

The Dispatch

Occasional Teachers



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LTOs now Receive Experience Credit for Daily Work



All daily work done since September 2006 now counts toward experience on the salary grid when you are in an LTO. To calculate your experience credit, count every twenty days you worked as one month of teaching experience or 1/10 of a step. Check the numbers to make sure you're getting the money you deserve.

Here is a sample calculation of daily experience for an OT with no previous LTO or contract teaching experience credit.

LTO, A3, step 0: salary is \$45 969 = \$236.95/day

20 days = 1 month of experience or 1/10 of a step = \$308/yr = \$ 1.59/day more
100 days = 5 months of experience or 5/10 of a step = \$1543/yr = \$ 7.95/day more
200 days = 10 months of experience or 1 step = \$3087/yr = \$15.92/day more
300 days = 15 months of experience or 1.5 steps = \$4719/yr = \$24.33/day more
360 days = 18 months of experience or 1.8 steps = \$5698/yr = \$29.37/day more

All that daily work from September 2006 adds up. Track it and do your math. See the enclosed page to help you work through the calculations. If you are in an LTO it does make a difference!

Accumulated Sick Leave Credit for LTOs continuing from June.

Occasional Teachers in LTO's which continued from June to September, should have their accumulated sick leave credit carried forward. **This didn't happen.** Members in "continuing LTOs" had zero sick days on their first paystub. The TDSB is aware of the problem and is taking steps to correct their error. Watch your paystub "sick time allotment" to confirm the correction has been made.

GENERAL MEETING and By-Election Thursday, November 20, 2008

**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

- ◆ **October 24, 2008—**
Board-Wide P.A. Day
- ◆ **November 20, 2008—**
Fall General Meeting and
By-Election at Armour
Heights Public School
- ◆ **December 5, 2008—**
Board-Wide P.A. Day
- ◆ **December 22, 2008—
January 5, 2009**
Inclusive, Winter Break
- ◆ **January 1, 2009—**
0.8% increase in
contribution to the
Ontario Teachers
Pension Plan

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Pension Information

On September 29th, 2008 the Ontario Teachers' Federation (OTF) Board of Governors voted to approve a change to the Ontario Teachers' Pension Plan. It should be noted that ETFO did not support the change.

ETFO President David Clegg issued a statement which included the following advise. "No one should change their retirement plans based on approval of this proposal. These changes do not affect the pensions of current retirees nor do they affect the 100% guaranteed indexing of service earned before 2010."

The following information was taken from the OTF Communique *Pension Update*, September 23, 2008. To read the entire document go to www.otffeo.on.ca or www.otpp.com. If you have any questions call OTF at 416 966-3424 or OTTP at 416 226-2700.

In 2005, the Pension Plan faced a \$6.1 billion deficit and member contributions were increased in 2007 and 2008, with the final increase of 0.8% on January 1, 2009.

The 2008 valuation of the Plan showed a \$12.7 billion funding deficit, which could only be off-set with either a substantial increase in member contribution or a fundamental change in the plan's benefits. The Pension Plan partners voted to changed the way post-retirement cost-of-living increases are determined—**only on pension benefits earned after 2009**. The change will only affect you after you retire. There will be no contribution increases for the next two years, with the exception of January 1, 2009 which had been approved in 2005.

The changes to the cost-of-living (indexing) will only affect pension benefits earned after January 1, 2010 and only in years when there is a funding deficit. Contributions made before this date will be guaranteed 100% cost-of-living increases. Contributions made after this date will only be guaranteed 50% cost-of-living increases—in years when the plan is in a deficit. If there is no deficit, then 100% cost-of-living will be paid. The cost-of-living increases would resume in full once the plan could afford it.

Good news from our Pension Plan

Out of the valuation process we learned that teachers are living longer. In fact we are living longer than the general population. (Which partially explains the funding deficit.)

College of Teachers' Fee Increase

The Ontario College of Teachers' Council voted to increase the membership fee for 2009. The annual fee will rise from \$104 to \$120 beginning January 1, 2009.

The College continues to expand it's own interests beyond its legislated mandate, which explains their need for increased funding. ETFO is understandably disappointed with the College's Governors who voted to approve this increase.

The College's own explanation about the rate of inflation and comparative values doesn't make the increase more acceptable. But, we will have to pay it - no later than April 15, 2009.

Negotiations Information

You received a Negotiations Bulletin on lilac coloured paper in early October. These bulletins will continue to be mailed directly to your home with important information about your Local's bargaining issues and those of our sister Local ETT.

The inflammatory headlines in newspapers and rumours in the staffrooms are not reliable or accurate. **ETFO should be your source of information** on the issues affecting bargaining for your new contract.

For up-to-the minute information, check for news releases posted on-line at www.etfo.ca. You can also sign-up for the ETFO e-newsletter on ETFO's homepage, beside the pencil crayon graphic. You will receive the same electronic bulletins that are being sent out to the media.



Local By-Election

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

We currently have two open positions on our 2008/2009 Local Executive. A by-election will be held at our November 20, 2008 General Meeting (see notice enclosed).

If you are interested in running for an Executive-at-Large position, please advise the Local by phone or email on or before November 14th, 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 by secret ballot.

Let's Keep in Touch...Electronically



As we move forward in the negotiation process, we would like to be able to reach every member with the speed and efficiency of email. Please send an email to robfulford@ica.net to let him know your email address. Rob would also like to know if you are interested in receiving your copy of *The Dispatch Newsletter*—electronically.

We host a “read only” conference on the **TDSB Tel Network** for elementary occasional teachers. If you are a Tel user and would like to be added to the conference, please send your request by email to marionmutton@ica.net.

Local Standing and Ad Hoc Committees

Much of the Local's work is done by Committees made up of members. Each member of the Executive sits on at least one Committee. Please consider joining a committee of interest to you.

Call the office @ 416-227-1866 or e-mail us (see front page) for more information.

Annual Meeting/Constitution Committee: Chair, Susan Monahan

Budget Committee: Chair, Marsha Rayman

Elections Committee: Chair, Mourace Scott

Excellent Schools: Chair, Iris Sopinka

Health and Safety: Chair, Todd Prescott

Political Action: Chair, Scott Maudsley

Social Committee: Chair, Rob Fulford

Social Justice and Equity Committee: Chair, Judy Anderson



ETFO Annual Meeting—August, 2008

Delegates Donna Chapman, Greg Deitcher, Rob Fulford, Mike MacDonald, Ian McKenzie, Susan Monahan, Marion Mutton, Marsha Rayman, Elaine Salisbury, Mourace Scott, Sukjinder Sidhu, Iris Sopinka, Julia Sweeney and alternates Judy Anderson and Rosanna Reuter represented our Local at the ETFO Annual Meeting.

The opportunity to participate as a voting member of the assembly, giving direction to our Provincial Organization, is an amazing experience. Participation also leads to greater understanding of our Federation and the importance of representing the voice of Occasional Teachers.

Our thanks to the above members for their support in advancing the interests of Occasional Teachers and giving up four days of their summer break to attend.

If you are interested in participating as a delegate next August, look for the January issue of *The Dispatch* with the details on the delegate election process.

Discounts for Teachers

Have a look at the **Edvantage Program** available at www.etfo.ca and the discounts available through the Ontario College of Teachers at www.oct.ca. You will need your **ETFO** or **OCT** membership number to log-in.

The Teacher Touched Me!

Far too often we receive a call from an occasional teacher who has been accused of “touching a child”. We are not talking about striking a child in anger or aggressively handling a child while directing behaviour. We mean the most innocent of touches. When the occasional teacher is asked to recall the incident, they often remember the child declaring, “You can’t touch me!” Sometimes the touch never happened at all but a disgruntled or attention-seeking child will say it happened to get an adult’s attention.

No teacher is safe from an allegation, but occasional teachers are at greater risk. We are the strangers in the school.

If you are accused of professional misconduct, call our office or ETFO’s provincial office at 416 962-3836 immediately. You should routinely observe the following precautions.

- ◆ Maintain a positive, professional attitude in all your dealings with students, no matter how difficult the student may be.
- ◆ Call the office for help before a problem escalates. Let them know that you are being pre-emptive and want to avoid a bigger problem.
- ◆ DO NOT TOUCH a child, any touch can be misconstrued by either the child or a witness.
- ◆ Keep plenty of “Teacher Space” around you. Tell children this is your personal space and they need to respect it. When children are crowded close to you, someone has the opportunity to say, “the teacher did it”.
- ◆ Never be alone with a child.
- ◆ Never leave a child alone in the hall.
- ◆ Leave a note for the returning teacher detailing any incidents that were of concern. Keep a copy.
- ◆ Report to the office any incident that sets off your “teacher warning bells”, before you leave the school. The issue may not end when the school day is over. When the parent or student is in the office first thing in the morning the Principal can deal with the issue proactively because you gave a complete description of the incident.

Message from your President:

Dear Colleagues,

My goal as the incoming President in 2005 was to encourage member participation. Your Executive team has worked very hard to build our Local’s connection with you personally and professionally. In this bargaining year, we need you to help us keep connected by:

- ◆ Coming to a meeting and bringing a fellow Occasional Teacher;
- ◆ Knowing your collective agreement;
- ◆ Talking to new Occasional Teachers about our Local;
- ◆ Reading your newsletters and bulletins and staying informed;
- ◆ Telling people what you do—with pride;
- ◆ Standing in solidarity with your fellow members.

Yours in Federation,

Marion

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

Executive at Large:

Judy Anderson	Scott Maudsley
Mourace Scott	Iris Sopinka

ETT Liaison: Bonnie Grossman

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