

E.T.F.O. Etc. Editor: Barb Blasutti

President's Message

It's hard to believe that we are now at the half-way mark for the school year, but here we are. Winter activities are still a reality but take heart...March Break is not so far away. Hopefully spring will follow shortly thereafter.

As spring approaches staffing timelines take on a more important focus. **March 31** is an important date since it is the deadline for:

- requests for General Leaves of Absence or extensions to General Leaves,
- teachers to provide notice of their intention to retire at the end of the current school year,
- requests for a transfer to another school (you may indicate up to 4 schools in your letter),
- and part-time teachers to advise the Board, in writing, if they wish a full-time assignment for the upcoming year.

All lead teacher positions, for the three year term commencing September 2008, will be posted on this date as well. Other staffing timelines are available from your steward.

Our Collective Bargaining timelines have been readjusted somewhat. Presentation of the Preliminary Submission has been postponed until a later date when further pertinent information will be available from our provincial organization. However work on your behalf continues as we collect data for negotiation purposes

and continue to fine tune the language of the CA.

Following discussions between the Board and the Local, Rainbow members were invited to take part in several focus groups. PD, OFIP schools and School Framework focus groups have provided opportunities for meaningful dialogue in regard to these topics. Thanks to those members who have taken advantage of these opportunities. Your thoughts, concerns and ideas were very much appreciated. No one can say it better than those actually experiencing the situation.

There are several ETFO PD opportunities that have been or will be offered this year. Some of our members have been trained as workshop leaders for some of these events. Some are in partnership with the Rainbow Occasional Teacher Local. Check the Rainbow Local website www.etforainbow.on.ca for up-coming events. Check with your steward or call the office for further information.

From the calls received here at the office, it is evident that stress levels are on the rise in many schools. All the more important for you to take time to "smell the roses" when you can. Enjoy the Spring Break. Pamper yourself. You are important!!

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Where Are We?



1351-E Kelly Lake Rd
Unit 6
Sudbury, Ontario
P3E 5P5

New Contest !

Test your knowledge of our Collective Agreement!



3-part Question: What is the deadline for applying for a General Leave of Absence? What do members on General Leave need to know about health benefits? Who is not eligible for a General Leave of Absence?

*Be one of the first 3 callers with the correct answers and win a prize. Call Barb Blasutti at 522-8320 with your answer to the above question.

Answer to previous question: Extra Curricular activities are VOLUNTARY. Congratulations to Carrie-Anne Moxam, Jen Dewit, Stacey Foy, John Peacock, and Vanessa McAfee for contacting the office with the correct answer.

Professional Boundaries and Professional Standards

An important issue for members...

- Almost any teacher can fall victim to a lack of understanding of professional boundaries. This can translate into members making serious, career threatening mistakes! Any act of professional misconduct can lead to disciplinary measures. Even an **unfounded** allegation of professional misconduct could be permanently damaging to a teacher, his/her family, and colleagues.

THE ONUS IS ON YOU!

- Professionalism is at the core of our being as teachers. Maintaining professionalism should be foremost in the way you conduct yourself in the workplace. **Failing to maintain the standards of the teaching profession** is deemed to be professional misconduct and could lead to disciplinary action from the Board or The College of Teachers. Similarly, discipline may result from teachers engaging in any conduct deemed to be **“unbecoming”** a member of the teaching profession.
- Ignorance of Professional Standards and/or Professional Boundaries is no excuse. Teachers need to be informed about legal liability issues and the standards of the Ontario College of Teachers. **Regulation 437/97** sets out the definition of professional misconduct. Teachers should obtain a full copy of the regulation and review it carefully. For further information on professional standards/conduct, feel free to contact the ETFO Rainbow office.

Good News from the Schools



A special welcome to Grace Pennie, daughter of John and Lara Pennie (Assinack P.S.) . Grace weighed 7lbs 15oz and was born on December 18th, 2007.



Congratulations to Melanie Douglas (Copper Cliff P.S.) and her husband Al on the birth of a daughter. Elizabeth Douglas was born on December 19, 2007 and weighed 7 lbs 5 oz.

The Wellness Window

By Barb Blasutti

INTRODUCING CAREPATH –OTIP’s NEW CANCER ASSISTANCE PROGRAM

CAREpath Inc. is a Canadian company providing services to help you navigate the complex health care system so that you and/or your family members who are newly-diagnosed with cancer or have a cancer recurrence can receive the very best cancer-related treatment and support.



CAREpath’s role is NOT to replace your primary treatment physician, or any part of a recommended cancer care plan. What CAREpath does is make sure you get the most out of every aspect of your treatment. The team at CAREpath includes leading oncology physicians and nurses from across Canada. CAREpath enjoys unrivalled access to the most up-to-date, reliable, evidence-based information on cancer care from around the world. CAREpath is ready to help you. Every step of the way.

To access CAREpath services you must be covered under OTIP’s LTD policy. **Participation in the LTD plan is a condition of employment for Rainbow teachers, except for those who opted out prior to January 1, 1998 with the predecessor boards.*

For more information on CAREpath, visit our local website at www.etforainbow.on.ca or contact Barb Blasutti at the ETFO Rainbow office.

COME VISIT OUR LENDING LIBRARY

FEATURE RESOURCE: “Take a Closer Look” (Intermediate)

“Take a Closer Look” is an ETFO resource that addresses the dangers of media violence. This valuable tool helps you to help your students become media literate. Chapters are well organized and lesson plans are easy to read and to implement!



Upcoming ETFO General Meetings:

- **Wednesday May 14, 2008 (Local Annual Meeting/Silent Auction)**

*Don’t forget to bring your “Grand Prize” card to each General Meeting you attend. Members who attend a minimum of 2 General Meetings can submit their card to be entered in the Grand Prize draw to **win a SUPPLY TEACHER for a day!!** Ask your Steward for details.





Congratulations to Leslie Blais (Copper Cliff PS) for being accepted to serve on ETFO's new **Provincial Standing Committee on Special Education**.

Standing Committees are an invaluable asset for ensuring that the expertise of our members and the richness of their work experiences become an integral part of the design and development of Federation programs/services.

Members of Standing Committees provide the perspective of the member on Federation initiatives/programs. They provide advice on the content, delivery, and design of Federation programs. They also help develop policy and program recommendations for consideration by Provincial Executive and Annual Meeting.

FREQUENTLY ASKED QUESTION:

Question: I'd really like to teach in another school and plan on applying to postings. Is there another option available to help me transfer out?

Answer: Yes. Members can apply for a "*Teacher Requested Transfer*" (*voluntary transfer*). A request for voluntary transfer may be submitted to Human Resources for no more than 4 schools in one year. After the last posting, any teacher who has applied for a voluntary transfer will be considered for the remaining vacancies.

*N.B. A voluntary transfer request is NOT a guarantee of transfer.

You do have the right to refuse a voluntary transfer to a school for which you have applied, but doing so means you will not be considered for another transfer that year.

Deadline for application for a voluntary transfer is March 31, 2008.

Upcoming ETFO Rainbow Professional Development Opportunities:

February 26, 2008: "Life Balance" Workshop

March 18, 2008: Book Club ("*The Arts Go To School*") series begins

March 19, 2008: "Classroom Strategies for Better Readers and Writers" Workshop

April 3, 2008: "Bullying: A Relationship Issue" Workshop

May 01, 2008: "Clear, Concise Writers" Workshop (Manitoulin Island)

*For information on ETFO PD opportunities, check with your Steward or visit the PD section of our local website.



Visit our website at www.etforainbow.on.ca.

