

info TECT



A TECT OFFICE PUBLICATION

President's Greeting

On behalf of the entire TECT Executive, I offer a warm and collegial welcome to all. As we look around our staff rooms, we greet not only longstanding colleagues, but also those who are joining us for the first time.

(Art Witham)

TECT Office

The three release officers of TECT, Art Witham, President (ext. 24), John Pecsenye (ext. 25), First Vice-President, and Anthony Bellissimo (ext. 26), Second Vice-President, look forward to serving your needs over the coming year. Please contact us if you have any concerns or comments. We always welcome your input.

Teacher Testing is foremost in the minds of teachers. The Ontario English Catholic Teachers Association (OECTA), at its Annual General Meeting (AGM) in May, is on record as saying that OECTA members will not participate in written tests. OECTA is also advising members not to rush in and make any plans under the government's new teacher testing regime. As more developments happen, the partners of the Ontario Teachers Federation (OTF) will be taking a more definitive stance. As all teachers know, the telling test is the daily feedback one receives from one's students and their parents.

Collective Agreement. It is the first time in a while that we have begun the school year with a Collective Agreement in place; however, the

Legislative pressure in reaching this agreement has left unresolved, for the moment, important questions that relate to teachers' working conditions. These have been pressed back and will be addressed at a future date. The Collective Agreement is a commitment which both the TCDSB and TECT are bound to honour. Just as the Board has an expectation of its employees to follow the rules, so too does TECT expect the Board to honour its commitments. It is important that any lapses on the part of the Board be brought to our attention so that they may be addressed. Do not hesitate to call the TECT office.

Staffing numbers are important; make sure that the provisions of the Collective Agreement are being put into place as early as possible in the school year. The Staff Allocation Committee (SAC) will

be receiving all staffing models from the schools and TECT will be holding the TCDSB to its obligations with respect to staffing. Please contact the office if you have any concerns regarding staffing. According to the Collective Agreement there must be a Local School Staffing Advisory Committee (LSSAC) meeting by the end of the second week of September and the LSSAC must report to the staff by the end of the third week.

Appraisal, Growth and Improvement (AGI) Process

The TCDSB AGI evaluation process has clear requirements that apply both to the evaluator and the evaluated. In some instances this past year, these processes, such as the clear timelines or required consultations, have not been followed. There were evaluations that were distributed in the last week of June. It is the contention of TECT that any evaluative processes that do not follow the clear and published policies of the Board are simply invalid. We will support any teacher in receipt of an improper evaluation. Please contact TECT Office, attention Art Witham President, early in September, if you are in a situation, which needs redress. As well, ensure that the AGI process is properly implemented in the

new year: *The principal shall inform all staff members annually, in September, of their position on the AGI model (AGI Document).*

The *Safe Schools Act* came into force on June 28th. The Board has passed interim policies, which take effect September 1st. These are being distributed at staff meetings in schools. There are changes, which all need to be aware, in criteria for suspensions and expulsions. The most salient change is the ability for teachers to levy one-day suspensions. OECTA has stated its disapproval of this in the strongest terms. This has been, and should remain the responsibility of the school administration. In every case of mandatory suspensions, the teacher has the option of referring the matter to the principal who then must act. While the Act states that a one-day suspension levied by a teacher is not subject to question, nothing prevents any parent or guardian from initiating litigation in the courts against a teacher.

Every school needs a **Staff Representative**. If you have not yet chosen your rep, do so at the earliest opportunity and inform TECT Office.

Get Involved

Every school is in one of the four TECT Sub Units – Etobicoke/York, North York, Scarborough and Toronto/East York. The Sub Units perform an invaluable service of contributing to teacher morale. Get involved in your Sub Unit activities. Get involved with your colleagues in other than school settings. Get out of the school walls and celebrate the other parts of life. You are not alone.

TECT Online

Please visit our website at www.tect.org. We are constantly looking at ways to improve the quality of our site. If you have any comments or suggestions, please contact the TECT Office.

Upcoming TECT Events

September 18

Chairpersons' Inservice

September 20

Staff Representative Conference

October 4 & November 1

Educational Workshops (see flyer)

October 23

Orientation for New Teachers

October 25

TECT Budget Meeting