



The Supply Line

ETFO Thames Valley Occasional Teachers' Local

Volume IX Issue 1

September 2006

President's Notes:

To represent all elementary occasional teachers of the Thames Valley Occasional Teachers' Local in a fair and equitable manner;

To secure through collective bargaining the best possible terms and conditions of employment;

To advance the cause of education and the status of the occasional teachers in the Local;

To promote a high standard of professional ethics and a high standard of professional competence;

To foster a climate of social justice and provide a leadership role in such areas as anti-poverty, non-violence and equity;

To promote and protect the interests of all members of the Local and the students in their care;

To work in concert with other Thames Valley Locals of the Elementary Teachers' Federation of Ontario;

To cooperate with other organizations having the same or like objects.

These constitutional objectives were developed to enhance your working life. Aside from collective bargaining (2% salary increase since June with another 1% to follow in February), we strive to provide opportunities for your involvement; offer confidential advice, support and assistance regarding your employment with the Board; and offer first-class workshops, newsletters and ETFO curriculum resources for your information and professional development. We lobby the provincial government, participate on TVDSB and ETFO Committees, bring forth occasional teaching issues to Provincial ETFO and visit faculties of education. As a member of the Thames Valley Union Council, we meet regularly "to discuss and assess emerging issues in schools common to several union groups in order to facilitate a resolution" and we participate in a similar network of Occasional Teacher Local presidents.

From the day you first teach for Thames Valley as an elementary Occasional Teacher, you are a member of the Local and remain a member until 60 school days from the last day of your employment. *OTF Bylaw 1 – Membership, 2000*. Thus you have a right to representation at any meeting related to your job and a responsibility to uphold your Collective Agreement. For example, Article 18.03 states, "Unless hired for a long-term occasional assignment in accordance with the provisions of Article 15, an Occasional Teacher shall not be assigned supervisory duties prior to the commencement of class on the first morning of an assignment or prior to the commencement of the afternoon class on the first day if it is a half-day afternoon assignment." Should you be asked to cover a first duty, advise the Administration, "Sorry but I need the time to prepare, my Union won't let me take that duty because it violates the agreement and I don't want to get into trouble with my Union." Know that the Board respects the negotiated terms of the agreement and that both sides work to maintain a harmonious relationship between the parties.

We wish you a successful and rewarding year and hope you will join us at one of our upcoming events. Please do not hesitate to contact us if we can be of any assistance.

Jerry Card

About the pocket calendars....

We delayed production of this year's calendars in hopes of including the dates of the two new PA Days, confirmation of the Early Dismissal days and the dates of the two half-days of Board sponsored Professional Development. Hundreds of you have said you can wait no longer so we will advise you of the new dates as soon as they become available.

**Annual and Daily Salary Rates for Long-Term Occasional Teachers
Effective September 1, 2006 ***

Years Experience	Category A	Category A1	Category A2	Category A3	Category A4
0	\$ 34,927	\$ 37,406	\$ 39,063	\$ 41,979	\$ 44,722
1	\$ 36,631	\$ 39,629	\$ 41,777	\$ 44,985	\$ 47,883
2	\$ 38,961	\$ 42,242	\$ 44,611	\$ 47,953	\$ 51,042
3	\$ 41,313	\$ 44,960	\$ 47,417	\$ 51,044	\$ 54,347
4	\$ 43,833	\$ 47,629	\$ 50,245	\$ 54,310	\$ 57,971
5	\$ 45,998	\$ 50,319	\$ 53,024	\$ 57,579	\$ 61,594
6	\$ 48,316	\$ 52,987	\$ 55,842	\$ 60,844	\$ 65,222
7	\$ 52,187	\$ 55,693	\$ 58,647	\$ 64,111	\$ 68,842
8	\$ 54,674	\$ 58,373	\$ 61,453	\$ 67,379	\$ 72,465
9	\$ 57,322	\$ 61,078	\$ 64,272	\$ 70,646	\$ 76,091
10	\$ 59,971	\$ 65,266	\$ 67,075	\$ 76,172	\$ 80,651

Years Experience	Category A	Category A1	Category A2	Category A3	Category A4
0	\$ 180.04	\$ 192.81	\$ 201.36	\$ 216.39	\$ 230.53
1	\$ 188.82	\$ 204.27	\$ 215.35	\$ 231.88	\$ 246.82
2	\$ 200.83	\$ 217.74	\$ 229.95	\$ 247.18	\$ 263.10
3	\$ 212.95	\$ 231.75	\$ 244.42	\$ 263.11	\$ 280.14
4	\$ 225.94	\$ 245.51	\$ 258.99	\$ 279.95	\$ 298.82
5	\$ 237.10	\$ 259.38	\$ 273.32	\$ 296.80	\$ 317.49
6	\$ 249.05	\$ 273.13	\$ 287.85	\$ 313.63	\$ 336.20
7	\$ 269.01	\$ 287.08	\$ 302.30	\$ 330.47	\$ 354.86
8	\$ 281.82	\$ 300.89	\$ 316.77	\$ 347.31	\$ 373.53
9	\$ 295.47	\$ 314.84	\$ 331.30	\$ 364.15	\$ 392.22
10	\$ 309.13	\$ 336.42	\$ 345.75	\$ 392.64	\$ 415.73

**Note: The above rates include 4% Vacation Pay which is shown on a separate line on your pay cheque*

TVARRIS Checklist

Have you.....

- ✓ Selected your schools on TVARRIS? Go to HRS Applications on the Employee Portal home page. Then click on "Occasional Teacher Schools"
- ✓ Remembered to write down the job number to take with you to the school (without the job number you may not be paid)



TVDSB SCHOOLS ON A BALANCED DAY TIMETABLE



The Thames Valley District School Board has provided the following list of schools which are on the balanced day timetable for the 2006/2007 school year. Please keep these schools in mind when accepting half day assignments as you may not be able to combine two half day assignments at two different schools if one or both are on a balanced schedule due to the lack of a mid-day break for traveling.

NUTRITIONAL BALANCED DAY SCHOOLS – 2006/2007 24 schools participating

A. E. Duffield	Start time	9:00 (10:42 - 11:27) (1:03 - 1:48)	stop 3:30
Aberdeen	Start time	9:00 (10:40-11:25) (1:05 -1:50)	stop 3:30
Adelaide	Start time	9:00 (10:45 -11:30) (1:05-1:55)	stop 3:35
Biddulph	Start time	8:50 (10:15-10:55) (12:55-1:35)	stop 3:10
Caradoc N	Start time	9:10 (10:50-11:35) (1:15-2:00)	stop 3:40
Caradoc S	Start time	9:00 (10:40-11:20) (1:00-1:40)	stop 3:20
Carrothers	Start time	9:00 (10:40-11:25) (1:05 -1:50)	stop 3:30
Central Public	Start time	9:00 (10:42-11:32) (1:08-1:48)	stop 3:30
Colborne	Start time	9:00 (10:30-11:15) (1:15-2:00)	stop 3:30
Eagle Heights	Start time	9:10 (10:52-11:42) (1:18-1:58)	stop 3:40
Eastdale	Start time	9:00 (10:50-11:40) (1:20-2:00)	stop 3:30
East Williams	Start time	9:00 (10:40-11:25) (1:05-1:50)	stop 3:30
Fairmont	Start time	9:05 (10:45-11:25) (1:05-1:55)	stop 3:35
F.D. Roosevelt	Start time	9:05 (10:45-11:25) (1:05-1:55)	stop 3:35
Innerkip	Start time	9:05 (10:47-11:32) (1:08-1:53)	stop 3:35
Kensal	Start time	8:15 (9:55-10:40) (12:20-1:05)	stop 2:45
Lucan	Start time	9:00 (10:40-11:25) (1:05-1:50)	stop 3:30
McEachren	Start time	9:00 (10:42-11:32) (1:08-1:53)	stop 3:35
McGillvray	Start time	9:00 (10:40-11:25) (1:05-1:50)	stop 3:30
Parkhill	Start time	9:00 (10:40-11:25) (1:05-1:50)	stop 3:30
Prince Andrew	Start time	9:00 (10:40-11:25) (1:05-1:50)	stop 3:30
Tweedsmuir	Start time	9:05 (10:41-11:31) (1:19-1:59)	stop 3:35
Valleyview	Start time	9:06 (10:37 -11:17) (12:53-1:43)	stop 3:25
Wellington	Start time	9:00 (10:50-11:35) (1:15-2:00)	stop 3:30



Calling All Members.....

***Our fourth Annual Silent Auction for Charity will be held on
Wednesday, November 29, 2006 at the Windermere Manor***

Mark your calendars for this fabulous event! If you or anyone you know is a crafter, knitter, or knows someone who would like their business showcased to our members, we are accepting donations to this worthwhile cause that benefits local children's charities. Please contact the office at 519-641-3936 if you have a donation or can suggest a business contact that would like to make a donation. Arrangements can be made to pick up donations.

***100% of the proceeds go to charity! Please help us support local children's charities on
behalf of all ETFO Thames Valley Occasional Teachers!***

CRIMINAL ALLEGATIONS OR CHARGES

What to do if it happens to you . . .

AT THE FIRST HINT of a problem involving any allegation that could potentially lead to a criminal charge or Children's Aid Society investigation against you, contact Provincial ETFO.

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

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

AFTER HOURS EMERGENCY LEGAL ASSISTANCE

What is an Emergency?

- **Police are at 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.**
- **You are at risk of being arrested / incarcerated.**
- **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**

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

Mark Your Calendars for these upcoming events:



Fall General Meeting

Wednesday, November 1, 2006



Annual Silent Auction for Charity

Wednesday, November 29, 2006

Find the Treasure.....Read Your Collective Agreement!

Did you know....



Effective 2006 September 01, short-term occasional teaching experience as of 2003 September with the Board shall be recognized such that twenty (20) days of accumulated experience shall equate to one-tenth of a year of credit. All credited experience shall be maintained for subsequent long-term occasional assignments.



Effective 2006 September, occasional teaching for Occasional Teachers hired on or after 1998 September 01, will be credited as point one (0.1) year of experience for every twenty (20) consecutive days of teaching in a single assignment with any publicly-supported elementary or secondary school up to a maximum of one (1) year in any school year so LTOs at other public boards will now count as credit.



Effective 2006 September, the Board shall provide two (2) half designated Professional Activity Days for Occasional Teachers. Participation in such Professional Activity Days shall be treated in all respects as if it were time worked so you will be paid to attend.

Your Collective Agreement is available on-line through the Employee Portal or at the ETFO Thames Valley Occasional Teachers' Local website www.etfotvots.com

Win a prize ...

We will draw one name from the first ten members to correctly answer the following question. The answer is in your Collective Agreement.

Email us at contact@etfotvots.com with your answer to win!

Question -

What is the amount paid in lieu of benefits effective September 1, 2006 for a Long-Term Occasional Teacher in a continuous assignment which extends beyond three months?

Answer must include the correct article and section number of the Collective Agreement.

Email your correct answer to win!



Job Postings

- ✓ Remember to check for Long Term Occasional Postings under “Job Postings” on First Class, not under “Occasional Teachers” as they were in the past
- ✓ Keep checking on a regular basis throughout the school year for LTOs as they can become available at any time
- ✓ Good Luck!

"Accodrning to rscheearch at Txes M&A Uinervtisy, it deosn't mtttaer in waht oredr the lttteers in a wrod are, the olny iprmoetnt tihng is taht the frist and lsat lttteer be in the rghit pclae. The rset can be a total mse and you can sitll raed it wouthit a porbelm. Tihs is bcuseae the huamn mnid deos not raed ervey lteter by istlef, but the wrod as a wlohe." (Anonymous)

Electronic Communications and E-Mails and Text Messaging Advice to Members

E-mails and text messaging are becoming so simple and so prevalent that they may, one day, become a normal part of the education system relied upon by educators and students. Until rules, protocols, and most importantly express permission for members to use e-mails and text messaging with students are implemented for district school boards, **these remain very dangerous modes of communication.**

Consistent with previous advice to members concerning electronic communications, ETFO cautions members about the risks regarding the use of e-mails and text messaging to communicate with students.

Educators should be as careful with electronic communications as they would be with any written communications. Recently there have been some widely reported cases where communications between an educator and students were made public, leading to extreme professional difficulties. It is important that we remember that anything we put in writing may be shared with a wider audience; this is truer with e-mail. The need for appropriate professional caution in this area is considerable.

Staff in Professional Relations Services would be pleased to assist you in dealing with situations such as this should they arise.



Excerpted from www.etfo.ca > Professional Relations > PRS Matters

Ontario College of Teachers' Governing Council

Elections for a new Governing Council at the Ontario College of Teachers will take place this fall. For the first time ever, classroom teachers in the publicly funded school system will hold a majority on the OCT Governing Council – 19 of the 23 elected positions. The election will be conducted on-line between September 5 and October 24, 2006.

All teachers may vote for all seven system positions. You may also vote for two regional candidates, both from the region in which you reside. In total, you may vote for nine positions. In order to vote for a regional candidate, you must reside in that region. When you access the Members' Area to vote you will automatically receive a personalized electronic listing of all positions you are eligible to vote for.

President Emily Noble has issued a member letter outlining the candidates who have received the endorsement of OTF, AEFO, ETFO, OECTA, and OSSTF. In our area, the list of endorsed candidates is as follows:

English-language Roman Catholic (elementary) – Tianna Travaglini-Babic, OECTA
English-language Roman Catholic (secondary) – Nick Forte, OECTA
English-language Public (elementary) – Annilee Jarvis, ETFO
English-language Public (secondary) – Karen Bond, OSSTF
French-language Roman Catholic (elementary) – Dean Favero, AEFO
French-language Roman Catholic (secondary) – vacant
French-language Public (elementary/secondary) – Jacques Tremblay, AEFO
Southwest part-time/full-time – Brian Doubleday, ETFO
Southwest full-time – Sharon Young-Kipp, OSSTF

"For the first time we have a real opportunity to ensure that the College works as it was envisioned to, please take the time to do your part and elect strong teacher advocates to the Governing Council!" – Emily Noble

Please Vote! online at www.oct.ca

More information and Frequently Asked Questions regarding the e-vote are available at the Ontario College of Teachers' website





QECO Reminder: It may be time for re-evaluation

If you were evaluated prior to 2004, you should consider applying for re-evaluation. Program 5 has many enhancements that might allow you to advance more easily, or upgrade with more choices. To obtain either a re-evaluation or upgrading advice, complete an application and provide all the requested documentation to QECO at 1300 Yonge St. 2nd floor, Toronto, Ontario M4T 1X3. Visit the QECO website at www.qeco.on.ca for complete details regarding what documentation is required before you submit your request.

Long Term Occasional Teachers

LTOs with our board must have a QECO rating on file at the board to receive grid pay. The board is now accepting Program 5 QECO ratings. Without a QECO rating the board will only pay you the daily rate.

Good News for Internationally Trained Teachers!

Teachers who studied in other jurisdictions may now request from the College of Teachers, copies of their original documents to assist them with their QECO evaluations.

ETFO Thames Valley Occasional Teachers' Local Presents:



Professional Development Opportunity for Occasional Teachers

PLAYING THE HAND YOU HAVE BEEN DEALT: DEALING WITH DIFFICULT BEHAVIOUR IN THE CLASSROOM

Bill Morton, Special Education/Consultant with Ottawa-Carleton DSB, presenter

Working with students in a well-planned, proactive classroom doesn't have to be a gamble. This workshop addresses the four key elements in understanding how to create a classroom of positive team players.

- ♣ Know when to hold them - Rewards and Reinforcements.
- ♦ Know when to fold them - Consequences.
- ♥ Know when to walk away - Crisis Management.
- ♠ Know where to run - You are NOT alone - Resources.

When: Tuesday, October 10, 2006 4:30 to 7:30 p.m.

Where: Best Western Lamplighter Inn, 591 Wellington Road, London, Ontario

*RSVP by Oct. 6 noon to reserve your space
contact@etfotvots.com / 519-641-3936*



Teaching After Retirement?

Get ready for a return to old plan provisions that restrict how much you can teach after retirement. The window that opened Sept. 1, 2001, to allow for extended teaching closed Aug. 31, 2006. Here's how the change will affect you if do any work in education:

Rules in effect after Aug. 31, 2006

- Maximum 95 days of re-employment in each of the *first three school years* in which you return to teaching. These do not need to be consecutive years.
- Maximum 20 days of teaching each school year after the first three years you return to teach.
- Years you taught before the window count.
- Years taught during the window—Sept. 1, 2001, to Aug. 31, 2006— don't count.

Exceeding the limit

Notify your employer when you reach the limit. Pension contributions will be deducted from your pay on your 96th day of re-employment. If you continue to teach the month after you exceed the limit, your pension will be suspended. It will be reinstated the month following your last day of re-employment.

Visit www.otpp.com for more information

Did you know...

If you're close to retirement and teaching on a part-time contract, supplementing your income with an occasional supply-teaching assignment may reduce your pension? See the Ontario Teachers' Pension Plan website for further information.

More Pension News...

On June 30, 2006, the Ontario Teachers' Pension Plan filed a valuation with provincial regulators that showed the Plan is fully funded. This valuation was achieved by making some changes. Some of the changes will directly affect you and your paycheque. However, benefit levels have been protected.

Most significant for you is that your contribution rates will increase over the next three years. January 1, 2007 your contribution increase will be 2%, while the government's will also be 2%. January 1, 2008 your increase will be 0.3%, while the government's increase will be 1.1%.

Your required contribution increase for 2008 is offset by a credit reserve from the 1998 pension negotiations. These contribution increases are the first since 1990.

Why were the changes necessary? Some of the reasons include teachers who are able to retire earlier and are living longer after retirement. There are fewer active teachers per retired teacher than a decade ago.

Because economic circumstances change, pension plans need to change too. Since 1989, benefits have changed, but contribution rates have not.

Register at www.otpp.com for *iAccessWeb* -

1. Create customized pension estimates
2. Compare your retirement options
3. Apply for your pension online
4. Calculate the cost to buy back an absence
5. Update your address and other personal information
6. Review the details of your monthly pension
7. Download and print a duplicate T4A
8. Watch presentations on popular pension topics
9. Change the 'extra' tax deducted from your pension
10. Retrieve personal pension correspondence



We Have Barrie Bennett!!

Well.....not really, but we do have his books in our lending library!

We have **Cooperative Learning**, **Classroom Management**, and **Beyond Monet** by Barrie Bennett. They are all available to our members for borrowing.

Need curriculum resources?

Here's a sampling:

- Making Math Happen in the Junior Years
- Weather and Us - grade 5
- My Research Project
- Magnetic and Charged Materials - grade 3
- Structures and Mechanisms - grade 3
- Kindergarten Matters
- Kindergarten Years
- Making Math Happen in the Intermediate Years
- Genres To Go - grade 7-8
- Many more titles also available - come and check it out!

Your 2006 – 2007 ETFO Thames Valley Occasional Teachers' Local Executive:

President and Chief Negotiator – Terry Card

1st Vice President – Nancy Miller

2nd Vice President – Nancy Springer

Treasurer – Lorna Wilson

Secretary – Michelle Sharpe

Executive Members – Sharron Colter, Donna Daugavietis, Wanda Johnson, Janet Jones, Beth Weiler,

ETFO Thames Valley Occasional Teachers' Local

521 Nottinghill Rd. Suite 9

London, Ontario N6K 4L4

Phone: 519-641-3936

Fax: 519-641-6838

Email: contact@etfotvots.com