

While the priority of 2008-2009 was collective bargaining, the focus of 2009-2010 will be enforcing the Collective Agreement. The main challenge for the Simcoe County Elementary Teachers' Federation will be to ensure that the SCDSB and every principal fully honours their obligations under the new Collective Agreement and completely implements the agreed upon improvements in working conditions. We all must be diligent in ensuring the Collective Agreement is followed. Provisions that represent improvements in working conditions will only be realized in practice if members demand that they are adhered to. Any violations and potential violations of the Collective Agreement need to be reported immediately to the SCETF Office so that action can be taken including filing a possible grievance. This is necessary to ensure that we move forward with improved working conditions and are not taking any steps backwards since it will be four years until we are back at the bargaining table again.



**Janet Bigham
President**

It was only a few short years ago that many of our SCETF Members saw supervision time exceeding 200 minutes per week. Through the hard work of collective bargaining and member solidarity, we now have a hard cap on supervision at 80-minutes per week. Many members remember a time when teachers did not receive any planning time and through the resolve of our membership we have seen increases to our current level of 210 minutes per five days. Together we must work to protect the rights we have achieved through collective bargaining and not tolerate any infractions of our Collective Agreement.

Each SCETF Member is asked to check their timetable to ensure the proper amount of preparation time and supervision has been assigned. A full-time teacher has 210 minutes of preparation time per week – 200 minutes within a 5 day cycle and the additional 10 minutes per 5 day cycle may be aggregated to provide meaningful blocks of preparation time each 20 consecutive days. Preparation time shall be used as determined by the teacher. If a principal requests that you use your preparation time for anything other than covering for an absent teacher, you have the right to use your professional discretion. You may choose to attend the requested meeting or complete the requested task, or you may

want to use your preparation time for something else, such as preparing for your next class. If you choose not to honour the principal's request and are threatened with discipline, please contact the SCETF Office immediately. You will have the full support of the Local and Provincial Offices. The maximum amount of supervision minutes for a 1.0 FTE teacher is 80-minutes per week even during inclement weather. Any member not assigned the proper amounts of preparation time and supervision duty needs to contact the SCETF Office immediately.

The October 23rd, PD Day was a day devoted for assessment and report card writing. In 2010-2011, two PD Days will be used solely for assessment and report card writing. Finally, the government recognizes that report card writing is part of our role as a teacher and has assigned two days for this purpose. This is one step in Closing the Gap between the working conditions of elementary and secondary teachers.

Some of the highlights of the 2008-2012 Collective Agreement include the following:

- A revised spring staff process that will permit teacher initiated one-for-one transfers. The revised spring staffing process will be a more transparent process that hopefully results in more movement within the Board;
- Staffing language for when a school is closed;
- Improved language for staffing a new school;
- Improved language in regards to personnel records and the length of time a disciplinary record will remain in a teacher's personnel record;
- Improved language on when a principal may initiate an out-of-cycle Teacher Performance Appraisal.

Article 19 of the Collective Agreement addresses ABSENCES. Accumulated sick leave is used to cover absences due to illness. Absences will be reported through SCARRI. There is no requirement to call and/or email the principal. This was acknowledged by the Board as a means of solving a grievance that was filed by SCETF on the new Absence Reporting Procedures that were implemented in September, 2009. As well, Article 19.01 lists eight acceptable uses of sick leave to cover an absence. Please become familiar with this article.

continued on bottom of page 4

president continued from page 2

The Board can request a doctor's note when you have been absent for three consecutive days or five days in the same school year. The note does not have to state the specific medical reason why you were absent and/or contain any confidential personal medical information including disclosure of the details of your treatment plan. SCETF Members are able to write their own note stating the reason for an absence (Article 19.02).

A copy of the 2008-2012 Collective Agreement is available at www.scetf.org or a hard copy can be reserved by contacting the SCETF Office.

Your released officers have been completing school visits this autumn and look forward to visiting all schools. Please call the SCETF Office to schedule a school visit. If at any time an additional visit is required, do not hesitate to call.

I look forward to working with the SCETF Membership to ensure that the Collective Agreement is enforced and that members see real improvements in their working conditions. If you have any questions or concerns, please call the SCETF Office at 728-2888 or by email at janet@scetf.org.