



ELEMENTARY UNIT

Memo # 10

Date: November 27, 2015

To: Reps/Executive/Members

From: Joe Martone, President

Re: Inclement Weather; Safe Schools Reporting Form; OECTA Social Today!!!

Inclement Weather

It is that time of year again, where driving conditions are often altered as a result of the ice and snow on our roads. Please ensure that you take the time to read and fully understand the rights that you have as outlined in our Collective Agreement, in regards to Inclement Weather.

Transportation services (bussing) for the Simcoe Muskoka C.D.S.B. is divided up into four separate inclement weather zones. A complete list of the zones and the schools they cover can be found on the Board's website. The process for the cancelling of transportation for **students** has no bearing on our understanding of the inclement weather protocol outlined in Article 10:01 of our current collective agreement. Some members believe that it has to be a student bus cancellation day in order for a teacher to ARC in Inclement Weather, although these days are often tied together, they are not one in the same. We have many members who travel long distances daily to report to work and have to drive through various weather zones in the process.

There are a variety of different driving comfort levels; it is not up to others to pass judgement. The decision on road conditions is up to the individual teacher, not bus zones, administration or colleagues. I have once again provided Article 10:01 for you to review in preparation for the up-coming season, in the event that the winter weather will impact your ability to get to work safely. Realize that if a teacher has ARC'd out *Inclement Weather working from home*, or *working at the nearest Board location*, that there is an expectation that teachers proceed to their assigned school/workplace if the road/weather conditions improve in relation to time of the day and distance needed to be traveled.

Although the decision on whether a teacher feels that it is impossible to reach their assigned workplace, rest solely on the "*opinion of the teacher*", the Board does have the right to ask what school related work has been done, if a teacher has ARCs out "Inclement Weather – Working from Home". This direction came out of a grievance settlement with the Board. This being said, teachers should only be asked for this type of information upon, their return to work.

10:01 Inclement Weather

Schools remain open for service to students during inclement weather conditions, including such circumstances when bus service to schools is cancelled. Schools may be closed only under the sole authorization of the Director of Education.

- A. No deduction of salary or sick leave will be made if weather conditions make it impossible, in the opinion of the Teacher, to reach their assigned school. The Teacher shall make an effort to reach the nearest school within the jurisdiction of this Board if they feel it is safe to do so.
- B. Teachers are to use the ARCS call-in system in order to advise the Board of their absence due to inclement weather and indicate if they are at home doing school related work or if they will be working at the nearest Board location.

- C. In the event that road and/or weather conditions improve, the Teacher shall proceed to their assigned school if appropriate in relation to time and distance.
- D. It is the Board's expectation that any Teacher who is unable to make it to their workplace, will be either at home doing school related work or working at their nearest Board location. Where there is clear evidence of non-compliance with any of the above, the Superintendent of Schools, in consultation with the principal, shall determine if the day's absence shall be deducted from salary.

Safe Schools Reporting Form

Provincial legislation requires all school staff to report all incidents to the principal, which could lead to Potential student suspension or expulsion, or behavior which is likely to have a negative impact on the school climate. In each one of our worksites the Safe Schools reporting form should be easily accessible for all employees. At the Unit office we are hearing that in certain schools, these forms are sometimes hard to locate. I have attached an electronic copy of the reporting form for all members to access. If making a report to the school administrator, it is OECTA's position that you should retain a photocopy of the Reporting Form - Part I for your records, before submitting the report. As well, you should keep and file the acknowledgement receipt (Reporting Form - Part II) from your administrator, this receipt should be given to you in a reasonable amount of time. In the event an allegation is made that the proper procedure was not followed, these documents will confirm you were compliant. If more that week has gone by and you have not received your acknowledgement receipt from your principal, you should be contacting the Unit office so we can assist you in appropriately following up.

OECTA Social – TODAY!!!

Just a reminder that the OECTA Movember social is today Friday, November 27th. It is located at *The Flying Monkeys Brewery* (107 Dunlop Street East) in Barrie after work today, beginning at 4:30 p.m. Come out and share some time with your colleagues and have a few laughs. This social is open to all OECTA members, moustaches or not.

**If you have any concerns, please contact the Unit office at 705-322-9625 or 1 800 558 4815
Thank you for sharing this information with OECTA members.**