



ADETFO INFO

April 2014

PRESIDENT'S MESSAGE...



If you travelled on the March Break you likely had the opportunity to observe some very different working conditions. As Canadians, we value workers' rights, safety and quality of life. One cannot question the role that unions have played in elevating the living standards of all working people. Minimum wage, pay equity, maternity leave, workplace safety, paid vacation time and pensions are just a few examples of the work of trade unions. There has never before been a more alarming threat than what PC Leader Tim Hudak has in store for workers in Ontario. By now, you should have received the ETFO brochure "What's the Biggest Threat to Better Schools in Ontario?" This resource along with campaigns such as "Together Fairness Works" and Regional Political Action Training Sessions (April 12th in Sudbury) will give you the tools to actively engage in campaigns to help family, friends, neighbours and all workers understand the threat that Hudak's plans pose for every worker in Ontario, unionized or not. Visit the ETFO, OFL and CLC websites frequently to stay informed as a Spring Election is looming. Canada's labour movement is not just about decent jobs; it's about a better life for everyone. American style laws that would destroy collective bargaining, divide our membership and workforce, lower wages, weaken voices and workers' rights is not a good plan for Ontario.

In Solidarity,
Kelly

ADETFO Donations:

\$150 ~ Easter Seals Telethon

'Tis The Season For Staffing:

The Staffing Process (simplified!)

EXCESS AND SURPLUS – Principals will be informed of the final school organization and will identify excess (minimum of 5% of members) and surplus staff **prior to April 15th, 2014.**

SCHOOL COMMITTEES (form committees early this year)

School Committees (Principal, Vice-Principal, Steward and a max. of 2 other teachers elected from staff) will meet to review and discuss staff assignments. The principal will inform the Committee of final assignments prior to making a formal announcement to staff. *The Education Act gives the Principal final authority for staffing the school.

SPECIAL POSITIONS (step 3) - will be posted for 5 days ie.SERT, LSL. ****Competition based.** (See pg. 28 of the collective agreement for the full list.)

STAFFING CALLS WILL BE MADE: April 16 & 17th. (p.m.)

(Based on seniority and qualifications.)

PLEASE NOTE : If you will not be at your school/worksite that day--ALTERNATE PHONE NUMBERS MUST BE PROVIDED TO PRINCIPALS, BRENDA O'NEILL AND KELLY HOLLEY.

- LEAVE RETURNS
- SURPLUS
- BOARD INITIATED TRANSFERS
- PART TIME TO FULL (and vice versa)
- TRANSFER REQUESTS

FIRST GENERAL POSTING – competition based and open to ALL contract members. *****Interviews will be held where warranted.**

SECOND GENERAL POSITING – competition based and open to ALL contract members.

*****Interviews will be held where warranted.**

THESE STEPS NEED TO BE COMPLETED BY MAY 20TH.

****Note: The Board shall place excess members to the system into vacant positions within the system on the basis of seniority and qualifications.**

YOUR PD FUNDS AT WORK:

I would like to send my sincere appreciation to the ADETFO PD Committee for supporting my professional development to become a certified Hanen trainer. Hanen (Centre) is a Canadian not-for-profit organization committed to empowering educators to foster the early language and social communication development of young children. I regularly draw on specific Hanen strategies for working with students with language delays, students with Autism requiring social language development, and to support teachers who work with early language learners exhibiting language gaps. I am eager to answer any questions regarding practical strategies for your students; email me at Tarentorus mackene@adsb.on.ca. Eva McKenna



The completion of the EQAO teacher questionnaire is now voluntary, including those teaching grades 3 and 6.

It is ETFO's position that members not volunteer to complete the EQAO teacher questionnaire that is distributed as part of the EQAO administration process. EQAO offers a questionnaire to all (K-8) teachers. The questionnaire collects information about teacher background, use of instructional resources, communication with parents, and use of school-based testing data. The use of the questionnaire represents an unnecessary expansion of the EQAO testing regime and additional workload for members.

Members are advised **NOT** to complete the EQAO teacher questionnaire.

CALL FOR ADETFO COMMITTEE APPLICATIONS:

ADETFO Committees: As per policy: there shall be no more than 4 members per committee and no less than 3 members to be considered an active committee.

- Awards
- French as a Second Language (F.S.L)
- New Members
- Professional Development (P.D.)
- Status of Women
- Early Years
- Health, Wellness & Safety
- Political Action
- Social Justice & Equity
- Special Education
- Elections

A reminder to all present committee members:

Members serving on committees **must RE-APPLY** indicating their interest to continue.

Members wishing to become actively involved in any of the committees listed above are encouraged to apply.

The term for each committee is two years. Committee applications will be in all schools/worksites on/or before **May 1, 2013.**

2014 ADETFO ANNUAL MEETING

You are invited to the ADETFO Annual Meeting:



WHEN: Wednesday, May 28, 2014

WHERE: Comfort Suites & Conference Centre

TIME: 6:00 p.m. ~ 8:00 p.m.

Watch your ADETFO bulletin board for further details coming soon!

Dates to Remember: Mark your Calendars!

- Easter Break ~ Apr.18-21
- Deadline for amendments to Local office ~ Apr. 22
- Local Elections ~ Apr. 23
- Administrative Professionals' Day ~ Apr. 24
- Amendments to Local Constitution to Executive ~ Apr. 28
- Reports to be submitted by ADETFO Committee Chairs for Annual Report ~ Apr. 30
- Rep. Council Toronto ~ Apr. 30-May 1 ~ Kelly & Doug attending)
- Amendments to Local Constitution published ~ May 12
- Local CB Meeting ~ May 15-16
- Victoria Day ~ May 20
- Staffing Deadline ~ May 20
- Executive Planning Session in Sudbury ADETFO and Rainbow Locals ~ May 23-24
- Algoma Local Annual Meeting ~ May 28 - 6:00 p.m.
- Deadline for Committee Applications ~ May 30
- PA Day ~ Report Cards ~ Jun. 13
- ADETFO Sault Unit Retirement Dinners ~ Jun.16
- Last Day of School ~ Jun. 27
- ETFO AGM ~ Aug. 11-14

ADETFO's 2013-2014 Retirees to-date:

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|------------------------------------|----------------------------------|
| 1. Bonnie Lloyd, Ben. R. McMullin | 10. Michelle Juuti, Esten Park |
| 2. Pat Smith-Niblett, Kiwedin | 11. Diane Solomon, Esten Park |
| 3. Veronica Cinelli, Kiwedin | 12. Gladys Sanchez, Central Ave. |
| 4. Mark Hopfgartner, Kiwedin | 13. Maria Gallo, Echo Bay |
| 5. Kathy Babyowski, Anna McCrea | |
| 6. Kim Carter, Superior Heights | |
| 7. Christine Kitzman, R. M. Moore | |
| 8. Diane Jarrett, Parkland | |
| 9. Randy Butcher, Northern Heights | |



Congratulation to Lee Mason, Arthur Henderson P.S. winner of the first Tim's card for following Kelly Holley, President, on Twitter for information and updates.

Remember, that this is a monthly draw, so continue to follow and good luck!