

**Subject:** OSTU News  
**From:** OSTU 2nd Vice President <ostu2vp@184807418.mailchimpapp.com>  
**Date:** 4/23/2024, 6:59 AM  
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# OSTU News

#14 – April 2024



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*One child, one teacher,  
one book, one pen can  
change the world.*

MALALA YOUSAFZAI

**Optional Twelve-Month Pay Plan**  
*Article B.8*

A continuing employee, or an employee hired to a temporary contract of employment no later than September 30 that extends to June 30, may elect to participate in an Optional Twelve-Month Pay Plan (the Plan) administered by the employer.

An employee electing to participate in the Plan in the subsequent year must inform the employer, in writing, on or before **June 15**.

An employee hired after that date must inform the employer of their intention to participate in the Plan by September 30th.

An employee electing to withdraw from the Plan must inform the employer, in writing, on or before **June 15** of the preceding year.

An employee's accumulation in the Plan including their interest accumulation to March 31st shall be paid in equal installments on **July 15** and **August 15**.



Okanagan Skaha Teachers' Union

# Annual General Meeting

**When:** Tuesday, May 14 at 4PM

**Where:** The Lakeside Resort

**Who should come?** **ALL OSTU members!**

This is your opportunity to participate in the democratic processes of your union.

**What's on the agenda:**

- . **Election of OSTU Executive**
- . **OSTU 24-25 Annual Budget**
- . **Motions for OSTU Bylaw Changes**
- . **Notice of Motions for Bylaw changes**

## Professional Development

We are looking for local presenters for our November 8th "Links To Learning" Conference in Penticton. If you are interested in putting on a workshop, please fill out the following form: <https://forms.gle/6RdU4F1VPGSmPrZn7>

## Know Your Contract

### ***ARTICLE C.21 Dismissal and Discipline for Misconduct***

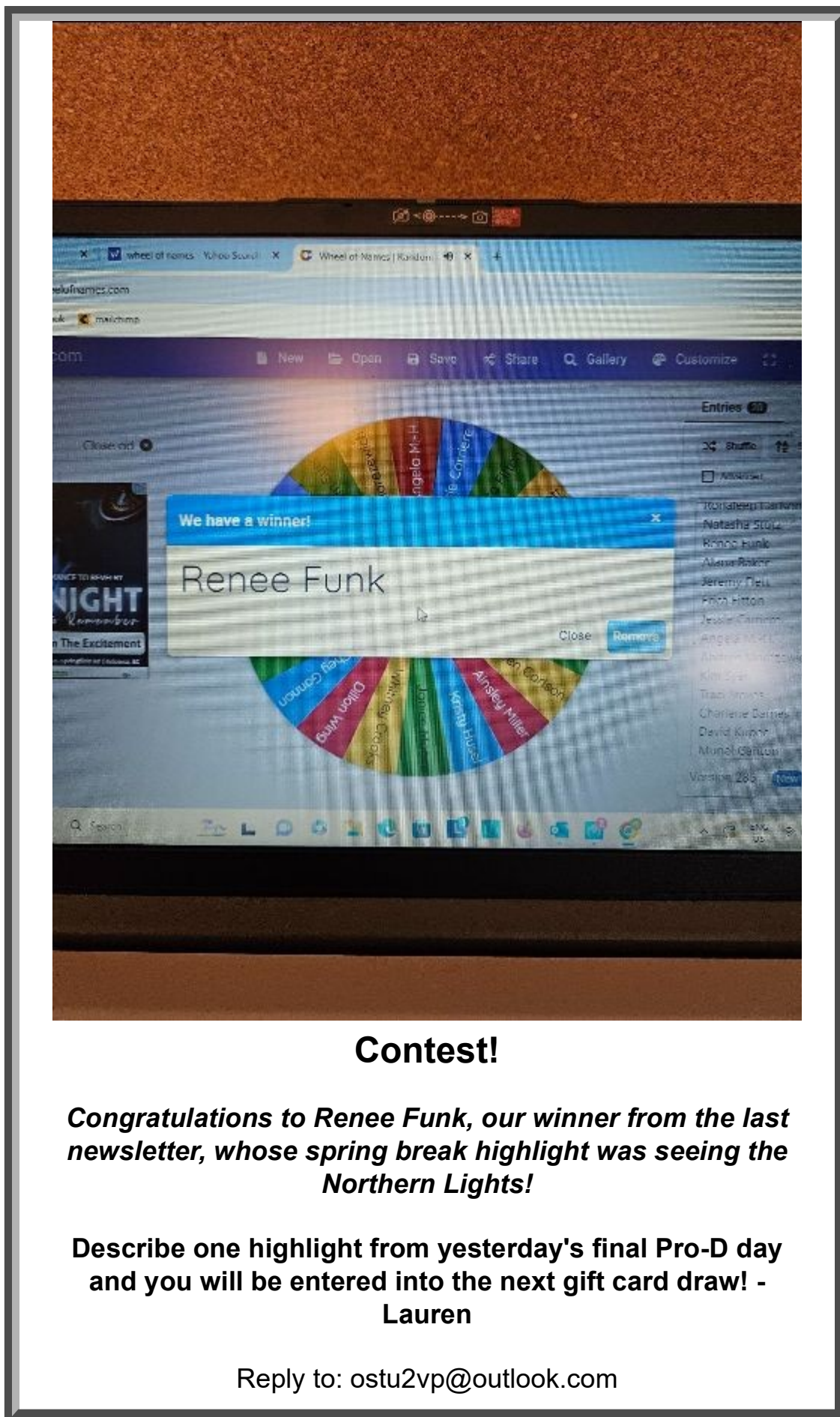
1. The Board shall not dismiss, suspend or discipline any teacher bound by this Agreement except for just and reasonable cause.
2. Where a teacher is under investigation by the Employer for alleged cause, the teacher and the Union shall be notified of the fact immediately. Such notice shall be in writing and shall contain a statement as to the known particulars of the allegation(s).
3. The Board shall not suspend or dismiss any teacher bound by this Agreement unless it has, prior to considering such action, held a meeting of the Board with the teacher entitled to be present, in respect of which:
  - a. the teacher and the Union shall be given 72 hours notice of the meeting;
  - b. at the time such notice is given, the teacher and the Union shall be given a full and complete statement in writing of the grounds for the contemplated action and all documents that will be considered at the meeting;
  - c. the Union, on behalf of the teacher may file a written reply to the allegation prior to the meeting;
  - d. at such meeting the teacher shall be accompanied by a representative and/or advocate appointed by the Union and they shall be entitled to hear and to respond to all the evidence

presented to the Board, to receive copies of all documents placed before the Board, and to ask questions of clarification, procedure, and/or information.

e. the decision of the Board shall be communicated in writing to the teacher and the Union and shall contain specific reasons for the decision.

*\*Please see the Local Collective Agreement for more information.*

**[Click Here for the Collective Agreement](#)**



## Contest!

***Congratulations to Renee Funk, our winner from the last newsletter, whose spring break highlight was seeing the Northern Lights!***

**Describe one highlight from yesterday's final Pro-D day and you will be entered into the next gift card draw! -  
Lauren**

Reply to: [ostu2vp@outlook.com](mailto:ostu2vp@outlook.com)



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