

Currently Speaking

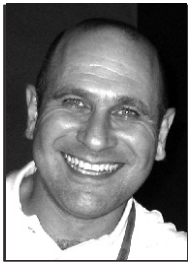
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President's Message



Dear membership,



I sincerely hope you have had a fantastic summer. Mine was busy but I did also have time to spend with family. We have finally implemented Article 16:02 (b) which states "Effective September 1, 2011, only those Occasional Teachers whose names are on the Occasional Teacher List shall be hired

for long term occasional teaching assignments provided that they have the qualifications for the position". I encourage members to consider taking AQ courses so that you can gain some valuable professional learning, move up on the grid to get better pay and to also make yourself better qualified for those LTO positions since they require you to have qualifications specific to the LTO position for which you are applying. ETFO has some great on-line courses available that are very affordable. I have taken two already.

For grid placement, make sure you get your QECO rating into the Board Office. If you finished a course which results in a category change before September 1st and you get the documents into the Board by December 31st of the same year, the salary adjustment will be retroactive to September 1st. Call Lynda Scott about your intentions and let her know that, as soon as you get the paperwork from QECO, you will submit it to her. For courses completed between September 1st and June 30th of that same year and when relevant documents are submitted to the Board on or before 4 months following the completion of the course, the salary adjustment shall be retroactive to the first day of the month following completion of the course. Again you need to notify the Board Office of your intention to submit said documents. If you fail to comply with the this procedure, the retroactivity will be from the date of submission of the relevant documents.

I have been helping Liz Sandals, the Liberal MPP in Guelph, with her election campaign. I have gone canvassing with her

on three occasions. It has been fun. I thought it was a bit beyond my scope but, with Liz and Marina Howlett's expert advice, I caught on quickly. Liz is well respected in her community. Regarding the provincial election on October 6th, I again remind you that ETFO is in support of electing an education-friendly government. Dalton McGuinty made an appearance at our Annual Meeting on Wednesday. He spoke about his vision for Ontario. He talked about investing in education, specifically early learning (full day kindergarten), health care (many more Ontarians have access to doctors now than in the past), and the environment (the use of renewable energy rather than coal). All of these initiatives create jobs here in Ontario. With your help in supporting the Liberal party, and encouraging family and friends to do so, we can avoid electing a Conservative government.

At the ETFO Annual Meeting, we had our own election. We also worked hard debating many resolutions in a democratic and respectful manner. It is so refreshing to me knowing that you can argue passionately and a few minutes later talk to those same people you argued against and talk like old friends. The highlight for me was our very own John Ritchie winning the website of the year award. Here is what ETFO said about him and his amazing work:

Ritchie won the award for his work for innovative approaches and for maintaining the website for the Upper Grand Occasional Teachers' Local. The website www.ugot.org is a valuable resource centre for elementary teachers.

The award acknowledges the outstanding work done by an active ETFO member who maintains the local's website during the school year. Criteria for the award include the content, quality, general overall appearance, and frequent updating of the website.

With John as webmaster, the Upper Grand local's website has become the 'go-to' place for occasional teacher members to get information. Along with current and upcoming events, occasional teachers will find opportunities for courses, jobs and committee involvement. They can find out about upcoming professional development opportunities, local executive meetings, and obtain current and back issues of the local's newsletter.

Along with sending out an electronic newsletter, John recently introduced a link to ETFO Twitter. The key to

designing all these communications has been to ensure the local and its communications structure is adaptable and flexible in order to meet member needs.

“Taking on the role of managing a website is an ongoing commitment,” said ETFO President Sam Hammond. “John’s work is clearly making a difference by promoting a website that is rich in information and resources, and a ‘one-stop shop’ for occasional teachers to assist and support them in their work.”



Great work John (second from the left)!

This summer also saw 17 of our members getting trained in Tribes. We ran a tribes workshop from August 9th till August 12th. Stacey Rivest, the instructor, said that she was so pleased with the enthusiasm and insight into teaching that our colleagues showed during the 4 days of training. One contract teacher attended and she was so helpful in sharing her ideas. It was a great bonding experience.

We have a busy year ahead of us. The NTIP orientation is on September 1st. On the first day we are back to work, we are going to host the welcome barbeque at the Marden Centre in Guelph. The year will bring many professional learning opportunities, the provincial election, and collective bargaining. I will keep you up to date with all the news. Please take the time to read the newsletters and any bulletins I send. If you have any concerns just email me and I will do my best to reply in a timely fashion.

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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, 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. Last

year, there were a few incidents when an occasional teacher was needed to assist with a school emergency but could not be located when paged. If you need to leave the school, please advise the school office before you depart. If there is a school emergency and you are not in the building, you cannot provide the necessary support required.

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 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 the assignment to the SmartFind 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 to 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 that 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.

Daily Rate of Pay

The rate of pay will change as of September 1, 2011. It will remain in effect till August 31, 2012. It will be \$219.46 plus vacation pay \$8.78 for a total daily rate of \$228.24. 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 a daily OT and as an LTO because every day counts toward experience credit. The more experience you accumulate, the better rate of pay you will receive when you get a contract position. When you have received additional qualifications, make sure you contact QECO to ensure they have received the necessary documentation.

SmartFind

Please check your availability with SmartFind. Make sure your profile is as you requested back in May. Here is a reminder of how SmartFind conducts the call out. SmartFind will call out a job randomly, not alphabetically, from the pool of qualified teachers first. In other words, if you have Special Education qualifications and you are willing to go to that school, you will get called first. Once it has done the first call-out, it will then cycle through unqualified but willing to work at the schools on your profile. So if it is a school where you are willing to work, and if it is a French job you are willing to take even if you are unqualified, then you will be called next. The final attempt at filling the jobs is a call to someone willing to work at the school who is neither qualified nor has expressed interest (willing to work) in that French job. It is the final kick at the can. That is how the call-out works.

You can increase the number of calls you receive by adding more schools where you are willing to work. Guelph and Fergus are the most popular but if you can add schools in more rural areas, like East Wellington or North Dufferin, then you will receive more calls. Also when you add more subjects or grades you are willing to teach, it will generate more calls. The areas of greatest need are grades 7 and 8, French Immersion and Core French. One thing that was discussed about SmartFind at meetings I have attended is that, during busy days, the system may not be cycling through every possible job for every member. To help with this, I encourage you to book yourself unavailable if you can't work a specific day. You will still be getting calls for other days but you will be bypassed for the day you can't work. This will take stress off the system. Remember hang ups, not accepting jobs, etc. all take up time that the system can use to call other members. Again, I encourage you to input the days you are not available to work.

Please note that, if you cancel out of a job the night before or the morning of a job, you must call the school to let them know. You will have a letter put on your file if you fail to do so. It has been happening frequently. Make sure you mark it on your calendar.

Minga

The first Minga will be held on October 21st in Orangeville. Details will be sent to you soon. Minga is a term used in Equador before the Incan empire. It is a gathering of citizens to complete tasks to benefit the community. It is a gathering to achieve a collective purpose. For us, it is to get occasional teachers together in an informal setting to share and have some fun. This is not an ETFO-sponsored function. It will not be funded. It is a chance to mingle with colleagues and to "Minga". I hope to see you there.

ETFO Annual Meeting

August 15 -18, 2011

Three delegates (Andrew Aloe, Marina Howlett and Donna Henderson) and one alternate (Carol Waffler) attended the Annual Meeting at the Sheraton Centre, Toronto, Ontario. The focus of this year's Annual Meeting was the upcoming Provincial Election on Thursday, October 6, 2011 and preparation for Collective Bargaining in 2012. Both of these events are closely related because educational issues are governed by the province. The major political parties have distinctively different and opposing views about what matters in public education.



ETFO will be actively engaged in the political debate and directly involved in the provincial elections. ETFO will provide financial and human resources to elect candidates in each riding who support public education. Education is the greatest gift to society. It is the cornerstone of democracy! Public education is the great equalizer and, as members of the educational community, it is vitally important to get involved and elect candidates who support public education by their actions and not by empty platform promises.

Educators in this province have vivid memories of what the provincial Conservative government did to decimate the school system in the 1990's. The school system has just started to recover from that dreadful decade; we never want to return to the learning environment we experienced in the 1990's. The Liberals have a solid platform that will support public education in this province. Each of us can make a difference! ETFO members can support public education by voting and supporting candidates who will make a difference!

In November 2011, ETFO will direct its energy and resources to Collective Bargaining activities. Members of the Upper Grand Occasional Teachers' Collective Bargaining Team will be attending Collective Bargaining Workshops, preparing Member Surveys and developing a Preliminary Submission. The CB team anticipates that negotiations with the Upper Grand District School Board will commence in June or September 2012.






Marina Howlett
Chief Negotiator, Vice-President







PROVINCIAL EXECUTIVE 2011 - 2013

President - Sam Hammond, *Hamilton-Wentworth TL*
First Vice-President - Susan Swackhammer, *Grand Erie TL*
Vice-President - James McCormack, *Waterloo TL*
Vice-President (Female) - Maureen Weinberger, *Halton TL*
OTF Table Officer - Rian McLaughlin, *Hamilton-Wentworth OTL*

Executive Members

 Ellen Chambers, *Lakehead TL*
 Doug Cook, *Upper Grand TL*
 Pam Dogra, *Toronto TL*
 Nancy Lawler, *Bluewater TL*
 Monica Rusnak, *Ontario North East TL*

Executive Members (Female)

 Karen Brown, *Toronto TL*
 Adelina Cecchin, *Greater Essex TL*
 Diane Dewing, *Upper Canada OTL*
 Debi Wells, *Limestone TL*

Reflection on the 2011 ETFO Annual Meeting

Four executive members of the UGOT attended this year's ETFO Annual Meeting in Toronto: Andrew Aloe (President), Marina Howlett (Vice-President) and Donna Henderson (Secretary) as delegates, and me as an alternate.



Donna Henderson, Marina Howlett, Carol Waffler, Andrew Aloe in the ETFO AM t-shirts

I had no idea what to expect. My previous experience of union meetings and politics consisted of watching union members and politicians shouting, cheering and jeering, and tantrums and rudeness when speakers were on the floor. In contrast, the ETFO Annual Meeting was well organized, well run and the decorum of the delegates reflected the pride teachers have in their profession and the dignity with which they conduct themselves. It was impressive for a newcomer like myself to witness the decorum.

The budget was presented, reviewed, adjusted to reflect changes to the budget as voted by the delegates, and passed as

a balanced budget. The ETFO constitution considers a budget balanced if the Surplus or Deficit is within +/- 0.5% of the total revenue. Given the economic climate today, it seems prudent to remain within these boundaries. Motions brought forth were discussed, voted on, carried or lost. Elections for Executive positions not acclaimed were completed, past members honoured and new members welcomed. Sam Hammond, President of ETFO, gave an excellent speech.

This is the usual business of the Annual Meeting. This year the Annual Meeting had an additional focus: the upcoming Provincial Election. August 31, 2012 marks the end of our current Collective Agreement and the beginning of Collective Bargaining towards a new agreement with the Upper Grand District School Board. Each school board receives its funding from the provincial government. The provincial government establishes and implements curriculum and testing policy through funding initiatives to the local School Boards.

The outcome of the election has profound consequences for ETFO and all teachers. It is imperative that teachers become informed and involved in this election and guest speakers this year were a reflection of this: Dr. Elaine Bernard, Harvard Law School, who spoke on issues of Social Justice and Labour; Paul Taillefer, President of the Canadian Teachers' Federation; Andrea Horwath, leader of the Ontario NDP party; and last, but certainly not least, the Honourable Dalton McGuinty, Premier of Ontario and leader of the Ontario Liberal Party.

The speeches were interesting, insightful and thought-provoking. The current world-wide economic climate is uncertain; many countries are in crisis and governments are struggling to resolve enormous budget deficits. Each political party in Ontario has their policies and economic focus. Some favour education, some do not. Members of ETFO can have an impact on the election and should work towards that goal.

Because, in the end, education matters.

Carol Waffler,
Collective Bargaining Team

ETFO Honorary Life Members 2011

Honorary life membership in ETFO may be granted to an individual who has retired from the education profession prior to the upcoming ETFO Annual Meeting, and who has given outstanding service to the Federation at the provincial level, or as a member of the provincial ETFO

staff. The recipient(s) shall be given an ETFO pin and extended the rights and privileges of being an honorary life member. The recipient(s) shall be honoured at the Annual Meeting. Three individuals were honoured this year:

David Kendall – ETFO Provincial Executive Assistant
Jim McMahon – ETFO Provincial Executive Assistant
Elaine Salisbury – Toronto Occasional Teachers' Local

The three retired teachers who received the Honorary Life Membership were very deserving of this recognition and, as members of Upper Grand Occasional Teachers' Local, we were particularly delighted to witness the first career Occasional Teacher receive this award. Elaine was President of the Toronto Occasional Teachers' Local for many years and was instrumental in establishing Membership and Collective Bargaining Rights for Occasional Teachers in the Federation.

Congratulations, Elaine, from all your colleagues in the Upper Grand Occasional Teachers' Local!

Marina Howlett,
Vice-President/Chief Negotiator



**ETFO Annual Meeting Dinner
August 17, 2011**



Marina Howlett



Andrew Aloe and Carol Waffler



Ted Pritchard and Donna Henderson



Ralph Rainford and Mike Curtis

2011 – 2012 Priorities of the Elementary Teachers' Federation of Ontario

- To protect the collective bargaining rights of all members;
- To defend publicly-funded education;
- To serve the needs of the membership;
- To provide for the professional development of members;
- To promote social justice in the areas of anti-poverty, non-violence, and equity;
- To support international assistance and co-operation;
- To promote the care and protection of the environment;
- To actively engage members in the Federation;
- To promote and protect the health and safety of members.

UPPER GRAND ETFO OCCASIONAL TEACHERS' LOCAL

President:	Andrew Aloe
Vice President:	Marina Howlett
Treasurer:	John Ritchie
Secretary:	Donna Henderson
Collective Bargaining Executive Liaison:	Barb Walkey
Executive:	Julie Birken Jacqueline Gray Charlene Martin Rob Robson Ruth Tomlins Carol Waffler Bea Yeung

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

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 3, 2011.....**Fall General Meeting**
Time: 4:45 p.m. Location: Marden Community Centre
Thurs., May 31, 2012.....**Annual Meeting**
Time: 4:45 p.m. Location: Marden Community Centre

Executive Meetings September - December 2011

(January - June 2012 to be announced)

Tues., September 6, 2011.....Marden Community Centre
Wed., October 12, 2011.....Orchard Park
Wed., November 16, 2011.....Orchard Park
Wed., December 21, 2011.....Orangeville

Professional Development Days

Friday, October 21, 2011
Friday, November 18, 2011
Monday, January 23, 2012
Friday, April 23, 2012
Friday, June 8, 2012
Friday, June 29, 2012

Holidays

Dec. 24, 2011 - Jan. 8, 2012.....Christmas Break
Feb. 21, 2012..... Family Day
March 10 - 18, 2012.....Winter Break
April 6 - 9, 2012..... Easter

Last Day of School for Students

June 28, 2012

PAYDATES

Sept. 2, 2011	Mar. 2, 2012
Sept. 16, 2011	Mar. 16, 2012
Sept. 30, 2011	Mar. 30, 2012
Oct. 14, 2011	Apr. 13, 2012
Oct. 28, 2011	Apr. 27, 2012
Nov. 10, 2010	May 11, 2012
Nov. 25, 2011	May 25, 2012
Dec. 23, 2011	June 8, 2012
Jan. 6, 2012	June 22, 2012
Jan. 20, 2012	July 6, 2012
Feb. 3, 2012	July 20, 2012
Feb. 17, 2012	

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