

## ***Occasional Teachers' Local Executive Meeting***

***Wednesday, January 25, 2017***

***4:30 pm***

***At the Teachers' Local Office, Seaforth, Ontario***

Present: Kim Finlayson, Lindsay McNichol, Darlene Ellison, Wendy Hastings, Toni Gale and Gayle VanAltena

Regrets: Ashley Dickey

1. Meeting called to order by Kim Finlayson at 4:29pm
2. Reading of the ETFO Harassment Policy and FMNI Statement by Lindsay McNichol.
3. Approval of the agenda moved by Lindsay McNichol and seconded by Gayle VanAltena, carried.
4. Approval of the minutes from the last meeting on November 22, 2016 moved by Gayle and seconded by Darlene, carried. Toni will send to Lindsay to post.
5. Business arising from the last meeting(s) and/or action items from June Executive meeting:
  - Collective Bargaining Survey completed and will be shared during tonight's meeting.
6. **Health and Safety Report, Kim Finlayson**

### **Health and Safety Meeting - Thursday, November 24**

- Introduction of Michelle Ahrens, HR Manager
- List of Representatives sent out to Federation Presidents after Terms of Reference are signed off on.
- Copy of School Inspections, includes names of those Reps that have certification will be shared with group.
- Terms of Reference were all signed and submitted to the Ministry of Labour.
- Every employee of a school with asbestos will receive training. Binder is available for those who "may" enter the school (e.g., temporary workers) with map of asbestos locations.
- Incident/Accident Report Summary

- If loss time is approved by WSIB than it is not charged to sick leave and topped up to 100% and is paid through school board unless runs into a layoff period.
- Student support team meets monthly to review. Administrators can request assistance at any time.
- Jamie - Could look at lead indicators, to be proactive and lean more to prevention. (e.g., training)
- Why are there so many incidents for supply TRAs? Many students go to library with an EA. Is there not enough training? Isolated schools. May be in a long term placement.
- Has violence/aggression gone up since inclusion has been put in place? Not sure if there is clear cut answer. Is there better reporting? Many are behaviour students who wouldn't have been in SCC.
- Examine why reports are doubled up for some sites, but not elementary/secondary division.
- There have been claims made for PTSD in the past, not this year.
- School Inspection Report
  - Real tree being put up in a school; adequate water; lights unplugged at night. Needle no more of a hazard than slippery floors from water/snow/ice.
  - Elementary School is to have 9 inspections (requirement).
- Training
  - After hours workers, should have training so there is someone available to provide first aid. Administrator would make the final decision. Community users groups are responsible for their own safety.
  - Should be light switches at all entrances to a room.
  - 70% have completed training. New hires or those returning from leave have 3 months once return to complete training.
- New Business
  - Eating areas and small appliances
    - High Schools - food in stairwells, slip hazards (no cameras there)
      - Listowel don't eat in halls - cafeteria or outside
      - Address it with the administrator; since it is not happening in all high schools. Bring it back if not resolved.
    - Classroom - split it into an office and has toaster, kettle, heaters; as long as plugged into permanent wiring - no extension cords not a problem
    - Administrators send a reminder about proper food storage to avoid rodent issues.
    - No action for this issue at this time just make notes during inspections if kettles are issues.
- Round Table
  - Crossing guard was clipped. People aren't slowing down.
- Critical Injury
  - Slip and fall, lost consciousness (no hazards determined by WSIB)
- Most school boards struggling with violence and aggression.
- Surveys to be completed by November 30th, will populate a 3-5 years strategy.

- Next meeting dates:  
Thursday, January 26  
Thursday, March 30  
Thursday, May 25

## **7. PL Chairs' Report, Lindsay McNichol**

Minimum 16 people  
Presenter costs-\$2000.00

Text Book \$960.00 (\$60.00/each)

Mileage- I don't have their exact departure location however, I do know they are coming from the states est. 200kms each way \$200.00 @ .50/km

Accommodations for presenter @ The Festival Inn (2 nights)- \$560.00 (Depending when he workshop is as the nightly rate increases during Festival Season)

Meeting room rental \$200/day x 3= \$600.00

Food (Lunch and morning and afternoon snack each day) \$75.00

Approx. total: \$4395/ \$275.00 per person

Maximum 30 people  
Presenter costs-\$3000.00

Text Book \$1800.00 (\$60.00/each)

Mileage-I don't have their exact departure location however, I do know they are coming from the states est. 200 kms each way \$200.00 @ .50/km

Accommodations for presenters @ The Festival Inn (2 nights)-\$560.00 (Depending when he workshop is as the nightly rate increases during Festival Season)

Meeting room rental \$200/day x 3= \$600.00

Food (Meals and snacks each day) \$75.00

Approx. total: \$6235.00/ \$208.00 per person

## **8. Communications Officer Report, Lindsay McNichol**

With the conclusion of 2016 and in preparation for 2017 some information has been sent out in regards to OTIP and the benefit package that was originally

scheduled for unfold in the new year. This is no longer the case as there has been some minor glitches that need to be worked through.

**9. Grievance Update, Kim Finlayson - No Report**

**10. Social Justice and Equity Report, Kim Finlayson**

- **Backpack Program Update**
- **Bids and Bites Update**

**11. Political Action Report, Gayle VanAltena**

November 29, I met with PA/PR committee members from our teacher's local. We discussed collaborating with our PR work. We have ordered small bags and pencils with both AMDSB teacher and OT logos. These will include brochures and growth charts with information regarding class size etc. to be handed out at their sponsored swimming/skating events as well as our joint tent at the IPM September 2016. Discussed recruiting members to create a IPM Committee. Our executive needs to determine the amount of funds we would like to contribute to pay for bags, pencils and IPM costs. So far the costs are: Growth charts - \$619.50, Lunch bags and pencils - \$1090.7. December 20th: met with Teachers' local PA/PR committee to stuff PR bags and create display board for events.

**12. Goodwill Committee Report, Darlene Ellison- One baby card**

**13. Constitution Committee**

**14. Motion to accept committee reports.**

**15. Treasurer's Report, Lindsay McNichol**

a. Current Balance in our accounts as of

Chequing	\$ 50 793.78
GICs 1+1	\$ 3 249.59
Money Market	\$ 5 000.00
Total Balance of	\$ 59 043.37

- b. See attached treasurer's report of actual spending in comparison to the budget. Motion needed to accept the treasurer's report.

## 16. Collective Bargaining Report, Kim Finlayson

- Review of CB Survey before sending to members

## 17. President's Updates

- Cap was reviewed and 31 occasional teachers will be added to the list as of Friday, November 4.
- Cap was reviewed and 34 occasional teachers will be added to the list as of December 2016.
- Our Boards is now confirmed for the third wave of the ETFO ELHT Benefits Plan which is scheduled for April 1. This will only affect occasional teachers with LTAs of 90 days or longer.

## Vice-Presidents Updates

- January 24, 2017
- Focus of the plan for board policy is how to promote public education. Continue to work together to see what we more we can do.
- Always learning awards (maybe not an equal awareness as we often don't have every school represented)
- Rebalancing happening in Stratford-
- Actively engaged in seeking a new director-Ted has agreed to stay on at the latest March Break (he has officially retired)
- Ted-Feels that these meetings are important
- -we are all here to enrich the lives of children
- How can we work together to promote public education
- -How can we enrich the lives of employees to make them feel valued (school and system issue as it's different from sight to sight)
- -What is our relationship with the separate board? Some say we are too chummy. Do we promote public education collectively? Our members compare what they have and we don't.
- Randy-Trustee
  - not a battle we are going to fight for example we work together and cooperate with transportation.
  - We want to have partnerships where we can and thinking that in the next 20 years we may be pushed to have more of these partnerships. The government is also pushing this when they were at their symposium. Needs to be left at the provincial level.

- Jeff has a letter from a teacher(member) that outlined all the advantages of going to the catholic board and couldn't find a single good thing to say about the public board.
- St. Anne's has an ad on AM920-Is this effective use of public money? They have made the choice to spend money on an ad opposed to programming.
- We can be our strongest advocates or worst enemy.
- Respected and trusted is at the basis of what members needs to feel.
- **What's one great thing you want to promote from your classroom this month?**
- How do we promote things that are happening in our school? Do we send out Wes to video a different school every week.
- Survey was conducted to collect information to come up with something concrete.
- On site principal needs to take this upon themselves to find out why the people in their school don't feel valued.
- -ex. I want to be trusted to decide weather (DISCUSSION I'D LIKE TO SHARE)
- Employer wants the details as to why someone needs that day-professional decision.
- Jeff-Inclusion is the big issue. Not because we don't want to have inclusion it's that we don't have the resources and people power to do so successfully.
- Staff meetings is to move the school forward-Some school that have major problems often simply don't have staff meetings so these things build up and build up until its becomes a negative atmosphere.

## 18. New Business

- Correspondence Folder

## 19. Next meeting dates:

Health and Safety- January 26, 2017

Representative Council - February 8 & 9, 2017

PL -

Federation/Senior Staff- Feb 13, 2017 @ 8am

General Meeting - May 15, 2017 @ Seaforth Legion

May 8th-

## Action items:

- Toni to send Nov. minutes to Lindsay to post

## 20. Adjournment