

PRESIDENT'S MESSAGE

Welcome back to the 2017-2018 school year. I'm hoping that everyone had a wonderful and relaxing break even if the weather didn't co-operate all the time.

We are now entering into the extension of the collective agreement. We don't have a copy of the central terms of the agreement yet, but when it arrives we will be sure to post and distribute as necessary. Some information (salary grids) have been posted in the members' only section of our website. If you haven't registered to have access to that section please contact smcglynn@smcdsb.on.ca and he will be able to set you up with a log-in.

Each year I remind people to pay attention to their supervision and on-call minutes. When assigned an on-call it counts as 36.5 minutes of supervision. You can only be assigned a total of 1100 minutes of supervision & on-calls. On-calls can be assigned up to 9 as long as they don't go over the 1100 minutes. I know that some people have been told that the Board can assign over that number in an emergency. The collective agreement does not indicate that, what it does indicate is that a teacher may be assigned more than two in one week in an emergency. If you find yourself in the situation where you are getting close to your total number of minutes (1100) please let your administrator know to avoid being assigned over and above what is allowed. I would also suggest that you

contact the Unit office or your OECTA staff representative so we can advocate on your behalf.

Over the last couple of years we have seen more incidents of the Board using "Acting Administrators" not outlined in the collective agreement. An "Acting Administrator" under the collective agreement would be used when the current VP is absent for more than 15 working days and/or the P is absent for more than 10 working days.

When the Board has used "Acting Administrator" and no one is being replaced the individual has to take a leave of absence from their current position. In both cases the member is still an OECTA member and has limited responsibilities so as not to jeopardize their status as an OECTA member.

Where the difficulty lies in such situations would be if the individual acting in good faith gets into a predicament where discipline (by the Board or the College of Teachers) is rendered. Understand that the member will be represented by OECTA, but the discipline will be rendered as if the person was a full fledged VP or P. This has huge ramifications for those taking on such positions.

In the past I have certainly let people know that they continue to be an OECTA member and that they have limited duties - can't review report cards, cannot deal with issues that directly relate to a teacher (parental complaints, etc), cannot participate in a teachers NTIP or TPA, and should not have signing authority. They most

certainly can set up supervision/on-call schedules.

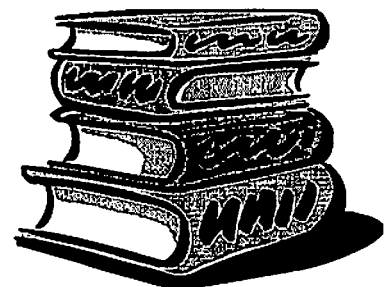
If you are taking on an "Acting Administrator" role whether in line with the collective agreement or not you are taking on the responsibility as if you were an Administrator and will be disciplined accordingly.

Now, discipline in such cases is rare but it has happened and it is better to be aware of the potential when making a decision to take on such a role.

Whenever you are asked to take on a role of added responsibility it is always best to contact the Unit office to seek advice and/or clarification.

Having the opportunity to try out the role of an administrator is a great experience and in most cases the experience leads to a more permanent role as an administrator. The above information is provided as a cautionary tale as no one ever thinks discipline can happen to them. Sometimes discipline happens because of an inadvertent mistake, which can be very costly in the long run.

I wish everyone a successful and rewarding first semester. Remember to maintain a good work life balance it will make for a rewarding and long career.



Once again this year the Simcoe Muskoka Units are sponsoring a Movember event to support men's health - specifically prostate cancer and men's mental health. This year's event will be held on Thursday, November 30, 2017, at the Flying Monkeys Craft Brewery in Barrie from 4-7p.m.

The month of November is dedicated to the growing or sprouting of moustaches on thousands of men's faces, in Canada and around the world.

While men grow the moustaches women can support by donating to a local team or person. You can also come out and support the event on the 30th of November and be a judge of the moustaches.



PENSION CORNER

Surplus Funds will Restore Full Inflation Protections and Decrease Contribution Rates

The Ontario Teachers' Federation (OTF) and the Ontario government, which jointly sponsor the Ontario Teachers' Pension Plan, are using some of the \$11.5 billion funding surplus reported in March to restore inflation increases and decrease contribution rates. Some surplus funds will also be reserved to help facilitate stability in contribution rate and benefit levels should a future funding valuation show a decline in asset or increase in pension costs. This is the fourth consecutive year OTF and the government have allocated surplus funds to partially restore inflation protection levels that had previously been reduced.

For those that are still working this means that in January 2018, your contribution rates will decrease by 1.1% (10.4% up to the CPP limit and 12% above the CPP limit) The current rate is 10.4% up to the CPP limit and 13.1% above the CPP limit). The CPP limit for 2017 is \$55,300 and this amount changes annually. The new limit should be available in December.

EARNED LEAVE PLAN

The Board has calculated the ELP target in order for teachers to access a Partially Paid Day (PPD). Under the Central Terms of Part A of the Collective Agreement the Board provides to the Unit the average annual rate of absenteeism using paid sick leave, short-term disability, and other paid leaves excluding bereavement, jury duty, quarantine, association leave, long-term disability, and WSIB. The target is based on 2015-2016 absenteeism data.

Based on all types of leaves, noted above, you will have to use less than 12.69 in 2017-2018 in order to Earn a Partially Paid day in 2018-2019 school year.

- ◆ All targets are pro-rated for teachers teaching less than 1.0 FTE.
- ◆ PPDs and unpaid days earned can be accumulated to a maximum of six (6) days.
- ◆ You can use two (2) PPDs combined for a paid day off at full salary.
- ◆ Teachers requesting to schedule the PPD shall provide at least twenty (20) calendar days' written notice of the requested day(s).
- ◆ PPDs can be used at any time during the school year.
- ◆ Leave day(s), once confirmed, are irrevocable by either the teacher or the Board except by mutual consent.
- ◆ Leave day(s) requests are processed on a "first come, first served" basis. The Board has ten (10) days to respond to the request for use of the PPD.
- ◆ Leave day(s) may be used in conjunction with Personal Days.
- ◆ Leave day(s) shall not be subject to calendar restrictions.

For anyone who is on an unpaid leave, a secondment, an LBU funded leave, you are not eligible for the Earned Leave Plan.

If you are on a statutory leave (pregnancy/parental leave) you may be eligible for the Earned Leave Plan based on the number of days you worked in the school year.

If you return from a leave during the school year you will have to work a minimum of 97 days in order to be eligible for the Earned Leave Plan.

PROJECT OVERSEAS

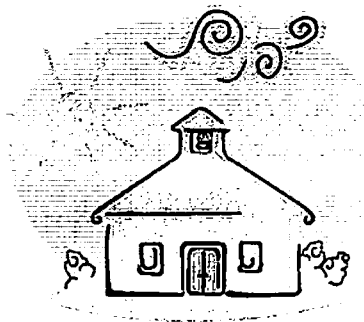
Project Overseas - Teachers Teaching Teachers is a joint endeavor between the Canadian Teachers' Federation (CTF) and its provincial and territorial affiliates, including OECTA. This project allows OECTA to give their members the opportunity to provide teaching assistance in developing countries.

The purpose of Project Overseas is to improve the quality of education in Canada and in developing countries. Although the focus of Project Overseas is teacher professional development, the primary goal is improved teaching and learning for students around the world. Working toward quality public Education for All is the driving force behind all aspects of CTF's International Cooperation Programs.

All of the applications sent into OECTA are reviewed by the Educational Aid Committee. Once the candidates are selected, the final applications are sent to CTF. The successful applicants are sent to a developing country, usually in Africa or the Caribbean, to conduct professional development in-services for their overseas colleagues. While projects can take place at any time during the year, the projects are held mostly in July and August. Although candidates may have indicated a particular country as their preference, successful applicants should be prepared to be assigned to any location.

It is required that applicants be Canadian citizens, have at least five years teaching experience in Canada and be a member of a CTF affiliate. Additional criteria are listed on the OECTA website. Applications for Project Overseas 2017-2018 are posted at www.catholicteachers.ca

The deadline for submitting applications is November 1, 2017. Applications will only be accepted via email.



RESOURCES

Looking for a curriculum idea and not sure where to go the following websites have a number of great ideas:

www.catholicteachers.ca > for your classroom > Curriculum Resources

In this section you will find a variety of publications and links to websites, blogs, curriculum-based organizations, and subject associations with content that can assist you in the planning and delivery of curriculum, as well as with assessment and evaluation.

Resources are broken out as best as possible by subject area, with resources touching on multiple areas included under "cross-curricular," and useful resources that do not pertain to any particular subject area listed under "other."

This section is meant to help guide you in finding relevant teaching materials, by providing a sampling of resources available. The Association does not endorse any non-OECTA resources posted. In choosing to use these resources teachers must employ their professional judgement.

www.catholicteachers.ca > for your classroom > Practical Tips for Planning Your Curriculum Delivery

These articles were published in @OECTA and can now be found at the website above.

- Going Digital in the Classroom? Understanding workflow is a must!
- How to Successfully Integrate Educational Technology in your Classroom
- Kids and Online Behaviour: The difference between "careful" and "responsible"
- A Roadmap for Learning: Obtaining Value from the Ontario Catholic Graduate Expectations
- Whatever Happened to the # Sign?

www.otffeo.on.ca > Learning

Need to find some added training in your teaching area? then OTF is your source. OTF offers professional learning programs, which provide training, resources, and support in numerous areas.

These excellent, ready-to-use, professional learning opportunities provide ongoing support throughout the year, in ways that work for you.

IN SYMPATHY WITH

Michael Timpano, Secondary Consultant, on the passing of his Uncle, Guido Baldassarre.

Angela Monaghan, Teacher at St. Theresa's, on the passing of her husband, Dave Steffler, Teacher at St. Theresa's.

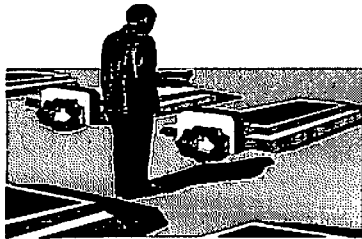
Phyllis Alberts-Meijers, Teacher at St. Joan of Arc, on the passing of her father-in-law, Chris Alberts.

Norm McCauley, Teacher at St. Joseph's, on the passing of his brother, Chris.

Pat Dooley, Teacher at St. Thomas Aquinas, on the passing of his step-son, Jeff Plunkett.

Mary Ann Gianinni, Teacher at Jean Vanier, on the passing of her mother, Rita Egan.

Martin Foster, Teacher at St. Joe's, on the passing of his father, Wayne Foster



CONGRATULATIONS TO!

Natalie Straney, Teacher at Holy Trinity, and her husband Hugh on the birth of their son, Owen.

Mike Viveiros, Teacher at Holy Trinity, and his wife Cecilia on the birth of their daughter, Olivia.

Dan Bouchard, Teacher at St. Theresa's, and his wife Vanessa on the birth of their son, Daelan.

Paul & Maggie Zyla, Teachers at St. Peter's, on the birth of their daughter, Margo.



UPCOMING EVENTS

October 10 - General Meeting at 4:30
Budget
Unit office, Barrie

October 10 - Executive meeting immediately following
General Meeting
Unit office, Barrie

October 11 - Board meeting at 7:00 p.m.
Board office, Barrie

October 31 - Happy Halloween



November 1 - Board meeting at 7:00 p.m.
Board office, Barrie

November 7 - General meeting at 4:30 p.m.
AGM Resolutions

November 7 - Executive meeting immediately following
General meeting

November 22 - Board meeting at 7:00 p.m.
Board office, Barrie

November 30 - November
Flying Monkeys, Barrie
4:00 - 7:00 p.m.

December 6 - Board meeting at 7:00 p.m.
Board office, Barrie

December 12 - Executive meeting at 12:30 p.m.
Michael & Marion's, Barrie

December 22 - last day of work before Christmas Vacation

December 25 - January 5 - Christmas Vacation

January 8 - Classes Resume



January 16 - Executive meeting at 12:30 p.m.
Unit office, Barrie

January 25 - 31 - Semester One Final Examinations