

WELLINGTON WORKS

October 2008

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

Volume 16, Issue 2



Agenda

MONDAY Oct 27

Reps Council
OECTA OFFICE 4:30 p.m.

Wellington Works Vol 16 Issue 2

TUESDAY Oct 28

NTIP workshop



HAPPY HALLOWEEN

WEDNESDAY Nov 5

Queen's Park Lobby Day
Unit President's & PAC Chairs
Toronto 11:00 a.m.

School Effectiveness Framework
Steering Committee 11:45 a.m.

Catholicity Committee
St Patrick School 4:00 p.m.

THURSDAY Nov 6—FRIDAY Nov 7

Council of Presidents
Toronto All day

MONDAY Nov 10

Executive Meeting
OECTA Office 4:15 p.m.

TUESDAY Nov 18

Board Recognition Dinner
ICC Evening

THURSDAY Nov 20

CB Committee/ Team Reception

MONDAY Nov 24

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

Wellington Works

is prepared
by

Wellington OECTA

President Jim Whitechurch

Elementary VP Judy Mullen

Secondary VP George Giovanazzo

to provide important information

to members

Wellington Works Distribution

Wellington Works will continue to be published roughly monthly but rather than print 600 copies, a new approach will be used for distribution.

Three or four times during the year, members will continue to receive an individual copy. This will be tied to times of the year when important information must be provided to all members e.g. September (beginning of new school year), December (Christmas etc) February (provincial AGM), May (local banquet, annual general meeting, elections)

The remaining four to six issues of Wellington Works will be posted to our local website and through the First Class email. A limited number of copies will be printed for OECTA bulletin boards and Staff room tables.

This initiative will save paper and money while still providing members with important and current information.

For an electronic copy
of
Wellington Works
(current and past issues)
and
other important
information

visit our website
at

www.oectawellington.ca

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Active management of LTD Plan leads to another rate decrease

Retirement and Service Recognition Banquet

Attention all curlers or curler wannabees

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ONTARIO ENGLISH

Catholic Teachers

ASSOCIATION

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OECTA Professional Development

“When Faith Meets Pedagogy XIII” was held on Oct. 23-25 in Toronto. Wellington OECTA sponsored 15 delegates to this conference, and the Board sponsored a similar number.

OECTA: The Next Generation OECTA’s annual conference for beginning teachers will be held on **February 19-20, 2009** at Hilton Suites Toronto/Markham Conference Centre in Markham.

As in the past, our unit will have provincially funded representatives and will provide local funding for additional members to attend.

Our unit is entitled to eight delegates (two each from Elementary, Secondary and Occasional panels. and two additional delegates can be sent at unit expense.

The names of these delegates must be

submitted to provincial by November 14. After that date some additional spots may come available and will be distributed across the province.

As in the past, we have budgeted this year for up to four additional to attend, in the event that spots come open.

If you are in your first five years of teaching you are considered a Beginning Teacher by OECTA. If you are interested in this

Conference please inform your OECTA Rep and/or the Unit Office before November 13.

Please do not hesitate to contact the OECTA Office if you are interested in more information.



Elementary eSis Workshops:

John Maschio has invited all elementary teachers to the St. Michael School Training Lab for after-school workshops designed to assist with Report Cards.

The following dates have been scheduled: Wednesday, November 5, and Thursday, November 6 for new teachers and those who have not used the reporting system before. Invitations have gone out for the first two sessions.

In addition, Wednesday, November 12 and Thursday November 13 have been set aside, if there is demand, for those who might want/need a refresher. Space is limited. If you wish to attend please email Judy Mullen.

Where: St. Michael School - Training Lab

When: 4:00 - 5:00 p.m.??

OECTA: PD Network Local Workshops

With the assistance of Provincial OECTA, the Unit is sponsoring a series of local workshops for teachers.

The October 2nd “Energy Make-Overs” workshop was well-received. There were 18 participants.

There are two further workshops scheduled at this time. These workshops will be held at the unit office, and are limited to 25 participants. A light meal will be provided.

Setting Up a Well-Organized French Program

The responsibilities and roles of the French teacher are unique and challenging. This workshop examines practical strategies and techniques to run a well-organized, fun and engaging program.

Audience: Elementary

Presenter: Jayne Evans, Niagara Elementary

Date: Thursday, November 13th

Classroom Assessment and Evaluation

The workshop examines the methods of assessment, their advantages and limitations, the purposes they can serve and the types of expectations they can address. Sample assessment tools will be presented. Participants will explore research, best practices, issues and dilemmas involved in grading student work, and how to arrive at a final mark for the report card.

Audience: All Teachers

Presenter: Stephanie Grant, Dufferin-Peel Secondary

Tentative Date: Thursday, January 22nd





KNOW YOUR CONTRACT

Important information on Planning Time and Supervision

Planning Time and Supervision

The new contract contains language which affects two major areas—Elementary Planning Time and Elementary and Secondary Supervision.

Issues around these two items in the new contract will eventually be resolved through the new Joint Staffing committee. The contract requires the establishment of the committee within 90 days of ratification.

The Board and OECTA have agreed that until this committee is formally established, the current practice to deal with any concerns in these areas will be employed. Essentially that process requires OECTA to meet with school admin to attempt to resolve any concerns. If it is not resolved satisfactorily then OECTA will meet with Board admin to attempt to resolve any remaining issues.

To summarize the process:

1. Principals are required to provide OECTA reps with copies of Supervision and Planning Time schedules.
2. The schedules will be reviewed by the Unit office.
3. Reps will be asked to discuss concerns with Principal or Vice-Principal and attempt to resolve or clarify any issues.
4. Any remaining issues will be dealt with by the Unit Office in discussion with Board admin
5. The Unit, after consulting with provincial office, may file a formal grievance on the matter

The relevant contract language is:

Elementary Prep & Planning Time - as of September 1, 2008 all elementary are entitled to 200 minutes/week. Schedules must show how each teacher receives this allocation. Where time is lost, due to Board-initiated reasons e.g. workshops, it is the expectation that this time will be made up within a reasonable timeframe. (see article on Arbitration ruling)

Supervision Limits—as of September 1 2008 elementary supervision is capped at 100 minutes/week. No elementary teacher should be assigned in excess of 100 minutes of supervision. 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. This last provision also applies to Secondary supervision.

TEACHERS MUST BE REPAID FOR LOST PREPARATION TIME, ARBITRATOR RULES

A recent ruling by Arbitrator Robert Herman support's the unit's position that if you are directed by your principal to do an activity during your planning time then you should be re-imbursed that lost prep time and within a reasonable timeframe.

The Elementary Teachers' Federation of Ontario filed a policy grievance against the Kawartha Pineridge District School Board relating to prep time and professional development workshops. The parties asked for a determination on the following question: ***“When a classroom teacher is required to attend a mandatory in-school professional development workshop (for a half or full day) at a time when the teacher would otherwise be providing classroom instruction and be scheduled for a preparation period, is the teacher entitled to have that preparation period rescheduled?”***

Arbitrator Herman held that any teacher required to attend a professional development workshop who lost preparation as a result was entitled to have the preparation time rescheduled. ***“Where scheduled or assigned preparation time on an ‘instructional day’ is cancelled,”*** he stated, ***“the teacher will not have received the preparation time to which the teacher was and remains entitled and absent some statutory, regulatory or collective agreement justification for not replacing the lost time, the Board is required to repay it.”***

Moreover, the fact that the teacher was assigned to a professional development workshop instead, did ***“not change or eliminate the teacher’s initial or continued entitlement to that preparation time.”*** Herman observed, the preparation time at issue in the grievance ***“was missed because the teacher was directed... to engage in the other activity at the time in question.”*** Therefore, the ***“lost time must be repaid, because if it were otherwise, the Board could subvert or effectively nullify the preparation time benefits set out in [the collective agreement] merely by assigning responsibilities to teachers during their preparation time periods.”***



Wellington Unit Association Reps

Special thanks to the following teachers who are serving this year as Association Reps:

County Elementary Reps:

Ken Cox, Lisa Schieck, Ben Hayne,
Michelle Genore, Belinda Reinhart

City Elementary Reps:

Mary Nettleton, Heather Frimeth,
Traci Coulas-Gaca, Helen Carreon,
Kathleen Proctor, Luke Hohenadel,
Anne Marie Everitt, Laurie Hayes,
Hilary Clark, Christine Conversano,
Mary Hermann, Jacquie Stockford,
Margie Zuccala, Cheryl Topolie

Secondary Reps:

Lucy Mitukiewicz, Elizabeth Green,
Laurine Soligo (Sem 2), Peter Stoop(Sem1),
Peter Marzo.

System rep:

Cathy Chaput

Occasional Teachers:

Roy Coughlin

FALL GENERAL MEETING

The Fall General Meeting of Wellington OECTA will be November 24. This is the regularly scheduled Reps Council meeting which will be incorporated into the general meeting and will be open to all members. The agenda will include regular reps business as well as several items for the general membership (budget, bylaws and procedures etc.) All OECTA members are encouraged and welcome to attend.

**MONDAY NOVEMBER 24 4:30
p.m.**

OECTA UNIT OFFICE

Relationships: Appropriate and Professional

Some of the most difficult situations our office is called upon to deal with are conflicts between two members. The following advice is offered for consideration. Most of the information (that in italics is directly quoted) below is from an OECTA pamphlet called *Relationships: Appropriate and Professional* which offers advice to OECTA members on relationships with Students, Parents, Employer and Colleagues. Full copies of the pamphlet are available on the provincial website at www.oecta.on.ca

“The relationship between colleagues, during the school day, is best described as professional. This means that members must cooperate with one another to complete the necessary educational activities required for student learning.” Sometime the requirements of a colleague’s job may be interpreted as being in conflict with your personal expectations and personal time. How one deals with these “issues” is more important than the issues themselves. One should always be careful that criticisms of another member are not seen as unprofessional or evaluatory in nature.

“...., as in any workplace, conflict may arise between colleagues. Resolving such discord is primarily the responsibility of the employer and school boards have policies to address such matters. These may be accessed through school board websites or designated personnel.”

Dealing with such situations is often difficult. Before involving third parties (e.g. your principal, a board official, even the unit office) it is best to try to resolve the problem directly with the other member. Should you require assistance contact your local OECTA unit representative(s), Unit Office or OECTA provincial for advice.

“Be cognizant of the following:

- ***Every person has the right to a workplace free from all forms of harassment and/or bullying. Under no circumstances should any member ignore such behaviour.***
- ***Seek to resolve conflicts with colleagues personally, privately, and directly, before seeking third-party assistance within your school or board.*** [this would include going to your principal]
- ***If you make an adverse report about a colleague to a school board representative, you must furnish your colleague with a written account within 72 hours.***
(Teaching Profession Act – 18 1(b))
- ***Timeliness is often required if a complaint is being made to the school board.”***

Remember: Conflicts between colleagues are primarily the responsibility of the employer.



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





Our benefit plans are administered by Sun Life Financial under policy number **15314 (Note this changed last year)**.

In addition, your **certificate number** is now your **employee number** beginning with the letter 'w'. For example, if your employee number is 2222 your new certificate number is w2222.

LONG TERM DISABILITY WAIVER

Eligibility for LTD ends at one of three points:

- i. Upon reaching 65 years of age.
- ii. Upon reaching 33 years of pensionable service (i.e. eligible for 66% pension)
- iii. Upon retirement

Since you are no longer eligible to collect LTD benefits following one of these three events, it is possible to have payment of premiums waived 80 days prior to reaching those points.

The onus is on the member to advise the Board and unit office and to make application for the waiver. Copies of the waiver can be received by calling the unit office and is also available on our website at www.oectawellington.ca.

Information about changes to the Teachers' Pension Plan

The Ontario Teachers' Federation (OTF) and the Ontario government have changed the way cost-of-living increases will be determined for future retirees' pensions to make it possible to file a balanced valuation.

Information about the changes can be found on the OECTA website, including:

- A summary of the changes to the Plan
- Information about what alternatives the Plan Partners considered
- How the changes will affect retirees
- Links to additional resources, including a video of the presentation on the changes delivered to the Special meeting of OECTA's Council of Presidents on September 25.

More info at: www.oecta.on.ca

www.otpp.ca



Active management of LTD Plan leads to another rate decrease

This year, Sun Life has provided a rate decrease of 11% to LTD rates. This is the second consecutive year that LTD premium rate has decreased. Last year the rate declined by 8%. Since Wellington OECTA became more actively involved in managing our LTD program, rates have continued to decline from the overly high rates of the early 2000s. **The LTD rate is now 33% lower than the 2000-01 level when Corporate Benefits Analysts (CBA) was initially retained by Wellington.**

Summarized in the chart below is a history of the LTD premium rate* for Wellington OECTA and the annual premium cost for the member, based on a salary of \$70,000. Note that Corporate Benefits Analysts was appointed in Feb of 2001.

	Jan 1999	Jan 2000	Feb 2001	Sept 2001	Sept 2002	Dec 2003	Oct 2004	Sept 2005	Sept 2006	Sept 2007	Sept 2008
Rate*	\$3.89	\$4.33	\$3.61	\$3.93	\$4.01	\$3.65	\$3.54	\$3.54	\$3.26	\$2.90	
Premium at \$70,000 annual income	\$1,816	\$2,022	\$1,390	\$1,513	\$1,544	\$1,405	\$1,363	\$1,363	\$1,255	\$1,117	

* per \$100 of benefit; including RST



Visit our new website at www.oectawellington.ca



Board's Retirement and Service Recognition Banquet

This year's Retirement and Service Recognition Banquet will be held on

*Tuesday, November 18, 2008
at the
Italian Canadian Club
5:30 p.m. Cocktails
6:30 p.m. Dinner*

The following people will be recognized. Congratulations to all.

Retirees

*Joan Bloomfield
Antionietta Bortolon
Betty Boyd
Karen Brooks Nelson
Sandi Coppin
Joanne Guidoccio
Michael Hamp
Nancy Hebert
Mariella LeBeau*

*Jean Mansfield
Johanne Martin
Robert Martin
Adele Pecore
Doreen Rooney
Nancy Scott
Peter Scott
Donna Tonizzo
George Yacoub*

25 Years of Service

*Bruna Ballestrin
Marybeth Bilodeau
Antonella Cenedese
Holly Conway
Brenda Kenney
Penny Larue
Peter Maich*

*Should you wish to attend this special evening of celebration, please contact
Monika Harendarz at (519) 821-4640 ext. 220 before November 10, 2008. Tickets
can be purchased for \$40.00 per person.*

ATTENTION ALL CURLERS OR CURLER WANNABEES



Are you an experienced curler or just someone who has always wanted to try the sport?

We are currently investigating the possibility of organizing an OECTA curling bonspiel. The focus would be social and fun.

Many OECTA units have similar events, the public Board has a very large annual event, and we would like to see what kind of interest there might be in Wellington.

We would start on a small scale, say 8 teams. It would likely be a Saturday (late morning to mid afternoon) probably in January. The focus will be recreational, non-competitive fun and therefore we would encourage anyone, even if you never tried the game, to consider participating.

The day would involve 2 (maybe 3) short games and a lunch. Our initial plan would be to restrict participation to OECTA members. We may include spouses of OECTA members and perhaps former OECTA members who have retired. The cost to participants would be minimal. We would hope to have lots of prizes.

If you might be interested, could you please let us know.

Hurry, hard!



HAVE YOU RECENTLY...

- ... MOVED?
- ... CHANGED YOUR NAME?
- ... CHANGED SCHOOLS
- ... REDUCED OR INCREASED YOUR CONTRACT?
- ... GOT A NEW PHONE NUMBER?

Your OECTA Staff Rep has been asked to assist us in updating our database and membership list. Please confirm your name and address information with your staff rep.

You can also provide an update by using our easy-to-use form on our website at www.oectawellington.ca



Visit our new website at www.oectawellington.ca