

Bruce Grey OECTA ELEMENTARY

March 2026

LOCAL UNIT EXECUTIVE

President - Kristen Fry

Vice President - Corinne Kalistchuk

Secretary - Karen Herchmer

Treasurer – Stacey Dahmer

Human Rights Councillor – Marie Tudor

Councillor – Steph Fortney

Councillor –

Councillor – Tammy Nadeau

Councillor- Teresa Dantas

Beginning Teacher Rep –

OT rep – Deb Meyer

H&S Rep - Corinne Kalistchuck

UNIT CONTACTS

Unit phone: (519) 386 - 6575

Email: bgoecta@gmail.com

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

Unit website: www.brucegreyoecta.com

UPCOMING PENSION WORKSHOPS

OTIP Walk Into Retirement With a Plan

- April 13 at 4:30 pm at Best Western Owen Sound – dinner provided <https://otip.secure.force.com/wrpen/> to register – this workshop focuses on benefit/insurance plans post retirement

TRANSFER PROCESS SPRING 2026

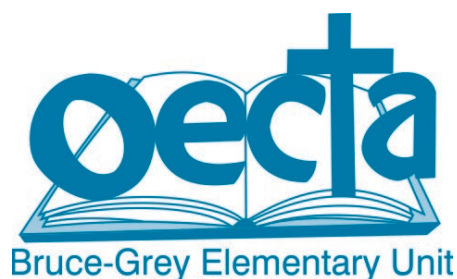
If you are a permanent or probationary teacher in the Board then there is a process in place for you to transfer between schools, using your qualifications and seniority.

The Board will post internal permanent job postings in two rounds, for the consideration of Permanent Elementary members. Round One will begin mid-April. Round Two will begin in May.

YOU WILL NEED TO USE " APPLY TO ED/SIMPLICATION" TO SEE THE JOB POSTINGS AND TO APPLY. NO RESUME NEEDED. THE MOST SENIOR QUALIFIED PERMANENT TEACHER WILL BE TRANSFERRED.

WHAT IF I AM SURPLUS? Any teacher who is surplus to their school will be notified prior to the start of Round One and will be able to submit their name for vacancies in the transfer rounds. If you are wondering how surplus works then have a look at Article 11 (page 94 onwards) in the Collective Agreement. The agreement is found at BGCDsb.org under "for staff". Redundancy notification is in June.

CROSS PANEL- NEW last year is an opportunity for Elementary members of OECTA to be considered for vacant Secondary positions. Once the 2 Rounds of transfers occur internal to the Secondary Unit, the remaining vacancies will be posted for your consideration. Members may submit their name to these job postings and the Board has discretion about whether or not to transfer an Elementary member. If you are successful, you will receive a new 2026 seniority date on the Secondary Seniority List.



WANT TO GET INVOLVED WITH OECTA?

Consider running for an elected position at the Spring General meeting being held on May 26 in Cargill.

Or consider joining a Provincial workgroup or committee. Or attend a conference, march in a parade, or write a letter to your MPP. There are lots of ways!

TERMINATING LTD AS YOU APPROACH RETIREMENT

For teachers in their last few years of teaching it is possible to end your LTD payments (that are deducted from each pay cheque), since you may not be eligible for LTD anymore.

There are 3 distinct scenarios where this **may** be possible.

- You have more than 30 years teaching and are at your 85 factor- and are eligible for an unreduced pension OR
- You are older than 65 years of age OR
- You have already submitted your resignation papers to the board and you intend to retire in less than 110 working days

There is paperwork that must be completed and the Pension statement from the Ontario Teacher's pension plan must be submitted as well. Ask Kristen for the form.

You would send the form and the supporting documents to Kristen for submission. If approved, OTIP will then instruct the Board to quit deducting your LTD payments off each pay.

EAP ACCESS FOR YOU AND YOUR FAMILY- TELUS HEALTH

As part of our employee benefits all members and their family have access to the Employee Assistance Program. To access our provider go to:

NEW PROVIDER: TELUS HEALTH

1-844-880-9142 or 1-844-671-3327

One.telushealth.com Username: EAP-bgcdsb/ Password: EAP

The provider has recently switched from MorneauSheppell to **Telus Health One**.

PROFESSIONAL JUDGEMENT AND DIAGNOSTIC ASSESSMENTS

The unit office continues to get queries about the language found in the Central terms of the Collective Agreement (article 6, page 18). The article states:

"A teacher's professional judgment is the cornerstone of assessment and evaluation... The ability to choose the appropriate assessment tool(s), as well as the frequency and timing of their administration, allows the teacher to gather data that is relevant, sufficient and valid in order to make judgments on student learning during the learning cycle."

This includes any assessment data tracking software or a data base- which remains voluntary and cannot be mandated.

If you are being asked to hand in specific data on a specific date, using a specific tool, then please notify the Unit Office.

UPCOMING DATES

April 3-6 - Easter break

April 13- OTIP pension workshop-Owen Sound Best Western

April 15- Nomination forms due for vacant positions on the OECTA Exec- see below

April 24- PA Day

May 26 - OECTA SPRING GENERAL MEETING – 5pm. Elections for positions on the executive. Honouring our retirees. At Cargill Church Hall. All members are welcome. RSVP to your school rep by May 8.

OECTA PD OPPORTUNITIES

Summer AQ courses are open for registration in early May.

<https://www.catholicteachers.ca/For-Your-Career/AQ-Courses>

Our Mini courses and Web Experiences are great PD. Register starting in late March.

<https://www.catholicteachers.ca/For-Your-Classroom/Mini-Courses>

PROVINCIAL BARGAINING UPDATES

PROVINCIAL BARGAINING
UPDATES AND RESOURCES

ONTARIO PROVINCE
Catholic
Teachers
ASSOCIATION

The current collective agreement ends in August 2026. Your Provincial Bargaining team has already begun working on your behalf and have been sending out Provincial Bargaining Updates already. To begin to receive updates via email go to [OECTA Email Collector \(cvent.com\)](https://cvent.com)

Or see the Updates at the Members only areas of Catholicteachers.ca by logging in to the webpage.

NTIP and TPA INFORMATION

All new teachers must participate and successfully complete the NTIP program. NTIP is tied into the Teacher Performance Appraisal (TPA) process, which must be successfully completed twice in the first 12 months of teaching, or in an extended time if required. New teachers must successfully complete the following four parts of the program:

- Orientation at the board and school levels
- Professional development and training
- Mentoring by an experienced teacher
- Two TPAs during the first 12 months of teaching, or longer if required

FOR ALL TEACHERS ON TPA: Also check out the Technical Requirements manual for all teachers: [Teacher performance appraisal: technical requirements manual | ontario.ca](#)

T4 FOR INCOME TAXES ELECTRONIC COPIES

Your T4 is available at the BGCDSB Employee portal on SHINE. Your T4A is available at OTIP Health and Dental portal.

UNIT ELECTION NOTICE

Most positions on the executive of the OECTA Elementary unit will be decided during the election process, occurring May 26 at the Unit General Meeting at 5pm at Cargill Church hall. Submit your nomination form to the chair of elections Charlotte Rich at bgelectionsoecta@gmail.com by April 15. (see below)



Mandatory participation in the OECTA Provincial Long Term Disability (LTD) Plan for Permanent Teachers

Effective September 1, 2024, the OECTA Provincial LTD Common Plan will require members to continue to participate in the plan while they are on an approved leave of absence for as long as they are eligible. This change will be effective for leaves **starting on or after September 1, 2024**. It will include full-time statutory and non-statutory leaves as well as partial leaves of absence. Long term disability coverage (LTD) provides a safety net that will replace a percentage of your salary and provide pension plan protection should you be unable to work because of an illness or injury.

Income replacement is crucial for many employees who cannot work due to illness or injury.

Example: Lucia is diagnosed with cancer while on maternity leave. While undergoing cancer treatment, her leave of absence ends, and she is unable to return to work. Since Lucia has LTD coverage, she is eligible to apply for LTD benefits. Lucia will get credit towards the LTD qualifying period from the date of disability and the benefits payable on or after the date her leave is scheduled to end, which will help her replace her income while she is unable to work.

Disabling illness or injury does not wait until you return to work to occur. We have had several members become disabled while on a leave and who have suffered from a loss of income.

Under the terms of the OECTA Provincial LTD Plan, a leave of absence approved by the employer includes maternity, paternity, educational, sabbatical, and other general leaves of absence provided for in the collective agreement, as well as secondments. A leave of absence does not include leaves due to an illness or injury (sick leave or unpaid medical leave).

The OECTA Provincial LTD Plan specifies that when a member is on an employer-approved leave of absence, LTD coverage must be maintained for as long as a member is eligible for coverage. This is normally 24 consecutive months or the number of years negotiated under the local collective agreement. Secondments and maternity leaves are not included in the 24 consecutive months limitation.

Do I need to maintain my LTD coverage when I go on a part-time leave?

If a member is on an employer-approved part-time leave for reasons other than medical-related, the member must maintain LTD coverage. This is based on the full-time salary earned immediately prior to the leave for a maximum of 24 consecutive months.

What happens if I don't pay contributions while I am on a leave of absence?

If a member does not remit LTD contributions during the approved leave of absence, the member will continue to owe the contributions to the LTD plan and the contributions required during the leave of absence will be collected by the employer via retroactive contribution deduction upon the member's return to work.

NEWSLETTER 100\$ GIFT CARD DRAW

CONGRATS TO: Jen Wall, Lisa Fedy and Erin England– they have won 100\$ Canadian Tire Gift Certificate for Feb!

Want to win a \$100 Gift Card? Look in the newsletter for the answer to the question below. Submit your



Answer to enter into a Draw at oectadrawprize@gmail.com 3 monthly prizes available. Deadline is March 31st.

The current collective agreement ends in August 2026. How can you ensure that you receive timely updates on Bargaining from OECTA's Provincial Bargaining Team?

My Name: _____ My School: _____

OECTA PROVINCIAL Mini Courses REGISTRATION OPENS ON MARCH 23

Cost is 50\$ per member and the learning is virtual and equals about 25 hours of time over the course of a month.



[Mini-Courses - Ontario English Catholic Teachers' Association \(OECTA\)](#)

Registration for Spring session opens on March 23, 2026 - April 24, 2026. Courses will run from May 11, 2026 - June 5, 2026

Introduction to Addressing Anti-Black Racism: Teaching for Change and Promoting Equity

Assessment and Evaluation 101

Classroom Management Strategies 101

First Steps to Building Equitable and Inclusive Schools

Teachers New to Ontario's Public Education System

NOTICE OF UNIT ELECTIONS

When: OECTA Unit General Meeting Tuesday May 26 2026- in person -Cargill Church hall

Please RSVP to attend the meeting to your school rep before May 8 – dinner to follow

Positions available for election:

President (2 year term)

Vice President (1 year term)

Secretary (1 year term)

Councillors (4 total, 1 year term)

Human Rights Councillor (1 year term)- election will occur during a Caucus meeting – candidates must identify as: 2SLGBTQIA+, Indigenous, Black, Racialized or Disabled on the nomination form- electors must self identify upon arriving at the Caucus Meeting

Occasional Teacher Rep (1 year term)- election will occur during a Caucus meeting- candidates must self identify on the nomination form -electors must be working as an OT primarily in the Elementary Schools of BGCSB

Beginning Teacher (must be in first 5 years of teaching, 1 year term) – candidates must self identify on the nomination form

Nomination Forms: Available from School Reps and from Election Chair Charlotte Rich at **bgelectionsoecta@gmail.com**

Deadline for Nominations: Wednesday April 15 at 4pm – scan and email the nomination form to

Charlotte Rich at bgelectionsoecta@gmail.com with the subject of “NOMINATION”

For more information about any of these positions you may contact Kristen Fry at bgoecta@gmail.com or Charlotte Rich at Sacred Heart Teeswater School.

Bruce Grey Elementary Unit
ELECTION NOMINATION FORM

Nominee's Name: _____(Please print name)

I will allow my name to stand for the position of:

___ President (2 year term)

___ Vice President (1 year term)

___ Secretary (1 year term)

___ Councillor (4 positions) (1 year term)

___ Human Rights Councillor (1 year term)

___ Beginning Teacher Rep (1 year term)

___ Occasional Teacher Rep (1 year term)

Please check off below to attest to your eligibility to run as a candidate:

For the Beginning Teacher position: I am in my first 5 years of teaching ___

For the OT Rep position: I am an occasional teacher who works the majority of my time in Elementary schools___

For the Human Rights Councillor position: I identify with one of or more than one of the following:
Racialized and Black Members, Members with disabilities, First Nations, Metis and Inuit members or
Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, and Asexual members

Signature of Nominee: _____

Nominated by _____ (Please print name)

Signature of Nominator_____

Please scan and forward your nomination form to:

Charlotte Rich, election chairperson at bgelectionsoecta@gmail.com You may also send it in the Courier to Charlotte at Sacred Heart Teeswater -you will need to allow for the extra time this takes. **Deadline for nominations: 4:00 pm on April 15 2026** THE ELECTION WILL BE HELD 5pm TUESDAY MAY 26 2025 at Cargill Church Hall



Dream big, win bigger!



Enter to **win \$10,000** to plan
your next big adventure.

Enter now

No purchase necessary. Open to all active and retired Ontario education members. Must be an Ontario resident, minimum 18 years of age to enter. Contest closes December 31, 2026. Selected winners must correctly answer a skill-testing question. Full contest rules at www.otip.com/contest-rules. Odds of winning depend on entries received by the draw date for the prizes. For more information, please see our [Privacy Policy](#).

[Dream big, win bigger! | OTIP](#)