



******* IMPORTANT NOTICE *******

Elementary Occasional Teacher Designated PA Day

As per Collective Agreement Article 20.06 b)

“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.”

Friday February 23, 2007

**Saunders Secondary School
941 Viscount Road
London, Ontario
(Across from Westmount Mall)**

Register mid-January through the Employee Portal > Staff Development and Training > Registration Access > Elementary Occasional Teacher Designated PA Day

(Remember to click “Submit” at the end to register)

NOTE: Occasional Teachers who attended and were paid for the October 20, 2006 Professional Development day for New Occasional Teachers are eligible to attend the February 23, 2007 PD day but will not be paid

Call 519-641-3936 for questions

EMPLOYEE ACCIDENT / INCIDENT REPORTING

*It's not just a moral obligation –
It is your duty under the law.*

WHAT TO REPORT?

- Any hazardous situation or near miss that could result in injury
- Injuries requiring First Aid /medical treatment or time off work
- Incidents of physical / verbal aggressive behaviour
- Personal property (such as eyeglasses) damaged during injury

WHY REPORT?

- To ensure First Aid / medical attention
- For WSIB eligibility
- Assistance with Disability Management
- Recommendations for prevention

HOW TO REPORT?

- Contact your Principal or Supervisor
- Complete TVDSB Employee Accident / Incident Report form

WHEN TO REPORT?

- Immediately, to your Supervisor
- Supervisor has 48 hours to fax report to TVDSB Disability Management
- TVDSB has 72 hours to report to WSIB

WHERE TO REPORT?

- Employee Accident / Incident Report Forms are available at all sites



The Supply Line

ETFO Thames Valley Occasional Teachers' Local

Volume IX, Issue 3

December 2006

President's Notes:

Like many of our members you've likely been questioning: "*What has happened to all our jobs?*" and "*Is TVARRIS still working?*"

Our investigations into the current situation have provided the following information:

- Though the Board hired several hundred new Occasional Teachers to the list this fall, our final numbers are only slightly higher than in previous years;
- Seventy to seventy-five percent of the OT jobs in Thames Valley continue to be pre-booked;
- Unlike last year, there has been no difficulty replacing absent Teachers with Occasional Teachers;
- The government has provided much less funding for Teacher professional development this year;
- There have been over 400 fewer Teacher absences per week to cover, several weeks this fall;
- Recent legislation added two additional PA days to the teaching calendar giving the Board more opportunities to offer professional development with no need to provide OT coverage;
- Our colleagues in other OT Locals across the province are experiencing the same decline of work;
- TVARRIS has experienced several glitches, from troubles with the telephone lines early this fall to anomalies that are investigated / corrected on an individual basis and only come to light when members report them to either the Local or to the TVARRIS Help Desk.

Through Labour Management discussions, the Board is very aware that our membership is not satisfied. We will continue to monitor the availability of occasional teaching assignments and will address these concerns through both informal and formal negotiations.

For more insight into the job situation, I recommend you peruse the findings reported in two "Transition to Teaching 2006" articles in the College of Teachers', *Professionally Speaking, December 2006*.

Finally, remember that there is no pay deposited on January 19, 2007 since there are no teaching days over the Christmas Break (December 24, 2006 to January 6, 2007.) Whether you are a daily OT or LTO, Your pay is divided equally into 194 teaching days; the permanent Teachers' pay is divided over the entire year and neither group is paid for statutory holidays.

On behalf of your Executive, would like to extend to your our very best wishes at the Holiday Season and for the New Year.

Terry Card



We Call It "Earn While You Learn"...

Effective September 2006, the Board will provide two half designated Professional Activity Days for Occasional Teachers with participation to be treated as time worked. (i.e., pension / teaching experience, Employment Insurance credit).

We are pleased to be working with the TVDSB this year to offer a full day of Occasional Teacher Professional Development on Friday, February 23, 2007 at Saunders Secondary School. Sign up for an exciting keynote speaker and look for workshops such as Phys Ed by OPHEA, anaphylaxis training, Smart Board overview, Art Strategies, Classroom Management, Diversity in the Classroom and Teaching French without FSL.

This negotiated provision is unique to Thames Valley. It recognizes the specific PD needs of OTs and enables our members to earn money on a day they couldn't otherwise teach for the Board. We strongly urge you take this opportunity to show the Board that Occasional Teachers are committed to life-long learning. Online registration will be available in mid-January via the Employee Portal > Registration Access.

QECO Credits

ETFO / Drake University Courses

ETFO Credit Courses will be offered across the province during the next several months. Participants may enroll in the courses for either professional growth or academic credit. This designation is for teachers who have not reached their maximum A4 on the salary grid and who are seeking credit. Each course (when taken for academic credit) is an accredited half-credit course from Drake University in Des Moines Iowa and is recognized as a half course by QECO (with some exceptions). The courses are not Additional Qualifications courses for Ontario College of Teachers purposes.

The registration fee for academic credit is \$425.00. Register at www.creditcourse.ca.

In the Thames Valley Board area, the following courses are being offered for the spring (January 1 to April 30) session and the summer (May 1 to August 31) session:

- ✓ **Reading to Learn: Comprehension Instruction** – shows you how to help your students construct meaning from what they read
 - **Chippewa PS: Tuesdays, Jan. 16 – March 6 from 4:15 – 8:45 PM**
 - *Ian Hardie (i.hardie@tvdsb.on.ca) Instructor*
- ✓ **IDEAS (Brain-Based Ways We Think and Learn)** – dramatically identifies brain-based ways students of all ages think and learn
 - **TVDSB Ed Centre: Wednesdays, Jan. 17 – March 7 from 5 – 9 PM**
 - *Nick Karalis (n.karalis@tvdsb.on.ca) Instructor*
- ✓ **Teaching the Skills of the 21st Century** – incorporate real-life skills while teaching curriculum to prepare students for their occupations and lives
 - **Chippewa PS: Tuesdays, March 20 – May 7 from 4:15 – 8:45 PM**
 - *Ian Hardie (i.hardie@tvdsb.on.ca) Instructor*
- ✓ **Achieving Student Outcomes Through Co-Operative Learning**- work with groups of students to combine mastery of the subject matter with the development of life-long interpersonal skills
 - **TVDSB Ed Centre: Wednesdays, March 21 – May 9 from 5 – 9 PM**
 - *Nick Karalis (n.karalis@tvdsb.on.ca) Instructor*
- ✓ **Purposeful Learning Through Multiple Intelligences** – informs educators about Howard Gardner's research on multiple intelligences and shows how to integrate the eight intelligences into the curriculum
 - **Chippewa PS: July 9 – 13 from 8:15AM – 3:30 PM**
 - *Ian Hardie (i.hardie@tvdsb.on.ca) Instructor*
- ✓ **Meaningful Activities to Generate Interesting Classrooms** – trains educators to develop classroom relevance for students through activities, games and simulations
 - **Chippewa PS: July 9 – 13 from 8:15AM – 3:30 PM**
 - *Ian Hardie (i.hardie@tvdsb.on.ca) Instructor*



Contact Melanie McClelland (mccllelland@etfo.org) at ETFO Provincial or visit the ETFO website (www.etfo.ca) for more information.

New Pay Rates Effective February 2007

Pay Grid Effective February 2007 (including 4% Vacation Pay)

Years of Experience	Category A	Category A1	Category A2	Category A3	Category A4
0	\$ 181.84	\$ 194.74	\$ 203.37	\$ 218.55	\$ 232.83
1	\$ 190.71	\$ 206.31	\$ 217.50	\$ 234.20	\$ 249.29
2	\$ 202.84	\$ 219.92	\$ 232.25	\$ 249.65	\$ 265.73
3	\$ 215.08	\$ 234.07	\$ 246.86	\$ 265.74	\$ 282.94
4	\$ 228.20	\$ 247.96	\$ 261.58	\$ 282.75	\$ 301.81
5	\$ 239.47	\$ 261.97	\$ 276.05	\$ 299.77	\$ 320.67
6	\$ 251.54	\$ 275.86	\$ 290.72	\$ 316.76	\$ 339.56
7	\$ 271.70	\$ 289.95	\$ 305.32	\$ 333.77	\$ 358.40
8	\$ 284.64	\$ 303.90	\$ 319.94	\$ 350.79	\$ 377.27
9	\$ 298.43	\$ 317.98	\$ 334.61	\$ 367.79	\$ 396.14
10	\$ 312.22	\$ 339.79	\$ 349.21	\$ 396.57	\$ 419.89

Pay Grid Effective February 2007 (not including 4% Vacation Pay)

Years of Experience	Category A	Category A1	Category A2	Category A3	Category A4
0	\$ 174.85	\$ 187.25	\$ 195.55	\$ 210.14	\$ 223.88
1	\$ 183.38	\$ 198.38	\$ 209.13	\$ 225.19	\$ 239.70
2	\$ 195.04	\$ 211.46	\$ 223.32	\$ 240.05	\$ 255.51
3	\$ 206.81	\$ 225.07	\$ 237.37	\$ 255.52	\$ 272.06
4	\$ 219.42	\$ 238.42	\$ 251.52	\$ 271.88	\$ 290.20
5	\$ 230.26	\$ 251.89	\$ 265.43	\$ 288.24	\$ 308.34
6	\$ 241.87	\$ 265.25	\$ 279.54	\$ 304.58	\$ 326.50
7	\$ 261.25	\$ 278.80	\$ 293.58	\$ 320.93	\$ 344.62
8	\$ 273.69	\$ 292.21	\$ 307.63	\$ 337.30	\$ 362.76
9	\$ 286.95	\$ 305.75	\$ 321.74	\$ 353.64	\$ 380.90
10	\$ 300.21	\$ 326.72	\$ 335.78	\$ 381.32	\$ 403.74



The daily rate is Category A 1 0 for all daily occasional teaching. Effective Feb. 2007, the daily rate is **\$194.74 including 4% vacation pay.** Regular pay and vacation pay are separate lines on your pay statement.

ETFO Equity Report Now Available

The Elementary Teachers' Federation of Ontario commissioned an equity audit of the provincial organization by Dr. Blye Frank, Ph.D. This report is now available at the ETFO website (www.etfo.ca > Quick Links > Equity Audit of the Organization). There is an opportunity for member feedback by email at





CONTRIBUTION INCREASES TO YOUR TEACHERS' PENSION PLAN

Contribution increases, totalling 3.1% of your base earnings, will be phased in over three years, beginning Jan. 2007 and will increase from the current average of 8% of earnings to 11% by 2009. Pension benefits remain the same.

Under the new rates you will contribute to your pension an additional:

- 2.0 % of base earnings in 2007;
- .03 % in 2008; and
- .08 % in 2009.

An average teacher earning \$65,000 a year will contribute \$6,411 to her pension in 2007, \$6,606 in 2008, and \$7,126 in 2009. The increases will be partially offset by lower taxes because pension contributions are tax deductible.

The rate increases, the first since 1990, are being introduced by the Ontario Teachers' Federation (OTF) and the Ontario government to eliminate the pension plan's funding shortfall. The shortfall developed because pension costs have increased faster than plan assets, despite strong returns on plan investments. In addition, the plan expects future long-term investment returns to be lower than in the past. The expected future return is one of the key factors used to determine how much money will be available in the plan to pay all promised pensions.

Since the last rate hike in 1990, members have received numerous benefit improvements, ranging from a permanent 85 factor to a reduction in the CPP offset formula, which results in higher pensions after age 65.

Ontario's Pension Benefits Act requires pension plans to be fully funded over the long term. For the Teachers' plan, this means having enough assets to pay pensions not only today, but 70 years from now, when today's new teachers may still be collecting benefits.

For more information, please visit www.otffeo.on.ca and follow the links to "Securing Teachers' Pensions". Key Points to note are that there will be no change in pension benefits, the member contribution increases, totalling 3.1% of base earnings, will be phased in over next three years so that the funding shortfall will be eliminated



Computer Use and TVDSB First Class

As employees, Occasional Teachers are expected to adhere to the TVDSB's Computer Security Procedures (click "Board" on the TVDSB homepage, then "Policies and Procedures", then "Computer Security Procedures"). This applies not only to computers used in the schools, but also to computer activity from your home computer via board email (First Class). **Section 3.0 Principles** states that "Information technology equipment and data owned by the Board are to be used solely for the furtherance of the Board's objectives and to be consistent with the law, the *Canadian Charter of Rights and Freedoms* and the *Ontario Human Rights Code*."

Any computer activity from your home on board email may be monitored for inappropriate activity as stated in **Section 3.8**: "Systems will be in place to enable the monitoring and detection of inappropriate activity, and the creation of transaction trails for audit purposes."

Section 5.9 Electronic Mail, Conferencing and Other On-line Communications goes on, advising that "The Board may monitor or check from time to time, the contents of electronic messages carried on its computer networks. Electronic mail originating from the Board, like traditional mail, is to be used only to further the Board's objectives, and is the Board's property. All communications are to use appropriate and respectful language and to be consistent with the law, the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code."

The consequences of forgetting that you are using board systems and failing to abide by these policies could be disastrous. **Section 4.8** says "**Failure to comply with the Computer Security Procedures will result in disciplinary action that may include dismissal.**"



ETFO Thames Valley Occasional Teachers' Local

Proudly presents PD Workshops focusing on

Mental Health

Choose to either:

1) Focus on the Child:

One in five school children has mental health problems that affect the child, the teacher and the other students. Gain valuable insights and learn strategies to assist students with behaviour problems due to common mental disorders

Presented by Paul Cook, Althouse Spec. Ed. Instructor and TVDSB Principal

2) Focus on Adults:

Mental Health Awareness 101 deals with the myths and the facts regarding common mental illnesses, unrecognized symptoms and anecdotal stories

Presented by Patricia Van Egmond, Mental Health Public Educator, CMHA London-Middlesex

When: Thursday, January 18, 2007 from 4:30 to 7:30 p.m.

Registration closes Monday, January 15 at noon.
contact@etfotvots.com / 519-641-3936

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

All participants will receive:

- Dinner and chance at door prizes
- On site access to Lending Library
- Free copy of one of the resources below:



When Something's Wrong - Ideas for Teachers (value \$15)

Useful classroom strategies to help us understand and assist students with mood, behaviour or thinking problems. The handbook, in its third printing (2005) is made up of eight sections covering Anxiety Disorders, Autism, Depression, Eating Disorders, Impulse Control Disorders, Schizophrenia, Tourette Syndrome (TS), and Resources. Each section describes the disorder, lists behaviour characteristics, and offers strategies for coping, and relevant resources.

When Something's Wrong - Ideas for Families (value \$20)

Useful coping strategies and resources for parents and caregivers to help them with children who have mood behaviour or thinking problems. This handbook (2004) includes twelve sections covering Managing Problem behaviour in Children, Anxiety and Anxiety Disorders, Autism and Autism Spectrum Disorders, Borderline Personality Disorder (BPD), Eating Disorders, Impulse Control Disorders, Mood Disorders, Schizophrenia, Suicide, Tourette Syndrome (TS), Working with your Health Practitioner, and Resources.



Holiday Celebration and Charity Silent Auction Highlights

The ETFO Thames Valley Occasional Teachers' Local was proud to host this festive event at stately Windermere Manor in London. Again, we exceeded our goals and all proceeds went to Madame Vanier Children's Services, Participation House -Project Hope, and WrapAround. Among our guests were: Bill Bryce, Director of Education with the Thames Valley District School Board, Emily Noble, President of the Elementary Teachers Federation of Ontario, Sam Hammond, Vice President of ETFO, John Cuddie, Human Resources Manager at the Thames Valley District School Board, Phillip Mack, President of the ETFO Thames Valley Teachers' Local, Rian McLaughlin, President of the Hamilton-Wentworth Occasional Teachers' Local and ETFO Provincial Executive Member, and Kim Pearson, President of the Waterloo Occasional Teachers' Local.

Congratulations!

- ❖ Winner of the **VIA Rail Round Trip Tickets** for two from London to Quebec City was ETFO Thames Valley Occasional Teachers' Local member **Donna Newcombe**.
- ❖ Winner of the beautiful gift basket donated by Oxbow Public School was **Jenny Shaw**.



L-R: ETFO President Emily Noble,
Local President Terry Card and
1st Vice President Nancy Miller.

Note to Members:

While the Silent Auction has been very successful these past four years and we have proudly donated thousands of dollars to Madame Vanier Children's Services, The Children's Safety Village, Merrymount Children's Centre, Participation House – Project Hope and The WrapAround Initiative, the Executive had hoped that members would embrace the evening as a Christmas Celebration with their peers. This has not been the case and so we will look for alternative opportunities to provide outreach to the community next year.



OCT Fees Due – January 1st, 2007

Annual membership fees are due January 1 of each year and payment must be received before April 15 to maintain your good standing status and to be eligible to teach in Ontario schools. Teachers in good standing whose fee is not deducted automatically from payroll and who have not remitted their fees will receive a reminder invoice by mail in mid-February. You do not need an invoice prior to paying.

The Board does not deduct these fees from either long-term or short-term Occasional Teachers. The Board does deduct college fees from full-time and part-time permanent Teachers.

You can pay your fee by Visa or Mastercard, either on the OCT web site or by phone. You can also mail a cheque or money order payable to the College. (Please do not postdate the cheque. Write your registration number on the back and ensure we have your current contact information.) Your fee payment must be received by April 15 or your membership status will be changed to Suspended Non-payment of Fees.

To pay on-line, go to the Ontario College of Teachers' website at www.oct.ca

To pay with credit card by phone, call the Ontario College of Teachers at 1-888-534-2222

To pay by cheque, mail to -
Ontario College of Teachers
121 Bloor Street East
Toronto ON
M4W 3M5

Can I pay a reduced OCT membership fee if I only work occasionally?

The costs of recording a teacher on the College register, tracking qualifications and ensuring that work meets the standards of the profession are the same whether a teacher works full-time, part-time or only for a certain period of the school year. For this reason, the College sets one flat fee for the calendar year.

The OCT membership fee is one of the lowest among Ontario's professional bodies. College Council sets the fee as low as possible while supporting the costs to certify and regulate the teaching profession.

First Class Email Services with TVDSB

Just a reminder that FIRSTCLASS email is recommended for all Board business. On your Desktop you will want to pay particular attention to the JOB POSTINGS folder (for upcoming LTO assignments); OCCASIONAL TEACHER folder > Occasional Elementary subfolder (for periodic notices and/or information); and, of course, your own MAILBOX folder



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Jonathan Hill, State Farm Insurance
Joseph's Winery, Niagara
Kelsey's Restaurant, Woodstock
Kirby, Pat and Bev
L'Atelier Grigorian
Lang's Bus Lines Limited
Lewis, Gene - ETFO Gen. Sec.
Libro Financial Group
London Pro Musica
M & M Meats, St. Thomas
MacMillan, Shirley
MacMillan, Carol
Margaret's Fernlea Flowers, Aylmer
Masonville Place
McCabe's Promotional Advertising
McClellan, Lynn
McCormicks of Canada
Melo, Susan - reflexologist
Miller, Nancy and Mike
Montana's Cookhouse, Woodstock
Mufflerman, St. Thomas
Murphy Bus Lines
Mythic Grill
Noble, Emily - ETFO President
Oegema Turkey Farms, Talbotville
Ontario Teachers' Insurance Plan
Orchestra London
Oxbow PS, Ilderton
Pestill, Gladys
Peter Robson Studios, Sparta

Picard Peanuts, St. Thomas
Pizza Hut, Fanshawe; St. Thomas
Pizza, Pizza; London or St. Thomas
Real Cdn Superstore, St. Thomas
Red Lobster, Wellington Rd.
Remark Fresh Markets
Reid, Janice - Princ. Locke's PS
Richmond Florists
Riverside PS, London
Robert Q Airbus
Robson, Cathy - RMT
Rona Hardware
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Scott Street PS, St. Thomas
Sherwood Forest PS, London
Starbucks, Wonderland
Sandford Canada
Scholar's Choice, Masonville and
Wonderland Rd.
Scholastic Books
Shoppers Drug Marts, Adelaide;
Masonville; Wellington; St. Thomas
SISU Import Store, Richmond
Somerset Fine Wines, London
Sparta Tea Room
Spicer's Bakery, Aylmer
Springer, Nancy and Jerry
Staples, Wonderland South
Starbucks, Wonderland
Stockford, Carol
Stratford Festival
Stringle, Polly
Suki Salon and Day Spa
Swiss Chalet, Beaverbrook
TD Canada Trust
TSC, St. Thomas
Taylor, Carol and John
Thames Valley District School Board
The Alex P. Keaton
The Chocolate Factory, London Market
The Flower Fountain, Aylmer
The Grand Theatre

The Source by Circuit City, Aylmer
The Toy Shoppe
Tiger Jack's Restaurant
Timber's Chophouse
Tony Roma's, Wellington Rd.
TSC, St. Thomas
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Westhaven Golf Course
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