



## President's Message

Well it's the middle of October so by now all the reorganizations are finalized and everyone is well into the swing of things. We are pleased to note that OCETF recently finalized report card discussions with the Board which has resulted in new guidelines to develop more "teacher autonomy" in the creation of reports and reduce some of the workload associated with their preparation. Teacher's professional discretion in the reports is clearly understood to be the major philosophy being promoted. All teachers should feel free to report in the manner which they professionally feel clearly indicates the child's progress. If you feel that this right is not being respected, then it is important that you contact the OCETF office for assistance. Further discussions with the Board regarding the matter of IEPs will continue to take place with the new guidelines being prepared for January.

H1N1 remains a major concern for all, but at this stage there is not much new to report. The message from the government this year is, "It's a different flu season." Seasonal Flu vaccination programs in Ottawa began last week aimed at those over 65 and will run until the middle of November. A reminder that H1N1 vaccines will not be available until the middle of November.

All stewards will receive a half day of release time for training in the new collective agreement at the end of October. Following that, we will be making arrangements to visit your school to speak with all staff about the new contract language which you should be aware of. We certainly look forward to coming in and hope that you will be able to join us.

Peter Giuliani,  
OCETF President

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This is an actual e-mail from an OCETF member to their administration which has been re-printed with permission with the identifiers removed.

Dear Principal

Due to the changes in the workload of the classroom teacher now that inclusion has been introduced, I have to make a difficult decision. I will no longer be able to organize or participate in school or board sports activities. This is a heartbreaking decision because I especially enjoy this aspect of my job. In addition, I will no longer be able to spend the same amount of time needed to plan, construct and put up the quality of displays that I normally do. This is also a difficult decision because I am very proud of the children's work and I take great pride in showing off their work in a creative and colourful manner.

The amount of time needed to make modified resources for all the differing levels of abilities in a class of 30 kids (including ESL), to write 11 IEP's, to complete report cards, to provide the extra time needed at recess to support children that need extra help (particularly the children with IEP's) leaves no time for lunch let alone participating in sports activities and display work.

I absolutely love my job. My primary concern is the quality of education and achievements of the children in my class. In order to continue to maintain these standards, these changes are essential.

A Junior Teacher



### **OCTOBER MESSAGE FROM THE CBC CHAIR**

The 2008-2012 OCETF Collective Agreement is now available on-line.

You can access the new collective agreement on the OCETF website, on the OCETF folder on BEAM (OCETF 2008-2012 Collective Agreement), and under the HR/Personnel Department/Collective Agreements icon (OCETF 2008-2012) in BEAM. Hard copies of the 2008-2012 OCETF Collective Agreement will also be printed and available to schools over the next few months.

### **PREPARATION TIME**

A Teacher cannot be required to give up preparation time or to use preparation time for activities that are required or directed by the board or the school administration. The school cannot schedule IPRC, parental, Professional Learning Communities (PLC), or other meetings during preparation time without Teacher consent.

When a Teacher participates in mandated partial or full-day professional development activities including PLCs, then that Teacher is entitled to receive their preparation time as per article 27.01 as these obligations fall on instructional days. What this means, therefore, is that Teachers may absent themselves from any mandated activity for the period of their scheduled preparation time.

In terms of the rescheduling of missed preparation time, this will only occur when "a teacher is required by the principal to provide instruction during his or her scheduled preparation time for a teacher absent from work." This language was included in the Provincial Discussion Table Agreement (PDTA) and, consequently, is now part of our 2008-2012 collective agreement. We would expect, however, that this would occur only in emergency situations.

### **STAFF MEETINGS**

The 2008-2012 Collective Agreement limits staff meetings to 75 minutes once per month, on average. All other meetings outside the instructional day are voluntary and as a result teachers cannot be compelled to attend. OCETF encourages teachers to use their own professional judgment with regard to whether or not to attend other meetings.

### **FIELD TRIPS**

Participation in field trips is a voluntary activity. As such, any teacher who takes a class on a field trip agrees to forego any entitlements under the Collective Agreement for the period of the field trip.

A teacher who is attending a field trip who has responsibility for the provision of preparation time for other members or supervision duties must inform the principal which supervision and instructional blocks will not have coverage as a result of the field trip. It is then the principal's responsibility to ensure that other members on staff receive all entitlements under the collective agreement. In some cases, it may be necessary for OTs to be hired to accomplish this.

It is important to note that it is the principal and not an OCETF member who should take on the responsibility of assigning work. If a teacher, because of students being away from the school, has a "free" period, that teacher may be assigned to provide preparation time in the absence of the teacher attending the field trip. Such re-assignment must not interfere with the rights and entitlements of the collective agreement. For example, the entitlement of a 40 minute lunch, scheduled preparation time, and limits on supervision time must be maintained.

At no time, should student-programming be interrupted because of a field trip. That is, a Special Education or ESL teacher cannot be compelled to replace a teacher absent as a result of a field trip unless ALL of the students for whom they provide service are on the field trip.

As you know, the filing of grievances is an important mechanism used under the Labour Relations Act to resolve disputes involving the application, administration, interpretation or alleged violation of the Collective Agreement. If you have specific questions or concerns with regard to any contractual matter, please contact Jeff Beckstead via email at [cbc.chair@ocetf.org](mailto:cbc.chair@ocetf.org) or by phone at the office at 613-596-3932 ext. 205.

**JEFF BECKSTEAD**  
**CBC CHAIR**

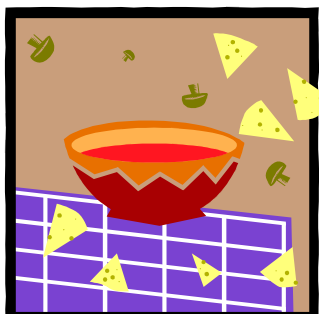


### **ELOT: Kindergarten Assessment**

OCETF is pleased that the revised ELOT does address some of the problems our teachers, through two focus groups, identified to senior board staff. Parts of the assessment may now be completed as a full group and some assessments have been combined (whether this is an advantage is yet to be seen.) Our concerns about safety remain. Teachers with classes of up to 21 four and five years old students are still being required to assess parts of the ELOT on a one-to-one basis.

If you cannot safely complete the ELOT while still teaching your class (and covering the Kindergarten curriculum) we suggest you inform your principal that you will require release time to do so. As stated last year data entry is not part of your job unless time is provided during the instructional day. We remain unclear as to the purpose of collecting this data. Please call our office if you require assistance or information about your responsibilities regarding the ELOT.

Janet Fraser, Vice-President OCETF



### **T.G.I.T.**

OCETF is hosting 2 meet and greets this fall—Central and South Location. Come and check it out. **FREE appetizers.**

**All members invited to attend.**

**October 29, 2009**

Clock Tower—575 Bank Street  
3:30—7:00 p.m.

**November 5, 2009**

Barley Mow—1481 Greenbank Road  
3:30—7:00 p.m.



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### *Booster seats v. Child car seats - Which one does your child need?*

Make sure your little ones are properly secured for every car trip. Ontario's booster seat laws are very specific and failure to follow them can result in a fine and two demerit points on your licence.



Children must ride in booster seats if they:

- Are under eight years of age,
- Are between 18 and 36 kg (40 to 80 lbs), *and*  
Are less than 145 cm (4'9" tall)

Children under these weight and height limits must ride in a child car seat.

Once a child has surpassed any one of the above criteria (i.e., is over eight years old, is heavier



### *Own your home for less*

It's not uncommon for the total cost of a 25-year mortgage, including interest, to end up being double the amount borrowed. To help you make the most of your mortgage, financial planner Steve Millard, CFP, FMA, offers these tips. Be sure to talk with your own financial planner to determine if the following strategies are right for you.

#### **Investing in your mortgage vs. your RRSPs**

Depending on your individual situation and income tax rate, investing more in your mortgage than in your RRSPs may put you ahead in the long run. Ask your financial planner to run a few calculations for you to determine where your money is best spent.

#### **Refinancing your mortgage to consolidate debt**

Refinancing a mortgage to cover the cost of other debts like car loans, tuition or renovation costs can save you thousands of dollars in interest. Interest rates associated with mortgages are generally lower than those of consolidation loans.

#### **Options for payment flexibility**

If you think you will be able to sell your home or pay off your mortgage in the near future, a variable-rate open mortgage may be a smart choice. If you have significant equity in your home (i.e., your remaining mortgage represents 60% or less of the market value of your house) and you want greater payment flexibility, a secured line of credit may be a better option than a traditional mortgage. The line of credit lets you pay back the funds on your own schedule.

#### **Rental property? Not so fast**

When interest rates are low and trends in housing prices seem to promise a high return on investment, you may be tempted to invest in a rental property or piece of land. Rental units can be labour intensive and may remain vacant if supply exceeds demand or you set the wrong rental rate. Land offers no immediate income, and property, other than a principal residence, may be subject to capital gains tax when you sell it.