

The Dispatch



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TDSB Provides Information on Contract Hiring, Resume Writing & Interview Skills All in One Evening – January 24th.

Once again, the TDSB has committed to renewing all Elementary Occasional Teachers currently on the Eligible-to-Hire (ETH) List, providing they complete the application process, include current evaluations and positive reference checks from recent administrators. Occasional Teachers on the 2011 ETH list will not be required to do a central interview. The TDSB is limiting new additions to the ETH List to those who meet their identified high needs areas.

The **Elementary Hiring Information Meeting** will be held on **Tuesday January 24th, 2012** at Earl Haig Secondary School, Auditorium, 100 Princess Ave., near Yonge and Sheppard.

Immediately following the information session there will be a **Resume Writing and Interview Skills** presentation by a panel of current TDSB Principals. This will be the only time the TDSB will be providing this presentation this year.

Any **member interested in applying for LTOs can attend** this event, even if you are not currently on the ETH List and are not interested in applying for a contract position. The tips on resume writing and interview skills would be very helpful to your LTO search.

If you are currently on the ETH List you will still remain on the OT List, providing you complete 20 days of elementary occasional teaching by May 15th and complete the online renewal by June 30th each year. There is often some misunderstanding about this for members who are new to occasional teaching. **You do not have to be on the ETH List in order to stay on the OT List.**

GENERAL MEETING and Delegate Election

Thursday February 23, 2012

Armour Heights P.S.— 5:00 p.m. - 7:30 p.m.

148 Wilson Avenue

Light Dinner from 4:30 p.m.

(See enclosed flyer for details)

Reminders

- ◆ **January 24, 2012**
TDSB Elementary Hiring Information Evening
- ◆ **February 10, 2012**
Executive Nomination deadline
- ◆ **February 17, 2012**
Board Wide P.A. Day
- ◆ **February 17, 2012**
Delegate Nomination deadline
- ◆ **February 20, 2012**
Family Day
- ◆ **February 23, 2012**
Winter General Meeting and Delegate Election
- ◆ **March 12, 2012–
March 16, 2012**
Inclusive, March Break

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Timetable of The Teacher You're Replacing

Clause (28.2.0.) states, "**The timetable for an Occasional Teacher shall be the same as the timetable of the Teacher who is being replaced.**" (also found on page 32 in your Pocket Calendar)

This clause has been in our Collective Agreement since the signing of the 2004 Collective Agreement. Amazingly, there are still Occasional Teachers who do not always get the timetable of the teacher they are replacing. We need you to call us every time this happens to you.

Always ensure that you are covering the **regular timetable** of the teacher you are replacing, not a special 'made for the day' timetable. If your timetable shows you as covering another class on what should be the teacher's preparation period, we need you to call us.

When we hear from the member whose timetable has been changed, we email the Board to advise them that we believe there has been a violation of our Collective Agreement. The Board then calls the administrator of the school to confirm that the OT lost their prep period.

Unless there were special circumstances as covered in our Collective Agreement under clauses 28.2.2 (called in for an assignment other than replacing an absent teacher) or 28.2.3 (shortage of OTs which resulted in an unfilled job at that school). **The Occasional Teacher will be financially compensated for the loss of their preparation time.**

If prep time is owed to staff, the administrator must enter a job in SFE with the job code for 'preparation payback'. They can't enter the job as "Mrs. Smith and preparation payback" in the special instructions. **Either you are in for Mrs. Smith and following her timetable, or you are in for a preparation payback assignment for a half or full day.** If this happens to you, call us.

Sometimes an administrator will 'ask' an OT if they could reassign them for their preparation time. This too is a violation of the Collective Agreement. Principals don't have the right to ask you for permission to violate your contract! We understand you don't feel comfortable saying no to the Principal when they are standing in your classroom while students are present. You feel you have no option but to say yes. **The administrator does not have the right to ask.** Again you need to call us if this happens to you.

When administrators start taking an OT's preparation time, it becomes a school practice. The only way to make this stop is to report every violation to your Union Local. If a member reports it, we guarantee that the practice will stop at that school.

We love hearing from members and we really love getting them extra pay for violations of the Collective Agreement. Don't be timid, give us a call, stand up for your rights. You won't have to do anything more than make a phone call to your Local. If you feel that your Collective Agreement has been violated, call us.



There is No Safe Touch when You Work with Children

The TDSB has an unwritten policy of 'no touch' when employees interact with students, particularly when it relates to discipline or classroom control. For this reason it is critical that all members take precautionary steps to avoid any physical contact with students.

Any time a teacher, particularly an Occasional Teacher, crosses the boundaries around touch, they are putting themselves at risk of an allegation of physical harm or emotional trauma.

There is no safe touch in the relationship between a teacher and a student no matter how innocent or well-meaning your intentions. You cannot anticipate either the reaction or interpretation of the child or their parent.

The stress on a member who faces an allegation cannot be overstated. Don't put yourself at risk. The only safe place for your hands is in your pockets.

How to Read Your Paystub

TORONTO DISTRICT SCHOOL BOARD Statement of Earnings and Deductions
Retain For Your Records Notification Of Deposite (Not Negotiable)

EMPLOYEE NAME		EMPLOYEE NUMBER		PAY DATE		
				2011 November 24 deposit date		
PERSONNEL AREA/SUBAREA	EMPLOYEE QUOTA YTD			Earnings before deductions		
	QUOTA	ALLOT	USED			BAL
ETFO - Occ. Teachers						
Deductions will not include any listed benefits costs					EARNINGS	1,887.36
					PAYMENTS	0.00
					DEDUCTIONS	570.62
					NET PAY	1,316.74
CURRENT EARNINGS and ALLOWANCES					Net Pay is the Amount deposited	

DESCRIPTION	CURRENT AMOUNT	RATE HR/ DAILY ANNUAL	TOTAL HOURS /DAYS	COVERING REPORT WEEK	SUN	MON	DATES WORKED				
							TUE	WED	THU	FRI	SAT
Regular Hours/Days	471.84	235.92	2.000	2011.10.30 2011.11.06			1.00				
Regular Hours/Days	235.92	235.92	1.000	2011.11.06		1.00					
Regular Hours/Days	235.92	235.92	1.000	2011.11.06						1.00	
ATT-Prof Development	235.92	235.92	1.000	2011.11.06			1.00				
ATT-Prof Development	471.84	235.92	2.000	2011.10.30 2011.11.06					1.00	1.00	
ATT-Prof Development	235.92	235.92	1.000	2011.11.06				1.00			

Classifies why you were called in to work	Total earned for each row across	Shows your daily rate	Total days worked in row	Last 2 digits are first Sunday of pay week	Shows specific day of the week worked. Indicates full or half day.
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DEDUCTIONS				PAYMENTS		YEAR TO DATE (T4 INFORMATION)	
DESCRIPTION	COVERAGE	EMPLOYEE	EMPLOYER	DESCRIPTION	AMOUNT		
CPP Contribution		85.55	85.55			Regular Earnings	30,117.87
EI Premiums		33.60	47.04			CPP Employee Contribution	1,333.34
Income Tax		224.04				EI Employee Premiums	536.12
EE OTPPB		196.29				Income Tax	3,189.99
Dental	FAM COMP	66.71	66.72			EE OTPPB	3,132.26
ETFO Union Dues Elem O		30.20				ETFO Union Dues Elem Occ	481.89
ETFO Local Levy Occ		0.94				ETFO Local Levy Occ	15.05
Always check that OTPPB (Ontario Teachers Pension) is being deducted if you are not on pension.				Benefits are a direct debit from your bank account. Benefit costs are shown on your stub but not deducted from pay.		There should be a minimum of six deductions showing—if you are not on pension. You would see more if you also paid fees to another Bargaining Unit (OSSTF or CUPE)	

HOW TO DEAL WITH A PAYROLL ERROR

Days worked in each panel for the current school year and lifetime as an OT. Used when calculating LTO pay rate.

- ◆ If you are missing a day's pay, contact the school to confirm the job was entered correctly for processing.
- ◆ If you have found an error on your paystub, contact your payroll person. (Listed on page 4 of your pocket calendar).
- ◆ If you get zero net pay, there has been a problem (see above). Contact payroll to set up a repayment schedule (if there was an overpayment or missing deduction) or to issue a cheque (if you weren't paid correctly and you can't wait until the next pay period for the correction).
- ◆ Every pay should have a Teachers Pension Plan deduction (if you are not on Pension). Contact payroll immediately if you find this error.

Control your Future

ETFO Provincial and our Local are preparing for new challenges in bargaining, with every ETFO collective agreement expiring on August 31, 2012. Members are urged to stay informed and involved in a groundbreaking education and information campaign called “**Control Your Future**”.



Control Your Future

Go to www.controlyourfuture.ca to keep on top of the major bargaining developments on the provincial scene as well as learn about the bargaining process and collective-bargaining terms.

You can also download the first-ever mobile app developed for a Canadian union to keep on top of the collective bargaining process.

PROVINCIAL BARGAINING GOALS FOR OCCASIONAL TEACHER LOCALS

- To negotiate a real salary increase.
- To negotiate paid professional learning.
- To negotiate capped lists.
- To negotiate benefit improvements.
- To negotiate language to provide [priority hiring](#) for permanent positions and LTO assignments.
- To negotiate [experience credit](#) to include all occasional teacher work.

Twitter

The Toronto Occasional Teacher Local is all a-Twitter and you should be too. Twitter is more than just a forum to post what you had for breakfast, it's a valuable teacher tool. You can use Twitter to network with other educators around the globe, collaborate, exchange ideas and keep current with news relevant to the teaching profession. If you're a Twitter user, try searching #edchat to see exactly what we mean.

Twitter is also a great way to stay connected to the Local and ETFO Provincial, particularly as we ramp up for Collective Bargaining in 2012. If you want real time updates on the bargaining process, Twitter is your best bet.

Still not convinced? The Local will be hosting contests on Twitter. Members will have several chances to win prizes and all you have to do is follow us: [@ETFOTorontoOTs](#). If you don't have a Twitter account, sign up at www.Twitter.com.

Great people to follow:

ETFO Toronto Occasional Teachers: [@ETFOTorontoOTs](#)

Elementary Teachers of Toronto: [@ElemTeachersTO](#)

ETFO Aqs: [@ETFOaq](#)

ETFO President, Sam Hammond: [@ETFOPresident](#)

ETFO: [@ETFOnews](#)



What's going on with SFE?

You may have noticed that there have been some problems with SFE lately. There was a power outage at SFE's base on Borough Drive which resulted in data corruption and glitches in the system. SFE has maintenance scheduled for every second Tuesday afternoon when updates and repairs can be made. You may not be able to access SFE during maintenance. Remember, when the phones go out, the web may still be available.

Excellent Schools—We Need Your Input

Everyone wants to know about the best schools in every zone because these can change from year to year. The schools that have worked hard this year to welcome, respect and support our members should be honoured.

The more members participate in the survey, the more likely it is that the schools who really strive at being an excellent school will get the recognition they deserve. If you complete the online survey and include your name and employee number, you will be entered into a draw with a 1 in 20 chance of winning a Cineplex movie pass for two.

Now that the survey is online, it is easier than ever to complete. It's paperless and you can access it on any computer at www.etfo-torots.org.

Pension Contribution Increased by 0.4% in January



In spite of excellent returns on investments by the Ontario Teachers' Pension Plan, when the preliminary funding valuation for 2011 was prepared, a shortfall was revealed. The reason for the shortfall is quite simple. The primary culprit is low interest rates. Everywhere else in our lives, low interest rates are a very good thing. We pay less on our credit cards, less on our car and mortgage payments, and, for the youngest of our members, less on our student loans.

For pension plans, however, it is a different matter. On the day you retire, the Plan knows several important things – it knows your years of contribution credit, your average “best five years” and your age. By applying the Plan's mortality tables, it can determine the length of your retirement.

From these facts and assumptions, it can determine the expected cost of your pension over the estimated 30 years that it will be paid. But the Plan doesn't have to have that full amount up front. The fund will continue to earn returns on the portion that is still to be paid out, so the “future value” as the actuaries call it, can be discounted into a “present value” that will grow as interest or plan returns flow in over the years. In an ideal world, the pot of money needed and the member will expire at the same moment.

When interest rates are as low as they are now, the liabilities (the cost of future pensions) climb. Interest rates are not solely to blame. Over the years, teachers are working shorter careers and enjoying longer retirements. There was a time when teachers worked until age 65. Once they retired, they could expect to draw their pensions for 15 or 20 years.

Now the average age of a retiring teacher is 59 and they are living three years longer than they were just two decades ago. This means the average new teacher now can expect to work for about 26 or 27 years and be retired for 30 or more. From the human point of view, that's a wonderful prospect, but this means the pension plans must now provide for retirements that are longer than the contributing years that led up to them.

To read more about your Teachers' Pension Plan, go to fundingyourpension.com.

Assaulted Women's Help Line

Everyone has a role to play in preventing women abuse in our communities. The Assaulted Women's Helpline at 1-866-863-0511 offers a 24 hour telephone crisis line for abused women in Ontario. The service is anonymous and confidential and is provided in up to 154 languages. They will discuss the warning signs of abuse you have seen and give you practical advice on ways to help. The toll-free number will not appear on a phone bill.



www.neighboursfriendsandfamilies.on.ca

It's Election Time Again!

Nomination Form Enclosed

Election for 2012–2013 Local Executive

The nomination form is enclosed for members interested in serving on the 2012 – 2013 Local Executive. Please read over the description of each Executive position carefully and give some consideration towards taking an active role in your Local.

The nomination form can **only** be sent directly to the Elections Officer, by **Canada Post** and must be received by the deadline of **4:00 p.m. Friday February 10, 2012**. Each candidate has the opportunity to include a candidate profile of up to 200 words with their nomination form. These profiles will be included with the mail-in ballot sent to each member in April.

Eligible candidates will be introduced to the membership attending the General Meeting on Thursday February 23rd, 2012.

ETFO Annual Meeting—Delegate Elections

The Annual Meeting of the Elementary Teachers' Federation will be held at the Westin Harbour Castle Hotel in Toronto from August 13th to 16th, 2012.

This year we are allotted 14 delegate positions at the Annual Meeting. Our Constitution guarantees delegate status for both the Local President and First Vice-President.

If you are interested in running for one of the 12 open delegate positions, please advise our office no later than **4:00 p.m. Friday February 17th, 2012**. Your name will be printed on a ballot and voting will take place at the February General Meeting. Before the vote, each delegate will have the opportunity to address the members for up to two minutes.

Motions to the ETFO Annual General Meeting

The ETFO Annual Meeting provides Locals the opportunity to bring forward motions to influence the direction, goals and fiscal commitments of our Provincial body for the next year.

The first step in the process, requires that any motion to the Annual Meeting be approved by the Local's membership at a General Meeting. If you have a motion you would like to bring forward, please submit it in writing to the Local by **4:00 p.m. Friday February 17th, 2012**.

Message from your President:

Dear Colleagues,

The Holiday Season comes with wishes for good health and good cheer!

The Holidays are not a happy time for everyone. Think about poor Rudolph, who was called names and excluded from "any reindeer games" because he was different. We have a responsibility to teach and model tolerance, empathy and understanding. Let's celebrate the diversity within our community, speak up in support for those who are bullied and be an ally when one is needed.

"Bah Humbug" as Ebenezer Scrooge would say, because the College of Teachers has announced their annual fee will be increased to \$138.

On behalf of the Executive, we wish you all the best throughout the year.

Yours in Federation,

Marion

President	Marion Mutton
First Vice-President	Robert Fulford
Second Vice-President	Sabrina Ramnanan
Third Vice-President	Donna Chapman
Treasurer	Scott Maudsley
Secretary	Susan Monahan
Executive at Large:	
Judy Anderson	Greg Deitcher
Bonnie Grossman	Patricia Monroe
Marsha Rayman	Iris Sopinka
ETT Liaison:	John Smith

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