



L7.02.4 - Equivalent teaching experience

- no later than five (5) calendar months after their initial hire date

L7.04 - Equivalent work experience

- teachers qualified in technological studies shall receive credits under L7.05 b) for years of work experience in the trade identified on their Certificate of Qualification and Registration from the Ontario College of Teachers, year for year, to a maximum of eight (8) grid steps. (Effective September 1, 2024)
- teachers with qualifications in other areas shall receive credits under L7.05 b) for related work experience, year for year, to a maximum of six (6) grid steps.

L8.01.1 (c) - Top up of FTE

- Part-time teachers with 0.5 FTE or greater entitlement in a school where permanent teaching sections become available will be given the opportunity to increase their entitlement in that school based on the process outlined

L8.09 - Duties of a department head

- Able to remove the word “supervise”

The Employer shall appoint for each department of a secondary school a member to direct and supervise, subject to the authority of the Principal, such department.

L12.04 - Bereavement Leave

- five (5) days - Spouse, sibling, child or parent
- three (3) days - Parent-in-law, sibling-in-law, child-in-law, grandparent or grandchild
- one (1) day - Aunt or uncle, niece or nephew
- one (1) day - Close personal friend (to attend funeral)

At the discretion of the Director or designate, up to two (2) additional days may be granted for special circumstances associated with any bereavement.

L12.05 - Personal/Compassionate

Up to 1 day for “attending to an important personal matter” + 2 days available for:

- Attending to the needs of an ill or injured member of the immediate family.
*Immediate family refers to son, daughter, spouse or any relative for whom the member bears special responsibilities
- Accompanying an immediate family member to a doctor's office or hospital.
- Needs directly related to the birth or adoption of a child.
- Attending a wedding.
- Attending graduation exercises.
- Writing an exam from a post-secondary institution, including ½ day before the exam.
- Moving principal residence of the employee.
- Legal appointments.
- Municipal business.
- For the observance of religious and cultural days of significance;
- Acting as a pallbearer at a funeral
for which the member is not eligible for a Bereavement Leave under L12.04.1.

C9.00 - Sick Leave

C9.1a) - Sick Leave Benefit Plan

- reasons of personal illness, personal injury, including personal medical appointments and personal dental appointments

C9.1b) - Sick Leave Days

- 11 sick days at 100% salary in each school year, prorated for part-time

C9.1c) - Short-Term Leave and Disability Plan (STLDP)

- 120 short-term disability days at 90% salary

C9.1e) - Short-Term Leave and Disability Plan Top-up

- Access to any unused Sick Leave Days from last year worked to top up to 100%
- See details in Collective Agreement or contact your Branch President/District Office.

L13.02 - Working Conditions

- Members shall not be required to coordinate a replacement in their absence for supervision on the day of an absence.
- Every effort to assign no more than three (3) APAs in any work week.
- A full period on-call is considered two (2) APAs.
- Any supervision during the work week is considered an APA regardless of the length of the supervision
- Members shall not be assigned a full period on-call and supervision on the same day.
- Every effort not to assign a same-day on-call on a day following an approved absence for medical reasons (sick leave).

L13.02.2 - Additional Professional Assignments (APAs)

- comprised of on-calls/supervision, student mentorship and/or teacher mentorship

L13.02.2 a) - 53 APAs with up to a maximum of 30 on-calls

L13.02.3 - Alternate Education, Co-operative Education, Department Heads, etc

L13.02.6 - Equitably distributed among all teachers and prorated for part-time teachers

L13.02.15 - 40 consecutive minutes for lunch free from assigned duties

L13.03 - Class Size

- Connect with your OSSTF InSchool Staffing Officer/Branch President

***** Remember that personal information including medical information should not be shared with the employer unless required. Check with your federation first *****

Important Date - Monday after March Break

Deadline related to requesting leaves or transfers

12.08 - Special leaves of absence

12.09 - Self funded leave; X over Y

19.03 - Voluntary Transfer

Direct any benefit questions related to health and dental directly to OTIP