

## SURPLUS TO SCHOOL PROCESS

The recall process for Teachers declared surplus states that they shall retain the right of first refusal to any teaching position vacancies in their present school for which they are qualified until the last day of the school year (June 30, 2010). In addition, Teachers declared surplus and subsequently placed in another school retain the rights of any other Teacher to apply for teaching positions declared vacant in subsequent postings.

## PAY SCHEDULE

As you may recall the most recent round of collective bargaining produced a pay schedule that distributes Teacher salary over 26 equal bi-weekly pay periods. As a result active employees began to have their pay directly deposited into their accounts every two weeks throughout the year. The new schedule began on **September 3, 2009** and thereafter salary was directly deposited every two weeks without interruption. This is the first summer that will function under the new schedule and members will receive payments every two weeks throughout the summer.

Members on leave will have their pay adjusted based on the number of the 194 days worked between September and June of any given year. The Board's Benefit Newsletter (Special Payroll Edition) – distributed last year did an excellent job of explaining all the permutations and options associated with the new pay schedule for members returning from a leave or going on a leave during the school year.

Finally, it should be noted that the key differences associated with the 26 - week pay schedule result in there being no double pay at Christmas and no quad pay in June as had been the case up until this year. This of course is in exchange for uninterrupted pay throughout the summer for all active employees.

## SCHOOL YEAR CALENDAR – SEPTEMBER 2, 2010 WORK DAY

The Board has released the official School Year Calendar for next year 2010-2011 and as a result the day selected by the Board in order to be in compliance with the Education Act will be, **Thursday, September 2, 2010**. This day will be Ministry Professional Activity Day - no classes. All members are required to be at school and working on **September 2, 2010** as this day will be a paid and compulsory workday – please make your plans for the last week of the summer break

Dufferin Peel Secondary Unit

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accordingly and as has been stated previously, please note that the scenario of a required workday prior to Labour Day is likely to reoccur in future years.

### **QECCO EVALUATION STATEMENT**

The arrival of summer brings with it the taking of AQ courses by Teachers. These AQ courses may result in the movement in category from A2 to A3 or A3 to A4. If this is the case Article 4.018 of the collective agreement applies. Article 4.018 directs members who have met QECCO 5 criteria for evaluation at a higher level prior to September 1, to provide the new QECCO evaluation to the board within five months.

Teachers are reminded to have these QECCO re-evaluations completed promptly and to keep a record of all communications with QECCO. Retain the 'green card' you receive from QECCO as proof that you submitted your documentation to QECCO before the contractually specified date of **November 30, 2010**. You may also send a **copy** of your green card to the Board when you receive it

The onus is on the Teacher to engage QECCO for their evaluation or re-evaluation. Once received the Teacher is to forward the QECCO evaluation to the employer in order to move categories. Failure to either submit to QECCO by November 30 or to forward the received evaluation from QECCO to the Board within five months of the commencement of the school year may result in loss of retroactive pay.

### **BILL 168**

June 15, 2010 marks the effective date of the much-anticipated legislation contained in Bill 168. Our next *Infifax* will provide additional background and detail pertaining to this legislation which has the potential to improve safety and reduce violence against Ontario Teachers.

### **BILL 157**

The Ministry has provided school boards with a clarification around retention of forms associated with the reporting required by this Bill. Therefore, OECTA advises that all members should keep a copy of the report and/or the acknowledgement (Part I and II Reporting Form). Members are advised to maintain appropriate privacy and confidentiality considerations by keeping these copies in a secure place.

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