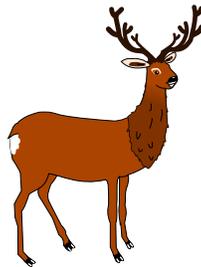


HAPE-OTL November Newsletter



ETFO 1-888-838-3836

**FOR ALLEGATIONS OR
EMERGENCIES CALL 24/7 AND ASK
FOR THE PRS OFFICER ON DUTY**



Be careful driving in November as the animals will be running.

A reminder to inform the Board if you are planning on taking a 10+ day leave from the OT list as it may impact your work.

PAYROLL - p. 57, L12.03 Daily OTs and LTOs will be on the Occasional Payroll Cycle

L12.03 Occasional Teachers shall be paid bi-weekly in accordance with the pay date schedule as agreed to in the elementary teachers' agreement. Long Term Occasional Teachers shall remain on the Occasional Payroll Cycle and will receive pay at the applicable grid rate, prorated to the number of days set out in the applicable pay period. An Occasional Pay Day Schedule, with associated pay periods, will be available on the Board's website, specifically on the Payroll and Benefits web page.

***Ed*vantagePerks™**

Member Protection- PRS

Here are some of the employment and professional issues that arise in which PRS staff provides support and advice. Below are some reasons local leaders and members may wish to reach out to ETFO.

- Annual Learning Plans/Professional Learning Plans/ Continuous Professional Learning Plans
- Any issue with the Ontario College of Teachers (OCT) or the College of Early Childhood Educators (CECE)
- CAS/Criminal allegations related to employment responsibilities
- Conflict resolution
- Continuous Professional Learning Program (CPL)
- Designated Early Childhood Educators (DECE) Performance Appraisals (DPA)
- Difficulties with students, other staff, parents and school administrators
- Duty to report and obligations under the Child and Family Youth Services Act
- Employment Insurance (EI)
- Ethics and professionalism
- Evaluations and Occasional Teacher Evaluations
- Health and safety
- Human rights/harassment/discrimination
- Long term disability (LTD)
- Mental health and sick leave
- Pregnancy and parental leaves
- Professional boundaries
- Professional judgement
- Professional Support Personnel (PSP)/Educational Support Personnel (ESP)
- Resignations and terminations
- Return to work/accommodation issues
- Teacher Performance Appraisals (TPA)
- Workplace Safety and Insurance Board matters (WSIB)

Members are advised to consult Professional Relations Services (PRS) staff at 416-962-3836 or 1-888-838-3836

Get to Know YOUR Union

VIRTUAL TOWN HALL

ETFO provincial President David Mastin invites members with less than five years of membership in the union to join an interactive online discussion.

There are two dates to attend this **one-hour session**.

Bring all your questions about membership services, ETFO advocacy, and government relations, or anything else you want to know about your union.

Register by November 19 with the QR code.



OR

Tuesday, Nov. 25
at 7:00 p.m. EST

Thursday, Nov. 27
at 7:30 p.m. EST





Walk into retirement with a plan!

Starting to plan for retirement? This exciting transition also comes with a lot to consider. Join **OTIP** and **Educators Financial Group** for a free retirement workshop where you'll learn more about:

- Streams of **retirement income and solutions to fill any gaps** to help you make the most of your retirement (Pension, CPP, OAS, etc.)
- The importance of proper **financial planning for your retirement**, and what you need to know when creating your estate plan
- Managing your healthcare, drug and dental costs by **choosing the best coverage to fit your needs**. Don't settle for a "one size fits all" approach to your health
- **Travelling worry-free** with emergency medical coverage, trip interruption/cancellation, and 24-hour emergency assistance
- Exciting **health and wellness support programs**, and ways to save money while doing the things you enjoy most
- **Protecting your loved ones**, your home, and other possessions for when the unexpected happens

This **free workshop** is open to members and spouses. As a courtesy, refreshments will be provided when possible. Please note any dietary or accessibility requirements at time of registration.

November 19, 2025

4:30-6:30pm

TownPlace Suites by Marriott
400 Bell Blvd.
Belleville



Register online at: otip.com/events