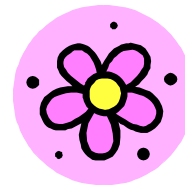


## President's Message



In an effort to protect the environment by reducing paper usage, a limited number of copies of this newsletter have been sent to your worksite, instead of our usual "all member" mailing. An email has been sent to Workplace Stewards with a link to the ETFO Durham website ([www.durhametfo.ca](http://www.durhametfo.ca)), where you can read our full-colour newsletter in pdf format... plus, previous issues are available there too.

### Summer PD opportunities

Looking for a great course to take this summer? Just a reminder that ETFO will be offering an amazing selection of Summer Academy courses once again this year. Members can register for any of these courses on-line at ETFO's website: [www.etfo.ca](http://www.etfo.ca). Also back this summer/fall, is our local's partnership with ETFO to offer the Kindergarten AQ course at the ETFO Durham Local office. The registration form is available on the ETFO website and once completed, should be sent to the attention of Joan Littleford at the provincial office by July 13.

### About the Ontario Teachers' Pension Plan

Some interesting facts about the OTPP....

- Today, the average age at retirement is 57, with an expected 29 years on pension. Compare this to 1991, when the average retirement age was 58.5 years, with an expected 25 years on pension.
- The plan currently has 167,000 contributing members and 104,000 pensioners.
- There are 72 pensioners over the age of 100, and 2,200 pensioners in their nineties!
- The OTPP is responsible for one of the largest payrolls in Canada, paying out \$3.8 billion in benefits in 2006.

### For your information....

Effective September 1, 2007:

- your salary will increase by 1.8%, and A4 maximum salary will increase to \$82,924;
- preparation time will increase to 190 minutes per week (38 minutes per day);
- any visits to the dentist will be covered under the 2005 ODA fee guide;
- hearing aids will be covered for the first time, up to \$500 for every 48 months;
- those on extended parental leave will have their medical/dental premiums shared 50/50 by the Board.

### Summer Holidays and the ETFO Durham Office

The ETFO Durham office will be closed from July 2 until August 6. For the 2007-2008 school year, I will be working on the modified school year calendar, while Anna Huston and Gerard O'Neill will continue to work on the regular calendar. **The office will be open as of August 7, with the exception of the following dates:**

- August 13 to 16 (ETF0 Annual General Meeting)
- August 20 to 22 (OTF Annual Meeting)

If you have an urgent issue over the summer when the office is not open, call the provincial office at 1-888-838-3836 and ask to speak with a staff officer in PRS.

Wishing you a healthy, happy and relaxing summer! Enjoy!!



**First Vice-President's Viewpoint**

The end of the school year has finally arrived. It has had its “ups and downs” as they all do. The successes we have achieved should be celebrated and remembered fondly and the missteps should be learned from and then put aside.

Congratulations to those of you who have completed, some might say survived, your first year of teaching and earned permanent contracts! You've probably already learned that this profession has many challenges but so many rewards. When challenges do arise, please remember to check with us as to your rights and responsibilities as union members. Next year there will be social events planned specifically for those in their first five years of teaching. Enjoy the camaraderie, network with teachers “in the same boat” and take advantage of the opportunities to de-stress.

Congratulations, also, to those who are ending their careers with well-earned retirement! Their years of dedication to students in the public school system can never be rewarded adequately. Many of the students and families they have touched will never fully realize or acknowledge the extra effort put forth by their teachers. Some, who do realize the effect their educators have had on them, will say thank you even years later. ETFO would like to say a special thank you by honouring you at our Retirees' Dinner in the fall. Hope to see you there!

Both the least experienced and the most experienced in our profession should have the confidence that they do make a difference in children's lives. That is what gets us through those bad days when nothing seems to go right. Luckily those days are over-shadowed by the good days. Those days when you see a child's face light up when they “get it”, when your administration assists with an aggressive parent or congratulates you on a job well done, when the staff room is filled with laughter and support and empathy comes from colleagues.

So now it's time to have a wonderful holiday. Relax, refresh and relish every moment!

**Anna Huston**

**CUPE Local 218**

The following letter was received recently from Don Bryans, President of CUPE Local 218:

Dear Rachel:

On behalf of the members of CUPE Local 218 and me, we want to sincerely thank you for your very generous donation and the moral and physical support by the members of ETFO - Durham during our recent strike. Please convey our thanks and appreciation to your members. It is support like yours that helped us to come to a successful resolve.

Thank you again and all the best to the members of ETF - Durham and you.

Sincerely - Don Bryans, President

## Second Vice President's Report



There is a problem with workplace violence in schools. Every week in Durham, teachers are assaulted. Acts of violence in a wide variety of forms, are visited upon them. Kicking, punching, spitting, pinching, grabbing, pushing, swearing, threatening; the list seems endless.

The Durham District School Board cares. They do not want their employees to be damaged in the course of their duties. The result is lost time, plummeting morale, disgruntled employees and a poisoned workplace environment.

Violence in the workplace costs money. Our Board cares about money but its caring is tempered with fear. If it admits that these things happen then it would be forced to do something to alleviate the problem. This might cost more money. People would know that teachers are injured while doing their jobs.

But people already know the figures. According to Statistics Canada's General Social Survey in 2005, *"workplace violence was much more common in certain employment sectors. For example, 33% of all violent workplace incidents involved a victim who was working in social assistance or health care ... and 11% of incidents were committed against those working in educational services."*

Research supports the fact that teaching is a high risk profession for workplace violence. Our Board's attempt to deal with the problem is to deny that it exists. It seems an unusual tactic but they are trying to make it work. They have set up a system that makes it difficult to report a violent incident. Only principals have access to the reporting database, so only they can fill out the form. It has to be done on-line, so you have to find the principal, a computer and the time. Then you have to tell the principal about the incident and he or she might decide whether it warrants a report at all.

*Being threatened outside your portable on a dark February night by a group of teenagers ..... not really a violent incident. A number of staples slipped into your coffee causing you to go to Urgent Care and consult a doctor ..... youthful high spirits and not violence. A teacher smashed against a door .... the child is special needs so that can't really be counted as violence.*

Some principals, for their own reasons, seem to be going out of their way not to file Violent Incident Reports. And what happens to these reports when they are filed? Very little.

ETFO has pushed for action to change the reporting practice and to use the real statistics to generate a safer workplace for teachers. We want the forms kept with all other school forms (Trip Permission, Supply Teacher Requests, Insurance Forms, etc). We want teachers to decide when they feel assaulted or threatened. We do not want the Principal to act as gatekeeper to keep numbers low.

The Superintendent's response to the problem is to no longer have the Violent Incident Forms filled out. If we want to collect real numbers of assaults and look for real answers, then he wants nothing to do with the process. This response will not stop us from looking for solutions. Teachers must fill out the ETFO Violent Incident Reports and keep sending them to us. They must insist their principal completes the DDSB's on-line form and request a copy. An injury to one teacher is an injury to us all.

The board cares, but not enough.

- Gerard O'Neill



**Educator of the Year**

The 31st annual Educator of the Year award was presented to Gerry Oldham. Gerry is a teacher at Quaker Village Public School in Uxbridge. She was nominated by Melodie Guy-Arbour and Kim Bowen. Gerry received the award at the E.T.F.O. Durham Teachers' Local Annual Dinner which was held at the Royal Ashburn Golf Club on May 10, 2007.



**Dates to Remember**

- June 28:** Last day of school
- June 29:** Professional Activity Day  
Final Pay Day
- Aug. 7:** Modified School Year begins
- Aug. 13 - 16:** ETFO AGM
- Aug. 22:** 1st pay day for Modified calendar
- Sept. 4:** 1st pay day for Regular Calendar  
2nd pay for Modified Calendar  
School Year begins (1 hr. early dismissal)
- Sept. 19:** Pay Day (bi-weekly basis until end of June)
- Nov. 16** Professional Activity Day
- Dec. 7:** Professional Activity Day

**2006 - 2008**

**ETFO – Durham Local Executive**

- President .....Rachel Gencey
- 1st Vice-President .....Anna Huston
- 2nd Vice-President.....Gerard O'Neill
- Treasurer .....Tom Lazor
- Secretary.....Debbie Dobbs
- Member-at-large/  
Political Action .....David Mastin
- North .....Lloyd McInroy
- Ajax/Pickering .....Sirku Meldrum
- Whitby .....Larry DeBrouwer
- Oshawa.....Daniel MacPherson



**Elementary Teachers'  
Federation of Ontario**

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