



ETFO-MATION

VOLUME 1, ISSUE 2

NOVEMBER/DECEMBER 2009

ALL DAY KINDERGARTEN BECOMING A REALITY

On October 27, 2009 the Ontario government unveiled its Early Learning Initiative - All Day Kindergarten. ETFO is very pleased that the model to be implemented for full day kindergarten has a teacher at the front of all classrooms with the support of an Early Childhood Educator (ECE). Although ETFO is extremely pleased with the government's decision to ensure a teacher will in every class, we do have some concerns.

Class Size - In Early Years we have been covered by the provincial agreement that covers Primary Class Size Caps. The new Early Learning Initiative far exceeds these current provincial hard caps. The class size in the new Kindergarten plan is an



average of 26 students per class. This exceeds our current recommendations of 20 students by 6 and our hard cap agreement by 3. Unfortunately, we do not have any language in our Collective Agreement that addresses Kindergarten class sizes.

The numbers stated above are based on the averages. While

some classes may only be 21 that means another could be 31. This is a major concern for all teachers.

ETFO's position remains that 26 students in a kindergarten class is unacceptable and unrealistic. President Sam Hammond has made this position very clear at each meeting with the Premier's staff, the Minister of Education, the Deputy Minister of early Learning, OPSBA, and OPC. Has also been very clear that where we have collective agreement language that notes a lesser class size in Kindergarten (e.g. 23/24/25) that the terms of those agreements must be respected.

Provincial will continue to lobby the Provincial government and we will keep you posted.

CLICK BELOW FOR MORE INFORMATION

- [Local AQ Courses](#)

<http://www.etfo.ca/ProfessionalDevelopment/AQCourses/Pages/default.aspx>

- [Provincial Mailings](#)

<http://www.etfo.ca/PUBLICATIONS/STEWARMAILINGS/Pages/default.aspx>

- [VOICE Magazine](#)

<http://www.etfo.ca/Publications/Voice/Pages/default.aspx>

- [Your Annual Learning Plan](#)

<http://www.etfo.ca/AdviceForMembers/ALP/Pages/default.aspx>

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LOCAL AND PROVINCIAL ETFO OFFICES' HOLIDAY SCHEDULE

The Local ETFO Office will be closed from Friday December 18 until Monday January 4, 2010. Any messages will be returned after the holidays.

The Provincial ETFO Office will be closed during the same period. The provin-

cial general mailbox for phone messages will be checked daily and an effort will be made to return all critical phone calls within 24 hours. Non-critical calls will be returned after the holidays.

Emergency Situations

The Emergency Legal Assistance system will be operational over the holiday period to respond to critical/emergency situations only.

Local Office 519-628-5414

Prov. Office 888-838-3836



Stay on top of advice to all teachers by visiting ETFO's PRS Matters Website.

<http://www.etfo.ca/AdviceForMembers/PRSMattersBulletins/Pages/default.aspx>

OUR
WORKING
CONDITIONS
ARE OUR
STUDENTS
LEARNING
CONDITIONS!

THE PRESIDENT'S UPDATE

WORKLOAD - OUR CONTINUED STRUGGLE

Last year across the province and locally the number one issue for all teachers was **WORKLOAD**. This guided ETFO during negotiations last year and resulted in ETFO's long stalemate with the government.

Preparation time became one of the key issues. While additional preparation time was favoured by all groups, who would control the prep time was in question. OPSBA felt all new preparation time over 200 minutes would be at the control of the Principal. ETFO continued to hold firm that preparation time will be determined by the teacher. At the end of negotiations not only did teachers get 40 minutes more per week, by the end of our Collective Agreement, it is completely controlled by the teacher.

Also at question was the 15 minutes before the start of the school day, who would be in control of this time. ETFO again stood firm, and while we did not make any gains we maintained control over this time, unlike other teacher groups.

As a result of our new Collective Agreement, Staff meetings now have regulations on their frequency and length. Professional Development is now part of our meetings. ETFO believes that all mandatory provincial training, such as Accessibility for Ontarians With Disabilities Act, and training ordered by the Ministry of Labour needs to be addressed during school time. This means the training must be completed during the school day, PA Days or staff meetings.

This is common practice in many school boards across the province. However, the Lambton Kent District School Board has still not set a long term policy for mandatory training. Although we thought we had an understanding with the Board, their lawyers put an end to any hope of an understanding.

While the Board did hear our concerns about the computer difficulties and extended the deadline of the AODA Training, they are not willing to provide any staff meeting time to address this training. Instead they decided to focus on "staff development".

It begs me to ask the question – Is mandated provincial wide training for all Ontario Public Service Employees not "staff development"? I guess not.

ETFO PROFESSIONAL DEVELOPMENT

Each year ETFO offers a variety of PD and support for members to grow in the field of Education. Last year we offered classroom focused university courses from Drake University, Provincial Additional Qualifications in Special Education, Summer Academy short courses, plus a variety of other released

day training and after school training. To assist members financially we offer subsidize and pay for much of this PD. We also have our personal PD fund that members can apply to every two years.

Unfortunately, this year we have been unable to negotiate any release time with

the Board. Although ETFO pays for all release time, the Board feels that this is too much of a disruption to school programs. Although we are disappointed with the Board's decision we are committed to continue to bring you a variety of PD opportunities.



JOHN NEVILLE –VP KENT REPORT

Report Card Days

Friday, November 13, 2009 was designated as a Report Card Day. It was very important that we as teachers used this day which has been long overdue in our collective agreement for its intended purpose. This day was to be used without interference of administration. The teacher could but was not limited to marking student work, preparing/determining grades or marks, developing comments, or meeting with colleagues to moderate student work. It was up to the discretion of each teacher how this day was to be used. Teachers were required to work at their school on this day. The day was to be used by the teacher for reporting and assessment, if your administrator had other ideas on the purpose of this day (such as a meeting of some sort), please inform our office as soon as you can. Please keep in mind this was a hard fought for article in our collective agreement and next year we get two days!

Long Range Plans

The expectations and requirements placed on staff by principals seem to be as varied as the landscape between Wheatley and Grand Bend. In discussions that I have had with Upper Administration there seems to be no specific universal form or content for long range plans. The education act does refer to long range plans in the following context.

Duties of Teachers (Reg. 298 section 20)

20. In addition to the duties assigned to the teacher under the Act and by the board, a teacher shall,

(a) be responsible for effective instruction, training and evaluation of the progress of pupils in the subjects assigned to the teacher and for the management of the class or classes, and report to the principal on the progress of pupils on request;

(b) carry out the supervisory duties and instructional program assigned to the

teacher by the principal and supply such information related thereto as the principal may require;

(f) prepare for use in the teacher's class or classes such teaching plans and outlines as are required by the principal and the appropriate supervisory officer and submit the plans and outlines to the principal or the appropriate supervisory officer, as the case may be, on request;

In Lambton Kent we do not have any language covering Long Range plans. In conclusion there is a requirement under the act to complete them, however the form and detail required is up to the principal.

Check out **Resources for Teachers** by visiting our **Provincial Website.**

Click the address below:

[http://www.etfo.ca/
Resources/ForTeachers/
Pages/default.aspx](http://www.etfo.ca/Resources/ForTeachers/Pages/default.aspx)

CHECK YOUR PAY STUB - AGAIN

That time of year is once again upon us. We have had the joy of larger than normal pay cheques throughout the fall, that is about to come to an end. Before they do, our last day of school before the Christmas holidays you will

receive a double cheque. Instead of a 4% cheque you will receive an 8% cheque. Many of us will have received larger than normal cheques due to the fact that we will have maxed out contributions to EI and CPP.

Please remember that once we enter January we will have all of those deductions coming off once again along with our College of Teachers dues.



Retiring in 2009/10?

What you
need to now
is right here!

If you call the Pension Plan Board, it is worth noting the name of the client representative that you speak to in case you need to make further contact in the future.



Planning today, takes the worry out of tomorrow.

RETIREMENT PLANNING

Need to retire from the plan?

To retire, you need a photocopy of your birth certificate and, if applicable: your spouse's birth certificate; your marriage certificate or official declaration of a common-law relationship (for same or opposite-sex partners); and a certificate of divorce or decree absolute or a separation agreement, if your marriage ended while you were a member of the plan.

If you can't find a birth or marriage certificate that was issued in Ontario, contact the Registrar General at 416-325-8305 or 1-800-461-2156. It can take three or more months to obtain replacement copies of misplaced documents, such as birth certificates, so begin re-

trieving your documents early. Documents are available online - www.etfo.ca

Countdown to Retirement

When a member has made the decision to retire, he/she is encouraged to submit their retirement letter in a timely manner. This is of benefit to other members for equitable job postings.

January/February - If you haven't already done so, consider registering for **iAccess**, the secure member website. You'll find important information there, including a calculator you can use to generate pension estimates and a presentation on survivor pension options.

Gather the documents required to support your retirement application. (See above) It often takes three months or more to replace misplaced birth or marriage certificates.

February - Contact the pension board for a pension application kit or download a copy from the publications area of the website at: www.otpp.com.

March/April - Complete and mail your pension application to the client services department.

If you call the Pension Plan Board, it is worth noting the name of the client representative that you speak to in case you need to make further contact in the future.

Retirement Allowance Shelter

Sheltering Retirement Allowances. More detailed information can be found on the Revenue Canada Website by searching for the following Bulletin: IT-337R4. An excerpt is provided below as a starting point.

19. Paragraph 60(j.1) provides for a deduction for all or part of a retiring allowance included in a taxpayer's income and transferred to an RPP or to an RRSP under which the taxpayer is the annuitant. Transfers to an RPP however, may have certain adverse implications with respect to the taxpayer's "pension adjust-

ment", which should be considered in advance of the transfer

20. The eligible portion of a retiring allowance, for the purpose of 19(b), is computed as the sum of: (a) \$2,000 times the number of years (see 22(a)) before 1996 during which the employee or former employee (referred to hereafter as the "retiree") was employed by the employer or a person related to the employer (see 22(b));

For those members planning to retire, multiply \$2000 by the number of years of employment pre-

1995 with the board. For example, a teacher hired in 1975 could shelter \$40,000. (20 years X \$2000 per year)

Of course, any member who is retiring may access their entire gratuity (minus taxes, which will be automatically deducted) to use as they wish.

Teachers should note that there is no longer a requirement in the Collective Agreement to notify the school board about lump sum gratuity payment. This will be done automatically.

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Sample Retirement Letter

Dear Ms. Stucke,

In compliance with the requirements of the Ontario Teachers' Pension Plan, I would like to inform you of my intention to retire, effective -- ____ "date", 20XX. According to normal Board practice, following my retirement, I will perform no further paid teaching duties.

My retirement is based on the understanding and agreement that the Board shall provide me with all salary, benefits and retirement gratuity due to me pursuant to The Education Act, Regulations, and the current Collective Agreement.

I would appreciate confirmation, in writing, of your acceptance of my intention and of the terms I have stated. I also give you permission to release any information that is required by the Ontario Teachers' Pension Plan in processing my pension.

(You may wish to add your personal remarks before signing this letter.)

Sincerely,

(your name)

copy: your principal

Knowing Our Collective Agreement**Personal Medical Leave**

16.06.7 Leave for up to three (3) days shall be granted to attend to serious, non-discretionary medical treatment(s) for the Member.

An interpretation and example: The member can use 3 days for serious, non discretionary medical treatments per school year. Should a member need knee surgery they could use one day for the Surgeon's assessment appointment and one day for the surgery itself and one day for the post operative visit. The recovery days would be deducted from sick leave.

TEACHING IN KOREA!

Many teachers have had the opportunity to experience international education due to the Board's partnership with the Seoul Metropolitan Office of Education (SMOE).

SMOE is now looking for teachers who would like to have the opportunity to travel to Korea and teach within their school system. They are looking for teachers interested in teach one year in Seoul and surrounding areas.

Salaries range from \$1400 to \$2400 per month, free accommodations, and flight compensation to and from Korea. They also include resettlement allowances and severance bonus upon completion of the contract.

If you have any questions we can put you in touch with the proper authorities in Korea or contact:

Education Supervisor

Kim, Hwa-joong

WE'RE ON THE WEB AT

WWW.LKETFO.COM

519-397-0692.

This is not an exchange, and a leave would have to be secured with the LKDSB. Teachers must have 5 years with the school board before they can apply for a personal leave.

ETFO ✓ FEEO

Elementary Teachers' Federation of Ontario
Fédération des enseignantes et des enseignants
de l'élémentaire de l'Ontario