



Current Collective Bargaining Newsletter

Upper Grand ETFO

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Personal Days

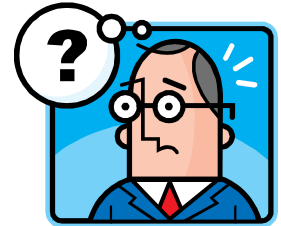
In accordance with Article 21.05 of the Collective Agreement, a Teacher is entitled to one personal day without providing a reason but at the cost of a sick day. A Teacher may also apply for a second personal day under Board Policy 411 but a reason must be provided. The Board will only consider granting a second personal day under very exceptional or extenuating circumstances. Full details can be found at www.ugetfo.org/new_memos.asp.

A number of Teachers have contacted the union's office at Orchard Park to indicate that their request for a second personal day under Board Policy 411 was denied. The frequency of denials was discussed during negotiations and the Board is aware that the Union wishes to collect data in an attempt to determine what pattern exists regarding the granting and denial of the second personal day.

Whether denied or granted, Teachers who requested the second personal day under Board Policy 411 are asked to forward a copy of their 411 form to Doug Cook, ETFO, Orchard Park. For Teachers who have not retained a copy of their 411 form, please email Doug Cook and indicate your

1. name and school;
2. date of request, date of absence, date of decision to grant or deny the second personal day; and
3. reason as stated on the form.

No personal information will be disclosed – we are looking for a pattern regarding the granting and denial of the second personal day.



Teaching Schedules for Next Year

In preparing for next year, please be aware that the number of instructional minutes per week for students is 1500 and the length of each instructional day is 300 minutes. The following chart depicts the maximum number of instructional minutes per week for Teachers, the minimum amount of preparation minutes and the guideline for supervision minutes for the 2009-2010 school year.

Teaching Allocation in 2009-2010	Maximum Instructional Minutes per Five-day Cycle for Teachers	Minimum Preparation Time (minutes) per Five-day Cycle	Target for Upper Limit (minutes) for Assigned Supervision Duties per Five-day Cycle
1.0	1290	210	80
0.9	1161	189	72
0.8	1032	168	64
0.7	903	147	56
0.6	774	126	48
0.5	645	105	40
0.4	516	84	32
0.3	387	63	24
0.2	258	42	16
0.1	129	21	8

The following excerpts are in Article 12 of the Collective Agreement:

- Every effort shall be made to provide preparation time in blocks of at least 30 minutes but in no case shall preparation time be provided in blocks of less than 20 minutes.
- With Board-Union joint approval, preparation time may be offered over a two week period to address exceptional circumstances and to provide a meaningful block of preparation time.
- The additional 10 minutes of preparation time for 2009-2010 may be aggregated over 20 consecutive instructional days to provide a meaningful block of preparation time.
- Preparation time shall be used for professional activities as determined by the Teacher.
- Only bargaining unit members shall provide regularly scheduled preparation time. A Teacher shall not be responsible for the planning, evaluation and reporting associated with the delivery of program which takes place during her/his own preparation time.
- In addition to preparation time, each Teacher shall be entitled to not less than 40 continuous minutes for lunch free from supervisory or teaching duties.



Pay Dates

Pay dates for next year are below. Please note, the last pay date for the current year is August 14 and the next pay date for the new school year is September 4 causing a **three-week gap in August** rather than the expected two week period.

Pay Dates: 2009 – 2010			
September 04, 2009	December 11, 2009	March 19, 2010	June 11, 2010
September 18, 2009	December 24, 2009	April 01, 2010	June 25, 2010
October 02, 2009	January 08, 2010	April 16, 2010	July 09, 2010
October 16, 2009	January 22, 2010	April 30, 2010	July 23, 2010
October 30, 2009	February 05, 2010	May 14, 2010	August 6, 2010
November 13, 2009	February 19, 2010	May 28, 2010	August 20, 2010
November 27, 2009	March 05, 2010		

Assessment and Evaluation Days

The following afternoons have been designated in the 2009-2020 school year for assessment and evaluation: November 20, February 22, and June 4. A Teacher may chose to work away from her/his worksite (i.e. at home) for these half-days provided the Teacher notifies the Principal ahead of time.



Designated Parent / Guardian – Teacher Interview Night



When planning the 2009-2010 school calendar, Teachers need to be aware of the agreement the Union has with the Board regarding parent/guardian – Teacher report card interviews. Full details are posted as a memo on our website, www.ugetfo.org. In short, it is not necessary to designate a night for interviews but doing so may facilitate the process. Up to one night in November or December may be designated for interviews. Teachers are not required to use the designated night, but the Board does expect Teachers to conduct face-to-face interviews with parents before Christmas.

Looking Forward to 2010-2011

For the 2010-2011 school year, a P.A. Day will be designated in the first reporting period for the purpose of parent/guardian – Teacher report card interviews. Teachers will also have one full P.A. Day in the first term and one-half of a P.A. Day in terms two and three for the purpose of assessment and completion of report cards. Unfortunately, the final day in the school year will no longer be available as a P.A. Day.