



## WELCOME BACK

On behalf of the District Executive, I welcome all members to the 2021-2022 Federation year. I, along with Executive Assistant, Carolyn Caldwell, and Federation Officer, Dave Parkes are currently working at the District Office in-person once again. This has been another return to school that has the District 10 membership dealing with pandemic-related challenges that continue to evolve. Again, members continue to demonstrate unwavering professionalism, compassion, and resilience in leading, learning, and teaching during the pandemic. Solidarity remains critical in order for us to overcome the pandemic within our communities and to protect the public education system in which we work within our schools. While we know members give their all to deliver the best they can, please ensure that you are also making time for yourselves—self-care has never been more important. If you need assistance, reach out. The District Office is here to help.

## STAFFING

The District recognizes several staffing changes have occurred for September 2021. These include:

- Occasional members seeing the impacts of the revocation of Regulation 274 and the subsequent implementation of PPM 165 (“School board teacher hiring practices”).
- A number of new permanent hires with the board, despite “protected complement” status.
- More staff movement than in typical years, due to the re-structuring of virtual course offerings being assigned to LKCS.

At this time, we are pleased to confirm there were no members in a redundant or surplus position as of September 2021. And finally, as always, we are carefully monitoring the application of class size language, as data is contractually provided to the District.

## CERTIFICATION RATING STATEMENTS

All new members are reminded to apply for a QECO Certification Rating Statement to be paid according to their qualifications and experience during a long term occasional (LTO) or permanent position. You must notify the Board that you have made an application to receive any applicable retroactive pay. Members are advised to inform the Board’s HR Department in writing once they have submitted their application and then forward the QECO Certification Rating Statement to the Board when it is received. **The annual deadline to inform the Board to receive any applicable retroactive pay is June 15.**

## RETIREMENT

It’s never too late to plan for retirement. In particular, those considering retirement within the next five years are reminded to review the OSSTF District 10 website for more information about upcoming Provincial OSSTF Retirement Workshops being held virtually throughout semester one. (Locally, we will be assessing if an in-person workshop is possible in semester two.) Staff from OSSTF Provincial Office and from Educator’s Financial Group are presenting these virtual workshops and are also available to answer questions related to retirement, specific to the Ontario Teachers Pension Plan. Please register online if you plan to attend.

*Yours in solidarity,*

Jennifer Kumpf, President  
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