

# WELLINGTON WORKS

November/December 2008

Newsletter of the Elementary, Secondary and Occasional Teachers of Wellington Catholic

Volume 16, Issue 3

## Agenda



### MONDAY Dec 8

Fall General Meeting/ Reps Council  
OECTA Office 4:30 p.m.

Wellington Works Vol 16 Issue 2

### TUESDAY Dec 9

Applause Breakfast  
ICC 7:45 a.m.

### THURSDAY Dec 11

Staffing Needs Committee  
Board Office 1:30 p.m.

### MONDAY Dec 15

Executive Meeting  
OECTA Office 4:15 p.m.

### TUESDAY Dec 16

Officers meeting with HR 10:30 a.m.

Wellness Committee

Location—TBA 12 noon

**SATURDAY Dec 20th  
to SUNDAY Jan 4th**  
Christmas Break



Wellington Works

is prepared  
by

Wellington OECTA

President Jim Whitechurch  
Elementary VP Judy Mullen  
Secondary VP George Giovinazzo  
to provide important information  
to members

## Merry Christmas and Happy New Year!



**We wish everyone who works in Wellington Catholic a very Merry Christmas and a Blessed New Year.**

The Unit office will close December 19th and will not reopen until January 5th. We will check messages through out the Christmas Break.

Please remember our colleagues who are ill during this season and keep them in your prayers.

Take some well deserved time to be with family and friends and to celebrate this Holy Season.

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ONTARIO ENGLISH

5 **Catholic**  
6 **Teachers**  
ASSOCIATION



## OECTA Professional Development



The following article was published in the newsletter of Toronto Secondary Unit and is reprinted here with permission.

# TSU TEACHERS PRESENT WELLNESS WORKSHOP

Guelph Ontario Oct. 2, 2008

 Betty Lou Reynolds

Bright sunshine greeted my eyes on the morning of October 2. It held the promise of a fantastic day. However, by the time Teresa Placha and I were on Highway 401 heading east towards Guelph, the skies had turned dark and the rain was pouring down in sheets. We were a little nervous and the huge transports spraying up water every time they passed only added to the tension. All of that changed when we pulled into the parking lot at Loyola House/St. Ignatius Center, which is home to the Wellington Unit of OECTA. The skies cleared and we were warmly greeted by Judy Mullen, vice-president of Wellington Unit. She showed us the room which was large and bright and had coffee waiting for us. Soon the eighteen participants arrived and the excitement and anticipation could be heard in their voices as we greeted them. They had plenty of news to exchange with each other and the atmosphere was relaxed and happy as we started our workshop.

Teresa and I began by welcoming the participants and introducing ourselves. As well, we brought greetings from OECTA Provincial (representing 40,000 Catholic Teachers) who sponsored our workshop as part of the OECTA PD Network. As we held up an article from the Toronto Star announcing World Teacher Day, we felt proud and excited to be amongst a great group of teachers who were hoping to be transformed from "Burnt Out to Fired Up". The fact that we had only been at school for a month and so many teachers already felt they needed a workshop with this title spoke volumes.

Teresa began with the first exercise which involved an analysis of the Wheel of Life. Participants were asked to

reflect on the various aspects of their lives (e.g. career, money, relationships, fun and recreation, family and friends). They were then asked to write on post-it notes activities that they felt they did not have time for in their lives. As they posted their notes on the different sections of the wheel of life, we could observe that 100% of the teachers present placed a note on the sections fun and recreation or family and friends. It was obvious that these were the two areas that suffered as a result of a demanding career life.

However, knowing the problem does not automatically mean you can find a solution. I continued the workshop with an exercise from The Artist's Way by Julia Cameron in which participants answered questions which addressed their block to finding creative time in their lives. There is no magic formula for overcoming our resistance and living a healthier and balanced life, but taking time to reflect on activities which could help us achieve this balance is critical.

Teresa led us through a guided meditation exercise which helped participants to envision their "Heart's Desire" and picture it as a seed which will grow as we nourish it with the food and water of life. They were able to further visualize this dream as they wrote letters to themselves about the way in which they would act upon their dreams. These will be mailed at a later date to the participants to remind them of their "Heart's Desires".

This workshop proved to be a very energizing and successful experience for both participants and facilitators. Teresa and I are grateful to the OECTA PD network for sponsoring us and we felt renewed and encouraged by the opportunity.



Visit our unit website at [www.oectawellington.ca](http://www.oectawellington.ca)



## KNOW YOUR CONTRACT

### Important information on SUPERVISION

#### WHAT IS SUPERVISION?

According to your collective agreement: **“Supervision is defined as time the teachers are assigned to supervise students outside of the 300 minutes student instructional day...”** [ 11.03 i) of Collective Agreement]

It includes:

- assigned duties before the beginning of Opening Exercises [11.03 i)]
- yard duty, hall duty, bus duty and lunch duty [11.03 i)]
- time in class supervising student lunch period

Does not include:

- teacher time in classroom prior to the commencements of morning and afternoon classes as prescribed in regulation 298 of the Education Act [11.03 i)]
- supervision of extracurricular activities, or other voluntary activities, including intramurals [ see Guideline on Extracurricular Activities for Elementary Schools - this document is also referenced in CA]

#### Fair and equitable

According to the collective agreement, teachers shall accept a **“...fair allocation of all teaching duties”** [3.01 a)]; **“Supervision shall be assigned equitably among the staff”** [11.03 i)]. This language applies to both elementary and secondary.

Equitable does not necessarily mean equal. Generally, however, the discrepancy in terms of amount of total time and the types of supervision (e.g. indoor vs. outdoor) should be minimal.

There may be some other considerations which may be in play – the need to accommodate personal, medical or physical restrictions of certain individuals, the needs of certain grades (e.g. JK/SK), part-time teachers.

For teachers on less than full-time contracts supervision **must be prorated based on percentage of contract.** [3.01 b) and 11.03 v)]

#### Caps on supervision

The new collective agreement provides some restrictions on the amount of supervision at elementary and secondary.

As of September 1 2008, **elementary** supervision is capped at **100 minutes/week**. No elementary teacher can be assigned in excess of 100 minutes of supervision per week. This reduces by ten minutes in each of the next two school years to be 80 by 2010-11.

In addition, **“assignment of supervision shall not exceed current practices in place, where they are more favourable.”** Quite simply this means that no teacher should be assigned more supervision than was assigned

in the previous school year. (even if less than 100 min.)

There is similar language (excluding the cap) that applies to Secondary supervision. **“Current practice regarding the levels of secondary supervision during the 2007-2008 school year shall be maintained.”** [11.03 iii)]

#### 40 Minute Lunch

The Education Act provides that all teachers must be provided 40 minutes for lunch. (in fact it says 40 uninterrupted minutes). At a minimum, schedules must provide 40 minutes for lunch. At elementary this means that no teacher should have more than one 20 minute supervision during a one hour lunch break.

It also means that schools whose schedules do not provide a full hour for lunch, and have teachers on supervision during that lunch period, are potentially in violation of the collective agreement and the Education Act.

It is worth noting that while the 40 minutes does not have to be at the same time as other staff or even the students, although this is generally done in our schools.

#### Supervision schedules must respect Occasional Teachers Contract

Supervision schedules must also respect the Occasional teachers contract. Duties which don't allow for 40 minutes of lunch for an occasional teacher are inappropriate. The scheduling of more than 2 duties on any one day is problematic. Trading off of duties on a permanent basis should be discouraged particularly if it results in unrealistic schedules in the event that a teacher is absent and covered by an occasional..

Other considerations in OT contract include: No morning duty on the first day of an Occasional assignment; No lunch duties for a half day assignment, regardless of whether that is a.m. or p.m.

#### Other

According to the collective agreements:

- Schedules must be provided to the Association by September 30.
- Schedules must be provided to occasional teachers
- There is a process whereby OECTA can identify problems with schedules and seek resolution, first at the site and then at the Board level.
- The new Joint Staffing Committee, once established, will also be involved in the review of schedules, in the event of identified problems.

**ANY CONCERNS WITH YOUR SUPERVISION SCHEDULE SHOULD BE BROUGHT TO THE ATTENTION OF YOUR SITE REP**



### SALARY VERIFICATION

By now you should have received, a confirmation of Salary Statement. The statement also includes a summary of the employee benefit plans in which a teacher is registered.

The Contract provides that a teacher shall have a period of twenty one (21) days for review. It shall be the responsibility of the teacher to examine the statement in detail, to certify its correctness or, if necessary, to obtain a revised statement from the Board.

In the new contract, there is a slight change. If the teacher does not return the form by the due date specified, the statement is deemed correct and the teacher will have no claim for retroactive pay as a result of an incorrect statement. The responsibility to ensure its accuracy is the teacher's. Please check yours carefully.

### MEETING WITH HR DEPARTMENT

We hold regular meetings with HR. At our most recent meeting we had discussions on a wide variety of issues:

- Planning Time and Supervision Schedules
- Elementary and Secondary Staffing issues
- Posting timelines and Process
- Establishment of Staffing Committee
- QECO Grid Placement
- Upcoming PD events
- New Sick Leave language
- New Pregnancy leave language
- Teacher in Charge inservice
- Collective agreement review and printing
- OT email access
- Inclement Weather policy
- Reporting requirements on students leaving schools before end of terms

Our next meeting will be December 10th. If there are issues we you believe should be discussed please advise us through your staff rep.

### Final Approval of New Contracts - Delayed By Ministry; Now Completed

As part of the Provincial Discussion Table (PDT) agreement a final step in the process required that all agreements be reviewed by the Ministry to ensure compliance with the framework.

As a result of this review, the ministry identified two areas of concern with the new Wellington Collective agreement . The first was related to allowances for Co-ordinators, and was easily resolved when the Ministry was provided with up dated information.

However the second proved more challenging. The issue centred around the allowances paid to Teachers-in-Charge. The Ministry was very insistent that the clause needed to be amended to be compliant with the PDT. As of November 24, the Board and Wellington OECTA reached agreement on revised language which we believed would be acceptable to the Ministry. We were advised on the 26th that our agreement was now approved.

Although there were no issues to resolve, the final clearance for the OT agreement did not come until November 24.

As a result of the above, the issuance of copies of the final agreements to all members has been delayed. Now that we have final approval for both agreements, the new CA can be printed for all members.

### OCCASIONAL GENERAL MEETING

A General meeting for Occasional Teachers was held on November 26. The Agenda of the meeting included updates on the new contract, resolution of some current issues, approval of new Bargaining Unit Bylaws and the election of OT reps.

The bargaining unit executive will be Nancy Baker, Roy Coughlin and Mike Carere. Nancy is the current Unit Vice President for Occasionals and will serve as OT Local Bargaining Unit President. Roy will continue as OT rep on the Unit Reps Council and Secretary of the LBU and Mike will be Treasurer of the LBU.



*Current issues and back issues of  
WELLINGTON WORKS  
Available on our website  
at  
www.oectawellington.ca*



### Woman Abuse Affects our Children

Linda Artuso-Jacobi, Judy Mullen and Jim Whitechurch attended this very informative 2-day workshop which included an overview of:

- The impact of abuse in the home on children, particularly in terms of its effect on their ability to learn and in their relationships with others
- Reporting requirements for teachers who suspect abuse in the home
- Review of a variety of resources for use by teachers.

Some of the key information highlighted included:

- Each year, children and adolescents are exposed to violence in their homes, schools, neighbourhoods, and through the media. A significant proportion of these young people are exposed to woman abuse—abusive behaviour used by an intimate partner to control and dominate a woman. Students touched by this form of violence often experience short and long term impacts that may affect their readiness and ability to learn in terms of literacy, numeracy, and social skills.
- Children and adolescents living with woman abuse are at increased risk for emotional and behavioural problems, including increased violent behaviour. They also have an increased risk of experiencing emotional or physical abuse. These difficulties may compromise their ability to learn and get along with others at school.
- Early identification of difficulties can lead to earlier and more effective support and intervention for young people and their families. Educators are in an ideal position to identify when a student is having difficulty.
- School-based interventions and prevention initiatives can reduce risk and increase protective factors for students. Educators are often caring adults who can make a difference in the lives of students who are experiencing difficulties at home.

Further to this workshop, the ministry will be provided teaching materials for all teachers in Ontario in the new year.

### REPORT FROM COUNCIL OF PRESIDENTS

Unit President Jim Whitechurch and Vice-Presidents Judy Mullen and George Giovinazzo attended the November Council of Presidents held November 6 and 7th in Toronto. Jim also attended the pre-Council Queen's Park Lobby.

#### Queen's Park Lobby – pre Council Sessions—Nov 5

Unit Presidents and Political Action Chairs were invited to this very well-organized and informative event. Wellington Unit President Jim Whitechurch met with MPP Liz Sandals at Queen's Park. The focus of the event was on workplace bullying particularly as it manifests itself in the educational environment.

Other speakers from Education Ministry also provided informative information for the participants.

#### Collective Bargaining

As of Friday November 7th, it was reported to the Council that OECTA had tentative or ratified agreements in 51 of 80 locals representing 61% of elementary and secondary members and 65% of OT membership (NOTE: By the end of the month All Catholic teachers in Ontario have agreements in place under the PDT framework—see Page 6)

#### Report of the Funding Task Force

Council received a report of the funding task force with several interesting recommendations re the funding of OECTA provincially and locally – more to follow.

#### Managing Membership Conflict in the Workplace

Joe Pece, head of the Provincial OECTA Counselling department presented a session on dealing with member conflict – very good info presented on dealing with these types of situations which are generally very problematic for OECTA locally and provincially

#### Committee reports

COP received reports from several provincial committees as well as from OTF, CTF and ICE.

#### Budget Process

COP approved the “assumptions” for the development of the Provincial Budget to be set later in year.



## TeacherTube—Communication evolves online

from OECTA Communication Newsletter Fall 2008

TeacherTube is a free online community for sharing instructional videos in an educationally focused, safe venue for teachers, schools, and home learners, at [www.teachertube.com](http://www.teachertube.com).

The site provides anytime, anywhere professional development with teachers teaching teachers. Teachers can post videos designed for students to view in order to learn a concept or skill.

TeacherTube community members are a major part of the evolution of the site. Members are encouraged to upload educationally relevant videos, make constructive comments and use the rating system to show appreciation for videos of value to one as an educator or learner.

Users also have the ability to preserve the integrity of the site by flagging inappropriate videos. TeacherTube staff review flagged sites and will remove any inappropriate posts. With more collegial commentary and discussion through messaging and responses, the quality of this resource will only increase.



### ATTENTION ALL CURLERS OR CURLER WANNABEES

Date set for the first Wellington OECTA Curling Bonspiel.

The first Wellington OECTA Curling Bonspiel will occur on Saturday January 17th at the Guelph Country Club.

For just \$20 per person, you will play three 4-end games, be provided with a great lunch and a chance to win some prizes.

The Bonspiel is filling up fast so get your team together or register as an individual. Teams from two high schools, the OECTA Executive and the Occasional Teachers are already committed.

The focus will be recreational, non-competitive fun and therefore we would encourage anyone, even if you never tried the game, to consider participating. Watch for registration information early in the new year. Space is limited, so sign up as soon as possible.

Fun is Guaranteed!  
Hurry, hard!



## Catholic School Negotiations Complete: Framework Process Promoted Cooperation

(OECTA Press Release November 27, 2008)

Negotiations for new collective agreements covering elementary, secondary and occasional teachers employed by Ontario's publicly-funded Catholic school boards have concluded, delivering 78 four-year local agreements for approximately 40,000 teachers.

"These settlements ensure that there will be a four-year period of cooperation, free of labour disruption. Students will receive more individual time and attention from teachers, thanks to smaller classes, reduced supervision time and the addition of specialist teachers," says Elaine Mac Neil, president of the Ontario English Catholic Teachers' Association (OECTA).

Discussions initiated last spring by the Ontario government, brought together government, OECTA and the Ontario Catholic School Trustees Association (OCSTA) to establish a framework for key monetary items as well as new local committees that will oversee staffing, workload and professional activities. By May 1, the parties had addressed preparation time, reduced class size for Grades 4 to 8, provided for more specialist teachers and provided for a salary increase of 12 per cent over four years.

"By settling issues that are driven by government funding at the beginning, the framework process promoted cooperation and allowed local negotiators to focus on the needs of students and communities," Mac Neil says. "OECTA is very committed to the principle of local bargaining whereby teachers and trustees work together to meet needs in their own communities."

Mac Neil describes the provincial Tripartite Teacher Advisory Committee as, "a constructive means to facilitate ongoing dialogue on professional issues between teachers, boards and government. This has the potential for the partners in the system to continue improving learning and working conditions throughout the term of the contracts."

As of November 27, only the seven OECTA members in Moosonee had not ratified an agreement for unique circumstances.