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Service to Members
Call Early. Call Often



*May your gift of teaching awaken minds to new ideas
And expand hearts beyond boundaries.*

*May your desire to educate evoke the unique gifts of each student
And the deep desires of each heart.*

*May your love of learning lead students to awe and wonder
At their participation in our sacred universe.*

*May your story telling inspire imagination and creativity
And your example lead those you teach to be
Generous and noble.*

*And, as you bless your students on their way
May you delight at the gift your life
Offers to the future.*

Blessing: Pat Bergen CSJ

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EDITORIAL POLICY

The D-Peeler is the voice of the Dufferin-Peel Elementary Unit. Members' submissions are encouraged. Submissions must be in keeping with the aims and objectives of the Unit. Final approval of articles rests with the Editorial Board. Please direct suggestions or comments to the Unit.

UNIT OFFICE HOURS

Monday – Thursday – 8:30 am to 4:30pm

Friday - 8:30 am to 4:00 pm

The Office will be closed during Christmas Break: December 18 - January 3, 2011

In the event of an emergency, contact the Provincial Office at (416) 925-2493.

UNIT SECRETARY

Mary Caines

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RECEPTIONIST

Diane Mulvale

receptionist@elemdp.com

IMPORTANT 2011 DATES TO REMEMBER

January 14th	PA Day Assessment / Evaluation – Term #1
January 18th	Association Reps Meeting
January 24th	Reports to Office
January 26th	Maternity Workshop ½ day
February 3rd	Interview Night
February 4th	Reporting to Parents
February 12th	Retirement Workshop
February 24th, 25th	Beginning Teachers Conference (Niagara)

The Dufferin-Peel Employee Assistance Program (EAP) includes support for employees and their family. They can assist you to effectively manage work and life issues with complete confidentiality. Contact your Association Rep or call the Unit for further information.

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PRESIDENT'S REPORT

Berni Campbell

president@elemdp.com



ONTARIO PROGRESS REPORT

Yes, initial meetings with OECTA and the Ministry did reference a Progress Report checklist. It was intended to be a conversation starter with parents. That being said, during the process, the Ministry sought input from parents and other stakeholders in education. The intent was to reduce the inordinate amount of time spent on Report Cards. Misinterpretation and miscommunication has occurred across the province. No, it was not problematic for some Boards. For the weeks prior to the completion of the Progress Report, I felt like I was Chef Ramsey in Hell's Kitchen. The surveys we sent out are returning at an alarming rate. I understand how very busy members are but this information is critical to attain resolution to issues and a common understanding of direction. Even if it wasn't problematic at your school, your input is valuable. The Ministry recognizes the qualifications of teachers. The Growing Success document references "professional judgment" 168 times.

FULL DAY KINDERGARTEN

It is here! Several calls have come in to the Unit seeking clarification on specific issues. You will be receiving a guide created by our Provincial organization that will be helpful. The Unit continues to contact individual teachers to determine specific issues that need to be addressed with both the Ministry and the Board. One of our challenges is to ensure that the allotted \$10,000 per classroom was equitably used as intended. Another is to confirm that teachers are self-directing their planning time in accordance to our Collective Agreement. These are some of the startup challenges we are faced with.

PROVINCIAL ELECTION OCTOBER 6, 2011

I am sure you have all witnessed the sweeping changes that occurred with Municipal Elections. The outcome

of the Toronto Municipal Election was just a drill for the upcoming provincial elections scheduled for October 2011. Polls indicate there is a push towards right-wing ideology at the provincial level of government. Should a non-friendly teacher government gain power at the provincial level, a wage freeze is the least of our worries in education. It will be teachers first. Wage freezes are the beginning. Wage rollback is being discussed. OECTA's website explains why that the Association withdrew on September 30, 2010 from the Public Sector Restraint Consultations www.oecta.on.ca. Please note: Teachers are being advised to secure a line of credit within the near future if you haven't already done so. It is not suggested that you max it out or even use it. As of early November Tim Hudak still has not responded to our Provincial organization's request to meet. Is OECTA "telling" you how to vote? No. I do guarantee your vote will be telling!

One only needs to visit the site www.haveyoursayontario.ca. It is highly recommended that teachers do not fill out this survey. It will obviously be manipulated and used as the Progressive Conservative Party platform to advance their agenda. Our active Political Action Committee at the Unit will be providing you with information in the New Year about the benefits of joining a political party.

As educators, we have a responsibility that far exceeds our responsibility in the classroom. Those who forfeited their pay to march for education, health care and social justice in 1997 can spell solidarity backwards in a nano second! Unions improve working conditions not just for out members but also for society as a whole.

During this busy and stressful time of year, I encourage you to look after your health and on behalf of the Unit Executive, I wish you and your family a relaxing and peaceful Christmas.

FYIs

REGULATION 330/10, SCHOOL COUNCIL AND PARENT INVOLVEMENT COMMITTEE

The Board Catholic Central Committee for School Councils has been established for a number of years. At this point in time, it complies with the new legislation. A teacher is required for each school committee. Please contact the Unit if this is not the case at your school.

FYIs

REACHING OUT THOSE IN NEED

The Unit has renewed a partnership with Johnson Insurance Company. We have generated a considerable amount of money from members going on-line for insurance quotes. As a result of this we have just contributed \$6,000.00 for relief in Pakistan through Development and Peace.

FIRST VICE-PRESIDENT'S REPORT

Anne Horton

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PROFESSIONAL DEVELOPMENT FUNDING

The Ontario Ministry of Education has heard Teachers' requests for relevant and self-directed professional development. Through the PDT, funding has been granted to each Board in order to assist Teachers in their own self-directed PD development. (CA Letter of Understanding #22). We are proud to say that this funding was a direct result of active lobbying by OECTA. Two initiatives are listed below. Watch for further opportunities from your association representative. Specific funding allocations are limited for each initiative. **TAKE ADVANTAGE OF THESE OPPORTUNITIES NOW!**

NEW CONFERENCE FUNDING

Beginning September 1, 2010 all elementary Teachers are eligible to qualify for Conference funding, one per school year. Costs include a maximum of \$300 for educational conference registration fees as well as a maximum of two days coverage by an Occasional Teacher. Summer conference registrations have no need for Occasional Teacher coverage. They are allotted a maximum of \$600 toward **registration** fees. See our website for more information www.elemdp.com.

NEW ADDITIONAL QUALIFICATIONS FUNDING

As of September 1, 2010 all Teachers are eligible to qualify for one Additional Qualifications (AQ) subsidy per school year. This \$300 subsidy is for any course taken from an

Ontario provider. In addition, if this course is an OECTA Additional Qualifications course, an additional \$100 subsidy may be granted. See our website for more information www.elemdp.com or our Provincial website for a list of AQ courses offered by OECTA www.oecta.on.ca.

SUMMER INSTITUTES

As in the past, we will continue to fund Summer Institute courses. (CA Article 12.00)

OECTA WORKSHOPS

This fall we held a Combined Grades and a Drama/Dance workshop for Grades 6-8 Teachers. More workshops are in the planning stages and we look forward to bringing you this information when it becomes available.

YOUNG AUTHORS/PRIX JEUNES ÉCRIVAINS AWARDS

Once again OECTA is proud to sponsor the annual Young Authors Awards/Prix Jeunes Écrivains. These awards celebrate the writing talents and accomplishments of students who submit short stories, poems, non-fiction articles and reports in both English and French. The first place winners at the school level advance to the Unit level and then to the Provincial competition. A collection of the winning entries is published in book form each year and distributed to all schools in Ontario. Consider challenging students in your class with this contest. For details contact your Association Rep or visit www.oecta.on.ca.

TREASURER'S REPORT

Jeremy Cox

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There is a new process in place with respect to mileage payment for Association Reps. The OECTA Reps meeting is for the primary Association Rep. Should the Alternate attend the meeting, we will pay mileage for attending. However, they will not receive the additional stipend. This is a budget issue as we have 120 schools and space is determined based on 120 attendees. Our All Day Reps meeting referenced this. Please continue to sign in to all meetings.

SICK LEAVE CREDITS

You do have a bank of sick leave credits that are accumulative. The maximum number of days that you can bank is 225 days. The Unit fully understands the stress and complexity of teaching elementary students. As they are minors, parents cannot legally have them stay at home when they are ill. In this economy, many parents work several jobs to

provide for their family. They frequently send their young children to school ill. It is critical Teachers protect themselves by following the proper measures to ensure they do not become ill. In this day of "super bugs" that are immune to disinfectants, teachers put themselves at risk should they need augmented medical services/procedures.

LONG TERM DISABILITY PROCESS

Sick days are one of our major benefits we achieved through the bargaining process. A teacher needs 75 sick days in their sick bank in order to access LTD. The LTD process can be daunting especially when one is not feeling at their best. Call all the Unit Office should you receive a Functional Abilities Form or an LTD package. OECTA will assist and counsel.

TEACHER WELFARE OFFICER'S REPORT

David Dolan

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This year has already been extremely busy both for schools and the Unit office. We currently have eight arbitrations that are on-going or have tentative dates scheduled for the 2010-2011 school year. Other arbitrations are awaiting dates. Some of the issues include: terminations, suspensions, health and safety, harassment, and Bargaining Unit work. As well, we have also filed an additional seven grievances against the Board since the beginning of the school year.

QUALIFICATIONS EVALUATIONS COUNCIL OF ONTARIO (QECO) (CA ARTICLE 4.027)

The Collective Agreement (CA Article 4.027) deadlines exist for the submission of documentation in regards to Grid Adjustment/Placement. It is important Teachers provide both QECO and the Board with the required documentation as soon as possible as the delay can be costly to you. OECTA recommends that **EVERY** time you take any Additional Qualification Course, or professional upgrade, that it is sent to QECO for evaluation **IMMEDIATELY**.

Furthermore, once you have received your QECO Acknowledgement card/ "Green Card" please submit it to the Board **IMMEDIATELY**. For a September 1, 2010 Adjustment, course requirements have to be completed prior to September 1, 2010 and the "Green Card", or a revised QECO evaluation, **MUST** be submitted to Human Resources prior to December 31, 2010. For a January 1, 2011 Adjustment, course requirements have to be completed prior to January 1, 2010 and the "Green Card," or a revised QECO evaluation, be submitted to Human Resources prior to April 30, 2011.

PROFESSIONALISM AND SOLIDARITY

As the provincial election approaches in 2011 and political rhetoric begins, it is important to note the value of Union

solidarity and the respect for one another. Items such as benefit enhancements and salary increases are achieved through negotiations both at the local and provincial level. Please remember that without a Collective Agreement we would be under the same wage freeze as the non-unionized public sector workers in this province. Teachers should **never** criticize, assess, or evaluate another colleagues' abilities and/or talents. As members of a Union, it is important that we show respect, support, and compassion to all staff.

BENEFITS

Effective September 1, 2010, the Unit, through PDT funding, was able to successfully negotiate benefit enhancements with the Board. These benefit enhancements are in accordance with the Provincial Framework Agreement and Elementary Teachers' Collective Agreement. The following benefit enhancements are part of Article 6 of the Collective Agreement:

Benefit	August 31, 2010	September 1, 2010
Hearing Aids	\$500 pp/every 5 yrs.	\$2000 pp/every 5 yrs.
Psychologist	\$200 pp/every year	\$1000 pp/every year with the addition of MSW & Registered Family Therapist
Laser Eye Surgery	NONE	\$2000 per person (lifetime)
Vision	Adult-\$200 pp/every Child-\$150 pp/every	Adult - \$350 pp/every 2 years (24 months) Child - \$150 pp/every year (12 months)
Massage Therapy	\$25 pp per visit (max. year)	\$50 pp per visit (Maximum \$500 pp (12 visits pp per year)
Wigs (Chemotherapy)	NONE	\$500 pp / every 5 years or Alopecia)
Deductible	\$10 single/\$20 family	NONE per year

FYIs

We have a common understanding and past practice with the Board that school level staff meetings may occur once per month for one hour. It has also been the understanding that they are not to be used for professional development. CA Article 22 clearly states that **professional** development is job-embedded. That is during the instructional day. Through the PDT (Professional Discussion Table) Boards were allotted additional funding for teacher "self directed" professional development. Disbursement was to be determined through a Joint Professional Development Committee. The assigning of "homework" to teachers to be completed for follow-up staff meetings is not appropriate. Board **staff** development may occur during the monthly staff meeting i.e. WSIB.

HEALTH & SAFETY ADVISOR'S REPORT

Mary Bea Wolfe

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The Ministry of Labour has issued four compliance orders to the Board. This is a result of OECTA vigilance and perseverance as we monitor and protect members from unhealthy and unsafe working conditions. The work orders referenced new legislative requirements for Violence and Harassment in the Workplace, Training modules, and Risk Assessment.

Member documentation and reporting to the Unit is critical. The Unit has requested Association Reps respond to a Safe Schools survey. Safe School Teams have been renamed at some schools. Using different names only masks/buffers/denies the reality of violence in the elementary panel. Far too many incidents go unreported. We are also concerned about the increasing number of "Hold and Secure". The survey results are proving to be most interesting. Thank you to the numerous Reps that have already responded.

Health and Safety is everybody's responsibility. It is important to ensure that all individuals practice and maintain a safe work environment.

With the winter season soon upon us, we need to be vigilant in our practices to avoid the potential hazards of the season. As the temperature drops, the number of slips and falls rise.

A few precautionary actions can help us to maintain everyone's safety:

- Beware of environmental elements, such as snow and rain, especially when the temperature changes.
- Ensure appropriate footwear is worn, based on the varying weather conditions. Don't get caught by surprise! Be certain that all preventative measures are in place to avoid slips and falls. Remember, working together helps keep everyone safe!

MEMBERSHIP SERVICE OFFICER'S REPORT

Rose Procopio

mso@elemdp.com



It is indeed a privilege and an honour for me to serve the membership again this year as the Member Services Officer.

It has already been a very busy school year for teachers. For all members, this year marks the beginning of the new ministry document *Growing Success*. The implementation of the policies contained in the document has brought forth many questions and concerns about the Progress Report, Teachers' duties, and the two formal Report Cards to name a few.

The numerous calls to the office about the *Growing*

Success document and the Progress Report will allow us to address your specific concerns in an effort to ensure consistent messaging.

I have attended the Training Session for *Growing Success* put forth by the Ministry of Education and will bring further clarification to your questions in regards to this paradigm shift.

Continue to call the office so that your voice is heard and your concerns are addressed. Wishing you and your family a Blessed Christmas and a Joyous New Year!

FYIs

Divisional Meetings are strictly voluntary! Many grade level teachers choose to meet at convenient times for collaboration and to determine best practice. Legislation allows for all teachers to have a 40 minute uninterrupted lunch.

FYIs

The Ministry has directed Superintendents to visit classrooms as they visit their schools. My current understanding is that teachers may volunteer for visits. This is in no way to be evaluative. The TPA is an entirely separate process.

FYIs

Please refer to the Collective Agreement to ensure you have the allotted Travel Time between schools (CA Article 13.040, 5.070) and/or between classes (CA Article 13.030 B, 13.050).

COMMUNICATIONS OFFICER

Daria Twerdochlib

St. Sofia



FYI

The 2010-2011 Pocket Planner shows the wrong date for Family Day. As Family Day falls on the third Monday in February, the date in 2011 is Monday, February 21st, NOT

the 14th. Please adjust your calendars if you have not already done so.

SHOW THAT YOU APPRECIATE YOUR ASSOCIATION REP!

Consider nominating your Association Rep. for one of the following Awards. The selection process as outlined in the Unit By-Laws will determine the successful candidate. Nominations due:

The Dufferin-Peel (OECTA) SERVICE AWARD

Criteria for selection shall include:

- (i) notable span of service to Dufferin-Peel OECTA
 - (a) as a unit association rep;
 - (b) as a unit executive member;
 - (c) as a unit committee member;
 - (d) at the provincial association level;
- (ii) positive reflection on the association through other service to the unit (i.e. AGM)
- (iii) advocacy for teachers (i.e. participation in rallies, letters to the editor)
- (iv) leadership in education;
- (v) other information

The ASSOCIATION REPRESENTATIVE AWARD

Criteria for selection shall include:

- (i) serve as an association rep and/or alternate for more than one year
- (ii) advocate for the association and teachers;
- (iii) communicate OECTA information in an accurate and timely manner;
- (iv) demonstrate support of members;
- (v) mentor fellow teachers regarding OECTA issues;
- (vi) encourage members to personally contact the unit directly

The CATHOLIC LEADERSHIP AWARD (NEW! FOR ALL TEACHERS)

Criteria for selection shall include:

- (i) advocate for the association and teachers;
- (ii) demonstrate support for members;
- (iii) demonstrate a commitment to the betterment of society through charitable volunteer work or act(s) of bravery outside of the workplace

Awards Committee Chair: Rose Procopio

**There will be a prize should your nomination result in a successful candidate.*

FYIs

The Natural Health Products Regulation was introduced by the federal government and had the affect of removing the DIN (Drug Identification Number) from “natural” health products and forcing manufacturers to obtain a NPN (Natural Product Number) or a HM (Homeopathic Medicine DIN-HM). Therefore, natural products (vitamins, minerals, smoking cessation products, herbal remedies, etc.) may not be covered. Please call the Unit should you not be reimbursed for a product that was previously covered.

OECU Update

Fall 2010

**Ontario Educational Credit Union... A Full Service Financial Institution
Owned and Directed by Educational Employees Like You!**

All active or retired Educational employees and their family members can join our credit union!



Do You or Someone You Know Have a PECULIAR RELATIONSHIP With a Bank? ...SOMEONE MIGHT NEED A BANK INTERVENTION!

*Find out if you have a BANKING DEPENDENCY
– take this short quiz!*

- A. I like the high staff turnover at my bank because ____?
 1. I like meeting new people.
 2. I like explaining everything, time and time again.
 3. It's fun to guess the name of the new person.
- B. If you were to send your bank a monthly statement, what would you say ____?
 1. Thanks for nothing.
 2. Kiss my assets goodbye.
 3. I'm a lady, and ladies don't swear.
- C. How many times a week do you pay a bank fee ____?
 1. Only once or twice, but I swear it isn't a problem.
 2. I pay a fee every chance I get.
 3. I lost track.
- D. How many times have you tried to quit your bad bank habit ____?
 1. Once, but I slipped.
 2. A few times, but I am in control... I can quit anytime I want.
 3. I'm quitting now, I promise.



DOES THIS SOUND FAMILIAR?

We can help you, a colleague or family member kick that BANKING dependency with a better way. OECU is Your Financial Institution! We were created in 1962 by members of the educational community for the employees (and families) of the educational community!

What does a Credit Union Member look like?

It looks like you, a person who wants better service, honesty, fairness and customization of solutions. An OECU Member prefers that their money stay in Ontario helping their peers. If you are not a member of your financial institution, Why Not?

It's time to break your Banking Dependency, talk to us today and we will help you with a Better Way!

www.oecu.on.ca