

WELLINGTON WORKS

September 2008

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

Volume 16, Issue 1

Agenda

Monday September 22

Reps Council
Half-Day Inservice
OECTA Office 12:00 p.m.
Executive Meeting 3:30 p.m.

Wellington Works Volume 16
Issue 1 distributed

Thursday September 25

Special Council of Presidents
Toronto

Thursday September 25 and Friday September 26

Grievance Officers Workshop
Toronto

Monday September 29

Spiritual Development Day

Wednesday October 1

Meeting with CBA re LTD/Wellness
OECTA OFFICE 9:00 a.m.

THURSDAY Oct 9

Bishop's Dinner for Catholic Education
ICC 6:00 p.m.

WEDNESDAY October 15

Catholicity Council
OECTA OFFICE

MONDAY Oct 20

Executive Meeting 4:15p.m.
OECTA OFFICE

MONDAY Oct 27

Reps Council 4:30p.m.
OECTA OFFICE

Wellington Works

is prepared
by

Wellington OECTA

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

Wellington OECTA Local Executive

As of July 1st, the executive elected at last spring's AGM took over at Wellington OECTA. We welcome two new executive members to this year's executive.

The following is the executive for 2008-09:

President: Jim Whitechurch

VP(Elementary): Judy Mullen

VP(Secondary): George Giovinazzo

VP(Occasional): Nancy Baker

Secretary: Lynda Franchetto

Councillors: Kathy Carere
Grant Drohan
John Maschio
Mike Topolie
Laurence Vignola

The executive meets the second Monday of the month and the Reps Council meets on the last

Monday of each month (excluding December and June). The Reps Council is comprised of reps from each school, a rep for system teachers, a rep for Occasional Teachers and the Executive.

Our unit office is located in the Orchard Park Office complex on the Jesuit property on Highway 6.

Members may reach us by email through First Class or through oecta.wellington@rogers.com

Our phone number is 519-763-3043.

Our fax number is 519-763-2682.

Wellington OECTA is a joint - elementary and secondary - unit, consisting of almost 500 regular teacher members and close to 200 occasional teacher members.

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R.R.#5 Guelph, ON

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Eyeglass Coverage

4 N1H 6J2
Phone: 519-763-3043
Fax: 519-763-2682

Cost of Continued Benefits while on Leave
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5 [@rogers.com](mailto:oecta.wellington@rogers.com)

Website:
www.oectawellington.ca

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ONTARIO ENGLISH
**Catholic
Teachers**
ASSOCIATION

New Collective Agreements (Regular and Occasional) Ratified

On September 9, OECTA members ratified new four year collective agreements. Summaries are available and copies of the full agreements will be sent out shortly. The main changes to both agreements are summarized here & on the next page

Regular Teacher Agreement

Preamble ADDED (both Regular and Occasional Agreements) as required by PDT

The Wellington Catholic District School Board and the Ontario Catholic Teacher's Association Wellington Bargaining Unit are committed to improve student achievement, reduce gaps in student outcomes and increase confidence in the publicly funded education.

4 Year Agreement

Salary and allowances—adjusted 3% each year

Joint Professional Development and Joint Staffing Committees to be established—see page 3 for more

Elementary Prep & Planning Time - as of September 1, 2008— 200 minutes/week (current) - increases by 10 minutes per week on September 1 each of the next for years to be 240 as of September 1 2012

Note: The Joint Staffing Committee will review the allocation of prep/planning to consider scheduling larger blocks of time

Elementary Supervision Limits—capped at 100 minutes/week as September 1, 2008 and decreasing to 80 by September 1, 2010. Assignment of supervision shall not exceed current practices in place, where they are more favorable. The Joint Staffing Committee shall review the master supervision schedule.

Elementary Report Card Days One Professional Activity Day prior to each reporting period will be designated for the purpose of assessment and completion of report cards at the elementary level.

Secondary Supervision—Current practice regarding the levels of secondary supervision during the 2007-2008 school year shall be maintained. The Joint Staffing Committee shall review the master supervision schedule.

Secondary On-calls—Effective September 1, 2009, the number of “on-calls” assigned to a teacher shall not exceed twelve (12) half-periods in a semester.

Leaves

- Deleted **Education/Sabbatical Leave**
- Clarifications on **Bereavement** language
- Teachers who run out sick leave after giving birth shall receive the difference between the teacher's current sick leave balance up to a maximum of 10 days (the EI waiting period).
- Amended **Miscellaneous Leaves** (with deduction from sick leave) to include a provision for leave for a specialized appointment that could not be scheduled outside of the school day.
- **Self-funded leave plans** may now be taken in intervals of 6 months or more, beginning Sept. 1 or Feb. 1. Withdrawal from the leave plan will result in an additional administrative fee of \$300.00.

Teacher –in Charge -Significant changes made to TIC language— see page 3

- Deleted language related to **mandatory retirement** at age 65.
- Teachers over age 65 shall be entitled to benefits except for LTD and group life.
- Deleted language allowing the Board to withhold a salary increment based on “inadequate work” as assessed by the Director.
- In the case of non-disciplinary meetings with an administrator, the teacher will be told, in advance, of the specific purpose of the meeting.
- Reworded **seniority and redundancy clauses** to clearly assign seniority based on date of hire to the bargaining unit.
- Receiving an allowance can no longer circumvent seniority for the purposes of redundancy, only qualifications in a restricted area can over-ride seniority where no other qualified teacher is available.
- **Partial years** of experience to be calculated on the basis of 194 school days.
- **Lump sum payment of salary** in June will no longer be available to new hires. Current members of the bargaining unit will not be able to revert back to the lump sum payment once he/she has opted out.
- **Salary Confirmation** -Teachers no longer have to respond regarding their statement of salary unless a correction is required. Should a teacher fail to report a correction within 21 days the teacher will not be entitled to any additional retroactive pay resulting from the error.
- Clarified that **Acting administrators** shall not perform evaluations of any teachers.
- **Personnel File**—Amended language to reflect current practice regarding confidentiality and access.
- **Teacher Performance Appraisal/NTIP** -Updated language to reflect current legislation and clarify a number of issues (see summary for more info)
- **Dual Credit Courses:** A secondary school's Average Daily Enrolment in Dual Credit courses shall be included in the calculation of the number of secondary teaching positions required in the Board pursuant to this collective agreement and/or any class-size regulation.

New Collective Agreements (cont'd)

Joint PD Committee

- New agreement provides that there shall be established a Joint Professional Development (PD) Committee consisting of three (3) Board reps and three (3) Union representatives which shall meet at least 4 times a year
- The PD Committee will:
 - address ways in which funds generated by the allocation in the Grants for Student Needs to enhance professional learning opportunities for teachers will be used.
 - promote best practices in the implementation of professional learning, which shall be embedded in the instructional day.
 - oversee that professional activities for teachers during PA Days are consistent with the learning goals identified in the Teacher's Annual Learning Plans.
 - provide advice and assistance to Board staff who are assigned responsibility for providing Professional Development to teachers and planning for such activities.

Joint Staffing Committee

- New agreement provides that there shall be established a Joint Staffing Committee composed of three (3) Board representatives and three (3) Union representatives which shall meet at least 5 times a year
- The functions of the Committee shall be:
 - to review and discuss the existing staffing model and staff allocation;
 - to monitor compliance with respect to Ministry and collective agreement staffing requirements;
 - to develop a Board wide staffing model;
 - to make recommendations on and monitor the implementation of new programs and initiatives;
 - to consider and make recommendations on staffing issues arising from the Provincial Discussion Table Agreement;
 - to consider any other matters the parties may mutually agree would be appropriate.

Teacher-In-Charge(TIC) Improved language as follows:

- TIC will not evaluate other Board employees.
- TIC will be provided an contact number to reach the principal/superintendent
- Classroom teachers will be replaced with an occasional teacher if made a TIC for more than a half-day, non-classroom teachers may be replaced at the discretion of the principal in consultation with the TIC. All TIC's will be replaced in the event of the absence of a principal for 2 days or more.
- TIC will always be informed when the administrator(s) has left the school
- TIC's will receive a half-day of in-service on a school day
- Honorarium increases \$25 annually from \$875 September 1, 2008 to \$950 as of September 1, 2011
- If a TIC is assigned more than 10 days, with a minimum of a half-day occurrence, he/she shall receive an additional \$25 per occurrence.
- Any teacher who acts as a TIC when the regular TIC is absent shall be released in accordance with this article and be paid \$35 per half-day assignment.

Occasional Teacher Agreement

4 Year Agreement

Salary Daily Rate Formula maintained throughout agreement: 1/194 of A0 Step 0 (Currently \$195.99) -3% Increase September 1, 2008 and each September over term of agreement

Letter of Understanding: **Paid Professional Development Days** (Additional 3.5% PDT funding) Each Occasional Teacher shall be eligible to attend and be paid for a minimum of one (1) Professional Development Day per school-year, subject to attendance.

Long-Term Occasional Assignments **number of days to an LTO** assignment reduced to 14 days.

Benefit Eligibility: LTOs will become eligible for **benefits** after 45 days (an improvement from the previous 60 days).

Sick Leave Two (2) days of sick leave per month: accumulate throughout a school year; up to five (5) days can be carried over to a subsequent LTO assignment.

Bereavement leave provisions for LTOs are now the same as regular teachers.

Pregnancy and Parental Leave (LTOs) Language added to clarify process for notice for P/P Leave and return from leave if the LTO assignment has not yet concluded.

Casual OT Call-Out— Revision to rules for removal from Occasional list

Postings and Hiring—language to clarify eligibility requirements and consideration for postings

Parking Pass -Occasional Teachers will be provided with a vehicle identification tag for placement in the teacher's vehicle, identifying them as a WCDSB Occasional Teacher,

OT Information Package—Specifics requirements outlined for an information package for OTs including class lists; Seating plans where appropriate; Lesson plans; Supervision duties and bell times; Medical information for identified students in the class-room; other relevant information pertaining to the class.

Email Access: Letter of Agreement: The Board agrees to investigate Occasional Teacher access to the Board's email system and website.

Important Information on YOUR Benefits

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 will be 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.

LTD rates to decrease again.

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%.

The LTD rate is now 33% lower than the 2001 level when Corporate Benefits Analysts (CBA) was initially retained by Wellington OECA.

Sun Life has continued with the practice of presenting their proposed renewal action early while maintaining a September 1 effective date.

In 2001, after the carrier suggested that a further substantial increase in premium rates would occur, Wellington OECA hired CBA to investigate opportunities to control our rates. With some modest changes to the plan design recommended by CBA, we went out to the open market. In spite of the caution of the Board's benefit consultant, we went to tender and received four proposals all proposing significant reductions in rates, including the current carrier.

Since then, CBA has regularly reviewed our plan, offered advice on LTD and other benefit areas and worked with our carrier to maintain more effective management of our LTD rates. Without significant further changes to our plan, we have continued to see an overall decline in our LTD rates since that time.



**SUN LIFE
GROUP BENEFITS
by PHONE
or
on the INTERNET**

TELEPHONE

Access to your benefits information is as close as your nearest touchtone phone. You can:

- Check the payment status of your recent health and dental claims
- Check whether your claim has been entered into our system and is "under review" or "paid"
- Transfer to speak with a Customer Care rep (available Monday to Friday, excluding holidays, between 7:00 a.m. and 8:00 p.m. EST)

Call the Customer Care Centre at 1 800 361-6212
When prompted, enter your Access ID and password

INTERNET

You'll be amazed at the Group Benefits information you'll find on the internet. It's never been easier to access your personal medical and dental benefits information. You can:

- Submit claims
- Have your claims payments deposited directly into your bank account
- Print personal claims forms
- View or print details of your claims
- Print a personal Pay-Direct drug card
- Find out about medical coverage before traveling out-of-province

Connect to your Group Benefits on the Internet
Visit sunlife.ca/member and enter your access ID and password

(for your Access ID, register on line or call)



EYEGLASS COVERAGE

Eyeglass coverage is now part of your Sun Life Group Benefits plan.

To make a claim you can submit your incurred expenses for eyeglasses (or contacts) the same form and in the same fashion as Extended Health claims.

COST OF CONTINUED BENEFIT COVERAGE WHILE ON LEAVE OF ABSENCE

The following information is based on previous information received from the Board Office. It is important for anyone planning or considering a leave of absence.

If you are planning to request a **PREGNANCY/PARENTAL LEAVE OF ABSENCE** or a **PERSONAL LEAVE OF ABSENCE**, it is your responsibility to contact Susan Paoli, Human Resources Department in writing (through the e-mail system is fine) as soon as possible. This will allow the time required to process the necessary paperwork and ascertain your intentions regarding the continuation of your benefit coverage.

Please note the following regarding your continued benefit coverage according to the leave requested.

PREGNANCY/PARENTAL LEAVE OF ABSENCE

During a Pregnancy/Parental Leave of Absence, employees continue to participate in group benefit plans. The cost of premium required for your current benefits will be the same as if you continued to work. The Extended Health and Dental Plan benefits are compulsory unless exemption can be claimed - spousal coverage. The coverage of your Long Term Disability and Life Insurance Plans are compulsory, regardless of spousal coverage, with the Long Term Disability available only during the duration of your Pregnancy/Parental Leave. Teachers pay 100% of the premium for LTD.

PERSONAL LEAVE OF ABSENCE

During an unpaid Personal Leave of Absence, employees may continue to participate in benefit plans. **The cost of premium required for your current benefits will be 100% cost to the employee**. (note: the regular contribution is 5% of premium, so you will be paying substantially more) The Extended Health and Dental Plan benefits are compulsory unless exemption can be claimed - spousal or private plan coverage. Your life insurance benefit is compulsory regardless of spousal coverage, however, an employee is not eligible to carry long term disability on an unpaid personal leave of absence.

COST OF CONTINUED BENEFIT COVERAGE

There are costs associated with maintaining your group benefit coverage. You will be informed of the premium costs when you contact Connie Ippolito or Monika Harendarz. The Accounting Department will send you an invoice billing you for the continued benefit coverage for the duration of your requested leave. Accounting accepts monthly post-dated cheques as payment during your leave of absence. If you have any questions, please do not hesitate to contact Connie directly.

Telephone: 519 - 821-4640 X 208

Fax: 519-824-3088

E-Mail: on First Class

ADDITIONAL NOTE re COLLEGE TEACHERS FEES

It is your responsibility to ensure that your College of Teachers Fees are kept up to date during an absence. It is important to note that should your fee not be paid, the College may require you to pay a fairly substantial re-instatement fee and you will not be eligible to teach until you are re-instated.

Teacher Absence from School

Some important information about teacher absences:

Absence due to illness:

When you are absence due to illness:

- you must report your illness to your administrator according to established timelines.
- you must inform your administrator that you are "ill"; simply saying you are "going to be off" or "away today" is not sufficient.
- you do not have to nor should you provide any specifics about your particular illness
- any medical documentation should only be provided to Joanne Gibson at the Board Office not to site administrators.



Note: that the Board is within its managerial rights to ask for medical evidence for any period of absence. General practice is to require "medical" after 3 days, but the Board may ask for any period of time even less than 3 days.

Other Absences

The contract outlines very clearly other provisions governing various other absences.

Personal Days

Our collective agreement does **not** provide for so-called "personal days". There are, however, a variety of other provisions for absences for family medical emergency, graduations and specialized appointments which cannot be made outside of the school day (new this year) as well as for bereavement, quarantine and jury duty.

OECTA Professional Development

Registration for OECTA's **Fall/Winter AQ courses** is underway. For more info go to OECTA's website www.oecta.on.ca

"When Faith Meets Pedagogy XIII" is to be held on Oct. 23-25 in Toronto. The Board and OECTA will sponsor delegates to this conference from each site.

The delegates to be funded by OECTA will be selected by the unit office in consultation with the rep. If you are interested in attending please inform your staff rep.

OECTA: The Next Generation OECTA's annual conference for beginning teachers will be held on **February 19 -20, 2009**

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.

More information on registration will follow soon.

As in the past, our unit will have provincially funded representatives

and will provide local funding for additional members to attend.

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



OECTA: Local Workshops

With the assistance of Provincial OECTA, the Unit is sponsoring a series of local workshops for teachers. These workshops will be held at the unit office, be limited to 25 participants and a light meal will be provided



Energy Make-Overs: How to Go From Burnt Out to Fired Up!

This creative and revitalizing workshop will address the following issues for teachers: life balance, stress management and personal fulfillment both in and out of the classroom. Principles from Life Coaching and The Artist's Way by Julia Cameron will be explored.

Audience: All Teachers

Presenters: Teresa Plach and Elizabeth L. Reynolds

Date: Thursday, October 2nd

Setting Up a Well-Organized French Program

The roles and responsibilities 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, 2008

When Faith Meets Pedagogy Conference



Catholic Curriculum Corporation presents:

WHEN FAITH MEETS PEDAGOGY XIII CONFERENCE

"ONE CALL TO SERVE EACH OTHER"

October 23, 24, 25, 2008

DoubleTree By Hilton / Toronto Airport

Speakers

Most Rev. Gerard Bergie
Auxiliary Bishop of Hamilton

Edwina Gateley - Erie, PA, USA
Poet, Artist, Lay Minister and Writer

James McCracken
Director of Education
Ottawa CDSB

Barbara Bodkin
Director of Continuing Education OISE
University of Toronto

Tony Alonso and Chris de Silva
GIA Musicians

Conference Registration Fee \$231.00 (\$220.00 + \$11.00 GST)



For further information contact:
Gerald Blake, Executive Director
www.catholiccurriculumcorp.org
Tel: 905-564-0209
gerryblake@catholiccurriculumcorp.org

Contact your Board Representative for details:

Design and layout by Peter MacKay 2008 04 20

Location

DoubleTree by Hilton/Toronto Airport
416-244-1711
1-800-668-3656

[On-Line Booking Link](#)

Conference Room Rate: \$131 + taxes

Program & Delegate Registration available May 26th at:

www.catholiccurriculumcorp.org

Meals Included

Thursday	4:00 - 6:00	Light Dinner
	9:00 p.m.	Refreshments
Friday	7:30 - 8:15	Breakfast
	12:15	Lunch
	4:15	Wine & Cheese
Saturday	8:00	Breakfast

Choose from over 50 teacher-led workshops!

Friday Night GIA Concert
Tony Alonso & Chris de Silva

Complimentary Delegate Bag

Welcome New Teachers

Want to know more
about OECTA ser-
vices?

Check out:

Provincial Web-site
www.oecta.on.ca

Local Web-site
www.oectawellington.ca

We would like to welcome our new colleagues that have joined Wellington OECTA this September.

Specifically, we would like to welcome these new statutory members to OECTA:

Melissa Barnes
Cathy Bazinet
Joseph Beaudoin
Teresa Blackmore
Andrea Bruni
Natalie Courtemanche
-Gauthier

Stephanie Gilbert
Jaime Gooyers
Jennifer Kroetsch
Carol Lichtenberger
Christopher Matteis
Rebekah McElhone
Lisa Mirotta
Rebecca Newell
Michelle O'Hagan
Michael Rafter
Kevin Reid
Heidi Reitzel
Jennifer Richard
Christa Verdone
Michelle Willms

A number of other new teachers have also joined our Occasional ranks in a variety of long term positions and new people have had their names added to the daily casual occasional list. All Occasional teachers are also members of OECTA.

Welcome to Wellington.

Take an extra moment to welcome and say hi to the new faces at your school.

OECTA meets regularly with Board Admin

The Unit Officers meet with senior board admin on a regular basis (every 4-6 weeks) and discuss issues/ concerns of mutual interest. We invite members to suggest topics that we can raise in at these meetings. We share issues/concerns of mutual interest and attempt to resolve potential problems in a friendly co-operative manner.

The first "Breakfast with Admin" meeting has not yet been scheduled but is likely to be sometime in October

We also meet on a regular basis with the Program Department to share information and concerns on various government and Board curriculum initiatives.

We are in regular contact with the staff in Human Resources with regards to benefits, individual situations, postings, hiring and a variety of contractual issues. We also will meet more formally with HR admin to identify potential issues in a variety of areas. Our first joint meeting with the HR Department was held September 18.

Any member who has concerns or questions he/she wishes to have us raise in any of these venues, is invited to contact one of the unit officers or his/her site rep.



Bishop's Dinner for Catholic Education

The Bishop's Dinner for Catholic Education will be held on October 9. Proceeds from the event will be used towards the completion of a student Retreat Centre on the Ignatius Jesuit property

Details are as follows:

Guest Speaker: Bishop Gerard Bergie

Wednesday October 9, 2008

Italian Canadian Club

Cocktails: 6:00 p.m.

Dinner: 6:45 p.m.

Tickets \$75.00/person

Call 519-821-4640 ext 214