Bruce Grey OECTA ELEMENTARY
September 2026

Bruce-Grey Elementary Unit

LOCAL UNIT EXECUTIVE

President- Kristen Fry

Vice President-Corinne Kalistchuk (ND)

Secretary-Karen Herchmer (Chepstow)

Treasurer- Stacey Dahmer (ST A)

Councillor- Tammy Nadeau (St T of C)

Councillor- Steph Fortney (Holy F)

Councillor- Lisa DesRoches (CEC)

Councillor-

Human Rights Councillor- Marie Tudor (ND)

Beginning Teacher Rep-Elisha DiGiovanni

OT Rep- Deb Meyer

H&S Rep-Corinne Kalistchuk (ND)

HOW TO CONTACT OECTA

LOCAL UNIT OFFICE

Unit phone - 519 386 6575

Email- bgoecta@gmail.com

Through the courier to the CEC to the attention of Kristen Fry

PROVINCIAL OFFICE:

65 St Claire Ave E, Toronto ON

Phone: 1-800-268-7230

Webpage: catholicteachers.ca

UPCOMING EVENTS

OCTOBER 14- REGULAR EXEC/REPS MEETING -5PM -CARGILL ST JO

OCTOBER 19- OTIP PENSION WORKSHOP- OWEN S – SEE BELOW

OCTOBER 24- DAY OF ACTION TORONTO RALLY

OCTOBER 27- FALL GENERAL MEETING OECTA AT 5PM -PLEASE RSVP TO YOUR SCHOOL REP – CARGILL CHURCH HALL

OCTOBER 28- STRIKE VOTE INFO SESSION- BEST WESTERN WALKERTON – 5:30 PM START TIME

OCTOBER 31- AQ SCHOLARSHIP APPLICATIONS DUE TO THE UNIT OFFICE FOR AQS TAKEN IN JULY/AUGUST 2026 AND PLANNED FOR THIS SCHOOL YEAR UP UNTIL JUNE 30 2027

UPDATE YOUR EMAIL WITH OECTA PROVINCIAL NOW
https://web.cvent.com/survey/4bd9c848-ad75-4fa9-ab55-207fb74bf017/welcome

REPORTING OF SERIOUS INCIDENCES

As a worker in Ontario you are entitled to a safe workplace. In our schools, both the Ministry of Labour laws and Ministry of Education laws are in place.

BGCDSB has an online reporting tool to help you report any worker injury, violent incident, bullying or Safe Schools incident.

Go to the SHINE portal (bgcdsb.org then click on “FOR STAFF”). Login.

Scroll down to Health and Safety and click on Online Health and Safety Reporting.

WORKPLACE VIOLENCE:

You might need to use Workplace Violence (if you as a worker were involved) and/or Safe Schools form. You may also need to complete a worker injury form.

SAFE SCHOOLS:

Under the law you must Respond to and Report any serious student behaviour that may lead to a suspension, by using the Safe Schools Form.

safety_in_schools_aug29.pdf

LOCAL UNIT AQ SCHOLARSHIP 2026/27

The unit AQ scholarship will be offered again this year. To apply you must submit the request form by **October 31** to the Unit office by emailing a PDF to the President at bgoecta@gmail.com.

Even if you are not sure if you will be taking an AQ in the Winter 2026/Spring 2027, you must apply by October 31. The criteria for applying are on the form.

The form is available here, on the Unit website or from your school rep. $4000 has been allotted and the money will be divided equally among the applicants to a max of $400. Proof of successful completion of the AQ must be submitted by June 15, 2027. You are limited to one application a year. Courses you took this last summer (July and August 2026) are eligible.

LOCAL UNIT INDIVIDUAL PD FUND

Every year the Unit offers members access to funds for Individual PD. Members may access $100 to offset the costs of attending a workshop or conference. If more than one member from the same school applies for the same workshop or conference the members must share the $100. To receive the money members must fill out the Individual PD Request form and submit it by emailed PDF or by courier to the President. After attending the conference or workshop the member must complete a Workshop/Conference Evaluation form and submit it with receipts to the Unit to receive the money. Ask your school rep.

OTIP WALK INTO RETIREMENT WORKSHOP

October 19th at 4:30 to 7:30 pm Best Western Hotel OWEN SOUND – with meal -Register at www.otip.com/events to attend especially if you are in your last 5 years of teaching.

Info on: Retirement benefit plans for health and dental, insurance

Bruce-Grey Elementary Unit

AQ SCHOLARSHIP BRUCE-GREY

AQ Course Scholarship Criteria:

i) in each fiscal year $4000 (four thousand dollars) will be allotted for AQ Course Scholarships.

ii) applications for an AQ Scholarship shall be submitted by October 31st of the fiscal year to the Unit President by PDF email at bgoecta@gmail.com or in the courier to the CEC. Submit an application in the FALL for courses taken during the entire school year.

iii) the scholarship money will be divided among the eligible applicants to a maximum of $400 (four hundred dollars). Please let the Unit President know if you have received other subsidies that have lowered the amount of money you will be "out of pocket" for the course.

iv) proof of successful completion of an AQ course must be submitted by June 15 of the fiscal year.

v) members shall be limited to one application per fiscal year.

Application Date _____

My Name _____

My School _____

Course Name _____

Course Offered by (if known) _____

Course Dates (if known) _____

Send this form to bgoecta@gmail.com before October 31

BANKED PREP/PLANNING Q and A

Many questions arise each year about banked prep/planning time. There have been changes based whereby you must be repaid the missed time or receive a monetary payment. These changes are found in the Collective Agreement.

HOW DO I BANK A MISSED PREP?

New- go to Apply to Ed and submit online.

WHEN CAN I BANK A PREP/PLANNING PERIOD?

Preps must be banked within the week of losing them, by recording them in Apply to Ed. The key element is to **consult with your principal**.

"A teacher shall bank lost planning time which shall be rescheduled within the current school year by the Principal in consultation with the affected teacher."

FOR WHAT REASONS CAN I BANK?

It would be impossible to list a full set of reasons why a teacher might miss a prep and need to bank it. Some common reasons are: lack of occasional teachers to cover absent staff, mandatory meetings with outside agencies, in school team meetings that you are mandated to attend.

You can no longer bank on days that you missed prep due to a PD day, a Statutory holiday or Professional Learning where an OT was called in to cover your class.

When you are unable to work out any difficulties or issues regarding prep time banking, email or phone Kristen directly.

PREP, LUNCH AND DUTY

When you get your prep, lunch and duty schedules this year it is important that you **check that the collective agreement has been adhered to.**

LUNCH- 40 minutes uninterrupted. If you work less than full time then this is pro-rated. Article 17.01 page 72 of the Collective Agreement.

PREP- 240 minutes of prep weekly for full time teachers. This should be scheduled as 4 x40 minutes plus 1x80 minutes (double prep). Core French and English teachers may have 60 minute preps. Article 17.02 page 73. This is prorated if you are part time.

DUTY- 80 minutes or less a week. Article 17.03 Page 73. This is prorated if you are part time.

WHERE IS MY COLLECTIVE AGREEMENT?

Printed copies of the Collective Agreement are available in every school. Speak to your OECTA School Rep if you have a question. Copies of the Collective agreement are available on the BGCDSB.org webpage. Go to FOR STAFF at the top, then to COLLECTIVE AGREEMENTS and look for Elementary.

Our Collective agreement has these highlights:

- Banked prep – missing prep and what reasons you can, plus monetary payouts
- Salary- pay grids
- Cross panel transfers- from Elem to Sec
- Report card writing at home on PA days
- Staff meetings- voluntary, monthly with some time set aside for PD/training items
- Reading Intervention teachers for Primary
- Workplace violence protections
- Job category changes and job posting rules
- Seniority based transfers each spring

We are currently negotiating our new Collective Agreement. To stay in the know send your personal email address to:
https://web.cvent.com/survey/4bd9c848-ad75-4fa9-ab55-207fb74bf017/welcome

Bruce Grey Elementary Unit OECTA

FALL GENERAL MEETING

Tuesday October 27, 2026 CARGILL 5 pm

Agenda: Minutes of Spring General Meeting

Approval of Unit Budget

President's Report

RSVP to Your School Rep by Oct 16th- hot meal following meeting

OECTA PROVINCIAL PROFESSIONAL DEVELOPMENT FOR 2026/27





AQs Online

Registration is open at catholicteachers.ca for our online AQs (For Your Career section). **Popular AQs fill up fast so register now** for courses starting early October and ending early December. See this newsletter for the AQ scholarship application form. Additional Qualifications Courses - Ontario English Catholic Teachers' Association (OECTA)

Mini Courses

These courses run for one month online starting mid October and cover a wide variety of topics- all for 50$. Registration is open now. https://www.catholicteachers.ca/For-Your-Classroom/Mini-Courses

Office Hours

OECTA's Office Hours are an opportunity for all teachers, particularly Occasional and Beginning Teachers, to connect online, ask questions and get advice about topics that matter most to them. Each live online session will be hosted by an experienced teacher leader and will be supplemented with a pre-recorded audio presentation. Participants are encouraged to view the pre-recorded audio presentation in advance of the live session. Office Hours: Pre-Recorded Presentations - Ontario English Catholic Teachers' Association (OECTA)

Curriculum Resource Bank

Grade specific student learning tasks linked to curriculum outcomes. Developed by teachers for teachers in the areas of Kindergarten, Religion, and integrated subjects for every grade. Curriculum Resources - Ontario English Catholic Teachers' Association (OECTA)

Web Experiences

New ones all the time! All past WebExperience sessions have been recorded and are available on the provincial website for viewing. To Register for WebExperiences, please visit: Summary - Fall WebExperience Sessions. Online registration by Cvent

OECTA BENEFITS PLAN- ELHT



As a permanent teacher with the BGCDSB you have access to the OECTA Employee Life and Health Trust (ELHT) benefits Plan. This includes many benefits such as dental, medications, physiotherapy, massage, eye glasses/contacts, hearing aids, life insurance, speech, orthodontics and many other services.

Employee Life and Health Trust (ELHT)

The-Benefits-Plan-for-Permanent-Teachers.pdf (catholicteachers.ca)

Details about the plan can be found at catholicteachers.ca and then login in to the Member's Portal

ACCESSING THE OECTA MEMBER PORTAL for the first time

Your username is the personal email address that you have on file with OECTA. The first time you log in, you will need to reset your password. This can be done by selecting:

• Sign In > Forgot Password

This will allow you to reset your password to one of your choosing. An email will be sent to the personal email address you have provided to OECTA. Remember to check your junk mail if you do not receive the password reset email.

If you have forgotten what email account is registered with OECTA Provincial, you may select:

• Sign In > Find Registered Email Address

If it has been at least seven weeks since you started working for your employer and you have not registered your email with OECTA Provincial, you can do so by selecting:

• Sign In > Create a New Account

After following these steps, if you have issues accessing your account, contact membership@catholicteachers.ca.on

OTIP BENEFITS PLAN –MY MEMBER ACCOUNT



All OTIP members need to register for My Member Account!

My Member Account – your new digital experience! | OTIP RAEO

Visit member.otip.com for your registration instructions including a video to learn how to create your new account.

The plan is administered by OTIP. Looking for assistance with your claims, coverage, and administrative benefit needs? Call OTIP Benefits Services at 1-866-783-6847, Monday to Friday, 8 a.m. to 7 p.m. (ET) or visit the OTIP Help Centre for answers to frequently asked questions.

MAKING ADVERSE REPORTS

Maintaining professional standards of behavior with your colleagues is very important. One area of importance is the protocol to be used when you make an adverse report about a colleague to a supervisor. If you make an adverse report, you must let your colleague know that you have done so, in writing. Below is the section from the Teaching Profession Act that outlines your responsibility.

Duties of a Member to Fellow Members 18.1

A member shall,

(a) avoid interfering in an unwarranted manner between other teachers and pupils

(b) on making an adverse report on another member, furnish him/her with a written statement of the report at the earliest possible time and not later than three days after making the adverse report;

(c) Notwithstanding section 18 (1) (b), a member who makes an adverse report about another member respecting suspected sexual abuse of a student by that member need not provide him or her with a copy of the report or with any information about the report.

The best way to deal with issues you have with your colleagues is to speak to them directly. Let your colleague know what the issue or concern is before going to your principal or to other board personnel.

ALLEGATIONS OF IMPROPER CONDUCT

If you face an allegation of improper conduct, regardless of the situation (police, College of Teachers, CAS especially), it is imperative that you respond appropriately:

1. CONTACT OECTA immediately (contact me or your school rep or Provincial office)
2. DON'T provide any information or make any statements without first consulting with OECTA staff or legal council
3. The only statement you should make: "I am willing to cooperate but I am unable to comment until I contact OECTA or my legal representation." (See page 2 of your planner for legal assistance advice)

Check out the latest resources of Professional Boundaries- Available at the OECTA website in the Members' Centre. Teaching in the 21st Century: Understanding Professionalism on Vimeo or http://www.catholicteachers.ca/For-Your-Career/Professional-Advice/Publications

PPM 155 AND DIAGNOSTIC ASSESSMENTS/PROFESSIONAL JUDGEMENT

Our current Collective Agreement states the following:

"Teachers shall use their professional judgement to determine which assessment and/or evaluation tools from the Board list of pre-approved assessment tools is applicable, for which student(s), as well as the frequency and timing of the tool. "

Also applicable is PPM 155 found here: https://www.ontario.ca/document/education-ontario-policy-and-program-direction/policyprogram-memorandum-155

As teachers, we must use diagnostic assessments to inform our instruction and to be able to speak with clarity about our students, but **we may choose when, and what tool from among those provided and with what children.**

ELECTRONIC COMMUNICATIONS

To access the OECTA pamphlet, Electronic Communications, go to http://www.catholicteachers.ca/For-Your-Career/Professional-Advice/Publications. This pamphlet contains timely information about the appropriate use of electronic communications.

LIFE CHANGES

CHANGES TO YOUR PERSONAL INFORMATION and FAMILY STATUS- BE SURE TO NOTIFY!
Please be sure to do the following right away:

- Let the Board payroll office know if you have had a change in family status, bank, mailing address or name.
- Log in to OTIP and make any changes to your email, banking, address, family status, married name, children born, adult children at school etc.
- Data held by the Board is regularly downloaded to OTIP to keep your benefits package up to date but it is still your responsibility to log on to OTIP to ensure that all the information is correct.

CALL FOR COMMITTEE MEMBERS

Collective Bargaining Committee: Your local unit will soon be bargaining a new Collective Agreement, since ours expired on August 31 2026. Tasks include: creating a survey and sending it to the membership to establish local bargaining priorities, attending Collective Bargaining PD and workshops, collating data from the survey, crafting Collective Bargaining proposal language, bargaining with the Employer.

If you want to join this important committee please contact Kristen at bgoecta@gmail.com

Joint Human Rights/Social Justice Committee: Your local unit has a Human Rights Councillor who is always looking for good ideas and planning assistance. We work closely with the secondary unit. If you are interested please contact Kristen at bgoecta@gmail.com

Joint Adhoc Political Action Committee: As we head into municipal elections and bargaining we are looking for members who have an interest in Political Action such as lobbying, meeting with MPPs, and attending rallies. We will form a committee if we have enough interest.

The Ontario English Catholic Teachers' Association in partnership with G/Hardy Tours is thrilled to offer a unique opportunity to travel to Spain and Portugal: **Sacred Encounters**
Catholic Teachers and Friends Explore Abrahamic Faiths in Portugal & Spain



This thoughtfully curated program offers a meaningful blend of cultural discovery, historical insight on the interplay of Jewish, Christian and Muslim faiths in Spain and Portugal, and faith-centered activities and experiences across Madrid, Seville, Lisbon, and Fátima. All of this while having a lot of fun! Trip registration is now open. Book your ticket before Friday, September 25th, 2026, and you will be entered into a draw for a set of two tickets to an additional Flamenco excursion while on the trip (value $350 dollars).

For more information:

- Visit the provincial website à For Your Career à Sacred Encounters: Spain and Portugal 2027
- Sign up for our online information meeting on Monday, September 21st, 2026, 5pm EST here or email bryan@ghardytours.com or Staff Officer Yvonne Runstedler at y.runstedler@catholicteachers.ca

Murray Watson

Dr. Murray Watson (he/him) is a Catholic Biblical scholar and interreligious educator. For the last 30 years, Murray has been a leader in dialogue with Jewish and Muslim communities, and has worked in interfaith relations locally, nationally, and internationally. He has studied and taught in Rome, Jerusalem, and Dublin, has served on the staff of the International Council of Christians and Jews, and was a co-founder of what is today the Centre for Interreligious Learning and Dialogue at King's University College in London. He has worked closely with Jewish and Muslim communities and their leaders and writes and teaches regularly on the history of the rich—and enriching—relationships among the three Abrahamic faiths.

Yvonne Runstedler

Dr. Yvonne Runstedler (she/her) has held a variety of roles in Catholic education from teacher, OECTA release officer, to program coordinator, and now is a staff officer in the Professional Development Department at OECTA's Provincial Office. Throughout her career, she has been dedicated to fostering dialogue centering those historically marginalized within Catholic spaces. Her groundbreaking research on the experiences of trans students in Catholic school won the Outstanding Work by a Graduate Student at Wilfrid Laurier University. Yvonne's equity-centered facilitation creates the space to name, claim, critically examine, and celebrate Catholic identities.

Bryan Bonnah, OCT

Bryan is a retired educator with more than 30 years of experience in Catholic education and a former member of the Ontario English Catholic Teachers' Association. As a Tour Director with G/Hardy Tours, Bryan combines his extensive educational background with his passion for travel. During this journey through Spain and Portugal, he will oversee the day-to-day logistics of the tour, working closely with local guides and service providers to ensure a safe, well-organized, and enjoyable experience for all participants.

EARNED LEAVE DAYS

Our Collective Agreement continues to provide access to Earned Leave Days and the ability to accumulate earned leave.

You will receive a notification of the number of earned days you have in your bank in October 2027. You will be able to earn another day this school year, if your rate of absenteeism is lower than the Board Average.

You can see your absences in ATE on the dashboard.

SAFETY AT WORK

If you see something that you think is unsafe for a worker in a school board site then you should immediately report it to the supervisor (in most cases, your principal). Report the unsafe condition by speaking directly to the principal. The principal should immediately respond to you and address your concern. If you do not get a response within a day (or immediately if the matter is urgent), then please send a follow up email and cc: Corinne Kalistchuk at Notre Dame. There is a worker concern form that can be used and it's found at the SHINE portal.

SICK LEAVE PROVISIONS

Full time Teachers are entitled to 11 days of sick leave for the school year. These days will be paid at 100% of salary. You are also entitled to 120 days of short term sick leave paid at 90%. You will need a doctor to confirm your illness for prolonged absences. (Appendix B in the Collective Agreement on page 73).

You are also eligible to carry over any unused sick days from the last school year, for the purpose of topping up to 100% any days paid at 90% salary. You will be able to see how many unused days you have by looking at your Days Absent Form, sent to you by the Board very soon.

Any leave of absence in our Collective agreement that utilizes deductions for sick leave, for reasons other than illness, shall be granted without loss of salary or deduction from sick leave, to a maximum of 5 days. For us, this includes **Emergency Leave (article 13.04ii) and snow days**. Additional days for Emergency Leave are available but may be unpaid. The board inclement weather policy gives further details of the process and expectations for snow days.

COLLEGE OF TEACHERS FEE 2026

Article 23.03 c) of our Collective Agreement outlines how the fee is to be deducted from your pay. This fee is deducted over two pay cheques, and was deducted in January 2026.

If you were on a leave in January be sure to pay the fee yourself.

OTIP INSURANCE: Back-to-school driving safety: What every driver should know



As September unfolds, Ontario's roads grow noticeably busier with students and staff returning to school and families settling back into their routines. This uptick in activity leads to heavier traffic, crowded school zones, and more pedestrians and cyclists. Whether you're dropping off your children, commuting, or simply passing through a school zone, staying alert to these seasonal changes is key to keeping everyone safe. Read more at www.otip.com/article209.

Get a car, home or leisure insurance quote in **September** for your chance to win **$1,000 cash**. **Plus, receive a $20 gift card when you get a quote.** Get a quote or call 1-888-892-4935 and mention this offer!

ACCESSING YOUR 2 AT COST PERSONAL DAYS

The New Collective Agreement allows you to take two personal "Self Funded" Leave days this year. The deduction will be equivalent to the cost of 110% an occasional teacher's rate and will be deducted off your pay. You MUST submit **the request two weeks** in advance through Apply to Ed and await approval. In extraordinary circumstances you don't need to provide two weeks advance notice, at the discretion of the board.