

The Supply Line

Volume VI, Issue 3

Spring, 2004

President's Notes:



Ontario Teacher and Occasional Teacher Collective Agreements expire in August 2004 and will be followed by three year contracts. Our federation is taking a firm bargaining stance and you have likely seen the billboards announcing their strategy - Planning Today and Building for Tomorrow. These refer to goals approved by February's Representative Council of ETFO: that Teachers negotiate real salary increases with 200 minutes of preparation time and a maximum of 60 minutes of supervision time per five day cycle. Since Occasional Teachers follow the timetable of the Teacher they replace, OTs will benefit when we are called in to teach. A steering committee of which I am a member, has developed OT specific bargaining goals and a series of OT collective bargaining conferences to be held across the province so that OTs will negotiate from strength. Please complete the attached Collective Bargaining Survey so that we can identify and include our Local priorities.

Before accepting permanent employment with any Board, first check "*Collective Bargaining Disputes*" at www.etfo.ca because any Teacher who applies for or accepts an elementary teaching position with a "pink-listed" board shall be subject to Disciplinary Procedures as set out in Article VII of the Constitution of the Elementary Teachers' Federation of Ontario. Only the Greater Essex Board is affected at this time, but given the scope of the 2004 - 2007 round, there may be other legal strike situations in the near future.

Survive and Thrive 2004, the virtual conference at www.etfo.ca, will be available from April 15, 2004.

In addition to the current seven topics, the site will include four new topic areas: *Occasional Teaching, Working with Adolescents, Appropriate and Professional Relationships and Reflective Practice*. The site will offer a



renewed focus on *Classroom Management* in August. **"New" APRIL CANVASS LETTERS and the OT LIST**

Occasional Teachers have until April 30, 2004 to return to the Board, the form letter confirming intent to remain on the list for another year, and to indicate an interest in an Elementary teaching position and/or a Long-term Occasional teaching position. For those who express an Interest in an Elementary position and have submitted an evaluation within the preceding 12 months, the Board will reimburse the Apply To Teach fee (single board). OTs need to teach in a LTO assignment of at least 21 days to request an evaluation.

With 1500 Occasional Teachers on the List and feedback that there is not enough work to sustain such numbers, it is advisable to request a leave of one year rather than assume that there will be openings on the list the following year.

2004 ONTARIO COLLEGE OF TEACHERS

Your \$139 annual membership fee is due by April 15, 2004.

The Board does not deduct these fees.

Pay by credit card online at: www.oct.ca

Or by cheque to: Ontario College of Teachers
121 Bloor Street East, 6th Floor
Toronto, Ontario M4W 3M5

Include your Social Insurance Number and College registration number. Mark as "2004 fees" for proper credit. If you will not be teaching again, inform the College you are "retiring" to avoid being "suspended: non-payment of fees". The College charges a penalty for late payment.

CRIMINAL OFFENCE DECLARATIONS

Regulation 521 requires that the Board must collect annual Offence Declarations for all staff who may come into direct contact with pupils. Declarations may be completed online via the TVDSB Employee Portal sometime after mid May and through June. Compliance with this legislation is mandatory and is a condition of employment.



The Daily Rate for Occasional Teachers effective **April 22, 2004** is **\$ 181.70 .**

(shown on pay as \$ 174.71 with 4% vacation pay added on separate line)

Salary Grid for Long-term Occasional Teachers

(must have QECO rating on file with Board to qualify)

Chart A -Includes 4% Vacation Pay

Chart B - Reflects pay stub with 4% on separate line

YearsEx- perience	Category A	Category A1	Category A2	Category A3	Category A4	YearsEx- perience	Category A	Category A1	Category A2	Category A3	Category A
0	169.65	181.70	189.74	203.91	217.23	0	163.13	174.71	182.44	196.06	208.87
1	177.93	192.49	202.93	218.51	232.59	1	171.09	185.09	195.12	210.10	223.64
2	189.25	205.19	216.69	232.94	247.93	2	181.97	197.29	208.35	223.96	238.39
3	200.67	218.39	230.31	247.94	263.98	3	192.95	209.99	221.46	238.40	253.83
4	212.91	231.35	244.06	263.80	281.58	4	204.72	222.45	234.67	253.65	270.75
5	223.43	244.42	257.56	279.68	299.18	5	214.83	235.02	247.65	268.92	287.67
6	234.69	257.37	271.25	295.54	316.80	6	225.66	247.47	260.81	284.17	304.62
7	253.49	270.52	284.87	311.41	334.39	7	243.74	260.11	273.91	299.43	321.53
8	265.57	283.54	298.50	327.28	351.98	8	255.36	272.63	287.02	314.70	338.45
9	278.43	296.68	312.19	343.15	369.60	9	267.72	285.26	300.18	329.96	355.38
10	291.30	317.02	325.81	369.99	391.75	10	280.10	304.82	313.28	355.76	376.69

2003 - 2004 Executive

Contacts to Note

President and Chief Negotiator Terry Card
641-3936
tjcard@email.com

1st Vice President Jacqueline Kobayashi
451-7245

2nd Vice President Nancy Springer
453-5219

Secretary Nancy Miller
675-0233

Treasurer Sharon Pinylo
633-3998

Communications Michelle Sharpe
641-8772

Past President Ken Beckett
672-2414

Teacher Local Liaison Lorna Wilson
474-3150

Local OT Office: 641-3936
www.efotvots.com

Thames Valley School Board:
www.tvdsb.on.ca

TVDSB LTOs: 452-2970

Portal: www.tvdsb.on.ca

Hires: www.applytoteach.ca

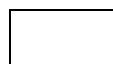
ETFO Provincial: www.etfo.ca
1-888-838-3836

QECO: www.qeco.on.ca or
1-800-385-1030

Teachers Pension Plan Board:
www.otpp.com
1-800-668-0105

Ontario College of Teachers:
www.oct.ca
1-888-534-2222

Terry Card





ETFO sponsored PROFESSIONAL DEVELOPMENT -

OCCASIONAL TEACHING FOR TODAY'S DIVERSE CLASSROOMS

Occasional Teachers today face classrooms of students with ever-growing needs. Developed by Occasional Teachers, this workshop provides examples of resources, practical suggestions and opportunities for discussion, relating to the theme of inclusion. Attend this workshop and leave with materials to use right away.

WHEN: _____ Wednesday, APRIL 21, 2004 4:30 -7:30 P.M.

WHERE: _____ Best Western Lamplighter Inn
591 Wellington Road South, London 681-7151

PRESENTERS: David McLaren - Occasional Teacher,
Limestone Board of Education
Angelina Chow - Occasional Teacher,
Toronto District School Board

**Registration necessary by Sunday, April 18, 2004
at 641-3936**

A light buffet is included with costs covered by your fees.

Door Prizes: gift certificates, ETFO publications and merchandise



Donations to Harvestfield

Harvestfield, located at 650 Little Simcoe Street, and organized by Georgette Akiens and Donna Irving, provides free lunches to the needy. They see themselves as offering "fine dining" with a difference. They try to provide an atmosphere that is akin to visiting Grandma's house for lunch - safe, warm, friendly and with good food. The restaurant caters to low-income seniors, the physically challenged and single parents with children, feeding about 1,500 people a month. These are people the regular soup kitchens do not cater to. They also provide food for people to take home if there is a known need. The board is fully volunteer driven, with 10 volunteer staff donating 40 hours a week of their time to prepare, cook and serve food. All are former visitors of the restaurant, looking to give something back. They are always open to

donations, stating that even a loaf of bread can make a difference. So, even though we are inundated with daily requests, I am asking you to bring a donation of non-perishable food to our next PD - April 21, 2004 and the May 27, 2004 Annual Meeting. Thanks for your support.

Jacqueline Kobayashi - Social Justice and Equity

Chair

ETFO Professional Relations Services -
EQAO Testing - Advice to Members

Standardized testing is not new to students in Ontario. Elementary and secondary students have taken part in testing at all levels – provincially, nationally and internationally for many years. We have witnessed an increase in the amount of testing that occurs in our schools over the past 5-7 years. This is largely due to the political initiatives of a government that views standardized tests as tools to monitor a few select variables.

The Education Quality and Accountability Office was established by the Conservative government to accomplish its mandate of designing new tests for Grades 3, 6, 9, 10 in reading, writing and mathematics, managing their administration and reporting the results to the public and collecting data to help determine the effectiveness of the education system in Ontario.

From the onset, the testing has created raised levels of anxiety for students, parents, teachers and school boards.

It is important to note that students' results on these tests are NOT a comment on teacher performance in the classroom. While teachers in Grade 3 and 6 may feel highly pressured to “deliver” high test results so that their class, and school fare well on these tests, ETFO urges its members not to succumb to this pressure. Poor EQAO results are usually the result of multiple factors far beyond the teacher's control.

If the rules surrounding test administration are not followed properly, a teacher may be accused of improperly administering the test, intervening or assisting students improperly in order to influence test results, or even changing students' answers on the test.

It is important to note that such allegations, if proved, can result in severe disciplinary measures against a teacher, and an allegation of professional misconduct at the Ontario College of Teachers.

Some recent cases have alleged that the teacher: erased answers and substituted correct answers; provided inappropriate resource material; provided students with answers by writing information on the board, “coached” student answers; and provided a copy of the real test to use as practice for the students prior to the test.

The allegations were raised as a result of children reporting to their parents, incidents surrounding testing.

When the EQAO receives test results, it searches for “anomalous” results or problems (e.g., similar wrong answers, similar erasures, or many identical right answers on problems that do not lend themselves to the same answers). A suspicion of inappropriate application of the test may result in a prolonged investigation by the EQAO and the school board involving the teacher's actions.

Some reminders about EQAO testing are to read the material describing what you can and cannot do around the testing; be sure that you understand the directions on resource materials, how the test is to be administered and how materials are to be safeguarded; attend any seminars related to test administration; understand your role and the role of the students; use the practice tests the EQAO provides to assist your students in understanding how to write the tests; do not assist your students unless you are permitted to do so under the EQAO's direction, be clear about the assistance you may provide; never change any students' answers on an EQAO test; and never provide answers to students during testing.

REMEMBER, THESE TESTS ARE NOT A REFLECTION OF YOUR PERFORMANCE AS A TEACHER.

PRS - Just a Call Away 1-888-838-3836 (toll free)

A REPORT

on publications selected by members for A Terrific P.D. Opportunity - \$25 Book Rebate:

- How to Teach Art to Children by Joy Evans, Tanya Shelton:
a resource that incorporates the elements of design in easy to teach lessons for K-6
- Literacy Centres Grade 1-3 published by Evan Moor:
for guided reading groups
- Take it To Your Seat Literacy Centres by Jo-Ellen Moore:
useful for daily OTs to use as new activities and for LTOs to create new centres
- Mini-Mysteries Grades 3 - 6 published by Remedia Publications:
reproducibles with open-ended questions to promote reading, listening and analyzing
- Take Five Minutes by Ruth Foster:
collection of fascinating facts and stories for reading and critical thinking with super biographies about inventors, scientists etc.
- Listening Resource Kit by Denise Gagne:
book comes with CD and lesson plans on music for junior grades
- Literacy and Learning by K.K. Allan, M.S. Miller:
designing curriculum
- Setting Limits in the Classroom by Robert J. Mackenzie: guidance for balancing firmness with respect in the classroom
- ScienceWorks: Learning About My Body by Jo Ellen Moore: primary activities for SK - 1 re: nutrition, healthy activities
- Kids Are Worth It by Barbara Colorosa:
positive philosophy that stresses valuing and empowering children
- The First Days of School: How to Be an Effective



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eacher

by Harry K. Wong:

full of practical tips for making your classroom work

2004 SURVEY OF COLLECTIVE BARGAINING NEEDS

ALL OCCASIONAL TEACHER AND TEACHER COLLECTIVE AGREEMENTS IN ONTARIO EXPIRE ON AUGUST 31, 2004. TO DETERMINE YOUR PRIORITIES FOR THE UPCOMING ROUND OF BARGAINING, WE ASK THAT YOU COMPLETE THIS STRICTLY ANONYMOUS SURVEY AND RETURN IT BY APRIL 30, 2004.

MAIL TO:

TERRY CARD, CHIEF NEGOTIATOR
ETFO THAMES VALLEY OCCASIONAL TEACHERS
521 NOTTINGHILL ROAD, SUITE 9
LONDON, ONTARIO N6K 4L4

OR FAX TO:

519-641-6838

PLEASE ORDER THE FOLLOWING PRIORITIES FROM THE MOST IMPORTANT (#1) TO THE LEAST IMPORTANT (#12).

- ___ IMPROVED DAILY SALARY
- ___ SMALLER OCCASIONAL TEACHER LIST (CURRENTLY 1500 MEMBERS)
- ___ FULL DAY'S PAY FOR ANY ASSIGNMENT OVER A HALF DAY
- ___ PAID OCCASIONAL TEACHER PROFESSIONAL DEVELOPMENT DAY
- ___ SENIORITY ON THE LIST AS A CRITERIA FOR LTO ASSIGNMENTS
- ___ EQUAL ACCESS TO ALL SHORT-TERM ASSIGNMENTS (I.E., NO SCHOOL PRIORITY LISTS OR PRE-BOOKING OF JOBS)
- ___ FIRST ACCESS TO PERMANENT TEACHING POSITIONS
- ___ REASONABLE TIME IN ASSIGNMENT PERIOD BEFORE LTO ASSUMES REPORT CARD/INTERVIEW RESPONSIBILITIES
- ___ LTO PAY IF ASSIGNMENT ENDS BEFORE COMPLETION OF REPORT CARDS
- ___ OPPORTUNITY FOR EVALUATION REPORTS IN SHORT-TERM ASSIGNMENTS
- ___ MORE ADMINISTRATIVE SUPPORT FOR OCCASIONAL TEACHERS
- ___ THE MORE DAYS YOU TEACH, THE MORE YOU GET PAID PER DAY

GENERAL MEMBERSHIP PROFILE INFORMATION

- ___ YEARS AS AN O.T. ___ YEARS AS A PERMANENT TEACHER
- ___ DO YOU TEACH IN BOTH ELEMENTARY AND SECONDARY PANELS?
- ___ IS OCCASIONAL TEACHING YOUR MAIN SOURCE OF INCOME?
- ___ AVERAGE NUMBER OF DAYS/WEEK AVAILABLE TO TEACH
- ___ AVERAGE NUMBER OF DAYS/WEEK YOU ACTUALLY TEACH
- ___ NUMBER OF SCHOOLS IN WHICH YOU ARE AVAILABLE TO TEACH
- ___ DO YOU HAVE ACCESS TO THE INTERNET?





OTHER ISSUES TO

ADDRESS: _____

Your Frequently Asked Questions

*Dear Terry:
I have heard that the Board is not going to hire any retirees to the Occasional Teaching List this year. What's the Union's position?*

- Veracity

Dear Veracity:

Once the canvass letters have been returned, the Board will have a better idea of how many OTs wish to continue occasional teaching. The Union must ensure that there is ample work available for existing members and given the current bloated state of the OT List, cannot advocate for automatic hiring of retirees as Occasional Teachers. - Terry

Dear Terry-

What's the procedure to report aggressive student behaviour? - Bema

Dear Bema:

If you are injured and have sought medical attention, fill out an "Accident Incident Report" from the office so that the Board and the Union can track incidents of aggression and violence in our schools and make recommendations to ensure a safe workplace. Some examples of violence are biting, scratching, pinching, spitting, threatening and striking. All physical and emotional assaults by students, parents, visitors etc. must be reported. You are also eligible for WSIB compensation for the loss of wages/work resulting from injuries sustained at school, but you must fill out the appropriate forms in a timely manner. Aside from this, the Board has an extensive Safe School Policy and Procedures that you can find under that heading at the Board's website www.tvdsb.on.ca - Terry

Dear Terry:

How can I keep track of the number of days I have taught? - Cipher

Dear Cipher:

Go to the Board's Employee Portal and check under "My Pay History" where you can see the number of days worked per pay period. - Terry

DEADLINES APPROACHING

- April 15** Ontario College of Teachers fee is due
- April 18** Registration due for *Occasional Teaching for Today's Diverse Classrooms* workshop: 641-3936
- April 27** Deadline for submission to Executive of proposed amendments to Local Constitution
- April 30** Nominations for ETFO Awards: Aboriginal Women in Education; Anti-Racist Scholarship; Doctoral Scholarships in Education; Bursaries for disabled persons, visible minorities, aboriginal persons and sons or daughters of ETFO members



to Faculties of Education; Master's Scholarships; Women's Studies Scholarship (O.T.s are eligible and have been successful; contact Local for nomination forms)

- April 30** Collective Bargaining Survey to be returned: Fax number 641-6838
- April 30** TVDSB canvass letter due back at Board
- May 22** Nominations closed for Local Executive (see form included in this newsletter)
- May 23** Registration due for Local Annual Meeting, Dinner and Elections at Lamplighter Inn: 641-3936
- May 27** Local Annual Meeting, Dinner and Elections (4:30 - 7:30 pm)

**ETFO THAMES VALLEY
OCCASIONAL TEACHERS' LOCAL**

Local Elections for 2004 - 2005

Elections for the following positions will be held Thursday, May 27, 2004:

- | | | |
|--|--|-------------------------------|
| <u>Local Executive -</u> | <i>President</i> | <i>First Vice-President</i> |
| | <i>Second Vice-President</i> | <i>Secretary</i> |
| | <i>Treasurer</i> | <i>Communications Officer</i> |
| | <i>Chief Negotiator</i> | <i>(Executive at large)</i> |
| <u>Collective Bargaining Committee -</u> | <i>Four members to be elected</i> | |
| <i>(Six Members)</i> | <i>(Plus the President and Chief Negotiator)</i> | |
| <u>Annual Meeting Representatives -</u> | <i>Three delegates to be elected</i> | |
| <i>(Four delegates, alternates)</i> | <i>(Plus the President)</i> | |
| <i>Toronto: August 16-19/04</i> | <i>Alternates to be elected</i> | |

NOMINATION FORM

(Submit one form for each position)

_____ is nominated by _____
Candidate *Nominator*

for the position of _____.

Signature of Candidate

Candidate's phone number

Signature of Nominator

Nominator's phone number

Dated _____

Mail to: *Local Elections Officer
ETFO Thames Valley Occasional Teachers' Local
521 Nottinghill Rd., Suite 9,
London, Ontario N6K 4L4*

Or fax: *(519) 641-6838*

Nominations must be received by May 22, 2004.

The slate of candidates will be posted at www.etfotvots.com once nominations close.

Nominations duly moved and seconded shall be accepted at the Annual Meeting.