

## Occasional Teachers' Local Executive Meeting

September 25, 2013

4:30pm

Teachers' Local Office

Seaforth, Ontario

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

Regrets:

1. Kim called the meeting to order at 4:40pm.
2. Wayne Stewart read the harassment policy.
3. Approval of the agenda as screened.  
Kim added letter f. Provincial Bargaining, under collective bargaining to the agenda. Jesse moved to accept the agenda with the addition, seconded by Terri, motion carried.
4. Approval of the minutes from the last meeting - June 25, 2013.  
Wayne moves to accept, seconded by Nicole, motion carried.  
Kimberly will send the June minutes to Jennifer to post on the website.
5. Business arising from the last meeting(s) and/or action items from June Executive meeting:
  - a) Status of new website – Jennifer provided an update about the status of our new website, Kimberly, Nicole, and Jennifer will have access to update the calendar for PL events and posting minutes
  - b) Backpack program update – backpacks have been delivered and have received Thank You correspondence
  - c) Grievance update will take place as agenda item 9
  - d) President sent a response to Huron Labour Council. The executive was issued a copy of the response via First Class.
  - e) FTE final report for 2012-13, Wayne Stewart – we have improved tremendously in the last 3 months. We are \$210 less on levy than last year, which is above what was projected with the decreased number of jobs.
6. **Health and Safety Report - No Report**
  - First meeting is Thursday, September 26, 2013 from 1:30-3:30.
7. **PL Chair Report - Krista Ehgoetz**
  - The Board issued the \$4000 to the Local for Professional Development as outlined in the Collective Agreement.
8. **Communications Officer Report - Jennifer Kelly**
  - New OT website provided by ETFO. Kim has sent the link to Jennifer and it will be posted on the new website. Kim has posted it on First Class.
  - Half day release will be given for PL chair (Nicole) and secretary (Kimberly) for training regarding the new website and how to navigate.

## 9. Grievance Update - Kim Finlayson

- Review the current status of the Grievances related to the Board's hiring practices as related to LTAs and Permanent Contracts and Regulation 274.
- Chose to focus on the process in which hiring happens within the board so that the local gets information on hiring.

## 10. Social Justice and Equity Report - Kim Finlayson

- Bits and Bites will be held on Thursday, April 24<sup>th</sup> at the Mitchell Golf and Country Club
- Suggestions for a donation item would be appreciated for the next meeting.

## 11. Environmental Committee Report - Wayne Stewart

### ENVIRONMENTAL LEADERSHIP AND EDUCATION STEERING COMMITTEE

#### Minutes – Wednesday, June 25, 2013

A one-time only 2013-2014 school year rebate will be available to schools who are able to reduce consumptions; bonus for peak power demands reduction – no expectation to continue it for the following year – active Eco Team or Environmental Club would need to be in place at the school – “handful” of people to make up the team, wouldn't have to be ready to start the team in September

Real time monitoring will provide feedback to schools when they are making a difference – a website could do this, anyone could see it – the focus would be on lighting and plug load (controllable)

At some schools Eco teams are quite active while at others not so much this year because of staff's extra-curricular withdrawal. Also, some practices have become embedded in the classroom, e.g. Composting – isn't looked at as something “additional” – doesn't feel like you're signing up for something.

#### Curriculum

- A new community partner - Conserve Canada. 869 grade 5 students were part of 1.25hr workshop led by Tim Lang of Conserve Canada that supports their curriculum.
- Leaves students with items they can use, Scott provided Tim with suggestions for pre- and post-activities that could be used in the future
- Would like to get number up to 1500 AMDSB students next year
- Have not received any negative feedback that would indicate teachers didn't want to continue this
- Tim was able to provide the students with information and demonstrations on alternative energies – solar, wind, etc.
- Brings in hand-on activities for students – eg. Solar car – kids help to construct the car
- Good step for Board to find a good partner in Conserve Canada

#### Tree 2013 by 2013

Elementary plant most of the trees – not this year due to job action

- Up to a total of 312 trees – after 3 periods of time
- There are still some schools who like to do it, conservation authorities will sometimes donate the trees – so we do not always know about the trees that have been planted
- Get message out early in September about planting – or earlier so that they can plan their units before school starts to incorporate the tree planting
- We still have people planting that have not before, so that is great

#### Eco Schools

- 3 schools going for it this year – all given Silver Standard
- Certification means that you are good at a variety of things environmental things in the school

#### Water Bottle Filling station

- Water bottle filling station – paid for by this committee several years ago
- Has 8 little coils to fill bottles
- It got damaged last year – is protected now and could be couriered
- Good PR for the Board – and kids are using it!

- If any school needs to use it – just contact the Environment Co-ordinator
- Paramedics thought it was a great idea at track meets
- No issue if schools are on well water – it is all tested centrally

### **Celebration - EcoStars**

- Video of the event, and a separate video for each school that is honoured
- Invite Principals to select up to 2 adults and 2 students who have been environmentally conscientious to be recognized
- 16 took part last year – 40 winners
- 17 schools this year – 43 winners, far more from secondary this year
- We may have most of our schools covered by next year
- The night is a result of the Environmental Steering Committee deciding how to celebrate
- Nice to have the school culture of having students do certain jobs in certain grades
- Q: Should we continue with the EcoStar Awards? Unanimous yes – make it clear that money needs to do through foundation, can't give awards to Board employees anymore – need to follow the new guidelines
- Price tag for the night is about \$1000 – includes everything

### **Direction for next year:**

- Sustainability, celebration – on equal ground
- Proposed that in order to maintain sustainability – focus on energy reduction/conservation
- What's missing is governance model for this committee – are we only providing direction? Looks like we're only here for direction and input
- Need to have more departments present
- This committee in the sense that it was formed, could put out statement of equity and inclusion. Specifically, we have habit of letting students with special needs do the environmental jobs in the schools, even though we are getting rid of these classrooms.
- Scott was recognized for having revitalized the committee over the last few years.
- Scott: keep Sustainability & Celebration, but focus on energy conservation for those schools that are ready – focus on “smaller” things than the big idea of sustainability.
- Kim: Sustainability – part of strategic directions
- Lois: could we have energy conservation focus per month? Those may carry on over the year as new monthly focus is added – book connections by Grade level
- Scott: Character month – attach these to environmental focus
  - Should membership be refined – Sec and Elem, custodial rep
  - Pamphlet for mandate of the committee – advisory committee, people may be more apt to show up and share.
- Wayne: believe in environmental education, can get the ideas out to those OT
- Randall: how do we overcome apathy – big difference now with how kids and teachers are making changes
- Laura: should send messages to schools directly – protocol is that we would not. Go to system memo. Keep broad, so that schools don't get excluded from Eco Schools, involve other departments
- David: should we have meetings at a school location instead of Ed Centre?
- Lois: keep momentum going, don't make huge changes
- Scott: a possible goal would be to be like Niagara Board - every school is an Eco School every year – we may not be forced as much because we have such a high rural school population compared to other GTA Boards and therefore our environmental issues are somewhat different.

## **12. Political Action Report, Wayne Stewart – No Report**

### **13. Goodwill Committee Report - Nicole King**

- Goodwill Report - looking for any ideas to ensure all members receive cards/items for various reasons without any being missed.

## 14. Constitution Committee - No Report.

## 15. Treasurer's Report - Krista Ehgoetz and Kim Finlayson

Kim Finlayson completed the treasurer's report for this month as Krista Ehgoetz-Brown has accepted a full time contract position.

- a. Current Balance in our accounts as of Wednesday, September 18, 2013

Chequing	\$ 40 575.24
GICs 1+1	\$ 3 160.05
Money Market	\$ 16 369.55
Total Balance of	\$ 60 104.84

- Please note we have yet to pay release for March through June of the previous school year which is estimated at \$18,000. Some of this will be reimbursed through ETFO under provincial takeover.
  - PAM request for reimbursement has been sent.  
**The budget is currently being revised by the budget committee and will be sent as soon as it is passed by the committee.**
- b. See attached treasurer's report of actual spending in comparison to the budget. Wayne motioned to accept the treasurer's report, Jennifer seconded the motion, and motion was carried.
- c. Year End Report for 2012-13 presented. Terri motioned to accept the year end report as audited, Jesse seconded the motion, and motion was carried.
- d. See the third column, proposed budget 2013-14. Discussion. Motion to approve the budget by Jesse, Jennifer seconded the motion, and the motion was carried.

## 16. Collective Bargaining Report - Wayne Stewart

September 25, 2013

- a. Kim, Caroline and I met with the Board on August 28, 2013 and had productive discussions on Local issues in the Collective Agreement. We have until the end of September to make changes to our CBA.
- board and local have agreed on some local issues, but still in the works
  - Kim discussed potential redundancy language for those who are declared redundant in a contract position
- b. The OT list and hiring practices has been a challenge to say the least.
- c. Kim, Krista and I attended the Board's new teacher staff orientation night on September 10<sup>th</sup>. Highlights of the CBA, use of First Class, Making a Good Impression and Survival kits were discussed.
- d. Our grievance concerning the manner in which the Board implemented Regulation 274 is currently at Step 2 and working on joint resolution in hopes of avoiding arbitration. This process has taken longer as a result of the increase in hiring to both contracts and long term assignments.
- e. Collective Bargaining Survey of the Membership
- f. Provincial Bargaining – ETFO wants us to prioritize our goals for the next round of bargaining, coming up in 2014. These goals include: a real salary increase (currently based on A1), paid professional learning, ability to negotiate benefit improvements, and the ability to negotiate language to provide priority hiring for permanent positions and LTAs.

Jesse moved to accept the committee reports, Terri seconded the motion, motion carried.

## 17. President's Updates – Kim Finlayson

- Jodie Baker, Superintendent of Education, notified all administrators that keys and handbooks must be available for occasional teachers. OTs must notify the Local if either of these items is not available.
- The New Hire orientation went well. Wayne Stewart and I presented to the elementary occasional teachers on the Long Term List and new hires. We covered key elements of the collective agreement, conditions of employment, the website, the importance of making a good impression, the OT survival kit, leaves of absence, the Local and Federation union dues. The Board provided valuable information on First Class, Reactivation, Smartfind, Offence Declarations, and the Employee Self-Serve Portal. We also had presentations from Jodie Baker and Superintendent of HR, Ted Doherty, Director of Education. The guest speaker, Brian O'Reilly, provided insight as to relating with difficult students and the use of internal psychology. Overall it was a worthwhile experience and many new members sought out clarification on many issues.
- Jodie Baker is doing her best at encouraging all administrators and board staff to post on the System Calendar any event requiring 20+ OTs to cover the release. Merlin also sent in the Teachers' Local days to be put on the calendar, primarily steward meetings which have been scheduled for the year. Administrators are also to work with their regional counterparts to avoid stresses on the OT list when scheduling PLCs.
- Pay stubs, soon to be eliminated as Board goes paperless and relies on the employee portal.
- The High School Panel is seeing a major decline in enrolment, in what is classified as a near crisis. High School Contract Teachers are down approximately FTE of 88 and more decreases in staff are projected if more students don't enroll full time.
- VLAP Days are new for this year only. Permanent teachers and OTs on LTAs can apply for up to 5 days of unpaid leave. The request is based on the availability of OTs to replace them. Members are encouraged to buy back their pension.
- System Leaders' Day Update – "Know Thy Impact: Teaching, Learning and Leading" a John Hattie Interview

## 18. New Business

- Correspondence
- At this time paragraphs of the nominated candidates will be reviewed for Vice President, Treasurer and Health and Safety Officer and discussion will follow. A new representative will then be selected by secret ballot as outlined in the constitution.
  - Wayne Stewart was acclaimed as Vice President
  - Lindsay McNichol was acclaimed as Treasurer
  - Nadine Fletcher was voted into the Health and Safety positionCongratulations to our new executive members!
- Status Chair and PL Chair will be appointed from the current executive.
  - Through online discussion, Nicole King and Kimberly Albers have assumed the position of Co-chairs of PL
- Discuss Health and Safety Conference
- Discuss Leadership Conference
- Anne Buchannan, is volunteering to set up and personally email members who request this service, regarding offence declaration, reactivation. I stated I would need to discuss

this with the executive. Feedback requested. – discussion was held and this service was declined.

- Volunteer to take on attendance/RSVP for GM (Kim doing it)
- GM agenda - Caroline coming to discuss MOU and Reg. 274, introduce new executive, website viewing

**19. Next meeting dates:**

ETFO Leadership – September 26<sup>th</sup> – Wayne, Kim and Nicole

Representative Council – October 9<sup>th</sup> and 10<sup>th</sup> - Kim

Local General Meeting – October 17<sup>th</sup> – Mitchell Golf and Country Club, 4:30pm

Health & Safety Conference – October 18<sup>th</sup> and 19<sup>th</sup>

Collective Bargaining Conference – November 20 (evening) and November 21

Executive Meeting – TBA

**20. Adjournment**

Meeting adjourned by Jesse at 6:10pm.