



# THE CURRENT NEWS

Edition # 4



## Upper Grand Elementary Teachers' Local

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### PEOPLE FIRST, THEN PAPER; KEEP IT IN PERSPECTIVE

Teachers want to be able to do their job and do it well.

We know what works in the classroom and what doesn't because we are professionals doing the work at the grassroots level. The satisfaction of a job well done *is* what keeps us going. Given the necessary tools and supports, we are better able to make a difference in student's lives.

The public education system is currently imbalanced. Paperwork, testing and data are overshadowing the importance of teaching the whole child. The focus has become too narrow.

*So, what can we do to bring back a balanced perspective? In my opinion, the first step begins with effective communication.*

Impacting positive change begins by working together in a professional manner to find solutions. Respectful, two-way dialogue that utilizes each other's strengths and ideas helps to create the best possible working and learning environment. **This is what's called an equitable approach:** it means that we are treating each other according to our needs. *(Now, there is confusion about the word "equity", as I hear it used interchangeably with "equality" and the two are not the same. But more on that later....).*

Shifting the perspective from paper back to people will require professional and respectful communication with those who make decisions and draft policies. Issues will need to be addressed in such a way that everyone understands the impact of decisions made at a higher level upon everyone in school communities.

Let me be clear: teachers understand the importance of assessment and evaluation; we acknowledge the necessity of paperwork and tracking. What we need is to bring things down to a balanced and reasonable level that allows us to do our job and do it well.

**Take the next step. Get more involved. Come to the Winter General Meeting/Dinner & Delegate Election February 23rd at the Monora Park Pavilion in Orangeville. Do check it out and bring a friend.**

**We've got LIVE MUSIC, good food and interesting conversation.**

**Take care,**

**Tamara Reso, President**

#### MARK YOUR CALENDARS:

**FEBRUARY 23, 2011 (MONORA PARK PAVILION)**

Upper Grand ETFO Winter General Meeting/Dinner & Election of Delegates to ETFO 2011 Annual General Meeting

*Please see flyer on your ETFO Bulletin Board at your school.*





## Collective Agreement Dates to Remember:

- March 1** Completed seniority list to be posted in each school.
- March 15** Deadline for the following submissions to Jennifer Rose, Executive Officer of Human Resources:
- *Teacher requested Transfer.*
  - *Teacher requested Consolidation.*
  - *Application for Leave of Absence, full or part-time, effective the following September.*
  - *Teacher to inform the Board, in writing, of intention to return for the following school year from a leave of absence in order to guarantee return to same school she/he was in when the leave began.*
  - *Application for a Deferred Salary Leave Plan for consideration by the Review Committee by April 15.*
  - *Applications for an Increase in Time effective the following September.*
- March 31** The Principal shall survey each Teacher as to her/his assignment preference for the following year.



## The ETFO Teaching Team – *Who’s in the room when you need to be away?*

The Occasional teacher is an important partner in your classroom. This is the partner you do not see, but who interacts with and impacts your students’ learning in the same way you and the rest of your staff does. The Occasional teacher that you welcome into your classroom by leaving seating plans, classroom procedures, school practices, timetables, etc. is eager to instill learning and deliver the program in your absence. They are members of our Union who take AQ courses, participate in professional development and are well informed on current teaching methodology. These teachers are trained to adapt and to carry on in your absence.

ETFO members are all different, we all work in different ways to achieve the same goals – professionalism and student success. Making this realization and welcoming the Occasional Teacher into your classroom – this is what makes you part of a winning team!



Pictured:  
Front row left to right:  
**Jeanette Sales**  
**Deepti Celetti**  
**Gord Dunbar**

Second row left to right:  
**Amy Murray**  
**Ken McDougall**  
**Carrie Zamora**  
**Manon Vaillancourt**  
**Wendy Clarke**

Third row left to right:  
**Krista Pedersen**  
**Amanda Clark**  
**Dawn McClure**  
**Lanny Fleming**

Fourth row left to right:  
**Gundi Barbour**  
**Heike Schiller**  
**Liz Ashworth**

Back row left to right:  
**Tamara Reso**  
**Robb Mason**  
**Doug Cook**

Absent from photo: Kari Lowry

## 2010–2011 Upper Grand ETFO Teacher’s Local Executive



Photo courtesy of Pat McHugh

## NEW FOR NEXT SCHOOL YEAR

### **Priority Hiring For OTs into LTO Openings**

Province-wide, elementary occasional teachers pursued the following ETFO endorsed collective bargaining goal during the last round of negotiations: *To negotiate language to ensure that all long-term occasional teaching positions are hired from the occasional teacher list.*

The Upper Grand Occasional Teachers were fairly successful in accomplishing this goal. Effective September 1, 2011, when at least three members from their bargaining unit apply for a long term occasional teaching assignment and are qualified for the position, the Board must hire an Occasional Teacher for the LTO in accordance with Article 16.02(b) of the Occasional Teacher Collective Agreement.

While it is possible that, at times, there may be fewer than three qualified Occasional Teachers apply to a specific LTO posting, typically an Occasional Teacher will be hired to fill an LTO assignment.

The provision will impact some contract Teachers in our bargaining unit.

Starting in September 2011:

- Part-time Teachers who wish to apply to LTO postings should be on the OT List to improve their chances of being hired for the LTO assignment. The likelihood of being hired for an LTO assignment when not on the list will be extremely slim.
- Teachers who wish to take a leave of absence from their contract position and pursue an LTO assignment should be on the Occasional Teacher List prior to applying to an LTO posting. In most cases, this circumstance will not be possible.
- Teachers who retire and plan to do LTO work should apply to the daily Occasional Teacher List to best position their eligibility for an LTO assignment. Teachers cannot depend on being able to work as a daily or long-term Occasional Teacher upon retirement; there are no guarantees that a retired Teacher will be hired as an OT or LTO.
- The Union does expect the Board to follow our Letter of Understanding in Appendix E of our Collective Agreement. Namely, when a position is unoccupied because a Teacher has been granted a personal leave of absence as per Article 20 or our Collective Agreement, preference will be shown, where possible, to fill that position with a Teacher who has received a lay-off notice or a Teacher who has been laid off.

Please contact Orchard Park if you need further clarification.

## PROVINCIAL ETFO WORKSHOPS/CONFERENCES



Visit the ETFO website for a complete list of workshops and conferences.

[www.etfo.ca](http://www.etfo.ca)

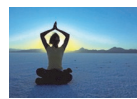


Social Justice Professional  
On-line Learning Community  
**February 25**



Visions Conference  
Teachers in their First Five  
Airport Hilton Hotel  
**April 10 - 11**

Registration deadline: February 25



Stay Calm & Carry on  
Hockley Valley Resort, **Orangeville**  
**April 8 - 10**

Registration deadline: February 28



Inspiring Today....Transferring  
Tomorrow  
Intermediate Teacher Conference  
Delta Meadowvale, Mississauga  
**April 15 - 16**

Registration deadline: March 11



Women in Politics  
Toronto  
**April 28 - 29**  
Registration deadline: March 23



Shades of Grey  
Body Image & Self Esteem  
Toronto  
**May 2 - 3**  
Registration deadline: March 25

### **DID YOU KNOW?**

*Equity work is never easy—it is challenging as it demands that we reflect on our beliefs and our biases. But there is one central goal which we all have in common: ensuring that all members feel safe and that every member of ETFO has an opportunity to participate fully in this great teachers' organization. ~ Sheena Hanley ~*


Sheena Hanley was appointed the ETFO Equity Officer in June 2008, and in that capacity, issued her report, Promoting Equity and Social Justice, in October 2009. (You can find a copy of this report at [www.etfo.ca](http://www.etfo.ca))



February 2011

Black History Month

[www.blackhistorycanada.ca](http://www.blackhistorycanada.ca)

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9 UGETFO Executive Meeting 1/2 day pm (Orchard Park)	10	11	12
13	14 	15	16	17	18	19
20	21 FAMILY DAY No School	22	23 UGETFO Winter General Meeting & Delegate Election (Monora Park, Orangeville)	24	25	26
27	28					



March 2011

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2 Media Literacy & Technology Workshop (Island Lake PS)	3	4	5
6	7	8 100th Anniversary of International Women's Day	9	10	11 Last Day before March Break	12
13	14	15 DEADLINE for transfer consolidation, increase in time application.	16	17	18	19
20	21 Back to school	22	23 UGETFO Executive Meeting (King George PS)	24 Pregnancy/ Parental Leave Workshop (JD Hogarth)	25	26
27	28	29	30	31		

NEXT MONTH...WOMEN IN ACTION Part 1 (see flyer in school on ETFO bulletin board).