



## Avon Maitland Teachers' Local

### Special Points

#### of Interest

- Steward Meetings set for October 15th
- Maternity/Parental/Adoption Leave Workshop set for October 22nd

## AM ETFO INFO

### Welcome back—Bargaining Ahead

Welcome back to the 2019—2020 school year!

As you are aware, both our Central Table and Local Table Collective Agreements expired on August 31, 2019.

Centrally, our provincial representatives have met with representatives of the Ford government and the Ontario Public School Boards Association (OPSBA). As noted in *ETFO Central Bargaining Bulletin Number 4 (September 3, 2019)* a list of Central Table items has been finalized and future bargaining dates have been set. *Central Bargaining Bulletin Number 5* will be sent on September 11, 2019.

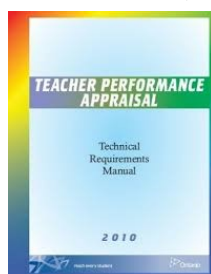
Locally, we have begun to create our all member preliminary submission survey. Please watch for it and take the time to complete it in order to share your voice in the generation of our local bargaining goals. Once all of the results have been analyzed we will prepare our preliminary submission and share it for member review and approval.

Solidarity and engagement will be critical to achieving success at both tables and we know that the members of Avon Maitland are ready!

### Teacher Performance Appraisal

Those who are scheduled to have a Teacher Performance Appraisal will be notified by September 30. Experienced teachers are required to have an appraisal every five years, and new teachers must be appraised twice in the first 12 months of teaching. This year the Board is using an electronic summative report. Principals are asked to complete a checkbox after the appraisal and in doing so, it produces an electronic signature and time stamp. A teacher is given 48 hours to review and sign the report and attach written comments to the report. Teachers will be asked to electronically check off that they are in receipt of the report - again indicating a signature. Any teacher signature on a TPA means that they are in receipt of the report and does not necessarily indicate they are in agreement with it. The teacher will be provided with a paper copy of the report.

If you believe that this is your year to have a TPA completed and you do not receive notification by September 30, please contact Tim Barton ( [cao.ametfo@gmail.com](mailto:cao.ametfo@gmail.com) ) with this information.



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## Fall General Meeting

On Tuesday, October 15, we will be holding our Fall General Meeting at the Mitchell Golf and Country Club at 4:30 pm. All members have the opportunity to conduct the business of our Union at membership meetings. Light snacks will be provided. At the fall meeting we pass our budget and welcome new members. Please come and participate in this very important work of our Union!

### Maternity and Parental Leave Workshop

For Members & their Partners

Date: **Tuesday, October 22, 2019**

Registration Date: Prior to October 11, 2019

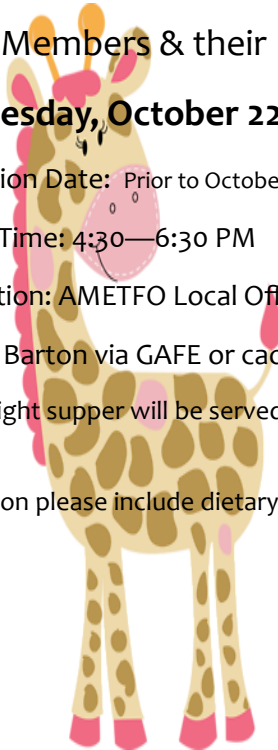
Time: 4:30—6:30 PM

Location: AMETFO Local Office

Registration: Email Tim Barton via GAFE or [cao.ametfo@gmail.com](mailto:cao.ametfo@gmail.com)

A light supper will be served

Upon registration please include dietary restrictions •



### Contact your Employee Assistance Program (EAP)

**Immediate, confidential help for any concern**

Your Employee Assistance Program (EAP) is a confidential and voluntary support service. You can receive support over the telephone, in person, online, and through a variety of issue-based health and wellness resources. You'll get practical, relevant support, fast and in a way that is most suited to your preferences, learning approach and lifestyle. There is no cost to use your EAP. Immediate, confidential help is just a phone call away, toll-free, 24 hours a day, seven days a week:

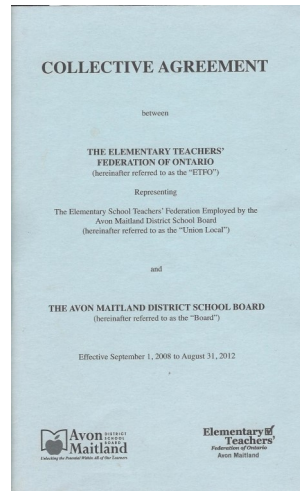
1.800.387.4765 or visit <http://www.shepell.com/>

**workhealthlife**

## Did You Know?

**Did you know that your collective agreement entitles you to up to 1.5 days of Professional Activity time? Frustrated because you can't go to an amazing conference? Use your PA time to attend!** Often referred to as "Report Card Time", PA Time can be used for reporting, but also for activities such as

job shadowing, completing professional reading, working on an AQ course, completing long range and unit plans, collaborating with colleagues, assessment, self directed PD... Professional Activity Time can be found in SmartFind as 022 PA Time—Report Cards.



## Our Portfolios

We are all happy to assist you with any questions. Please use the chart below to direct your contact.

Kent	Laura	Tim
<b>Committee Liaison:</b> a) Budget b) Constitution c) PA/PR <b>Grievances</b> <b>Leaves:</b> a) Without Pay b) Short-Term Paid c) DSLP <b>PRS Issues</b> <b>Retirements/Resignations</b> Including: Pension workshop Retiree Benefits workshop <b>Staffing</b>	<b>Administration of:</b> a) Benevolent Fund b) Facebook Group c) Steward Selection Process d) 25 year pins <b>Attendance and Disability Management</b> <b>Committee Liaison:</b> a) Awards b) SE&J c) PL <b>EAP</b> <b>Let Us Know Surveys/Violence</b> <b>OTIP</b> a) ELHT b) LTD	<b>Administration of:</b> a) website b) Non-board email c) TPA Process <b>Collective Agreement</b> (all items not already assigned) <b>Collective Bargaining</b> <b>Committee Liaison:</b> a) Collective Bargaining b) Elections c) Environment <b>Curriculum Monitoring</b> <b>Grievance Officer</b> <b>Maternity/Parental/Adoption Leaves</b> a) Statutory b) Non-statutory c) Workshops <b>Unfilled Jobs Surveys</b>

## Retirement Information

- ◆ If you are approaching retirement time, you can access your personal pension information online in a safe and secure environment. Members should register for iAccess at [www.otpp.com](http://www.otpp.com).
- ◆ If you are considering retirement for this year you may want to inquire about your end date of LTD payments. To determine, your end date you need to contact OTIP (1-800-267-6847) with the most recent copy of your Pension statement available at iAccess.
- ◆ If you are considering retirement within the next five years, please reserve the evening of **Wednesday, November 20th, 2019** for a pension planning workshop for all AMETFO members and their partners.
- ◆ If you require information about retirement, please feel free to contact Kent Cleland.



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Phone: 519-527-2702  
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Website: [www.ametfo.ca](http://www.ametfo.ca)

## Coming Events

**September 3** - First Day of Classes  
**September 23** - Executive Meeting  
**October 14** - Thanksgiving  
**October 15** - Steward Meeting (pm only)  
**October 15** - Fall General Meeting  
**October 21** - Progress Reports Due to Office  
**October 22** - Maternity/Parental/Adoption Leave Workshop  
**October 23** - Professional Learning Committee Book Club  
**November 5** - Executive Meeting  
**November 8** - P. A. Day - am Interviews, pm lieu time  
**November 18** - TPA Information Session  
**November 20** - Pension Planning Workshop  
**December 10** - Executive Meeting  
**December 23 - January 5** - Christmas Break

The Avon Maitland Teachers' Local is the union local in the Huron and Perth area for the Elementary Teachers' Federation of Ontario. The Avon Maitland Teachers' Local represents all of the 600 full and part time elementary teachers employed by the Avon Maitland District School Board.

### President

Kent Cleland

### Vice President

Laura Inglis-Eickmeier

### Collective Agreement Officer

Tim Barton