

WELLINGTON WORKS

January/ February 2009

Newsletter of the Elementary, Secondary and Occasional Teachers of Wellington Catholic

Volume 16, Issue 4

Agenda

WEDNESDAY February 4 to

FRIDAY February 6

Council of Presidents — Jim and Judy
Toronto

FRIDAY February 6

Strategic Committee re Broad Based
Technology— George

MONDAY Feb 9

Executive Meeting
OECTA Office 4:15 p.m.

TUESDAY February 10

Joint Staffing Committee— Jim, Judy
and George 10:30 a.m.

Health & Wellness Committee—Jim
OECTA Office 12:30 p.m.

WEDNESDAY February 11

Teacher in Charge Inservice
OECTA Office 9:00 a.m.

THURSDAY February 12

TPA Committee—Judy 1:00 p.m.

WEDNESDAY February 18

Unit PD Committee—Judy
OECTA Office 4:00 p.m.

THURSDAY February 19

Catholicity Council — Jim
OECTA Office 1:00 p.m.

**THURSDAY February 19
to SATURDAY February 21**

Beginning Teachers Conference

**MONDAY February 23 (p.m.) and
TUESDAY February 24 (all day)**

Collective Bargaining Workshop —
Judy, George and Roy London

THURSDAY February 26

David Church—provincial CB Staff
OECTA Office 9:00 a.m.

FRIDAY February 27

Program Dept Mtg—Jim, Judy and
George
OECTA Office 9:00 a.m.

FRI. March 13 to MON. March 16
PROVINCIAL AGM

Wellington Works
is prepared

by

Wellington OECTA

President Jim Whitechurch

Elementary VP Judy Mullen

Secondary VP George Giovinazzo

to provide important information

to members



New OECTA General Secretary

Marshall Jarvis assumed his post as OECTA General Secretary on February 17, 2009.

Jarvis, who served until recently as an Executive Assistant in OECTA's Counselling and Member Services Department, brings local, provincial and national experience to his new role. His face and name became familiar to many Ontarians during his term as OECTA president from 1997 to 1999. Just weeks into that term, the Harris government introduced the Education Quality Improvement Act (Bill 160), that cut almost \$2 billion from Ontario's education budget and triggered an unprecedented province-wide conflict.

As OECTA president, Jarvis served on the board of the Canadian Teachers' Federation (CTF) on the Executive Council of the Canadian Labour Congress and on the Board of Directors of the Institute for Catholic Education.

A former high school math and science teacher at Sacred Heart Catholic High School in York region, Jarvis served in various capacities on the Executive and on the Board of Governors of the Ontario Teachers' Federation (OTF) between 1993 and 2005.

He was a member of the OTF Pension Committee as well as the Pension Negotiations Committee that negotiated recent changes to the Teachers' Pension Plan with Government.

Jarvis began his career in OECTA politics as third vice-president of the York Unit in 1983. Over the next two decades he move through a range of positions on the unit executive and continued onto the provincial executive. He first joined the OECTA staff as an Executive Assistant in the Contract Services Department in 2005.

He is a Fellow of the Ontario Teachers' Federation, recipient of the Queen Elizabeth II Golden Jubilee Medal and of OECTA's Marion Tyrrell Award of Merit.

INSIDE THIS ISSUE:

OECTA Professional Development

- Religious ED AQ
- eSIS Workshops
- Beginning Teachers
- Assessment Workshop

KNOW YOUR CONTRACT:

Important Information on GRIEVANCES

OECTA Young Authors

TRI-FIT Wellness Program

Managing Unsafe Student Behaviour

Health and Safety : We are not Hockey Players

School Calendar 2009-10

Email Access for OTs

Curling Bonspiel A Success

OECTA/ TRIFIT Wellness Program

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5 ONTARIO ENGLISH
**Catholic
Teachers**
6 ASSOCIATION



OECTA Professional Development

RELIGIOUS ED AQ

Spring 2009 courses (Parts 1, 2, 3) in Religious Education AQ have been cancelled due to low enrolment.

Religious.Ed. AQ (Parts 1, 2, and 3) will be offered in Wellington Catholic at Our Lady of Lourdes Catholic High School in the Summer session. According to Course Director Richard Olson, "We DO anticipate a robust course at that time! We have run very healthy (in terms of numbers) courses during the past two summers."

eSIS WORKSHOPS

Workshops for eSIS were held on February 11th and 12th at St Michael School. John Maschio again co-ordinated these workshops for new teachers who have not used eSIS for report Cards or for teachers who needed a 'refresher'.

BEGINNING TEACHERS CONFERENCE

Twelve Wellington members attended this year's OECTA Beginning Teachers conference through a combination of local and provincial funds.

Three hundred selected OECTA members, in their first five years of teaching, gathered at the annual conference, **OECTA: The Next Generation** February 19 - 21, 2009.

The featured speaker was Dr. Harry Wong who is well known for his expertise on classroom management and who is the author of the book, *The First Days Of School*. Chelonnda Seroyer, who as a beginning teacher, employed many of the strategies from Harry Wong's book shared her experiences in working with new teachers.

ASSESSMENT WORKSHOP

The Unit's most recent workshop held on January 22nd was very well attended. Lucy Colman from St. Clair Secondary was the presenter for the workshop entitled "How to Spice Up Your Assessments". It addressed formative and summative assessments as well as differentiated instruction.



OECTA Annual General Meeting 2009

March 14-16, 2009

Westin Harbour Castle
1 Harbour Square, Toronto



Visit our unit website at www.oectawellington.ca



KNOW YOUR CONTRACT

Important information on GRIEVANCES

WHAT IS EXACTLY IS A GRIEVANCE?

A grievance is defined as any dispute between the parties which relates to the interpretation, application, administration or alleged contravention of the collective agreement.

It can also include disagreements involving the application of Board policies or relevant provincial or federal legislation.

What are common sources of grievances?

Health and Safety issues
Discipline and discharge
Job Postings
Seniority
Harassment
Failure to accommodate
and many others!

What is “not” a grievance?

Disputes that are not “Member vs. Management”

e.g., Member-Member, Member- Staff, Member Parent – *unless* Management fails to take reasonable action to resolve the problems, in which case a grievance might be brought against the Management. Disagreement with administrators that fall outside the realm of employment, e.g. the Principal's SUV rear-ends your Prius in the parking lot (*unless* of course the principal did this deliberately as a form of discipline or a pattern of harassment). Disagreements that do not affect Members' terms and conditions of employment (e.g., your Principal disagrees with your support of the Green Party.)

When an issue arises that might lead to a grievance:

Contact the unit office immediately!
Call 519-763-3043 to reach Jim, Judy, or George.
Do not do or say anything that may affect your employment. (Remember, there is no “un-send” key for emails.) – e.g. “I quit”, “ Transfer me”, “I won't do that”, “you can take this job and”

Keep careful records of the facts: Who, What, Where, When and Why
Contact this office immediately! (Yes, I know, we already said this.)

If your administrator asks you to do something you believe is contrary to your employment rights, you should not put yourself in a position to be “insubordinate” – voice your concern/objection and comply with the request.
(And again contact this office)

COLLECTIVE AGREEMENT ARTICLE IX outlines the formal procedure governing grievances. There are five possible stages a grievance can move through.

There are “mandatory” time limits at various steps in the process which must be strictly adhered to BUT may be amended by the written mutual agreement of the parties at any stage. While each stage generally follows the previous stage if resolution is not successful, the parties can and often do move directly to a later stage, skipping one stage or another.

Dispute Resolution Stage The grievance procedures outlined in the collective agreement provide for a preliminary stage prior to the formal “filing” of a grievance. This stage would be comparable to “discovery”, preliminary hearing or pre-trial settlement in other legal proceedings.

In this stage, there are three steps—1. identify the nature of the dispute to the principal or his/her school or to his/her immediate supervisor. (10 days) 2. make response verbally or in writing and a proposed resolution of the dispute (5 days) 3.- if not satisfied with the proposed resolution, submit a written statement which provides a statement of facts, makes reference to the articles violated, and proposed remedy. THIS IS THE ACTUAL FILING OF FORMAL GRIEVANCE – at this point, provincial office will be involved in determining if a grievance goes forward, staff and legal counsel are consulted, and a grievance number is assigned)

Grievance Stage This is the first stage of an official grievance. Within 5 school days of the receipt of the grievance the HR Administrator or designate shall arrange a meeting(s) with the OECTA President or designate to seek a mutual resolution to the dispute.

Within 5 days after the meeting(s) - a written response to the allegations to the member(s) and the OECTA Local President

Grievance Committee Stage - if resolution proposed at the Grievance Stage is not acceptable, the grievance moves to this stage (referred to as the committee stage) - another 4 steps and set of timelines

At this stage, the Director and the Unit President will arrange a meeting of the Joint Grievance Committee – 3 members representing the Board, 3 representing OECTA

“ to discuss and examine the alleged violation of the collective agreement, examine documentation, present their rationale and seek a mutually acceptable solution.”

Grievance Mediation Stage and/or Grievance Arbitration Stage—In the event that either party rejects the proposed solution of the Joint Grievance Committee, the Director of Education and the OECTA Local President may on behalf of both parties, jointly request assistance from a mutually agreeable mediation service or request submission of the grievance directly to arbitration.

OECTA YOUNG AUTHORS

OECTA's Annual Young Author's Contest is upon us again.

The purposes of the annual OECTA Young Authors Awards are:

- to celebrate the writing talents of students (JK-12) and the teaching talents of their teachers
- to showcase the accomplishments of students and teacher

There are three levels of competition: school, unit and provincial. The first place winners at each level advance to the next.

For the **school level of competition**, teachers must submit their classes' entries to the *OECTA school association representative*. There are no limits on the number of entries at the school level of competition.

Each school may submit *one* entry per category and division to the **unit level of competition** by the unit deadline, **March 6, 2009**.

Each unit may submit *one* entry per category and division to the **provincial level of competition** by the provincial deadline, **April 9, 2009**. Provincial winners will be announced at the **June Council of Presidents (June 11,12)**

At each level, all entries will be judged on the basis of the criteria listed below which have been adapted from the achievement scales of the current language curriculum guidelines. At the unit level, those judged to exhibit a high level of performance overall, will be forwarded to the provincial level of the competition.

Creativity: impact and originality

Reasoning: level of understanding, range and complexity of ideas

Communication: clarity of purpose and expression

Organization: control and complexity of form

Language conventions: range and control over vocabulary, grammar and usage

TRI-FIT WELLNESS PROGRAM

The development of the program is under way. An initial survey was sent out to members and the response was excellent. Based on the information, we are developing a plan of action.

Stacey Carswell is the TriFit staff person assigned to our program and will be in our office on Wednesdays. Stacey and Jim have begun visits ("roves") to schools and a meeting is being set up with a group of interested wellness reps to assist in the development and launching of our new program to promote wellness in Wellington Catholic. If you are interested in volunteering to help promote this program either at your site or as part of the advisory group please contact the unit office or Stacey directly by email at Stacey@trifit.com

See Page 6 for further information on the themes and possible activities of this program.

MANAGING UNSAFE STUDENT BEHAVIOUR

The Board has actively sought OECTA input on issues around Safe Schools, Managing Unsafe Student Behaviour, Safety Plans and Behaviour Management Systems (BMS) Training.

A recent memo on BMS Training issued by the Board clarifies many aspects of this program. It is important to note that OECTA has many concerns about the nature of some components of the training provided, in particular what is referred to as the "physicals" in the Day 2 of the program. Many of our concerns have been addressed in the draft of Board Protocol titled "Procedure for Managing Unsafe Student Behaviour" and in the memo.

The memo clearly states that this part of the training is mandatory for some (e.g. school administrators and EAs, but is available to others "on a voluntary basis." Any teacher (classroom teacher, SERT or TIC) who chooses to be involved in this program is strongly advised to consider the possible ramifications of taking and/or employing the "physicals" training. We would encourage you to contact us.

More specific information and advice will be provided to Reps at our next meeting.



Current issues and back issues of
WELLINGTON WORKS
Available on our website
 at
www.oectawellington.ca



The following article is reprinted with the permission of the British Columbia Teachers' Federation. It first appeared in BCTF's Teacher Newsmagazine, November/December 2005

Health and safety:

We are not hockey players

by Mark Keelan

Football players and hockey players get paid to be hit. Police officers and soldiers are trained to put themselves in harm's way. For these people, the risk of violence is part of the job.

But why are so many teachers willing to accept that being punched, kicked, scratched, and bitten is simply part of the job? There are many answers: it is embarrassing to admit to being assaulted by a 5-year-old, the student couldn't help it, the teacher shouldn't have been in the way, the student's friends might retaliate, etc.

Sometimes lack of support from supervisors compounds the problem. A pregnant teacher reported that, in the half-hour period between her special education assistant's departure and the end of the school day, one of her Grade 3 students routinely punched her in the stomach. Her principal's response was that maybe he should buy her some hockey pads. Another teacher who suffered bruises, bites, and scratches on her arms was issued a pair of falconer's gloves. When she argued that the solution was not adequate, the district agreed. It purchased a pair of gloves for the special education assistant as well.

Teachers must not be subjected to acts of violence! Employers have an obligation to provide a safe workplace. If they cannot provide a completely violence-free workplace, they must ensure there are policies and procedures in place to minimize the risk of violence...

A number of strategies should be considered when deciding which policies and procedures to implement. In some school districts, a student who arrives to register at a new school is sent home until someone can contact the student's previous school to determine if the student or the student's parent or guardian might present a risk to staff or other students. Students with behavioural problems and students with special needs who are violent should have individual safety plans that are created in consultation with the teachers who work with the students. The safety plans must be monitored and updated as necessary. These are just two of the many options available. All policies must be consistent with workers' right to know a person's history of violent behaviour.

When teachers join the ranks of football and hockey players as workers who get paid to be hit, perhaps we will also be able to command multimillion dollar salaries. In the meantime, we must insist that employers fulfill their obligations to provide a workplace free from violence.

Mark Keelan is the BCTF's health and safety officer for prevention.

SCHOOL CALENDAR

Next year's school calendar has some interesting challenges. By law, the school year must be 194 days between September 1 and June 30. With Labour Day so late next year and with the establishment of the Family Day Holiday, it is very likely that school may need to begin prior to Labour Day. Discussions are underway with the Public Board and we have been invited for some input through our Board's Admin.

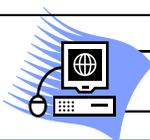
EMAIL ACCESS FOR OTs

After many years of trying, we have finally gained access to the Board's email system for all Occasional Teachers employed in Wellington Catholic. Along with the previous action on providing parking passes for OTs, these steps are positive in recognizing OTs as full employees of Wellington Catholic. We commend the Board for working with us to achieve these things.

CURLING BONSPIEL: A Success

The first Wellington OECTA Curling Funspiel was held on Saturday January 17. It went well for a first effort - seemed well-received by those that participated. We are looking forward to an even bigger and better event next year.

"Judy and the OTs" won the spiel in a very close competition. Dave Halfpenny, Nancy Baker, Yvonne Bendo and Judy Mullen made up the winning foursome. Special thanks to Lynda Franchetto (registration) and John Maschio (stats man) for their help with the smooth operation of the day. Any feedback or input for the next event would be appreciated.



Visit our website at www.oectawellington.ca



OECTA / TRIFIT Wellness Program

Wellington OECTA, in partnership with Trifit Inc., a leading authority in workplace wellness, is launching an expanded wellness program for our teachers. We are working co-operatively with the Board staff and other unions in this endeavour, and this program is intended to enhance and complement existing programs provided with Wellington Catholic. The program will be theme-based with activities and informational items focussed around monthly themes. Based on survey results and the help of a Wellness Advisory Committee, the program is currently being developed to meet the wishes and needs of our teachers. A tentative outline of the themes and some possible activities for the remainder of the year, is outlined below. Stay tuned!



Wellness Theme: Fit 4 Heart

Fit 4 Heart Readings: Informative reading will be coming your way on how to stay healthy for your heart.

Interval Training Clinics: This clinic is a great way to get a good workout! It will involve bursts of cardio with a mix of strengthening exercises. Learn techniques to burn more calories when you have little time! Stay tuned for details.

Registration for the “Have you had enough?” Nutrition Challenge: This is a great way to stay on track with healthy eating while competing against your fellow colleagues! Watch for promotional posters coming your way.



Wellness Theme: Snack Sense

“Have you had enough?” Nutrition Challenge Begins!

Snack Sense Readings: Do you know your healthy snacks or are you caught snacking on “chips”? Helpful reading material will be posted for you so you can find out some great nutritious snacks.

Healthy Snack Rove: Watch out for a healthy snack and snack booklet to be delivered to you!

Registration for the Last 10 lbs Bootcamp: Have you ever watched the Last 10 lbs Bootcamp?

If not come out for a great workout using little equipment and sweat, sweat, sweat! This will help you gear up for summer and teach you ways to lose that last 10 lbs.



Wellness Theme: Spring Back

Spring Back into Shape Readings: Winter is over and summer is on its way! These articles will help you learn where to start with your workouts and what you should be doing.

Last 10 lbs Bootcamp Begins!

Learn 2 Run Information: Would you like to learn to run a 5k or a 10k? A get started booklet will be available to you. It will teach you training techniques to become a avid runner.

Registration for the Natural Health Workshop: This workshop will teach you ways to live naturally. Whether it is reducing chemical use in the home, or using alternative medicine, you will learn effective ways to reduce the effect synthetic products have on your health.



Wellness Theme: Natural Health

Natural Health Readings: Reading material on ways to stay healthy naturally will be provided for your interest.

Natural Health Workshops will be running.

The Dirty Dozen Rove: An information booklet on the top 12 fruits and vegetables with the highest traces of pesticide use will be coming to you.

Registration for the “Use your Environment Workout and Walk”: Learn ways to use your environment for a workout while taking a walk. Get active while enjoying the great outdoors.

Registration for the Environmental Challenge: Join the Environmental Challenge! It will help you check into see how environmentally friendly you really are. Prizes may be awarded to the top winners.



Wellness Theme: Environmental Wellness

Use your Environment Workout and Walk will take place.

Environmental Challenge Begins!

Bike to Work Week: A national week where you can bike to work to help your environment and health.

Know the #'s Rove: Learn what plastics to watch out for. A booklet on the plastic numbers that are both good and bad for your health will be provided to you.

Other activities being explored related to walking, biking and environmental appreciation