

Occasional Teachers' Local Executive Meeting

Online

May 19, 2021

4:30 pm

Present: Kim Finlayson, Gayle VanAltena, Sarah Kyle, Mindy Deichert, Samantha Gowanlock and Mark Reble

Regrets:

1. Meeting called to order at 4:37

2. Reading of the ETFO Equity Statement, ETFO Human Rights Statement and ETFO Land Acknowledgement by Gayle Van Altena.

3. Approval of the agenda

Moved: Mark

Seconded: Sarah

All in Favour: Carried

4. Approval of the Minutes

Thursday, April 22, 2021 Executive Meeting minutes are shared in Drive, titled "DRAFT April 2021 Executive Meeting Minutes."

Moved: Mark

Seconded: Sam

All in Favour: Carried

5. Business arising from the last meeting(s) and/or action items from May Executive meeting:

- Classroom at a Glance - Sam
 - Share at GM, pilot with LTOs, see what OTs think, pass onto teachers
- High Viz Vests - Mindy can you take this to the next Health and Safety Meeting (have in place for return to in-person learning)
- Kim still has to order ETFO Black Canadian Resource - No need to order the 365 Black Curriculum is available free for download for Primary, Junior and Intermediate grades from ETFO.
- Price new laptops - Will examine before the next meeting

- Radio Message - Booked for the Week of June 21 on 101.7 which is Graduation week for the elementary students. Waiting for the invoice.
- Local Annual Meeting Preparation
 - Set date: June 23, 2021
 - 1:00 PM OT Meeting, 4:15 GM Meeting
 - Combine Year End Meeting with Annual Meeting
 - Mark to send out constitution changes to the membership via the Google Ed. group.
 - Confirm agenda - include: auditors, constitutional changes, and that we need Members at Large (room for 3)
 - If anyone is interested in becoming a Member at Large, email Sam
- Emergency Staff acronym in their email name like we do with schools (Meeting update will occur in president's report)
- Executive Recruitment
- Follow Up - Report on ETFO Responsibility Allowances (Document on Desktop)

6. Health and Safety Report, Mindy Deichert

2020-21 Meeting Dates:

- OTs reminded to visit our website <http://occasionalteachers.com/> and click on "Let us Know" to access forms (Employee Accident/Incident Report) necessary after an incident

7. PL Chairs' Report, Kim Finlayson

- May 5 Climate Change and Social Justice - 16 attendees
- May 17 Mind Full to Mindfulness - 22 attendees as the invitation to attend was extended to our DECE and EA colleagues

Upcoming Professional Learning

PL Committee is meeting June 20 or 21

No more workshops this year.

8. Communications Officer Report, Gayle Van Altena

No report

9. Grievance Update, Kim Finlayson

- Health and Safety paid training update
- New Grievance - Supervision in Excess of 80 minutes per 5 day cycle
- Potential Grievance - Only 40 minutes of prep time in a 0.5 FTE LTA per 5 day cycle
- Discuss timetable language, prep, and supervision at GM and add to New Hire Orientation

10. Social Justice and Equity Report, Kim Finlayson,

- Sarah is continuing to work on purchasing backpack supplies, move supplies to office storage.
 - Kim to get a key for Sarah.

11. Political Action Report, Gayle Van Altena

No report

12. Goodwill Committee - Sarah Kyle

-Sending out a baby card for Luke & family

13. Constitution Committee, Mark Reble

- Send out proposed changes to the constitution well in advance of the June General Meeting.
- Proposed Constitutional Change

F. Local Levy

1. The base rate of the local levy is set at 0.5% (gross salary times 0.005).
2. An increase to the base rate of the local levy must be approved by a vote of the members present at a Local Annual General Meeting.
3. If the Executive deems it financially feasible and appropriate, the local levy may be temporarily lowered for the next school year by a vote of the Executive.
4. If the local levy has been reduced and the reduction is not renewed each year by a vote of the Executive, then the local levy shall revert to the base rate.

14. Motion to accept committee reports

Mover: Mark

Secunder: Gayle

All in Favour: Carried

15. Treasurer's Report, Mark Reble

a. Current Balance in our accounts as of May 18, 2021

| | |
|------------------|--------------|
| Chequing | \$ 84 178.40 |
| GICs 1+1 | \$ 3 439.46 |
| Money Market | \$ 15 725.93 |
| Total Balance of | \$103 343.39 |

- b. See attached treasurer's report of actual spending in comparison to the budget.
- c. Secretary to sign cheques.
- d. Year End Review (September)
- e. Set Budget Committee Meeting (September)
- f. Selection of Auditors (May/June GM)

Motion to accept treasurer report

Mover: Mark

Seconder: Mindy

All in Favour: Carried

16. Collective Bargaining Report, Kim Finlayson

- Collective Bargaining Conference on Monday, April 26.
 - Collective Agreement Interpretation for a Legal Perspective
 - Reviewed arbitrations, estoppel (Words, Conduct, Silence, Acquiescence)
 - Important to put in "without prejudice, precedence" or locked in for the future. Also, the number of times something is addressed in a particular way to establish a "promise"; more than 1 or 2 times.
- Board refusing to meet until there is a ruling on Regulation 274.

17. President's Updates

★ Labour Management Meeting Updates

- Pride flags will be flown at all schools in June. Process has begun to purchase flags for elementary schools and equip flag poles to fly to flags. Most secondary schools already had this in place.
- Will be having a remote learning school with approximately 250 elementary students and 150 secondary students expressing interest as the Ministry deems it MUST be offered. The goal is to have students back face-to-face.
- We rolled out the process for three paid sick days for occasional teachers who don't have access to sick leave as outlined by the Ministry despite several emails and conversations with HR and a

push by ETFO Provincial Staff Officer, Heather Aggus. No notification from the board prior to the May 15th deadline for retroactive pay, Local put out notice and updated this week with some parameters the Board has put in place.

- New campaign spending limits put in place during an election year are tying the hands of ETFO, especially when lobbying against the hybrid model of education.

- ★ CLC - Registration has been submitted and paid for and subsidy has been approved.
- ★ Representative Council Meeting - May 12-13
 - Math Proficiency Test for OCT Qualifications
 - Must receive 70% on each section; teacher received a 93% overall grade, with a 68% on one section and has to rewrite the test. Anyone who is currently enrolled in teachers' college can sign up for the test, no priority for those graduating this year.
 - No priority given to teachers who have graduated (anyone in teachers' college, even in first year, can write it)
 - 500 slots left available to end of August
- ★ Unfilled Jobs - Since returning to remote learning, there have been 5 days with unfilled jobs - April 23, 30, May 5, 6 and with one unfilled job and April 28th with 2 unfilled jobs.
- ★ Representative Council Update May 12-13
 - Projected FTE for 2021-22 116.53 with Fee Rebates Projected at \$22, 874; Release Reimbursement for 103 days \$60, 812
- ★ Fractured Class/Hybrid Model (Shared document in attachment)
 - Dismantle remote learning school, return to home schools
 - Teach both in class and online and in some cases students can free flow from one to the other without reporting - same class same students
 - Some have designated online learning teachers.
 - Shareables from ETFO for this week and next. Gayle will post/email to members.
- ★ ETFO Presidents' Meeting Update - no meeting held since our April meeting.
- ★ Hiring Update: Redundancies - French LTA Postings both internal and external as there are only two more permanent teachers to place and

neither have their French qualifications. Redundant teachers will be placed in LTAs prior to Occasional Teachers.

- ★ Update regarding a meeting held with Michelle Ahrens yesterday.
 - Was hoping to waive article 1606, but doesn't look like it (may affect 22 teachers, potential to look at on a case by case basis)
 - Emergency OTs having a Board Address: going to see about getting an EM or EL after their names in email address
 - Unqualified persons being used to fill jobs has stopped since online learning (temporary OCT certificates have been given out in our board)
 - Call list goes from OTs, retired and secondary, then those without OCT certificates (but will try to put a staff in place first)
 - Have never had to use a professional in this yet
 - New Report Card and Secretary System (as of January 2022)
 - Concerns about releasing in January before the February report card (heavy time), will be taken to the planning committee to discuss
 - Training OTs on the system
 - She will outline how increases in status will happen, hiring before and after June 22, and LTAs

18. New Business

- ★ Provincial Annual Meeting registration Opens on Monday, June 17th and closes Monday, June 7th at 5 pm. Mindy is to register and Kim has shared the information required and she needs to let Kim know once she has registered and then Kim will approve her as a delegate. Kim has registered.
- ★ Seek out conference centres within the AMDSB area to host POTS June 2022. Monday, June 13 to Wednesday, June 15 (finishing at noon), some members will arrive on Sunday. Will be getting an information folder from Marsha Auxilly, Waterloo OT Local as they held the last June POTS in our area which was in 2018. The last in person June POTS was in Timmins and the attendance was low due to the need for flights or a really long commute. Marsha believes there were around 80 people, 65 had their own rooms; however, a large number came for the day when the motions were discussed.
 - Benmiller Inn, Stratford, Comfort Inn Goderich

- ★ June OT Executive Meeting - Verbally book your OT and let Kim know who it is. Once she has the information she will request the release from the Board as a group.

19. Next meeting/event dates:

Virtual POTS Meeting - June 14-15 (Kim & Mindy)

Virtual Provincial Annual Meeting - August 16-19 (Kim & Mindy)

**OT Executive Meeting - June 23, 1 pm

**General Meeting - June 23, 4:15

Representative Council - October, February, May TBA for next year

Collective Bargaining Conference - March (TBA)

General Meeting - October (TBA)

Leadership - September (TBA)

Upcoming PL (No workshop until 2021-22 School Year)

Mover: Mindy

Secunder: Gayle

All in Favour: Carried

20. Adjournment

To Do:

- High Vis. Vests (Mindy)
- Discuss timetable language, prep, and supervision at GM and add to New Hire Orientation (Gayle)
- Local Levy to send to Mark (Kim)