

LOCAL UNIT EXECUTIVE

President - Kristen Fry

Vice President - Corinne Kalistchuk

Secretary - Karen Herchmer

Treasurer – Stacey Dahmer

Councillor – Steph Fortney

Councillor – Tammy Nadeau

Councillor- Teresa Dantas

Human Rights Councillor – Marie Tudor

Councillor –

Beginning Teacher Rep –

H&S Rep - Corinne Kalistchuk

OT Rep – Deb Meyer

UNIT CONTACTS

Unit phone - (519) 386-6575

Email - bgoecta@gmail.com

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

PROVINCIAL OECTA CONTACTS

www.catholicteachers.ca You will need to login to the members only area to see sensitive information

1-800-268-7230

65 St. Claire Ave. Toronto ON



The executive of OECTA Bruce Grey Elementary wants to wish you and yours a Merry Christmas. We hope you are able to relax and recharge. May the peace of our Lord be with you.

TEACHER PERFORMANCE APPRAISAL

On TPA this year? You should already have been informed. There is a required pre observation meeting.

The Teacher Performance Appraisal Technical Requirements Manual outlines the process.

[Teacher Performance Appraisal: Technical Requirements Manual](#)

PROFESSIONAL RELATIONSHIPS

Relationships between colleagues during the school day should be professional. This means that members must cooperate with one another daily at work.

However, as in any workplace, conflict may arise between colleagues. Seek to **resolve conflict with colleagues personally, privately and directly before seeking third party assistance.**

It is important to avoid gossip and being evaluative of another OECTA member. Be mindful of what you discuss and share with your colleagues at school. Keep workplace discussions and interactions professional. If there is a concern of a serious nature, you can seek advice from Kristen or OECTA Provincial.

If you make an adverse report about an OECTA colleague to a school board representative such as a principal or Superintendent, you must furnish your colleague with a written account within 72 hours. **Teaching Profession Act 18.1 b).**

BENEFITS PLAN OTIP- DRUGS, DENTAL, PHYSIO, MASSAGE etc

For assistance please call OTIP at 1-866-783-6847

You can find the benefits booklet online at the OTIP web page using the NEW member login- NEW !

Make claims at MY MEMBER ACCOUNT- NEW!

[Login | OTIP RAEQ](#)

- manage your claims and account online.

Have your benefit card ready because you will need your plan and ID number.

STARLING MINDS- MENTAL HEALTH RESOURCE and SUBSTANCE USE ASSISTANCE

Starling Minds is a 24/7, confidential digital mental health program to help you better manage stress, anxiety, substance abuse, burnout and depression. It uses Cognitive Behavioral Therapy.

<https://info.starlingminds.com/oecta>

Register using OECTAMEMBER or OECTAFAMILY to access webinars, toolkit, tip sheets, events



The graphic features a woman in a white sweater looking at her phone. To the right, the OTIP RAEQ logo is shown above three stacked buttons: 'CONFIDENTIAL' (blue), 'AVAILABLE 24/7' (orange), and 'PERSONALIZED TO YOUR JOURNEY' (teal). The text 'OTIP's Mental Health Services' is overlaid on the left side of the image.

OTIP is here to support you on your mental health journey, every step of the way.

In partnership with mental health experts at Starling Minds, all OTIP members have exclusive access to complimentary and confidential digital mental health support. **Without stigma and in the comfort of your safe space.**



Assess your mental health.

Rely on quick assessments backed by science to give a clear snapshot of your current mental fitness and what areas to focus on, such as sleep, resilience, stress, and energy.



Build your mental fitness.

Access a personalized daily mental health management program using digital Cognitive Behavioural Therapy (CBT), a wellness toolkit, and online training sessions tailored to your needs.



Transform your substance use.

Reflect on your substance habits and decide what change could look like for you. Whether that includes cutting back or quitting entirely, the Starling Minds substance-use program will adjust to support your specific goals.

Help for Substance Abuse

OTIP members have access to evidence-based substance use support from the privacy of a device. Whether you're looking to gain control over alcohol or substance use for the first time, have been trying to quit for years, or want to be proactive about your health, Starling Minds is tailored to your needs. They offer- Tools, assistance, online therapy.

UPCOMING EVENTS:

December 31 - Last date to submit Proof of Completion from QECO for Retroactive Pay to September 2025 to HR

January 2026- OCT fee is \$200 and will come off two pays in January (\$100 each pay)

January 14 - Unit Executive/Rep Meeting - 5pm – Virtual

January 30- PD Day - Report Card Writing Day

Feb 17– OECTA General Meeting – Virtual- AGM preparation- 5pm- all members are welcome- RSVP to receive a link

Feb 24 2026- Know Your Pension Workshop by OECTA's Simon Dallimore- 4 pm online- details soon

OTIP: WINTER PROOFING YOUR HOME

As winter approaches, Canadians understand that while the beauty of snow-covered landscapes is enchanting, it also brings the challenge of keeping our homes safe and warm. Cold weather can present significant risks to both property and personal safety so it's important to prepare your home for the upcoming season. Here's a handy checklist of cold weather safety tips.

Read more at www.otip.com/article197.



Celebrate the holiday season with a bonus offer!

For the month of **December**, receive a **\$30 gift card** when you get a car, home, or leisure insurance quote.

Get a quote or call 1-888-892-4935 and mention this offer.

EFAP: EMPLOYEE and FAMILY ASSISTANCE PROGRAM through TelusHealth

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

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

OTIP WORKSHOP WALK INTO RETIREMENT

Spring 2026 –more details soon! OTIP retirement planning workshop at 4:30 pm OWEN SOUND – learn about benefits and insurance needs in retirement.

www.otip.com/events

INCLEMENT WEATHER

The board's Inclement Weather Policy is found in SHINE. The administrative procedure works in conjunction with the Board Policy. **You must always keep your safety in the forefront when deciding if it is safe for you to drive to your home or alternate school.** If you feel it is unsafe, call your principal and indicate that it is unsafe and that you will monitor the weather and make a decision later in the day regarding driving to your home or alternate school. You have access to 5 paid emergency days if it is too unsafe to travel.

THINKING ABOUT A NEW WORK LIFE

BALANCE For NEXT SCHOOL YEAR?

If you want to make any changes to your employment status for September 2026 you need to be thinking about it **now**. See your Collective Agreement for details.

Want to move to part time work for a few years? You have to have the request in to Human Resources at the CEC by Feb 28 2026.

Want to have full time work for Sept 2026? You have to have the request in to Human Resources at the CEC by Feb 28 2026.

Want to share a job with a colleague for Sept 2026? Make the Job Share request to HR by Feb 28 2026.

Want to take an unpaid leave of absence for Sept 2026 for all or for part of the year? You need to make your request by Feb 28 2026 to HR.

Want to begin saving for a paid year off? Fill in the paperwork for a Deferred Salary Leave by Feb 28 2026.

Want to transfer to a new Elem school? The transfer process will begin in April 2026. Look for job postings and apply. The most senior qualified teacher will be transferred. Want to transfer to a high school? Opportunities will be available in May/June 2026.

LOCAL UNIT NEWSLETTER DRAW

CONGRATS TO: Angie Wilke, Jason Rody, Elyse Seim– they have won A 100\$ Canadian Tire Gift Certificate for November!

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 for draw is December 31 2025.



What date is the deadline to apply for:

- Job Share for Sept 2026
- Increase to Full time work for Sept 2026
- Part time work for Sept 2026
- Unpaid Leave of Absence for Sept 2026
- Deferred Salary 5/4 plan for Sept 2026

My Name: _____ My School: _____

Send your name, school and answer to oectadrawprize@gmail.com by DEC 31

CAREPATH by OTIP



Facing a cancer diagnosis can be overwhelming, confusing, and stressful. The **Carepath Cancer** program is led by Oncology Nurse Case Managers who serve as partners and advocates for members and their families. After you contact **Carepath**, you'll be paired with one of our Nurse Case Managers who will work with you. To get started call **1-800-290-5106** or [Carepath Digital Health - OTIP](#)

OECTA PROVINCIAL PD – ONLINE EVENING- WEB EXPERIENCES

Reminder of upcoming Web Experiences- REGISTER [WebExperiences - Ontario English Catholic Teachers' Association \(OECTA\)](#)

Dec 10, Jan 14, Jan 21 "What teachers need to know about Artificial Intelligence" 7 pm to 9pm

Jan 12, 19, 26- "Ethical Use of Artificial Intelligence for the Classroom" 7pm to 9pm

Jan 8 and Feb 3- "Mental Health and Wellness Resources"

Jan 20 2026- "Teaching Black Cdn History"

Feb 11- "Whole and Holy: Catholicism should be inclusive"

Feb 19- "Prioritizing your Mental Health" 4:30 pm

Feb 24- "Making Junior Math Meaningful" 4:30 pm

Plus archived recordings of past events on Equity and Anti Oppression.

YOUR EMPLOYEE ASSISTANCE PROGRAM

No cost

There is no cost to use the EAP. This benefit is provided to you by your employer, and can include a series of sessions with a professional. If you need more specialized or longer-term support, our team of experts can suggest an appropriate specialist or service that is best suited to your needs. While fees for these additional services are your responsibility, they may be covered by your health plan.

Confidentiality

TELUS Health EAP is completely confidential within the limits of the law. No one, including your employer, will ever know that you have used the program unless you choose to tell them.

Understanding your employee assistance program.

TELUS Health EAP provides you and your family with immediate and confidential help for work, health or life concerns. We're available anytime and anywhere.

The program is a confidential and voluntary support service that can help you take the first step toward change. Let us help you find solutions to the challenges you face at any age and stage of life.

You and your immediate family members (as defined in your employee benefit plan) can access immediate and confidential support in a way that is most suited to your preferences, comfort level and lifestyle.



Let us help.



Let us help.

Access your TELUS Health EAP 24/7 by phone, web or mobile app.

1.844.880.9142

Download the TELUS Health One app now.



Your **employee assistance program** provides you with immediate and confidential help for a broad range of work, health or life concerns. We're available anytime and anywhere. Let us help.



Convenient access to online resources.



Solutions for your work, health and life.

-  **Support wellbeing**
Stress, mental health concerns, grief and loss, crisis situations.
-  **Manage relationships and family**
Communication, separation/divorce, parenting.
-  **Deal with workplace challenges**
Stress, performance, work-life balance.
-  **Tackle addictions**
Alcohol, drugs, smoking cessation, gambling.
-  **Find child and elder care resources**
Child care, schooling, nursing/retirement homes.
-  **Get legal advice**
Family law, separation/divorce, custody.
-  **Financial helpline support**
Debt management, bankruptcy, retirement.

Access your TELUS Health EAP 24/7 by phone, web or mobile app. Download the TELUS Health One app now.

one.telushealth.com

1.844.880.9142



Username: **EAP-bgcdsb**
Password: **EAP**

1.844.880.9142

