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Photo: PEITF Board of Governors gather for updates on contract negotiations.

Substitutes Anyone?

Dear Teachers,
Once again we are more than halfway through another school year! I trust you all had a relaxing long weekend and had the opportunity to enjoy time with family and friends. It has been a busy year preparing for our upcoming contract negotiations. My school visits and conversations with teachers continuously remind me that your job is becoming more and more difficult. Class size and composition are still some of the most prominent issues affecting teacher workload, and we are hopeful that our government will respond accordingly to the increased demands of today's classrooms. We need improved access to services for our students, and we need more classroom teachers in our schools.

The Ad-Hoc Teachers' Advisory Committee has played a vital role in addressing some of the concerns from schools across the Island. We have discussed a variety of issues related to improving working conditions for teachers. I would like to extend a sincere thank you to all the teachers who serve on this committee. Your concerted efforts have helped create further awareness about the realities of today's classrooms.



PEITF President
Bethany MacLeod
visiting

*Teacher of
the Month*

recipients from
HOT 105.5



See more photos on page seven!

The Economic Welfare Committee held several meetings in preparation for contract negotiations, which began on April 9th. Working conditions for teachers need to be addressed, and the committee will work hard to communicate this to the

government. We appreciate all the teachers who took the time to complete the Economic Welfare Survey, as the data collected has helped to guide contract negotiations.

Substitute teacher shortages have been a growing concern for schools across the Island. Teachers are coming into work when they are sick, or sometimes absences remain unfilled. Teachers are being asked to cover classes on top of their teaching assignments. We continue to raise this concern with the employer and government. Something has to be done...now!

Recently I spoke with CBC concerning the increase of incidents of school violence. Teachers are dealing with more behavioral issues, and class composition has changed dramatically over the past few years. Teachers are being subjected to both physical and verbal violence from students. More work needs to be done in terms of providing professional resources, and in terms of identifying behavior and how to deal with it. In response to the need for more consistent and reliable reporting procedures, PEITF created a Violent Incident Report which is located in the members-only section of the PEITF website.

PEITF will be hosting two national conferences this year. The CTF Women's Symposium was held in early May, and the theme was "Women and Union Leadership". Women from across the country had the opportunity to exchange ideas and strategies regarding election campaigns, work/life balance, collective bargaining and mentorship initiatives. The National Presidents' congregate in P.E.I. at the end of May. Presidents from member organizations across Canada will meet to discuss pressing issues and challenges, prevalent in today's classrooms.

You have two busy months ahead of you, but the "light at the end of the tunnel" is clearly visible! Thank you for another successful school year. What you do on a daily basis does not go unnoticed. Please do not hesitate to contact me, or anyone at PEITF, as we are always available to address your concerns.

Take care,
Bethany MacLeod



Bethany MacLeod
President, PEITF

by Bethany MacLeod



Chad Gallant

wonder if Joseph Joubert was talking about Professional Learning when he spoke the words, “To teach is to learn twice.” We have all used this analogy in some form or another at some point in our careers. Having students mentor their peers on an understood concept can be an empowering event to elevate the learning of both the mentor and the mentee. Same can be said for teachers mentoring their peers.

It’s May, and the planning committee for the PEITF Annual Convention is hard at work in planning two days of learning. The task of putting together a learning event that will be of interest to K-12 teachers is a daunting one, but with a keen and connected planning committee, the Annual Convention has consistently been reviewed positively by teachers as a worthwhile learning event.

Quite often the strength of an annual convention lies in the concurrent sessions. These sessions tend to be more specialized and allow greater choice for teachers as they seek sessions that would apply to his or her classroom. Finding teachers to fill these sessions can, at times, prove challenging.

The Experts Among Us

Much of the work from the convention committee is centered on finding resource people to offer sessions that can appeal to a broad cross-section of teachers.

Teachers in the province are highly regarded and have many skills, abilities, and strategies to potentially share with their colleagues. The PEITF is hoping to identify those teachers that would be willing to share their knowledge and skills with their colleagues.

Whether it be through the Annual Convention, Professional Learning Days, or CONTACT, we are always looking for teachers to share with other teachers. Having local teachers with similar experiences as those teachers in the audience are greatly appreciated and sought after during these learning events. Presenting at each of the above-listed learning events also comes with a level of compensation (other than the pride in knowing you have helped another teacher of course!)

If presenting interests you, please consider putting your name forward. A Google form has been set up to create a list of interested parties. It can be found on the TF website, and via email.

A Message from the Office of the Worker Advisor

The Office of the Worker Advisor is a free service available to employees (unionized and non-unionized) who are injured in the course of their work and who are not satisfied with the decisions the Workers Compensation Board (WCB) has made regarding their claims.

The Office of the Worker Advisor includes an intake officer, and lawyer/researchers who are very familiar with the Workers Compensation process. They can help explain the paper work and forms you need to complete, support you at the reconsideration stage and represent you at the appeal stage. In an effort to ensure that injured workers continue to have more timely resolution of their concerns with WCB, the Office of the Worker Advisor has acquired an additional advisor for 2018.

The Office of the Worker Advisor can be reached at:

Toll Free: 1-800- 658-1806

Tel: 902-368- 6460

E-mail: workeradvisor@gov.pe.ca



**PEITF
Newsletter**

PRINCE EDWARD ISLAND TEACHERS' FEDERATION

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Member CEPA

by Chad Gallant

Thoughts and Comments from the General Secretary



Shaun MacCormac

The School Calendar for 2018-2019 was recently released and it was suggested that I write an article that describes the process that goes into the making of that calendar. The following is the process from the Federation's perspective.

The School Calendar is constructed by the Provincial Calendar Committee. Someone from the Department of Education Early Learning & Culture chairs that committee. The committee members include representatives from: The Department, the two education authorities, the PEITF, CUPE, the English and French home and school organizations, and at least one Principal representative.

The committee must consider a number of factors that are prescribed through the Education Act and its Regulations, the Memorandum of Agreement, and the input of the stakeholders represented on the committee. It is a challenging process given all the constraints.

To start, the school year cannot start prior to September 1st and cannot go beyond June 30th. There must be 195 to 197 school days. Students usually start after Labour Day and most stakeholders want a minimum of 181 instructional days.

Teachers from K-12 are given an orientation day before students start in September and teachers from 10-12 are given a second orientation day at the beginning of a new semester, which occurs at the end of January or beginning of February. All teachers have at least two days at the end of the school year for administrative purposes, which means that instructional days end at that point.

There are no school days on weekends or holidays. There is a March Break of five days, which normally occurs during the third week of March. The break around Christmas normally begins after December 23rd, when possible, and school resumes no earlier than January 2nd. Although a lot of people would like two weeks around Christmas time, it is extremely difficult to grant that under all the other constraints that are detailed in this newsletter. The length of this break is one of the last things usually determined in the process. It is normally made as long as it can be.

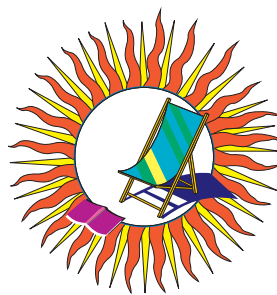
There are five days listed in the Memorandum that must

be scheduled in. Two of those are for the Annual Convention, there are two joint PD days (TF, Dept., and authorities), and the Area Association Day the first Friday of May. As well, there is one parent-teacher interview day for K-12 in the fall, and one day for K-9 and one for 10-12 in the spring. Lastly, there are usually four to six PD days for in-servicing and school goals days that are scheduled during the year.

If you were to take a calendar and started to consider all of these factors, you would quickly realize how difficult it is to construct a school calendar. A draft has been included in the Newsletter, so you can have a visual reference of the challenges the committee face. Hopefully this has given you some insight into the process.

Of particular note on next year's Calendar: there will be 195 school days and 181 instructional days, the second orientation day (AKA Turnaround) is on January 31st, 2019 and it will be an instructional day for K-9. March Break is in its traditional spot, and the Annual Convention will be held in November. Other details can be found on the Department's website or various other sources.

I hope you all have a quick and great end to your school year. Take care of yourselves and each other.



Federation Summer Hours June 25, 2018 to August 24, 2018

Monday - Thursday:

8:30 a.m. - 4:00 p.m.

Friday: 8:30 a.m. - 12:00 noon

Please Note:

Federation House will be closed to direct member services during the week of August 6, 2018 - August 10, 2018

September 2018

- September 3 - Statutory Holiday: Labour Day - no classes
- September 4 - Orientation for teachers - no classes
- September 5 - Joint Staff Day - no classes
- September 6 - First instructional day for students
- September 28 - School Goals Day East - no classes for Montague, Morell, Souris, Colonel Gray, and Charlottetown Rural families of schools and CSLF

October 2018

- October 1 - School Goals Day West - no classes for Bluefield, Kinkora, Kensington, Three Oaks, and Westisle families of schools
- October 8 - Statutory Holiday: Thanksgiving - no classes
- October 19 - Provincial Learning Day - no classes

November 2018

- November 8-9 - PEITF Annual Convention/CUPE Annual Convention (no classes)
- November 12 - Statutory Holiday: Remembrance Day - no classes
- November 23 - Parent Teacher Interviews for kindergarten to Grade 12 - no classes
- November 26 - Joint Staff Day - no classes

December 2018

- December 21 - Last instructional day for 2018

January 2019

- January 3 - First instructional day for 2019
- January 24 - First day on which examinations for Grades 10, 11 and 12 students may be scheduled
- January 31 - Senior High School End of Semester Administration - no classes for Grades 10-12 students



August '18						
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October '18						
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November '18						
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January '19						
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February '19						
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March '19						
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April '19						
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May '19						
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June '19						
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30	31					20

July '19						
Su	Mo	Tu	We	Th	Fr	Sa

February 2019

- February 18 - Statutory Holiday: Islander Day - no classes
- February 25 - Professional Learning Day East - no classes for Montague, Morell, Souris, Colonel Gray, and Charlottetown Rural families of schools and CSLF

March 2019

- March 1 - Professional Learning Day West - no classes for Bluefield, Kinkora, Kensington, Three Oaks, and Westisle families of schools
- March 8 - Parent Teacher Interviews (K-9)/School Goals Day for high schools - no classes
- March 18-22 - Mid-term Break - no classes

April 2019

- April 12 - Parent Teacher Interviews (high schools)/School Goals Day for K-9 - no classes
- April 19 - Statutory Holiday - no classes
- April 22 - Statutory Holiday - no classes

May 2019

- May 3 - Area Association Professional Development Day / Canadian Union of Public Employees 3260 Annual Convention - no classes
- May 20 - Statutory Holiday: Victoria Day - no classes

June 2019

- June 10 - First day on which examination for Grades 10, 11 and 12 students may be scheduled.
- June 18 - First day on which examinations for Grade 9 students may be scheduled
- June 20 - First day for Grade 12 graduation ceremonies
- June 25 - First day for elementary and intermediate closing ceremonies
- June 26 - Last instructional day. Report cards for Grades kindergarten to 11.
- June 28 - Last school day for teachers and 10-month non-instructional staff



PEITF President supporting Humboldt Broncos on Jersey Day.



1ST ANNUAL PEI RETIRED TEACHERS GOLFING TOURNAMENT

Eagles Glenn of Cavendish Golf Club
Tuesday, September 4, 2018.
Shotgun start at 9:00 am
Fee of \$70 includes green fee, power cart and meal

Gross,
Net and Special
Competitions in
each division with
prizes.
Putting contest
Fund Raiser!

A Scramble format will be utilized with teams of 4 golfers. Male, Female, and Mixed (2m & 2f) Divisions will be available RTA and Associate RTA members and spouses are welcome.

Maximum 124 Golfers
First Paid Golfers accepted
Divisions for golfers with and without index

Registration will be conducted on-line
at www.eaglesglenn.com
or by emailing chris@eaglesglenn.com

For more information, contact Wayne Denman
902-436-6260 or 902-963-3600 or at
werdenman48@gmail.com



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Teacher of the Month

Continued from page two.



Developing Successful Schools

Sackville, NB
July 3-6, 2018



The Surprising Power of Liberating Structures: Simple Rules To Unleash A Culture of Innovation

Liberating Structures offers an alternative way to approach and design how people work together. It provides a menu of thirty-three tools to replace or complement conventional practices. Liberating Structures used routinely make it possible to build the kind of organization that everybody wants. They are designed to include everyone in shaping next steps.

Developing Successful Schools (DSS) is an annual event made possible through a partnership between the four Atlantic Teacher Associations (NLTA, NBTA, PEITF and NSTU) and the New Brunswick Department of Education. The DSS Institute is intended for School/Provincial Administrators, teachers and other educators from Atlantic Canada.

SURF TO PEITF.COM FOR MORE INFORMATION

Working Conditions: Did You Know...

In reviewing the responses to the Economic Welfare Survey distributed this fall, the Economic Welfare Committee noticed that some aspects of the Memorandum of Agreement and teachers' working conditions are not clear or misunderstood. In my role in member services, I also receive questions from members that warrant being shared with the membership as a whole, without disclosing identifying information. To that end, here are a few questions that have come up recently:

Personal Days & Holidays: A teacher cannot use a personal day for the "purposes of extending a vacation or holiday period" (MOA, section 20:03). However, if a teacher wants to attend a family member's graduation, a wedding, a tournament or any other activity that happens to be scheduled immediately before or after a holiday, the primary purpose of the leave request is to attend the event rather than to extend the holiday period. As such, the PEITF's position is that such a request should be granted (absent other operation requirements).

Sickness & Securing Substitutes: Where a teacher is ill

“When a teacher is ill and cannot report to work, the teacher should advise their Principal as soon as possible in the manner indicated by the Principal.”

Securing substitute teachers for sick days, family illness days, bereavement leave and in lieu days among others, is ultimately the responsibility of the school board.”

and cannot report to work, the teacher should advise their Principal as soon as possible in the manner indicated by the Principal; some Principals ask staff to contact them directly, others ask staff to contact the office and some simply want teachers to indicate the absence

in AESOP. Whatever the direction from the Principal, this process should be followed. After this step is taken, a teacher who is sick has no further responsibility with respect to securing a substitute teacher. The administration, in collaboration with the PSB or the CSLF if necessary, will find a substitute teacher. Securing substitute teachers for sick days, family illness days, bereavement leave and in lieu days among others, is ultimately the responsibility of the school board.

370 Days & Leave: When the PSB and CSLF hire teachers for open competitions, priority consideration is given to fixed term teachers who have been employed under contract for 370 or more days in the three most recent school years. *Non-permanent or non-probationary teachers on maternity/parental/adoption leave are encouraged to apply for positions.* Even though the teacher may not be available to work, if they are deemed the successful candidate, the length of the contract will count towards their 370-priority status. All workers are protected from discrimination on the basis of gender, pregnancy, disability, family status, among other grounds. If a teacher applied for a position and believes maternity/parental/adoption leave or disability leave may have impacted the hiring decision, please contact the PEITF.



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by Selina Pellerin

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