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*On March 15, 2009, James Ryan became the first TECT member in over 20 years to become President of the Ontario English Catholic Teachers Association. (full story on page 4)*

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# Teacher Advocacy

Dear Colleagues:

**A**s the year progresses, we are faced with a mix of certainty and uncertainty.

I am sure that all members welcome the 3% salary increase and the stability that is achieved through a signed Collective Agreement. However, as I said at the ratification meeting, our members will earn every cent of this increase. With the continued emphasis on standardized testing and the Teacher Learning Critical Pathways, significant and unnecessary demands will be continually placed on our members.

There is great uncertainty regarding the cuts and changes made to the Special Education programme. I have stated many times, in many forums, that these cuts to the Special Education programme are leaving our most vulnerable students without the support they need, and also dramatically increasing the workload of our members.

If the Province can find money to maintain pools in the TDSB, then with the Province governing the Board, I want to believe that the money can be found to save these essential programmes for our neediest students. Once again, the Board is balancing the budget on the backs of our students. I continue to argue that the change to the Special Education delivery model is not a blueprint for pedagogical success, but a ledger sheet for reducing costs and balancing the budget.

It is essential that teachers continue to inform TECT of any negative effects these cuts are having in your school. TECT will raise these concerns directly with Board

officials, including the new Supervisor Mr. Richard Alway.

Lately, much has been said concerning the relevancy and sustainability of the publicly funded Catholic education system. I continue to state that any school system that is centered on Jesus, the greatest teacher, has an inherent and undeniable viability. However, those of us who sustain and nurture the Catholic system must continue to be outspoken in extolling its virtues and relevancy. Catholic stakeholders are joining together to advocate on behalf the Catholic educational system. Such advocacy will better ensure that future generations of young people will be exposed, in an uncompromising and unequivocal manner, to Jesus' teachings within a publicly-funded educational system.

As we enter the second year of Supervision, the appointment of Mr. Richard Alway clearly signals that Supervision will continue until the next Trustee elections. Even though TECT had positive discussions with Mr. Forma, and will attempt to establish positive communications with Mr. Alway, it is an ongoing reality that supervision is denying 450 000 Catholic ratepayers in Toronto, a truly transparent and democratic decision-making process.

While uncertainty prevails in some areas, each member can rest assured that the Association will continue to provide unwavering support for all TECT members.

TECT continues to encourage members to contact the Office with any concerns, questions or comments. All TECT Release Officers will maintain your confidentiality. As well, the Release Officers will ensure that any advised action to be taken on your behalf is not only fully discussed with you, but also approved by you.

As I enter my final term as President, I would like to thank the membership and the Executive for their unwavering support. It is

an honour to serve as your President. I will work to the best of my abilities to continue to faithfully serve the membership.

May this year be most blessed and wonderful. May we continue to define our own history as Catholic teachers dedicated to educating society's young people. Though each teacher's experience is unique, the commitment to ensuring that our children receive an excellent education, immersed in gospel values, is universal. Without a doubt it is the teacher who, above all others, nurtures and infinitely sustains our educational system. However, throughout the year, always remember to take the necessary time for your own personal and spiritual growth.

I would like to conclude by offering two quotations about teachers:

*"School teachers are not fully appreciated by parents until it rains all day Saturday." - E. C. McKenzie*

*"And those who teach will shine like the stars for all eternity." Daniel 12:3*

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*Anthony Bellissimo is the President of the Toronto Elementary Catholic Teachers.*



## OECTA Elects TECT Member As New Provincial President

**A**n historic event occurred on March 15, 2009, when James Ryan, a long standing TECT member, was acclaimed as our new Provincial OECTA President. It has been over twenty years since a TECT member has been President of OECTA. Jim Cooney was the last TECT member elected President and served from 1986 to 1988.

James brings a wealth of experience to the position of President. He has taught in both the elementary and secondary panels and has worked extensively with outside agency programmes, including the Sunnybrook Hospital.

An active member of the TECT bargaining unit, James sat on many local committees, was a member of the North York Sub-Unit and served as an Association Representative. James has been a member of the Provincial Executive since 2002. He is currently on leave from St. Frances de Sales school in North York.

James has always been a strong advocate for Catholic Education, and a proponent of teachers' rights. He continues to advocate for a variety of social justice issues and is committed to enhancing the learning conditions of students.

Some of the challenges that James has identified for the coming year include: full-day kindergarten programmes, the implementation of four year Collective Agreements, standardized testing, safe learning environments, the status of the OTF Pension Plan, and the threat to Catholic Education in the Province of Ontario.

On the issue of the implementation of the full-day kindergarten program,

James applauds the decision of Premier McGuinty to move in the direction of full-day kindergarten for all four and five year olds; however, OECTA does have serious concerns that teachers will deliver the kindergarten programme for only half of the day and not the full day (the model proposed in the Pascal Report). Successful full-day kindergarten programmes are currently running in English Catholic schools throughout the province, including pilots in the TCDSB, which utilize full day certified teachers. These programmes have achieved excellent results. While OECTA has no difficulty with the idea of Early Childhood Educators assisting qualified teachers or providing childcare services outside of the instructional day, the Association "will continue to be very insistent that there be a full day [certified] teacher in every full day class".

As a former elementary classroom teacher, James understands the mounting pressure being placed on our members regarding data-driven assessment. In a recent article in the Catholic Register, James commented on the need to limit "data-driven education". He compared our schools to their counterparts in the United Kingdom and the United States where the focus has shifted from centers of learning to testing facilities.

James believes that our members know that schools cannot and should not be measured by how their students perform at any one time or on any one test. James believes that "Assessment to be valid must include a battery of tools which include various types of formal tests and assess the whole child. Overuse, or excessive use of standardized assessment tools has led to the frustration of many of our teachers." James goes on to say that this testing "has all too often stifled the creativity of both teachers and students." He states that at a recent Canadian Teachers' Federation

all presidents meeting, every province and territory reported the same frustrations. OECTA will continue to advocate for meaningful assessment for the coming year.

With regards to safe learning environments, James has stated that "ensuring our classrooms are safe learning environments for both students and staff has been a priority of OECTA for the past number of years and it will continue to be in the coming years". He commends the TECT Unit for being proactive in its appointment of a Safe Schools Release Officer, and the role of TECT in advocating that safe schools be part of our current collective bargaining objectives.

Supporting our publically funded Catholic school system continues to be one of James' top priorities. James believes, "We have a challenge to make sure that all Ontarians understand the value and importance of all our (education) systems." This fall OECTA along with the Ontario bishops and the Ontario Catholic School Trustees Association will be hosting training sessions for local Catholic school advocate committees across Ontario. These committees will work to maintain our right to publicly funded Catholic education.

Finally, as a community of Catholic teachers, Mr. Ryan reminds us that we have a duty to answer Jesus' call to justice. Our Provincial Unit continues to participate in a number of initiatives and projects both locally and overseas to advance this cause.

On behalf of TECT, I congratulate James and wish him well as the voice of our membership and our colleagues in English Catholic education across Ontario.

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*Patricia Minnan-Wong is Third Vice-President of the Toronto English Catholic Teachers and Editor of the Metro Voice*

# Association Representatives' Annual Appreciation/Awards Dinner

Tuesday, April 28, 2008 at Sala Caboto.



*Joan Daly Martin* is presented with the Outstanding Educator Award by TECT President, *Anthony Bellissimo*.



*TECT's outstanding Association Reps for 2008-2009.*  
From left to right:

- Peter Zinko* (St. Gregory-Etobicoke/York),
- Sam Polese* (St. Bonaventure-Toronto/East York),
- Leo Bevilacqua* (St. Nicholas-Scarborough),
- Marcellina Lobalsamo* (St. Francis Xavier – North York)



*Mary Edwards*, former President of the Toronto/East York sub-unit and teacher at Holy Name, receives recognition for her outstanding involvement in OECTA.



*Bruno Pileggi* and *Adalgisa Grande* of the Christian Living/Human Rights Committee recognize *Natalia Harispuru* (centre), a teacher at Msgr. John Corrigan, for her outstanding heroism in rescuing a physically disabled teen and her brother from a burning house located near her school.

# Ann Seymour



As a member of the Executive, Ann was also instrumental in the purchase of the Unit buildings on Wilson Ave. Ann became Unit president in 1989 and quickly became embroiled in the serious Health and Safety issue posed by asbestos. Ann's level headedness and calm under fire kept a very difficult situation from boiling over. She earned the lasting respect and affection of many teachers and Board staff as she helped them navigate through very difficult waters. Ann served on the Negotiating team and the Staff Advisory Committee. Her warmth and calmness brought disparate groups of people together and helped them work toward a common goal.

As Unit President, Ann reached out to the other Units around us and began to bring the Presidents of the Greater Toronto units together before Council of Presidents to discuss common issues and concerns. Ann worked diligently to maintain the Unit's independence and autonomy. She was committed to providing service to the members and all her actions were taken with this in mind. She always found time to listen to and assist individual members in times of need. Ann led with her heart and her strong belief in her faith.

Ann also served on many Provincial OECTA committees and continued to serve on the Discipline Committee even after she retired. She also became involved with the TCDSB Leisure Committee and helped organize luncheons twice a year. She served as the Executive Secretary of the Catholic Education Foundation of Ontario for the past six years promoting and celebrating Catholic education throughout the province.

Ann lived life to the fullest and enjoyed each day as it came. She appreciated her family and her friends and took time to let them know how important they were to her. We were all lucky to celebrate her 70th birthday with her. Her bridge and teaching friends had a party with her on the Saturday and her large and ever growing family partied on the Sunday. She was ever the optimist firmly believing in both the Leafs and the Jays. I'm sure she is up there cheering the Jays on these days.

Ann passed away on April 23, 2009 at the age of 70. She will be sorely missed by her family and many friends but she will live forever in our hearts.

*Mary Sue Nutson is a retired TECT member and was a close friend and colleague of Ann Seymour. She served the Association in a multitude of roles. Amongst other things she sat as a member of the TECT Executive, was Chief Negotiator and Chair of the LTD Board.*



**A**nn Seymour began her teaching career in the early 1960s at St. Gabriel's School in North York. She went on to teach at St. Paschal Baylon, St. Gerald and Our Lady of Mount Carmel and finished her teaching career at St. Edward. Ann was committed to her students and enjoyed both teaching and coaching during her lengthy career. She had a special rapport with Intermediate students, leaving a lasting impression on many of her students. In a city as large as Toronto, it was amazing how often Miss Seymour would bump into one of her former students. She would always find time to reminisce with these students and inquire about their families and classmates.

Once Ann was established in her teaching career, she became involved with the North York Sub-Unit of the Toronto Elementary Catholic Teachers. She helped organize many social activities and began to take on a leadership role. As president of the Sub-Unit she began to sit on the Toronto Elementary Catholic Teachers' Executive. Ann actively participated in the formation of our Long Term Disability Plan and sat on its Board of Trustees. As the Plan grew, Ann was also instrumental in the development and operation of the Employee Assistance Plan. Ann was the first full-time Chairperson of the Long Term Disability Board of Trustees.

# Mary Edwards



impressive, an art gallery produced by 10 year olds. These lessons taught the staff as well. Mary was always willing to explain what she was teaching and generous enough to share her knowledge with other teachers.

Mary coached many activities, but volleyball was her favourite. She encouraged and developed excellent players. She was always encouraging former students to help referee school games. She made arrangements for these students to return from their high schools to Holy Name and develop their refereeing skills at student games.

Her teaching credentials included a Master's degree. She enjoyed several summers working with Project Overseas, a summer experience for Canadian teachers, teaching teachers in the developing world. This experience led her to give presentations about those summers at the OECTA Beginning Teachers' Conference. This time overseas only served to increase her belief in justice and fairness for both teachers and students.

Mary's friends enjoyed her networking skills. She was not shy about making connections and developing them. Between teaching, OECTA and the NDP Mary had friends in many places. She was extremely adept at making sure newcomers felt included in all activities and lived the credo "all are welcome".

Mary loved her family. All of her brothers and sisters, her parents and her nieces were with her from her diagnosis of cancer to her death on April 29, 2009. Her nieces, Adelaide and Sally, were an integral part of Mary's life, as she was integral to theirs. Her sister, Margaret, coordinated the continuing care that allowed Mary to stay in her home for as long as possible.

Mary's wide circle of friends and her family were essential to her final months. Trips to Sunnybrook, mass, school, travel with her parents and friends continued for as long as possible. While she gradually weakened, Mary's strength would frequently materialize and make us realize that she continued to live as full of life as ever.

Now that she's gone there's a big hole in the hearts and minds of many people. Mary's enjoyment of life lives on through us and memories of her continue to keep us on our toes.

Mary Edwards was a great friend to many in the Toronto Sub-Unit and TECT. Her great gift for laughter and her ability to be very direct were among the qualities many of us enjoyed and respected about her. She was always looking to act in the best interests of Catholic teachers and was available to mentor and pass on her knowledge. Her belief in justice and fairness was the impetus in her actions as both a teacher and as a teacher advocate.

Her wonderful voice made the second floor at Holy Name School an exceptional place to visit when she was in full song. The high ceilings and wide halls allowed a sound that was pure and strong.

Mary's classes also produced some of the most diverse art ever seen in a school. Her grade five students studied both the Cubist style of Picasso and the landscapes of the Group of Seven. The hallways around her classroom were always

*Terri Taggart is a retired TECT member who served on both the TECT and Provincial OECTA Executive. Prior to her retirement she worked as a colleague of Mary's at Holy Name Catholic School.*



*Kathy Harding was a colleague of Mary's at Holy Name Catholic School.*

## TECT Retirees 2008-2009

**O**n behalf of the Toronto Elementary Catholic Teachers, the TECT Executive extends words of thanks to all the 2008-2009 retirees. Thanks for all your dedication and commitment to students, to Catholic Education and to the great vocation of teaching. Thank you for touching so many lives in so many ways and for doing your part to not only instill knowledge but gospel values and faith in our students. The TECT Executive extends words of congratulations on the occasion of your retirement. Congratulations on your many successes and all your noble achievements. May your retirement be filled with all the joys and blessings you rightly deserve.



Anna Aziz



Mary Bucar



Rose Cannistra



Diane Carey



Frank Casper



Allison Chase



Maureen Croswell



Mary DiGregorio



Domenic DiPaola



John DiPaolo



Catherine Fernandes



Antonia Ferracane

# 2008-2009 Retirees



Antonina Ferro



Florence Goguen



Anthony Greco



Judith Hickey



Ray Iogna



Margaret Kazanowski



Betty Jane Kiely



Margaret Kormanik



Phyllis Kovacs



Mary Kowalsky



Mary Lannan



Florence Liuzza



Maria Lucca



Pansy MacInnes



Agnes Makai



Giulie Manso



John Martin



Emily McAteer



Jean Messori



Fabiola Moretti

# 2008-2009 Retirees



Joe Moroney



Donna Pacione



Marcello Pagliaro



Anna Pallikiaras



Loretta Paly



Joan Petit



Rita Radziunas



Christina Siemicki



Angela St. Denis



Agnes Sullivan



Marian Yovorsky

## Also retiring in 2008-2009

Roberta Angeloni

Mary Ann Artkin

Oksana Bochnewicz

Mary Boon

Lucie Bowles

Salvatore Brutto

Michael Caruso

Christopher Cassibault

Maria Cherevaty

Magdalene Cizmar

Fernanda Covello

Anita D'Ammizio

Sharon Davis

Antonio De Palma

Mary De Ruijter

Joanne Debassige

Brenda Degilio

Dolores Sean Delaney  
Donohue

Sonia Ann DeMarco

Gianna Di Rezze

Colomba Ferri

Rosaria Furlano

Dina Greco

Elfreda Henley

Maureen Hickey

Monica Holzapfel

Catherine Jerome

Linda Johnson

Maria Lefor

Franca Li Preti

Santa Loberto

Susan Morlando

Suzanne Morrison-Bielak

Roderick O'Handley

Antonina Orlando

Nancy Prentice

Maria Teresa Rinella

Peter Rollinson Lorimer

Larry Roy

David Sherriff

Barbara Stienburg

Lidia Striget

Agnes Sullivan

Christine Vecchio

Josephine Vinci

Graziella Viscomi-Grove

Margaret Weir

Janet Wood

# In Solidarity with Labour



hated among the working class of Canada. Whatever his motivation, on June 14th 1872, the MacDonald Government passed the Trade Union Act, which granted workers the right to organize.

In the “isn’t it a small world” category of things, during research for this article, I found out that it was the government of Sir John Thompson, my great grand uncle and Godfather to my grandmother, that in 1894 passed a law making Labour Day official.

What I saw when I took my daughters to the parade on September 7th was University Avenue teeming with the sights and sounds of a movement that is still very much alive. The theme this year was “Good Jobs for All.” The three main demands are good jobs for all in a greener economy, employment insurance reform and fair settlement for locked out workers.



**A**fter 138 years, you might expect the energy to be waning and complacency to be the comfortable norm. The Labour Day parade was born of the struggle for a nine hour work day as opposed to the usual twelve hour day. What started in Toronto later spread to other parts of Canada and then, at the turn of the century, to larger American cities.

In 1869, the Toronto Printer’s Union circulated a petition requesting a reduction of the work week to 58 hours. The leader of the opposition to this movement was George Brown of the **Globe**. In 1872 the request had developed into a demand and on March 25th 1872, the printers went on strike. There were demonstrations of support including one that grew to 10 000 participants by the time it reached Queen’s Park. Replacement workers were brought in and Brown initiated legal action against the union organizers. Existing laws, dating to 1792, made union activity a criminal offence and the police arrested and jailed 24 of the organizers.

Always a keen strategist, Prime Minister John A MacDonald watched as his old Liberal foe, George Brown, made himself

During our march, a member of CEP Local 2003, one of a group of TD Centre employees, thanked me for our Association’s support. All 61 employees, including those on sick leave and long-term disability, with an average of more than 20 years service, were locked out and then fired. (It is important to note that the TD Centre is owned by Cadillac Fairview. Cadillac Fairview is wholly owned by the Ontario Teachers’ Pension Plan.)

As Catholic teachers, we are called by our social conscience to act in solidarity with our brothers and sisters in the labour movement.

---

*Robert MacNeil is the President of the Toronto/East York Sub-Unit and serves as TECT’s Safe Schools Officer.*

# LSSAC Q&A

**Q. What does the acronym LSSAC stand for?**

A. LSSAC is the abbreviated form for Local School Staffing Advisory Committee. *Article 5.15(a)*

**Q. What is the purpose or function of the LSSAC?**

A. The primary function of the LSSAC is to advise the principal regarding issues related to staffing and workload. The LSSAC advises on matters such as, but not limited to, school staffing priorities, the development of the tentative staffing model, workload distributions, instructional assignments, supervision duties and lunch break arrangements. Teacher representatives on the committee are expected to bring forward suggestions or requests of any teacher(s) at the school who make submissions to the committee. The committee is also responsible for completing reports requested from time to time by the Staff Allocation Committee (SAC). *Article 5.15(d)*

**Q. Who sits on the LSSAC?**

A. The Principal, any vice-principal of the school and teacher representatives. *Article 5.15(b)*

**Q. How many teacher representatives are allowed to sit on the LSSAC?**

A. The number of teacher representatives on the LSSAC is determined by calculating 10% of the full-time equivalent (FTE) teachers on staff (rounded to the nearest whole number). To ensure a fair representation of teacher views on the committee, especially in smaller schools, each LSSAC must have a minimum of three elected teacher representatives. The Association representative is in addition to the elected number of representatives who can sit on the LSSAC. *Article 5.15(b)*

**Q. How are the teacher representatives of the LSSAC selected?**

A. The teacher representatives of the LSSAC must be elected by members of the teaching staff. The selection of teacher representatives by election is absolutely essential to ensure that they enjoy the confidence of the teaching staff at the school and to ensure accountability to the staff when making decisions on the committee. *Article 5.15(b)*

**Q. Once elected, how long do teacher representatives sit on the LSSAC?**

A. Teacher representatives on the LSSAC serve for one year. Under the new Collective Agreement, the committee must be elected by the first Friday in June. The committee's term of office begins on September 1st and ends on June 30th in the academic year following the election. *Article 5.15(c)*

**Q. What happens if a teacher representative resigns from**

*the committee or leaves the school prior to the end of the school year?*

A. The teaching staff would be required to elect a replacement. *Article 5.15(c)*

**Q. Who sits as chair of the LSSAC?**

A. The LSSAC is co-chaired by the Principal and the OECTA Staff Representative. *Article 5.15(b)(iv)*

**Q. Are minutes of LSSAC meetings required?**

A. The Collective Agreement clearly states that one of the duties of the LSSAC is to keep notes of all the proceedings of the LSSAC and that such notes be made available to all teaching staff. *Article 5.15(d)(iv)*

**Q. When, and how often, must the LSSAC meet?**

A. The LSSAC must meet not less than once per school term during the school year. An LSSAC meeting may be called by either co-chair when, and if, the need arises. Two compulsory meetings are prescribed and detailed in the Collective Agreement. *Article 5.15(d)*

**Q. When is the first compulsory LSSAC meeting?**

A. The first compulsory meeting of the LSSAC must be held by the second Friday of school. According to the Collective agreement, the LSSAC must report at a meeting of the full teaching staff of the school no later than the third Friday of school and may present a written summary of the relevant items that were discussed at that first LSSAC meeting. *Article 5.15(a)*

**Q. When is the second compulsory LSSAC meeting?**

A. The school principal must consult with the Local School Staffing Advisory Committee during the first three weeks of March (**Prior to March Break**). *Article 9.01(a)*

**Q. What is the purpose of this second compulsory LSSAC meeting?**

A. The LSSAC must meet to offer advice and input to the principal regarding the projected enrolment for the coming school year, the staff allocation based on enrolment and the organization of the school based on that enrolment and staffing. A tentative staffing model for the coming year is to be established based on the discussions that take place at this March LSSAC meeting. By the end of these meetings, the committee should be aware of any open positions or the names of teachers who may be surplus to the tentative staffing model. The tentative staffing model is subsequently submitted to the superintendent for approval no later than March 31. *Article 9.01(a) and 9.01(c)*

**Q. How frequently must the LSSAC report to the full teaching staff?**

A. There must be a reporting of LSSAC proceedings to the full teaching staff no later than the third Friday of school, no later than the last Friday of October and no later than third Friday in April. The LSSAC should report on a regular basis but not less than once a term. *Article 5.15(a) and 5.15(d)(iii)*

# Important LSSAC References

## CLASS SIZES

### REGULAR CLASSES *Article 5.03(a)*

Based on September 30 enrolments, the following are the maximum class loadings for the following regular classes:

Class	JK	SK	1	2	3	4	5	6	7	8
Cap	21*	23*	23*	23*	23*	32	32	32	32	32

*\*The Board is required to have no more than 10% of the JK to Grade 3 classes above 20 in order to comply with the Primary Class Size Reduction legislation.*

### COMBINED CLASSES

*Article 5.05(b) and 5.05(c)*

Based on September 30 enrolments, the following are the maximum class loadings for the following combined classes:

Class	JK SK	SK/1	1/2	2/3	3/4	4/5	5/6	6/7	7/8
Cap	22*	23*	23*	23*	23	30	30	30	30

*\*The Board is required to have no more than 10% of the JK to Grade 3 classes above 20 in order to comply with the Primary Class Size Reduction legislation.*

### UNREASONABLE CLASS LOADINGS

*Article 5.06(a)*

It is important to note that while the maximum class loadings are effective September 30th, if after September 30th, **“a teacher considers that the teacher’s class loading is unreasonable, the matter may be referred to the OECTA Association Representative for consideration by the LSSAC and the Principal.”**

### INTEGRATION *Article 5.04*

Students who are integrated into a class at any point during the school day (*ie. ESL students and Special Ed. students*), regardless of the time they are integrated, shall be counted toward the calculation of the maximum class loading for that class.

## SUPERVISION DUTY

- No teacher shall be assigned supervision duties beyond an average for the school of eighty (80) minutes per week. *Article 5.09(a)*

- Each school shall endeavour to achieve supervision time of an average for the school of sixty (60) minutes per week for each teacher. *Article 5.09(b)*
- There may be schools that require supervision time in excess of an average for the school of sixty (60) minutes per week due to local conditions at those schools. *Article 5.09(c)*

*Members of the LSSAC should ask the principal to define, or explain, the local conditions at the school that necessitate teachers being assigned between sixty and eighty minutes of supervision duty per week. It is the Association’s view that, in the absence of a valid local condition, the Board must assign no more than an average for the school of sixty minutes per week for each teacher*

## PLANNING AND EVALUATION TIME

- Effective 2009-2010, all full time teachers are to receive a minimum of 210 minutes of planning and evaluation time per week. *Article 5.12(b)(i)*
- Planning and evaluation time shall be free from teaching and non-teaching duties. *Article 5.12(c)(i)*
- Planning and evaluation time may not be scheduled during lunch and recess breaks. *Article 5.12(c)(ii)*
- If a teacher is employed to teach for less than full time, the planning and evaluation time for such teacher shall be prorated accordingly (*ie. a teacher working 50% would be entitled to 105 minutes of planning and evaluation time for the 2009-2010 school year*). *Article 5.12(c)(iii)*
- Planning and evaluation time shall be in blocks of no less than fifteen minutes. *Article 5.12(c)(iv)*
- The Board shall make every reasonable effort to reschedule any lost planning and evaluation time in a timely manner. *Article 5.12(c)(v)*
- Any teacher who loses preparation time shall be compensated by matching time-in-lieu. *Article 5.12(d)(i)*
- This time-in-lieu will **not** be provided by existing staff. *Article 5.12(d)(ii)*
- The scheduling of the time-in-lieu blocks shall be **determined by the teacher** in consultation with the principal. *Article 5.12(d)(iii)*

*The Association encourages all members to inform their principal whenever they receive less than 210 minutes (prorated) per week of planning and evaluation time. If time-in-lieu is not provided, contact the TECT office and speak to one of the release officers.*

# 2009-2010 LSSAC Checklist

The following list of questions is provided as a tool to assist teachers and members of the LSSAC in monitoring and enforcing the Collective Agreement. While the list is not exhaustive, it does address many of the key issues the LSSAC is responsible for monitoring. \* Any "No" answers should prompt a discussion, with a TECT release officer.

## **CLASS SIZES** (effective September 30, 2009)

### Regular Classes

- Yes No** Did all the JK classes have 21 or fewer students? *Article 5.03(a)*
- Yes No** Did all the SK to Grade 3 classes have 23 or fewer students? *Article 5.03(a)*
- Yes No** Did all the Grade 4, 5, 6, 7 and 8 classes have 32 or fewer students? *Article 5.03(a)*

### Combined Classes

- Yes No** Did each of the combined JK/SK classes have 22 or fewer students? *Article 5.05(c)*
- Yes No** Did each of the combined Grade 3/4 classes have 23 or fewer students? *Article 5.03(a)*
- Yes No** Did each of the combined classes (Gr. 4/5, 5/6, 6/7, 7/8) have 30 or fewer students? *Article 5.05(b)*

## **UNINTERRUPTED LUNCH**

- Yes No** Do all teachers on staff have a minimum of 40 minutes of uninterrupted time for lunch? *Article 5.08*

## **SUPERVISION DUTIES**

- Yes No** Does your school have a lunchtime supervisor? *Article 5.10*
- Yes No** Do all the teachers on staff have 60 minutes or less of supervision duty per week? *Article 5.09(b)*
- Yes No** If there are teachers who have between 60 and 80 minutes of supervision duty per week, has the principal identified the local condition? *Article 5.09 (c)*

- Yes No** Do all teachers on staff have less than 80 minutes of supervision duty per week? *Article 5.09(a)*
- Yes No** Are end times for after school duties, and bus duties, clearly identified on the supervision schedule?

## **LSSAC RIGHTS**

- Yes No** Was an LSSAC meeting held on, or before, the second Friday of school? *Article 5.15 (a)*
- Yes No** Did the LSSAC report to the full staff on, or before, the third Friday of school? *Article 5.15 (a)*
- Yes No** Two days prior to the first LSSAC meeting was the LSSAC provided with:
- i) The current form 100,
  - ii) the schedule for all teachers,
  - iii) the supervision assignments, and
  - iv) any proposed staffing changes that occur after June 30. *Article 5.15 (e) (i)*

## **HALF-TIME TEACHING VICE-PRINCIPALS**

- Yes No** If you have a half-time V.P., has the V.P. been assigned teaching duties which involve student contact as per the Education Act? *Article 5.17*

## **PLANNING AND EVALUATION TIME**

- Yes No** Do all teachers have a minimum of 210 minutes per week (pro-rated) in Planning and Evaluation time? *Article 5.12 (b) (i)*
- Yes No** Are teachers aware they are to be compensated by matching time-in-lieu when preparation time is lost? *Article 5.12(d) (i)*
- Yes No** Is staff aware that time-in-lieu cannot be provided by existing staff? *Article 5.12(d) (ii)*
- Yes No** Is staff aware that the scheduling of the time-in-lieu blocks is to be determined by the teacher in consultation with the principal? *Article 5.12(d) (iii)*

# Important Dates In The Collective Agreement

## SEPTEMBER 2009

- 1** Term of Office of LSSAC begins. *Article 5.15(c)*  
The teacher co-chair of the LSSAC must be given the staffing info outline in Article 5.15(e)(i) not less than two working days prior to the first LSSAC meeting in September. *Article 5.15(e)(i)*
- 18** LSSAC must hold its first meeting no later than the second Friday of school. *Article 5.15(a)*
- 25** LSSAC must report at a meeting of the full teaching staff of the school no later than the third Friday of school. *Article 5.15(a)*
- 30** Date used to determine maximum class loadings for the year. *Article 5.03(a), (b) and (c)*
- 30** No later than this date, a chart outlining Professional Development utilization, allocation, amounts available and guidelines shall be published and posted by the Board in each staffroom. *Article 17.03(b)*
- 30** The Board to post up-to-date copies of Occupational Health and Safety Act and Asbestos Regulations in each staff room by this date. *Article 29.05*

## OCTOBER 2009

- 15** Class loading problems arising under 5.03(a),(b) or (c), barring special circumstances, must be resolved by this date. *Article 5.06(b)*
- 30** LSSAC must report to the full teaching staff of the school no later than the last Friday of October. *Article 5.15(d)(iii)*

## NOVEMBER 2009

- 15** Deadline date to apply to the Superintendent of Personnel Services to request consideration for related work experience. *Article 4.06(d)*
- 30** Category Upgrading Forms must be submitted to Human Resources in order to qualify for upgrading retro to September 1. *Article 3.07*

- 30** The seniority list is to be updated by the Board and posted as soon as possible thereafter on the Board intranet. *Article 8.03(c)(i)*
- 30** Teachers who elect to resign effective December 31 must give notice by this date (waived by mutual agreement). *Article 8.08*

## DECEMBER 2009

- 31** Deadline date for Resource Teachers who have completed their three year term to apply for a three year extension of such term. *Article 6.02(b)*

## JANUARY 2010

- 1** Forms for Deferred Salary become available. *Article 18.04*
- 31** Deadline date to provide all supporting documentation for work related experience applications to the Superintendent of Human Resources. *Article 4.06(d)*

## FEBRUARY 2010

- 1** Forms for Exchange Transfer, Change in Basic Time Classification, Job Sharing and Transfer Request to Secondary Panel will be available by this date on the Board intranet site and teachers will be informed by e-mail with forms attached. *Article 7.01(a)*
- 1** Deferred Salary Plan forms must be received by Human Resources by this date to be considered for the Plan. *Article 18.04*

*The information provided above serves as a guide only. In all cases, the Collective Agreement should be relied upon as definitive. Please note that the information provided is only accurate for the 2009-2010 school year.*

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*Mario Bernardo is the First Vice-President of the Toronto Elementary Catholic Teachers.*

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