify prior to acceptance. Looking forward to increasing collaboration opportunities between members.

<https://www.facebook.com/groups/915734741795113/>

Pay Stubs

Please remember to check your paystubs regularly to ensure there are no errors or omissions and that you are at the correct grid and experience step. Please contact the board office if you are not receiving the correct pay.

* Changes will be implemented as per the central agreement terms, within 90 days of a ratified local agreement, so be sure to verify that everything is correct at that time.

ETFO Awards

ETFO annual awards nominations are out for the 2015-2016 school year. Deadline is February 1st, 2016. [Click here for more details!](#)