

# WELLINGTON WORKS

September October 2009

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

Volume 17, Issue 1

## Agenda

### WEDNESDAY Oct 7

Association Reps Inservice  
OECTA Office 12:00 p.m.

### THURSDAY Oct 8

Bishop's Dinner for Catholic Education  
ICC 6:00 p.m.

### MONDAY Oct 19

Executive Meeting  
OECTA OFFICE 4:15p.m.

### WEDNESDAY Oct 21

Budget Committee 3:45 p.m.

### THURSDAY Oct 22

TIC Inservice

### THURS Oct 22 to SAT Oct 24

When Faith meets Pedagogy

### MONDAY Oct 26

Reps Council 4:30p.m.  
OECTA OFFICE

### TUESDAY Oct 27

Applause Breakfast  
Occasional Teachers  
General Meeting 4:00 p.m.

### WEDNESDAY Oct 28

Health and Safety Reps Training  
BM 12:30 pm

### THURSDAY Oct 29

Officers/ P/VP Assoc./HR 1-3 p.m.

### THURS Oct 29 & FRI Oct 30

Regional CB Workshop  
London

### WEDNESDAY Nov 4 to FRIDAY Nov 6

Council of Presidents  
Toronto

### Wellington Works

is prepared  
by

Wellington OECTA

President Jim Whitechurch  
Elementary VP Judy Mullen  
Secondary VP George Giovinazzo  
to provide important information  
to members

## Wellington OECTA Local Executive

As of July 1st, the executive elected at last spring's AGM took over at Wellington OECTA. We welcome two new executive members to this year's executive.

The following is the executive for 2009-10:

President: Jim Whitechurch

VP(Elementary): Judy Mullen

VP(Secondary): George Giovinazzo

VP(Occasional): Nancy Baker

Secretary: Laurence Vignola

Councillors: Kathy Carere  
Christine Conversano  
John Maschio  
Peter Stoop  
Mike Topolie

The executive meets the second Monday of the month and the Reps Council meets on the last

Monday of each month (excluding December and June). The Reps Council is comprised of reps from each school, a rep for system teachers, a rep for Occasional Teachers and the Executive.

Our unit office is located in the Orchard Park Office complex on the Jesuit property on Highway 6.

Members may reach us by email through First Class or through [oecta.wellington@rogers.com](mailto:oecta.wellington@rogers.com)

Other contact information can be found in the box below.

Wellington OECTA is a joint - elementary and secondary - unit, consisting of almost 500 regular teacher members and close to 200 occasional teacher members.

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ONTARIO ENGLISH

Catholic  
Teachers  
ASSOCIATION

## Wellington Unit Association Reps

*Special thanks to the following teachers who are serving this year as Association Reps:*

### County Elementary Reps:

Ken Cox	Brenda Goetz
Ben Hayne	Carolyn Bowen
Michelle Genore	Grant Drohan
Suzanne Small	

### City Elementary Reps:

Mary Nettleton	Heather Frimeth,
Traci Coulas-Gaca	Helen Carreon
Luke Hohenadel,	Anne Marie Everitt
Lori Gamble	Linda Artuso-Jacobi
Dawn Uliana,	Jacquie Stockford,
Stefanie Nadalin	Cheryl Topolie

### Secondary Reps:

Lucy Mitukiewicz	Yvonne Runstedler,
Elizabeth Green	Peter Marzo.

### System rep:

Cathy Chaput

### Occasional Teachers:

Roy Coughlin



## *Bishop's Dinner for Catholic Education*

The Bishop's Dinner for Catholic Education was held on October 8 and was again a sold-out event. Proceeds from the event will be used towards the completion of a student Retreat Centre on the Ignatius Jesuit property. We were pleased to have Provincial President James Ryan and Provincial General Secretary Marshall Jarvis join us at our table at this event.

## ARE YOU IDENTIFIED AS A CATHOLIC RATEPAYER?

Now is a good time to check your property tax bill to be sure you are designated as Catholic school ratepayers. Only registered Catholic ratepayers may vote for Catholic trustees and/or run as a trustee. Municipal election will occur in November 2010.

After education funding became a provincial jurisdiction, many people let their status as Catholic ratepayers lag. There are many reasons why it is important to maintain a healthy and strong voters list of Catholic school supporters. In addition to the rights being a Catholic ratepayer provides at election time, it signals support for the system to government and political parties. Don't underestimate the importance of that message.

While we recognize there are individual circumstances that may affect your decision on this, OECTA would encourage you to make sure, wherever possible, that you are designated as a Catholic ratepayer.

## HAVE YOU RECENTLY...

... MOVED?

... CHANGED YOUR NAME?

... CHANGED SCHOOLS

... REDUCED OR INCREASED YOUR CONTRACT?

... GOT A NEW PHONE NUMBER?

Your OECTA Staff Rep will be asked to assist us in updating our database and membership list. Please confirm your name and address information with your staff rep. Alternatively you can simply email your new info to us on First Class or at [oecta.wellington@rogers.com](mailto:oecta.wellington@rogers.com)

You can also provide an update by using our easy-to-use form on our website at [www.oectawellington.ca](http://www.oectawellington.ca)

Want to know more about OECTA services?

Check out:

Provincial Web-site

[www.oecta.on.ca](http://www.oecta.on.ca)

Local Web-site

[www.oectawellington.ca](http://www.oectawellington.ca)

## H1N1 Protocols

Reps have been provided with a considerable amount of information about H1N1 protocols. The Board has established its Response Plan.

Important information should be posted in your school. There is also information posted in the OECTA conference on First Class.

Reps are monitoring the implementation at their sites and are being asked to provide input to us and to provincial office on a regular basis.

## OECTA Meets with Board Admin

The Unit Officers meet with senior board admin on a regular basis and discuss issues/ concerns of mutual interest. We invite members to suggest topics that we can raise in at these meetings.

We meet on a regular basis with the Program Department to discuss various government and Board curriculum/ program initiatives.

We are in regular contact with the staff in Human Resources with regards to benefits, individual situations, postings, hiring and a variety of contractual issues. We also will meet more formally with HR admin to identify potential issues in a variety of areas. The officers had the first of many joint meetings with HR on September 22. Our first joint Staffing Committee, a committee established in the new collective agreement as part of the Provincial Discussion Table, was held September 16.

In addition, we will be meeting 3 times this year with the Principal/Vice Principals Association Executive

Any member who has concerns or questions he/she wishes to have us raise in any of these venues, is invited to contact one of the unit officers or his/her site rep.

## WHAT IS SUPERVISION?

According to your collective agreement: **“Supervision is defined as time the teachers are assigned to supervise students outside of the 300 minutes student instructional day...”** [ 11.03 i) of Collective Agreement]

It includes:

- assigned duties before the beginning of Opening Exercises [11.03 i)]
- yard duty, hall duty, bus duty and lunch duty [11.03 i)]
- time in class supervising student lunch period

It does not include:

- teacher time in classroom prior to the commencements of morning and afternoon classes as prescribed in regulation 298 of the Education Act [11.03 i)]
- supervision of extracurricular activities, or other voluntary activities, including intramurals [ see Guideline on Extracurricular Activities for Elementary Schools - this document is also referenced in CA]

## Fair and equitable

According to the collective agreement, teachers shall accept a **“ . . . fair allocation of all teaching duties”** [3.01 a)]; **“Supervision shall be assigned equitably among the staff”** [11.03 i)]. This language applies to both elementary and secondary.

Equitable does not necessarily mean equal. Generally, however, the discrepancy in terms of amount of total time and the types of supervision (e.g. indoor vs. outdoor) should be minimal.

There may be some other considerations which may be in play – the need to accommodate personal, medical or physical restrictions of certain individuals, the needs of certain grades (e.g. JK/SK), part-time teachers.

For teachers on less than full-time contracts supervision **must be prorated based on percentage of contract.** [3.01 b) and 11.03 v)]

## Caps on supervision

The collective agreement provides some restrictions on the amount of supervision at elementary and secondary.

As of September 1 2009, **elementary** supervision is capped at **90 minutes/ week**. No elementary teacher can be assigned in excess of 90 minutes of supervision per week. This reduces to 80 in 2010-11.

In addition, **“assignment of supervision shall not exceed current practices in place, where they are more favourable.”** Quite simply this means that no teacher should be assigned more supervision than was assigned in the previous school year. (even if less than the cap)

There is similar language (excluding the cap) that applies at Secondary. **“Current practice regarding the levels of secondary supervision during the 2007-2008 school year shall be maintained.”** [11.03 iii)]

## 40 Minute Lunch

The Education Act provides that all teachers must be provided 40 uninterrupted minutes for lunch. At elementary this means that no teacher should have more than one 20 minute supervision during a one hour lunch break. Discussions are currently ongoing to “fix” the Secondary lunch situation to provide for this legal entitlement.

## Important Information on YOUR Benefits

Our benefit plans are administered by Sun Life Financial under policy number **15314**.

Your **certificate number** is now your **employee number** beginning with the letter 'w'. For example, if your employee number is 2222 your new certificate number will be w2222.



**SUN LIFE  
GROUP BENEFITS  
by PHONE  
or  
on the INTERNET**

### TELEPHONE

Access to your benefits information is as close as your nearest touchtone phone You can:

- Check the payment status of your recent health and dental claims
- Check whether your claim has been entered into our system and is "under review" or "paid"
- Transfer to speak with a Customer Care rep ( available Monday to Friday, excluding holidays, between 7:00 a.m. and 8:00 p.m EST)

Call the Customer Care Centre at 1 800 361-6212  
When prompted, enter your Access ID and password

### INTERNET

You'll be amazed at the Group Benefits information you'll find on the internet. It's never been easier to access your personal medical and dental benefits information. You can:

- Submit claims
- Have your claims payments deposited directly into your bank account
- Print personal claims forms
- View or print details of your claims
- Print a personal Pay-Direct drug card
- Find out about medical coverage before traveling out-of-province

Connect to your Group Benefits on the Internet  
Visit [sunlife.ca/member](http://sunlife.ca/member) and enter your access ID and password

(for your Access ID, register on line or call)

### LONG TERM DISABILITY WAIVER

Eligibility for LTD ends at one of three points:

- Upon reaching 65 years of age.
- Upon reaching 33 years of pensionable service (i.e. eligible for 66% pension)
- Upon retirement

Since you are no longer eligible to collect LTD benefits following one of these three events, it is possible to have payment of premiums waived 80 days prior to reaching those points.

The onus is on the member to advise the Board and unit office and to make application for the waiver. Copies of the waiver can be received by calling the unit office.

### LTD decrease again.

Effective September 2009, premium rates for our LTD program provided through Sun Life have been decreased by 5%. This is the third consecutive year that LTD premium rate has decreased, and follows an 11% rate reduction last year.

The LTD rate is now 36% lower than the 2001 level when CBA was initially retained by Wellington OECTA.

In 2001, after the carrier suggested that yet another substantial increase in premium rates would occur, Wellington OECTA hired Corporate Benefits Analysts (CBA) to investigate opportunities to control our rates. With some modest changes to the plan design recommended by CBA, we went out to the open market, in spite of the caution of the Board's benefit consultant. We went to tender and received four proposals, including the current carrier, all proposing significant rate reductions. Since then, CBA has regularly reviewed our plan, offered advice on LTD and other benefit areas and worked with our carrier to maintain more effective management of our LTD rates. Without significant further changes to our plan, we have continued to see an overall decline in our LTD rates since that time.



### EYEGLASS COVERAGE

Eyeglass coverage is now part of your Sun Life Group Benefits plan. To make a claim you can submit your incurred expenses for eyeglasses (or contacts) on the same form and in the same fashion as Extended Health claims.

## COST OF CONTINUED BENEFIT COVERAGE WHILE ON LEAVE OF ABSENCE

The following information is based on previous information received from the Board Office. It is important for anyone planning or considering a leave of absence.

If you are planning to request a **PREGNANCY/PARENTAL LEAVE OF ABSENCE** or a **PERSONAL LEAVE OF ABSENCE**, it is your responsibility to contact Susan Paoli, Human Resources Department in writing (through the e-mail system is fine) as soon as possible. This will allow the time required to process the necessary paperwork and ascertain your intentions regarding the continuation of your benefit coverage.

Please note the following regarding your continued benefit coverage according to the leave requested.

### PREGNANCY/PARENTAL LEAVE OF ABSENCE

During a Pregnancy/Parental Leave of Absence, employees continue to participate in group benefit plans. The cost of premium required for your current benefits will be the same as if you continued to work. The Extended Health and Dental Plan benefits are compulsory unless exemption can be claimed - spousal coverage. The coverage of your Long Term Disability and Life Insurance Plans are compulsory, regardless of spousal coverage. Teachers pay 100% of the premium for LTD.

### PERSONAL LEAVE OF ABSENCE

During an unpaid Personal Leave of Absence, employees may continue to participate in benefit plans. **The cost of premium required for your current benefits will be 100% cost to the employee**. (note: the regular contribution is 5% of premium, so you will be paying substantially more) The Extended Health and Dental Plan benefits are compulsory unless exemption can be claimed - spousal or private plan coverage. Your life insurance benefit is compulsory regardless of spousal coverage.

### COST OF CONTINUED BENEFIT COVERAGE

There are costs associated with maintaining your group benefit coverage. You will be informed of the premium costs when you contact Connie Ippolito. The Accounting Department will send you an invoice billing you for the continued benefit coverage for the duration of your requested leave. Accounting accepts monthly post-dated cheques as payment during your leave of absence. If you have any questions, please do not hesitate to contact Connie directly.

Telephone: 519 - 821-4640 X 208 Fax: 519-824-3088

E-Mail: on First Class

### ADDITIONAL NOTE re COLLEGE TEACHERS FEES

It is your responsibility to ensure that your College of Teachers Fees are kept up to date during an absence. It is important to note that should your fee not be paid, the College may require you to pay a fairly substantial re-instatement fee and you will not be eligible to teach until you are re-instated.

### A CAUTION

While there are significant costs to do so, OECTA strongly recommends continuation of benefits coverage during a leave of absence. Some teachers have experienced difficulty being re-instated by Sun Life following a break in their premium payment. At very least, make yourself fully aware of the possible implications should you decide not to continue coverage.

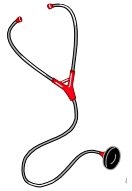
## Teacher Absence from School

Some important information about teacher absences:

### Absence due to illness:

When you are absence due to illness:

- you must report your illness to your administrator according to established time-lines.
- you must inform your administrator that you are "ill"; simply saying you are "going to be off" or "away today" is not sufficient.
- you do not have to nor should you provide any specifics about your particular illness
- any medical documentation should only be provided to Joanne Gibson at the Board Office not to site administrators.



Note: that the Board is within its managerial rights to ask for medical evidence for any period of absence. General practice is to require "medical" after 3 days, but the Board may ask for any period of time even less than 3 days.

### Other Absences

The contract outlines very clearly other provisions governing various other absences.

### "Personal" Days

Our collective agreement does **not** provide for so-called "personal days". There are, however, a variety of other provisions for absences for family medical emergency, graduations and specialized appointments which cannot be made outside of the school day (new last year) as well as for bereavement, quarantine and jury duty.

## OECTA Professional Development

Registration for OECTA's **Fall/Winter AQ courses** is underway. For more info go to OECTA's website [www.oecta.on.ca](http://www.oecta.on.ca)

**"When Faith Meets Pedagogy XIII"** is to be held on Oct. 22-24 in Toronto. The Board and OECTA are sponsoring numerous delegates to this conference from each site.



**OECTA: The Next Generation** OECTA's annual conference for beginning teachers will be held on **February 19-20, 2009**

If you are in your first five years of teaching you are considered a Beginning Teacher by OECTA. If you are interested in this Conference please inform your OECTA Rep and/or the Unit Office before November. More information on registration will follow soon.

As in the past, our unit will have provincially funded representatives and will provide local funding for additional members to attend.

Please do not hesitate to contact the OECTA Office if you are interested in attending. We are also exploring the possibilities of hosting some other PD opportunities through the Provincial PD network. If there are particular workshops of interest please let us know.

### Leadership Training Program

This Fall, OECTA is launching a training program in labor education designed to provide service and leadership at the local and provincial levels. Participants will gain knowledge and skills to make a positive difference in school communities and local units. The Leadership Training Program is part of OECTA's commitment to building strong teacher advocates locally and provincially.

Want to know more about OECTA services?

Check out:

Provincial Web-site

[www.oecta.on.ca](http://www.oecta.on.ca)

Local Web-site

[www.oectawellington.ca](http://www.oectawellington.ca)

ONTARIO ENGLISH  
**Catholic Teachers**  
ASSOCIATION

## Full Day Kindergarten:

**Do what is best for 4-and 5-year-olds, OECTA recommends**

The Ontario English Catholic Teachers' Association, OECTA, is calling on the McGuinty government to do what is best for 4- and 5-year-olds.

James Ryan, OECTA Provincial president, stated in a recent press release that this is not the time to play politics. "Research shows that children do best when they spend their days in a class with a teacher. Ontario should ensure that children are with certified teachers throughout the regular school day."

"Early Childhood Educators (ECEs) can help teachers deliver a quality, age-appropriate program – and that would improve the program. Teachers would welcome ECEs as a part of a full-time integrated team that would work together to meet the needs of every student," Ryan says.

Research shows that young children benefit from being with a teacher, who is trained to meet their pedagogical needs and address learning exceptionalities, throughout the day. OECTA believes that Ontario's children deserve a full-day Kindergarten program, not the mixture of childcare and Kindergarten that is being discussed in some circles. OECTA's experience supports this research, says Ryan, who is an elementary teacher himself.

OECTA members, who have taught both half-day and full-day programs that are already in place in eight of Ontario's Catholic school boards, report that full-day, every-day programs are superior and provide a richer learning environment for all children. These programs give all children improved chances for success.