

Halton DECE

Committed to providing exceptional service to members



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Local Executive Members

Amy Korzack, President
Cindy Bullock, Vice President
Tina Cochrane, Treasurer
Carol Bee, Secretary
Mansi Sood, Social Committee
Kristina Nearchou, PD
Committee

“Play is the only way the
highest intelligence of
humankind can unfold.”

-Joseph Chilton Pearce

Welcome!

I hope you have all had a smooth start up to the 2014-15 school year! If you are encountering any difficulties, I should be the first point of contact for all permanent DECEs in Halton. Our Collective Agreement is different from the Teacher Collective Agreement, so you may get incorrect information depending on who you are consulting or who is telling you what your entitlements actually are.

On October 23rd, 2014, we had our Fall Business meeting. The members in attendance passed the operating budget for the Local for the 2014-15 school year. We as a Local have some exciting plans in the works so please be sure to find all the info you need in this newsletter.

As we start the 5th year of the Full Day Kindergarten Program across Ontario, we have gone through many growing pains and I realize we still have some hurdles to overcome. As your President, I am constantly learning and working on behalf of all DECEs in Halton both Locally and Provincially. I attend all Provincial meetings and sit on all of our Local committees to ensure that we as DECE's have a strong voice.

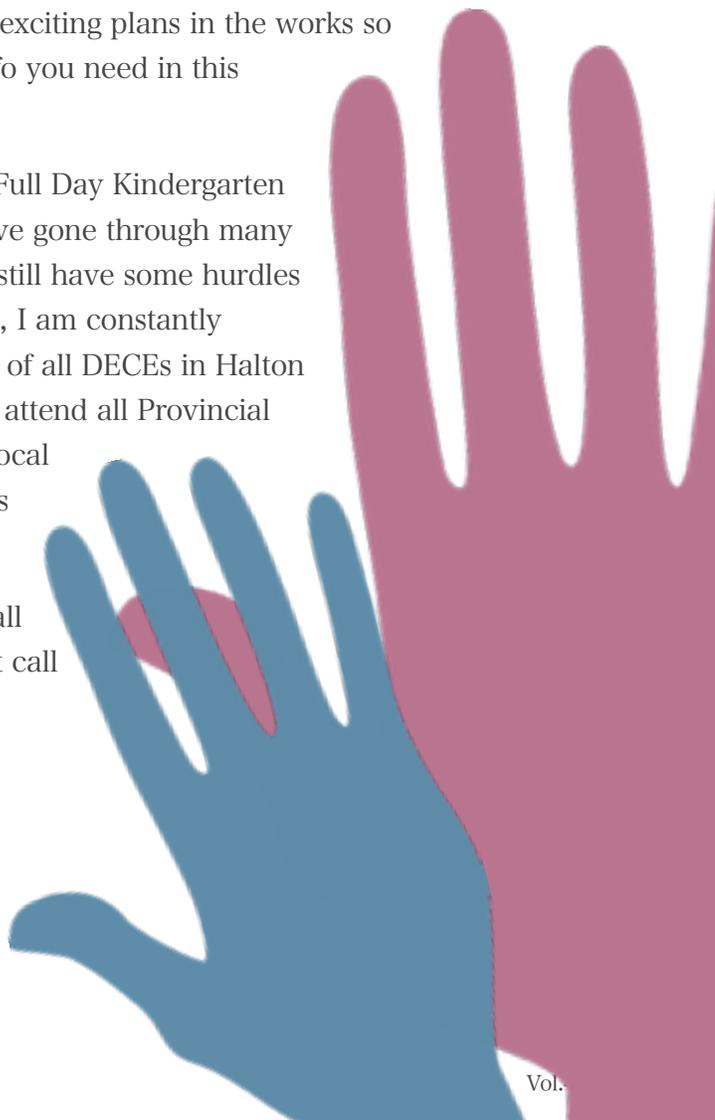
As always, I am here to assist all members in any way I can. Just call or email me.

Amy Korzack

Halton DECE President

etfo_hdece@hotmail.ca

Phone: 905-691-5071



Halton DECE

Get Involved with your Union

Local committees are a great way for members to get involved in their union.

Currently, the Halton DECE Local has a Social Committee and a Professional Development Committee.

The Social Committee Chair person is Mansi Sood. Mansi is looking for any interested members to help coordinate and organize social events for members. This year we will be continuing our coffee social hours after school where you can come and network with other DECEs in your area. The first coffee hour is scheduled for

Wednesday December 3rd
from 3:30-6pm at

Williams Coffee Pub in Burlington on the corner of Appleby and Upper Middle. There will be your Local executive members there to ask questions or you can just chill and enjoy



the company and network with other DECEs. To become a part of the committee, please email Mansi Sood at manzy@gmail.com

The Professional Development Committee is lead by chair person Kristina Nearchou. The Local has an awesome PD session scheduled for Thursday, November 27th beginning at 5pm. PD will be held at the ODLC Hall located at 475 North Service Rd E, Oakville, L6H 1A5. Dinner will be provided.

The Local is requesting at least one DECE Local Member from each school attend. More than one member from each school is more than welcome, but the information and discussions that are going to be taking place at the PD session need to get out to all schools and all members. The session will run approximately 2 hours. Please fill out the information below if you want to attend. You can send the RSVP through a scan or inter-office mail to either Amy at etfo_hdece@hotmail.ca or to Silver Creek Public School, Or to Kristina at kristina999@gmail.com or to Anne MacArthur Public School. Email Kristina Nearchou if you want to become part of the committee.

November 27th PD Session RSVP:

Yes! Please sign me up to attend

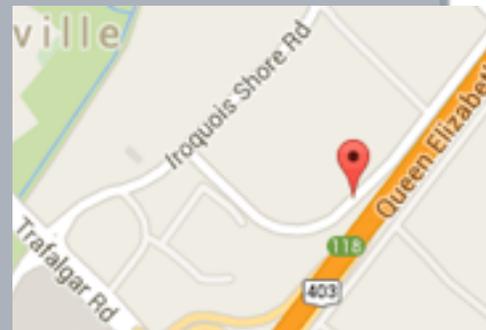
name: _____

school: _____

email: _____

phone number: _____

dietary restrictions: _____



School Stewards

School Stewards are an integral part of the day-to-day life in your workplace. Stewards can be very resourceful and helpful in a pinch.

A Steward supports positive relationships at the school level. A Steward is an effective listener and communicator who works with ETFO colleagues, school administration and the local President to ensure that the collective agreement is upheld.

Being a Steward for your DECEs at your school is not overly time consuming. It allows me as the President to have a

first point of contact within the school who can assist me in getting any and all pertinent information out to all the permanent DECEs in Halton.

A steward's responsibilities can include: contacting the Local President with questions or concerns as they arise within the school, direct members to appropriate resources, hold ETFO meetings with the DECE staff at your school, attend any stewards meetings and all General Meetings of the Local throughout the school year, be familiar with the collective

agreement, bring staff concerns to school Admin where appropriate.

Any member can call the Local President at anytime, and the school steward would be recommended to call always for assistance and direction that is in the best interests of all DECE members.

As a steward you are not expected to solve all problems at your school site, nor are you required to sit in on any meetings with your admin as a representative of the Union. Your

primary goal would be to ensure all DECE's at your school site have all the information that is communicated through Local and Provincial channels throughout the year.

Please email Amy Korzack at etfo_hdece@hotmail.ca to indicate your interest as a school steward.



Dates for Local Activities 2014-15

This year, the Executive worked on booking dates for the whole school year to ensure that all Members have as much notice as possible so everyone can attend Local functions.

For All permanent DECE Members to attend:

Thursday November 27th- Partnership and Conflict Resolution PD session 5pm-8pm

Wednesday, December 3rd- Coffee Social Hour at Williams Coffee, Burlington (Appleby and Upper Middle) 3:30-6pm

Wednesday January 21st, 2015- All Member Resolutions Meeting 4:30pm-6pm

3rd week of April- Tentative PD with Teacher Local- details will be released as soon as everything firms up

Thursday, May 7th 2015- All Member Spring Meeting- OLDC Hall Oakville, time TBD

There will be an additional meeting for all 3 Halton ETFO Locals (Teachers, OT's and DECE's) at some point in November. The details of that meeting will be communicated as the organization of that becomes solidified. (Hold November 24th open as I believe that is the date that ETFO Provincial is looking to organize in Halton)

Halton DECE

Halton DECE Collective Agreement

Your current collective agreement was bargained by a team of DECE's that recognize the importance of the role of a DECE. This team is still actively working on members' behalf to improve the current collective agreement. Our collective agreement is a combination of the Locally bargained agreement from 2010, the locally amended language from the 2012 round of bargaining and the MOU contents/constraints of Bill 115. The original CA can be found online in the HDECE chat in the folders at the top of the conference.

Some of the key items in your collective agreement that are always a little 'misinterpreted':

Duty Minutes- Halton DECE's have a hard cap of 240 minutes per week. Duty is described as anytime before the bell, anytime after the bell and anytime on a nutrition break when a DECE is assigned to supervise children.

7 Hours paid, 7.5 hour work day- Your 'shift' is 7.5 hours from start to finish. That's it, that's all you get paid to be in the school. If you have a staff meeting that fall within your shift hours, the Board would expect that you attend. You do not have to stay for the entire staff meeting as you are not being paid to do so. If you choose to stay and volunteer your time outside of these hours that is a personal choice.

Professional Activity Time- This is time before the bell and/or after the bell and when not on an assigned duty that is used the way the DECE feels is appropriate in relation to the running of their FDK program. The time should be used to for professional activity that relates to the Early Learning Program.

Breaks- You are entitled to 60 minutes per day of break time. 30 minutes paid and 30 minutes unpaid. These breaks can be split up throughout the day, but you are entitled to a minimum of one 30 minute block of time free from assigned duties.

Toileting- It is the expectation that a DECE will assist with independent toileting routines of FDK children. You should never accompany a child in the washroom nor should you be changing a child who has soiled clothing. Verbal coaching on the classroom side of the bathroom door is acceptable.

SERT Meetings- It is the expectation that DECEs will be informed and invited to any meetings that take place that involve children in your FDK class. Your attendance at these meetings would be subject to coverage deemed appropriate at the school level and these meetings should be scheduled outside of the instructional day, where possible, to accommodate for DECEs to attend. If your presence is not permissible, you should be fully updated on the progress of any meeting and any documents that you need to see should be made available to you.

If you have any questions or concerns about your collective agreement, contact Amy Korzack via phone, email, or text at:

etfo_hdece@hotmail.ca or 905-691-5071

Collective bargaining protects your rights as an education worker. Read your collective agreement today.



Cool
resources

1. Check out www.etfo.ca . From here you can sign up of newsletters and find out what is going on with your Union on a Provincial scale.

2. Come over to www.facebook.com/ETFOHDECELocal and like our Local's page. This page has updates of Local activities for people on the go!

3. ETFO's newest creation, etfopley.ca . Browse around this website to find articles geared to learning in the Early Years.