

The Supply Line

ETFO Thames Valley Occasional Teachers' Local

Volume VIII Issue 3

December 2005

President's Notes: An interesting newspaper article came my way the other day, written in the Whig Standard by Kingston Principal Ellen Bater. It could as easily originate in Thames Valley and it began:

Here are a few of the most common reasons young citizens in my school offer when their behaviour has deteriorated such that they must visit the Principal's Office.It's not my fault; the teacher got me in trouble; He or she hit (punched, spit, kicked, shoved) me first; Everybody was doing it... If you're removed, however from the world of the elementary school, you might not be aware that, with increasing frequency, childish mischief has been replaced by serious hard-core misdemeanours. I receive students at my office door (as do my colleagues) who have sworn at teachers, threatened bodily harm to peers, physically or emotionally bullied others, thrown chairs, etc. at supervising adults, destroyed property and written or shouted death threats.

These observations are common knowledge to Occasional Teachers, but if we acknowledge the societal changes in our classrooms, we must also reflect on our interaction with these students. No teacher is more vulnerable to allegations than an Occasional Teacher. Too often, benign comments and gestures by members have been misinterpreted and led to unfounded accusations and investigations by the Board, the Children's Aid /Family and Children's Services and the Police. Local experience has proven that retired teachers are most at risk; though the grade and curriculum are familiar, retirees are now strangers to the staff, students and the parents with little opportunity to develop the trust and confidence of the school. Management techniques once used as a permanent teacher may be considered unacceptable for this new role.

Occasional Teachers wear a target and though the Union will see members through the process, we encourage members to teach defensively:

- Teach with an open door;
- Never find yourself alone with a student;
- Familiarize yourself with the classroom

- routines and school expectations;
- Supervise your students at all times;
- Avoid confrontation with students. Call for administrative support. No issue is worth sacrificing your career;
- Avoid all physical contact with students;
- Avoid impulsive remarks;
- Trust your instincts. Document all difficulties, leave a copy for the Teacher and keep your own records for future reference.

Please reflect on your practices for it can happen to you.

On a brighter note, we wish all of you the best for the holidays and a very happy new year.

Terry Card

TVARRIS UPDATE

Ensure that your TVARRIS profile is accurate. The system is bogging down calling members who are listed for divisions/grades that they will not teach. Use the TVARRIS section of the Employee Portal to select your schools, then contact Sandi Douglas (Phone 452-2925 /or s.douglas@tvdsb.on.ca) to further refine your profile e.g. can teach French, will only accept SK/JK assignments etc.

WHMIS REVIEW

All Occasional Teachers must complete the on-line WHMIS recertification module. You will receive a one time payment of \$25 as compensation for your time.

Go to the Employee Portal → *WHMIS* in the left border → *Training*. Select *Casual Employee, Position that involves Teaching*.

The test will take approximately one hour and a passing grade is 80%.

Maintain a copy of your Final Test Result ID Number and for clarification contact: TVDSB Staffing Officer, Sandi Douglas at Human Resource Services.

Email: s.douglas@tvdsb.on.ca / 452-2925



Seasonal Affective Disorder (SAD)

Weather often affects our moods. Sunlight breaking through clouds lifts our spirits and a dull day makes us feel gloomy. Generally these shifts in mood do not affect our ability to cope with daily life. Some people, however, are vulnerable to a type of depression that follows a seasonal pattern. For them, the shortening days of late autumn are the beginning of a clinical depression that can last until spring, called "Seasonal Affective Disorder," or SAD.

SAD seems to be related to the seasonal variations in light. A "biological internal clock" in the brain regulates our circadian (daily) rhythms. This biological clock responds to changes in season, partly because of the differences in the length of the day. For many thousands of years, the cycle of human life revolved around the daily cycle of light and dark. We were alert when the sun shone; we slept when our world was in darkness. The introduction of electricity has relieved us of the need to be active mostly in the daylight hours. Our biological clocks still tell our bodies to sleep as the days shorten which puts us out of step with our daily schedules. Other research shows that neurotransmitters, chemical messengers in the brain that regulate sleep, mood, and appetite, may be disturbed in SAD. Awareness of this mental condition has existed for more than 150 years, but it was only recognised as a disorder in the early 1980s.

A mild form of SAD, referred to as the "winter blues," causes discomfort, but is not incapacitating. Research in Ontario suggests that 2% to 3% of the general population may have SAD while 15% have the "winter blues."

SAD can be a debilitating condition affecting personal and professional lives but even people with severe SAD can get rapid relief with treatment. It is important to learn about the symptoms, and to know that there is treatment. Many of the symptoms are similar to those of other types of depression or bipolar disorder. Even physical conditions, such as thyroid problems, can look like depression. Generally, symptoms that recur for at least 2 consecutive winters, without other explanations for the changes in mood and behaviour, indicate the presence of SAD. Other common symptoms of SAD include oversleeping, extreme fatigue, increased appetite with carbohydrate craving, overeating and weight gain, difficulty concentrating and feelings of anxiety and despair. With more severe episodes, people may have suicidal thoughts.

People with mild symptoms can benefit from spending more time outdoors during the day and arranging their environments so that they receive maximum sunlight. Trim tree branches that block light, for example, and keep curtains open during the day. Move furniture so that you sit near a window and add lamps.

Exercise relieves stress, builds energy and increases your mental and physical well-being. Build physical activity into your lifestyle before SAD symptoms take hold. If you exercise indoors, position yourself near a window. Make a habit of taking a daily noon-hour walk. The activity and increased exposure to natural light can raise your spirits.

A winter vacation in a sunny destination can also temporarily relieve SAD symptoms. Many people with SAD respond well to exposure to bright, artificial light. "Light therapy," involves sitting beside a special fluorescent light box for several minutes day. Consult a qualified health care professional before beginning light therapy.

Antidepressant medications are safe and effective in relieving severe symptoms. Counseling and therapy, especially short-term treatments such as cognitive- behavioural therapy, may also be helpful for winter depression.

Anytime you feel depressed for long periods, if your sleep and appetite patterns change dramatically or if you find yourself thinking about suicide, you should seek professional help, for example, from your family doctor. There is relief from depression and from SAD.



Calling all Newly Graduated Teachers

The Local wants to support you as you begin this challenging career.

If you are in your first 3 years of Occasional Teaching, participate in this new committee. Have input into forums and workshops specific to your needs.

Committee will meet at 5 PM on January 9, 2006 at the OT Offices.
(a light meal will be provided)

Call 641-3936 if you are interested.

Websites worth visiting ...

Teach-nology.com (www.teach-nology.com)

- A web portal for educators offering free access to 21,000 lesson plans, 5,600 printable worksheets, over 200,000 reviewed web sites, more than 50 teaching articles, 60 teaching themes, rubrics, educational games, teaching tips, advice from expert teachers, teacher downloads, web quests, and teacher tools for creating exciting classroom instruction.

Learning Page (www.learningpage.com)

- A huge collection of professionally produced instructional materials for you to download and print. Lesson plans, books, worksheets, and much more can be found on the site.

LessonPlanz.com (www.lessonplanz.com)

- A directory of free lesson plans and lesson plan resources for all grades and subjects.

Lesson Factory (www.lessonfactory.com)

- Source for countless original lesson plans from educators across the country. Here you'll find great ideas from teachers for teachers.

Teachers First (www.teachersfirst.com)

- A rich collection of lessons and web resources for K-12 classroom teachers, their students, and even students' families. Materials are arranged by subject area and grade level, making it easy to locate lesson plans and associated web resources quickly. Eg. Study Harry Potter.

Link to Learning (www.linktolearning.com)

- Quick links to websites that support the Ontario Curriculum (K-8).

Lessons Plans Page (www.lessonplanspage.com)

- A collection of over 2,000 lesson plans, primarily at the elementary level. Elementary school teachers get lesson plans that are ready to use in their classrooms.



Tab 4 Kids Wheels

Aurilla Ripley, Donna Timpany, members; Fay Rath, volunteer

In September 1992, students in Aylmer schools saved pop can tabs for one year in order to purchase a manual wheelchair for a St. Thomas child. This practice has continued and as a result, 16 children have been provided with independent mobility at home and at school. Currently, *Tabs 4 Kids Wheels* is saving pop can tabs for a student at McGregor School in Aylmer who suffers from Duchene's Muscular Dystrophy and is unable to walk.

A motorized chair costs almost \$15,000 while a manual wheel chair is half the price. The government will pay up to 75% leaving the remaining four to five thousand dollars up to the families. *Tabs 4 Kids Wheels* sells the pop tabs to recyclers and deposits the money in a separate savings account until it is possible to purchase the next child's chair. The chairs are designed to grow with the child, delivering about 10 years use. Teachers note significant academic improvement once the students become more mobile.

Churches, businesses, organizations and more than thirty Thames Valley schools have joined the campaign. Now we are appealing to the ETFO Thames Valley Occasional Teachers to encourage their students to collect pop can tabs for this cause.

Call the OT Office at 641-3936 to drop off tabs or bring tabs to any OT Workshop. Tabs can also be sent via Board courier to the attention of Carol Reid at Northdale Central P.S. in Dorchester.

Go to www.geocities.com/tabs_4_kids_wheels to find out more about this effort.



Retired Women Teachers of Ontario



Retired Women Teachers of Ontario Area 3: London and Middlesex Branch

The retired women teachers of London and Middlesex have committed:

- To provide a strong communications network and opportunities for social interaction among retired women teachers;
- To provide interesting and challenging programs for intellectual stimulation, information and cultural enrichment;
- To provide support for colleagues especially in times of illness, stress and sorrow;
- To provide a unique form of Hospital Care Insurance exclusively for members and their spouses at a reasonable cost.

Upcoming noon hour meetings include:

- Travel Times and Tips in March;
- A History of Hats in April; and
- the May Golden Anniversary Lunch and Annual Meeting.

For further information contact local President: June Levy – 473-3612

Teaching After Retirement



Plan provisions restrict how much you can teach after retirement. Here's what you need to know about the rules.

Restrictions on working in education after retirement are scheduled to change August 31, 2006.

Rules in effect until Aug. 31, 2006

- Maximum 95 days of re-employment in any school year from Sept. 1, 2001, to Aug. 31, 2006, regardless of how many days you may have taught in the past.

Rules in effect after Aug. 31, 2006

- Maximum 95-days of re-employment in each of the first three years in which you return to teaching. These don't 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 temporary rules went into effect Sept. 1, 2001, count.
- Years taught during the window – Sept. 1, 2001, to Aug. 31, 2006 -- don't count.

When you reach the limits

You must notify the Ontario Teachers' Pension Plan when you reach the teaching limit. Your employer will deduct pension contributions from your pay on your 96th day of re-employment. Your pension will be suspended if you continue to teach the month after you exceed the limit. Your pension will be reinstated the month following your last day of re-employment.



Understanding your TVDSB Statement of Earnings and Deductions

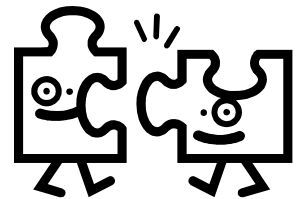
Earnings	Days/Hours	This Pay	Year To Date
Regular Pay	# days (.5 or more)	\$\$\$	\$ / 2005
Retroactive Adjustment			\$\$\$
Payment in Lieu of Benefits - OTE			\$4/day for LTOs longer than 3 months
Lump Sum One Time Payment			\$ 25 WHMIS honorarium for 80% WHMIS
Vacation Pay		Additional 4%	
Total Earnings		\$\$\$	\$ / 2005

Days/Hours	Rate	Amount
# of days	STOs calculated as per diem (LTOs on grid)	\$\$\$ this pay

Deductions	Coverage	This Pay	Year To Date	Board Share This Pay
Employment Insurance		Mandated	\$\$\$ / 2005	Equal share
Canada Pension		Mandated	\$\$\$ / 2005	Mandated
Income Tax		Individual	\$\$\$ / 2005	
Teachers Pension		Set by OTF	\$\$\$ / 2005	
Elementary Occasional Teachers' Du		\$ 1.60 / \$100 (ETFO Toronto)	\$\$\$ / 2005	
ETFO Occasional Teachers' Levy		\$ 0.30 / \$100 (ETFO Local)	\$\$\$ / 2005	

Total Deductions		\$ sum of above	\$\$\$ / 2005
Net Deposit	\$\$\$ this pay		

ACRONYMS used in TVDSB Education



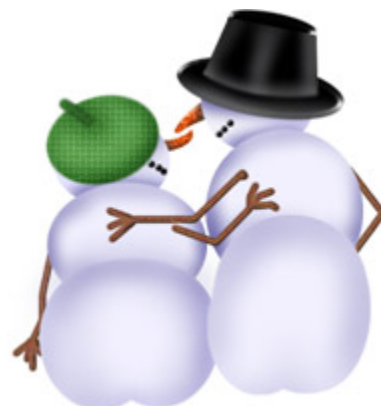
ADD	Attention Deficit Disorder
ADHD	Attention Deficit Hyperactivity Disorder
AEP	Annual Education Plan
AEFO	Association des enseignantes et des enseignants franco-ontariens
CAS	Children's Aid Society
CBC	Collective Bargaining Committee
CCT	Computer Contact Teacher
CLC	Canadian Labour Congress
CTF	Canadian Teachers' Federation
EA	Education Assistant
EAP	Employee Assistance Plan
EI	Employment Insurance (formerly Unemployment Insurance)
ELMO	Elgin, London, Middlesex, Oxford (founding Boards)
ESP/PSP	Education Support Personnel/ Professional Support Personnel
ETFO	Elementary Teachers' Federation of Ontario
EQAO	Education Quality and Accountability Office
F&CS	Family and Children's Services
FWTAO	Federation of Women Teachers' Association of Ontario (now a part of ETFO)
FTE	Full time equivalent
HRS	Human Resource Services
IEP	Individual Education Plan (for special needs students)
IPRC	Identification, Placement and Review Committee
ISA	Intensive Support Assistance (grant for special education)
JHSC	Joint Health and Safety Committee
LST	Learning Support Teacher
MSDS	Material Safety Data Sheet
OCT	Ontario College of Teachers
OECTA	Ontario English Catholic Teachers' Association
OFL	Ontario Federation of Labour
OHSA	Occupational Health and Safety Act
OISE	Ontario Institute for Studies in Education
OPC	Ontario Principals' Council
OPSBA	Ontario Public School Boards' Association
OPSTF	Ontario Public School Teachers' Federation (now a part of ETFO)
OSSTF	Ontario Secondary School Teachers' Federation
OTF	Ontario Teachers' Federation
OTIP	Ontario Teachers' Insurance Plan
OTPP	Ontario Teachers' Pension Plan
PRS	Professional Relations Services (ETFO Provincial Office)
QECO	Qualifications Evaluation Council of Ontario
RTO	Retired Teachers of Ontario
SEAC	Special Education Advisory Committee (TVDSB Board committee)
SEB	Supplemental Employment Benefits
TPA	Teaching Profession Act
TPP	Teachers' Pension Plan
TVARRIS	Thames Valley Absence Reporting and Replacement Information System
WHMIS	Workplace Hazardous Materials Information System
WSIB	Workplace Safety and Insurance Board

Thanks to our generous donors:

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Ashton - Drake Galleries
Athletic Club, Wonderland
Aylmer Block Parent Programme
Best Western Lamplighter Inn
Best Western Stoneridge Inn –
Pasto's Dining
Blacks Photography
Blockbuster Video, Fanshawe
Boston Pizza, Wonderland
Bradford Exchange
Briwood Farm Market, St. Thomas
Brunswick Huron Bowl
Bryce, Bill – TVDSB Director of
Education
Campbell, Eileen
Canada Post, Wellington
Canadale Nurseries, St. Thomas
Canadian Pizza, Wonderland and
Sarnia
Canadian Tire, First Ave., St.
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Card, Terry
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Clocks and Collectibles,
Westmount
Colter, Sharron and Don
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Courtesy Ford Lincoln
Crabby Joe's, Wellington and
Dundas
Davis, Ann
Disbrowe Pontiac Buick, St.
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Doyon, Nancy
Durkee's Ltd., Aylmer
Eastside Mario's, St. Thomas
ETFO Thames Valley OT Local
ETFO Thames Valley Teachers
Factory Shoes, London
Fellow's Fernlea Flowers,
St. Thomas
Flower Fountain, Aylmer
Four Points Sheraton, London
Goodlife Fitness, Sherwood Mall
ETFO Hamilton Wentworth OTs
Harry's Automotive
Heaven Scent, Wortley Village
Heritage Lanes, St. Thomas
Import Garden, Galleria Mall
Innovations in Hair
John's Valumart, Wortley Village
Johnson, Angus
Jonathan Hill, State Farm
Insurance

Jumbo Video, Adelaide
Kelsey's, Woodstock
Ken Varley Trio
Kirby, Pat and Bev
L'Atelier Grigorian
Llyndinshire Golf Club
London Pro Musica
M & M Meats, St. Thomas
MacMillan, Shirley
Masonville Mall
McCabe's Promotional Advertising
McClellan, Lynn
McGregor Auto Parts, St. Thomas
McInnes, Catherine, musician
Melo, Susan
Michael's on the Thames
Miller, Nancy and Mike
Montana's, Woodstock
Nurturing by Nature, St. Thomas
Oegema Turkey Farms Ltd.,
Talbotville
Oihje Salon & Spa
Ontario Teachers' Insurance Plan
Orchestra London
Palasad Wonderland
Peter Robson Studios, Sparta
Picard Peanuts, St. Thomas
Pizza Hut, Fanshawe, London; St.
Thomas
Pizza, Pizza
Posno Flower Service
Premier Fitness / Mademoiselle
Fitness
Real Canadian Superstore, St.
Thomas
Remark Fresh Markets, Oxford
Street
Richmond Florists
Robert Q Airbus
Robson, Susan RMT
Saffron's Fine Dining - Fanshawe
College
Scholar's Choice, Fanshawe; and
Wonderland Rd.
Scholastic Books
Selenas Fashions, Westmount
Mall
Shell station - Wonderland at
Sarnia
Shoppers Drug Marts, Adelaide;
Masonville; Wellington; St. Thomas
Sinker, Janice – Moonlight 6
Sleep Country, Exeter &
Wellington,
Snell, Pauline
Springer, Nancy and Jerry
St. Willibrord Credit Union

Staples, Wonderland South
Stockford, Carol
Stringle, Polly
Suki Salon and Day Spa
Swiss Chalet, Wonderland at
Beaverbrook
TD Canada Trust
Thames Valley District School
Board
The Beanery Café and Grill, St.
Thomas
The Comos, Vintage Rock Band
The Grand Theatre
The Toy Shoppe – Rosie's
Resource Loft
Tim Horton's, Wellington/Baseline; St.
Thomas
Tony Roma's, Wellington Rd.
Toronto Elementary Occasional
Teachers
TSC, St. Thomas
Tuckey Home Hardware, Wortley
Village
Tuscany Grill – Four Points
Sheraton
Verrinder, Joyce
Verrinder, Laura and Norm
Vickie and Company Hair Styling
Walters, Audrey
Waterloo Region Elementary OT
Local
Wayside Restaurant, Talbotville
Westmount Mall
Wharncliffe Chrysler
Wilson, Enid
Wilson, Lorna
Yarmouth Insurance, St. Thomas
Zacks Fashions
Zippy Print, London





PD FOR OCCASIONAL TEACHERS

Best Western Lamplighter Inn - 591 Wellington Road, London

January 26, 2006 from 4: 30 PM - 7:30 PM

Dinner, door prizes and choice of one workshop
Registration is firmly restricted to 35 people per workshop.
All others will be put on a waiting list.

1) So You're Teaching Your Own Phys. Ed. - Don't Panic

- Explore the strands of the curriculum while learning fun new activities. Leave the workshop "panic-free" with clear ideas about program planning, classroom management, safety, assessment, evaluation and resources.

Presenter from: OPHEA (Ontario Physical Health Education Organization)

OR

2) NUTRITION P.I. for Kindergarten - 3:

- This program integrates with math, science, social studies, the arts, language and health - a simple and effective approach to involving children in the discovery of foods.

Presenter: Dietician from the Dairy Farmers of Canada

Registration firmly closes Sunday, January 22, 2006

641-3936 / contact@etfovts.com

(Only successful applicants will be notified)

Charity Silent Auction and Holiday Celebration

The Thames Valley Occasional Teachers' hosted their Third Annual Charity Silent Auction on the evening of December first at stately Windermere Manor. The Great Hall was beautifully decorated for Christmas, and with the sweet music of the Ken Varley Duo, delicious hors d'oeuvres and the snow gently falling, it was a wonderful beginning to the festive season.

Many area businesses donated items such as tickets to the London Knights and other events, leather briefcases, crafts, and gift certificates for restaurants hotels and services.

Many members brought their families and friends. We were also pleased that the Director of Education, Bill Bryce spent time with us and generously allowed guests to bid on "Lunch with the Director". John Cuddie and Sandi Douglas, Human Resources Manager and Staffing Officer also enjoyed the evening.

Out of town guests included Gene Lewis, Secretary General of ETFO; David Clegg, ETFO 1st Vice-President; Barb Burkett, ETFO

Female Vice-President; ETFO Executive member Rian McLaughlin and ETFO Executive Assistant Lynn McClean, plus guests from the Hamilton-Wentworth and Waterloo OT Locals.

By evening's end, we raised almost \$4000 for The Children's Safety Village, Participation House - Project Hope and the WrapAround Initiative. The local pays all actual costs of this holiday celebration so a hundred per cent of funds raised belong to our charities.

Thanks to everybody for your support!

Please note the sponsors listed and offer your business first to those that generously give back to their community.

