

Occasional Teachers



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**FOR TIMELY UPDATES, PLEASE SEND  
US YOUR E-MAIL ADDRESS.  
PLEASE ADVISE THE UNION LOCAL OF  
CHANGES TO YOUR HOME AND EMAIL  
ADDRESSES , OR PHONE NUMBER –OR  
IF YOU LEAVE OCCASIONAL TEACHING.**

October, 2006  
Volume 9, Issue 1

# THE DISPATCH

## The New Face of Occasional Teachers

Welcome to the 2006/2007 school year. Members who have been occasional teaching for more than 200 days, will have started this year at a daily rate of \$201.05. Remembering that number can certainly help you get through a particularly tough day at school!

This year also begins the restart of the three year limitation that a teacher on pension can work 95 days in a school year.

Teaching, as a career has always moved in cycles and once again we are entering a period of declining enrolment and fewer retirements. This means that new graduates may no longer be able to enter their chosen career immediately as contract teachers. In fact, approximately 75% of new graduates will start their careers as occasional teachers and remain as such for 3 to 5 years. The teacher shortage is definitely over.

We have had calls to our office from members concerned that there were fewer jobs available to them this fall and they were correct. This year the Jewish holy days for Rosh Hashanah fell on a weekend, which usually adds two extra days work for occasional teachers not observing the day. The New Teacher Conferences were delayed to late September and spread out over October. Young teachers, just returning to work after a long summer break are reluctant to use their sick days. They don't have the huge bank of sick days to draw on that a more experienced teacher has accumulated.

You can expect that teacher maternity leaves will continue. There will be no shortage of LTOs available again this year. Once flu season begins and the stress of report cards hits, daily work will increase. However, if you are interested in increasing your work, you need to get out there and network. Introduce yourself when you get to school and drop in again at the end of the day. Nothing works better than making a personal contact and leaving the staff and administration with a great first impression.

## Track Your Days – They all Count as Experience

If you move between daily and LTO work, it is important that you keep track of all your days. Effective September 2006, every day you work as a daily occasional teacher will count as experience for LTOs after September 1, 2008.

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### Reminders

- ◆ **November 2**—New Members Welcome at 17 Fairmeadow, Gym
- ◆ **November 16**—Fall General Meeting and By-Election at Armour Heights Public School
- ◆ **December 8**—Elementary P.D. Day—See P.D. Flyer
- ◆ **December 25, 2006—January 5, 2007** inclusive, Winter Break

Moving? Be sure to also inform The College of Teachers, the Teachers' Pension Plan and ETFO Provincial. Contact information is on the back of your pocket calendar.

## GENERAL MEETING

**Thursday, November 16, 2006**

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

**148 Wilson Avenue**

**Guest Speaker: Eulette Crichlow-Smith  
TDSB Investigation Advisor**

**Light Dinner from 4:30 p.m.  
(See enclosed flyer for details)**

## WSIB and Ending Mandatory Retirement Legislation

The Ending Mandatory Retirement Legislation Act 2005, has implications for older members and the Workers' Safety Insurance Board. WSIB is exempt from the age discrimination provisions and the new ending mandatory retirement legislation. As a result, an injured member is still not eligible for WSIB benefits beyond age 65.

- ◆ Entitlement under the Workplace Safety and Insurance Act 1997, will not change.
- ◆ Injured members aged 63 or more at the time of injury will continue to be able to receive loss of earning benefits for up to two years.
- ◆ Members injured at age less than 63 would cease to receive loss of earning benefits at age 65.



### Have an Impact - Vote on November 13 Municipal Elections 2006

The upcoming municipal elections will determine who will serve as school trustees and on our Municipal Council for the next four years. Those elected will make important decisions affecting public education. ETFO is encouraging members and the general public to vote on November 13th.

*The Campaign for Public Education (CPE)* was formed from a broad-based coalition of Toronto parent, community and labour groups, including ETFO, CUPE and OSSTF. CPE focuses on fighting cuts to public education. For further information, please see their website at [www.campaignforpubliceducation.ca](http://www.campaignforpubliceducation.ca). The following is the slate of School Board Trustee Candidates endorsed by CPE.

**When you must  
cancel a job on  
the day of the  
assignment ...**

**Be sure to leave a  
message with the  
school any time,  
day or night, to  
advise them and  
then cancel the  
job on the  
dispatch system.**

TDSB Ward	CPE Endorsed Candidate	TDSB Ward	CPE Endorsed Candidate
1.	Stan Nemiroff	12.	Rolland Kacsoh
2.	Christina Buczek	13.	Jim McQueen
3.	Bruce Davis	14.	Joel Dick
4.	Stephanie Payne	15.	
5.	Mitchell Worsoff	16.	Sheila Cary-Meagher
6.	Elizabeth Hill	17.	Michael Coteau
7.	Irene Atkinson	18.	Bob Spencer
8.	Mark Riczu	19.	David Smith
9.	Maria Rodrigues	20.	Appoline Aldea
10.	Chris Bolton	21.	Shaun Chen
11.	Josh Matlow	22.	Nadia Bello

### ETFO Annual Meeting—August, 2005

Our thanks to the Delegates Judy Anderson, Donna Chapman, Mike MacDonald, Susan Monahan, Todd Prescott, Marsha Rayman, Elaine Salisbury, Mourace Scott, Iris Sopinka, Julia Sweeney and alternates Pyara Sidhu and Sukjinder Sidhu who represented our Local at the four day Annual Meeting of ETFO last August. Our delegates were very active and spoke passionately to the issues important to occasional teachers and the direction of our Provincial organization.

This was the first time that the ETFO annual meeting did not include elections, since our provincial organization's constitution has been changed to a two year term of office.

### Discounts for Teachers Available — Check them out

As teachers, we have access to a number of member discounts. Why not have a look at the **Edvantage Program** available at [www.etfo.on.ca](http://www.etfo.on.ca) or the members discounts available through the Ontario College of Teachers at [www.oct.on.ca](http://www.oct.on.ca). You will need your ETFO or OCT membership number for each organization to log in.

## News from the Occasional Teacher Department at the TDSB

On October 10th, the Dispatch Help Desk phone number was changed to **416 338-4747**. When you call this number, you will be connected to the Employee Services Call Centre and prompted to press **2** to be connected to **Teaching Dispatch**. For a limited time, should you call the old number, your call will be automatically forwarded. This change in number was to allow a system upgrade. You will now be able to leave a message if a dispatcher is not available to take your call. The Help Desk hours of operation are Monday to Friday, 7:30 a.m. to 4:30 p.m.

The Dispatch Help Desk email address has also been changed. The new address is **dispatchteaching@tdsb.on.ca**. **Please be sure to mark these changes on the back cover of your pocket calendar.**

## Local Standing and Ad Hoc Committees

Much of the Local's work is done by Committees made up of members. At the beginning of September each year, the Executive spends a day planning for the upcoming school year. Each member of the Executive sits on at least one Committee. (The President sits on all Committees.) Committees are open to the entire membership. Please consider joining one of the following committees:

Annual Meeting/Constitution Committee: Susan Monahan, Chair  
 Budget Committee: Marsha Rayman, Chair  
 Elections Committee: Elaine Salisbury, Chair  
 Excellent Schools: Judy Anderson, Chair  
 Health & Safety Committee: Todd Prescott, Chair  
 Political Action/Public Relations Committee: Todd Prescott, Chair  
 Professional Development Committee: Donna Chapman, Chair  
 Social Committee: Mourace Scott, Chair  
 Social Justice and Equity Committee: Judy Anderson, Elaine Salisbury, Co-Chairs

**Please call the office @ 416-227-1866 or e-mail Marion or Donna for more information.**  
 E-mail information can be found on the front page of the newsletter.

## Local By-Election

We currently have three open positions on our 2006/2007 Local Executive. A by-election will be held at our November 16, 2006 General Meeting (see notice enclosed).

If you are interested in running for a position on our Executive, please advise the Local by phone or e-mail on or before November 11th, so your name can be placed on a ballot. Each candidate will have an opportunity to address the members for up to 2 minutes. Vote to follow.

Serving on the Executive is an excellent way to participate in Federation, to stay informed and to have the opportunity to get involved in matters important to Elementary Occasional Teachers.

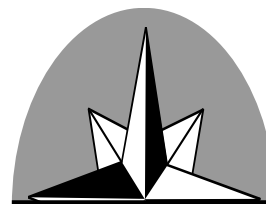
**Please come out and vote for the candidates to represent you.**

## Pension News

You have all received notification in the mail from the Ontario Teachers' Pension Plan about the need for an increase in the contribution rate to eliminate the pension plan's funding shortfall. The Ontario Pension Benefits Act requires pensions to be fully funded over the long term. This means having enough assets to cover the projected costs 70 years from now, when today's new teacher could still be on pension.

Beginning January 2007, you will see an increase in your pension deductions on your pay cheques of:

- ◆ 2.0% of base earnings in 2007;
- ◆ 0.3% in 2008;
- ◆ 0.8% in 2009.



**New PD Days  
to add to your  
Calendar**

**Jan. 26, 2007**

**Feb. 9 has now  
been changed to  
Feb. 16**

**Apr. 20, 2007**

**Be Sure to Mark  
your Calendar**



## Ontario College of Teachers – E-voting ends October 24th

In August 2006, members were sent a letter from Emily Noble, President of the Elementary Teachers' Federation of Ontario, advising members that it was important to cast your ballot in the upcoming Ontario College of Teachers Election. If you haven't yet voted, you need to act quickly! The list of ETFO endorsed candidates is available, along with a step by step guide to walk you through the voting process on the ETFO website at [www.etfo.on.ca](http://www.etfo.on.ca). Voting is on-line at the Ontario College of Teacher's Website at [www.oct.ca](http://www.oct.ca). You will need your OCT membership number.

### Professional Development

Vice-President Donna Chapman, along with our Professional Development Committee, has been busy planning new and interesting workshops for members. Our Local has set a new standard, offering more Professional Development opportunities than ever before. You will notice that the enclosed PD flyer now has more pages. All workshops have limited enrolment and always fill up quickly. Please email your request early to avoid disappointment.

The TDSB also offers great on-line resources available through the Board Website at <http://schools.tdsb.on.ca/asit/standards/btstart>. This practical site includes planning resources, tip sheets for beginning teachers and resource guides for classroom management, assessment and evaluation. This can be an excellent resource for a new LTO.

The Ontario Teachers' Federation continues to offer **Survive and Thrive**, a virtual conference and on-line resource centre for beginning teachers, occasional teachers, teacher candidates and mentor teachers. This conference can be accessed through ETFO's website, [www.etfo.on.ca](http://www.etfo.on.ca). Topics include classroom management, special education, assessment and reporting, working with parents and families, literacy and managing stress.

### Social at the Spectacular Embers

Our Social Committee has planned an excellent event to celebrate the start of the festive season at The Embers Banquet Hall in Scarborough. We're looking forward to meeting and mingling with our fellow members from the east. If past events seemed too far from home or school, perhaps we'll meet you at the Embers.

We must stress that **registration is required**. Since all arrangements including food must be pre-booked, attendance is limited to those who pre-register. Social events are open to members only. See the enclosed flyer for details.

#### Message from your President:

Dear Colleagues.....

This year our Local is no longer focused on bargaining as our first priority. Now we need to concentrate on maintaining and enforcing the gains we have achieved in our new contract. We can't do this without your participation. You are the eyes and ears of the Local. You need to stand up for your rights, in a firm and professional manner. Should you fail to come to an understanding with the administrator, do not engage in an argument. Rather advise the administrator that you will be calling your union to seek advice.

As a Local we are committed to enhancing the professional image of our members. We offer many Professional Development opportunities to allow members to update their skills and their resume. Occasional teaching can be a rewarding career choice or a first step towards a contract position. Presently, the Ministry of Education does not include occasional teachers in the *New Teacher Induction Program*, which begins this year and is now a requirement for all newly certified teachers hired to contract positions. Fortunately, the TDSB does include new Occasional Teachers, in current LTOs, in the program even though the TDSB doesn't receive funding from the Ministry.

We all need to lobby the Ministry to provide funding for the professional development needs of occasional teachers. Please take the time to complete the on-line survey found at [www.etfo.on.ca](http://www.etfo.on.ca) >Quick Link > Ministry of Ed. Survey of PD Needs of Occasional Teachers.

Yours in Federation,

*Marion*

#### ETFO - Toronto Occasional Teachers

President	Marion Mutton
First Vice-President	Donna Chapman
Second Vice-President	Elaine Salisbury
Third Vice-President	Todd Prescott
Treasurer	Marsha Rayman
Secretary	Susan Monahan

#### Executive at Large:

Judy Anderson	Mourace Scott
Pyara Sidhu	Richard Tiller

#### ETT Liaison:

Peter Brickwood  
Jennifer Brown

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