

C.B.C.

2007 – 2008

COLLECTIVE BARGAINING COMMITTEE



O.E.C.T.A. HALTON ELEMENTARY TEACHERS

FLYER

3

DATE: **Sept 25, 2008**

**Teacher Concerns
Instruction Day**

TEACHER CONCERNS

- #1. THE LUNCH HOUR DIVIDES A DAY IN HALF AT EACH SCHOOL REGARDLESS IF THE A.M. = P.M. IN MINUTES WORKED. HISTORICALLY, AND SUPPORTED IN ARBITRATIONS, THE A.M. IS LONGER THAN THE P.M., AT MOST SITES.
- #2. PLANNING TIME IS 200 MINUTES PER WEEK. THIS MUST APPEAR ON EVERY TIMETABLE DURING THE INSTRUCTIONAL DAY. AN INSTRUCTIONAL WEEK IS 1,500 MINUTES FOR AN ELEMENTARY TEACHER, INCLUSIVE OF YOUR 200 MINUTES PLANNING TIME (300 MINUTES OR FIVE (5) HOURS PER DAY).
..... SOURCE: (2004-2008 COLLECTIVE AGREEMENT) (BILL 160)
- ***SUBJECT TO INCREASE IN 2008-2012 COLLECTIVE AGREEMENT ***
- #3. STAFF MEETINGS:
- A) STAFF MEETINGS:
THE GENERAL GUIDELINE IS ONE (1) STAFF MEETING PER MONTH AND ONE (1) DIVISIONAL MEETING PER MONTH.
..... SOURCE: (LABOUR MANAGEMENT – JANUARY 25, 1999)
- B) STAFF MEETINGS:
SHOULD NOT EXCEED 1 ½ HOURS AFTER THE COMPLETION OF CLASSROOM INSTRUCTION
..... SOURCE: (BOARD POLICY II-4 (S))
- #4. MANDATORY TEACHER ATTENDANCE AT AFTER SCHOOL FUNCTIONS:
CERTAIN TASKS SUCH AS PARENT-TEACHER INTERVIEWS ARE MANDATORY BUT THAT A NUMBER OF OTHER ACTIVITIES SUCH AS SCHOOL RELATED SOCIAL FUNCTIONS ARE INVITATIONAL.
..... SOURCE: (LABOUR MANAGEMENT – NOVEMBER 26, 2001)
- #5. EVERY TEACHER SHALL HAVE FORTY (40) MINUTES OF UNINTERRUPTED LUNCH.
..... SOURCE: (2004-2008 COLLECTIVE AGREEMENT)
- #6. IF A TEACHER TRAVELS BETWEEN TWO (2) SCHOOLS OVER THE LUNCH PERIOD:
- A) THEY WILL HAVE NO LUNCH SUPERVISION AT EITHER SCHOOL.
- B) TRAVEL TIME WILL BE CONSIDERED AN ASSIGNED DUTY.
..... SOURCE: (2004-2008 COLLECTIVE AGREEMENT)

#7. BANKED PLANNING TIME:

- A) **A TEACHER MAY BANK ANY UNAVOIDABLE CANCELLATION OF PLANNING TIME.**
.... SOURCE: **(2004-2008 COLLECTIVE AGREEMENT)**
- B) **USE IT OR LOSE IT!!! WITHIN THE CURRENT SCHOOL YEAR. DON'T WAIT UNTIL JUNE! PAY BACK CAN BEGIN ANYTIME!**

*****EXCLUDING LITURGICAL CELEBRATIONS*****

#8. F.S.L. TEACHERS TEACH NO MORE THAN SIX (6) PERIODS OF FORTY (40) MINUTES A DAY OF FRENCH INSTRUCTION.

#9. WHO AND WHEN CAN YOU BE ASKED FOR A DOCTOR'S NOTE:

- 6.04 **THE EXECUTIVE OFFICER OF HUMAN RESOURCES MAY REQUEST A TEACHER TO SUBMIT A CERTIFICATE FROM A QUALIFIED MEDICAL DOCTOR OR DENTAL PRACTITIONER UPON HIS/HER RETURN FROM SICK LEAVE!**
..... SOURCE: **(2004-2008 COLLECTIVE AGREEMENT)**

#10. SALARY ADJUSTMENT

- 3.05 **THE TEACHER IS RESPONSIBLE TO REQUEST A SALARY ADJUSTMENT. KEEP THE BOARD AND Q.E.C.O. UPDATED WITH ANY COURSE WORK YOU HAVE COMPLETED.**
..... SOURCE: **(2004-2008 COLLECTIVE AGREEMENT)**

#11. L.T.D.

WHEN YOU ARE WITHIN THE NUMBER OF SICK DAYS IN YOUR SICK BANK (WORK DAYS) FROM YOUR "90 FACTOR" (AS VERIFIED IN WRITING FROM THE T.P.P.B.), REQUEST IN WRITING, TO HUMAN RESOURCES, TO HAVE YOUR L.T.D. PREMIUM DEDUCTIONS STOPPED, AS YOU WILL NOT BE ELIGIBLE TO RECEIVE L.T.D. BEYOND YOUR "90 FACTOR."
..... SOURCE: : **(SUN LIFE CONTRACT)**

#12. 2008-2010 COLLECTIVE AGREEMENT

UPON RATIFICATION, ALL "NEW NUMBERS" AND "CAPS" WILL BE IN FORCE JANUARY 1, 2009. ALL "SALARIES" AND "ALLOWANCES," WILL BE RETRO-ACTIVE BACK TO SEPTEMBER 1, 2008.

INSTRUCTIONAL DAY

REGULATION 298:

3. (1) THE LENGTH OF THE INSTRUCTIONAL PROGRAM OF EACH SCHOOL DAY FOR PUPILS OF COMPULSORY SCHOOL AGE SHALL BE NOT LESS THAN FIVE HOURS A DAY EXCLUDING RECESSES OR SCHEDULED INTERVALS BETWEEN CLASSES.

EDUCATION ACT:

- 170.2 (2) EVERY BOARD SHALL ENSURE THAT, IN THE AGGREGATE, ITS CLASSROOM TEACHERS IN ELEMENTARY SCHOOLS ARE ASSIGNED TO PROVIDE INSTRUCTION TO PUPILS FOR AN AVERAGE OF AT LEAST 1300 MINUTES (DURING THE INSTRUCTIONAL PROGRAM) FOR EACH PERIOD OF FIVE INSTRUCTIONAL DAYS DURING THE SCHOOL YEAR.

2002-2004 COLLECTIVE AGREEMENT:

- 18.03 (A) THE BOARD SHALL PROVIDE A MINIMUM AVERAGE PLANNING TIME PER SCHOOL FOR EVERY FULL TIME TEACHER OF TWO HUNDRED (200) MINUTES PER WEEK DURING THE INSTRUCTIONAL DAY. PLANNING TIME SHALL BE PRORATED FOR PART TIME TEACHERS.

LABOUR MANAGEMENT – NOVEMBER 25, 2002:

- ITEM #3. LENGTH OF SCHOOL DAY – DISCUSSION WAS HELD AROUND THE LENGTH OF THE SCHOOL DAY. THE DIRECTOR ADDRESSED THE ISSUE AND RE-ITERATED THAT THE 300 MINUTES OF INSTRUCTIONAL TIME IS NOT CHANGEABLE. MORNING BELL FOR START TIME IS NOT PART OF INSTRUCTIONAL TIME. THE DIRECTOR WILL REVIEW THIS ISSUE.

ONTARIO REGULATION 298 – OPERATION OF SCHOOLS, PAGE 313:

- S. 3. (7) EVERY BOARD SHALL DETERMINE THE PERIOD OF TIME DURING EACH SCHOOL DAY WHEN ITS SCHOOL BUILDINGS AND PLAYGROUNDS SHALL BE OPEN TO ITS PUPILS, BUT IN EVERY CASE THE BUILDINGS AND THE PLAYGROUNDS SHALL BE OPEN TO PUPILS DURING THE PERIOD BEGINNING FIFTEEN MINUTES BEFORE CLASSES BEGIN FOR THE DAY AND ENDING FIFTEEN MINUTES AFTER CLASSES END FOR THE DAY.

ONTARIO REGULATION 298 – OPERATION OF SCHOOLS, PAGE 325:

- S. 20 (m) IN ADDITION TO THE DUTIES ASSIGNED TO THE TEACHER UNDER THE ACT AND BY THE BOARD, A TEACHER SHALL, “UNLESS OTHERWISE ASSIGNED BY THE PRINCIPAL, BE PRESENT IN THE CLASSROOM OR TEACHING AREA AND ENSURE THAT THE CLASSROOM OR TEACHING AREA IS READY FOR THE RECEPTION OF PUPILS AT LEAST FIFTEEN MINUTES BEFORE THE COMMENCEMENT OF CLASSES IN THE SCHOOL IN THE MORNING AND, WHERE APPLICABLE, FIVE MINUTES BEFORE THE COMMENCEMENT OF CLASSES IN THE SCHOOL IN THE AFTERNOON.”