



The Supply Line

ETFO Thames Valley Occasional Teachers' Local

Volume VII, Issue 4

April 2005

President's Notes: As you've heard through the press and in the schools, our ETFO Thames Valley Teachers have escalated their work-to-rule strike. Phase Two will affect all Occasional Teachers. The challenge for our Long-Term Occasional Teachers will be to balance support for their colleagues without jeopardizing their own contracts, and our daily OTs will find fewer assignments because so much professional development has been cancelled.

As a testament to the good working relationship we have with our Teacher Local, President Phillip Mack asked that stewards keep LTOs informed about the Teacher job action and to advise Occasional Teachers to contact the OT Local with specific concerns eg. Teacher-in-Charge duties (a voluntary position that Teachers have withdrawn and thus should not be accepted by an OT).

Remember that whether you teach day-to-day or on a long-term assignment, you are a member of the ETFO Occasional Teachers' Local with your own collective agreement and obligated to honour the terms of that negotiated agreement. However, do not pick up the slack by doing work that the Teachers have refused. That will only prolong the strike and alienate you from your peers. Refer to our website for information if work-to-rule enters another phase and please do not hesitate to contact the Local by phone or email with any specific concerns.

On a happier note, we are pleased that our first rate professional development is being enjoyed by so many of you. One hundred and ten members attended our March workshop and the evaluations were exceptional. This month we are offering an "Overview of the Bennett Philosophy" and hope to sign Dr. Jean Hewitt, (former Principal, Superintendent, Senior project manager with the Ontario Ministry of Education and author of "Playing Fair: A Guide to the Management of Student Conduct" and "Leadership for a New Age") as guest speaker at our June Awards banquet. Hope you can make it.

Terry Card

F.Y.I.

Criminal Offence Declarations

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

Of Note for Retirees

If you are sixty years of age or older, and are receiving Canada Pension Plan payments, you can fax Lisa Newton of TVDSB Payroll Services (452-2358) and request that CPP not be deducted from your pay. Include your name and employee number, and a notice of entitlement from Human Resources Development Canada stating when you began receiving benefits.

TVARRIS Concerns -

The Board has hired additional Occasional Teachers because absences are going unfilled. The system will call until a third of the assignment has elapsed but is being bogged down calling people who have chosen schools they aren't really interested in visiting and people who haven't booked off when they are unavailable.

Choose Schools

- You **must** choose your preferred schools for TVARRIS. If you wish to teach at **all** TVDSB schools, select "All Elementary Schools" in order to be called by TVARRIS. If you do not select schools, TVARRIS will not be able to call you. To access this feature, enter the Employee Portal, select "HRS Applications", then "Occasional Teachers School". Once you have checked off your selection, don't forget to click on "Submit" at the bottom of the page to save your selection. **Your selections will carry over to the next school year.**

Make Yourself Unavailable on TVARRIS

- If you do not wish to teach on any day or days make yourself unavailable on the TVARRIS system by calling on the phone or accessing TVARRIS on the web. Simply enter the dates you are unavailable on your Profile page. Or choose option "7" by telephone to "Review or modify a period of unavailability". Otherwise, TVARRIS continues to call people on the list who do not wish to work, taking up valuable time that could be used to call people who are available. This results in jobs occasionally not being filled. If this does occur, the Board will respond by adding to our ranks resulting in fewer job opportunities for each member.

Call the School if You Cancel an Assignment

- If you need to cancel an assignment on TVARRIS, you also should call the school to let them know you cancelled so they can make sure the job is covered. Otherwise, TVARRIS may not be able to fill the job if it is a late cancellation and the school will be expecting you.

April Professional Development Event

"Barrie Bennett"

- *We've heard the name*
- *We know our board is training teachers in his methods*
- *But, what is it all about?*

Come and find out!

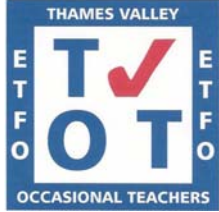
Join us Thursday April 21, 2005 as Polly Stringle and Dorian Rosati, Learning Coordinators with the Thames Valley District School Board present:

Instructional Intelligence based on "Beyond Monet"

Learn new approaches proven to enhance student learning while uncovering the theory and research that supports them. This workshop will focus on concepts, skills, tactics, and strategies from "Beyond Monet" by Barrie Bennett
Be prepared to participate and have fun!

Location: Best Time: 4:30 to 7:30 p.m. (dinner and door prizes included)
Western Lamplighter Inn, Wellington Rd. London

Please R.S.V.P. for 4:30 meal by April 18, 2005 at 641-3936



**ETFO Thames Valley Occasional Teachers' Local
AWARDS 2004-005
Application Form for
OCCASIONAL TEACHER (TVDSB)
SERVICE RECOGNITION**

*The Thames Valley Occasional Teacher Local is pleased to recognize members with at least 10/15/20/25 (circle one) years of service as Occasional Teachers with the TVDSB. We invite OTs to identify themselves (copy this form as needed) so that we may recognize your accomplishment at our Awards Banquet on June 2, 2005. Please forward completed nomination forms to the Thames Valley Occasional Teachers ETFO, 521 Nottinghill Road, Suite 9, London, Ontario N6K 4L4 by **May 2, 2005**. Thank you for your time and interest!*

10 / 15 / 20 / 25 YEAR SERVICE RECOGNITION (FOR TVDSB MEMBERS ONLY)

(Circle one)

- ✓ You have been an Occasional Teacher with the TVDSB or its predecessor boards for at least 10 / 15 / 20 / 25 years *(circle one)*
- ✓ You have taught on a short term, long term, or combination basis
- ✓ You may have been a permanent teacher at one time, but have been an OT for at least 10 / 15 / 20 / 25 years *(circle one)*
- ✓ Your service as an OT is in the aggregate, i.e.; there may be breaks in your service as an OT
- ✓ Your grid placement or currently recognized grid experience is not a factor
- ✓ You are currently a member in good standing of ETFO, The Ontario College of Teachers, and you are currently employed by the TVDSB
- ✓ Experience in the secondary panel or in other boards, private schools, etc. is not considered for this recognition

Name: _____

Employee number: _____

Phone number: _____

I verify I have at least 10 / 15 / 20 / 25 years of service with the TVDSB as an Occasional Teacher:

Signature and date



ETFO THAMES VALLEY
OCCASIONAL TEACHERS' LOCAL

Annual General Meeting and Elections

Thursday, May 19, 2005
4:30 - 7:30 p.m.

Supper: 4:30 p.m.
(R.S.V.P. by May 16, 641-3936)

Best Western Lamplighter Inn
591 Wellington Road South
London, Ontario



Deadlines to note:

- April 15** - Ontario College of Teachers' fees due (payable at www.oct.ca)
- April 15** - Deadline to register for May 27 "Murder Mystery Night"
- April 18** - Registration due for "Overview of Bennett" PD; RSVP 641-3936
- April 19** - Deadline to submit Local constitutional amendments to Executive
- April 30** - Nomination closes for Provincial Awards/ Scholarships/Bursaries
- April 30** - TVDSB canvass Letter of Intent due back at Board (no faxes)
- May 2** - Application for ETFO Local Awards due
- May 14** - Nominations for Local Executive close (post or fax)
- May 16** - Deadline to register for Annual Meeting meal
- May 19** - Local Annual Meeting, Supper and Elections
- June 2** - ETFO Local Awards Banquet

Proposed Amendments to the Local Constitution (at www.ETFOTVOTS.COM)

Proposed Amendments to the Constitution must be submitted to the Executive at least thirty days prior to the General Membership Meeting. These are published and given to the general membership for consideration at least fourteen days prior to the General Membership Meeting where those in attendance will have an opportunity to debate and vote on the proposals. The Constitution shall be amended if 60% of the membership present votes in favour. The following amendments will be presented at our Annual Meeting on May 19. Any additional amendments submitted two weeks in advance of that date will be posted at www.ETFOTVOTS.COM as will the nominations for Local Office.

Article IV – MEMBERSHIP *(Amend by substitution)*

4.1 Active members shall be all members of ETFO *in good standing with the Ontario College of Teachers* within the jurisdiction of the Thames Valley Occasional Teachers' Local.

Article VI – LOCAL ORGANIZATION; Section 1 – Local Executive *(Amend by substitution)*

6.1.1 The Local Executive shall include the following positions:

- a) President, which shall be a full-time release position;
- b) Vice-President(s);
- c) Secretary;
- d) Treasurer;
- e) Chief Negotiator;
- f) any member of the Local who is a Provincial committee member or Executive Officer ex-officio;
- g) nonvoting member from the other ETFO Local whose members are employed by the Thames Valley District School Board;
- h) *a maximum of four Executive members at large.*

Section 2- Committees *(Amend by substitution)*

- d) *Outreach Committee* in place of Social Justice and Equity Committee

ARTICLE VII – ORGANIZATIONAL DUTIES; Section 1- Duties of Executive *(Amend by deletion)*

7.1.7 forward to the provincial office each year the annual report of the Local;

7.1.11 appoint when necessary a successor to complete any unexpired term of an elected or appointed Local representative *or to fill any vacancies;*

Section 2 – Duties of Officers

7.2.2 The duties of the First Vice-President shall be: *(Amend by addition)*

- d) *to coordinate the preparation of the newsletter in conjunction with the President;*

7.2.3 The duties of the Second Vice-President shall be: *(Amend by addition)*

- c) *to chair the Professional Development Committee;*

7.2.4 The duties of the Secretary shall be: *(Amend by addition)*

- b) to maintain *and file* accurate records of correspondence received by and sent on behalf of the Local in conjunction with the President;

delete d) *to forward the annual report of the Local to the provincial office of the Federation by June 1*

7.2.5 The duties of the Treasurer shall be: *(Amend by addition)*

- b) to maintain separate bank accounts for the funds belonging to the Local;

7.2.7 *Delete the duties of the Communications Officer.*

Section 3- Duties of Committees

7.3.5 The Elections Committee shall: *(Amend by substitution)*

- *consist of three members who are not candidates;*

7.3.7 *The Outreach Committee shall be appointed by the Executive and shall:*

- *advance the cause of education and the status of the occasional teachers in the Local;*
- *promote a high standard of professional ethics and a high standard of professional competence;*
- *foster a climate of social justice and provide a leadership role in such areas as anti-poverty, non-violence and equity.*

Section 3 – Local Annual Meeting

8.3.2 b) elect*delete the position of Communications Officer*

8.4.2 *correct the numbering*

*To be or not to be... involved in
the Thames Valley Occasional
Teachers' Union, that is the*

?



I kept asking myself the above question for about a year. Then I spoke to Terry Card, our Local O.T. President, about some of my concerns as an Occasional Teacher, and she encouraged me to attend the Local's PD evenings that were held at the Best Western, Lamplighter Inn. There, I met other members, and found that we shared the same concerns and issues about being an Occasional Teacher, such as the lack of recognition of our skills and qualifications. According to students, we were "just" Supply Teachers; we were not "real" Teachers. Permanent Teachers thought that O.T.s were retired Teachers looking for bit of extra "pocket" money. I wanted this perception to change, but how could "just" a Supply Teacher change the way the public perceives Occasional Teachers?

I realized finally that the best way to change the public's view of Occasional Teachers was to become involved in the Thames Valley Occasional Teachers' Local so in May 2004, I attended the Annual Meeting. At that meeting, Terry invited members to consider running for positions on the Executive and I decided to get involved. I secured the position as a Local Union Delegate to the Provincial Annual Meeting held in August 2004, and I was elected as a member of the Collective Bargaining Committee for 2004-2005. In mid-September I was appointed to the Local Executive as Executive Member at Large.

Attending the Provincial Annual Meeting allowed me to participate in the vast assembly and consider a wide variety of important issues. It gave me a great opportunity to learn how Locals and Occasional Teachers' Locals present issues and concerns, and make decisions that affect their members. As a member of the Local Bargaining Committee, I have been able to present my views on issues. For example, Occasional Teachers are entitled to receive a copy of the Record of Employment Certificate as their personal file copy, and a copy should be provided whenever a member requests the R.O.E. certificate. As an Executive, I have gained a better understanding of how the Local functions, the challenges it faces, the services it provides to members, it's commitment to the community, and the Local goal and vision of a strong, respected, and unified Thames Valley Occasional Teachers' Local. When I became involved with the O.T. Union, my personal vision was to alter the public's perception of Occasional Teachers, which I am still working to improve.

To be or not to be... involved with the Thames Valley Occasional Teachers' Local is the question each member should contemplate. I made the choice to become involved, and I am happy about my decision.

Wanda Johnson, Executive at Large

For the answers see the full publication at www.ctf-fce.ca



Copyright Matters!

Some Key Questions
and Answers for Teachers

2nd Edition, 2005

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