



President's Report to Members February 2026

Joint Board and Unit Committees

Joint Board Staffing and Liaison Committee: Corinne Kalistchuk and Kristen Fry are the members to this committee for the 2025/26 school year. We meet several times a year with Senior Admin at the Board to discuss matters pertaining to working as a teacher in Bruce Grey. Our last meeting was December 17 2025. At the meeting we discussed in detail the following: timely PD and training for Teachers, recruiting of Occasional Teachers, Inclement Weather, safety, Collective Agreement implementation, staffing issues such as the lack of OTs to cover for absences and many others.

Safe Schools Committee: This committee met on December 11 2025. Topics discussed include: vaping, the trends in violent incidents, Safe Schools Incident reporting, policies in need of updating and suspensions. Our next meeting is scheduled for March 10 2026.

Health and Safety Committee: The Minutes of the JHSC and any worker concerns should be posted in your staff room on the Health and Safety bulletin board. This committee is a Joint Committee comprised off all worker groups, working together to keep our work sites safe. Corinne Kalistchuk (Notre Dame school) is the worker co-chair. If you have a Health and Safety concern, then report it first to your principal and then email Corinne if you don't get a response from the principal. There is a Worker Concern form that she can assist you with.

Collective Bargaining Committee: The negotiations wound up in July of 2024 and resulted in a new Collective Agreement (2022-2026) and retroactive pay for members. Since that date we have been working to implement new measures such as:

- working at home on Report Card Writing Days
- Seniority based Transfers each Spring
- new Banked Prep provisions
- Indigenous Leave Days
- new Cross panel transfer process
- new Self Funded Personal Days
- new Staff meetings procedures
- System Teachers

The current contract ends August 31 2026. We are forming the 2026/27 local Collective Bargaining Committee and we will begin by creating a survey of the membership in Bruce Grey. Many of you already have completed the Provincial Bargaining Survey. If you want to join our local team let Kristen know.

Other Committees: OECTA is involved in many other committees with the Board, where we represent Members. Some of these are: Catholicity, FACE, Mental Health, NTIP planning committee, PD day planning, Accessibility and Disability Committee.

Professional Development

Members have attended the following OECTA conferences or workshops so far: Working in the 21st Century, Equity/Human Rights, Beginning Teachers, Collective Bargaining, Council of Presidents, Health and Safety workshop and Grievance Officer. Local rep training is planned for April 2026. Fempower and CTF is occurring in April. The CLC conference in Winnipeg is planned for May. Don't forget that OECTA

has a wide variety of excellent PD opportunities available such as Web Experiences, Mini Courses and AQs.

Unit AQ Scholarship - application was due Oct. 31 2025 with \$4000 to be distributed among eligible applicants. Many members have applied and the cheques are sent out when proof of completion is received in the Unit office. The next opportunity to apply will be Sept of 2026 when you can apply for courses taken from July 1 2026 to June 30 2027.

Unit Individual PD Fund - \$100 available to members who attend workshops and conferences.

Collective Agreement September 1 2022 to August 31 2026

The New Collective Agreement is found at bgcdsb.org. Go to “for staff” then “collective agreements”. You will see a link for elementary. Your school rep also has a paper and PDF copy.

Professional Judgment and Effective Use of Diagnostic Assessment

Teachers shall use their professional judgement to determine which assessment and/or evaluation tool(s) is applicable for which student(s), as well as the frequency and timing of the tool. In order to inform instruction, teachers must utilize diagnostic assessment during the school year.

Sick Leave Days

You will be paid 100% of your regular salary for up to eleven (11) days for an absence due to illness. Members are also able to carry over any unused sick leave days from their annual eleven day allocation for the purpose of topping up to 100% of salary, the days being paid at 90% of salary. One day carried forward as credit can top up to 100% of salary, ten days being paid at 90% of salary.

If you are ill for more than 5 days in a row the board may request a Medical Certificate from your doctor. The board uses the form titled “Appendix B”, found in the middle pages of our Collective Agreement. A doctor’s note is not sufficient if the board requests this form.

Emergency Days

You will have access to a maximum of five (5) paid leave days without loss of salary or deduction from sick leave for reasons other than illness or injury that, under a provision of the collective agreement or board practices and policies, utilized deduction from sick leave. The Emergency Leave plan in our CA, Article 13:04 a), qualifies for this. As such, these 5 paid days can be used for hospitalization of a family member, violence in the home, fire in the home and for inclement weather days, when you cannot travel to your school nor to your alternate site.

Under the Employment Standards Act there are additional emergency days that may be available to you but they will either be unpaid or will require application to the provincial EI plan. Examples include Family Caregiver leave, Family Medical Leave. For more info go to: Your guide to the Employment Standards Act | ontario.ca

New this year- you may use your emergency days to vote in an election or attend a ceremony/event if you are Indigenous.

Short Term Sick Leave

A teacher absent beyond the eleven (11) sick leave days paid at 100% of salary, as noted above, shall be entitled to an additional one hundred and twenty (120) days short term sick leave to be paid at 90% of regular salary in accordance with the Short Term Leave and Disability Plan (STLDP) provisions in the Central Terms of our Collective Agreement. Some of these days may be topped up to 100% pay if you

had days carried over from the previous school year. The board has the right to ask for an updated Medical Certificate (Appendix B found in the middle of our Collective Agreement) at reasonable intervals. The Attendance Support Program is related to sick leave. Every School Board in Ontario must now have a program. ([Policy/Program Memorandum 171 | Education in Ontario: policy and program direction | ontario.ca](#)) If you are notified that you have been entered into the program at step one then please call the unit office right away for assistance.

Maternity Benefits

Employees on pregnancy leave shall receive 100% of salary guaranteed for a total of not less than eight (8) weeks immediately following the birth of her child, with no deduction from sick leave or the STLDP. You must provide paperwork to the Board once you are in receipt of EI payments in order to receive the top up for 8 weeks to 100% salary. The Board will not automatically provide this top up. The Employee Standards have changed to allow a person to take 18 months of maternity/paternity leave by stretching out their EI payments from 12 to 18 months. You have to declare your intention to take 12 or 18 months at the outset so that EI can properly set your payments.

Young Authors

Each year OECTA sponsors an awards program that recognizes the excellent creative writing of the students in our schools, both in English and French. Karen Herchmer will submit entries on our behalf.

Human Rights Councillor and Human Rights Committee

Members may consider themselves equity deserving/sovereignty seeking if they self identify as:

- Racialized Members
- Members with Disabilities
- First Nations, Metis, and Inuit members
- Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex and Asexual (2SLGBTQIA+)

Marie Tudor is the local Human Rights Councillor and is working on an event for the Spring. All members are encouraged to join our Human Rights/Social Justice committee by contacting Marie at Notre Dame School.

AGM 2026

Your delegates to the Provincial AGM are Kristen Fry, Corinne Kalistchuk, Karen Herchmer, Stacey Dahmer, Marie Tudor, Deb Meyer. Erin Van Moorsel is an elected Councillor on the Provincial Executive. The AGM occurs during the first three days of March break. You can see the resolutions we will be debating and voting on at [catholicteachers.ca](#) and login in the Members Only area. If you have a particular resolution you would like to discuss, then please reach out to any delegate. Many thanks to the delegates for volunteering three days of their March Break to attend this important event.

Sincerely,



Kristen Fry, Unit President