

6435 Edwards Boulevard, Suite 203
Mississauga, Ontario L5T 2P7
Tel. (905) 564-7177 Fax (905) 564-2536

www.elemdp.com
www.oecta.on.ca

Editorial Board: Berni Campbell, Daria Twerdochlib
Communications Officer: Daria Twerdochlib
Service to Members
Call Early. Call Often



End of School Year Prayer

Author Unknown

*O God of all beginnings and endings,
We praise and thank You for the gift of this school year.
It has been filled with grace and blessings, with challenges and opportunities, joys and sorrows.*

*The days have passed quickly, O Lord the weeks, the months, the seasons, the holidays and holy days,
vacations, breaks, and assemblies.
All have come forth from Your hand.*

*While we trust that Your purposes have always been at work each day,
Sometimes it has seemed difficult to understand and appreciate.
Just what You have been up to in our school.*

*Give us the rest and refreshment we need this summer.
Let our efforts of this past year bear fruit.
Bring all of our plans to a joyful conclusion,
And bless us, according to Your will.*

*With the fulfillment of our summer hopes and dreams, watch over us in the weeks of rest ahead.
Guide each day as You have done this past year.
Help us return to school with a new spirit and a new energy.*

*May we continue to grow in age, wisdom, knowledge and grace all the days of our lives.
Amen*

In This Issue

Table of Contents Volume 19 Issue 4

Editorial Policy..... 2
President’s Report..... 3
First Vice-President’s Report..... 5
Treasurer’s Report 5
Teacher Welfare Officer’s Report..... 6
Membership Assistance Officer’s Report 6
Membership Service Officer’s Report..... 7
Communication Officer’s Report 7
Health & Safety Advisor’s Report 7
OECTA e-agenda 10
FYI’s..... 11
Ontario Education Credit Union..... 12

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

July 4 - July 22 from 9 a.m. to 3:30 p.m.

July 25 - August 19 Unit Office Closed

August 22 - September 2 from 9 a.m. to 3:30 p.m.

Regular hours resume the first day of school September 6, 2011

UNIT SECRETARY

Mary Caines

secretary@elemdp.com

RECEPTIONIST

Diane Mulvale

receptionist@elemdp.com

UNIT ELECTIONS

Thank you to the teachers who came out and voted on May 25, 2011 for our new Unit Executive. The results are as follows:

Past President	Berni Campbell
President	David Dolan
First Vice President	Anne Horton
Second Vice President	Rose Procopio
Treasurer	Jeremy Cox
Recording Secretary	Belinda Russo
Councillors	Trena Boudreau
	Carlo DiCarlo
	Lori McCannel
	Lucia Sasso

PRESIDENT'S REPORT

Berni Campbell

president@elemdp.com



I first experienced “politics” when I was five. A “nice” politician approached my mom at a streetcar stop in the Beaches. I looked up at her and said, “Mommy, you have to vote for him. He is so nice.” She just laughed. My second was campaigning for Pierre Trudeau when I was 15. I went door to door with flyers. For decades one would ever disclose their political affiliation. Now people admit it by not admitting it.

As we rapidly approach the end of the year at mach speed, the October 6th provincial election will be upon us in a flash. The results may yield labour peace in many public sectors or not. The Mayor of Toronto, who I DID NOT vote for, has already determined 300 union jobs in one sector would be better served by the private sector. The number of sick days access was a major negotiation issue that led that sector to strike. I wonder who will negotiate the salaries, benefits and working conditions in the private sector? What’s next? Parks and Recreation union cuts as chain gangs pick up city litter? Gee, my hood MAY be cleaner but SAFE? Hmmmmm. Let’s escalate salaries, benefits, working conditions, and health and safety to the lowest common denominator for all employees who may retain their jobs while many lose them.

Currently teachers in Dufferin-Peel reap the benefits of many years of bargaining at the provincial and local level. You may not be interested in politics but politicians are interested in you! Understandably, many teachers have young families and don’t have time to participate in elections. Wage freeze? Wage rollback? Don’t we have a Collective Agreement? Your Collective Agreement ends August 31, 2012. Legislation can change conditions in a flash!

“We will make Ontario’s labour laws fairer for union members and taxpayers.” (Progressive Conservatives’ Change Book 2011) What does that mean?

“Unions will be required to be transparent and open with their financial information, just as businesses

and charities are... This will enable union members to know exactly how their dues are being spent.”

(Progressive Conservatives’ Change Book June 2011) In OECTA the expenditure of union dues has never been more transparent. Union dues are like insurance. They are “what if” fees that are tax deductible. Hopefully you never need to “put in a claim” for your union dues. You may never need to claim house insurance. Yet, you have it. You may never need to claim car insurance. Yet, you have it. You will definitely never claim your life insurance. Yet, you have it. Legislation impacts all Collective Agreements across the province either in a positive or negative way.

“We will change Ontario’s labour laws to give union members more flexibility and a greater voice. We will give all individuals the right to a secret ballot in certification votes... We will introduce pay cheque protection so union members are not forced to pay fees towards political causes they don’t support”. (Progressive Conservatives’ Change Book June 2011) Union members have always had a voice and a vote. Anti-union politicians thrive on fragmenting unions = union busting. Watch what American teachers are being slammed with!

We have always been a politically active Association that has fought endlessly for education. Please read the entire platform of all candidates but read what is not written. Compare the track records of different parties and the impact they had/will have on education. Will full day Kindergarten continue with an anti-union government? Probably. What is not said? Will teachers continue to be responsible for that role? As all Collective Agreements have seniority clauses, should ANY teaching positions be compromised it will not be the teacher currently fulfilling that role. Job loss is determined by Board-wide seniority. Will our Catholic identity under the Charter of Rights be challenged again? Ask the questions.

continued on page 4

PRESIDENT'S REPORT *continued from page 3*

The impact of an anti-union legislature will not have the same impact on me, as it will on current and future educators. Should this happen, as a future retiree, I will be at rallies, on picket lines and potential strikes sites in support. I will bring treats. Fear mongering you say? I stood in front of the Ontario Legislature led by OECTA in 1997 for the largest POLITICAL Protest in North America. It was not just about education. It still brings tears to my eyes when I watch the video, oops DVD. History tends to repeat itself. A special thank you to all teachers who completed the Political Action Survey. Those who indicated that they can assist will have their information forwarded to the appropriate riding.

And lastly, after 32.999 years in education, I will be retiring in June. I sincerely thank Dufferin-Peel

teachers for the support I have received as a First-Vice President and Unit President. I have had the privilege of working with many of you. In solidarity, we have made great gains for members but there is still work to be done. Good working conditions for teachers makes good learning conditions for children. I would also like to thank those Board administrators determined to resolve issues. I enter into retirement leaving a legacy I am proud of. Many new strong OECTA leaders will continue to advocate for teachers not only in Dufferin-Peel but also across the province. As Past President, I will continue to be involved in OECTA at the Local Unit. May God protect and guide you and your family in all your future endeavours. Have a restful summer break. You've earned it!

BOARDWIDE ATTENDANCE "SUPPORT" PROGRAM

Spurred by the Ministry, Boards continue to initiate attendance management programs. The Ministry provides funding for some sick days for teachers. There has been a great deal of confusion and many questions. Yes, the employer does have the right to create such a program. No one negotiated away your 20 sick days. As a matter of fact, it is my understanding that no unions participated in the creation of this program at all. OECTA was inserviced by the Board on a Friday and members were given the pamphlet Tuesday following the long weekend. The number of days in each Collective Agreement varies. We did file a grievance in elementary as we have a Wellness Committee in our Collective Agreement.

All Board employees will have the same parameters. Your access to sick time is not "unfettered". We must work within the parameters of the Collective Agreement language. The employer has the right to request a doctor's note after one day of absence. Accumulated sick time may be used to progress to

LTD should a teacher require LTD. It very simply is also similar to insurance should you become ill.

As for medical documentation, the only individuals who can access teacher files are Health Promotion and Wellness employees at the Board. No, you do not have to provide your administrator with any or all your medical information. Should you have a chronic condition (i.e. migraines) or require medical treatments on a regular basis, teachers are advised to make sure they have a medical note from their doctor or specialist should the Board request such. Yes, we are aware that some doctors charge for medical notes.

Please take note: A half-day occurrence and full day occurrence will be treated the same. At seven absences an employee will receive a courtesy e-mail. At 12 days they enter Level 1 ASP. Further clarification will be provided as the process continues. We will be monitoring the situation closely at the Unit Office.

FIRST VICE-PRESIDENT'S REPORT

Anne Horton

firstvp@elemdp.com



As the school year 2010 – 2011 draws to an end, I would like to remind you of Professional Development opportunities that are available to you over the summer and into the beginning of the next school year. I would like to take this opportunity to say thank you for your support over the past three years and to wish you and your families a peaceful and restful summer vacation.

SUMMER INSTITUTES

In support of your own self-directed Professional Development we are once again offering subsidies for the Dufferin-Peel Summer Institutes 2011. These grants are available for members of Dufferin-Peel OECTA. Application deadline for this subsidy is Thursday, June 30, 2011. See the application form on our website at www.elemdp.com for more information.

ADDITIONAL QUALIFICATION COURSES

The AQ subsidies have had phenomenal success this past year. Members were able to take advantage of our annual Unit \$100 subsidy for OECTA AQ courses and were further offered a \$300 subsidy (compliments of the Provincial Discussion Table

(PDT) through the Joint Professional Development Committee) for any AQ course offered in the Province of Ontario. The program for this year ends on August 31, 2011. See our Unit website for more information and an application form.

Be sure to visit www.oecta.on.ca to see the extensive list of OECTA AQ courses being offered for \$600 - \$650.

CONFERENCE FUNDING

As a further result of these funds the Joint Professional Development Committee offers not only additional AQ funding but enhancements to Conference Funding as per Collective Agreement Article #12.010. This means that, since September 2010, our members have been able to attend one conference per school year rather than one every second year. This includes educational conferences you may choose to attend during the summer 2011. Additional information and this application form can be found on our unit website, www.elemdp.com. We hope to offer this program in the new school year as well.

"The greatest gift that you can give yourself is a little bit of your own attention." Anthony J. D' Angelo

TREASURER'S REPORT

Jeremy Cox

treasurer@elemdp.com



As your treasurer I continue to work with the Executive on the expenses of the unit. We held three (3) meetings as outlined in our Unit By-Laws and have maintained a balanced budget for this year. We continue to use your fee returns from our Provincial organization to support members

in their roles as teachers. Much appreciation to those who have called Johnson Insurance for a quote. We have been using these monies to support charities and benefit those less fortunate.

FYI

First day of school is Tuesday, September 6th. There is no PA Day before school this year.

TEACHER WELFARE OFFICER'S REPORT

David Dolan

two@elemdp.com



I would like to take this opportunity to thank all our members who will be retiring at the end of this year for all your work in education.

CHANGES EFFECTIVE SEPTEMBER 2011 TO THE COLLECTIVE AGREEMENT

As a reminder, please note the following changes to our Collective Agreement for September 2011:

- Planning time will now be increased from 220 minutes weekly to 230 minutes. Please remember that preparation time should be delivered in minimum 20 minute blocks (CA Article13.050)
- Supervision, including inclement weather duty, will continue to be a maxima of 80 minutes (CA Article13.071)
- There will be no Early Release Days scheduled for the 2011-2012 school year (Letter of

Understanding No. 20)

SUMMER STAFF MEETINGS / SUMMER PHONE CALLS

Staff meetings that are held in the summer are voluntary and therefore we recommend using your own professional discretion on attendance. As these meetings are not obligatory, items that would have an effect on those that do not attend (i.e. Schedules) should not be created. As well, there is no requirement for teachers to contact parents during the summer months. If you are either pressured to attend a summer staff meeting where items that may have an impact on those that do not attend are decided, or you are told to contact parents during the summer please contact the Unit office immediately.

MEMBERSHIP ASSISTANCE OFFICER'S REPORT

Jeremy Cox

mao@elemdp.com



In my role as Membership Assistance Officer, I have counseled members with regard to:

Maternity Leave Workshops, General Leaves, Extended Maternity Leaves, Back to Work Rehabilitation Plans, Long term Disability, Sick Leaves and General Inquiries.

This year we hosted two very successful Maternity

Leave Workshops. Feedback from these suggested we host three (3) next year. Look for them in the Fall, Winter and Spring.

Please remember to call the office for assistance if you need help in any of the areas mentioned above.

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.

www.warrenshepell.com



MEMBERSHIP SERVICE OFFICER'S REPORT

Rose Procopio

mso@elemdp.com



As we near the end of the school year, and my second year as Membership Communication Officer, I would like to say thank you to the entire membership for their support.

The school year 2010-2011 brought many changes to the teaching profession; the implementation of the Ministry document Growing Success as well as the Early Learning Kindergarten Program to name a few.

The number of calls received at the Unit office with questions on the new reporting process was overwhelming. It was evident by the survey responses returned to the Unit office, that all

teachers had uncertainties with the new process of assessment, evaluation and reporting of students in Ontario.

The concerns voiced to the Unit by members have allowed us, and will continue to help the release officers address them with the Board thus bringing clarification to the entire membership.

We encourage members to call the office so that we can assist you with questions that you may have. Remember the calls are confidential and we will only act on an issue with your consent.

Have a great summer and may God guide you and your family always!

COMMUNICATIONS OFFICER

Daria Twerdochlib

St. Sofia



Keeping your membership informed is the key to any good organization. Developing good public relations through our schools is important as well.

This year the D-Peeler published 4 issues that were sent to every member of our elementary unit. Hopefully some of you read it and found the information helpful. Feedback was welcomed in order to make the next issue even better. Some members enjoyed the shorter versions more. Feel free to contact me with your ideas or requests for information to be posted.

We are moving towards providing a secure log-

in for our members. Stay tuned in September for further information on this process.

My special thanks to the Communication Committee members who gave of their time to help bring the website and D-Peeler issues to life. Thanks for researching, networking and help making this a successful year. I've enjoyed working with all of you!

Look for your next issue in your schools this September. Remember to check out our website www.elemdp.com.

HEALTH & SAFETY ADVISOR'S REPORT

Mary Bea Wolfe

hsadvisor@elemdp.com



This year has been quite a learning experience for many of us. While inspecting the physical condition of your workplace, I thank you all for your questions and commitment to improving our schools to be a safe working and learning environments.

I would just like to remind you to continue to use good judgment and safe practices when preparing to close your classrooms for the summer. Remember to

always use a stepstool or stepladder when storing items out of your reach. Be wary when packing and lifting boxes from the floor to a table. Lifting a box could result in a back injury and a ruined summer. Recuperating from overexertion is not a way to start your summer vacation! Lastly, have a safe, relaxing and stress-free summer.



I would like to personally acknowledge our retiring President, Berni Campbell, for her guidance, expertise, and advocacy she has provided to the membership. As Father Theodore M. Hesburgh, former Dean of Notre Dame University once said “The very essence of leadership is that you have to have vision. You can’t blow an uncertain trumpet.” It is through Berni’s leadership and vision that the members of Dufferin-Peel (OECTA) Elementary have benefited from strong, collective representation at all levels of our work.

Her legacy will continue through the leadership she has inspired in others.

David Dolan, Teacher Welfare Officer



Speak for Children.ca

Your Political Advisory Committee has been working hard to prepare for the Ontario Election on October 6, 2011.

The election of an education friendly legislature is in the best interest of our Catholic schools.

Get involved:

Become informed about the issues.

- Research the party platforms. Read what the platforms do and don't say.
- Complete the "Speak for Children" survey.

- Volunteering to help the PAC team
- Support your party of choice by displaying a lawn sign.
- Make a financial donation.
- Volunteer your time in a campaign office.

Educate yourself and become engaged in the issues.

The future of education in Ontario depends on you.

For more information visit:
www.speakforchildren.ca

FYI

RWTO (Retired Women Teachers of Ontario) is a provincial organization of about 6,000 retired women teachers. The purpose is to provide fellowship, friendship, communication and support to its members. For more information and insurance plan options, check out www.rwto.org or www.rwto-oero-mississauga.com

FYI

CHILDRENS' AID SOCIETY (CAS) ALLEGATIONS

Allegations continue to be of concern at the Unit. OECTA highly recommends that there is no physical contact whatsoever with students. Please read the "Social Media Advisory" from the College of Teachers. OECTA has recently developed a new "Be Wary Be Wise" regarding social media. As a reminder, the College of Teachers was not constituted to protect teachers. It was designed to protect the public "from" teachers. Should there be an allegation contact the Unit Office immediately.

FYI

GROWING SUCCESS: PROGRESS REPORT

A sincere thank you to those teachers (over 900) who responded to the Unit "Progress Report Survey". The data was instrumental in clarifying concerns with the Board. Relevant information was shared with the Board to ensure a greater understanding of expectations and the process. Please note that our provincial organization will be creating a comment bank for teachers. Check the e-Agenda for details as they are requesting comments from teachers by June 30th.

e-agenda

65 St. Clair Avenue East, Toronto, ON M4T 2Y8



June 8, 2011

Pension Partners Address Funding Shortfall

The Ontario Teachers' Federation (OTF) and the Ontario government have agreed to a three-part plan to address the projected \$17.2 billion funding shortfall in the Ontario Teachers' Pension Plan.

The plan, which is subject to final approval by OTF and the government, includes:

- a 1.1% contribution rate increase, phased in over the next three years
- slightly smaller annual cost-of-living increases for teachers who retired after 2009
- recognizing the current contribution rate as the permanent base rate

Contribution rates to increase

The increase will be phased in over three years, with members contributing 0.4% more in 2012 and 0.35% more in each of 2013 and 2014. All rate increases go into effect January 1, 2012. These contribution increases will be matched by the Ontario government and other employers that participate in the pension plan.

Conditional inflation protection invoked at 60%

This action only affects pensioners who retired *after* 2009. It has no immediate impact on working teachers because annual inflation adjustments (also called cost-of-living adjustments) are calculated only after a

member retires, based on the plan's financial health at that time. For the next three years, pensioners who retired after 2009 will receive 60% of the annual cost-of-living increase on the portion of their pension credit earned after 2009.

Current contribution rate to be recognized as base rate

The current contribution rate is now recognized as the permanent base contribution rate. Changing the base rate has no impact on what members contribute to the Teachers' Plan. The base rate is used to project the value of future contributions in a funding valuation. The base contribution rate, to which the rate increases are being applied, is now:

- 10.4% of a member's annual salary up to the Canada Pension Plan (CPP) contributions and benefits limit, plus
- 12.0% of any salary above the CPP limit.

To help members better understand these changes a number of resources have been posted on OECTA's website www.oecta.on.ca in the 'Member's Centre' in the 'Contracts and Rights' section under Pension.

For more information, visit

www.fundingyourpension.com and www.otpp.com or contact Joe Pece at OECTA Provincial Office: j.pece@oecta.on.ca

Members can find current information on the proposed OTTP changes at www.otpp.com/wps/wcm

FYI

Should you be asked and/or pressured to sign any document that you are not familiar with, please contact the Unit Office. As the chief spokesperson for Dufferin-Peel OECTA Elementary, all such documents and requests are vetted through the Unit Office. The Unit often requests legal opinion. Similarly, there are legislated documents that must be signed (i.e. report cards, criminal reference checks, etc). Your signature is required for release of your personal medical information. Should any agent of the Board ask you to sign for that release, call the Unit. We will be able to confirm, clarify and/or verify the legal implications of such an action.

FYI

NEW ADDITIONAL QUALIFICATION (AQ) COURSES

The Ontario College of Teachers has revised guidelines and reframed new qualifications. Of note is Kindergarten (formally Childhood Education). Now a teacher is able to acquire a specialty in this area. www.oct.ca

STATISTICS: DECLINING ENROLMENT

For several years now discussions have occurred at all levels regarding the flatlining of student enrollment. This is of greater concern in small communities and rural areas. The enrolment in elementary has slowed drastically. New hires for September will be far below 40 new teachers. Our secondary colleagues are already feeling the impact.

Immigration patterns have been the main source of population growth in the GTA (Metro Toronto, Peel, York, Durham and Halton). This area is projected to be the fastest growing region with a predicted increase of 3.0 million by 2036. The country and religious culture new immigrants come from will determine the impact on enrollment in our Catholic system.

Enrolment is projected to decline 1.8% over the next eight years to 2014-2015 across the province. By 2012-2013 ELKP is expected to expand so that 120,000 students will be enrolled across the province.

SOCIAL MEDIA

Recently the Ontario College of Teachers has come out with a Professional Advisory for teachers in regards to the use of electronic communication and social media (www.oct.ca/publications/PDF/Prof_Adv_Soc_Media_EN.pdf). It is the recommendation of the Unit that teachers continue to be aware of the higher degree of scrutiny that we are subjected to by the public. Although e-mails, Facebook, and YouTube are excellent tools for communication with family and friends, the information that is uploaded and written using social media and electronic communication remains in the public domain with little control by the author in preventing copying, altering, and inferring messages by others. Despite the comfort that many social media sites try to create through the offering of privacy settings, there is no guarantee that this information will not be provided to individuals that were not the intended recipients. The recommended guideline to follow is that the professionalism that members exhibit on a daily basis in their classrooms and workspaces must continue to be upheld while conducting communication on-line. If you are ever the subject of questioning by other parties in regards to on-line communication, you need to contact the Unit office immediately.

CALL TO PARTICIPATE

OTF, in partnership with the Aboriginal Education Office of the Ministry of Education is looking for teachers whose classrooms will participate in a year-long Aboriginal education awareness and literacy project called Books of Life. “We are going to create books about our lives – who we are, what we value, what we celebrate how our lives are shaped by our cultural and historical context – whatever you want to share”. This is a literacy based project. This project will start with a two-day workshop in October 2011. This sounds fantastic. For complete information and applications visit www.otffeo.on.ca and click on Books of Life. Application Deadline is June 30, 2011.



If you need a new mortgage or yours is coming up for renewal your credit union has

Great Rates and Great Service *combined with...*

- Weekly, biweekly and monthly payment options.
- Terms from 6 months to 5 years.
- Annual payment increase up to 10%.
- 20% maximum annual payment of the original mortgage balance.
- We will arrange your payment by payroll deduction or pre-authorized debits.
- 90 day rate guarantee.
- A full suite of products and services tailored to the educational community.
- Highly trained employees who understand your needs and will ensure you understand your options.
- Trustworthy service dedicated to the educational community since 1962!

You can begin by downloading an application or applying on-line at www.oecu.on.ca

