

Currently Speaking

Office: 519-837-0090 ext. 402

Cell: 519-217-2704

Fax: 519-836-9759

www.ugot.org



PRESIDENT'S REPORT

We are off to another great year. I have been quite busy as I'm sure you have also. There are several issues that many of you have called about. One issue is in regard to half day assignments. The balanced day poses a challenge to accepting two half days, especially when they are so close together in timing or even overlapping. My advice to you, and the UGDSB endorses this, is that you accept the two half days. Often due to prep time being on the last period of one assignment or the first period of the second assignment an O.T. can make both commitments. We ask that you make a courtesy call. Let the principals of both schools know your situation and usually a solution can be found. Also, please be reasonable about the schools where you take a second assignment. If it is reasonably close, ie. same catch area, then that is fine. It would be unreasonable to take an assignment in Guelph or Fergus and expect to be in Shelburne in a reasonable time. Please follow the advice and be respectful of the school but be confident in accepting two half days. We all want this to work.

Another concern members are having is with the teacher timetable. Our Collective Agreement states in 19:02, the timetable for an Occasional Teacher shall be the same as the timetable of the teacher who is being replaced. Teachers are leaving notes to report to the office for assignments. That is against the C.A. we negotiated with the Board. Teachers may not be aware so please tell them. The teachers prep time is your prep time. As an Occasional Teacher myself, I would often use that time to read and reread notes and lessons left for me. Teachers would often thank me for covering what assignments were left. The prep time becomes useful for that. We often have to get A.V. equipment and getting a video set to the spot often helps with classroom management if it

is ready to go. I find if I have done the math questions or read the short story the students are supposed to do then everything is more relevant for them when you discuss a question. I have anticipated problems for students and have prepared a mini lesson around a question for them. There are definitely valuable things to do with prep time that will make your day run smoothly.

Sincerely,
Andrew Aloe



PENSION NEWS

by Marina Howlett,
Past President of Upper Grand Teacher and OT
Locals



The Ontario Teachers' Federation (OTF) and the Ontario Government, joint sponsors of the Ontario Teachers' Pension Plan, are required by law to file a funding valuation with the provincial pension regulator every three years. A funding valuation is an assessment of the long-term financial health of a pension plan. The partners have the option of filing a funding valuation in any one of the three years when it is deemed to be financially viable. The partners have chosen to file a funding valuation in 2009 rather than waiting until 2010 or 2011.

By filing the valuation now, OTF and the government gain time to address funding challenges that will continue to exist because the cost of future pension benefits is growing faster than plan assets. The current financial projections show funding shortfalls continue to exist because of the existing economic climate. Factors that influence the shortfall include:

- plan demographics;
- low real (after inflation) interest rates which drive up future pension costs;
- projected modest investment returns;
- 2008 investment losses which will be recognized over the next four years due to the effect of "smoothing".

Andrew Aloe
Office Telephone: 519-837-0090 ext. 402
Cell phone: 519-217-2704
Fax: 519-836-9759
E-mail: aloeristok@distributel.net

The partnership (OTF and the government) in co-operation with the Ontario Teachers' Pension Plan will develop a plan by mid-2010 to deal with the funding shortfall. This is a legal requirement for the partnership. The partners can address funding shortfalls in a variety of ways – by:

- increasing contributions;
- invoking conditional inflation protection for pension credit earned after 2009;
- changing other future benefits;
- adopting a combination of the above measures.

Teachers need to know that none of these possible changes will occur until after negotiations are completed. Proposed changes would occur in future years on a go-forward basis. Any changes will not affect pension benefits already earned by working and retired members. The Ontario Pension Benefits Act prohibits any reductions for retired teachers and any pension credits already earned by working teachers. Changes would apply to future pension credits beyond 2010. Teachers should not change any retirement decisions until pension negotiations are completed.

95/20 DAY RULE FOR RETIRED TEACHERS

“At its August meeting, the OTF Executive gave its representatives on the Partners' Committee the go-ahead to propose changing the current 95/20 day rule for post-retirement work to a single day limit somewhere in the mid-range between 20 and 95 days. If the change occurs, all retirees will be entitled to the same number of days on a go-forward basis. Please note that there has not been agreement with the Government about this yet, so the current rules remain in force.”

It is likely that both parties will agree to a set number of days for all retired teachers because the complex rules related to number of days and years of eligibility (3 years with 95 days; all other years 20 days) cause many administrative issues. This change would simplify administrative practices for everyone.

Further information about pension issues will be communicated to all members when a decision is reached.

NEWSLETTER CORRECTION

On the sheet marked Collective Agreement 2008-2012 Changes/Highlights, Article 16: LTO Assignments, the date when this takes effect is September 1, 2011 not September 1, 2009. My apologies for the error and my thanks to the member who called me about it.

QUIZ WINNER

Congratulations to Kelly Lavery-Pagnan who is currently on an LTO assignment in Guelph. She gets the two Barbara Coloroso books and a gift certificate from Staples. She sent in her correct answers, first. Thank you to all those members who sent in their answers. I wish I had prizes for all of you.

Here are the answers:

1. An OT needs to work for 12 or more consecutive days for it to be considered an LTO.
2. A teacher who has completed their probationary period, may request a reference letter from a Principal or Vice-Principal after they have taught for ten days or more at the site.
3. Adverse material can be removed from an OT's personnel file with written request by the OT after 2 years of discipline free behaviour.
4. The OT list shall be limited to 34% of the board's FTE, but shall change on September 1, 2011 to 37%.
5. An arbitrator shall be brought in during step three, provided previous steps were unsuccessful in settling the grievance.
6. When an LTO assignment is completed prior to the report card submission due date, an LTO shall be paid to complete report cards up to a maximum of 2 days at the same rate of pay they received during the assignment.
7. An LTO shall be granted pro-rated leave credits on the formula of 20 days per year if working full-time for a full year (which breaks down to 2 per month).
8. The board shall give notice of cancellation of any prearranged assignment by 8:00 pm of the previous day in order for the occasional teacher to not be compensated.
9. An OT must work 80 consecutive FTE days and have a further FTE assignment shall qualify for extended health and dental benefits.
10. Policy 411 states an OT shall be granted bereavement of 5 days for immediate family, 3 days for sibling of employee or partner, or other in consultation with principal.

ANNOUNCEMENT:

OTF says no to the Ontario College of Teachers OCT professional designation. For the OTF communiqué on their reasons for not supporting this, go to the OTF website at www.otffeo.on.ca

MENTOR PROGRAM

by Tammy Flemming

I am pleased to announce that mentor release time is again being offered to NTIP teachers. Please read the following carefully and then apply for release time by using the link below.

- Each NTIP teacher, either contract or qualifying LTO (first LTO position in an assignment that is 97 or more consecutive days), are entitled to 1.5 release days to work with a mentor.
- The release time must focus on the professional growth of the new teacher, using the NTIP strategy form as a guide.
- The mentor release time needs to be used between October, 2009 and end of January 2010.
- Only one person, new teacher or mentor, needs to apply for this time.
- Mentor release time must be booked, using code 19 on SmartFind, by the new teacher and mentor.
- Mentor release time must not be booked until receiving a confirmation email (which will arrive directly after submitting the application).

Mentor release time can be used in a variety of ways:

- new teacher may take 0.5 day to observe and then mentor and new teacher each take 0.5 days to debrief and plan (total 1.5 days);
- mentor may take 0.5 day to observe new teacher and then new teacher and mentor each take 0.5 days to debrief and plan (total 1.5 days).

These are only some examples of how time may be used. Total amount of time must not exceed 1.5 days.

The link to apply is:

<https://www.ugdsb.on.ca/SelectSurvey/TakeSurvey.aspx?SurveyID=78LH8o2>

ETFO REP COUNCIL

Upper Grand made a prominent contribution at the ETFO Rep Council meeting.

Ruth McLean, the President and Tamara Reso, the Vice President of the UG Teacher Local were both successful in their bids to get on the Budget and Steering committees, respectively. I was also successful in my bid to be part of the Selection committee.

With Doug Cook on the Executive, Upper Grand has arrived. I think I can speak for all of us in saying we are just happy to be selected and to serve you, our members.

CAUTION: NEW LEGISLATION

Bill 118 will come into effect on October 26th. This bill prohibits the use of cell phones while driving. Fines range from \$500 for a simple conviction to a \$1000 charge, loss of 6 demerit points and a jail term of 6 months with a license suspension for 2 years if you are charged with careless driving. If you have to use your cell, pull off the road to do so. Even better, turn your cell phone off and return messages when you arrive. I know we are great teachers and want to call the school if there is an issue but we should be cautious not to violate this law. School administrators would rather you be safe.

PROFESSIONAL DEVELOPMENT

With it becoming more difficult to secure contracts and LTO's it is now more important than ever that all Occasional and Long Term Occasional Teachers stay up to date and informed with technology and current teaching practices. As your new Professional Learning Chair, I have made it my top priority to provide all OT's with valuable and current learning opportunities.

We are pleased to be providing the **Behavioural Management Systems Certification** which provides teachers with non-violent crisis intervention strategies. BMS training is a valuable tool as we face inclusive classrooms. This free two-part, 8 hour certification course will be offered November 10th and November 17th from 4:00-8:00pm at JD Hogarth Public School in Fergus. Space will be limited to 30 people and both sessions are mandatory for certification. This will be offered with no cost and food and beverages will be provided. Please book early to ensure a spot. You may email me at julie_birken@rogers.com (there is an underscore between julie and birken) or call 519-217-6939.

Watch for future workshops coming late November and early March. The **"I am the Teacher" workshop** for all OT's and LTO's to improve their classroom management will be offered on November 25th Refer to the enclosed flyer. We are also very excited about a Technology Night which is still in the planning stages. We would like to give teachers an opportunity to explore technology applications in the classroom from Smart Board Training to Web Page design and Power Point. If there is an area you would like to learn about please feel free to contact us with your ideas. More details will follow so make sure you keep reading your newsletter and watch staff rooms for flyers.

I am really excited and honoured to be working with the UGOT executive and look forward to meeting all of you at our workshops this year. Stay healthy and happy and I look forward to meeting you!

Julie Birken, PL Chairperson

NEW - GIFTED CLASSIFICATION CODES

submitted by Jennifer McCreary,
SmartFind Help Desk

The Grade 4-6 Gifted and Grade 7/8 Gifted classifications have been added to Smart Find. If your profile indicates you are qualified for Grade 4-6 Special Ed or Grade 7/8 Special Ed, I have added Gifted as a qualification in your profile.

If your profile indicates you are willing to go into a Grade 4-6 Special Ed or Grade 7/8 Special Ed class, I have added Gifted as a willing to teach classification in your profile.

If you would like to have the Grade 4-6 Gifted and/or Grade 7/8 Gifted added to, or removed from, your profile in Smart Find, please contact the Smart Find Help Desk at (519) 822-4420 ext. 803.

PROJECT OVERSEAS

Applications for Project Overseas 2010 are available on-line at <http://etfoprojectoverseas.ca>. The deadline for applications is November 7, 2009. With your application you will need to submit:

- a letter from your doctor indicating you are fit
- a letter from your local president, and
- a letter from your principal.

For more information contact Mary Morison, ETFO staff at mmorison@etfo.org or at 1-888-838-3836 ext,

Pay Dates

October 30, 2009	March 19, 2010
November 13, 2009	April 1, 2010
December 11, 2009	April 16, 2010
December 24, 2009	April 30, 2010
January 8, 2010	May 14, 2010
January 22, 2010	May 28, 2010
February 5, 2010	June 11, 2010
February 19, 2010	June 25, 2010
March 5, 2010	July 9, 2010

DATES TO REMEMBER

Federation Dates

Thurs., November 12, 2009.....**Fall General Meeting**
Time: 4:45 p.m. Location: Marden Hall
Thurs., June 3, 2010.....**Annual Meeting**
Time: 4:45 p.m. Location: to be announced

Executive Meetings September - December 2009

(January - June 2010 to be announced)
Tues., November 24, 2009.....Orchard Park
Wed., December 16, 2009.....Orangeville

Professional Development Days

Friday, November 20, 2009
Monday, February 22, 2010
Friday, April 30, 2010
Friday, June 4, 2010
Friday, June 30, 2010



Holidays

Dec. 19, 2009 - Jan. 3, 2010.....Christmas Break
March 13 - 21, 2010.....Winter Break
April 2 - 5, 2010.....Easter

Last Day of School for Students June 29, 2010

Website www.ugot.org



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

U. G. ETFO Occasional Teachers' Local

President: Andrew Aloe
Vice President: Marina Howlett
Treasurer: John Ritchie
Secretary: Donna Henderson
Executive: Julie Birken

Carol Christie
Kylie Cyr
Jacqueline Gray
John Parkyn
Ted Pritchard
Ralph Rainford
Ruth Tomlins
Barb Walkey

Website: www.ugot.org
ETFO Provincial: 1-888-838-3836

H1N1 INFORMATION

The flu season is quickly approaching. The H1N1 virus or Swine Flu has been upgraded to a pandemic by the World Health Organization.

The UGDSB is being very proactive. Look around the schools you are visiting. Washing hands signs are everywhere. Teachers are telling students to wash hands before meals. Custodians are doing an amazing job wiping down high contact areas like computer labs and washrooms.

The virus can be spread the same way as ordinary flu. This is done through droplets in sneezes and coughing and by direct contact. Hence the washing of hands and coughing into your upper sleeve, not hands, is very important. The illness can last from 7-10 days. If you get sick, stay home. Pregnant women should consult their doctors.

There is a lot of information out there. Visit our board web site at www.ugdsb.on.ca, the Public Health Agency at www.phac-aspc.gc.ca or www.health.gov.on.ca. You can also call 1-800-476-9708, Service Ontario INFOLine.

Here is another approach to dealing with the H1N1 virus. A.W. Martin, a chiropractor suggests a more holistic, preventative approach to dealing with this pandemic.

- 1) Use a Broad Spectrum Probiotic Treatment. This treatment will replace micro flora (good bacteria) which, through the use of antibiotics, anti-inflammatories, a diet of sugar and processed foods, may have been depleted. Yogurts are a good source of these micro-flora. You can also get tablets.
- 2) Maintain an Alkaline PH. Our bodies become too acidic with the food choices we make. He suggests eating alkaline foods like fruit, vegetables, and foods with high fibre content (legumes, beans, lentils, oatmeal, oat bran, flax and hemp). Nuts are good also but be mindful of food allergies in the schools. I don't understand the physiology of it but the advice sounds good.
- 3) Oil of Oregano. He suggests taking several drops a day or spraying it onto your toothbrush two times a day and brush gums vigorously for maximum absorption.
- 4) Vitamin D3. 2000 I.U. a day is his recommendation or getting out in the sun when you get a chance.
- 5) I am going to add my two cents worth. Exercise daily. Walk with a friend. Get good rest.

FIRSTCLASS FOR OCCASIONAL TEACHERS

Many of you called regarding access to FirstClass. The generic access has been replaced due to the Board's new Privacy and Information policy.

You must follow this procedure to gain access to First Class.

- When you next visit a school, ask the office manager, Principal, librarian, tech coach, etc. to request an A.T.G. (auto ticket generator).
- They will use that to register you with FirstClass.
- They will then let you know how to log on. Please be patient.
- Only schools that have directories can access this. I was told that all schools SHOULD have access by December.
- It is access to FirstClass but you don't have an email account.
- **If you are an LTO and you have had FirstClass access, when the assignment is over, you are immediately taken off your account.** You can then follow the above procedure to get access to FirstClass.

Upper Grand ETFO Occasional Teachers'
FALL GENERAL MEETING

Get to Know
your Executive

Marden Hall

located in the Marden Library and Community Centre
at 7368 Wellington County Rd. #30 (Marden Road)
west of Hwy #6 from the Marden intersection

Door Prizes

Thursday, November 12, 2009

Cost: \$10.00 per person
General Meeting 4:45 p.m. - 7:30 p.m.

Friendship

**Proposed Budget 2009 - 2010
Local Information & Questions
Johnson Inc. Presentation
- new auto and house
insurance plans**

Good Food



GUEST SPEAKER - MARILIES RETTIG

Deputy General Secretary,
for the Elementary Teachers' Federation of Ontario
Past President,
Canadian Teachers' Federation

Lots of
Information

Please plan to attend.

I will attend the General Meeting and Dinner.
Name: _____ Phone: _____
Payment: \$10.00 per person

Vegetarian meal requested

I will only be able to attend the General Meeting.
Name: _____ Phone: _____

Please return to Andrew Aloe, President by November 9, 2009.

Orchard Park, Suite B2
5420 Hwy 6 N
Guelph, ON N1H 6J2

by Canada Post
by Board Courier from each school site
by Fax to 519-836-9759



PROFESSIONAL DEVELOPMENT FOR OCCASIONAL TEACHERS (CASUAL OT'S AND LTO'S)

I AM THE TEACHER

Improving Classroom Management



Wednesday, November 25, 2009

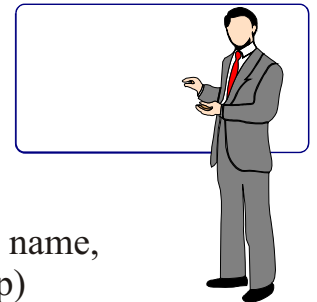
4:30 p.m. - 7:00 p.m.

Registration Fee: \$10.00

**MONTGOMERY VILLAGE PUBLIC SCHOOL
ORANGEVILLE, ONTARIO**

4:30 p.m. - 5:00 p.m.

**Registration
Buffet Supper/Social**



5:00 p.m. - 7:00 p.m.

Workshop: I Am The Teacher
(based on the book of the same name,
a copy of which you will keep)

REGISTRATION FORM

Please return completed Registration Form and \$10.00 fee to Andrew Aloe
by **Monday, November 16, 2009.**

Orchard Park, Suite B2
5425 Highway 6 North
Guelph, ON N1H 6J2

- by Canada Post
- by Board Courier from each school site
- by FAX to 519-836-9759

Name: _____

Telephone: _____

