

The Supply Line

Volume IV, Issue 1

October, 2001

President's Notes

Last month, our Local hosted a meeting of the Golden Horseshoe O.T. Presidents Association. Our visitors were enjoying breakfast and mulling over a heavy agenda when news broke of the World Trade Centre disaster. We made an earnest effort to conduct the day's business, but as the gravity of the events only a few hundred kilometres away unfolded, our own problems seemed increasingly trivial. Our thoughts, like your thoughts, were with those whose lives had suddenly been shattered by terrorism.

Since Sept. 11, the world has been an uneasy place, and as Thanksgiving arrived, our mood remained sombre. Still, we have much to be thankful for and our problems, as vexing as they seem, have to be examined from this new perspective. Nothing can be taken for granted. The things we value, must be nourished and protected. We have to look out for each other. Even tragedy has its lessons.

Terry Card

Teaching after Retirement - Pension Changes

From September 2001 until August 2006, retired teachers can teach 95 days per school year without affecting their pension.

Days taught before retirement that year are now excluded.



www.otpp.com
1-800-668-0105

Save a Tree - get your newsletter online
Notify - tjcard@email.com

Board Delays O.T. Raise

According to Article 7 of our Collective Agreement, the Short-Term O.T. rate "shall be altered by any percentage change applied to the Elementary Teacher grid effective the date of that change...". Long-Term O.T.s shall be paid "in accordance with the applicable salary rate of the salary grid(s) for the Elementary Teachers in effect during the assignment".

In June, the Teachers' Local negotiated a 1.5% increase in salary effective September 1, 2001, and so we expected a 1.5% increase in our per diem rate from \$161.32 to \$163.73. The Teachers, however, accumulated a benefit deficit in the last school year, and to reconcile the debt, they decided to delay their salary increase, likely until November.

The Board interprets the Teachers' action to mean that the raise is not in effect, and so they will not pay O.T.s the 1.5% raise until the Teachers receive their salary increase.

The Union does not agree with this interpretation and, with the full support of ETFO Provincial, has filed a policy grievance on behalf of the Occasional Teacher membership.

Other Issues with the Board

Access to permanent teaching positions and a fair procedure for filling Long-Term Occasional positions (LTOs), are both dealt with by our Collective Agreement. However, this summer, members alerted us to incidents where the process was not followed. Our members did not have fair access and so, the Union has filed two policy grievances against the Board, on your behalf.

Good News from the Board

Here are the statistics achieved regarding the 228 new elementary hires, 2001-2002: 96 were our OTs; 84 were new grads; 48 were other OTs; 58 graduated before 1997; and 178 were females. Even more O.T.s could be hired, if the required process were followed in all cases.

“AFTER HOURS” EMERGENCY LEGAL ASSISTANCE

WHAT IS AN EMERGENCY?

- Police are on the scene or on the way.
- You are facing criminal charges for an alleged criminal offence directly related to the performance of your professional duties.

WHAT TO DO?

Call: 1-888-838-3836 or 416-962-3836

After Hours: A voice message will provide the necessary instructions to put you through to an operator. You will be asked a few quick questions. Where appropriate, a criminal lawyer will be contacted and you will be connected immediately.

Office Hours: If you are contacted by the police or Children’s Aid Society (CAS) regarding an allegation against you:

1. **DO NOT** participate in or consent to an interview.
2. Make no statement to anyone regarding the allegation / charges.
3. Say, “I am willing to co-operate but I am unable to comment until I contact the Federation and legal counsel.
4. Call Professional Relations Services at 1-888-838-3836 or 416-962-3836 and state that your call is urgent.
5. You will be put in touch with the Professional Relations Services “on-call” counsellor who will provide the necessary assistance

It could happen to you!

2001 - 2002 Executive

President,	Terry Card
Chief Negotiator	439-2508
1st Vice President	Richard Thompson 439-7810
2nd Vice President	Jacqueline Kobayashi 451-7245
Secretary	Sarah Mackenzie 438-1741
Treasurer	Judy Burford 637-1006
Communications	Donna Daugavietis 474-4075
Teacher Liaison	Mike Chouinard 474-3150
Past President	Ken Beckett



FREE INTERNET ACCESS with EMAIL for TEACHERS

The Education Network of Ontario / Réseau éducatif de l'Ontario, provides no-cost Internet services for Teachers who are registered with the Ontario College of Teachers. Access is available from anywhere in

Contacts to Note

Your Local: 439-2508 / www.efotvots.com
Your Info-Line: 637-9625
L.T.O. Postings: 452-2970 / www.tvdsb.on.ca
Permanent Postings: www.attn.org
ETFO Provincial: 1-888-838-3836 / www.efo.on.ca

O. T. Pay Schedule 2001 - 2002

PAY DATE	FOR DAYS WORKED DURING THE PAY PERIOD
October 05	September 02 - September 15
October 19	September 16 - September 29
November 02	September 30 - October 13
November 16	October 14 - October 27
November 30	October 28 - November 10
December 14	November 11 - November 24
December 28	November 25 - December 08
January 11	December 09 - December 22
January 25	December 23 - January 05
February 08	January 06 - January 19
February 22	January 20 - February 02
March 08	February 03 - February 16
March 22	February 17 - March 02
April 05	March 03 - March 16
April 19	March 17 - March 30
May 03	March 31 - April 13
May 17	April 14 - April 27
May 31	April 28 - May 11
June 14	May 12 - May 25
June 28	May 26 - June 08
July 12	June 09 - June 22
July 26	June 23 - July 06



Be Prepared

You must have a QECCO rating filed with the Board to get paid on the Teacher's salary grid for long-term assignments.



Your Frequently Asked Questions -

Dear Terry:
When does a morning half day assignment end and when does the afternoon begin? - Timely

Dear Timely:

According to the Collective Agreement, morning assignments end no later than 20 minutes after instructional time and your afternoon starts no earlier than 20 minutes before class.

- Terry

Dear Terry:

I am in a Long-Term assignment with several students who require medical procedures. I've had some instruction, but I am uncomfortable doing these. What is my duty? - Jangled

Dear Jangled:

You are not required to administer medication or perform a medical or physical procedure that might endanger the safety of the pupil or subject you to the risk of injury or liability for negligence

- Terry

Dear Terry:

I'm doing a two month L.T.O. this year, and I was wondering, what access do I have to medical and dental benefits? - Fragile

Dear Fragile:

Unfortunately, you must be in an L.T.O. of at least three months to be eligible for benefits, and then you are responsible for the full premium cost of the plan. Private insurers such as the Ontario Teachers Insurance Plan (www.otip.com - 1-800-267-6847) offer coverage you might consider. -

Terry

Dear Terry:

As an L.T.O., do I attend P.A. days? - Avid

Avid

Dear Avid:

Yes, if you are scheduled to work that day, then you are to attend the activity. - Terry

Send questions to:

tjcard@email.com or phone 439-2508



ETFO 2001 Annual Meeting Highlights

From August 13 - 16, 2001, more than 500 delegates represented 67 ETFO Locals at the ETFO Annual Meeting in Toronto. Your delegates this year were Terry Card, Judy Burford and Richard Thompson. Alternate delegates were Jacqueline Kobayashi, Sarah Mackenzie and Jane Moyse.

Highlights included re-electing President Phyllis Benedict, First Vice-President Emily Noble, and Vice Presidents Ken Collins and Ruth Behnke. Your Local was proud to participate in the successful campaign of career O.T. Rian McLaughlin, who is now a strong voice for O.T.s at the Executive table.

The 2001-2002 priorities for ETFO were set:

- To protect the collective bargaining rights of elementary teachers and educational workers.
- To defend publicly funded public 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.

Policy and position statements passed included:

- That in every school site, there be a full time principal;
- That members not participate in fundraising activities for the purpose of raising money for essential school supplies;
- And detailed statements regarding Special Education, Aboriginal education, combined grades, assessment, evaluation and reporting.

Delegates voted to dedicate a .2% increase in dues to bolster the ETFO Defense Fund. Since the recent Bill 80 - Stability in Education Act, stipulates that all Collective Agreements negotiated after July 1 2001 must be three year contracts, delegates wanted funds available for the anticipated higher costs of bargaining.

PAYROLL ADVICE:

Mistakes occur, so check each pay with your own detailed records of when, where, and for whom you taught. If you find an error, call the number listed at the bottom of your pay stub.



For further assistance call the Local - 439-2508



ETFO THAMES VALLEY OCCASIONAL TEACHERS' LOCAL ON THE WEB

www.etfotvots.com

- ? Collective Agreement:: clauses on salary, working conditions, posting for long-term assignments, access to permanent positions, LTO, voluntary leaves of absence, pay schedule, evaluations, category classifications, recognition of teaching experience, removal from the list, late calls
- ? Archive of newsletters
- ? Links to QECO, ETFO, TVDSB, ATTN, OCT
- ? Contacting the Local Executive: emails, telephone numbers, addresses
- ? Upcoming Events
- ? Surveys, Provincial Advisories

ETFO PROVINCIAL ON THE WEB -

www.etfo.on.ca

- ? Position papers on current educational issues: eg. tax credits, teacher testing
- ? Collective bargaining updates
- ? Professional Development and Political Action initiatives
- ? Links to all ETFO Locals in the province
- ? Organization of ETFO Executive, staff, committees; Calendar of Events
- ? Latest editions of *Links / Women's Issues*

THAMES VALLEY DISTRICT SCHOOL BOARD ON THE WEB -

www.tvdsb.on.ca

- ? Employment opportunities: long term occasional, link to ATTN - permanent jobs
- ? School locator and information; Board directory
- ? Teacher Resources e.g. curriculum support, electronic report card support, staff development, special education support
- ? Board Policies / Procedures: e.g. Assessment and Evaluation of Students Policy, Child Abuse and Protection Policy, Field Trip and Excursion Policy, Food in our Schools Guideline, Safe Schools Policy, Use of Calculators Policy, Emergencies



ADVISORIES TO ALL MEMBERS

(For updates and more information, visit our website and the ETFO

site)

EQAO MARKING

ETFO members are advised to not participate in any EQAO marking exercise. Delegates to the 2001 ETFO Annual Meeting passed this resolution because the results have been used to undermine the teaching profession and students in Ontario. Ranking schools is unfair to students and destructive to the education system, and the costs of these tests could be better spent to provide appropriate support and resources for students.

MANDATORY RECERTIFICATION

Members are advised not to comply with the government's recertification programme. In June, ETFO members voted 97% not to comply. At the 2001 ETFO Annual Meeting, delegates voted unanimously to call on the government to repeal the section of Bill 80 (The Stability and Excellence in Education Act) that imposes teacher recertification every five years. OTF and its affiliates also condemn this plan and are developing strategies to oppose it.

CRIMINAL RECORD CHECKS

Since the details about the kind of information that may be collected, about whom, from whom, by whom and to whom have not yet been released, members are advised not to obtain criminal record checks at this time.

STUDENT SUSPENSIONS

Members are advised not to suspend students; that is the responsibility of the administrators. ETFO may not provide legal support to those who get into difficulty by disregarding this advisory.

O.T.s have access to TVDSB and ETFO

Professional Development

PD

PD

ETFO Teacher Local Presents

FSL Make & Take, 2001

Thursday, October 25, 2001

Bonaventure Meadows 4:30 - 6 pm

Bring ideas, samples, FSL games,
activities; Refreshments provided

PD survive & thrive 2

online conference for beginning
teachers

For teachers in their first five years
Free registration beginning October 22 and
any time during the conference.

Helpful print resources to download and
use.

Online discussion groups with experts.

Topics include: Classroom management

Parent-teacher relationships



ETFO THAMES VALLEY
OCCASIONAL TEACHERS' LOCAL

If you are interested in an opportunity to be involved in the decisions and projects of the E.T.F.O. Thames Valley Occasional Teachers Local, we invite you to complete this form and return it to the Local.

EXPRESSION OF INTEREST
(Ad Hoc Project Teams)

NAME: _____

ADDRESS: _____

CITY: _____ POSTAL CODE: _____

TELEPHONE: _____ EMAIL: _____
(if possible)

Amount of Time available to serve on project team: _____

Restrictions/barriers to serving on project team: _____

Previous Experience: _____
(not required)

- INTERESTS:
- | | | | |
|---|-----------------------------|---|------------------------------|
| ? | Professional Development | ? | Equity / Social Justice |
| ? | Women's Issues | ? | Political Action |
| ? | Workplace Health and Safety | ? | Elections / General Meetings |
| ? | Collective Bargaining | ? | Focus Group-Callout System |
| ? | Other: _____ | | |

Please provide a brief statement telling us why you are interested in serving on an Ad Hoc Project Team so that we may better accommodate your interests.

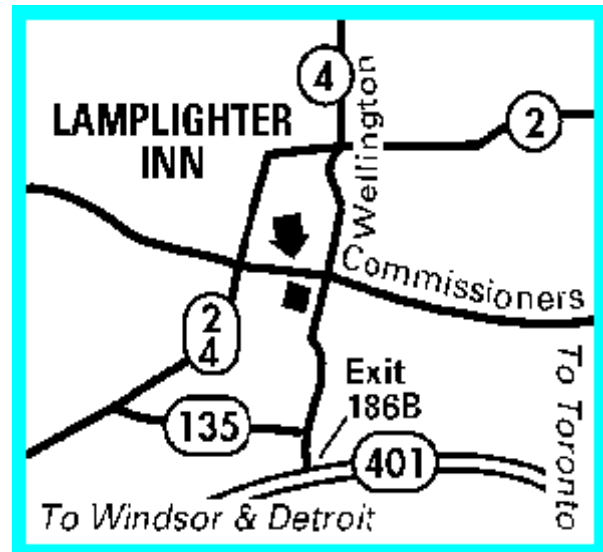
Fall General Meeting
2001 &
Professional Development
(topic survey at: www.etfotvots.com)

Thursday, Nov. 15,
4:30 - 7:30 p.m.
Light Buffett: 5:00 p.m.
(R.S.V.P. 439-2508)

Door Prizes to include:

- ?Copies of ETFO's widely acclaimed publications
- ?ETFO merchandise
- ?Dinner for 2 at the *Mandarin Buffet*

LOCATION:
Best Western Lamplighter Inn
591 Wellington Road South
London, Ontario



School Bus Delays and Cancellations

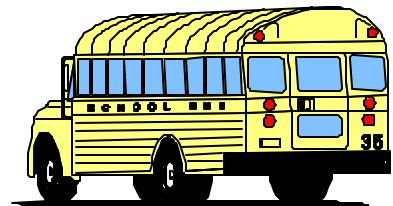
When adverse weather conditions occur, the Thames Valley District School Board may delay or cancel student transportation service in the interests of student safety. The Board endeavours to notify Teachers and students by communicating "with as many radio stations as possible within the Board's jurisdiction." Transportation delays last for two or possibly three hours and schools remain open.

If after a delay, transportation service for students is cancelled, schools will still remain open.

Teachers and Occasional Teachers are expected to report to school regardless of delays/cancellations to the student transportation service.

Listen for school closures.

During inclement weather, O.T.s should listen to the radio for information regarding school closures and delays in openings.



PD Participate in our Professional Development Survey at
www.etfotvots.com

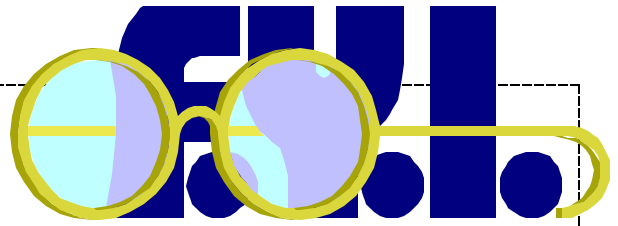
ETFO AWARDS PROGRAM 2001-2002

These programs of special honours and awards are administered by the Awards Committee on behalf of ETFO and its members. Contact Shauna Petrie (1-888-838-3836), Extension 2257 for more information.

Application forms are available at the Local office, 439-2508.

(WP - Women's Only Program)

AWARD	Dec. 1, 2001	Feb. 1, 2002	Apr. 30, 2002
Anti Bias Curriculum Development Award	X		
Aboriginal Women in Education (WP)			X
Anti-Racist Scholarship			X
Doctoral Scholarship			X
Doctoral Scholarship (WP)			X
Educational Support/Professional Support person of the year		X	
Bursaries (WP):disabled, visible minority, aboriginal persons			X
Bursaries: sons and daughters of ETFO members			X
Bursaries: disabled, visible minority, aboriginal persons			X
ETFO Local website of the year		X	
Honorary Life Membership		X	
Humanitarian Award for ETFO Member		X	
Humanitarian Award for non-ETFO Member		X	
Innovative projects on behalf of children living in poverty		X	
Local Leadership Award		X	
Master's Scholarship			X
Master's Scholarship (WP)			X
Multi-media Award	X		
Multi-media Award (WP)	X		
Newsletter Editor's Award		X	
Occasional Teacher of the Year Award		X	
Outstanding Bus Driver Award		X	
Outstanding Role Model for Women (WP)		X	
Special Projects in Science and Technology (WP)	X		
Social Activism on behalf of Women and Children (WP)		X	



Performance Appraisal Report For Occasional Teachers / Evaluation Report

In a Long-Term Occasional assignment of twenty-one days or longer, an O.T. may request an Evaluation Report. For each permanent position, three Occasional Teachers who submitted an Interest in an Elementary Teaching Position form by January 30, and who will submit an Evaluation Report from the preceding twelve calendar months by April 30, shall receive an interview.

Evaluation Reports are based on the following **Five Areas of Expectations** :

1. Planning and Preparation 2. Classroom Environment 3. Assessment and Evaluation 4. Instruction 5. Ongoing Professional Leadership and Learning

Principals are asked to comment on the applicable expectations and then to provide a general assessment of satisfactory or unsatisfactory. The benchmarks for each expectation are not specified on the O.T. Evaluation Report; there is a cross-reference to the Performance Appraisal Report for Teachers. These are the benchmarks (“descriptors”) used for Teacher Appraisals:

1. Planning and Preparation: Reflects knowledge of subject matter, current courses of study or curriculum / policy statements; Includes variety of approaches to address various learning styles and abilities; Addresses issues of equity and diversity; Includes consideration of safety of students; Materials and resources support instructional expectations; Teacher uses assessment results to plan for individuals and groups; Allows for students to refine and extend the curriculum expectations.

2. Classroom Environment: Safe for all students; Demonstrates caring and respect for students; Promotes polite and respectful student interactions; Promotes the value of learning; Maximizes learning; Routines and duties are well organized and occur smoothly to maximize instructional time; Teacher maintains standards of conduct which are clear and consistent with the school’s code of behaviour; Teacher’s responses to student behaviour are consistent, appropriate, and respect student’s dignity.

3. Assessment and Evaluation: Assess and evaluates student learning, student approaches to learning and the achievement of curriculum expectations; Gathers data on student performance using variety of assessment strategies; Keeps a continuous and comprehensive record of group and individual achievement; Reports and provides ongoing feedback of individual achievement.

4. Instruction: Communicates clear, challenging and achievable expectations for students; Instructions are clear, explicit; Uses correct oral/written language appropriate to age and developmental stage of students; Uses oral/written questions which provide an opportunity for responses at a variety of cognitive skill levels; Instruction focuses students on the lesson; Activities build on student’s prior knowledge and experience; Teacher listens attentively and responds appropriately to student’s contribution; Feedback provided promptly to students; Adjusts lessons to enhance learning as appropriate; Links content and skills to everyday life experiences; Links instructional activities directly to student expectations and assessment results.

5. Ongoing Professional Leadership and Learning: Teacher participates in ongoing learning and professional growth; Assists the Principal in maintaining close cooperation and coordination of effort among the members of the staff and the learning community; Supports school activities.

