



# ETFO-MATION

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## ETFO ANNUAL GENERAL MEETING AUG. 17-20

The Provincial AGM recently concluded in Toronto. The elections and motions passed will have a direct impact on all of us as teachers across the province.

Locally, we were represented by 11 members who attended the meetings. Your local representatives were:

Leanne Beggs, Pat Foulon, Sarah Hall, Denis LeClerc, Laurel Liddicoat-Newton, Jodi Mandeno, John Neville, Jane Nicholson, Ron Rivait, Aylsia Wyville and Brad Wyville.

I would like to thank everyone for giving up a week of their summer to ensure that the interests of all teachers were being considered.

For a full report click the link on the back page.



### Our LK Delegates

Front Row -Jodi Mandeno, Brad Wyville, Leanne Beggs

Back Row -Laurel Liddicoat, Denis LeClerc, Aylsia Wyville, Ann Pharazyn (Functionary), Jane Nicholson, Sarah Hall

### Meeting Hi-Lights

**Presidential Election**— Sam Hammond defeats Dave Clegg.

### Vice Pres. Elections

1st Vice— vacant

Vice Pres.— Hilda Watkins

Vice Pres. Female— Susan Swackhammer

The ETFO delegation was addressed by:

Andrea Horwath- *NDP Leader*

Johan Koss— *Right to Play*

Mary Lou Donnelly— *CTF Pres.*

Joe Lamoureux— *OTF Pres.*

Gord Martineau— *Herbie Fund*



2009-11 Executive



## LK ETFO

### Welcome Back Social



**Friday Sept. 18th**

3:30 until ???

**Sarnia - Stokes Inland**

**Chatham - Jersey's**

Come out for some fun, friendship, goodies and refreshments!

## DID YOU GET MARRIED, HAVE A BABY OR HAVE ANY OTHER CHANGES THIS SUMMER?

If you experienced any changes in your life this summer please remember to contact the Board's Human Resources Department immediately!

For all updates it is important to notify the Board, but for some they are very time

sensitive.

If you got married this summer and plan to carry benefits for your spouse it is important to enroll them in our benefit plan within 30 days. After 30 days medicals will be needed to participate in the benefit plan.

Please contact HR immediately to notify them of address changes or family changes! Contact the Board's Benefits Officer, Susan Caron (519-336-1500 Ext. 489), and she will help ensure your benefits are up to date.

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Thursday, September 17, 7:30 p.m.

McPherson Fountain in Centennial Park.

Please join us for this very important event!!!

**ARTICLE 11.07 STATES THAT SCHOOLS CAN HAVE 10 STAFF MEETINGS PER SCHOOL YEAR, TO A MAXIMUM OF 75 MINUTES PER MEETING.**

## THE PRESIDENT'S UPDATE

Welcome back to a new school year! This year has already had a few changes that that has a direct impact on our start up. Obviously the early start is something that every teacher, student and family has had to adjust to. Many people have asked the question if this had to happen? The answer is yes. Although we did not have to make up four days, we did have to make up two prior to Labour Day. This was the result of a late Labour Day, and not being able to schedule 194 school days in before June 30. Although we traditionally start the school year after Labour Day, we must be aware that the Education Act defines the school year as 194 days between September 1 and June 30.

Another change we will be adjusting to is the implementation of our new Collective Agreement. Our Collective Agreement ratified last spring, is only now beginning to take hold. One of the key changes that will impact our working conditions will be Article 11.07 Staff Meetings.

### Regular Staff Meetings

In our Collective Agreement it states that schools can have 10 Staff Meetings per school year, to a maximum of 75 minutes per meeting. Attendance is expected at these, but unavoidable or emergency situations may come up that may not make everyone available. Teachers need to contact their principal ahead of time if they are unable to attend, and are encouraged to contact the principal or colleagues for missed information. The content of the 10 Staff meetings may include PD or divisional breakouts; the importance is the 75 minute time limit. ETFO is not encouraging members to stand up and walk out once 75 minutes is reached. If an item is being wrapped up we ask teachers to give the presenter the professional courtesy to complete the session. We also expect principals to show the same professional courtesy and not start a lengthy agenda item with only minutes left in the meeting.

The Principal can call additional Divisional Meetings, but they are completely voluntary. If the Principal wants to make them mandatory they can make Divisional Meetings part of the 75 minute staff meeting or free teachers up and put Divisional Meetings during the school day. However, if the Divisional Meeting is during the school day it can not be during a teacher's preparation time.

It is ETFO's position that all meetings held outside the instructional day, with the exception of the 10 Staff Meetings, are voluntary. This includes: **Divisional Meetings, Ad Hoc Staff Meetings and School Based Team Meetings.**

Working conditions were identified as the number 1 issue for teachers across the province. This clause was negotiated provincially to address the almost weekly meetings being held in some schools. The intent of this clause is to limit the number of meetings with expected attendance and to limit the timelines for these meetings.

## LTD WITHDRAWAL -HOW WHEN SHOULD IT BE DONE



Each year, as members approach retirement, the question of maintaining Long Term Disability coverage is raised.

According to the Contract Language in our LTD Policy, a member may opt out "the earlier of age 65 or when a teacher qualifies for a 66% unreduced pen-

sion from the Ontario Teachers' Pension Plan Board". Since each member of the LTD Plan has sole access to their pension information, the Local has no way of knowing if you are eligible to withdraw from coverage.

If your most recent pension statement indicates that you have

reached the 66% pension level, please contact the Local Office to see about withdrawing from the LTD Plan. If you discover that you have been paying premiums unnecessarily, OTIP will refund premiums to you.

## NICOLE SCHULTZ –VP LAMBTON REPORT

### "Rules worth having, are worth enforcing."

This quote from Ronald Morish sums up the role that you play as Teacher, and what we in the LKETFO Office do on your behalf. We are trying to enforce the rules established in our Collective Agreement, so you can do your job. We bargained for your Working Conditions because we know that your Working Conditions are the students' Learning Conditions.

One way you can learn more about your Collective Agreement and how it works for you, is to become involved in ETFO. Attend meetings, join committees, and participate in socials, workshops and events sponsored by LKETFO and our Provincial ETFO organization. Check out our LKETFO website, [www.lketfo.com](http://www.lketfo.com), and the Provincial website, [www.etfo.on.ca](http://www.etfo.on.ca), for details. Bring a new teacher with you

and encourage him/her to check out the monthly trivia contest, the resources and the events on the New Teacher Network (NTN) page on the local website, or email the NTN at [lk-ntn@hotmail.com](mailto:lk-ntn@hotmail.com).

Have a great September as you outline those rules that are worth having in your classrooms, and we look forward to seeing you during our Fall School Visits.

## JOHN NEVILLE –VP KENT REPORT

Staffing continues to be an area where the more knowledge I attain, the less I seem to know. At best it is very confusing for all parties as each situation is different and much of the control lies with the Board and Principals.

The latest issue revolves around the implementation of Collective agreement article 24.04 which states, "A Member with a part-time assignment who, prior to March 31, requests a full-time assignment com-

mencing the following school year, will be treated as a full-time Member for purposes of staffing, and be given a full-time assignment, subject to the lay-off procedures in Article 23." In short, if you have requested full time you should get it.

The complete result of this finding is that 24.04 will be adhered to in the strictest sense in the 2010 – 2011 staffing process. We have been able to secure meeting dates with the Board to change, edit and make

clearer the staffing process as it relates to transfers, increasing/ decreasing teaching time, surplus and layoff. We hope to have a mass meeting with any part time members wishing to be involved in this process in the Fall or Winter to outline the refined process and its effect on our members. Please stay tuned for dates, times and new information regarding staffing.

John Neville

## CHECK YOUR PAY STUB

What is the difference? Well I guess the most obvious change is the lack of a paper stub. Remember all pay stubs are only accessible online at <https://staffweb.lkdsb.net/>

The next thing that most of us will notice is larger take home

pay. This will be attributed to two factors. First, as a result of our Collective Agreement last spring we will be receiving a 2% salary increase. Secondly, many members will have maximized their CPP, Employ-

ment Ins. contributions. That means the larger take home pay will be with you until the end of December. However, once we enter January we will have all of those deductions coming off once again along with our College of Teachers dues.





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WE'RE ON THE WEB AT

[WWW.LKETFO.COM](http://WWW.LKETFO.COM)

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## Knowing Our Collective Agreement

Our new Collective Agreement is now in the schools! After some final edits and revisions copies are in all schools. LKETFO has forwarded electronic copies on to all Stewards. Paper copies (2 per school) will be passed on to all school at the September 28 Steward Meeting. Also please be aware that the Collective Agreement is on the Board website under Staff and then by clicking the Collective Agreement tab.

### Preparation Time – (Article 11.02.4.1- Instructional Time)

2009/10- 210 minutes per week

2010/11- 220 minutes per week

2011/12- 230 minutes per week

2012/13- 240 minutes per week

Supervision Time (Article 11.04.1) has been capped at 80 minutes per week. If you have been assigned more time, please contact the LKETFO Office immediately.

## THE SCHOOL INFORMATION FINDER –IT HELPS NO ONE!

The School Information Finder has set up by the Ontario Ministry of Education, and it includes two types of information. First, it includes general information to allow the public to look up Boards and their schools and general information to contact the school. Secondly, the site includes specific information such as: EQAO scores, primary class sizes, percentage of students receiving special education services and percentage of students identified as gifted. However, it also goes beyond school specific information and also includes: percentage of students from lower income households, percentage of students whose parents have some post-secondary education, percentage of students whose first language is not English, percentage of students whose first language is not French, percentage of students who are new to Canada from non-English or French speaking countries.

Although there are many sites on the internet that are in poor taste, this site is developed by the Ministry of Education.

**ETFO Information** <http://www.etfo.ca/IssuesinEducation/SchoolInformationFinder/Pages/default.aspx>

**People For Education Petition** [http://www.surveymonkey.com/s.aspx?sm=2gDbDb40viR8TodiNiXXFg\\_3d\\_3d](http://www.surveymonkey.com/s.aspx?sm=2gDbDb40viR8TodiNiXXFg_3d_3d)

### CLICK BELOW FOR MORE INFORMATION

- **Local AQ Courses** <http://www.etfo.ca/ProfessionalDevelopment/AQCourses/Pages/default.aspx>
- **Safe Schools** <http://www.etfo.ca/IssuesinEducation/SafeSchools/Pages/default.aspx>
- **Provincial Newsletter** <http://www.etfo.ca/Publications/atETFOFEEO/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>
- **H1N1 -FAQ** <http://www.etfo.ca/AdviceForMembers/FAQ%20H1N1%20Flu%20Virus/Pages/default.aspx>
- **Provincial AGM** <http://www.etfo.ca/AboutETFO/AnnualMeeting/Pages/default.aspx>