

WELLINGTON WORKS

Wellington Works – next edition in schools just before Christmas

BENEFIT ENHANCEMENTS

As outlined in Wellington Works, and other communications, the Board and the Unit reached agreement on some very good benefit enhancements, as an addendum to our collective agreement. The specific addendum was sent to all teachers with the most recent pay stubs. We are anticipating that the Board will be distributing some further clarifications regarding the process for claiming back to September 1 and the limits that apply during this transitional period.

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 will be reviewing 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 24 - 26, 2011** at the Sheraton on the Falls Hotel in Niagara Falls, 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 13 applications as of the November 15th deadline. Within the budget allocation, it is likely that we may be able to sponsor a total of 9 or 10 delegates.

ELEMENTARY PROGRESS REPORTS

There has been a significant amount of anxiety and communication with regards to the new progress reports. Many teachers were very frustrated by the new report and the process for completing it. There are some significant workload issues, particularly for the homeroom teachers. Heather and I also gathered a fair amount of info on the experiences in other parts of the province at our recent Council of Presidents. Where the approach used in other boards was similar to ours, the issue of "professional judgment" of teachers in the completion of the reports is of significant concern. There has also been considerable activity at the provincial level (including meetings with CODE and the Ministry). I have also had a couple of discussions with local ETFO and they have had many similar issues in the public system. We are establishing a local task force to pro-actively address all issues which have emerged.

FIRST CLASS EMAIL

- a) We now 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 – see Wellington Works article. We strongly recommend caution in using First Class for communication with parents or other personal use.

ELEMENTARY REPORTING" QUIET" PERIOD

Reps are asked to forward any issues or concerns to us with regards to the first term report "quiet period".

AGM 2010

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

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.

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

Reps are asked to advise us of any outstanding issues with regards to planning time and supervision schedules. There remain some issues at one secondary site with regards to lunch supervision and provision of the 40 minute lunch. Significant planning time issues which existed at St Ignatius were finally resolved after numerous meetings and discussions. Inclement weather schedules at elementary schools are being addressed where problems exist.

ELEMENTARY BELL TIMES

Almost all bell time issues have been corrected. There continue to be issues with the bell schedules at some schools.

ELEMENTARY EXTRACURRICULAR GUIDELINE

We will be reviewing the Extracurricular guideline in the near future, particularly in light of the changes in reporting times. Any input from reps or members would be welcomed.

OCCASIONAL TEACHERS

General meeting was held at unit office October 27. The occasional teachers were updated on current issues and also elected bargaining unit reps. Nancy was re-elected as LBU President and Roy Coughlin as Secretary and Yvonne Bendo as Treasurer. Ginny Kelly was elected as OT Rep to the Unit Rep Council.

A Unit Occasional Teacher Committee, reporting to the Unit Executive, has been established and has met once already. The current call-out procedures have been a major source of discussion and we are meeting with the Board admin on November 9 to discuss this and other OT issues.

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.

YOUNG AUTHORS

Information will arrive in the school shortly. 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, 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.

WELLINGTON OECTA Banquet – May 26

WELLINGTON Annual General Meeting – Wed. June 15