

# March 2024 Newsletter

Welcome to our new AMETFO newsletter! It is our hope that this format will make it easier and quicker for you to engage with your union. Included in the newsletter will be live links to information, resources and events.

We welcome feedback on our new format, so please feel free to reach out to us.

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## President's Message: Laura Inglis-Eickmeier

Happy March! It's hard to believe that we are at March break. I hope each of you have plans to spend time relaxing and spending time with loved ones.

I have been scheduling school visits, and have enjoyed getting to see members and answering their questions face to face. In March I have visited, or will be visiting Hamlet, Huron Centennial, Milverton, Central Perth, and Clinton. If you work at one of these schools, I look forward to chatting with you this month.

## Bill 124 Retro Payments

Members have lots of questions regarding the Bill 124 retro payments, our pay grids going forward, and what periods will be covered by retro payment #1 and retro payment #2. We have created a chart to help explain the retro amounts, the changes to the grid, and when both will happen. The board has shared that the payments will be processed through direct deposit, but no further information regarding timelines has been shared at this time. The arbitration decision states that boards must have made retro payment #1 by June 8, 2024.

Avon Maitland ETFO  
Retro Pay Chart  
Created February 2024

Row 1: The Collective Agreements governing the respective school years.

Row 2: Explanation of the retro payment which will be received this spring, and how we will be paid moving forward, until the salary arbitration for 2022-2026 is decided.

Row 3: We will receive retro payment #2 once the decision is made regarding the pay rate for the 2022-2026 Collective Agreement. We will then move to the grid rates for the 2022-2026 Collective Agreement.

| 19/20   | 20/21 | 21/22 | 22/23  | 23/24 | 24/25  | 25/26 |
|---|-------|-------|--|-------|--|-------|
| <b><u>Collective Agreement 19-22</u></b><br>Sept. 2019 - Aug. 2022  |       |       | <b><u>Collective Agreement 22-26</u></b><br>Sept. 2022 - Aug. 2026<br>(Waiting on Salary Arbitration decision. Arbitration hearing set for Sept. 2024) |       |  |       |
| <b>Retro Payment 1</b><br>(120 days after Arbitration Decision - June 8, 2024)<br><br>Bill 124 Correction 2019-2022 Collective Agreement<br>+<br>Grid Adjustment for Bill 124 Sept. 2022 to current |       |       |  |       | Paid at adjusted <u>Collective Agreement 19 -22</u> Grid Rate<br><br>(until Arbitration Decision for Collective Agreement 22-26) |       |
|   |       |       | <b>Retro Payment 2</b><br>(120 days after Arbitration Decision)<br><br>Grid correction for <u>Collective Agreement 22-26</u> Arbitration Decision      |       | Paid at <u>Collective Agreement 22 -26</u> Grid Rate<br>(once Arbitration Decision for Collective Agreement 22-26 is made)       |       |

## Missed Preps and Excess Supervision

Please continue to ensure that missed preps are tracked. If your prep is missed due to the shortage of OTs, it should be recorded on the spreadsheet by the office, which is shared with your school steward. Missed preps must be paid back within three months. Preps must also be in blocks of a minimum of 30 minutes - meaning all pay back must exceed 30 minutes to qualify as prep payback. Members are not to have an excess of 80 minutes (prorated to FTE) of supervision per 5 day cycle. If a duty is not covered due to the shortage of OTs, and members are directed by admin to cover additional supervision, members are asked to contact the local office.

## PA Day Change

As you know, the school year calendar has changed.

For part time employees in particular, this change in the rotating 5 day calendar may present additional challenges. If you are not able to resolve schedule issues with your admin, please reach out to the local office for assistance.

Please see the link below for the new board calendars for 2023-2024.

<https://www.amdsb.ca/apps/pages/schoolcalendar>

Travelling Over March Break? Click here to link to OTIP for information on your travel insurance.

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## Teacher Shortage

ETFO and the other affiliates released a media statement on February 22 regarding the recruitment and retention crisis in Education, and the failure of the government to acknowledge the role their policies have played in creating and continuing this crisis. ETFO's statement can be found here:

Find Out More

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March 5: Executive Meeting

March 11 - 15: March Break

March 29: Good Friday Holiday

March 31: Notification of teachers “Surplus to School” & Notification of teachers “Surplus for District Reasons”

April 1: Easter Monday Holiday

April 8: Board PD Day (revised from April 19)

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## Health & Safety News

### Naloxone Kits

Coming soon to most AMDSB work sites, there will be Naloxone Kits . These are portable pouches that contains an opioid antidote that can be administered by injection or through the nose to revive an unresponsive person who is overdosing.

The kits include enough medicine to reverse opioid overdoses for 10-15 minutes, allowing time to access emergency services.

More information will be forthcoming from the Joint Health and Safety Committee which will include where these kits are to be stored and who will be trained to use them.

For more information about these kits [Click Here.](#)



Find Out More



## OTIP Awards

Nominate a deserving Colleague for a Teaching Award or a deserving DECE, EA, Secretary or Custodian!

The OTIP Education Worker Awards are open for nominations.

The OTIP Education Worker Awards, previously named the OTIP Support Staff Worker Awards, seek to recognize and acknowledge the important role that education workers play in our school communities and to student success across Ontario.

Nominations are being accepted in two categories for the 2023-24 school year:

1. Educational Support (e.g. Early Childhood Educators, educational assistants, and similar)
2. Office Professionals, Custodial and Maintenance (e.g. office and clerical, technicians, custodians and trades)

[Nominate them for an award](#)

*Nominations will be accepted until March 31, 2024 at 11:59 p.m. ET.*

## **Nominate a Deserving Colleague!**

Sponsored by OTIP and administered by the Ontario Teachers' Federation (OTF), the [OTIP Teaching Awards](#) recognize and celebrate teachers who make a positive difference in their school communities and in the lives of Ontario students. Awards are given each year to teachers in the categories of (1) elementary, (2) secondary, and (3) beginning teacher.

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## **Collective Agreement Information**

## Article 12: Working Conditions

The language written in our collective agreement is unique to our local. Each local negotiates the terms of their own local agreement which results in some similarities, but also some individualized clauses. For example, In Avon Maitland, we have “12.07—Professional Activity Time.” This clause is unique to our local and has a multiple of uses:

- it can be used to get caught up on assessment(s)
- It can be used to attend an in-person or a virtual conference
- It can be used to shadow a colleague
- It can be used to co-plan with a colleague
- It can also be used to work on report cards

A teacher who has a 1.0 contract teaching assignment is entitled to 1.5 days per year of Professional Activity Time.

If you want to know what rights you are entitled to, it is important to know the language of your own local collective agreement.

Please make use of the provisions in our CA. If you are going to use your Professional Activity Time, use code 013 in SmartFind Express.

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## **Retirement Information**

### Thinking of Retiring?

You can apply for your pension up to 4 months in advance, but you may send all of your required documents



ahead of that:

1. A photocopy of your birth certificate, Canadian Passport or Ontario's driver's license
2. A photocopy of your spouse's birth certificate, Canadian Passport or Ontario driver's license
3. A photocopy of your marriage certificate

You should check your service record for absences in the last 5 years, which you may qualify to buy back.

## Find Out More

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The Avon Maitland Teachers' Local is the union local in the Huron Perth area for the Elementary Teachers' Federation of Ontario.

AM ETFO represents about 670 full and part time elementary teachers employed by the Avon Maitland School District.

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