

REP NOTES - November 2013

IMPORTANT NOTE WE HAVE AN UNPAID DAY DEC 20TH WHICH WILL AFFECT THAT PAY PERIOD.

HOWEVER

LTOs ARE NOT INCLUDED IN THE MOU LANGUAGE AND MAY WORK THAT DAY OR TAKE IT OFF AS A VLAP DAY.

EXECUTIVE CALL FOR TWO TEMPORARY ADDITIONAL COUNCILORS

The Executive needs to fill two Councillor positions temporarily due to current medical leaves. Interested applicants are asked to email their name to the President or Vice Presidents. The Executive usually meets twice a month. Councillors may be asked to sit on any committee that interests them or suits their experience. They will be voted on at the December 9th Executive meeting and will need 2/3 support from the Executive. All applicants will be informed following the meeting.

WELLINGTON WORKS

A copy of your Christmas December Wellington Works will be posted on the conference, Rep conference and our website next week. It will include any information that needs to be communicated from the Fall General Meeting.

ERIP - EARLY RETIREMENT INCENTIVE PROGRAM

The Board has released their information for the ERIP. This program was part of the OSSTF MoU enhancements. It offers a 5 Grand incentive to any members that agree to retire between Dec 1st and Jan 31st. The OECTA conference has advice from Provincial OECTA for you to consider. Provincial always suggests everyone considering retiring consult your financial advisor to make sure you are as informed as much as possible. If you are considering this program please call the office to discuss some items to consider.

VLAP ERIP AND FRIDAY MARCH 7 THE SECOND UNPAID DAY

The Board and OECTA Reconciliation Committee will meet at the end of November to be updated on the impact of the VLAP and ERIP days to see if there are enough savings generated to meet the provincial goal. If we meet the provincial goal we will then be paid on Friday March 7th. The Board has already stated at the end of October that we were far from reaching that goal as we fell short by over 120,000 dollars. The only Board's across the province that OECTA knows that might meet their goal are small sized school boards. We don't expect this to change and everyone should be thinking ahead as we will be deducted a second unpaid day in March.

WHEN FAITH MEETS PEDAGOGY

OECTA and the Board once again cooperated to send 33 delegates to WFMP. OECTA approved participants are asked to submit your expense claims to the office in care of Heather. The Conference offers a wide variety of workshops to attend as well as excellent guest speakers. For those who attended Thursday night it certainly inspired us to rethink how media and technology can be used to reach our youth and get them to participate in our faith.

BEGINNING TEACHER CONFERENCE : THEME "BULLYING"

OECTA's annual conference for beginning teachers is open to all OECTA members in their first five years of teaching. This annual event provides information, professional development and training that members may need in their first years of teaching in order to succeed and flourish. There were new criteria implemented this year sent to us through Provincial OECTA which was used to select our candidates. Congratulations to the following five teachers who will attend the Conference in February: Jeff Zamin, Jessica Kenneman, Joanna Conversano, Jen Gazzola and Mariella Rozzi.

STAFF MEETINGS

Meetings after school, before school and during lunch or planning still remain an issue of phone calls and emails. Remember your contract. You are required to attend one monthly meeting for 75 minutes per month from the start of the school year to the end of the school year. Though we all realize certain meetings for parents or IPRC's may need to be scheduled you should be consulted. If you are directed to lose your planning then it should be paid back in time. Other meetings are all voluntary.

REPORT CARDS

We received many calls and emails through the new report card process. Somehow it seems we were able to survive. At the WCDSB meeting it was reported that reports though they at times had some glitches were able to be completed. It was reported that at the Elementary level there were no errors and they were 98% correct at the Secondary level.

PROFESSIONAL DEVELOPMENT FUND

The Board and OECTA will meet together as directed in the contract to form a Joint PD Committee. The Joint PD Committee will have Heather, Cathy Chaput and David/Mark attending. As pointed out in the Audit and Budget there were some concerns as the Board has held fees from the OECTA PD fund. We began the year granting permission as usual but when a cheque was not forthcoming we decided to put a hold on further PD approvals until we meet with the Board and have the exact amount available. We hope to have an answer shortly and look forward to approving additional PD in the new year.

NEW PERMANENT TEACHERS AND RELIGION AQ COURSES

We received confirmation that the Board will be assisting newly hired permanent teachers this year if they take the Religion AQ course. The Board will contribute towards the cost of their registration. We are working with the Board and Provincial to try to have a Wellington Course Instructor appointed for the Winter/Spring session to conduct the course. We have had a long standing tradition and strong course over the years and hope to have this continue.

We hope to be able to run a Part Two and a Specialist Course in conjunction with the Part One. Dates, location and times should be released shortly. Stay tuned for more details.

LTD Waiver Forms

We have worked with Provincial OECTA and the Board to ensure our members have the correct information and forms for signing of the LTD Waiver. The new guidelines are a change from a year ago. Now there are three circumstances that you can use to sign the form to waive your LTD premium deductions.

- 1) You are approaching your 33rd year of service and therefore will no longer be able to collect
- 2) You have decided to retire and have handed in your letter of intention to the Board
- 3) You are approaching your 65th birthday.

In either situation the number of days prior is now 100 days. You should meet with one of the Presidents and get the waiver formed signed approximately six months in advance. The forms are available on our OECTA first class conference, from the Reps and the OECTA Office.

TIC INSERVICE WORKSHOP

The TICs, as required in our contract, received a new binder from the Board describing their assigned responsibilities. If your TIC at your school was not able to attend they should ask the Board for the TIC Binder. In addition, their pay sheet is included in the binder. OECTA also gave out a copy of the relevant articles in the Collective Agreement that apply to how the TIC is paid. If you need any clarification please contact the OECTA Office.

SMARTFIND

The OECTA Office and H.R. continue to receive calls about the new Smartfind system. We acknowledge that Susan and Julie have been working very hard to adopt the system and have been responded to our questions and our member's questions promptly. However, OECTA has concerns that the growing pains that were plaguing the system in October continued. It appears many teachers are getting a high rate of call out while others are struggling to get more than one call a week. Unfortunately the Board is not required to release the information on callouts until the end of December. This handicaps our information and we will have to wait to see what the data will contain.

FALL GENERAL MEETING

The Budget, Audit, Legislation and Bylaw changes were all discussed at the Fall General Meeting. The information will be released on our Wellington OECTA website and on the OECTA first class conferences through December's Wellington Works.

OECTA – BUILDING INCLUSIVE SCHOOLS – WORKSHOP WED JAN 8

We are happy to announce that we will host a new Workshop on Building Inclusive School Communities. Kevin Welbes Godin from the Toronto CDSB will run a three hour workshop after school on Wednesday January 8th. There is no cost to members. All materials are included and there is a dinner as well. We hope that many of you will be able to attend as we recognize our Catholic message contains love and respect for all. Please **RSVP** the office with your name to reserve your spot!

MEETINGS WITH ADMINISTRATORS

All members have a right to representation when meeting with a principal when it may lead to disciplinary actions or other events that affect your career. Meetings due to letters regarding attendance (reaching the threshold), post interview reviews, or other subjects that may become topics that question your strengths as a teacher may indeed lead to discipline. You are entitled to a Rep to take notes and to be a witness. If you don't know the nature of the meeting you may and should ask. Sometimes members are taken off guard. If you find yourself surprised by the questions then you may ask to stop the meeting and say you need representation. When notes are taken our members are better protected. When notes are taken we remove the 'they said we said' arguments and allegations.

OPEN MIC SESSIONS

The OECTA Office has already been open six times after school to welcome any members with questions, concerns and ideas on how we can try to improve our working conditions. We will be hosting another six events in the next few weeks before Christmas. In addition to the over 25 TICs that had an afternoon workshop we expect over 30 members will have had an opportunity to visit the office. On top of those able to make it to the sessions we are also receiving ideas and concerns by members not able to attend by email.

UPCOMING PROVINCIAL DATES

Saturday November 30 (Laurence co-chair JHS, Mark, David, Heather and Tim)	-London Health and Safety Regional
Monday and Tuesday Dec 1 and 2 (Mark, David, Heather and Tim)	-London Regional Collective Bargaining Seminar
Friday December 6 (Mark)	-Halton AGM Motion Meeting

OCTOBER LOCAL MEETINGS AND EVENTS

Friday November 29	-Communications Committee
Monday December 2	-OT Committee
Wednesday December 4 (Heather, Cathy, Mark/David)	-Joint PD Committee
Thursday December 5	-Merry Advent Celebration
Monday December 9	-Executive Meeting
Tuesday December 10	-Catholicity Committee
Friday December 20	-Permanent Teacher Unpaid Day/ LTO PD Day
Wednesday January 8	-Building Inclusive Schools OECTA WORKSHOP
Monday January 13	-Reps Council followed by Executive Meeting