

Currently Speaking

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www.ugot.org

President's Message



Dear Membership:



I hope you had a relaxing summer. I can't believe how quickly it has gone by. My summer has been busy. I brought that on myself though. I did an ETFO AQ course this summer. It was the Primary/Junior Math Part 1 on-line course. It was a very intensive but an extremely worthwhile course. The major components were planning and assessment. What I liked about the course were the relevant readings and assignments and reading and responding to each others postings. What I found most challenging was that it consumed so much of my July. My vegetable gardens and house chores took a back seat. While that was going on we had two sets of visitors come to stay with us. That was fun but challenging to meet deadlines.

Now I am gearing up for a new year. I am going off to our Annual Meeting beginning August 16th -19th. After that I will be getting our newsletter out and then greeting new members to the NTIP program (New Teacher Induction Program). I then hope to take a relaxing few days before school starts.

I sincerely hope you have a great school year.

Regards, Andrew

Professionalism

Prep Time: The prep time of the teacher becomes the prep time of the occasional teacher. If you find that the prep time has been switched, then please call me. There is no issue with trading prep times between teachers at a school but when a substitute teacher comes in, then that prep time is no longer the teacher's prep time to trade. They can do that on a day that they are going to be there. On another important note regarding prep time, please don't leave the

building. A few incidents occurred last year where an occasional teacher was being paged, and wasn't at the school. By all means, if you have to leave the building, for example you need a coffee, then, let them know at the office. There could be an emergency and if you aren't around, then you are no help to the school.

Don't leave students unattended. This applies especially to teachers teaching French classes. Do not let students leave, assuming that the teacher will be there waiting for them. Escort the students to their classroom. If you have the next class already there and are stuck with two classes, then page the office to let them know that you can't escort the students to their homeroom because the next French class has arrived. An administrator will gladly greet the students till their homeroom teacher arrives. This is the best practice.

Cancelling jobs: According to our collective agreement article, 27:03, when a teacher cancels an assignment, the teacher shall give notice of cancellation of their assignment to the Smart Find system and by telephone to the school, as soon as possible. It isn't just a courtesy call; it is required. Also the Board shall notify you of any cancellation of an assignment by 8:00 p.m. the previous day or it will result in full payment for the original assignment.

Field Trips: When taking a class on an excursion like a skating or swimming trip, make sure students are together. I learned this from a colleague - take a class list with you so you can check before leaving and coming back to the school. It is good to have because sometimes parents will take kids home from the rink or pool if it is towards the end of the day and they have been volunteering. Having a class list gives you a list of the names. I can't stress enough how important that is because we don't know their names. I have relied solely on numbers. From now on, I will take my colleague's advice.

Andrew Aloe

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Minga

The first Minga we had in June saw nine of us enjoy a great evening at Boston Pizza. That evening we decided to host the next Minga in Fergus.

We are going to have it at the Brew House which is located on the South East corner of St. Andrew's and St. David St. We will meet everyone there at 5:00 p.m. on Oct. 15, 2010.

Remember this is not an ETFO-sponsored activity; it is just a chance for us to get together and have fun and meet up with friends. See you there.

Professional Development

Summer AQ and Professional Courses



Sadly we had to cancel the Tribes Training Course we were offering this August 9th – 12th. We required a minimum of 16 teachers but we fell just slightly short of that number. We will re-offer it this fall so keep reading the notices. We are looking at several scenarios. One would be Saturday and Sunday one week and again the following week. We could also just offer it on Saturdays. Evenings would be difficult for the instructor. Please let me know your preferences. Gail Kuder submitted this to me about her active summer. She writes about French Immersion Literacy and the use of Smart Boards. She was registered in the Tribes, an astronomy course offered by OTF (Ontario Teachers Federation), and the Kindergarten course to have been offered here in Upper Grand. She was very disappointed it was cancelled.

K to 8 French Immersion Literacy

The course was a two-day workshop where we looked at implementation strategies for literacy in Kindergarten to Grade 8 for French Immersion. Many of the topics in the NTIP course were covered, and resources were provided. We looked at Ministry of Education power point presentations with the latest teaching strategies for implementing literacy, like inference, in a learning cycle across the divisions. We also looked at how to continue implementing the teaching strategies like APE, text-to-text, text-to-self, and text-to-world; all the posters that we see on the walls in the elementary classrooms. Finally, we looked at some examples of problem solving in math for Grade 2 en français, and shared French resources.

OTF Smart Boards in Mathematics

This three-day workshop was in Sudbury. It gave us an opportunity to use Smart Boards, and incorporate many of the interactive tools with the Smart Board. All the examples were in mathematics and it went across the divisions of K to Grade 12. Pedagogy, implementation, and computer technical issues were discussed. The presenter was a highly versatile computer consultant, who had previously worked for IBM.

ETFO Annual General Meeting August 16 -19, 2010

PROVINCIAL EXECUTIVE 2010 - 2011

President - Sam Hammond, *Hamilton-Wentworth TL*
First Vice-President - Susan Swackhammer, *Grand Erie TL*
Vice-President - Hilda Watkins, *Greater Essex TL*
Vice-President (Female) - Maureen Weinberger, *Halton TL*
OTF Table Officer - Rian McLaughlin, *Hamilton-Wentworth OT Local*

Executive Members

- Doug Cook, *Upper Grand TL*
- Mike Lumb, *Limestone TL*
- James McCormack, *Waterloo Region TL*
- Monica Rusnak, *Ontario North East TL*
- Deb St. Amant, *Kawartha Pine Ridge TL*

Executive Members (Female)

- Karen Brown, *Toronto TL*
- Adelina Cecchin, *Greater Essex TL*
- Diane Dewing, *Upper Canada OTL*
- Rachel Gencey, *Durham TL*

ETFO ANNUAL MEETING REPORT

by Donna Henderson

At 4:00 p.m., Monday, August 16, 2010, the ETFO Annual Meeting began at the Sheraton Hotel in Toronto. The Delegates from UGOT were Andrew Aloe, Marina Howlett, and Donna Henderson and the Alternate was Julie Birken.

In his opening remarks, President Sam Hammond clearly described the role of equity in our union. He reflected on the level of professionalism that teachers demonstrate in their classrooms and their commitment to upgrading their skills through AQ Summer Courses. He emphasized the importance of ETFO maintaining a strong united front as we approach collective bargaining in 2012. Restoration of the 2% loss of pay in the last round of negotiations and EQAO testing will be major issues.

When the Minister of Education, Leona Dombrowsky, began her address, she expressed her appreciation of the vital role that each of us plays in the educational system in this province and she recognized the passion and dedication teachers bring to their classrooms. Full-Day Kindergarten will begin in 600 schools with 35,000 4- and 5-year olds embarking on their learning path. A moratorium on testing (EQAO) is not part of the government plan. There were many comments and questions raised by the teacher audience which led to a passionate debate that we hope the Minister heard but, as a true politician, she did not waver from the government direction.

Reno Melatti, OTF President, spoke briefly on the 2012 pension changes. As of September 2012, each retired teacher will be able to teach 50 days during the school year.

On Wednesday afternoon, the Honourable David Onley, Lieutenant Governor of Ontario, spoke about Aboriginal Literacy Programs, Club Amick, summer camps and book drives. Grand Chief Stan Beardly described the severity of third world conditions in the aboriginal communities of Northern Ontario. Many of the schools desperately need to be retrofitted to get rid of mold, oil leaks and unsafe drinking water. ETFO delegates re-pledged \$225,000 to support aboriginal reading camps for the next five years.

Mary Lou Donnelly, President of CTF, stated that our success in the classroom come from our teacher dedication. CTF represents two hundred thousand teachers and supports school programs in thirty developing countries around the world. CTF continues to challenge global child poverty. As teachers, we have a responsibility to enable the next generation.

The last key speaker was Andrea Horwath, leader of the NDP. She understands the emotional, physical and financial demands on each classroom teacher. She respects teachers and their negotiation demands. She believes that EQAO is a one-track route. It is confusing and generates anxiety, acting as a “monkey wrench” to real teaching and learning. Diversity does not create a cookie-cutter society that can be assessed by a cookie-cutter test. She believes that students with special needs must be identified early.

ETFO’s Annual Meeting makes us aware of all the different players in the educational system. There is diversity in our cultural and geographical backgrounds but we share a common value. We want the BEST for our young people.



Reflecting on the AGM 2010 by Julie Birken

I just returned from ETFO’s Annual General Meeting and what an amazing experience it was. As an Occasional Teacher, it is sometimes easy to forget that we truly are part of something bigger than just our daily work as a “fill-in” teacher. We are also part of a truly inspiring organization called the Elementary Teachers Federation of Ontario.

Almost 1000 teachers (forgive me if the number is a little off) met for four days in Toronto to attend to issues much larger than just what goes on in the classroom. Topics of social justice, humanitarian aid, and providing equal educational opportunities for children who seem forgotten in our most northern communities were discussed. Proudly, money was donated to flood-ravaged Pakistan and the Grand Chief and Lieutenant Governor highlighted the literacy camps occurring in our Northern communities. It reminded me of what is at the core of our mandate as educators.

Democracy was truly at work and even though at times issues were politely debated, there was no doubt in my mind that all of the ETFO members want what’s best for our students and our children. It is easy to become an armchair warrior but, unless we become involved, we will not be able to create an optimal learning environment for our “leaders of tomorrow”.

I sincerely would like to thank our local executive for this experience and I look forward to continuing my participation in a strong and united ETFO.

Final AGM Comments by Andrew Aloe

It was a pleasure to be at Annual Meeting this year. The resolutions were discussed and voted on democratically, with meaningful discussions. The process was inclusive and equitable.

Most of what happened at Annual Meeting was written by Donna Henderson and Julie Birken so I won't repeat their comments. I was however, disappointed with our education minister Leona Dombrowski's speech. I found it to be full of political double speak. She talked about the Early Learning Program and how her government supported public education.

During the question period, however, many of our members' concerns such as EQAO, class sizes for junior and intermediate classes, the School Information Finder, the many Numeracy and Literacy initiatives and teacher workload were side-stepped and not really answered. She spoke well, but didn't address any of our concerns or those of our students.

It was very evident that we have a lot of work ahead of us in educating parents about the real issues in our classrooms. I encourage each and everyone of you to talk about these issues with parents and anyone who will listen. Write letters to the local newspapers if you hear of a parent who has frustrations with EQAO.

ETFO is committed to campaigning these issues to their fullest but we must do our part as well. I think this next round of negotiations will be difficult but we must do it with all our efforts because it is what's right for our students and public education.

OT Daily Rate and Smart Find

The rate of pay will change as of September 1, 2010. It will remain in effect till August 31, 2011. It will be \$210.97 plus vacation pay \$8.44 for a total daily rate of \$219.41.

Anyone doing an LTO will be paid according to where they fall on the pay grid. Please check the rate of pay on your pay stub as soon as you get it. Also keep track of days you worked as daily and LTO work as they will count towards experience credit and therefore get you a better rate of pay. If you have received additional qualifications make sure you contact QECO to ensure they received the paper work and notify the H.R. Dept. To upgrade your record.

N.B. Daily OT's who continue to work in the same teaching assignment for twelve days or more are paid Grid Rate. Grid Rate is retroactive to the first day of employment in that particular teaching assignment.

If you accept an LTO contract, please notify SMART-FIND of the dates you will be unavailable for Daily Occasional Assignments. This will alleviate the numerous calls you are likely to receive during the time period you are on an LTO contract.

Also, OT's are reminded to include date, school name, teacher's name and job confirmation number prior to presenting time sheets to the school secretary. If you are unsure of the name of the teacher whom you are replacing; please check the information on the website, or the SMART-FIND Telephone line (519-822-0255 or 1-877-797-7771) or ask the Secretary at the school. Timesheets need to be submitted to the office upon arrival at each school.

Please check your availability with Smart Find. Make sure your profile is as you requested back in May. Please note, the job shopping feature will continue from 6:45-7:15am. The callout will continue as before, evenings from 6:00-10:00pm and from 6:15am in the morning. The job shopping time will not interfere with Smart Find calling you.

Website www.ugot.org

Please visit the website for current information, Professional Development opportunities, an Executive contact list, Executive Meeting Minutes, Currently Speaking (our OT newsletter), and other pertinent information as it becomes available.

We will continue to use the website to communicate to members when it is impossible to contact all members by telephone or through the mail.

DATES TO REMEMBER

Federation Dates

Thurs., November 4, 2010.....**Fall General Meeting**
Time: 4:45 p.m. Location: to be announced
Thurs., June 2, 2011.....**Annual Meeting**
Time: 4:45 p.m. Location: to be announced

Executive Meetings September - December 2010

(January - June 2011 to be announced)

Wed., September 8, 2010.....Orchard Park
Wed., October 13, 2010.....Orchard Park
Wed., November 24, 2010.....Orchard Park
Thurs., December 14, 2010.....Orangeville

Professional Development Days

Thursday, September 2, 2010
Monday, November 1, 2010
Friday, November 26, 2010
Monday, January 31, 2011
Friday, February 18, 2011
Friday, April 8, 2011
Friday, June 4, 2010
Friday, June 3, 2011

Holidays

Dec. 18, 2010 - Jan. 3, 2011.....Christmas Break
Feb. 21, 2011..... Family Day
March 12 - 20, 2011..... Winter Break
April 22 - 25, 2011 Easter

Last Day of School for Students

June 30, 2011

PAY DATES

Sept. 17, 2010	Feb. 18, 2011
Oct. 1, 2010	Mar. 4, 2011
Oct. 15, 2010	Mar. 18, 2011
Oct. 29, 2010	Apr. 1, 2011
Nov. 12, 2010	Apr. 15, 2011
Nov. 26, 2010	Apr. 29, 2011
Dec. 10, 2010	May 13, 2011
Dec. 24, 2010	May 27, 2011
Jan. 7, 2011	June 10, 2011
Jan. 21, 2011	June 24, 2011
Feb. 4, 2011	July 8, 2011

If you need information or encounter difficulties, you may contact the Professional Relations staff (PRS) in Protective Services at 1-888-838-3836

The Upper Grand OT Local is hosting a

Welcome BBQ

Marden Community Centre

5:00-7:00 p.m.

September 22, 2010

\$ 5.00 registration fee

Meet the new O.T.'s

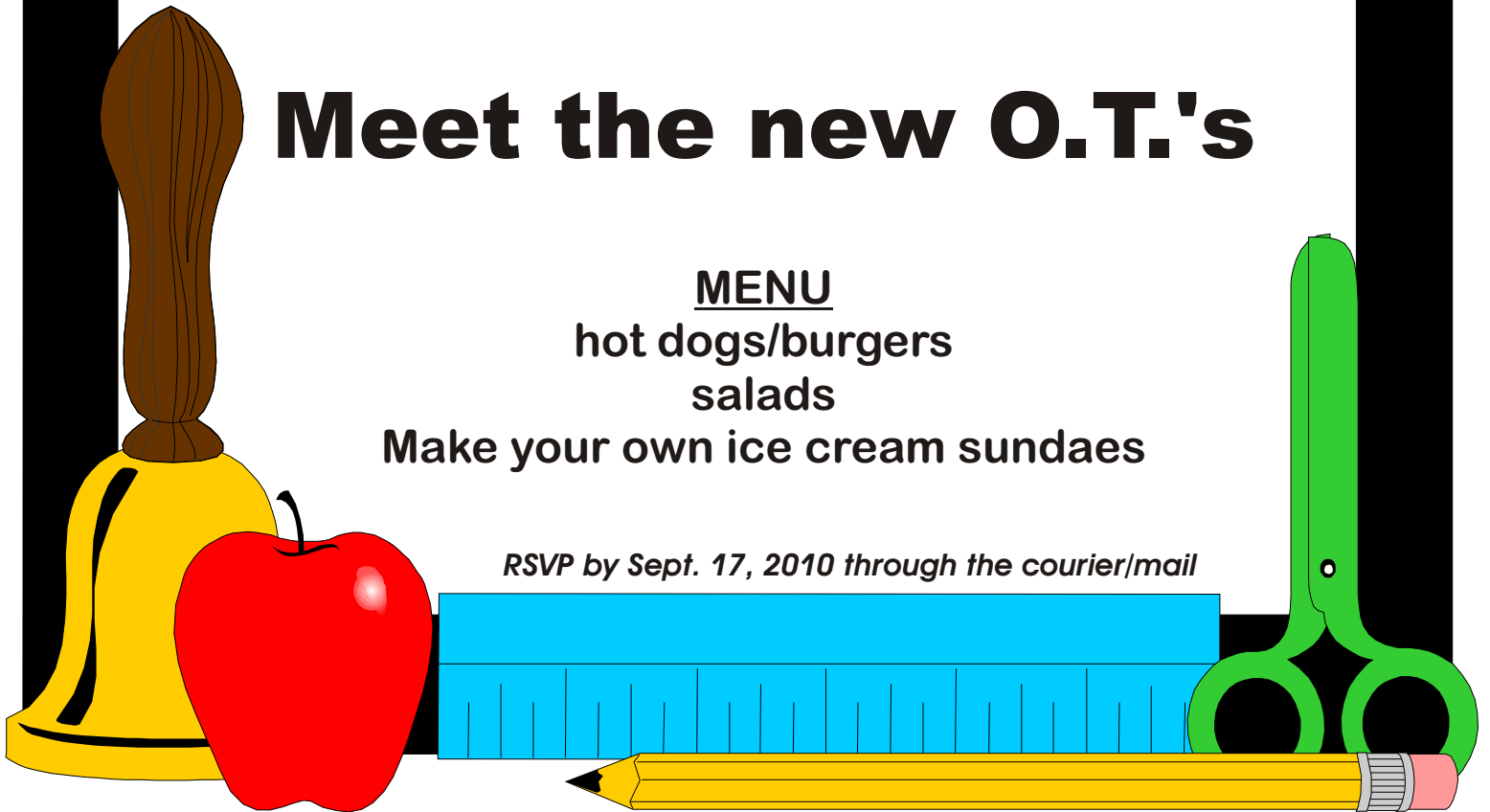
MENU

hot dogs/burgers

salads

Make your own ice cream sundaes

RSVP by Sept. 17, 2010 through the courier/mail



Welcome BBQ Registration for September 22, 2010

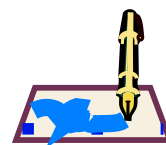
NAME: _____

PHONE NUMBER: _____

I have enclosed my \$5.00 registration fee.

Collective Agreement 2008-12

Changes/Highlights



Article 12 - Occasional Teacher List

- 12.03 - Cap on Membership - 34% of the Board's FTE for Elementary Teachers
- Effective September 1, 2011 Cap on Membership - 37% of the Board's FTE for Elementary Teachers. The 37% cap will include Daily Occasional Teachers and Long Term Occasional Teachers. Teachers hired for LTO positions will be hired from the Daily Occasional Teacher List (see Article 16.02).
- 12.06 - Change of Information
- telephone, address, days available, etc.
- member must notify the Board
- 12.08 - Removal from O.T. list
- notify Board by May 31st
- O.T. must teach a minimum of 10 days.
- 12.09 - Board will send Subject Preference Renewal Form by April 30th.

Article 14 - Priority Hiring for Permanent Positions

- 14.01 - For all new part-time or full-time contract positions, the Board shall interview at least two members from the O.T. list (two qualifiers);
a) O.T. member must have the required qualifications for the position.
b) O.T. member must indicate on the application that s/he is on the elementary O.T. list.

Article 16 - Long Term Occasional Teaching Assignments

- 16.01 - If a Contract Teacher returns early from a Leave, the L.T.O will be given four days notice or four days pay in lieu of notice.
- 16.02 - Effective September 1, 2011, all L.T.O. positions will be filled from the O.T. list, provided that at least three members from the O.T. list apply and have the necessary qualifications for the position. The O.T. who applies for the position must indicate on the application that s/he is on the O.T. list.

Otherwise, the L.T.O. position is open to anyone who applies. Effective September 1, 2011 all L.T.O.'s who are hired will be retained on the O.T. list when the position ends.

Article 17 - Compensation

- 17.01 - Daily O.T. Rate - 1/203 of A1 Year 0 effective Sept. 1, 2009 (\$213.02)
- L.T. O. - Elementary Teachers salary grid based on qualifications and experience
- L.T.O's placed on the grid on the 12th consecutive day retroactive to Day 1
- N.B. If you are replacing a Contract Teacher who teaches less than 1.0, 12 consecutive days are considered to be school days not the actual days you worked as a L.T.O.

The L.T.O. Teacher must submit documentation to establish qualifications and experience. You need to have a QECO rating completed.

- 17.02 - Experience Credit for Long Term Occasional Positions - Teaching Experience shall be calculated and applied in the same manner with the same timelines as applied to Elementary Contract Teachers.

- N.B. L.T.O.'s need to keep their own record of teaching experience for verification.

Article 19 - Working Conditions

- 19.01 - Lesson plans, timetables, seating plans, classroom routines, etc. shall be provided by the classroom teacher.
- 19.02 - Occasional Teacher's timetable is the timetable of the teacher who is being replaced.
- The preparation time assigned to the Classroom Teacher is part of the daily schedule and belongs to the Daily Occasional Teacher. The O.T. should not be re-assigned to another classroom by Administration or the Classroom Teacher.

- First and foremost, the O.T. should use the preparation time to prepare for the remainder of the classroom assignment. The O.T. could also assume duties related to the classroom where s/he is assigned. Such duties include marking student assignments, organizing classroom supplies, arranging bulletin boards, etc. as outlined by the Classroom Teacher.

- It is the responsibility of the O.T. to report to the Principal/Vice-Principal if the classroom teacher has not provided the necessary documents or has revised preparation time. Please inform the O.T. President if any violation occurs.

19.03 - Occasional Teachers are not required to provide supervision prior to the commencement of the classroom teacher assignment; however, Occasional Teachers should be arriving 15 minutes prior to the start time. This is your time to review lesson plans and familiarize yourself with the routines of the classroom. Exceptions are always made when O.T.'s receive a late call from the dispatch system.

19.04 - Occasional Teachers are entitled to a 40 minute uninterrupted lunch period.

Article 20 - Leaves

20.03 - Sick Leave - L.T.O.'s have access to sick leave two days per month. If the L.T.O. position is anticipated to be five months or more, sick leave credit will be credited at the beginning of the assignment; otherwise two days per month will be credited at the beginning of each month.

20.04 - Other Leaves according to Board Policy 411 - Absences and Leaves - Board Policy 411 is attached to the Collective Agreement (pages 32 - 36).

Article 21 - Pregnancy/Parental Leave

- If you are considering a Pregnancy Leave, please review the details outlined in this Article; then contact the O.T. President to discuss the Leave and the possibilities for Employment Insurance.

Article 25 - Professional Development

25.04 - The Union will be using the \$4500 to provide P.D. opportunities for the membership.

Article 27 - Services Not Required - Emergency School Closure

27.03 - Pre-arranged assignments must be cancelled prior to 8:00 p.m. of the previous day. If cancelled after 8:00 p.m., you are entitled to be paid. Call Donna Perry (at the Board Office 519-822-4420 ext. 781) or indicate Teacher's name, school, job number from SMART-FIND and indicate the job was cancelled at a given time.

- If the buses have been cancelled at the school where you have been dispatched, you need to report to that school if it is safe for you to get to the school location/otherwise, report to the school closest to your home. Contact the school where you were dispatched and report your location and record the same information on your time-sheet.

27.09 - Outlines what procedures to follow when it is too dangerous to reach any Board School. For a more detailed description, please refer to Upper Grand D.S. Board Memo from Bonnie Evans, Supt. Of Human Resources, Sept. 2006 (Occasional Teachers on No Bus Days).

Article 30 - Benefits

- All Occasional Teachers may access the benefits package provided to the Elementary Teachers.

- Daily O.T.'s must pay 100% of the premium costs.

- L.T.O.'s may access the benefits after 80 consecutive days and continue to be employed on an L.T.O. contract.

- Please contact Sandy Edwards, Benefits Officer, at the Guelph Board Office (519-822-4420 ext. 784).

PENSION UPDATE

THE 95/20 RULE IS RETIRING

May 10, 2010 Volume 15, No. 6

Whether you're a retiree now or you're an active teacher contemplating retirement, you'll want to pay close attention to changes in the rules regarding post-retirement work.

WHAT COUNTS AS WORK?

Beginning September 1, 2010, the definition of "Re-employed Pensioner" will change. The new definition broadens the scope of who falls under the re-employment rules.

Please watch for the official notice of the change that will be coming from the Ontario Teachers' Pension Plan.

Of particular note is the change regarding the Ministry of Education. Formerly, only those who taught for the Ministry were included under the re-employment rules. As of September 2010, retirees signing contracts to work for the Ministry in any capacity will need to comply with the re-employment rules as well.

The definition also clarifies what kinds of employment relationships are covered.

THE 95/20 RULE IS RETIRING - A NEW SINGLE LIMIT WILL APPLY

Beginning September 1, 2012, all retirees will be subject to a single limit as to the number of days they may work. The 95/20 rule will be "retired" The new limit will be 50 days for everyone, irrespective of your number of years of retirement.

- If you're already retired and still within your three years of 95 days, you'll be able to complete however many years of 95 days you have left - provided that you do so prior to September 1, 2012.
- If you're already on the 20 day limit you'll see that limit rise to 50 days as of September 1, 2012.
- If you retire *between now and September 1, 2012*, you'll be able to work 95 days in the 2010-11 and/or 2011-12 school years, but will have the 50 day limit applied thereafter.
- From September 1, 2012 onward, *every retiree will* be permitted 50 days of re-employment in each school year.
- The limit of 50 days will be reviewed during the 2014-15 school year.

The same rules will apply concerning suspension of your *pension the month after the month in which you exceed the new 50 day limit.*

EMPLOYERS WILL REPORT YOUR RE-EMPLOYMENT Beginning September 1, 2012, all employers will report your employment to the Ontario Teachers' Pension Plan. While you still need to keep track of your days worked, this change should help ensure that retirees don't inadvertently exceed the re-employment limits. It will also provide a more consistent approach with respect to re-employment for all members.

This data will aid the Ministry and OTF in their review of the limits scheduled for Spring 2015.

OTPP BUY BACK RULES ARE CHANGING

Enhancements coming Sept. 1, 2010

Five enhancements have been designed to change your buyback experience for the better, beginning Sept. 1, 2010. Here's how:

1. Payment Flexibility

Once your leave ends, you have a five-year deadline to pay for your buyback. Instead of paying in one lump sum, you will now have the flexibility to pay what you want, when you want. (Note: There is an exception - if your employer arranged for you to work outside of Canada, payment must be made during the period of the leave.)

2. No Interest

Interest will start to accumulate on the unpaid portion of your buyback as soon as your leave ends, not at the start. Any balance remaining on your buyback will not be subject to interest as long as you are still on the leave.

3. Pregnancy & Parental Leaves

Teachers' will administer pregnancy and parental leaves. You will receive one cost from one source, as well as clear communications that will show you how your pension will be affected by your buyback. You will be able to use RRSPs to pay for all types of absences. In addition, Teachers' will be able to provide you with information and counselling based on your own personal situation.

4. Cost Stability

To calculate a buyback for leaves that span multiple school years, we will use your salary at the time of your leave as a base, and apply a standard salary adjustment every school year. The cost of your buyback will be more stable and subject to fewer unknown factors. You will have a more accurate idea of what the cost will be and you can budget your money accordingly.

5. Full-time Credit

If you are a part-time contractual teacher and want to buy back the year you are absent, you will receive a full year of qualifying credit starting with the 2010/11 school year. Your salary will be annualized and this could potentially boost your future pension. If you buy back only a portion of what you were eligible to purchase, you will receive qualifying credit equal to the actual time you are buying back

VERY IMPORTANT PENSION NEWS

Ruth McLean, UGETFO President, has kindly allowed us to reprint this pension article for Currently Speaking.

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- If you're already on the 20 day limit, you will see that limit rise to 50 days as of September 1, 2012.
- If you retire *between now and September 1, 2012*, you will be able to work 95 days in the 2010-11 and/or 2011-12 school years, but will have the 50 day limit applied thereafter.
- From September 1, 2012 onward, *every retiree* will be permitted 50 days of re-employment in each school year. The limit of 50 days will be reviewed during the 2014-15 school year.

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For more information on these topics please, contact Marina Howlett, 519-836-8585 or visit www.otpp.com

TEACHERS" OTPP BUY BACK RULES ARE CHANGING

Enhancements Coming September 1, 2010

1. Payment Flexibility
2. No Interest until leave ends
3. Pregnancy & Parental Leaves
4. Cost Stability
5. Full-time Credit

