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TECT www.tect.org
OECTA www.catholicteachers.ca
Pension Board www.otpp.com

Toronto Elementary Catholic Teachers Executive

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Anthony Bellissimo	COUNCILLOR

President's Message

On behalf of the TECT Executive, I offer best wishes to all members and their loved ones. I hope that you had a wonderful Thanksgiving. Thank you for your efforts on behalf of publicly funded Catholic education. It is with great humility that I assume the role of President. Thank you to the membership for your on-going support. I acknowledge our Past President, Patricia Minnan-Wong, who is a dynamic leader and a tireless advocate for our teachers. Rest assured, our Executive is cognizant that the actions we take affect you and your family. Please do not hesitate to contact me if you have any questions regarding any action taken by the TECT leadership. I believe that the best decisions are made when we listen to, and learn from, one another. Many members have asked about the state of bargaining and are anxious about the possibility of job action. At this point, our Provincial Bargaining team continues to negotiate with the Government and the Ontario Catholic School Trustees Association (OCSTA). Please continue to check your emails for OECTA Collective Bargaining Updates. I am optimistic that through our unity and determination, we will take the necessary actions to protect the rights of our members and the learning conditions of our students.



Julie Altomare-DiNunzio

"Ask for what you want and be prepared to get it."

Maya Angelou

Third Annual TECT Breakfast With Santa

Given the overwhelming response to the Annual Breakfast With Santa, and given that TECT anticipates an even greater response this year, we are providing members with early notice regarding this event. The event will take place on Saturday, November 23, 2019 with an AM and a PM session. Further information will be forthcoming. TECT always welcomes suggestions to better facilitate opportunities for our teachers to gather in fellowship.

TECT OFFICE SUPPORT

The 2019-2020 TECT Release Officers are: Julie Altomare-Di Nunzio (President), Deborah Karam (First Vice-President), Rob Bauer (Second Vice-President), Nino Scalzo (Third Vice-President), Anthony Bellissimo (Teacher Welfare Officer), Nadia Zeppieri (Safe Schools Officer), Victoria Hannah (Labour Relations Officer), Patricia Minnan-Wong (Staffing Officer) and Marco Manca (Occasional Teacher Release Officer). Their contact information was shared via email. Do not hesitate to call or e-mail a Release Officer, should you have any questions or concerns. They look forward to assisting you.

Staffing Changes

Immediately contact TECT, if you were adversely affected by any staffing changes implemented this school year (2019-2020).

International Languages(IL)

The terms of the IL Extended Day Settlement continue this year. Last year (2018-2019), members were denied payment for not receiving IL Time because the Board stated that the IL Instructor was not absent that day. Any member who was denied payment for this reason should contact Anthony Bellissimo at abellissimo@tect.org. Provide the specifics, date, time of the lost IL, and any correspondence from the Board.

A sample memo referring to the Rejected IL Claim Form that you may have received from the Board was sent in an earlier email. There is clear direction in the IL Settlement regarding who dismisses the students, who brings the students to class in regards to IL, Period One, Period Nine, Period 5 AM and Period 5 PM.

Teachers should contact TECT if there are any issues regarding IL, including completing the electronic reimbursement form. Click [here](#) for the form.

Teachers are reminded that they should not stay in the classroom when the instructor is delivering IL.

No teacher at an IL school should be adversely affected by the Board's decision to keep students in school after the 3:00 p.m. dismissal bell. If your working conditions are adversely affected, such as an increase in supervision duties, due to this decision, please contact TECT.

Please adhere to these hard-fought rights. It is important to remember that we must remain vigilant. There are many motivated stakeholders who want to return to and expand the extended day IL delivery model.

TECT NOTE: Any member who believes his or her workload is being impacted by the dispersal of students, unfilled absences or the cancellation of classes, should contact TECT to discuss possible remedies.

TEACHER CHARGED WITH CRIMINAL NEGLIGENCE

A teacher on a school trip to Algonquin Park (that ended tragically with the drowning of a 15-year-old student) has been charged with criminal negligence causing death. A July 25, 2018 Toronto Star Editorial, stated the following: *"no doubt that charging of a teacher with a crime that carries a maximum penalty of life in prison risks putting a chill on the future of many types of school excursions. After all, what teacher — or parent, for that matter — would volunteer to supervise children on an outing if they fear they could be held criminally responsible for any accidents?"*

Extracurricular Activities

TECT reminds members that participation in any extracurricular activities is strictly voluntary.

Article 11 of the Collective Agreement states that, **"No teacher shall be disciplined, demoted, discharged or suspended based on evaluation related to optional Professional and Staff Development or any voluntary activity."** No teacher has ever been reprimanded for choosing not to participate in voluntary extracurricular activities. However, teachers have been reprimanded for issues relating to their teaching duties. Always remember, if you choose to volunteer your time in extracurricular activities, your conduct is subject to Board discipline. Always maintain a professional demeanour, whether on the practice field, at a tournament or during any extracurricular activity. Members should be aware that they may find themselves subject to parental and superordinate demands while participating in voluntary extracurricular activities. Members are also encouraged to discuss, with the principal, what arrangements will be made regarding coverage of their students, while away from school due to extracurricular activities. To facilitate a teacher's participation in extracurricular activities, such as coaching, TECT recommends that occasional teachers be provided so as not to increase the workload of other teachers on staff. TECT reminds members not to drive students; alternate travel arrangements should be made. As well, teachers are **entitled to all planning and evaluation time when participating in extracurricular activities.** Call TECT, if you have any questions regarding student coverage to facilitate extracurricular activities.

DISCIPLINED BY THE BOARD

Members are often asked by Principals and Vice Principals (Administration) to discuss a matter. Members may view such dialogue as innocuous and informal. However, during such discussions, Administration may raise concerns or questions about your professional practices (e.g. an interaction with a parent or student, missing or being late for a yard duty.) Once the dialogue focuses on your professional practices and Administration recommends a change in these practices, this dialogue may be relied upon in terms of the Board's Progressive Discipline approach towards teachers. **Please note that principals and vice-principals have the authority to discipline and/or reprimand teachers.** Therefore, it is essential that before meeting with Administration, ask the following: "What is the purpose of this meeting?" If Administration states that it is a subject that deals with a professional practice (even if Administration indicates that it is not disciplinary in nature), before going into the meeting, TECT recommends that you state the following: "I am willing to co-operate, but I need to consult with my Association first."

Should such interactions with Administration arise, please contact Rob Bauer.



Robert Bauer
2nd Vice-President
416-398-6838, ext. 32
416-834-4919
rbauer@tect.org

AFTER SCHOOL DISMISSAL

Teachers are not required to remain after school unless they are assigned a supervision duty under the approved supervision schedule. Teachers are required to safely dismiss the students in their care, at dismissal time. If you are directed to remain at school, or to perform some form of "unofficial supervision", this should be reported to TECT. Any such duties must be included in an assigned supervision schedule and therefore be part of your scheduled minutes of the supervision as per CA requirements.

Workplace Violence

"Workplace Violence" means....

- ♦ (a) the **exercise of physical force** by a person against a worker, in a workplace, that causes or could cause physical injury to the worker,
- ♦ (b) an **attempt to exercise physical force** against a worker, in a workplace, that could cause physical injury to the worker,
- ♦ (c) a statement or behaviour that it is reasonable for a worker to interpret as a **threat to exercise physical force** against the worker, in a workplace, that could cause physical injury to the worker.

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Members have a right to a workplace free from violence. If you have been subjected to, or believe you are at risk, of workplace violence, contact the TECT Safe Schools Officer, Nadia Zeppieri.



Nadia Zeppieri
TECT Safe Schools Officer
416-398-6838, ext. 35
647-633-6838
nzeppieri@tect.org

TEACHER EVALUATION

If you have any questions regarding the teacher evaluation process, you are advised to contact TECT. Also, contact TECT immediately if any of the following occur: you are being evaluated outside your five-year cycle and/ or you receive, or believe you may be receiving, an Unsatisfactory or Needs Development rating.

ESSENTIAL - SIGN UP TO RECEIVE ASSOCIATION EMAILS

It is essential that all TECT members subscribe to the TECT and Provincial OECTA email lists, with their personal email address, to receive timely local information and Provincial Bargaining Updates. Click [HERE](#) to subscribe to TECT. Click [HERE](#) to subscribe to Provincial OECTA. Please contact Deborah Karam at dkaram@tect.org, should you have any difficulty with the process. Members are asked to visit www.tect.org and follow TECT on twitter @TECT951.

UPCOMING EVENTS

- **Thursday, October 17, 2019 (5:00 pm)**
General Meeting: Budget
TECT Office
- **Wednesday, October 23, 2019 (5:00 pm)**
Related Work Experience In-Service
TECT Office
- **Wednesday, November 13, 2019 (5:00 pm)**
General Meeting: Resolutions
TECT Office
- **Thursday, March 5, 2020 (5:00 pm)**
General Meeting: Direction to AGM Delegates
Sala Caboto
- **Thursday, May 14, 2020 (5:00 pm)**
General Meeting: TECT AGM
TECT Office

Members are asked to take note of the dates of TECT General Meetings. We hope that this reminder will allow members to avoid scheduling conflicts. TECT will also forward this information to the Board to ensure that management is aware of these dates.

Please Note These Deadlines:

Resolutions to OECTA AGM

Wednesday, October 23, 2019 (5:00 pm)

Related Work Experience Application Form

Thursday, November 15, 2019

OECTA AGM Application Form

Thursday, November 15, 2019 (4:30 pm)

Changes to TECT Bylaws

Tuesday, April 14, 2020 (5:00 pm)

Planning and Evaluation (P&E) Time

The Collective Agreement section 5.12 (c)(i) states "Planning and Evaluation time shall be free from teaching and non-teaching duties." All teachers are entitled to 240 minutes of P&E time (pro-rated) for the 2019-2020 school year. Claim any lost time by completing the "Time-in-Lieu Form" and submit it to your principal. If you have any difficulty claiming any lost P&E time, please contact TECT.

Ontario College of Teachers (OCT)

The OCT is much more aggressive in terms of disciplining teachers. Some recent examples include reprimands for accepting student requests to follow them on social media, for inappropriate use of sick days and for improper administration of a standardized test.

OVERNIGHT EXCURSIONS

Involvement in overnight excursions is completely voluntary. If you are being pressured by the principal or the parents to participate in an overnight excursion, contact TECT. If you are contemplating participating in an overnight excursion, consider asking if administration will: i) cover your duties; ii) guarantee your planning time; iii) approve travel allowance, if applicable; iv) clearly outline your liabilities and responsibilities during the trip – including the 24/7 aspect of overnight excursions; v) provide proper support if students demonstrate inappropriate behaviour; and (vi) have an emergency plan in place. (This is not a comprehensive list and a further discussion should take place with a Release Officer, if you have concerns regarding overnight excursions.) Also, if the principal does not support your decision regarding which students should attend this excursion, follow up with TECT.

Supporting Our Occasional Teachers (OTs)

Marco Manca is the Occasional Teacher Release Officer. His priority is to respond to questions and concerns pertaining to the rights and responsibilities of our OTs.



Marco Manca

Occasional Teacher Release Officer

416-398-6838, ext. 22

647-401-6838

mmanca@tect.org

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