

Chalktalk

September 2005 – Volume 1, Issue 1
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OECTA Waterloo

Welcome Back!!

Welcome back! This year is the first in recent memory where we can enter the new year with a renewed sense of optimism.. An education friendly government in Queens Park, a Collective Agreement settled for the next three years, positive sounds for education coming out of Ottawa. It begins to look like we can finally breath a sigh of relief. We have survived those difficult Harris/Eves years and are getting back on track. Good for us! Good for the system! Most of all, good for the students we serve!

This year we will be welcoming to our permanent list of colleagues some 95 teachers that have full time status for the first time in their careers. Most of these “new hires” have been with us as LTO’s during the past year or two. A few will be joining us directly from teachers colleges. They will need the ongoing support of their colleagues as they grow into the “Art of Teaching”. As well, we will have 40 or more teachers join us as LTO’s replacing some of our other colleagues who have taken time off for one reason or another. New for some of these teachers this year is an induction program and a mentoring pilot.

Both elementary and secondary teachers will be enjoying the benefits of last years’ round of negotiation. Please read the article [Know Your Contract](#) to see the changes that affect you. We have three of the best collective agreements in the province to be working with.

Our colleagues who have been working at Sacred Heart and the Board Office have a new office space to work out of this year. As usual with projects of this size, things are not quite done yet, but it is all coming together. Once it is done and dedicated we invite you to

visit the chapel when you’re in the building. OECTA has contributed funds to dedicate the new altar to the Deceased Employees of the Board. Sometime later in the year we hope to move the OECTA office into 91 Moore Ave.

Also new this year is a provincial level committee to examine elementary teacher workloads. This committee was formed by the AGM 2005 and has a mandate to establish OECTA positions on elementary workload issues. In June the Council of Presidents elected me, Warren Grafton, to represent large Units on this committee. You may be hearing from us later in the fall as we work to identify and quantify those issues that create the most work for our elementary teachers across the province.

Special projects that OECTA will be working on this year include getting web savvy enough to limit the paper we send you by maintaining and updating our website: www.oectawaterloo.com.

We will be completing the review of our constitution and implementing changes recommended by the legislation committee. Also we will be promoting involvement in Unit level committees and functions and introducing a Social Justice Committee to support various social justice initiatives within the system.

This year we welcome Patrick Etmanski to the office as a half-time release officer. Patrick who introduces himself later in this newsletter joins us as CEO Elementary. He has ably represented you in the past during negotiations and I am sure will continue to do so in the office. Also in the office are Grace da Silva, CEO-Secondary, Cathy Kuhn, Office Manager, Barbara Morrison, Secretary and Warren Grafton, President. We look forward to serving you.

Warren Grafton, President

Unit Executive

President

Warren Grafton

Past President

Bill Brazeau

1st Vice

Carl Davey

2nd Vice

Richard Remillard

3rd Vice

Ed Wyse

Treasurer

Anton Milardovic

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Virginia Hansraj

EBA –CEO

Patrick Etmanski

Assistant EBA CEO

Virginia Hansraj

EBA Secretary

Melissa Garrett

SBA –CEO

Grace da Silva

Assistant SBA CEO

Peggy Leroux

SBA Secretary

Chris Stockie

Occasional President

Paul Sousa

Unit Office Secretaries

Catherine Kuhn

Barbara Morrison

Elementary CEO - Report

By: Patrick Etmanski

I'm your new Elementary C.E.O. As I write this, I have one daughter with a fever, one who needs another bedtime story read to her, and thankfully, one who is already asleep. My wife Rosemary is also a teacher and an artist. It's a busy life and challenge juggling all of the aspects of a busy family. Trust me, I understand this! Family is number one to me.

If you are reading this, then you understand or are learning about the challenges of teaching. I have a pretty good handle on this one too. I started teaching in 1989. I have worked with junior, intermediate and senior students. Most recently, as a planning time teacher, I have begun to understand the struggles of early years and primary teachers.

From the OECTA side, I have helped to negotiate our last three elementary contracts so I am very familiar with our present contract. I have served in various capacities as an elected table officer and have been a staff rep at a number of schools. I hope that I can answer your OECTA questions or find the answers for you.

I realize that there is a steep learning curve ahead of me, but working on a team with Warren, Grace, Cathy, Barbara and the new Elected Table Officers makes me feel very confident. Our past president, Bill Brazeau, once told me that the best part of the job is waking up every morning knowing that you will help somebody that day. I will do my best to serve you as the new C.E.O. Elementary.

Dress for Success

By: Patrick Etmanski

Here we are at the beginning of another school year. As educators we do so much to ensure that we are effective. We know our curriculum. We utilize an array of teaching and discipline styles to meet the needs of all in our classrooms. What about our clothes? Do they make a difference to our students? You bet they do!

It may sound superficial, but we are often judged by how we look. What we wear is a part of the image we portray. Someone once said, "You never get a second chance to make a first impression." This may all sound very cliché but is very true in a profession in which people deal directly with other people.

According to Harry K. Wong in The First Days of School, "the effective teacher dresses appropriately as a professional educator to model success." Although appropriate dress may be different for the Junior Kindergarten teacher and the Transportation Technology teacher, the statement still holds a lot of water. So, what is appropriate dress?

In The First Days of School, Harry K. Wong offers some great advice. Clean pressed clothes tell people you care about yourself. Neat, cleanly tailored career clothes establish authority. Trendy clothes, and untucked shirts do not establish authority and should be left for the students. Footwear appropriate to the activity is important especially in situations where safety is a concern. Open toed shoes are not a good idea when using a hot glue gun or in a science lab. Safety shoes are a must in the auto shop. It is important that we model for students what is appropriate.

Our responsibility is to encourage and facilitate learning. This happens when we gain and maintain the students' respect. Harry K. Wong says, "Your respect begins with your appearance". Don't forget that one of the reasons we do what we do as educators is to teach children what is appropriate.

Revising our Constitution

By: Grace da Silva

Last year the legislation committee worked diligently on updating our constitution. Its mandate was to revise our constitution to reflect current practices within our Unit. The committee also ensured that our constitution would be in line with the Provincial Handbook. It has been the practice of our Unit to serve all teachers working for the WCDSB. This month our Occasional teachers will be holding a vote on whether they wish to remain a separate unit or become part of the Waterloo Unit. The outcome of this vote will have an impact on our constitution.

Any changes to the Constitution must be approved by our members at an Annual General Meeting. Your OECTA rep will be provided with a draft of our revised constitution next month. It is the intention of the legislation committee to bring forward the revised constitution for approval by our members at our Fall AGM.

Health and Safety Information

By: Warren Grafton

At your first staff meeting this year you will have received a pamphlet from the Joint Health and Safety Committee. It is The Health and Safety Committee's responsibility to keep you informed on health and safety issues. This pamphlet is one way to fulfill that responsibility. Each layer of the pamphlet addresses issues that result in the more common concerns reported within the system. It is not meant to be comprehensive. Please keep the pamphlet handy as a resource for health and safety issues and information.

The Joint Health and Safety Committee is formed by representatives of all the employee groups in the board as well as administration representatives. Our Board Health and Safety officer Denny Bitovski, is responsible for day to day maintenance of the health and safety of all staff.

Should you have questions, they can be addressed to the committee via the Health and Safety e-mail noted in the pamphlet. You may also choose to direct your questions directly to your health and safety representatives: Warren Grafton or Jim Smith. This just in: Call the OECTA Office at 744-8051 by 4:00 Friday afternoon to be eligible for some neat prizes. All issues raised via either method will be brought to the Joint Health and Safety committee for discussion, should it be of a nature that cannot be directly answered.

Each year the committee reviews the accident report statistics from the previous year and attempts to plan educational or preventative measures to help reduce workplace injuries. The pamphlet you received this year is a first step towards other initiatives to keep you updated and informed.

Secondary CEO - Report

By: Grace da Silva

Secondary schools appear to be busting at the seams, with portables popping up at most sites. On the positive side, this growth has meant many new teachers in our schools but it will bring with it many challenges. Remember to be good to yourself and each other and when all else fails laughter is a good recourse.

For the last two years I have represented you at the provincial level by sitting as a member of the OECTA Provincial Secondary Schools committee. This year, I have agreed to Chair this committee. One of the reasons I have committed to this responsibility is to tackle the Ministry's Assessment and Evaluation Policy. As secondary teachers we are all painfully aware of the shortcomings of this policy. The Ministry needs to hear from the people who are implementing the policy so that it may better serve the students and ensure their success.

OECTA Waterloo

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Fax: 519-744-0911
Email: OECTA@sprint.ca

Occasional Teachers...

Do you have a question or concern?
Don't know who to call?

Try the people listed below.

Paul Sousa, Occasional President

Warren Grafton, Unit President

Grace da Silva, Secondary CEO

Patrick Etmanski, Elementary CEO

All of these people will help you out.
Call us at 744-8051

Mark Your Calendar

Thanksgiving
October 10, 2005

Fall General Meeting
Monday, November 7, 2005

Annual Volleyball Night
February 2006
Location to be Announced

Awards and Appreciation Dinner
Thursday, February 9, 2006
Location to be Announced

Annual General Meeting - Local Unit
Monday, May 8, 2006
OECTA office

OECTA Retirement Dinner
Friday, June 16, 2006
Whistle Bear Golf and Country Club

Oct 5
World Teachers' Day 2005

World Teachers' Day on 5 October provides the opportunity to draw public attention to the role of teachers worldwide and their importance in society.

Quality Teachers for Quality Education:

Training for a Stronger Teaching Force!

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Internationale de l'Éducation
Internacional de la Educación



WTD2005

Need to talk to someone in Human Resources? Save yourself some time! Call ahead and make sure you have an appointment. Your concern will be dealt with faster, fewer oversights will happen, all can be prepared to address the concern, and paperwork that is needed will be on hand!

Head of the class.

Johnson – Committed to Canadian Educators.

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Solutions that work for the
education community

KNOW YOUR CONTRACT

By now every teacher has received their new collective agreement. Since we know how busy everyone is at this time of year, we are providing you with the abridged version.

Duration: three years remaining, expires August 31, 2008

Salary: Effective September 1, 2005 your salary will increase by 2%.

Your next increase will be 2.5% effective September 1, 2006.

For more detail check the Salary Grids in Article 7.15 of your Collective Agreement

WORKING CONDITIONS				
ELEMENTARY		SECONDARY		
PLANNING TIME		ON CALL		
<p>Effective September 1, 2005 Teachers shall have a minimum of 187.5 minutes per week (37.5 minutes per day).</p> <p>Effective September 1, 2007 Teachers shall have a minimum of 200 minutes of planning time per week (40 minutes per day). Part time teacher planning time shall be pro-rated based on the percentage of the time taught</p>		<p>On call coverage shall be limited to the following:</p> <p>Educational and extra curricular excursions of a half day or less</p> <p>Personal Obligation Days</p> <p>Emergency leaves It is understood that the default for on-call coverage is half periods. A teacher may be assigned a maximum of two half periods of on-calls per week. A teacher shall not be assigned an on-call on the same day as a supervision.</p>		
SUPERVISION		SUPERVISION		
<p>Effective September 1, 2005 Teachers shall be assigned a maximum of 100 minutes of supervision per five day week. It is understood that the maximum of 100 minutes of supervision may be averaged over a two week period. No single week in the two week average period may exceed 150 minutes.</p> <p>Effective September 1, 2007 Teachers shall be assigned a maximum of 80 minutes of supervision. No single week in the two week average period may exceed 100 minutes.</p>		<p>A teacher shall be assigned a maximum of 1440 minutes of supervision/on-calls per school year.</p> <p>A teacher may be assigned a maximum of two half periods of supervision per week.</p> <p>Supervision duties shall be assigned such that each teacher will have ½ of the assigned lunch period free of duties.</p>		
BENEFITS				
Effective	Orthodontics	Major Restor.	ODA Rates	Eye Exam
Oct. 2005	\$1500 per lifetime	\$1000 per year	No change	\$50.00 every 24 months
Oct. 2006	\$2000 per lifetime maximum \$1000 per year	\$1000 per year	ODA in effect Oct. 2005	\$65.00 every 24 months
Oct. 2007	\$2500 per lifetime maximum \$1000 per year	\$1500 per year	ODA in effect Oct. 2006	\$75.00 every 24 months

Life Insurance: \$50,000 or 1.25 times salary whichever is higher

Vision: October 1, 2007, \$250.00 every 24 months

Chiropractic: \$30.00 maximum per visit to a maximum of \$500.00 per year