

The Dispatch



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ANNOUNCEMENT - DAILY OCCASIONAL TEACHER BENEFIT PREMIUM RATES FOR THE 2017-2018 SCHOOL YEAR WILL REMAIN THE SAME! NO INCREASE!

Read more about this in the President's message on page 6.

Congratulations to the 2017-2018 Incoming Executive:

President

Robert Fulford

First Vice-President

Christina Meynell

Second Vice-President

Andreea Constantin

Third Vice-President

Surdeep Banga

Treasurer

Kavita Chandoo

Secretary

Lisa De Santis

Executive-at-Large

Seamus Blake

Greg Deitcher

Marisa Gallippi

Fletcher Jerome

Christopher Loben

Dina Nikoletos

The following Executive members will not be returning to your Executive in the 2017-2018 school year and we wish to extend a heart-felt thank you for all of your hard work and dedication.

Sophie Kroesen - President

Vanessa Johnson - Third Vice President

Pia Berger - Executive-at-Large

Gail James - Executive-at-Large



Reminders

- ◆ **September 4, 2017**
Labour Day
- ◆ **September 5, 2017**
School starts
- ◆ **October 5, 2017**
World Teacher Day
- ◆ **October 6, 2017**
Board Wide P.A. Day
- ◆ **October 9, 2017**
Thanksgiving—Schools Closed
- ◆ **November 11, 2017**
Remembrance Day
- ◆ **Nov 17, 2017**
Board Wide P.A. Day

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Local Executive Update and By-Election

Your Local Executive has undergone a number of changes this year and through it all, continued to be a strong voice for your concerns. We have seen strong advocates pursue their passion in other places and new advocates come forward to run for Executive election and by-election positions.

Our Constitution states under Duties of the Executive 7.1.10 “*appoint a successor to complete any unexpired term of an elected local representative or fill an unfilled vacancy, in the event that no Candidate is elected or acclaimed at the next General Meeting, in accordance with 9.5.1*” and our Constitutional clause 9.5.1, Executive Elections, which states “*a by-election will be held at a General Meeting to fill any unfilled positions or to fill a position that becomes vacant during the term of office of an Executive member. Members shall be notified of the by-election at least 21 days prior to the General Meeting by-election.*”

To that end, your Local Executive welcomed Vanessa Johnson who started as your Third Vice-President on April 10, 2017. Vanessa has been instrumental in tracking LTO postings and ensuring that Regulation 274 is followed by school administration and the Board.

At our Annual General Meeting two new Executive members were elected:

Gurdeep Banga was elected onto your Local Executive. Gurdeep was elected through our by-election process at the Annual General Meeting. Gurdeep brings with her a fresh perspective on the difficulties Occasional Teacher’s face in the classroom, particularly around issues of Health and Safety.

Lisa De Santis was also elected onto your Local Executive as your Secretary through the by-election process at the Annual General Meeting. Lisa has been a long time member of this Local and an Occasional Teacher in the TDSB for many years. Lisa has been active with the Local, serving on committees and attending Local functions as well as being active at the Provincial level. Lisa’s knowledge and passion for justice will be an asset to this Local.

Thank you to all of our members who participated in our elections this year!

LTO Postings for the 2017/2018 School Year:

LTO Postings will be advertised for 5 working days. It is important to take note of the LTO Postings opening and closing dates and times. Application packages submitted once an LTO Posting closes will not be accepted for that particular LTO Posting.

LTO Posting Date

June 12th (9am) to June 16th (noon) – Elementary only

August 16th (9am) to August 22nd (noon) – Elementary and Secondary

August 21st (9am) to August 25th (noon) - Elementary and Secondary

August 28th (9am) to September 1st (noon) - Elementary and Secondary

Collective Agreement and Contract Extension Information PAY INCREASE!

Your 2014-2019 Local Collective Agreement has been meshed with the Central Table Agreement and is now available to all members. You can find the full document on our Local website www.etforotrots.org as well as the full details of the two (2) year Contract Extension Agreement. There are a number of important changes that you will want to take note of, as well as a pay increase!

Our Daily OT rate of pay is now attached to the grid. Although that does not mean an immediate pay raise will occur, it does mean that when the next four pay raises go into effect, our Daily OT rate and our LTO rate will increase as well as the LTO rate. Previously, if there was an increase of pay, it was always an increase to the pay grid and not to your Daily rate—that is no longer the case. Additionally, if you worked in the 2016-2017 school year, a 0.5% (of wages earned in the 2016-2017 school year) lump sum payment will be paid to you in September 2017.

A Short Term Occasional Teacher shall be paid a per diem rate according to the following schedule:

Effective August 31, 2012 - August		Effective September 1, 2016	
0 – 100 Days	\$214.46	0 – 100 Days	\$216.61
Over 100 Days	\$235.92	Over 100 Days	\$238.28

Effective February 3, 2017		Effective September 1, 2017	
0 – 100 Days	\$217.69	0 – 100 Days	\$220.90
Over 100 Days	\$239.47	Over 100 Days	\$243.06

Effective September 1, 2018		Effective February 1, 2019	
0 – 100 Days	\$223.11	0 – 100 Days	\$225.34
Over 100 Days	\$245.49	Over 100 Days	\$247.94

Effective August 31, 2019	
0 – 100 Days	\$226.47
Over 100 Days	\$249.18

Note: All rates are inclusive of vacation and statutory holiday pay. The above rates include the negotiated general wage increases as follows:

<u>Effective Date</u>	<u>% increase</u>
September 1, 2014	0.0%
September 1, 2015	1.0% Lump Sum
September 1, 2016	1.0%
February 3, 2017	0.5%
September 1, 2017	1.5%
September 1, 2017	0.5% Lump Sum
September 1, 2018	1.0%
February 1, 2019	1.0%
August 31, 2019	0.5%



GET INVOLVED WITH YOUR LOCAL.



SIGN UP to join one of our committees!

- Budget
- Elections
- Member Involvement
- Professional Development
- Health and Safety Selection
- Policy Action/Public Relations
- Constitution
- Equity and Social Justice
- Policy and Procedures
- Social
- Membership Recognition
- Status of Women



SIGN UP TODAY!

Visit ETFO-TOROTS.ORG to get started.

NOTICE

All documents and information previously found under “Resources” has been relocated to the Members’ Portal. To access this information, please sign in to your Members’ Portal account.

DON'T HAVE YOUR PASSWORD? LOST YOUR CREDENTIALS?

Please visit etfo-torots.org/contact and submit a help request via the electronic form provided.

Interested in Serving on a Local Committee?

Much of the Local's work is done by Committees. Committees work together to engage members and provide activities and services that members enjoy. Please note that: unless otherwise specified, no committee shall have more than 8 members with each Executive member being limited to sitting on a maximum of 50% of the active committees. Committees will be closed to additional members as of the last day of the first school term. If you are interested in joining a committee, please see the flyer on page 4, for more information. The following is a list of committees and current committee chairs:

CB Committee: Chief Negotiator and Chair: Sophie Kroesen

Constitution: Chair: Christina Meynell

Health and Safety Selection Committee: Chair: Marisa Gallippi

Policy and Procedures Committee: Co-Chairs: Kavita Chandoo and Donna Chapman

Professional Learning Committee: Chair: Andreea Constantin

Elections Committee: Co-chairs: Christina Meynell and Sophie Kroesen

Member Involvement Committee: Chair: TBD

Social Committee: Chair: Christina Meynell

Budget Committee: Chair: Kavita Chandoo

Communications Committee: Chair: Sophie Kroesen

Membership Recognition: Co-chairs: Kavita Chandoo and Andreea Constantin

Social Justice and Equity: Chair: Pia Berger

Status of Women: Chair: Pia Berger

Political Action and Public Relations: Chair: Chris Loben



There is No Safe Touch when You Work with Children

THROWBACK ALERT! This article was published in the Fall Dispatch of 2012 and the Fall Dispatch of 2016 and remains a priority message to all Occasional Teachers in the TDSB.

The TDSB has [a clear] policy of 'no touch' when employees interact with students, particularly when it relates to discipline or classroom control. For this reason, it is critical that all members take precautionary steps to avoid any physical contact with students.

“Any time a teacher, particularly an Occasional Teacher, crosses the boundaries around touch, they are putting themselves at risk of an allegation of physical harm or emotional trauma.

There is no safe touch in the relationship between a teacher and a student no matter how innocent or well-meaning your intentions. You cannot anticipate either the reaction or interpretation of children or their parents.

The stress on a member who faces an allegation cannot be overstated. Don't put yourself at risk. The only safe place for your hands is in your pockets.”

Employment Insurance Information for the Summer Break

The Service Canada Reference Code for EI Applications for June 2017

school-related intake is: 3511012017201706 - this code is effective from June 16, 2017 and expires July 22, 2017. For complete details and information about Service Canada and EI for Occasional Teachers please refer to your Local's website under Important Documents.

Message from your President

Dear Colleagues,

As this will be my last message to you as your President, I want to take a moment to thank every Occasional Teacher and advocate that I have had the privilege of working with and wish all TDSB Occasional Teachers the best of luck for the 2017-2018 school year.

This year, we have faced a number of challenges together, including a potential increase to the rate of our Daily Occasional Teacher Benefit premiums. I am very proud of the strong voice that your Local Released Officers raised in opposition to any increase. As a result of direct and intense lobbying from your Local Released officers, there will be no increase to your Benefits Premiums for the 2017-2018 school year. If you've worked 80 or more days (full day equivalent) you will receive a package by Canada post, in the summer, that will offer you a benefits package to choose from according to your personal or family needs, for the same cost as this past year.

As ETFO members this year, were asked to vote on a number of things including multiple Local elections and 2 year Contract Extension. To all TDSB Occasional Teachers who took part in the democratic process of voting: THANK YOU! It's not always easy to vote, but it's only through the power of our collective voices that we can affect and create the changes that Occasional Teachers in the TDSB, and across the Province, deserve.

Our job now is to continue to stand together and keep our momentum going. Use our collective power to ensure that we are safe in our workplace, treated as Professionals and given the Respect we deserve! Thank you for voting and allowing me to serve you as your President this past year. It has been a true honour.

In Solidarity,
Sophie Kroesen



Your 2016-2017 Local Executive

President	Sophie Kroesen
First Vice-President	Christina Meynell
Second Vice-President	Andreea Constantin
Third Vice-President	Vanessa Johnson
Treasurer	Kavita Chandoo
Secretary (acting)	Lisa De Santis

Executive-at-Large:

Pia Berger	Gail James
Greg Deitcher	Gurdeep Banga
Marisa Gallippi	Christopher Loben
ETT Liaison:	Sonia Ellis-Seguin



****TORONTO****
****OCCASIONAL****
****TEACHERS****

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