



The Supply Line

VOLUME X, ISSUE 4

JUNE 2008

President's Remarks

In my October opening remarks in these pages, I bluntly stated that "Like it or not, you are unionized." That in 1997, the government legislated that ETFO would speak for you and negotiate your working conditions; that you would pay dues and should take advantage of the opportunities that they funded. We are pleased therefore that more than 300 of you participated in our large professional development events and another 100 took part in one of our intimate boutique workshops for fifteen. Hundreds received a book rebate from us for self-directed professional development and more than 900 ETFO Occasional Teachers (half our membership) came to the negotiated paid PA Day in April - the largest Occasional Teacher Conference ever to be held in Canada.

I reiterate these comments because we are now in provincial takeover and ETFO is about to begin another round of negotiations on your behalf. Every member of this Union needs to be informed as we embark on this journey to *Close the Gap*. Cliché as it sounds, our students' learning conditions are our working conditions. Even if you are not a parent, you deserve to know why public elementary schools receive \$700 per student less funding than a secondary school receives per student? That's twenty-seven dollars less per student for text books, \$105 dollars less per student for classroom supplies and \$14 dollars less per student for class computers - a general shortfall of almost a quarter of a million dollars per elementary school of 325 pupils. Don't our elementary students deserve full time librarians, guidance counselors, teachers for

music and a return of design and technology specialists? Our schools need smaller class sizes in the junior division and qualified ETFO Teachers to run the full-time kindergarten classes. Our students deserve this investment and ETFO has 73,000 qualified Teachers and Occasional Teachers to deliver the programmes.

Be assured however, that we will not overlook the local concerns of our members. Those present at our meeting on June 12th voted unanimously to support the bargaining priorities of your collective bargaining team and we will keep you abreast of our progress at the table.

This is "Your Union, Your Profession, Your Future".

Best wishes for a relaxing and rewarding summer.

Terry Card

Special points of interest:

- 2008—2009 Local Executive
- Local Events Calendar 2008—2009
- Communicating With Parents Successfully
- The Gender Gap
- President Terry Card recognized as ETFO's Local Leader of the Year

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Your enclosed pocket calendar provides -

- The phone numbers and addresses of all elementary schools to assist members en route
- Identification of all balanced day sites
- The legal proviso to read should you ever face an allegation
- TVDSB pay dates
- Dates of Board holidays and Local events
- Reminders of legislated or negotiated deadlines necessary to remain on the list
- Important contact numbers and emails
- A place to record TVARRIS job numbers
- Information on job postings and how to locate information of interest to members

2008—2009 Local Executive

*The following members were elected to the
ETFO Thames Valley Occasional Teacher Local Executive for the 2008—2009 School Year:*

President and Chief Negotiator	- Terry Card
1st Vice-President	- Nancy Miller
2nd Vice-President	- Nancy Springer
Treasurer	- Lorna Wilson
Secretary	- Sharron Colter
Executive Members at Large	- Jim Blair, Carrie Heiter, Donna Leonard, Michelle Sharpe
Annual Meeting Delegates	- Terry Card, Nancy Miller, Nancy Springer, Lorna Wilson
Annual Meeting Alternates	- Sharron Colter, Carrie Heiter, Michelle Sharpe

ANNUAL STUFF REMINDER -

Remember that Occasional Teachers are required either by legislation or their Collective Agreement to complete the following each year. You will be removed if you failed to:

- 1) Pay your Ontario College of Teachers fees by April 15th
- 2) WHMIS Review—those that attended the April 18th PA Day met this requirement at that event
- 3) Complete in June the Annual Of-

fence Declaration—online through the Employee Portal

- 4) Complete Violence Awareness Training—either at the April 18th PA Day, online, or at your school
- 5) Complete Statement of Intent to Remain on the List/Electronic Canvass Letter — via Employee Portal > HRS Applications> > Temp/Occasional Canvass
- 6) Teach a minimum of one day

Thinking about retiring?

If you are nearing retirement and have a part-time permanent contract or long-term assignment, supplementing your income with even one half-day of occasional teaching may reduce your pension by hundreds of dollars per year.

Be cautious and contact the Ontario Teachers' Pension Plan before accepting additional occasional teaching assignments.



**GO TO
www.otpp.com
for more
information**

**CONTACT THE LOCAL AT
519-641-3936
OR ETFOTVOT@GMAIL.COM FOR
INFORMATION OR IF YOU HAVE
MISSED A DEADLINE**

Photo ID Badges

If you had your photo taken at the Hellenic Centre on April 18, your ID badge is available for you to pick up at the TVDSB Education Centre, 1250 Dundas Street in London.

Summer Hours:
8 AM - 4 PM (Mon. - Thurs.)
8 AM - Noon (Fridays)

CLOSE the GAP



DAVID CLEGG
President of ETFO

Bargaining to Close the Gap

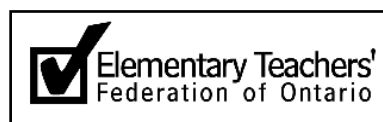
Isn't it about time that elementary teachers had the same working conditions as our secondary counterparts? Shouldn't we have the same time to prepare our lessons? Shouldn't supervision be counted as part of the instructional day? Why is there no time set aside for elementary teachers to test and mark students' work while delivering quality education?

Over the recent past, ETFO members have been asking these questions with a new sense of urgency. There is a growing sense that this round of bargaining is the time to close the gaps that exist in our working conditions.

ETFO members believe we should have working conditions that match those of our colleagues. Last year, we embarked on a campaign to alleviate the discrimination we have long endured in the elementary panel.

Local officers and bargaining teams across Ontario have endorsed the decision to close the gap in working conditions between elementary and secondary panels. This effort, which coincides with the expiration of our contracts on Aug. 31, 2008, is part of our larger, multi-year campaign to close the funding gap that separates elementary and secondary students.

ETFO's provincial officers and program staff have developed a series of initiatives which are designed to strengthen our bargaining efforts to this end. These initiatives include education sessions for bargaining teams and meetings with ETFO members across the province. Through programs like this, local negotiators will be informed about the province-wide issues that will affect settlements in every Board. As contract negotiations move towards their conclusion, whether in settlement or workplace actions, programs like this will help make our vision a reality.



ETFO Summer Academy 2008



ETFO Summer Academy

More than 90 three-day curriculum courses between July 7th and August 29th, 2008, throughout the province.

Practical, dynamic, unique courses with an "ETFO edge". Developed and facilitated by teachers, for teachers.

Comments from Summer Academy 2007 participants:

"Fantastic! This was the best workshop I have ever attended. The instructor gave me many tools that I will take back to the classroom."

"Absolutely essential for my teaching assignment! Builds my confidence and repertoire! Rejuvenates and resuscitates the teaching spirit."

"Handouts were thorough, current,

thoughtfully selected, and very relevant."

London topics include literacy for kindergarten, drama, librarianship while Stratford courses include visual arts, combined classes, grade 2 etc. Courses are being offered in Brantford, Guelph, Windsor, Hamilton and across the province

The cost is \$35.00 per course (\$50 for Tribes training) and includes a

The Summer Academy 2008 Catalogue and Registration are available at www.etfo.ca.

LTO Payment for June 26 PA Day

Anyone in a long-term occasional assignment on June 25, 2008 should be paid for the June 26, 2008 PA Day, unless it was a day you would not normally teach. Check your July 11, 2008 pay statement to make sure you received payment for that day. Contact the Board payroll department or your local ETFO office at 519-641-3936 / etfotvt@gmail.com for further information.

LTO Payment in Lieu of Benefits

Long-Term Occasional Teachers in continuous assignments beyond three months shall be paid an additional \$7.00 per day worked (pro-rated for part-time) in addition to regular salary, in lieu of benefits, commencing the fourth working month and terminating at the end of the continuous assignment.

Check your July 11th pay

Employment Insurance

For Employment Insurance Information go to:

- TVDSB > First Class> Occasional Teachers > Employment Insurance Poster;

- ***A Member's Guide to Employment Insurance*** at www.etfo.ca - Resources for Occasional Teachers.



The Thames Valley District School Board electronically submits the Record of Employment for Occasional Teachers.

Tips on Communicating Successfully With Parents

From ETFO's Conference : "If Only You Had Told Me"

- 1) Maintain regular contact
- 2) Document interactions
- 3) Adopt a problem-solving approach
- 4) Avoid defensiveness
- 5) Provide a range of suggestions
- 6) Keep your promises
- 7) Keep your administrator informed
- 8) Be prepared to diffuse an escalating situation
- 9) Consider bringing in others

- 10) Review the steps you have taken

The following Potential Signs of Trouble might be useful to consider in your daily interactions with the parent community:

- 1) Invitations to the home with dialogue regarding personal rather than professional issues
- 2) Being confided in like a "best friend"
- 3) A parent berating other parents or staff members
- 4) Parents crossing personal-space boundaries (touching, hugging, getting too close)
- 5) Frequent visits to you at school

or home for no apparent reason

- 6) Invitations to participate in vacation activities (camping, cottages, trips) unrelated to the school program
- 7) Personal gifts and/or excessive treats to the class
- 8) Undue comments/complaints about your appearance/wardrobe
- 9) A parent asking you out on a date
- 10) Comments of a sexual nature

Avoiding Allegations of Assault

Teachers SHOULD:

- Recognize that because of fatigue or stress, they may be more vulnerable to circumstances that can result in allegations of inappropriate behaviour
- Refrain from making inappropriate "off the cuff" comments about colleagues and students
- Teach with the classroom door open, when possible
- Place their desk in the sight line of the doorway
- Provide help in a group rather than to a single student
- Arrange for parents to drive students to school activities and home from school activities
- Have a second adult present when reprimanding a student
- Congratulate students with a

handshake instead of a hug

- Exercise caution when teaching subjects which may require physical contact with students e.g. Phys. Ed., Drama
- Challenge any unfair treatment through the grievance/arbitration process, where appropriate

Teachers SHOULD NOT:

- Have any physical contact with students
- Make comments to students that are personal, intimidating, threatening, sarcastic, or demeaning
- Try to be accepted as a peer or friend to students
- Spend social time with a student after school hours
- Call a student at home

- Be alone with a student
- Exchange notes and/or gifts with a student
- Invite a student to one's own home
- Show excessive interest in a particular student
- Become angry and discipline with physical contact
- Disclose inappropriate personal information to students
- Express "off-colour" jokes or comments
- Voice personal opinions on politics or religion
- Volunteer to drive a student home
- Serve as a confidant to a student regarding personal issues

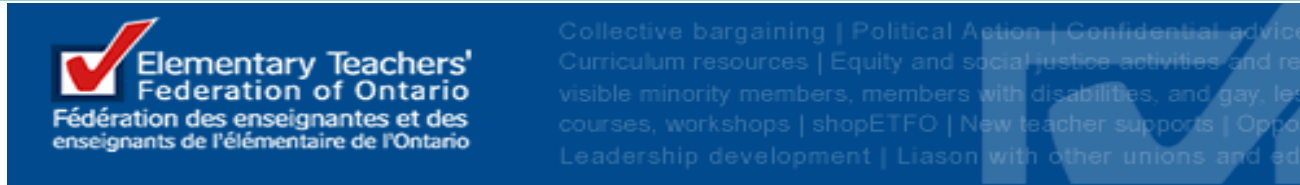
When in doubt, call your Union



Local Events 2008—2009

Month	Date	Event	Location
September	- Tues. 2 -	- - -Executive (full day)- - -	OT Offices
October	- Thurs 2 -	- - - Executive - - -	OT Offices
	Wed. 15	Local PD Event	
	Thurs. 30	Fall General Meeting	
November	- Wed. 5-	- - - Executive - - -	- OT Offices -
December	- Thurs 4 -	- - - Executive - - -	- OT Offices -
	Fri. 5	Local PD Event (full day)	
January	- Wed. 7 -	- - - Executive - - -	- OT Offices -
February	- Wed. 11-	- - - Executive - - -	- OT Offices -
	Thurs. 26	Local PD Event	
March	- Thurs 12	- - - Executive - - -	- OT Offices -
	Wed. 25	Local PD Event	
April	- Wed. 8 -	- - - Executive - - -	- OT Offices -
May	- Wed. 13-	- - - Executive - - -	- OT Offices -
	Wed. 20	Annual Meeting/Elections	
June	- Wed. 3 -	- - - Executive - - -	- OT Offices -

*Local events begin at 4:30 p.m. unless specified otherwise.
 Register for all local events at
 etfotvotregister@gmail.com.
 To observe an executive meeting please call 519-641-3936.*



Professional Relations Services—Advice for Members

PRS Matters Bulletins are written by ETFO Protective Services Staff to keep members informed of important legal and professional issues impacting education workers. Complete bulletins are available at www.etfo.ca > Advice for Members > PRS Bulletins. Here are some of the topics available:

- Allegations of Sexual Misconduct
- Attitude—it’s everything
- Changes to the Safe Schools Act
- Criminal Allegations or Charges
- Criminal Background checks
- Dealing with Conflict
- Electronic Communications
- Epi-Pen Fact Sheet /Sabrina’s Law
- EQAO Testing
- Fifths Disease and You
- Health and Safety—the 3 Rs
- Making an Adverse Report on another Member
- New Teacher Induction Program



For online advice to members, go to - www.etfo.ca > Advice for Members > PRS Bulletins

PRS provides confidential advice, support and intervention for members regarding:

- discrimination and harassment
- College of Teachers’ matters
- conflict with staff, students, Principals or parents
- professionalism and ethics

1-888-838-3836

New in the Lending Library

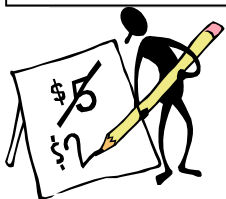
Come and check out these new additions to our library:

- **Cooperative Learning** - A DVD full of Barrie Bennett’s instructional intelligence strategies. Produced by the Thames Valley District School Board
- **Transforming Schools: Creating a Culture of Continuous Improvement** - Each chapter of Transforming Schools is grounded in a set of operating principles that provide practical guidance to school leaders
- **Guided Reading: Good First Teaching for All Children** - Provides the best help available to support classroom teachers as they work toward making literacy a reality for all children

SUMMER OFFICE HOURS

YOUR ETFO THAMES VALLEY OCCASIONAL TEACHERS’ LOCAL OFFICE WILL BE CLOSED DURING THE SUMMER MONTHS, BUT WE WILL RETRIEVE TELEPHONE AND EMAIL MESSAGES ON A WEEKLY BASIS. IN CASE OF EMERGENCY CALL ETFO PROVINCIAL AT 1-888-838-3836

Women Have More Education than Men in the Workforce, but are still paid less



The Wage Gap exists in every single profession, including judges

Equality for women has still not been achieved. Women have done all they could to do to narrow the wage gap:

- Women are now more educated
- Women now work in greater numbers and for longer hours
- Women are having fewer children and taking less time away from work
- Jobs earning \$60,000 or more a year are mostly held by men in a ratio of 2.5 to 1.

But the wage gap still exists!

- Women make 70.5% of the wages men make
- University-educated women only earn 68% as much as men
- Jobs earning less than \$35,000 a year are mostly held by women.

However, union women make 93 cents for every dollar men make and more women than men are in unions.

From “Equality once and for all!” by the Canadian Labour Congress—www.onceandforall.ca

President Terry Card to receive ETFO's Local Leadership Award

CONGRATULATIONS TO TERRY CARD—WINNER OF THE ETFO LOCAL LEADERSHIP AWARD!

The ETFO Thames Valley Occasional Teacher Local is proud to announce that our President Terry Card is to be honoured with ETFO's Local Leadership Award at the ETFO provincial Annual Meeting this August in Toronto.

The Local Leadership Award is presented to any active ETFO member who:

- Has provided outstanding leadership and service at the Local level during the previous school year
- Has demonstrated high standards of personal and professional ethics, and
- Is a selfless advocate of the objects and goals of ETFO

Way to go, Terry!



Years of Service Recognition Awards



**YOUR UNION
RECOGNIZING
MEMBERS WITH
10, 15, 20,
AND 25 YEARS
OF SERVICE AS
AN O.T. WITH
TVDSB**

Your Local was proud to recognize members with 10, 15, 20 and 25 years of occasional teaching with the Thames Valley District School Board and its predecessor boards.

At our Banquet and Annual General Meeting held on May 15, 2008 at the Lamplighter Inn, the following members were honoured by their peers and received a certificate and gifts from the Local:

For 10 Years of Service:

~ Sharron Colter, Gloria Granger, Michelle Sharpe, and Lorna Wilson

For 15 Years of Service:

~ Sandra Crook, Dawn Lemmer, Judith Nesbitt, and Carol Stockford.

For 20 Years of Service:

~ Terry Card, Helen Robinson.

For 25 Years of Service:

~ Jean Parish.

Registering for a Local Event? Use our NEW Registration Email!

To streamline the registration process for Local events, we have established an email address for registration use only!

To register for events provided by the Local for the 2008 - 2009 school year, please email etfotvotregister@gmail.com

Please note the posted deadlines

for registration for each event and look for verification by return email.

As always, if you find you cannot make it to an event you have registered for, please let us know as soon as possible, even if it is the day of the event as we often have a waiting list.

When you do not attend and do not let us know, we must pay for a wasted meal and materials from members' funds!



**Register at
etfotvotregister@gmail.com**

Grid Pay for Long Term Occasional Teachers

You may be eligible for a salary adjustment that reflects your qualifications and previous teaching experience. However, you will be paid the A1/daily rate with 0 years of experience for this year's long-term assignment(s), unless you provide the Board with a QECO/Qualifications Rating) Statement and any supporting documentation prior to July 31st.

Follow the instructions at www.qeco.on.ca or phone QECO at 1-800-385-1030 for an application

form to obtain your QECO rating statement. Submit the results before the July deadline to Sandi Douglas of Human Resource Services at the Thames Valley District School Board (519-452-2000 ext. 20272 or s.douglas@tvdsb.on.ca). Notify her if your QECO application has been submitted but will not be finalized by the end of July.

This process can take several weeks so keep all documentation

The Qualifications Evaluation Council of Ontario provides objective evaluation of academic qualifications for salary purposes



Looking for a Long-Term or Permanent Teaching Position?

LTO POSITIONS - NEW

- Look for the remainder of September LTO postings on August 18, 2008 now on First Class > Occasional Teachers > Occasional Elementary
- Continue checking as more may be posted after the school year begins

PERMANENT POSITIONS

- Rounds 1, 2, and 3 are internal for permanent Teachers and are **not** open to Occasional Teachers
- Look for permanent position postings on the Apply to Education website at www.applytoeducation.com
- Permanent postings will begin in late June but keep checking throughout the summer and into September for additional job postings



Paid Professional Development Days



Stay Tuned for more information on the Paid PD Days

As per the current Collective Agreement, there will be **two full-day or four half-day paid** Professional Development days

in the 2008 - 2009 school year. We are hopeful that these will occur in November, December or January (possibly with Barrie Bennett) so please look for further details concerning the dates and format on our local website www.etfotvots.com, the Board's First Class Occasional Teacher Folder or the Board's Registra-

tion Access on the Employee Portal.

Not only do you have the opportunity to work on days you otherwise could not, but attendance on these days counts as a day worked for all purposes including teaching experience, Employment insurance, pension etc.

So Earn While You Learn !

ETFO Thames Valley Occasional Teachers' Local

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London, Ontario
N6K 4L4

Phone: 519-641-3936
Fax: 519-641-6838
Email: etfotvots@gmail.com

The Supply Line
Newsletter Editor, Nancy Miller

WE'RE ON THE WEB!

WWW.ETFOTVOTS.COM

Stay abreast as we enter a year of negotiations -

Register at www.etfo.ca
for ETFO's e-newsletter.

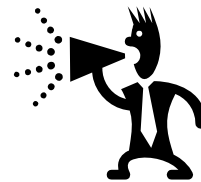
Call for Professional Development Committee!

We are looking for a few additional
members to help organize and run
our local Professional Development
events.

If you would like to be involved
please contact the Local at:

etfotvot@gmail.com /

519-641-3936



FULL-DAY KINDERGARTEN—Moving Ontario Forward

The Elementary Teachers' Federation of Ontario welcomes the government's plan to provide full-day kindergarten programs for four and five-year-olds and looks forward to working with the government on its implementation. The plan brings Ontario more in line with developed countries that have a strong commitment to the education and development of young children.

**Full-Day
Kindergarten:
Preparing our
children for a bright
future**

ETFO
recom-
mends
that:

- All junior and senior kindergarten programs be taught by teachers who hold a certificate of qualifications to teach in Ontario
- All junior and senior kindergarten programs be located in a publicly funded elementary school
- The Ministry of Education actively promote the importance of interactive, play-based learning, as outlined in the Ontario *Kindergarten Program*, to school boards and Administrators
- The Ontario government facilitate greater expansion of school-based hubs to coordinate children's services

ETFO has developed a position paper and a pamphlet that outline the Federation's policies and recommendations on Full-Day Kindergarten. Check it out at www.etfo.ca > Issues in Education > Full-Day Kindergarten.

