

Avon Maitland Occasional Teachers' Local Executive Meeting
Wednesday, March 6, 2013
Teachers' Local Office
Seaforth, Ontario
4:30pm

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

Dinner was provided prior to the meeting.

1. Meeting called to order.

Kim called the meeting to order at 4:37pm.

2. Reading of the ETFO Harassment Policy, Wayne Stewart

Wayne Stewart read the ETFO Harassment Policy.

3. Approval of the agenda

Jesse moved to accept the agenda with the additions, Susan seconded the motion, motion carried.

4. Approval of the minutes from the last meeting, Wednesday, January 23, 2013.

Jesse moved to accept the previous meetings minutes, Susan seconded the motion, motion carried.

5. Business arising from the last meeting(s).

Executive Action Items:

Need suggestions for a new theme/name for the Charter Dinner and Auction and the mystery gift donation. **Incomplete**

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

They have all been scanned in. Still need to put online.

Wayne Stewart – Post rally information on the Elementary OT icon **Completed**

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

6. Health and Safety Report, Susan Janmaat – Nothing to Report

7. PD Chair Report, Krista Ehgoetz - Nothing to Report

8. Communications Officer Report, Jennifer Kelly

This will be an oral report.

Jennifer moves to go "In Camera" for this discussion, seconded by Krista, motion carried.

Jesse moves to come "Out of camera".

9. Grievance Update, Kim Finlayson – Nothing to Report

a. A reminder the Charter Dinner and Auction is coming up on April 18th at the new location - Mitchell Golf and Country Club and with a new format – appetizers and desserts. The event will be held from 4:30 to 7:00/7:30. Only silent auction items and 3, five dollar draws.

Some Charter Dinner and Auction ideas include:

- Fiesta Time
- Indian Nights
- Ethnic/Around the World
- unusual holidays
- Mexican
- Eat, Pray, Love
- Flower power
- Victorian era
- Go Green
- Arabian Nights
- Japanese
- Mystery theatre
- Hawaiian
- Big Band Swing

Kim Finlayson to check with Christine about the ideas.

b. The occasional teachers' local is responsible for donating a "Mystery Gift" for one of the \$5 draws. This needs to be decided today, bring your ideas forward.

- dinner/spa package for mystery gift

11. Environmental Committee Report, Wayne Stewart – Nothing to report

12. Goodwill Committee Report, Nicole King - Nothing to report

Krista, Kim, and Wayne went to Keith's son's visitation. Wondering about getting him something, like a stone or a tree from the executive committee as he was a long standing member. Susan motions to purchase a memorial gift for the passing of Keith's son. Nicole seconded the motion, motion carried.

13. Political Action Report, Wayne Stewart - See attached report from the PC Round Table Discussion in Formosa

Political Action Report

A. OFL Rally for Rights and Democracy January 26, 2013

ETFO bolsters OFL Rally for Rights & Democracy

On Saturday January 26th many educators (including myself) boarded buses and headed to Toronto to march in protest in the streets of downtown Toronto. We stood at Allen Gardens for speeches with members of the OFL (Ontario Federation of Labour) and the community at large supporting a Rally for Rights and Democracy. Thousands of protest tweets were sent to the Liberal Party at their Leadership Campaign in Maple Leaf Gardens.

ETFO locals gave the Liberals a taste of what was to come when they held a boisterous picket outside the convention Friday night, as the voting started. More than 30,000 unionists, many from out of town, came in waves to protest for rights and democracy on Saturday. The message of educators and other trade unionists got through loud and clear to the Liberal delegates and leadership contenders.

B. Round Table Discussion on Education Formosa Ontario

On Feb. 13, 2013 Kim and I attended a meeting in Formosa about the Progressive Conservative White Paper on Education

Attendees included Lisa Thompson MPP for Huron –Bruce, Lisa MacLeod MMP for Nepean- Carlton, PC Critic for Education, principals, directors, teachers, occasional teachers and ECE members. The paper was definitely not well received. The highlights are below. Lisa Macleod present the PC White Paper and Round Table discussions were held.

1. The PC platform is based on 11 Paths to Prosperity.
Basically, expect more from teachers with less and the system is broken.
2. Raising Student Expectations
They would like to raise the graduation rate to 85% from secondary school and literacy and numeracy so that 90% of children would meet Level 3 or 4 in EQAO. How this would be achieved is not mentioned. They would place more emphasis on daily exercise, the arts and science. EQAO would test science in Grade 8.
How we add more time to the day was not addressed.
3. A Teacher and Principal Driven System
 - (a) Give teachers the authority to use their judgment in regard to curriculum
 - (b) Give each principal the authority to run their school. (e.g not have to adhere to class size depending on the needs of each classroom, supervision schedules not based on teacher contracts)
 - (c) Eliminate School Superintendents and give the powers to Principals
4. A Realistic Teacher Job Definition and Extra-Curricula Activities
 - (a) Definition of the Teacher's job will be added to the Education Act.
 - (b) Legislate extra-curricular activities.
 - (c) Reward individual teachers who demonstrate excellence with higher pay than

- those that don't.
- (d) Reduce the ability of union bosses from punishing teachers who want to help students
 - (e) Change class size to: Primary from 20 to 23 students, Intermediate from 24.5 to 26 students and Secondary from 22 to 26, sorry no mention of Junior grades
5. Elimination of Jobs
 - (a) Eliminate 5500 educational assistants, 1500 custodians, 800 coordinators and consultants, 750 school administrators, 750 office staff. Included in this group are 4000 professionals and para-professionals.
 - (b) 70% of non-teaching staff added over the last decade will be eliminated. This means an 11.8% decline in school boards, a total of 82 000 jobs
 6. Junior Kindergarten
 - (a) Freeze the program (delay until the budget is balanced) and remodel it (doesn't mention how)
 - (b) An intensive study to test its merits, reduce costs and redirecting some of the savings to helping students with serious and identified needs
 - (c) In Senior Kindergarten have an ECE for all day and a teacher for only a half day
 7. Protecting Schools
 - (a) Have students from more than one School Board housed in the same building
 - (b) Offer virtual learning to save small secondary schools
 - (c) Expand the use of schools more to the community
 8. Safe Schools
 - (a) Develop anti-bullying programs

Since this report, ETFO provincial executive has decided that we will continue with this protest of not participating in extra curricular activities.

14. Constitution Committee, Wayne Stewart - Constitutional amendment proposals from the committee will be screened and reviewed. Time will be allowed for discussion and voting.

Wayne motions to accept the constitution, Krista seconded, motion carried.

15. Treasurer's Report, Krista Ehgoetz and Kim Finlayson

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 Tuesday, March 5, 2013

Chequing	\$45 952.01
GICs 1+1	\$16 369.55
Money Market	\$ 3 160.05

Total Balance of \$65 481.61

*****Please note release time has not been paid for this fiscal year. The invoices***

from the board have been received totaling \$31, 582.43. There wasn't time to cross reference them with our time sheets so payment and input into the budget is on hold until they have been verified. Release time will appear in the next budget report.

b. See attached treasurer's report of actual spending in comparison to the budget. Wayne moves the treasurer's report, Jennifer seconded the report, motion carried.

c. ?

d. Analysis of F.T.E.

-Supply days are down as a result of government cuts to PL funding, sporting events, etc.

-LTAs up slightly (due to stress leaves), but daily occasional jobs down

We need to look at the budget before the end of June. There are a lot of factors in the budget that must be considered.

The Local saves money with the electronic levy as we are not having to pay service charges to deposit cheques into the account and it a lot less labour intensive, saving time and money for the treasurer and president.

The AMDSB administration is looking to "deal" with negligent OTs which will require Kim to be out for more and more meetings.

A budget committee needs to be formed to get together to look at the budget and the levy and whether we need to increase the levy percentage.

16. Collective Bargaining Report, Wayne Stewart

No negotiations with the Board have taken place

Interviews for LTAs and Permanent positions have begun.

The Latest from ETFO

Voluntary and Extracurricular Activities

ETFO members are advised that ETFO's position regarding voluntary activities remains the same. As stated on the ETFO Provincial Takeover Bulletin regarding voluntary/extra-curricular activities issued in January, ETFO's Executive will be reviewing this position prior to March 1st. The results of that review will be communicated to ETFO members as soon as they become available.

Government Discussions: Update

President Sam Hammond and representatives of ETFO have participated in a number of discussions with representatives of the government and school boards. ETFO's representatives at these meetings include President Hammond, First Vice-President Susan Swackhammer, and ETFO's General Secretary, Deputy General

Secretary, and Coordinator of Protective Services.

Thus far, these discussions have been positive and respectful. ETFO looks forward to participating in further talks with the provincial government in order to achieve concrete solutions to outstanding issues.

ETFO will continue to update members on these talks.

October Dates Set for Charter Challenge

Last fall, ETFO and three other unions launched a Charter challenge regarding the provincial government's imposition of Bill 115 (video [here](#)). The hearing has been scheduled to start in the Ontario Superior Court of Justice from October 21-25, 2013.

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17. President's Updates

- a. Status of the LTA roster interviews as related to Regulation 274 (Brief oral report)
 - Mat/Pat Leave
 - Extenuating Circumstances
 - Fairness and equity of the process
 - 2013-14 Long Term Assignments (See System Leaders' Report Below)
 - no circumstances granted for being extenuating, Kim's hands are tied with the legislation
 - high school LTA list has not yet been finalized
 - using the LTA roster to hire for LTA jobs in the Fall
- b. Researching Health & Safety Concern Forms and use of System Calendar via Presnet is ongoing.
- c. Update regarding submission of member for discipline (In Camera) Oral Report
 - Still in the General Secretaries hands.
- d. System Leaders' Update from February 4, March 4

- Administrators placements will not be announced until the end of March
- Elementary interviews continue for the Long Term Occasional List and should be in place for the Fall LTAs. Have had a hallway discussion regarding this, plans to meet.
- The Board received \$28,000 in funding for the implementation of the evaluation process which goes along with Regulation 274. Discussion will take place with the Board regarding the evaluation template proposed by the government. Have leeway to amend it by mutual agreement.
 - 4 months or longer on LTA, need to be completed
 - on First Class the evaluation form is available
- Inclement Weather – school notices should read “closed to students”, the expectation is that staff will go to school if it is safe to do so i.e. the road are not closed. Local’s position is that the comfort level of individuals is different, use your own judgement. If don’t go to school for weather, teacher are expected to input this into Smartfind using the “weather” code.
- New Physical Education Guidelines are coming out from OPHEA
- Advertising for students to self-identify as Metis, First Nations; next step is to have staff self-identify
- BYOD (bring your own device) continues its implementation in schools
- Trying to find a way for staff to access their school data storage from home
- WIFI is being updated as more personal devices are used the system are being overloaded.
- Safe schools just put out another batch of revised APs; bully prevention programs will need to be revised in all school for next year

e. Representative Council Update from February 6-7

Pre-Representative Council Update (OT Presidents Meeting)

- Daily work for occasional teachers is down across the province; primarily due to the cutbacks in PD funding to the boards.
- Several boards showing an increase in LTAs
- Unfilled jobs up in some Boards – poor scheduling, increase in half day work (too far to drive)
- Discussed the variations regarding the handling of strike action in many boards – some OT Locals felt left out of the planning process

Representative Council Highlights

- PPM (Policy Program Memorandum) 155 – outlines diagnostic professional judgement, teachers must use diagnostic assessment, must prove they have used it; but can be small sample – school board is to develop a list of approved assessments – not applicable

to Spec, Ed. Or provincial mandated assessment (EQAO) – linked to OECTA MOU, possible grievance as a result – advice for member regarding this legislation is on the side of the ETFO website

- OLRB continues to listen to arguments regarding extracurricular activities and whether or not they are an “illegal strike” action in two boards
- Charter Challenge set to be heard October 21-25, this was the earliest date available
- Regulation 274 synopsis reviewed – Jennifer has already forwarded on to members
- **Government Memo regarding imposed contracts – OT in LTAs don't get the additional sick day, still at 10; all other bargaining units at 11.**

f. Occasional Teachers with French Qualifications

- Due to the lack of French Qualified occasional teachers on our list, the board had to hire outside of our list for two LTAs. For both positions, only one OT applied and the applicant wasn't qualified. These OTs will be removed from the list at the end of their LTAs.
- Discussion with the executive around French Qualified OTs requested

-how do you feel about opening the list?

-do a calculation about where we are with what qualifications

****-revisit French qualifications at a later date**

g. Unfilled Jobs

- Continue to be a problem, especially on inclement weather days. Need to review scheduling and process for inclement weather days. OTs should be glued to their computers if the weather is clear in their area and if they are willing to drive on these days. A reminder went out to administrators that occasional teachers get paid for the full day, for a prearranged assignment if the job is cancelled with less than 1.5 hours' notice. Some administrators were sending OTs home if there were not many students in the building.
- A serious look needs to be taken at our daily casual list. Many members are not applying for leave when working full time for other boards.
- Data looking at where are jobs are derived from i.e. illness, PLC, personal days etc. may be helpful. Wayne and Kim will review, as this information will directly impact collective bargaining.
- Use of emergency staff decreases our levy and ETFO federation dues; not to mention put individuals at risk – non-union workers will not have coverage by ETFO should a serious incident/allegation occur.

-flag the principal an email letting them know that you are able to make it in for the day

18. New Business

- a. Solidarity Issue Re. Voluntary Activities (Oral Report)
-discussed a concern about a teacher college continuing status quo
 - b. Fax Machine (Oral Report)
-broken, will eventually needs to be replaced
 - c. Executive Review
 - d. Keys for OTs
- **-bring to next meeting**
- e. budget committee
-Krista, Wayne, Kim F., and Susan
-to meet to discuss budget items and review the current levy percentage, possible increase

Upcoming Meeting Dates

- Health and Safety Meeting, March 28th – Susan Janmaat, Kim Finlayson
- Charter Dinner and Auction – April 18th – Everyone
- Representative Council – May 1st and 2nd – Kim Finlayson
- ETFO Occasional Teachers Professional Learning Meeting – Krista Ehgoetz Hosts
- POTS in Windsor – June 9th, 10th, 11th – Kim Finlayson, Krista Ehgoetz
- Annual General Meeting – TBA for May
- Executive Meeting – TBA

19. Adjournment

Susan adjourned the meeting at 7:10pm.

Jesse Bergman left meeting at 6:45pm

Terri Houston left meeting at 7:00

Action Items:

Jennifer

-check into two new service provider proposals and send quotes to executive via First Class for viewing

Kim Finlayson

-OT keys - new system

-review the OT list and get the information from SmartFind

-review OT evaluation form

Kimberly Albers

-send January mtg. minutes to Jennifer

-send minutes to Jennifer in Draft

Krista

-to give Kimberly PL report

Wayne

-post constitution on the OT icon on First Class