



Newsletter

ETFO Thames Valley Teacher Local

Volume 10, Number 2, June 29, 2023

Colleagues and Friends,

As we come to the end of the 2022-2023 school year, we reflect on a year full of challenges, prepare for a well-deserved summer break, and carry on in the hope that the 2023-2024 school year will finally be a good one.

Once again, Teachers have been challenged and stretched to the limit and beyond.

Once again, Teachers have risen to the occasion, made it all work as best we can, and discharged our collective duties with individual determination, grace, and consummate professionalism.

Thank you.

Stay well and enjoy a safe and peaceful summer break.

In Solidarity,

Craig Smith, President



Craig Smith, President

ETFO THAMES VALLEY TEACHER LOCAL
2911 BATEMAN TRAIL, LONDON, ONTARIO N6L 0A6

PHONE: (519) 474-3150 FAX: (519) 474-3664

E-mail: etfotvtl@etfothamesvalley.com Website: www.etfothamesvalley.com

Chief Negotiator/Grievance Officer Report

It has been a long couple of years with many challenges, but finally the 2022-2023 school year has come to an end. During these most challenging times, you have risen to each and every challenge that we as Teachers have faced. I am incredibly proud of the professionalism demonstrated by each and every ETFO Thames Valley Teacher Local Member and it is an honour and privilege to work on your behalf as the Chief Negotiator/Grievance Officer.

As you may be aware, the Local has been working diligently with the ETFO TVTL Collective Bargaining Committee in preparation for Local Bargaining. In early September, the Collective Bargaining Table Team in consultation with the Collective Bargaining Committee created a concept document that outlined the priorities for Local negotiations. The Preliminary Submission was presented to the membership at an All Members Meeting on February 16, 2023. With 100% approval, the membership overwhelmingly supported the Preliminary Submission. Our focus within this round of bargaining is to work jointly with the Thames Valley District School Board to create a Positive and Healthy Work Environment and to Improve our Working and Learning Conditions. Those are the priorities of the Local. The expectation is for the Thames Valley District School Board to engage in meaningful conversations with the Union to negotiate a fair Collective Agreement that supports Elementary Teachers and addresses working conditions. Local Bargaining commenced April 25 and to date we have met five times with the employer. The Local will keep Teachers informed regarding progress at the Local Bargaining table in a clear, concise and timely manner.

Your Collective Agreement outlines the terms of your employment with the Thames Valley District School Board.

Please contact the Local if you have any questions or concerns regarding any aspect of the Collective Agreement.

From my family to yours, enjoy a well-deserved summer break.

Mark MacLeod, Chief Negotiator / Grievance Officer

Little-known facts about seasonal property insurance



There's nothing like a relaxing getaway at the cottage by the lake or the cabin in the woods. More than just bricks and mortar, your seasonal property is the keeper of cherished memories. Read on to learn some little-known facts about seasonal property insurance coverage.

Read more at: www.otip.com/article167

LTD Termination

LTD premiums are automatically deducted from your pay cheque unless you qualify to have these premium deductions terminated. Please note, these deductions will stop upon your retirement as you will no longer have a pay cheque from the Board, from which they can be deducted. However, there are two scenarios under which you may qualify to have these premium deductions cease prior to your retirement.

The deductions can be terminated if;

1. you are eligible for a 60% unreduced pension (30 credit years of teaching experience) or
2. you have reached the end of the month in which you turn 65 years old.

If you believe you qualify for either scenario above, prior to your retirement, an application for LTD termination can be located on the ETFO Thames Valley website by clicking on "resources" and then "retirement". This application when completed, along with all required associated paperwork, can be emailed to dnapier@etfothamesvalley.com.

If you are retiring and do not fall into one of these two scenarios, your LTD premiums will cease automatically and therefore you need not complete any paperwork in this regard. Simply enjoy your upcoming well-deserved retirement.

Congratulations!

Dale Napier, Vice President

Professional Opportunities and Personal Wellness

The Local is pleased to report that all the funds for Professional Opportunities and Personal Wellness were able to be accessed by Teachers this year. Teachers were able to access Self-Directed days for individual Professional Learning Opportunities as well as funds to assist with courses, workshops, resources and other professional supports. The Personal Wellness funds were used by Teachers for memberships, personal training, fitness equipment and wellness sessions.

We are planning a review of this pilot project and look forward to offering similar opportunities in the 2023-2024 school year.

Jennifer Hillner, Vice President

Leadership Roles

Regularly and incorrectly certain teaching staff positions are labelled as 'Leadership Roles'. This labelling is divisive and misleading. All ETFO positions are equal. The use of the term Leadership Position is meant to create an illusion of a hierarchy where there is none.

As Peter Drucker, famed management consultant, educator, and author, said, "*Leadership is an action, not a position.*" All teaching positions have the potential for leadership. Leadership is what you do with the position you have.

For those who wish to explore leadership positions, consider coaching a team or club, leading a school event, being the Teacher representative on parent council, mentoring a new Teacher or being an associate Teacher. The possibilities of leadership through teaching are only limited to the imagination.

Perhaps one of the best leadership positions available for Teachers is the role of ETFO Steward. This position requires people skills, problem-solving, commitment and a passion for teaching. It is a position that allows for the development of networks with other dedicated Teachers from across the Local.

It is no wonder that many celebrated Teachers and Principals have been school Stewards during their educational careers.

Whatever your goals in your career, the Local thanks you for what you do for our profession on a daily basis.

Scott Hardie, Vice President

School Visits Reflection

The Local Officers made it a priority to visit many school sites this year. It was rewarding connecting with and hearing from our fellow ETFO Members. A common theme that arose during our visits was school culture. We saw the continuum from vibrant to toxic school cultures. Here are a few similarities among school cultures.

Positive School Culture

- Student and Learning Focused
- Teachers supporting Teachers – a team approach
- A supportive Principal with an open-door policy
- Respect for Teacher's professionalism and time
- Positive, yet progressive supports when dealing with student behaviour
- A celebration of the diversity of Teacher strengths, goals and passions within the school

Toxic School Culture

- Data Driven
- A perceived hierarchy among teaching staff
- Micro-managing Principal
- Regular requests on Teacher's time
- No plans for supporting student behaviour
- An attempt to fit all Teachers into the same mold, with the same goals.

Take a moment to reflect on where you think your school is. What can be done to improve it? The beginning of the school year is an excellent opportunity for professional conversations at staff meetings to make your school a better place. Your Local is available to support all Members.

Scott Hardie, Vice President

Wellness for the Summer and Beyond

The 2022-2023 school year saw Teachers face many challenges and work tirelessly to overcome them, all to the benefit of our education system. As a result, Teachers deserve time for rest and relaxation throughout the upcoming summer. This rest and relaxation can come with a need to focus on our physical and mental health.

The Employee and Family Assistance program (EFAP) offered through "Lifeworks" provides some excellent programs and resources to help Teachers and their families access proactive support for their well-being.

Many different types of assistance are available including but, not limited to: achieving well-being, managing relationships with family, dealing with workplace challenges, tackling addictions, finding child and elder care resources, getting legal advice, and receiving financial guidance

To access these opportunities for wellness you can call Lifeworks at 1-844-958-5105 or reach that via tvdsb.lifeworks.com.

Please enjoy your summer.

Take care of yourself, your health, and your family.

Dale Napier, Vice President

7 road trips in Ontario you have to take before summer ends



In Canada, we cherish the long awaited summertime. Ontario has many experiences to offer, and with just a few short months of warm weather, road trips are essential. That's why we've compiled a list of the best road trips in Ontario to soak up the sights.

Read more at: www.otip.com/article166

Advice to ETFO Members

Members must always be vigilant to maintain their professionalism at all times, whether dealing with students or parents. Unfortunately, we can find ourselves in situations requiring Legal Assistance due to allegations made against us to either the Police or Children's Aid Society (CAS). If you have been notified that the Police or CAS is investigating an allegation against you, contact your Federation. In addition:

- Do not participate in or consent to an interview;
- Make no statement to anyone regarding the allegation/charges;
- Say "I am willing to cooperate but I am unable to comment until I contact the Federation and legal counsel;"
- Call ETFO Professional Relations and ask to speak with the PRS Duty Officer (1-888-838-3836); state that your call is urgent.

The Local Released Office supports the parameters associated with the school board, however, it is important that you have legal representation at these meetings with outside agencies to ensure that your rights are upheld.

It is also important to note that if you are asked by your Administration to attend a meeting at school with Union Representation, that your representation at these meetings must be from the Local office and not your Workplace Steward. If you are asked to attend such a meeting, please contact the Local office to set up a mutually convenient time to meet (519-474-3150 – ask to speak with the Duty Officer).

Michael Thomas, First Vice President

TPA and NTIP

Hopefully TPAs and NTIP TPAs were able to get back on track and caught up during this school year. The Local will continue to support Members who are experiencing difficulty with the TPA process.

The new cycle for TPAs will begin in the fall. If 2023-2024 is your evaluation year you will be notified by October 10.

Jennifer Hillner, Vice President

On September 8, 2022, Her Majesty Queen Elizabeth II died. On September 12, 2023, a letter of condolence was sent to His Majesty King Charles III on behalf of the Members of the Thames Valley Teacher Local. Below is a copy of that letter, and the response from Buckingham Palace.



ETFO THAMES VALLEY TEACHER LOCAL

2911 Bateman Trail
Telephone: (519) 474-3150 / Fax: (519) 474-3664
Website: www.etfothamesvalley.com
E-mail: etfotvtl@etfothamesvalley.com

September 12, 2022

HM King Charles III
Buckingham Palace
London, England
United Kingdom
SW1A 1AA

Sir,

On behalf of Elementary Teachers employed by the Thames Valley District School Board in London, Ontario, Canada, I send to Your Majesty our deepest and heartfelt condolences.

We mourn the passing of Her Majesty Queen Elizabeth II.

Her Majesty had a strong sense of personal commitment, public duty, and a profound fondness for Canada and Canadians.

During Her Majesty's long reign, she dedicated her life to the throne, to the realm, and to her people.

Her Majesty will be missed.

I have the honour to be, Sir, your humble and obedient servant,

Craig Smith

President

Elementary Teachers' Federation of Ontario Thames Valley Teacher Local



It was so very kind of you to send me such a wonderfully generous message following the death of my beloved mother. Your most thoughtful words are enormously comforting, and I cannot tell you how deeply they are appreciated at this time of immense sorrow.

ETFO Membership Profile

- All Members are requested to log on to the Local's website (www.etfothamesvalley.com), to update their profiles (name, mailing address, contact information and professional information).
- To access your profile, log in under ETFO Secure Login using your ETFO membership number and password.
- In your account, be sure to indicate your personal e-mail address and to calculate your preparation time and supervision time accurately when completing the Professional Information section.
- The Local has to ensure that the articles of the Collective Agreement are being adhered to and ensure that any discrepancies are addressed as soon as possible. If you have any questions or concerns, please contact the Local office.

Congratulations!

President's Award

*Brent Dixon, Byron Northview P.S.
Kevin Durocher*

Local Honorary Life Award

*Susan Ansara
David Clegg
Ruth Dawson
Nora Hentz
Glenda Manzi
Nancy Scala*

Health and Safety Activist Award

Marnie Meloche, Glen Cairn P.S.

Workplace Stewards' Award

*Jamie McElrea, Mountsfield P.S.
Melissa Pearce, Forest Park P.S.
Ryley Fletcher, Lord Nelson P.S.
Kate Pennycook-White, Kensal Park F.I. P.S.*

Reminder

ETFO Thames Valley Teacher Local requires the names of the Workplace Stewards/Alternates and Health and Safety Representatives for the 2023 - 2024 school year.

Please submit the names and personal emails to etfotvtl@etfothamesvalley.com

Upcoming Events

**The following events are scheduled.
Advance registration will be required.**
(these dates may be subject to change)

July 23, 2023

- Pride Parade, London

July and August 2023

- Summer Academy Courses

(Register through the Provincial website)

August 14-17, 2023

- Federation Annual Meeting

Summer Office Hours

ETFO Thames Valley Teacher Local office will close at **4:00 p.m. on Friday, June 30, 2023** and will reopen at **8:15 a.m. on Tuesday, September 5, 2023.**

Emergency assistance will be available through the ETFO Provincial office (1-888-838-3836). They will only be responding to critical legal matters.

Regular Office Hours

Monday through Thursday, 8:15 a.m. until 4:30 p.m. Friday, 8:00 a.m. until 4:00 p.m.



2022 – 2023 Executive



President

Craig Smith

e-mail: csmith@etfothamesvalley.com

ext. 227

Twitter: @etfopresident6



First Vice President

Michael Thomas

e-mail: mthomas@etfothamesvalley.com

ext. 232



Vice President

Scott Hardie

e-mail: shardie@etfothamesvalley.com

ext. 233



Vice President

Jennifer Hillner

e-mail: jhillner@etfothamesvalley.com

ext. 228



Vice President

Dale Napier

e-mail: dnapier@etfothamesvalley.com

ext. 229



Chief Negotiator/Grievance Officer

Mark MacLeod

e-mail: mmacleod@etfothamesvalley.com

ext. 230

Twitter: @markdmacleod11

Treasurer

Debbie Paulger

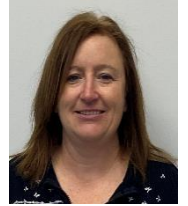


Recording Secretary

Marnie Meloche



Alia Awaysheh



Jodie Bradburn



Karyn Harris-Paschink



Marc Hodgkinson



Brent Kelders



Jarod Parlee



Lara Shanley



Amanda Short



Maria Vieira



Amber Yerema