



THE CURRENT NEWS

Edition # 5



Upper Grand Elementary Teachers' Local

Tamara Reso
President
Ext. 225

Gundi Barbour
Vice-President
Ext. 223

Doug Cook
**Chief Negotiator/
Staff Officer**
Ext. 222

Linda Barton
Office Manager

Tel: (519) 837-0090
Fax: (519) 837-2165



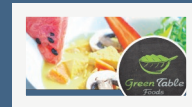
Website:
www.ugetfo.org



Upper Grand ETFO Teachers' Local Winter Meeting (Monora Park, Orangeville)



Nominees



On February 23, 2011 we held our Winter General Meeting/Dinner and Election of Delegates to ETFO 2011 Annual General Meeting. In addition to Tamara Reso and Gundi Barbour, the following elected Delegates will be representing you at the ETFO AGM, they are:

Delegates:

Adrienne Bell, Ken Danby P.S., Amanda Clark, Island Lake P.S.
Tanya Hipfner, King George P.S., Robb Mason, Hyland Heights P.S.
Amy Murray, John McCrae P.S., Chris Murray, Mitchell Woods P.S.
Krista Pedersen, Victoria Terrace P.S., Carrie Zamora, J.D. Hogarth P.S.

Alternates:

Elizabeth Ashworth, Willow Road P.S., Gordon Dunbar, Westwood P.S.
Jeanette Sales, Paisley Road P.S.

There were several highlights of the evening, including an exceptional meal catered by Green Table Foods. Our special musical guest performer Steve Sinnicks provided the evening entertainment with "words, music, solidarity" - well done!

April 13th, 2011 is "Day of Pink", to mark the **International Day against Bullying, Discrimination & Homophobia**. ETFO is proud to support this day of action which stems from a youth who was bullied because he wore a pink shirt to school. His peers decided to stand up to bullying. Hundreds of students came to school wearing pink shirts to show support for diversity and the elimination of bullying, discrimination and homophobia. On April 13th, we hope to see a **sea of pink** make its way across our schools in Upper Grand. www.dayofpink.org.

Send in your photos, we'd like to see them!

Tamara Reso
President
Upper Grand ETFO



ELEMENTARY STAFFING PROCESS
BASED ON ARTICLE 13.02.4(A) Dated April 2010

- Step 1:** Board requested Transfers (according to seniority).
Step 2: System Responsibility Teachers returning from medical leaves.
Step 3: Teacher Requested Transfers (7 years or more at present school—according to seniority and Article 6.04.01) with the exception of those Teachers who have been declared surplus for any portion of their assignment.
Step 4: System Responsibility Teachers Returning from Leaves other than medical
Step 5: Teacher Requested Transfers (less than 7 years at present school—according to Article 6.04.2)

PROCESS:

Round 1

- I. Openings are posted on First Class—Public Conferences/Job Postings/Jobs Teaching (with the approximate posting date identified in advance).
- II. Only those on the transfer request list **who have not been declared surplus for any portion of their assignment or who have not received a layoff notice** may apply.
- III. If a teacher sees a position in which he/she is interested, the individual must complete a “Teacher Request Transfer Application” form which will be attached to the ad and then fax the completed application to the appropriate Principal within the one day turn-around time.
- IV. Informal Principal/Teacher interviews (in person or by phone)
- V. The process will be as follows:
Day 1: Posting/Application
Day 2: Application/Interview
Day 3: Interview/Hiring
Day 4: a) Data Collection by 11:00 am of Day 4—Principals must notify Human Resources and Superintendents of Education of Teachers hired and of new vacancies created.
b) Determining New Openings 11:00 am—4:30 pm
- VI. Any staff who were declared surplus to a school will then be returned to the school if an opening exists for which the individual is qualified.

Round 2

Superintendents of Education and Federation will review new openings to check for possible matches with Teacher Requested transfers (7 years or more at present school).

Round 3

Same steps as in Round 1

Round 4

Review new openings to check for possible matches with Teacher Requested transfers (7 years or more at present school)

- Step 6:** Teachers Requesting Consolidation (according to seniority)
Step 7: Teachers Declared Surplus to School (according to seniority)
Step 8: Recall of Redundant Teachers (Lay-off/Recall - according to Article 27)
Step 9: Teachers Requesting Increase in Time (according to seniority)

During this process only one transfer will occur for a teacher.

A WORD ABOUT TRANSFERS

Teacher requested transfers are divided into two groups and occur during the month of May.

There is an opportunity for a Teacher who is not surplus or possibly laid off to apply for a position in a different school. These Teachers must have submitted their Transfer Request Form to the Board by March 15th.

Teacher Requested Transfers in the “7 years or more at their present school” group (Article 6.04.1) are placed in positions according to seniority during the Staffing Process at which the Union is present to ensure fairness. The Teacher is consulted by phone before the placement is finalized. The amount of time given to think about the offer is very short (5-10 minutes) due to the number of Teachers applying. It is therefore advisable that Teachers in this Transfer group give some time to thinking about preferred positions and locations before the phone call from their Superintendent. They might want to talk to their colleagues about the schools they have written down on the Transfer Request Form so that they are ready for the call. These are scheduled to begin May 4.

Teacher Requested Transfers in the “less than 7 years at your present school” group (Article 6.04.2) apply to openings posted on First Class>Public Conference>Job Postings/Jobs Teaching. It is expected that the first round of these openings will be posted around May 9. Ask your Principal to keep you advise of the exact date.

Remember that there is an Informal Principal/Teacher Interview in person or by phone. Be prepared to answer a few questions when and if you are called after you apply for a position.

It is important to realize that the staffing of classes is not finalized in May or June. Changes in class organizations can occur in September and can range from a change in teaching assignment to a change in teaching location. This is always a possibility each year as staffing is reviewed in September. Changes have been more of a reality in recent years because of the strict adherence to Ministry parameters on class size.

LTD Premiums & LTD Flex Review

LTD Premiums to remain the same

Our long term disability (LTD) plan is fully paid for by teachers and is provided by OTIP. Each year OTIP conducts a study of demographic trends, claim activity, reserve levels and other financial measures to determine premium rates. Again this year, as in the past few years, there is no change to the premium rates.

In our plan, members select on of the three benefit levels. Your pay stub will show your plan option.

LTD Flex Review May 2 TO May 13

LTD Plan	Benefit Level	Premium Rate (incl. taxes)
Option A	60%, 2% COLA*	1.54%
Option B	55%, No COLA	1.21%
Option C	40%, No COLA	0.91%
	* Cost of living allowance	

Every three years members may change their plan option by moving up or down one benefit level. That flexibility exists this year, from May 2 to May 13, 2011. Detailed information and forms will be provided to members following our April 27th Stewards' meeting.

FeelingBetterNow® FeelingBetterNow® is a confidential program to help address stress and other mental health issues. In the event a member is at risk for a common mental health disorder, the FeelingBetterNow® website will provide treatment guidelines and a care map for the member to take to their physician.

Please visit www.feelingbetternow.com/otip. You will need our LTD group policy number, L7018-901, and the access code OTIPRAEO.

CAREpath CAREpath Cancer Assistance Program offers help to members and their immediate families dealing with a cancer diagnosis. Significant medical advice and meaningful patient advocacy are the cornerstones of the program. Also, the CAREpath Cancer Information Line is a no-charge telephone service that offers cancer information to members seeking assistance and resources on behalf of non-family members. CAREpath services can be accessed by calling 1-800-290-5106 or emailing info@carepath.ca. You will need our LTD policy number L7018-901. Additional information is available at www.otip.com.

Collective Agreement Dates to Remember:

- April 1** Board to provide written notification acknowledging receipt of a Teacher's request for a transfer.
- April 1** Last opportunity to identify errors in the seniority list before it is deemed correct.
- April 15** Board to notify Union of possible layoffs for subsequent school year.
- April 30** Teacher to receive notification from the Board regarding a Board requested transfer.
- April 30** A Teacher declared surplus to a school to be notified in writing by the Board as to why she/he is declared surplus.
- May 31** Due date for notification if a Teacher wants to resign effective June 30 to August 31. However, a Teacher and the Board may mutually agree to the Teacher resigning at any time.

Dates to Remember

April 28 - "International Day of Mourning" Events

Each April 28, workers and others concerned about hazardous work environments gather at Day of Mourning events or otherwise take a moment to reflect on how lives are affected by occupational injury, illness and death.

Orangeville & District Labour Council

Thursday, April 28, 2011

12:15 p.m. at the flagpole in front of Orangeville Town Hall, 87 Broadway, Orangeville.

For further information please contact Primrose Short at 519-941.3074

Guelph & District Labour Council

Thursday, April 28, 2011

5:30 p.m. at Goldie Mills Park, Guelph

For further information please contact Guelph & District Labour Council 519-823-1030

ENGAGE YOUR VOICE, CAST YOUR VOTE in the FEDERAL ELECTION, MAY 2, 2011



Members are encouraged to take the time to educate themselves to evaluate their own position on current issues and then engage their voice by casting their vote.

To find out how your opinions compare with the positions of the political parties, visit www.votecompass.ca

Associate Teaching Survey

Please take a few minutes to participate in the Associate Teaching Survey.

With the support of OTF, AEFO, ETFO, OECTA and OSSTF, the Ministry of Education would like to know your thoughts about associate teaching.

What supports and recognition would encourage you to become an associate teacher or continue in this role? Even if you have not served as an associate teacher before, we want to hear from you.

This survey is open to all teachers and should take no more than 15 minutes to complete.

Your responses are anonymous and confidential.

To access the survey, please go to <https://www.surveymonkey.com/s/Q7RBXSW>

The deadline to participate is **Friday, April 15, 2011.**

Thank you for taking the time to respond!



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PROVINCIAL ETFO Workshops/Conferences
Visit the ETFO website for a complete list of workshops and conferences. www.etfo.ca

April 2011

Equity Conference for Women
Toronto May 29 - 30, 2011
Registration deadline: April 6th, 2011



Women's Collective Bargaining Conference
Toronto May 12 - 13, 2011
Registration deadline: April 8th, 2011

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9 <i>Women in Action Weekend Conference</i>
10 <i>Women in Action</i>	11	12	13 <i>Rocks & Minerals Workshop (Victoria Terrace) * Day of Pink</i>	14 <i>Pension Workshop (Arthur P.S.)</i>	15 Board to notify Union of possible layoffs for subsequent year	16
17	18	19	20 UGETFO Executive Meeting Full Day (Orchard Park)	21	22 Good Friday	23
24 Easter	25 Easter Monday	26	27 UGETFO Steward Training Full Day (Wellington County Museum)	28 * International Day of Mourning (Orangeville, Guelph)	29 A Teacher declared surplus to a school to be notified in writing	30



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May 2011

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2 Federal Election Day	3	4 Over 7 Transfers Round One to begin	5	6	7
8 Mother's Day	9 Under 7 Transfers openings scheduled to be posted	10 <i>Music & Drama Workshop (Primrose)</i>	11	12 <i>First Five The End is Near (Orchard Park)</i>	13 Over 7 Transfers Round Two to begin	14
15	16 <i>More than a Play Drama Workshop (Westwood)</i>	17	18 UGETFO Executive Meeting 4:45 pm (JD Hogarth)	19	20	21
22	23 Victoria Day	24	25	26	27	28
29	30	31				