



Appalachian Teachers' Association



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Welcome Back!



It was an amazing summer – and it’s been an equally amazing fall. Here’s hoping your school year follows the trend!

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President’s Prose



Summer break is over and another school year is already well underway. Despite the challenges I trust you are optimistic and excited to be back with your students.

Now that we have a new provincial agreement, ATA and the ETSB will engage in negotiations regarding our local agreement. During my “30 schools in 30 days” tour at the end of the last school year I asked teachers to identify the most serious problems facing them and potential issues for local negotiations. Almost 400 teachers responded and I have compiled all comments. These comments will provide the base for negotiations.

At the end of November you will be consulted on proposed changes to our local agreement and asked to prioritize our demands. The consultation will be done at three regional meetings although a school or center visit could be possible at the request of the rep.

I am glad to be back ... I hope you are too.

Megan



"I'm so glad I live in a world where there are Octobers."

- L.M. Montgomery, author of *Anne of Green Gables*

COMMITTEES

There are five standing committees: Teachers' Advisory Committee; Health and Safety; Central PIC; Special Needs, and Labour Relations Committee. The members of the committees vary according to need.

ATA Reps & Executive 2016-2017
 Thank you for your service to your colleagues!

ELEMENTARY

ADS	Andrea Lockwood	
Ayer's Cliff	Brigitte Drew	
Butler	Josée Gagnon	
Cookshire	Janell Sale	
Drummondville	Marie-Michèle Fradet	Nancy Mace
Farnham	Karine Lefebvre	
Heroes' Memorial	Liz Heeley-Ray	
Knowlton Acad.	Nick Lemaitre	
Lennoxville	Caroline Côté	
Mansonville	Stephanie Smyth	
North Hatley	Catherine Seguin	
Parkview	Phil Cannon	
Pope Memorial	Céline Carbonneau	
Princess Elizabeth	Shannon Greenwood	
St. Francis	Aaron Corey	
Sawyerville	Scott Lowd	
Sherbrooke	Matt Johnson	Chantal Turgeon
Sunnyside	Rachael Bury	
Sutton	Linda Mireault	
Waterloo	Martine Bourbeau	Bonita Burnham

HIGH SCHOOLS

Alexander Galt	Margaret Young	
Richmond Regional	Lori Hill	
Massey-Vanier	Danuta Wiazowski	Justin Forster

CENTRES

Brome Missquoi Adult Ed	Theresa Greene
New Horizons Adult	Shanna Loach
Brome Missisquoi Voc Ed	Christina Bushey
Lennoxville Voc Ed	François Mercier / Shayne Mackey / Marianne St-Jacques

EXECUTIVE

SECTOR	RRHS	AGRHS	MVHS
VP Elementary	Marie-M. Fradet	France Gagne	Liane Flynn
VP Secondary	Sylvie Fortier	Mathieu Michaud	Peter Maingot
Adult Ed	Megan Maclean		
Voc. Ed	Ghislain Gravel		
Member at Large	Lynzee Portfors	Alana Russell	Becky Blinn
Treasurer	Martin Roberts		
Secretary	April Blampied		
President	Megan Seline		
Union Officer	Gail Klinck		
Observer	Alana Russell		

Contact Us

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Reminders for New Teachers

- If you have not yet received your contract, please let Megan know ASAP, and make sure you read it before you sign it!

- If you would like to visit someone's classroom or meet with a teacher to learn more about something that teacher is doing, why not use the ETSB/ATA's **Professional Partnership Program** to get some funds for release time? Find out more here:

http://ataunion.org/?page_id=627

- The ATA website has tons of information right at your fingertips. Check it out!

<http://www.ataunion.org>

Important Reminders

Request for salary adjustment - October 31 is the deadline to supply documents to justify a salary adjustment based on experience for that school year. (6-2.07 of the Collective Agreement)

Governing Board Workshop for Members of Governing Boards - Are you on a Governing Board and would like to learn more about how Governing Boards work and their responsibilities? Then this workshop is for you! **October 26, 7:00 p.m. at the ETSB**

Central PIC Funding Requests - submissions for Central PIC funding must be made by **December 12**. The information and forms booklet will be distributed to all schools and centres in the coming weeks.

Reps' Training Session - November 11, North Hatley

Federal Tax Credit for Teachers - Don't forget that there is a new Federal tax credit of up to \$1000 for teachers who spend their own money to enhance their classrooms. Keep your receipts! Here's where you can find more info: <http://www.craarc.gc.ca/gncy/bdgt/2016/qa03-eng.html>

Value Added - This is the time to start keeping track about the extra-curricular activities you do that qualify for "value added" money at the end of the year. The information you need to compile includes:

- the specific activity
- the duration of the activity (both hours and / or season)
- the number of students involved
- overnight activity?

Compensation for Parents' Nights - Parents' Nights are not included within your workload. The compensation for Parents' Nights is to be taken from your Personal Time, also known as "Work of a Personal Nature". Teachers can tackle this issue via their School Councils, or through individual discussion with their principals.

Approaching Retirement and Long-term Disability; how to save a few dollars - If you are within two years of retirement, you can save a few dollars by cancelling your long-term disability, which only kicks in after two years of short-term disability. Speak with Nancy Humphrey at the Board office at 819-868-3100 ext. 55042.

The Collective Agreement 2015-2020 - The English version will be available shortly. You can access the French version here: http://cpgn.gouv.qc.ca/fileadmin/documents/CPNCA/fr/03_Conv_coll_2015_2020/enseignant/E5-fr-2015-2020.pdf

ETSB Computers and Network Policy

Last spring, Jeff Pauw, Director of Human Resources, sent out a reminder to staff concerning the use of the ETSB's computer resources, including the network. The reminder stated that the use of these services was a privilege, not a right, and that *"Users must accept that the School Board has access to communications and transactions made using its computer resources, and therefore personal use cannot be considered private."* The memo sparked a lot of discussion and questions, and here are some of the answers.

The Board has no problem with you using its technology resources for personal use, BUT...

1. ...when you use the ETSB's technology resources, you agree to abide by a professional code of conduct that includes the limiting of downloads and appropriate personal and legal use. This means...
2. ...your personal use, must be legal, must not place an unreasonable strain on network resources, and when at school, should be limited to your non-presence time

Does the Board actively monitor staff usage of computers or network resources? The short answer is "No!" Nor can the Board "see" what is on your screen. However, the Board can view your history of usage and, should it be made aware of a possible abuse of privilege, it may choose to monitor your computer or network use and may do so without your knowledge or consent.

The bottom line? Do your personal business at home! If you would like to see the entire policy you can find it here:

<http://www.etsb.qc.ca/wp-content/uploads/2013/01/p024-policy-on-telecommunications-network-and-computer-resource-usage.pdf>

The Starling Minds Program



QPAT is about to launch a new wellness initiative called the Starling Minds Program. QPAT has subscribed to the program for QPAT members and it is entirely separate from and has nothing with any school board or services offered by the school board and it's 100% confidential.

The Starling Program is an online mental health and wellness tool that helps you assess, monitor and improve your mental wellbeing. As a member of QPAT-APEC, it's available to you to use anywhere and anytime you want, for free.

The full launch will take place at the end of the month, but there's currently a soft launch. If you would like to find out more about the program and/or to sign up, click here:

<http://ataunion.org/wp-content/uploads/2014/10/Starling-How-To-Sign-up.pdf>

Adult Education – New Horizons, Sherbrooke

By Megan Mclean

In case you didn't know, New Horizons is the ETSB adult education centre situated at 2365 Galt Ouest in Sherbrooke. It also shares the premise with its sister organization Job Links, a career counseling service that helps people with job searches and preparations, such as C.V. writing, translating, and interviewing techniques, to name a few of their services. The ETSB bus transportation department is also located in our building.

We're a small but mighty team. We have 3 full-time teachers, 3 part-time contract teachers, and 2 hourly paid teachers, as well as 4 regular support staff and 2 professionals. New Horizons also has 2 part-time teachers giving courses in partnership with LVTC. This fall we welcomed some new arrivals to the centre: centre director Caroline Gregoire, who replaced retiring director Camille Faucher; Heather Davis, who joined the teaching staff to accommodate the increased demand for English courses; Kathy Macdonald and Melissa Crook, who joined the Job Links team; Mychael Haquin who oversees the Emploi Quebec students. The more the merrier!

Now what about our students? They come from a variety of backgrounds and are all at least 16 years of age. Some come directly from local high schools, some from the job market, and some are recent arrivals to Canada. Each one enriches our centre. Most of our courses are individualized which gives students greater flexibility with their schedules and exams. Besides regular classes, they have 2 "Creativity" classes on Wednesday, to allow for special interest activities, and daily 20-minute reading blocks in which they can read books or magazines of their choosing. So far this semester, students have enjoyed a corn roast, participated in a Terry Fox Walk, enjoyed two fundraisers - Pizza Day and Crepe Day, helped decorate the hallway for autumn, played soccer, softball, and basketball, and participated in a reading scavenger hunt that enforces the importance of reading. On Oct. 12 one group of students went on the mural walk in Sherbrooke to learn about local history and appreciate outdoor artwork. Another recent endeavour is our Breakfast Club. Thanks to the sponsorship of Provigo Le Marché and its manager Sonia Inkel, we have opened a breakfast club on Oct. 3 to feed our hungry students and it is proving to be as popular as last year's club. That gives you a small snapshot of our centre.



The Glad to be Back Contest

Wow! There were so many reasons why people are glad to be back at school. Take a look – and thanks to everyone who wrote in!

Rebecca Mckelvey - Sunnyside

I'm glad to be back because... routine, and seeing the students and their growth over the summer

Magali Touchette - Parkview

I was extremely excited to go back, lots of ideas in my head and projects to do with my kids. I sent them a letter during the summer and they are showing up with sunglasses and an admission ticket tomorrow. Thank goodness I have them or else I would not be doing this job anymore!

Sylvie Fortier - RRHS

I'm looking forward to experiment the approach to teaching mathematics that I learned this summer

Fanny Boulais - Mansonville

Why am I glad to come back to school? Well, It would be a lie to say that I wouldn't like to stay in vacation mode a little longer... But all good things come to an end, and I like to teach. I am glad to come back to school to meet the new teachers and hear about the summer of my colleagues. I am excited to brainstorm with my team about projects, teaching, ideas, and solutions for our school. But what will really make me happy: the smile of the students coming back to school with sparkles in their eyes, seeing how much they grew up during the summer and their excitement to tell me their stories. Even those who really wanted to stay on vacation, will, by the end of the first day, smile at me, or give a little sign that shows me that they are secretly happy to be back, or just to see everyone. I know that teachers make the difference in a child's life and I am happy to be part of it. I know that this year I will teach my students, but I will also learn from them. I am excited to see what will happen during this new adventure, and that's why I am glad to come back to school!

Erika Sanborn - Butler

I'm glad to be back to school for many reasons but my favourite is to get back to cooking breakfast every morning for all those little darlings! It's my favourite part of the day!

France St-Pierre - Sherbrooke

Je suis contente d'être de retour à l'école, car j'aime être avec les élèves. J'aime leur enseigner des choses. J'aime aussi travailler avec mes collègues. J'aime partager des idées avec eux. J'ai hâte de rencontrer les élèves ainsi que les parents. J'ai hâte de faire des activités avec les enfants. J'apprends également beaucoup d'eux!

Pat Fontaine - MVHS

I'm glad to go back to work for a few reasons. Of course, the excitement of a new school year with new students and new beginnings is always a good reason to get back into the saddle. But mostly, I'm looking forward to getting a stable routine back. Summertime calls for a lot of friends, family, and socializing, and with all that comes a lot of late nights, trips, and more. Having the routine back gives me a sense of structure, something I do appreciate.

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Tara-Ann Smith - RRHS

I am so glad to be back because new adventures are about to start and I so want to be part of them. Everyone is in a good mood, happy to see each other and we all are well rested and ready to charge.....

Nancy Catchpaw - Drummondville

I'm glad to be back so I can use my new string puppets in Drama Class with the kids! Got them at the beach in the USA, they're fluffy, furry and cool-cute! What motivates me, motivates them :)

Andrea Lockwood - ADS

I am glad to be back because I have been out on maternity leave for a year and a half and I miss teaching. I can't wait to get back in and teach, have fun and watch my students grow as the year progresses.

Amanda Perkins - Farnham

As much as I enjoy my summer, I enjoy coming back to see my colleagues and newly energized students! I also enjoy the routine that we easily slip out of once we are off for a while!

Janell Sale - Cookshire

I am glad to be back because I love my job, I love teaching; summer is over and fall is on the way, so it is time to be back. I look forward to the challenges of the new school year.

Tia Rousseau - Sherbrooke

I'm glad to be back because... I'm coming back in August after being off work enjoying a 14-month maternity leave. I'm looking forward to getting back into a routine, seeing the students & staff and feeling more efficient on a daily basis. I'm also glad to be back because new challenges are coming my way. I've been given a 30% resource load. I'm excited to start!

Rachel Demers - MVHS

I am glad to be back because I have so many fresh ideas I would like to try with my students. I am excited because I am teaching new subjects that are closer to my field of expertise.

Jennifer Kidd - Butler

I'm eager to start a new year because I have a new group of children entering grade 1...they'll be excited to learn how to read and write, and that excitement is contagious!

Sylvie Turmel - Heroes'

I am very glad to return to school this year because I would like to experiment new things with my students. I will also teach new subjects to less students which with means deeper relationships and more attachment. Last year was hard for me so I would like to look at the next year with gratitude and hope.

Richard Williams - North Hatley

Frankly, I get way more done when I have less time - and so do my kids.

Group Insurance Plan Information

Policy 97000-Division 8830 – Eastern Townships School Board

- For all questions concerning coverage, medical and disability benefits, contact the client service department at Industrial Alliance. Be sure to have your policy number and certificate handy.

Montreal: 514-499-3800, or Toll Free: 1-877-422-6487

- For any life-changing events, please advise Nancy Bryant at the ETSB Office at 819-868-3100 ext. 55063 **within 31 days** following the event

Wedding • Divorce/Separation • Birth/Adoption of a child • Common law spouse (1 year cohabitation) • Termination of group insurance coverage for the spouse and/or termination of employment • Death of the spouse • Children 18 years of age and over, full-time student • Children 26 years of age and over • Children 18 years of age and under 26 years of age, no longer full-time student

Links of Interest

• QPAT	http://www.qpat-apeq.qc.ca	1-800-361-9870
• Parental Insurance Plan	http://www.rqap.gouv.qc.ca	1-888-610-7727
• Quebec Pension Plan	http://www.rrq.gouv.qc.ca	1-800-463-5185
• CARRA	http://www.carra.gouv.qc.ca	1-800-463-5533
• MELS	http://www.meq.gouv.qc.ca	1-866-747-6626
• Industrial Alliance	http://www.inalco.com	1-800-363-3540
• Strathcona Credit Union		1-888-350-5111
• Learn	http://learnquebec.ca	

Have a wonderful year!