

**Avon Maitland Occasional Teacher's Local Executive Meeting**

April 29<sup>th</sup>, 2013

4:45 pm

Avon Maitland Teacher's Local  
Seaforth, Ontario

Present: Krista Ehgoetz, Wayne Stewart, Kimberly Albers, Kim Finlayson, Jesse Bergmann, Terri Houston, Susan Janmaat, Nicole King, and Jennifer Kelly

**1. Call to Order**

Meeting called to order at 5:04pm.

**2. ETFO Harassment Policy**

Wayne read the ETFO harassment policy.

**3. Approval of the Agenda**

Jennifer moves to approve the agenda with the addition of a discussion about the levy under the Treasurer's Report. Krista seconded the motion, motion carried.

**4. Approval of the minutes from the last meeting**

Terri moves to approve the minutes from the previous meeting, Susan seconded the motion, motion carried.

Kimberly will send the March minutes to Jennifer to post on the website

**5. Business arising from last meeting**

**Executive**

**Review OT Evaluation Proposal** – Discuss positives, concerns (From March, in old business)

**Jennifer Kelly** - Update website to include most recent and past minutes. Posting most current minutes first. **Incomplete**

**Kimberly Albers** – Send draft copy of March minutes to Jennifer. **Completed**

**Executive** – Review website providers and choose new company. **Completed**

**6. Treasure's Report - Kim Finlayson and Krista Ehgoetz**

Kim Finlayson completed the treasurer's report for this month since Krista is currently fulfilling a short term LTA.

a) Current Balance in our accounts as of April 22, 2013

Chequing               \$ 9 104.63

GICs 1+1               \$ 3 160.05

Money Market       \$16 369.55

Total Balance of April 22, 2013 \$28 634.23

b) See attached treasurer's report of actual spending in comparison to the budget.

Krista moves to accept the budget, Wayne seconded the motion, motion carried.

c) Levy Discussion Analysis

We are down 1628 jobs as of the end of March this year. Kim met with the board, unfilled jobs are just what has been printed, there could be more. So far this year, we are down \$1000 in our levy at 61% of the year. We are going to have to increase our levy to keep Kim Finlayson (President) half time.

We will have to raise \$17,000 dollars to support the president as half time, in turn raising our levy. The current levy is .185 and it would have to increase to .04. For a daily OT, it would be .92 cents per day, and more if you are on an LTA.

Wayne motions that he will make a motion at the Annual Meeting to raise the levy to 0.4% in order to keep presidential release at half time. He is willing to put together a presentation. Jesse seconded the motion.

Discussion ensued.

Wayne calls the vote. Motion carried.

**7. Health and Safety Report - Susan Janmaat**

There is not a lot to report other than there is still a problem with receiving keys from schools. The board has taken an initiative to use an outside company to inspect all science and technology areas and report back with recommendations. They will also be using a pilot program to improve in areas of Spec Ed, but this will not be until the science and technology areas are completed. These programs will be done according to the board's order of preference. No word on any future Health and Safety Alerts on First Class. All Emergency Procedures should be posted near classroom doors.

**8. PL Chair Report - Krista Ehgoetz**

- Drama and Arts Series was cancelled due to lack of enrolment.
- Currently hosting the three part Classroom Assessment Series at Mitchell High School.
- Technology workshops will begin in May at the LRC.
- Still trying to confirm Crayola Art Workshop and Classroom Management Workshops.
- A big book workshop and read aloud workshop will be held in May or June.
- Hosting the PLOTs (Professional Learning Occasional Teachers) for all ETFO PL chairs in the province on May 22.

**9. Communications Officer Report - Jennifer Kelly**

Seven website designers/providers were contacted. Many wanted to meet in person, but due to time constraints this was not possible. Two additional submissions were sent out to the executive and an online vote for a new website provider was taken, Simalam has been

chosen. Contact has been made with Simalam to begin the designing a new website. A meeting will be held in the Fall to train the communications officer, secretary, PL Chair and President to enable them to upload information to the website.

Simalam will be paid in two installments, after July 1, 2013. The website should be up and running before September of the coming school year.

#### **10. Grievance Update - Kim Finlayson**

Kim is currently working on a grievance for the Long Term Occasional List.

#### **11. Social Justice and Equity Report**

a) The Charter Dinner and Auction was held on April 18th at the new location - Mitchell Golf and Country Club and with a new format – appetizers and desserts. The event was held from 4:30 to 7:00. Only silent auction items and 3, five dollar draws. Just over 100 attended. The new format went well and lead to more socializing. Final figures are not in yet.

b) Our \$250 caterer or restaurant donation was issued to Part 11 Bistro Restaurant in Blyth and went to Nancy Dickson.

#### **12. Goodwill Committee Report – Nicole King – nothing to report.**

#### **13. Political Action Report - Wayne Stewart**

Much is happening in the Political front these days.

The minority government is getting set to release its first budget under Kathleen Wynne. Without the support of the New Democrats, Ontario could be facing an election very soon. Please continue to read updates on First Class in the OT icon.

To read this week's issue of ETFO's Queen's Park Highlights, click here:

Headlines this week include:

<http://www.etfo.ca/publications/queensparkhighlights/pages/default.aspx>

- Ekos Research shows Liberals and PCs in Dead Heat
- Gas Plant Relocation continues to dominate Question Period
- PC Education Critic seeks Cost of Improvements to OSSTF Contracts
- NDP MPP raises Concern about Fate of Toronto DSB Music Programs
- PC MPP questions whether Liberals can Balance Budget by 2017-18

#### **14. Constitution – Wayne Stewart**

Proposed constitutional changes have already been sent out in April and will be sent out again in May.

## **15. Environmental Committee Report - Wayne Stewart**

No meetings were held.

Last year, the first ever **AMDSB EcoStar Awards** were held. This celebration was an effort to both acknowledge the great work done in our school with respect to the **environment** and to spread it among other schools. The committee is happy to announce that this event will be held again, **tentatively for the evening of June 19 at the Ed Centre.**

In the coming weeks teachers will again be invited to take the opportunity to honour those from your school who you believe worthy of recognition. We hope it is possible for both adults and students to be recognized.

## **16. Collective Bargaining Report - Wayne Stewart**

### **A. Presidents' and Chief Negotiators' Meeting**

On April 3, Kim and I attended a Presidents', and Chief Negotiators' meeting in Toronto. All discussions with government have been focused on finding solutions that can be achieved without new money and within the Ministry's funding envelope. ETFO is pleased to report that, while **the details have yet to be finalized**, understandings have been reached regarding the following issues:

### **Maternity Leave**

- Eligibility for teachers, LTOs and full-time non-teaching members.
- Improvement of benefit - 100% salary for 8 weeks, less EI benefits.
- Receipt of benefit over the calendar year - 12 month period.
- June 1, 2013 implementation.
- Superior benefits protected.

### **Sick Leave**

- There will be no adjudication as set out in Regulation. With respect to the determination of eligibility for sick leave, collective agreement provisions and practices in effect at August 31, 2012, continue.
- References to 66 2/3% in Regulation and in the sick leave plan will be removed.
- Use of sick days as per 2008 Collective Agreement and practice.
- Extended LTD waiting period beyond 120 days will be covered.

### **Gratuity**

- Increase to compensation to non-vested members for unused sick days.

### **Workload Study**

- A study to review current and planned educational initiatives and student assessment at the provincial and school board level with a view to clearly focusing

such initiatives and assessments on student achievement, teacher workload, and teacher professionalism.

### **Job Security**

- Job security clause for non-teacher members.

### **Voluntary/Extra-Curricular Activities**

- ETFO will notify members that any advice to withdraw participation in voluntary/extra-curricular activities is suspended (completed March 26). Any decision to participate in voluntary/extra-curricular activities is at the discretion of the member.

Based on the success of meetings to date, as well as the good faith demonstrated by the government throughout these discussions, we are confident that ongoing dialogue will result in a full agreement being reached.

It is important to emphasize that an all-member vote will be conducted upon conclusion of any agreement reached with the government. ETFO is a democratic organization and, as such, it is ETFO members who will determine whether an agreement reached with the provincial government is acceptable.

### **B. OLRB Ruling**

On April 13, 2013, The Elementary Teachers' Federation of Ontario (ETFO) announced it would abide by the decision of the Ontario Labour Relations Board (OLRB).

The OLRB decision was issued after the Trillium Lakelands and Upper Canada District School Boards lodged a labour relations complaint in January regarding advice ETFO issued to members about voluntary services.

The OLRB decision confirms, as ETFO had asserted during the hearing, that the union's advice to members about withdrawing voluntary services was not a "directive".

The OLRB's interim decision states that the concerted withdrawal of voluntary services during the term of the collective agreement falls within the definition of strike. However, this is subject to a decision by the OLRB on charter issues related to the definition which is still outstanding.

"This ruling reinforces the position of ETFO that individual members have the right to make personal decisions about whether or not to participate in voluntary/extracurricular activities. It also makes clear that school boards cannot compel their employees to perform voluntary services or discipline them for not doing so," said ETFO President Sam Hammond.

## **17. President's Updates – Kim Finlayson**

a) Status of the LTA roster interviews as related to Regulation 274

Final interview took place on Monday, April 22. The long term lists for secondary and elementary will not be created until all the references have been checked. This process is still on going.

b) Update on Occasional Teachers' List

Stats will be provided at the meeting.

Waiting to meet with the board to determine how many OTs will be added to the list.

Initial agreement, prior to stats report, was to add 10; including 3 French teachers already added to the list and currently in French LTAs. Needs were noted in the areas of French, Northern schools and Intermediate.

c) Researching Health & Safety Concern Forms and use of System Calendar via presnet is ongoing. More information will be gathered at Rep Council.

d) Decision and selection of executive members going to the Provincial Annual Meeting – President, Vice President attend as indicated in the constitution; in addition ETFO pays for an alternate.

It was suggested, with the financial climate this year, that we possibly cut the fourth person that we typically send to the Provincial Annual Meeting (August 2013) and just send the three people that ETFO pays for to cut costs.

Wayne moves that we send the president, the vice president and one other member this summer, Jennifer seconded the motion. Motion carried.

Executive members who were willing to attend had their names put into a hat and a draw was made. Terri will be the third member to attend the meeting. If someone is unable to attend, Kimberly Albers is the alternate.

## **18. Old Business**

a) OT Evaluation - Questions, Concerns, Problems???

It is a very subjective evaluation.

We would like to see language in the evaluation that says that the OT can request another evaluation. There is no follow up with an unsatisfactory evaluation.

Dislike the satisfactory/unsatisfactory wording.

What is the timeline between evaluations? Do you have to be evaluated every school year (Sept. - June) or in every LTA (within the same year)?

## **19. New Business**

a) AGM agenda

-It Can Happen to You, Video

-Constitution Proposed Changes

-AGM levy increase – Wayne Stewart

Upcoming Meeting Dates

- Representative Council – May 1<sup>st</sup> and 2<sup>nd</sup> – Kim Finlayson
- ETFO Occasional Teachers Professional Learning Meeting – Krista Ehgoetz Hosts

- POTS in Windsor – June 9<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup> – Kim Finlayson, Krista Ehgoetz
- Annual General Meeting – Wednesday, May 29 at 4:30 at the Education Centre
- Executive Meeting – TBA

## **20. Adjournment**

Meeting Adjourned at 6:20 pm

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### **Action Items:**

Kim Finlayson

- levy information from other boards to support the increase in our levy fee
- put levy increase presentation on AGM agenda
- find out when we have paid for services, paid up until November 2013???
- notice ready for AGM and agenda
- selection of auditors for budget

Kimberly Albers

- email minutes to Jennifer Kelly in DRAFT form

Wayne Stewart

- prepare a page with important information about levy for executive in terms of being able to support you and back you up on this idea

Krista

- book food for AGM