



Avon Maitland Elementary Teachers
Elementary Teachers' Federation of Ontario

November 2023

Inclement Weather

Winter weather is nearly here. For some, this brings the anticipation of skiing and tobogganing. For others, the prospect of shoveling, and of driving on snowy roads brings a feeling of dread.

Over the past few weeks, the board has shared messaging regarding inclement weather. For many members, the tone of these messages has caused considerable concern and anxiety.

Prior to the messaging regarding programming on inclement weather days being shared with the system, AMETFO shared our concerns with the board. We questioned how members could pivot to online learning in the event of a system shutdown, with no time to prepare. We also shared our concerns about posting asynchronous work for students who are at home, while simultaneously teaching the students who have arrived in the building on a no-bus day. We received no response to our concerns.

On Nov. 13, the board released their expectations for staff during inclement weather. If members are unable to get to their open school, they are advised to maintain communication with their administrator—who will advise on the entry of the weather code in Smartfind. There is no specific threshold to the number of Weather days a member can take—each day will be assessed by the board. AMETFO advises members to document the conditions they encounter (for example, by taking photos) in case their use of the weather code is questioned. If a member is assigned an unpaid day by the board, they are asked to contact the Local office.

This is board policy. If you have questions or concerns about it, please speak to your administrator. The Local office is also available to answer your questions.

The **Avon Maitland Teachers' Local** is the union local in the Huron Perth area for the Elementary Teachers' Federation of Ontario. AMETFO represents about 670 full and part time elementary teachers employed by the Avon Maitland School District.

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Who Does What In Education?

The Trustee

Trustees are public officials elected every 4 years. There are 9 trustees within the Avon Maitland DSB, and they represent 8 different geographic regions of the board. They have 3 key mandates:

1. Represent the interests of parents, students, families and local residents

2. Create school board policy directions

3. Communicate with government leaders on behalf of the school community



Employee Assistance Program (EAP)

An EAP provides free short-term counselling for personal or work-related problems, as well as crisis counselling.

Services offered for all AM ETFO members include:

Professional counselling
Financial support
Legal support
Nutrition support
Family support
Health coaching
Naturopathic services
Fitness support

Free, confidential help is just a phone call away for those in need:

1-800-387-4765

Or Visit:

www.shepell.com

“A good education is the foundation for a better future.”
Swami Vivekananda

Health & Safety News

All workers have a **duty to report** incidents, injuries, hazards or their illnesses from work to their employers. In our board we do this electronically within **The Core** in a widget called **EBase**. The Core has changed its look recently, but it is found in HR Services, then you click on Report A Hazard. This QR Code will take you directly to the website!





Retirement Information

During your last year of work:

1. Get a pension estimate update
2. Review survivor benefits
3. Call the ETFO office regarding LTD
4. Collect Required documents
 - birth certificate
 - marriage or statutory declaration of common law relationship certificate (if applicable)
 - spouse's birth certificate
 - separation or divorce certificate (if applicable)

Dates To Remember

Date	Event	Location
November 14	Executive Meeting	AM ETFO Office
November 16/17	Parent Teacher Interviews	Home School(s)
November 22	TPA Workshop	AM ETFO Office (Seaforth)
November 23	Retirement Workshop	Mitchell Golf & Country Club

Teacher Performance Appraisal

Members who are scheduled to have a Teacher Performance Appraisal (TPA) were to be contacted by September 30, 2023.

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. 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 that are in agreement with it. The teacher will be provided with a paper copy of the report. It must be signed to be considered complete.