

REP NOTES - November 14, 2011

NEXT REPS MEETING

There will be no reps meeting in December. The next Reps meeting will be January 16th, 2012.

JANUARY 16	4:30 p.m.	Reps Council
FEBRUARY 13	4:30 p.m.	Reps Council (Winter General Meeting)
MARCH 19	4:30 p.m.	Reps Council
APRIL 16	4:30 p.m.	Reps Council
MAY 14	4:30 p.m.	Reps Council (Annual General Meeting & Elections)
MAY 31		Annual Banquet

WELLINGTON WORKS

Wellington Works – next edition in schools shortly.

COLLECTIVE BARGAINING

We continue our preparations for the next round of collective bargaining. There are also a series of regional workshops scheduled in November.

The Unit Executive has established the structure of our local committee and team and appointed the executive members who will serve on the committee. The committee will consist of a balance of executive members and general members, elementary, secondary and occasional teachers.

We are seeking volunteers to serve on this committee. The executive will make choices on November 28th based on having balanced representation of experience, panel, specific teaching assignment, classroom/ non-classroom teachers etc. We would encourage any interested members to forward his/her name to Jim at the unit office.

PROFESSIONAL DEVELOPMENT

There has been considerable activity with the new Joint PD Fund since it was re-established last year. We have been able to provide some one-time additions of dollars to deal with the backlog created during the absence of the fund. We have also exercised considerable flexibility in the timelines.

We have reviewed and will be making changes to the Joint PD Fund Guidelines and application process in light of our recent experiences. We will also be looking at our unit funding of When Faith meets Pedagogy, and other PD that we have funded through the unit budget. This review will be handled initially through the Unit's PD Committee and then in conjunction with the Board and Executive as necessary.

The Joint PD Fund is a shared-cost (OECTA and Board) fund to allow teachers to attend workshops and conferences of their choice related to their professional growth goals. The Board's share is provided through the government as per the PDT agreement.

BEGINNING TEACHERS CONFERENCE

OECTA'S Annual Conference for Beginning Teachers will be held **February 23 - 25, 2011** at the Hilton Toronto Airport in Toronto, Ontario. The conference is open to all OECTA members in their first five years of teaching. This annual event provides information, professional development and training that our members need in their first years of teaching in order to succeed and flourish.

Each bargaining unit is allocated a certain number of Conference delegates. Locally, we have been allocated 3 provincially sponsored and 3 locally sponsored places. We will also send additional delegates at unit expense, should spots be available. We have received 26 applications as of the November 4th deadline. Within the budget allocation, it is likely that we may be able to sponsor a total of 9 delegates. Delegate selection will be based on prioritizing all applicants according to the

criteria provided by Provincial OECTA for selecting the provincial delegates (e.g. equity in panels, 5th year candidates who have not attended before get priority, whether someone has attended in past, seniority etc.)

ELEMENTARY PROGRESS REPORTS

Please forward concerns with regards to the elementary progress reports to the Unit Office.

AGM 2011

The selection of delegates will occur in January – info will follow

FIRST CLASS EMAIL

- a) We have “moderation” ability for the OECTA Conference. We will be cleaning up the Conference a bit in a little while – deleting dated messages etc. for easier reading.
- b) We continue to advise people to be careful with email communication using First Class. We strongly recommend caution in using First Class for communication with parents or for other personal use.

STAFF LISTS/ MEMBERSHIP DATA BASE

Provincial has centralized the collection of membership information and the unit has very little involvement in this anymore. If anyone needs a new card or their membership number it is suggested that they contact provincial directly at 1 800 268 7230. We continue to maintain our own database locally and will make corrections to this based on Board and Provincial OECTA information. If teachers are simply looking for their OECTA membership number I do have an accurate record of all of these for regular teachers. In the case of Occasional Teachers, the provincial lists are in need of considerable work and updating.

TEACHER PERFORMANCE APPRAISAL AND ANNUAL LEARNING PLAN

Please advise us of any issues regarding TPA and ALPs

HEALTH AND SAFETY ISSUES

Please endeavour to keep the unit office informed of H&S issues. In particular, we ask that the unit office be provided with a copy of any incident reports involving teachers. There are new requirements under provincial legislation and Board Policy to report and respond to incidents of unsafe student behaviour as well as incidents that impact the safe working environment of teachers (and others).

PLANNING TIME AND SUPERVISION SCHEDULES

Both Elementary and Secondary Reps are asked to advise us of any outstanding issues with regards to planning time and supervision schedules. We are currently in discussion at one secondary site with regards to lunch supervision and provision of the 40 minute lunch. We have had long protracted discussion with regards to supervision and planning time schedules at elementary. We will update reps on the current status of grievances and other discussions. Suffice to say, the whole experience has been frustrating. (a couple of common metaphors come to mind e.g. one about “herding cats” or another about “eating Jello with chopsticks”).

ASSIGNMENT OF OCCASIONAL TEACHERS

Under no circumstances should regular teachers be involved in the assignment or evaluation of Occasional Teachers. As per their contract an occasional teacher can only be assigned to cover the regular schedule of the teacher being covered. No teachers should be directing an OT to do otherwise, or re-arranging their own schedules to load up supervisions, coverages etc. Further, teachers should not be involved in recommending or requesting specific occasional teachers. We have objected on behalf of all OTs to the current practices of many school administrators. It is contrary to the fair call-out provisions of their collective agreement.

USE OF ELEMENTARY PLANNING TIME

Planning time in the elementary panel is teacher-owned and directed. It is inappropriate for an administrator or anyone else to direct that a meeting or in-servicing be held during a teacher's planning period unless such is requested or initiated by the teacher. If such meetings are held it is expected that this time will be made up within a reasonable timeframe. The Board clearly understands this and has promised to remind site admin of this.

YOUNG AUTHORS

Information will arrive in the school shortly, if not already there. Please encourage teachers to involve their students. Heather will be co-ordinating our local program, with assistance from Nancy and others.

PROFESSIONAL COURTESIES

Members are reminded that in dealing with fellow OECTA members, there are certain professional courtesies that we should adhere to:

Showing up on time for supervisions, on call coverages, and meetings

Staff meetings – if you are unable to attend please advise admin

Remember to maintain professionalism in dealing with fellow OECTA members when acting as a parent, coach or volunteer in schools.

BOARD'S RESOLUTION OF COMPLAINTS POLICY

We have many discussions with members, other affiliates and admin with regards to the handling of complaints. It is important that all OECTA members understand their responsibilities in dealing with complaint. The Board policy interestingly even reminds members of the responsibilities of "union" members to each other. The Board policy reads as follows:

4. Procedure to be Followed in Respect of Complaints by One Employee with Respect to a Fellow Employee Except where the Complainant is Acting in the Role of Parent in the Interests of his/her Children

4.1 In the event a complaint is made by one employee concerning the actions or methods of a fellow employee, the employee filing the complaint is to first inform his/her fellow employee directly, either verbally or in writing about the nature of the complaint.

4.2 In the event a complaint is not resolved to the satisfaction of the complainant or the person against whom the complaint is made, either individual shall proceed with the matter in accordance with procedures outlined in their current collective agreement, if allowable, or through the appropriate channels as established by the Board's Organizational Chart.

4.3 In the event a complaint is made by one member of a Branch Affiliate, concerning the actions or methods of a fellow member of the Branch Affiliate or of another Branch Affiliate, the complainant must strictly adhere to the requirements of the Teaching Profession Act.

Please encourage all members to login to the Members' Centre and be regular visitors. Some of them may need to "create an account" if they have not set one up previously.

Go to www.oecta.on.ca

PROVINCIAL MEETINGS

Council of Presidents

November 3 - 4

Grievance Officers Seminar

November 11

Regional Collective Bargaining Seminar- GTA – November 8 & 9

Southwest – November 17 & 18

LOCAL MEETINGS AND EVENTS

NOVEMBER 14 – Reps Council and Fall General Meeting

NOVEMBER 16 – Board Recognition

NOVEMBER 17 – Meeting with Secondary Principals and Vice Principals

WELLINGTON Annual General Meeting – May 15

WELLINGTON OECTA Banquet – May 31