

QECCO & JANUARY 1 CATEGORY ADJUSTMENT

As a result of the new Secondary Teachers' Collective Agreement salary adjustments based on a QECCO evaluation can become effective January 1 provided the conditions listed below are met:

- 4.018 A Teacher, who before the beginning of the school year, has met all the conditions required for a certificate of a higher level, is entitled to an adjustment in salary as of the school term commencing either September 1st or January 1st, provided that the following conditions are met:

To qualify for a January 1st adjustment, the Teacher must have completed course requirements prior to January 1st and must submit to the Human Resources Department by April 30th of that year, a revised Q.E.C.O. evaluation or Q.E.C.O. acknowledgement card.

PART TIME TEACHING & APPLICATION DEADLINE

An important reminder to all members who are contemplating a part time workload for the next school year (2010 -2011), that the deadline for application is **January 25, 2010**. The pertinent information regarding part time teaching is located in Article 16 (see below) and Appendix G (Pages 87 – 90) of the Secondary Teachers' Collective Agreement. **Any and all Teachers who want to engage in a part time workload for the 2010 – 2011 school year must do so by submitting an application to their Principal by 10:00 AM on January 25, 2010.**

- 16.010 Teachers are entitled to access a part-time teaching load as per Appendix G, subject to the surplus and redundancy provisions of this Agreement.
- 16.011 Grid placement of teachers participating in a part-time teaching load shall be based on teaching qualifications and experience, and the salary and benefits of such Teachers shall be pro-rated in accordance with the teaching load.
- 13.020C Part-time Teachers shall be 'on-call' in accordance with Article 13.020A on a pro – rated basis.

Dufferin Peel Secondary Unit

President: Gian Marcon First Vice: Maria DeBerardinis Teacher Welfare: Peter MacDonald Health & Safety: Brian Heimbecker

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PERFORMANCE APPRAISAL FOR EXPERIENCED TEACHERS (PAET)

As you may have become aware, the cycle for Performance Appraisal of Experienced Teachers has become more active as the first full year of appraisals is in full swing. The Unit has proactively circulated to every member – through the staff reps – a PAET handbook that is intended to help familiarize members with the Performance Appraisal process and to prepare for their actual Performance Appraisal. It must be noted that the forms included in the handbook – while facsimiles of the actual Ministry of Education forms – are merely samples provided for information and **not the actual, official Performance Appraisal for Experienced Teachers form.**

The actual forms are to be provided to the Teacher being appraised by the applicable Administrator who will be conducting the Appraisal. These are the forms that are filled out and returned to the aforementioned Administrators who will then use them for the balance of the Appraisal process as the official record that meets the Ministry of Education requirements. Once again the forms included in the Unit produced handbook are not to be used or copied for the use as the official documents associated with the PAET process.

Finally please be sure to use the latest version of the PAET handbook that was distributed earlier this year which has the PAET terminology on the cover as opposed to any previous generations of the handbook that referred to TPA (the obsolete term).

SCHOOL VISITS

The annual school lunch time visits with the Unit Release Officers (Unit President – Gian Marcon, Teacher Welfare Officer – Peter MacDonald and Maria DeBerardinis – First Vice President) have occurred over the past semester and have been completed.

A special thanks to all of the respective staff representatives at all twenty-seven (27) sites for organizing the logistics regarding the times, locations, food and drink. A further thanks to all of the members who availed themselves of the hospitality and who engaged in the professional, productive dialogue that is central to the vitality of the Association as a whole and the Unit in particular.

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