

The Supply Line

Volume III, Issue 4

April, 2001

President's Notes:

Occasional teaching is an occupation with many commendable attributes. High on the list are flexibility and the presentation of challenges; each new assignment is like taking a new job. It can bring satisfaction or stress, and perhaps some of both. However, whether you thrive or survive, you face it alone. When you collide with new routines, don't you wish you had others to talk to? Wouldn't you like to share your successes? Judging by my conversations with members, I know many of you would like to increase your contact with other members. Your opportunity is approaching.

Our Annual Meeting will be held May 31, at the Lamp-lighter Inn in London (notice attached). We will talk about the current issues in Education and we will conduct our elections. This year we lost a Treasurer and two Collective bargaining members to permanent hires. We wish them great success. Recruits are needed. Please consider stepping forward and accepting this challenge. Your participation on the Executive will bring you the opportunity to meet others who confront the same difficulties that you face. There are training opportunities available, and you will have a vote on decisions about how Local and Provincial membership money can be best spent. Our Local participates in the Board's Joint Health and Safety Committee and their Harassment Committee. We have had input into Board policies and procedures. We sit with other area Teacher federations on a joint Political Action Committee and we lobby Provincial ETFO with many other OT Locals for Occasional Teacher interests.

Even if you do not feel able to run for office, the Annual Meeting is a chance to meet other members and to voice your opinions about the issues facing the Federation. What do we do well and where is there room for improvement?

Each elected Executive position has one vote.

- The Communications Officer assists in preparing the Local publications to maintain communication and relay pertinent information to the membership. Our new telephone Info-line and email makes this much easier. (1 meeting/month +2-4hrs)
- The Treasurer pays the bills, maintains the financial records of the Local, arranges for our annual audit, and reports at each Executive and General Meeting. Provincial ETFO sets

aside several days each fall, to provide *Quick Books* computer training to new Treasurers, and support is never more than a phone call away. (1 meeting/mo.+ bookkeeping)

- The Chief Negotiator is privy to the bargaining issues and negotiations throughout the Province and acts as liaison between Provincial ETFO, the Local Executive and the Collective Bargaining Committee. A background in bargaining is an asset. (1-2 meetings/month + varied hrs.)

- The Secretary records the minutes of all meetings, and prepares these for circulation. The Secretary forwards an annual report to Provincial ETFO by June and maintains the records of the Local. Computers make this a less time consuming task than it once was. (1 meeting/month + 3 hrs)

- The Vice Presidents assume the role of the President in the President's absence and assist in the duties of the Local. These are excellent positions to learn about the organization and have a say in its direction. (1 meeting /month + 2 hours)

- The President is the spokesperson of the Local and transacts the business of the Local between meetings. The President is the liaison between the Board, the Teacher Local, the Provincial Office, other federations, the Local Executive and the membership. The President sits on all Local committees and is a member of the Collective Bargaining Committee. For this position, candidates should have prior Local Executive experience. (100 days this year)

We will also elect delegates and alternates to attend the ETFO Provincial Annual Meeting at the Toronto Sheraton Hotel, August 14 - 17 to vote on issues of concern to us all.

I invite you to join us and meet your colleagues May 31st at our Annual Meeting and Elections and to help shape your future.

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" Teachers Bring Learning to Life"
ETFO's billboard and magazine campaign,
promoted through the *Seeds of Learning* in
every elementary school in Ontario





Your Frequently Asked Questions @

Dear Terry:

I am a retired teacher approaching my 95 day limit. I've heard there's a way I can teach for 19 more days. Can you fill me in? - Earnest

Dear Earnest:

In "Teaching After Retirement", the Teachers' Pension Plan Board publication states that "...your pension will stop at the end of the month following your 96th or 2nd day of re-employment." I have verified with the Pension Board that it's permissible to teach until the end of the month that you reach your teaching limit of 95 or 20 days. - Terry

Dear Terry:

Can I get my ATTN fees reimbursed? - Economus

Dear Economus:

If you submitted an Interest in an Elementary Teaching Position form with an Evaluation Report by April 30, you are eligible to submit your receipt to Sandi Douglas in Human Resource Services at the Thames Valley District School Board, 1250 Dundas Street, London Ont., N5W 5P2. - Terry

Dear Terry:

When will the Board begin hiring for permanent teaching positions? - Emulous

Dear Emulous:

The Board expects to begin after Round 3 for new hires in mid-June and once again, the positions will be posted on the ATTN. - Terry

Dear Terry:

Where do I get a QECO application and how do I prove I'm an ETFO member? - Entitled

Dear Entitled:

Call 1-800-385-1030 or download the form at www.qeco.on.ca. Photocopy your O. T. pay stub to verify that you have paid dues. - Terry

Dear Terry:

It seems to me that the Occasional Teacher shortage could be alleviated if retirees were allowed to teach more days. What's being done about lifting these restrictions?

- Euclid

Dear Euclid:

Gene Lewis, the General Secretary of ETFO has noted, "Retired teachers must be allowed to work where and when they choose without their pensions being affected." Locally, we are lobbying the TVDSB at the Human Resource Services level and the Trustees to follow the lead of other School Boards by petitioning the Pension Board to lift or amend teaching restrictions so that our retired Teachers have the option of teaching beyond 95 / 20 days. Even if the pension board partners agree to make these changes, the provincial government has final say, and it views retiree teaching as "double-dipping". - Terry

Pregnancy and Fifth Disease

Fifth Disease, *Erythma infectiosum* is caused by Parvovirus B19 and is a common childhood virus. Malaise and mild cold symptoms are most common, but a third of patients develop a light red and lacy rash on the body or a rash on the face which looks like the person's face has been slapped. (The disease is also known as slapped-face disease.) The virus is spread in the early stages of illness through secretions of the nose and mouth or by blood. Once the rash appears, the person is no longer contagious.



Most adults have developed immunity to this disease. A blood test can be done to see if you are immune. Pregnant women who are not immune could pose risk to their developing baby leading to miscarriage or aplastic anemia in the fetus if they contract Fifth Disease.

Because of several recent incidents of Fifth Disease in Thames Valley schools, the Local recommends that all pregnant Occasional Teachers request a blood test (covered by OHIP) from their doctors to see if they are immune. If pregnant Teachers are found to be not immune, they should enquire whether Fifth Disease has been detected in a school before accepting any teaching assignments. Members can also call the Communicable Disease Division at their local Health Unit for more information or click on Communicable Diseases on line at: www.healthunit.com

Did You Know ?

In a recent ComQuest survey, 53% of elementary schools in Ontario reported an increase from last year in the number of Teacher absences not covered by an Occ. Teacher. In 78% of these schools this was due to lack of Occasional Teachers. Only 17% cited budget restraints as the cause.



TIME LINES TO WATCH

- APRIL 28** Day of Mourning for Canadian workers severely injured, suffering from work related illness or who have died in the workplace - organized in 1984 by the Canadian Labour Council
- APRIL 30** **Evaluation Reports** due at Human Resource Services
- APRIL 30** Deadline to apply for ETFO bursaries and awards; contact 439-2508 for applications
- MAY 11** Deadline to claim 2 free tickets to John Raulston Saul lecture -Toronto on Mon., June 11; 439-2508
- MAY 15** RSVP due for Annual Meeting at Lamplighter Inn; phone 439-2508 or email tjcard@email.com
- MAY 25** Nominations for Local Elections close
- MAY 31** Local Annual Meeting and Elections at Lamplighter Inn, 4:30 - 7:30 p.m.

LOCAL EXECUTIVE, 2000 - 2001

President	Terry Card tjcard@email.com 439-2508	2nd Vice President	Richard Thompson 439-7810
1st Vice President	Linda McLean 679-5643	Treasurer	Patt Nunn 633-8629
Secretary	David Patterson 643-6370	Chief Negotiator	Ken Beckett 672-2414
Communications	Donna Daugavietis donna-teacher@home.com 474-4075	Member-at-large	Keith Tapp 681-0966

- Visit www.etfo.on.ca for updates on issues regarding education in Ontario.
- We accept newsletter articles, ideas and anecdotes for publication.
- Please notify us when you move or if you receive this newsletter in error!

Your Website:	- www.etfovots.com (For Collective Agreement Username/password - votca)	Your Info-Line:	- 637-9625 (updated regularly)
ETFO Emergency	- 1-888-838-3836	L.T.O. Postings:	- www.tvdsb.on.ca or 452-2970
		Teacher's Pension	- 1-800-668-0105

From Our Members

Aurilla Ripley (a 2000 retired teacher and a current Occasional Teacher) visited Jamaica with her family this past March as guests of the President of the Jamaica Teachers' Association, Lorraine Judith Spencer Jarret.

The 1st Teachers' Conference for High School Teachers of the Caribbean took place March 14-16 at Ocho Rios with representatives from the Caribbean and the United States. The Canadian federation was unable to attend, but the Canadian flag was displayed in honour of the Ripley family's presence.

The opening ceremonies were attended by Jamaica's Minister of Education, UNESCO and other dignitaries. Sessions were held on Graduate Expectations, Mathematics, Computers in the Classroom etc. and included a heated discussion about discipline and violence in the schools and in society. Delegates exchanged educational initiatives and later visited a local school.

The Ripleys had time to interact with the other delegates and share common educational interests. They

discovered that Jamaican schools are in need of books for their libraries and are now investigating ways of forwarding surplus Ontario books to Jamaica.

Submitted by Aurilla Ripley

More Recommended Free Educational Websites

www.thegateway.org - sponsored by the U.S. Department of Education, this site provides links to high quality educational materials including lesson plans, activities and projects for all grades

www.school.discovery.com - from television's Discovery Channel, this is a library of creative curriculum resources

www.glef.org - The George Lucas Educational Foundation provides information on innovative classrooms, skillful educators, involved communities and professional growth

www.education-world.com - teacher lessons and curriculum ideas, reviews, themes for all grades

www.figurethis.org - a fun math site for teachers and students

www.ed.gov/free - hundreds of educational resources from U.S. Federal government agencies



Getting The Job You Want by Wally Moffatt *

Whether boards are hiring a few teachers or several hundred, they wish to hire the very best, so prepare thoroughly.
→Review your skills and experience relative to the position offered. Put your qualifications in the context of the specific job. Project yourself into the new role.

→Review the board's philosophy, directions and priorities.

→Practise for the interview with colleagues, friends and mentors. Consider possible questions. Be prepared to discuss current educational issues.

→Consider your style, not just your content. Watch for speech mannerisms. Tape yourself in a mock interview.

→think about the future. In many interviews you will be asked about future plans and leadership aspirations.

→Dress appropriately. While school dress is more casual and relaxed these days, the interview is a formal setting. Traditional clothing is still the best.

→Be conscious of body language; sit tall with head erect and make good eye contact. Avoid gestures such as pointing or finger waving.

→Listen carefully and answer the question exactly as it was asked.

→Maintain your focus. Be specific and use concrete examples whenever possible.

→Ask for clarification if necessary and take your time. It is appropriate to pause before responding while you are framing and sequencing your answer.

→Be prepared to respond to a personal question such as "Why should we hire you?" Have your qualities, strengths and skills in order, and don't be too modest.

→Make cautious use of humour; don't let your judgement come into question.

→Don't let cynicism, prejudice or intolerance creep into your answers. avoid putdowns or negative expressions.

→Avoid "I guess" or "I might" or "perhaps" or "maybe". Begin every statement in a positive, assertive fashion.

Getting the job you want is not rocket science. It will, however, take time and effort. The time you invest, however, could lead to enormous personal and professional satisfaction and more than repay your efforts.

* Excerpted from the ETFO Voice article "Résumé Writing and Interviewing Skills", Spring 2000.

The 60 page book, "Getting The Job You Want" by Wally Moffatt and published by ETFO, is available from Shop ETFO at www.etfo.on.ca for \$15.00.

A draw for 6 copies will be held at our Annual Meeting on Thursday, May 31st from 5:00 - 7:30 pm at London's Lamplighter Inn.



Winners of the Friendly Schools Survey

We were pleased to receive more than 150 ballots from the Friendly Schools Survey. As Blaine Sorenson notes in her January article in *The School Administrator*, pay is not the No. 1 or No. 2 reason why substitute Teachers leave teaching. "Research by the Substitute Teaching Institute has revealed that a substitute Teacher's perceived lack of success in the classroom and lack of appreciation do more to hasten their departure from the classroom than the daily compensation...they don't do well in school settings where they are made to feel unwelcome and uncomfortable."

The winning schools were among those with multiple perfect scores. They have received a presentation of flowers for the office and an assortment of treats for the staff, which were well-received. Congratulations to the winning schools for providing support to Occasional Teachers and for making them feel welcome. These are the schools where Occasional Teachers like to teach:

Ashley Oaks, in London

Dunwich - Dutton, in Elgin County

Hickson Central, in Oxford County

Prince Andrew, in Miiddlesex

White Oaks, in London

A PAID ADVERTISEMENT

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ETFO THAMES VALLEY
OCCASIONAL TEACHERS' LOCAL

If you are interested in an opportunity to be involved in the decisions and projects of the E.T.F.O. Thames Valley Occasional Teachers Local, we invite you to complete this form and return it to the President of the Local, 2001-2002.

EXPRESSION OF INTEREST
(Ad Hoc Project Teams)

NAME: _____

ADDRESS: _____

CITY: _____ POSTAL CODE: _____

TELEPHONE: _____

EMAIL: _____
(if applicable)

Amount of Time available to serve on project team: _____

Restrictions/barriers to serving on project team: _____

Previous Experience:

(not required)

- INTERESTS:
- | | |
|---|---|
| <input type="checkbox"/> Professional Development | <input type="checkbox"/> Equity / Social Justice |
| <input type="checkbox"/> Women's Issues | <input type="checkbox"/> Political Action |
| <input type="checkbox"/> Workplace Health and Safety | <input type="checkbox"/> Elections / General Meetings |
| <input type="checkbox"/> Thames Valley Board / Trustees | <input type="checkbox"/> Web page |
| <input type="checkbox"/> Other: _____ | |

Please provide a brief statement telling us why you are interested in serving on an Ad Hoc Project Team so that we may better accommodate your interests.

