



Dufferin-Peel (OECTA) Representing Elementary Teachers

6435 Edwards Boulevard, Suite 203
Mississauga, Ontario L5T 2P7

Tel. (905) 564-7177 Fax (905) 564-2536

Editorial Board: Rose Procopio, Michael Schaus
Communications Officer: Michael Schaus

www.catholicteachers.ca
www.elemdp.com

Service to Members
Call Early. Call Often.

Lord,

When I do not love the person that I am, help me to remember the qualities I possess that do good for Your world.

For our weaknesses are not Your mistakes, but opportunities for us to grow humble and be accepting of all abilities.

When I have fear and hide from the challenges You set forth for me, help me to remember that You have confidently asked me to do so.

For nothing You put us to is beyond our reach of success.

When I trust my own understandings more and try to firmly grip all of life's situations, help me to remember that it is You who paves our path with both trying and gratifying times.

For we will not realize Your reasoning at first, but will be blessed with bounteous wisdom and strength at the end.

When I drift off my path of faith, help me to remember those who have been lost, but are now found.

For the humble and righteous do stumble, but they will not fall.

Amen.

Prayer by Donna DiCristofaro, St. Raphael.

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UNIT SECRETARY - Diane Mulvale
RECEPTIONIST - Tracey Weir

secretary@elemdp.com
receptionist@elemdp.com

EDITORIAL POLICY

The DP Element is the voice of the Dufferin-Peel (OECA) Elementary Unit. Members' submissions are encouraged. Submissions must be keeping with the aims and objectives of the Unit. Final approval of articles rests with the Editorial Board. Please direct suggestions or comments to the Unit.

OECA DPEU 2018 IMPORTANT DATES

May 10 - Unit Elections

May 16 - Association Reps' Meeting

May 24 - Appreciation Dinner

June 11 - PA Day Assess/Evaluation Term 2

June 29 - Last Day of School

For more information and an up-to-date calendar, please visit the Unit website at www.elemdp.com.

Dufferin-Peel (OECA) Elementary's 2018 AGM Delegation





President's Report

Rose Procopio - president@elemdp.com

UNIT ELECTIONS

On Thursday, May 10, 2018, the Unit Elections will be held at the Capitol Banquet Centre at 4:30 p.m. I would like to thank everyone who put their name forward as a candidate for the 2018-2019 Unit Executive and for their continued leadership and advocacy to the members of our Unit and OECTA.

PENSION WORKSHOP/RETIREMENT/RESIGNATION (Letter of Understanding #19)

On Saturday, April 14, 2018, the Unit held a pension workshop for members who may be thinking of retiring at the end of this school year and/or for those members wishing to become more informed about the teacher pension.

The workshop was a great success and there were over 300 Dufferin-Peel OECTA (Secondary, Elementary and Occasional) members present.

If you are retiring, teachers are reminded to review the **Letter of Understanding #19** in the Elementary Teachers' Collective Agreement 2017-2019. For reference, please see the outlined process below.

LETTER OF UNDERSTANDING NO. 19

Whereas it is the common goal of the Board and Dufferin-Peel (OECTA) to provide the best possible Catholic education for the children of this community, Teachers are asked, where possible to provide, a minimum of thirty (30) days written notice of their intention to resign to the Superintendent of Human Resources & Employee Relations. Nothing herein prevents an employee and the Board from mutually agreeing to the employee's resignation at any time.

Should you require additional information, please contact the Unit office.

EARNED LEAVE

For those members wishing to access the Earned Leave days, please be aware that as per Part A, Central Terms, of the Elementary Teachers' Collective Agreement, 2017-2019, Article 8.12: **Teachers requesting to schedule the leave day(s) shall provide at least twenty (20) calendar days' written notice of the requested days.**

In addition to providing the Board with at least twenty (20) calendar days' notice, members are required to complete the 'Earned Leave Plan' form found on the DP24 site.

For further information, members are encouraged to read **Article 8, Part A of the Elementary Teachers' Collective Agreement, 2017-2019 and/or contact the Unit office.**

LEGISLATION

The new Bargaining Unit and Unit Bylaws were approved at the Legislation General Meeting on Monday, February 12, 2018. The approved Bylaw changes have been forwarded to the Provincial Executive for approval prior to the printing of the new Bylaws booklets. Once approved by the Provincial office, the Unit will print the booklets for the new school year and post it on the Unit's website.

PROVINCIAL ELECTION

As we gear up for the Thursday, June 7, 2018 provincial election, the Unit would like to encourage you to follow the issues and platforms of all the major political parties.

Educators have enjoyed stability and labour peace for a number of years. As teachers and educators we must be extremely vigilant and informed on the parties' platforms.

It is a right and a privilege that we as Canadian citizens have to exercise our vote. You are encouraged to exercise your right to vote on Thursday, June 7, 2018 and to become politically involved.

**Reminder:
Dufferin-Peel (OECTA)
Elementary General Meeting (Elections)**

Thursday, May 10, 2018
4:30 p.m.

Capitol Banquet Centre
6435 Dixie Rd, Mississauga
(Dixie and Courtney Park)



Acting First Vice President's Report

Sandra Vukosich - firstvp@elemdp.com



Professional Development Sessions

This year, the Unit hosted five workshops to members for Professional Development. The first workshop, **Teaching Combined Grades**, focused on how to deal with the stress of teaching a combined grade by working on practical ideas on how to plan for two grades. The workshop also provided teachers with an opportunity to discover links between grades and introduced them to resources available for their support.

Getting Ready for the Job Interview was the second workshop. It focused on key elements to help teachers prepare for the interview process. The presenter shared tips for creating an effective cover letter and resume as well as how to effectively respond to interview questions.

The third workshop was for **Beginning Teachers**. Interwoven into the day was a session on **Classroom Management**. This workshop helped provide practical ideas for improving management through classroom organization, effective planning, teaching practices, and community building.

The final workshop was **The Beauty of French Culture**. This workshop helped teachers bring the French language and culture alive through the use of stories, music, art, and even Youtube videos.

The feedback for the workshops has been very positive and the Unit is looking forward to hosting more sessions next year.

Young Authors

A heartfelt thank you to all the Reps and members who participated in the Young Author's contest. The Unit would also like to say a special thanks the Selection Committee, who read through all 41 of the excellent submissions. The Local Unit did forward 12 entries in the various categories to the provincial level. Congratulations to the local level winners from **St. Basil, St. Elizabeth Seaton, St. Gerard, St. Hilary, St. Stephen, Father Francis McSpirit, St. Gregory, St. Rose of Lima, and St. Nicholas**. The provincial level winners will be officially announced in June.

Summer Institute Subsidy

The Local Unit has a long history of funding SI for our teachers, and we will continue to support the funding this year. SI have been a very positive professional development experience for our members in Dufferin-Peel. As in previous years, funding of \$50/day with a 3-day limit per member will be allocated to a maximum of 30 applicants. Members should apply early to secure your funding.

Communication Officer's Report

Michael Schaus - communications@elemdp.com



Follow us by @elemdp for information from the Unit, interesting news related to education, and tweets about the great work teachers in Dufferin-Peel do every day. Along with our Facebook page (search "Dufferin-Peel OECTA Elementary Unit" on Facebook) and our website (www.elemdp.com), we are continuing to grow with new and convenient ways to communicate with members.

As always, please be sure to update the Unit with any changes to your contact information, especially your personal email, so we can always keep you informed.



Health and Safety Advisor's Report

Deborah Hart - hsadvisor@elemdp.com



Spring, will it ever arrive in Ontario? As I sit to write this, we are just coming out of a spring ice storm and many of our schools are dealing with major leaks and subsequent repairs (please be assured that ceiling tiles DO NOT contain asbestos).

Hopefully, by the time you read this, we will be soaking up the sunshine and enjoying the warmer temperatures.

With spring, comes the risks associated with sun exposure, allergies, heat issues, and other hazards to avoid while on yard duty. Be sure to protect yourself from these risks as best you can.

If you or your students have insect allergies, and if classroom windows have missing or ripped screens, be sure to request replacement of these using a GF-395 form.

March saw many of our schools blitzed by the local fire authorities looking for compliance to the Fire Code. Attached for your information is a link to a quick reference of the Ontario Fire Code.

<https://goo.gl/RvgTDh>

Stay safe,
Deborah Hart

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Acting Membership Assistance Officer's Report

Heather Gremmen - mao@elemdp.com

Return to Work Meetings

Under the Central Terms of the elementary teachers' Collective Agreement (**Article 4.6.2**), Teachers returning to work after an extended medical leave shall have a Return-to-Work Meeting prior to returning to active employment. Members are encouraged to contact the Unit Office for information and to arrange a Return-to-Work meeting.

Medical Accommodations

Teachers seeking medical accommodations in the workplace are required to provide medical documentation of their limitations and/or restrictions (Article 4.6.2-Central Terms). Please contact the Unit Office for assistance.

Maternity and Parental Leave

During the first 15 weeks of maternity leave, parents may decide if they will take the standard (35 week) or extended (61 week) parental leave.

However, once parental benefits have started, the parents' choice of standard or extended benefits is irrevocable.

It is important to note that the information provided to E.I. and the Board must align for parental benefits to begin. Should you change your mind from what you originally submitted on the Board's GF323 leave form, you must contact the Board so an amended Record of Employment (ROE) may be generated for E.I. to process your claim. **Remember, changes may only occur during the first 15 weeks of maternity leave.**

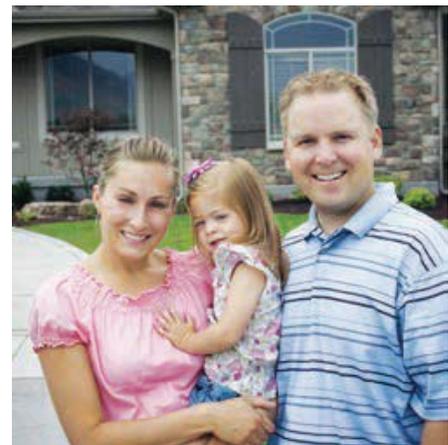
Maternity/Parental Workshops

This year, the DP Elementary Unit hosted three well attended Maternity/Parental Leave workshops in the fall, winter and spring. As there have been changes to our benefits, the Employment Standards Act, and the Employment Insurance, next year's prospective parents are encouraged to attend one of the workshops even if it's not their first child. We will again be offering workshops in the fall, winter and spring.

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Teacher Welfare Officer's Report

Mario Zarkovic - two@elemdp.com

Transfer Policies and Procedures for Teachers

A copy of the **Transfer Policies and Procedures for Teachers** booklet can be accessed on the Board's DP24 site.

Please also refer to **Article 23 – Transfer and Posting** found in Part B of the Collective Agreement.

Important Dates Remaining:

May 9 – Posting # 2

May 11 – Deadline to Apply (4:30 p.m.)

May 22 – Principals advise staff via email of any anticipated vacancies.
Teachers indicate interest within 24 hours.

May 28 – Posting # 3

May 30 – Deadline to apply (4:30 p.m.)

June 19 – Posting # 4 (Board-wide)

June 21 – Deadline to apply (4:30 p.m.)

Placement of Surplus Teachers:

June 8 – Surplus teachers receive electronic list of vacancies

June 12 – Deadline for surplus teachers to submit placement preferences
Placements done in order of seniority

Until August 31 –

Teachers who were declared surplus shall have first right of recall, in order of seniority, to their previous school/location until August 31 of the same school year should a position for which they are qualified become available at that school/location.

FTE Assignment Request Form:

Refer to page 14 of the **Transfer Policies and Procedures for Teachers** booklet for the form.

June 1 – Deadline to submit Part-time/Full-time Assignment Request Form

June 5 – Confirmation of receipt of form via Board email

After June 28 – Vacancies offered in order of seniority

In order to be eligible to apply to postings, teachers must:

- 1) Have completed their probationary period prior to assuming the position
- 2) Have two years' experience (two **complete** school years, may include up to one-year leave) in the current school and/or position prior to assuming the position
- 3) Hold the required qualification(s) of the posting **at the time of application**

Surplus and Part-time teachers who meet the above requirements are eligible to apply to postings.

Refer to **GF 311 – OECTA Application for Published Openings** found on page 12 of the **Transfer Policies and Procedures for Teachers** booklet in order to apply to postings.

For postings, the five most senior qualified applicants shall be identified for each vacancy and will be interviewed by the principal of the school at which the vacancy exists.

The vacancy shall be offered to one of the five applicants by email.

If less than five qualified teachers apply to the vacancy, all of the qualified applicants shall be interviewed, and the vacancy shall be offered to one of the applicants. It is understood that if there is only one applicant, the position shall be offered to that applicant.

A teacher who is offered a position shall provide a response to the offer, by email, no later than 4:30 p.m. on the school day following the offer being made.

Interviewing the five most senior qualified applicants does not apply to the following:

- 1) New School Openings – initial 50% of anticipated openings
- 2) Coordinator or Consultant postings
- 3) Special Assignment Teachers, Reading Recovery Teachers, and any other Ministry-funded term positions
- 4) Special Education postings

Please contact the Unit Office should you receive a revised teaching assignment from your administrator. Although rare, there are occasions in which a decline in school enrollment may result in the need to edit the school's organizational model.

Let's Celebrate Spring...

Dufferin-Peel (OECTA) Elementary Unit

Cordially invites all members to an

OPEN HOUSE

Monday, May 28, 2018

4:30 p.m. to 7:00 p.m.

All Dufferin-Peel (OECTA) Elementary Members are welcome to join us for some **fun, food** and **prizes!**

Location:

DPEU – Auditorium
6435 Edwards Blvd.
Mississauga, ON

If you are planning on attending kindly R.S.V.P. to the Unit office by emailing your name and school to secretary@elemdp.com by Friday, May 11, 2018.

DUFFERIN-PEEL (OECTA)

