

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

***Online***

***Wednesday, November 30, 2022***

***4:30 pm***

Present: Kim Finlayson, Gayle VanAltena, Samantha Gowanlock, Brahm Harrison, Jenn Jackson, Laurel Holmes, and Tracey Peters

Regrets:

1. Meeting called to order at 4:31 pm
2. Reading of the ETFO Equity Statement, ETFO Human Rights Statement and ETFO Land Acknowledgement by Gayle Van Altena.
3. Approval of the agenda  
Mover: Laurel  
Secunder: Samantha  
Approved.
4. Approval of the minutes from Monday, October 25, 2022.  
Mover: Tracey  
Secunder: Brahm  
Approved.
5. Business arising from the last meeting(s) and/or action items from September
  - Health and Safety Conference shared with Jenn, along with dates of JHSC meetings
  - CB Conference Registration shared with Brahm, Release Requested
  - Online Motion: *Moved by Gayle, seconded by Brahm that \$800 be donated to the Red Cross Eastern Canada Disaster Relief Fund which will be matched by ETFO. Carried.* Kim will make the donation on behalf of the Local. This has been completed.
  - Motion: Laurel moves, seconded by Brahm that the local sponsor Kid's Help Phone advertisements December 5-9 on 104.9 The Beach, Goderich in December for \$329 plus taxes. Carried. This has been confirmed and cheque was mailed today.

- New gmail account created for the Local - [etfoamdsbot@gmail.com](mailto:etfoamdsbot@gmail.com) which will be used for president devices and will be passed on to Kim's successor.
  - This email is not to be used to contact Kim; the inbox is only checked sporadically.
- Treasurer Report - New laptop, email, Quicken

## 6. Health and Safety Report, Jenn Jackson

November 24, 2022 JHSC Meeting Highlights

- Beginning December 5th, members are to ask for ID badges along with a key and the handbook.

2022-23 Meeting Dates:

- January 26, 2023
  - March 30, 2023
  - May 25, 2023
- Kim Ryckman will act as the Local certified member and complete school inspections, Jenn Jackson will attend meetings and report back to the executive. She will also notify Kim Ryckman of any information pertaining to school inspections.
  - If occasional teachers feel unsafe due to a lack of EA support, let Kim know.

## 7. PL Chairs' Report, Kim Finlayson

- Registrations for all PL Workshops offered in collaboration with the Teachers' Local have been posted.
- March/April 2023 dates for the two part Classroom Management for Occasional Teachers' are being confirmed and registration will be posted once this has occurred.
  - Will be posted in the new year.

### Upcoming Professional Learning

- **Rockin Reflex**, November 23 4:30-6:30pm Seaforth Legion
  - 50 participants (**CANCELED, low registration**)
- **ENVoy**, November 24 4:30-6:30pm Seaforth Legion
  - 50 participants (**CANCELED, low registration**)
- **Eric Walters**, Author Visit, December 1 4:30-5:30 via Zoom
  - Unlimited participation (**CANCELED, low registration**)

- **Pregnancy Parental Workshop for Occasional Teachers**, February 6 via Zoom
  - Unlimited Participation
- **S.P. Joseph Lyons**, Author Visit, February 15 4:30-5:30 via Zoom
  - Unlimited Participation
- **Keep Calm and Play On - An Introduction to Music in the Classroom**, February 28 4:30-6pm Teachers' Local Office Seaforth
  - 30 Participants
- **Classroom Management for Occasional Teachers (2 parts)** - March 29/April 26 4:30-6:30
  - 30 Participants
- **STEAM: Design Thinking for the Updated Science Curriculum**, April 27 4:30-6:30pm Teachers' Local Office, Seaforth
  - 30 Participants

#### 8. **Communications Officer Report, Gayle Van Altena**

- OTIP Marketing Plan Update, Kim
  - Signed up again for a communications bonus through OTIP
- SIMALAM has not been reachable via email or phone
  - We're looking at creating our own website (thanks Samantha!) and hoping that we can keep our domain

#### 9. **Grievance Update, Kim Finlayson**

- Currently in discussions with regards to prep payback or compensation

#### 10. **Social Justice and Equity Report, Laurel Holmes**

- No updates at this time

#### 11. **Political Action Report, Gayle Van Altena**

2 day PA Training opportunity in January that I am unable to attend. There is space for two members if anyone else is interested.

January 26th and 27th at Hilton Toronto Airport

#### 12. **Goodwill Committee, Samantha Gowanlock**

- No report

#### 13. **Constitution Committee, Brahm Harrison**

- No report

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

Mover: Laurel

Secunder: Samantha

#### **15. Treasurer's Report, Brahm Harrison**

- a. Current Balance in our accounts as of November 29, 2022

Chequing	\$ 110 096.21
GICs 1+1	\$ 3 496.08
Money Market	\$ 15 808.77
Total Balance of	\$ 129 401.06

- b. See attached treasurer's report of actual spending in comparison to the budget.
- c. Secretary/Designate to sign cheques.
- d. Monthly mileage review.
- e. Update Year End Review, Auditor Report

#### **16. Collective Bargaining Report, Kim Finlayson, Brahm Harrison**

- Brahm and I attended the Collective Bargaining Conference on November 2. We both attended the "Dealing with Difficult People" workshop at different times. We were presented with a number of bargaining techniques and strategies which we believe will be useful during negotiations. We will share these with the rest of the bargaining team. I attended a second session in which I reviewed current issues in Boards across the province and determined whether to grieve, negotiate or go to arbitration during large group round table discussions. It was an excellent, worthwhile workshop and I attained some valuable information. I will allow Brahm to elaborate on his second session.
  - Book recommendation from Brahm: *Never Split the Difference: Negotiating As If Your Life Depended On It* by Chris Voss with Tahl Raz

#### **17. President's Updates**

- ★ Labour Management Meeting
  - Shared information with Paul Langis, Superintendent of HR Services, regarding stipends/bonuses being used across the province in hopes of retaining occasional teachers.
  - Reviewing of APs continues

- AP 378 Reporting and Responding to Racist and Hate-Based Incidents Impacting and Involving Students of AMDSB will be implemented January 9th. Permanent and LTA employees received training on October 24th.
    - AP 142 Religious Accommodation is currently under review, changes implementation date unknown.
    - AP 120 External Collaboration under review, final implementation date of changes unknown.
  - Unfilled Jobs
    - Continue to interview 1-2 days per week, depending upon the number of applications.
    - Greatest area of need is with support staff, EAs.
  - Next meeting January 25, 2023
- ★ Discussed “unqualified workers” pay with Michelle Ahrens, they make the OT daily rate regardless of qualifications. I have asked other OT Locals to weigh in and provide their information regarding pay for unqualified workers and will share this information with the Board.
- ★ Making the transition to google forms for Professional Learning, so have the opportunity to let our upgraded membership to Survey Monkey lapse, saving us just over \$320. The membership is scheduled to be renewed early in March and I have requested an invoice instead of auto payment which means if we don’t pay it the service will return to basic. After using Google Forms I think we can do our CB surveys there as well.
- ★ Won the Charter Challenge against the government when the judge declared the freezing wages of public sector workers for three years unconstitutional. The remedy has not been announced. Should have already received this information from ETFO Provincial.

## **18. New Business**

- Exit Interviews - Should I attempt to do them with those who resign?
  - Discussed phone call and/or google form, we decided on sending a google form with the option of a phone call with Kim.
- Location of December 19th meeting

### **19. Next meeting/event dates:**

ETFO Leadership - Fall 2023 TBA

OT Executive Virtually at 4:30 unless otherwise indicated

- December 19 1pm (release provided, location TBA), January 23 (if necessary), February 27, March 27, April 24, June 19 1 pm (release provided, location TBA)

Representative Council - February 1-2, May 17-18

Collective Bargaining Conference - TBA 2023

General Meeting - May 29, 2022 In Person?

ETFO Treasurers' Training - TBA

Upcoming PL

### **20. Adjournment**

Motion: Gayle

Secunder: Laurel

Approved.

To Do:

- Samantha - send an email to OT group introducing herself as Goodwill Committee
- Samantha - look into costs of wix websites
- Jenn - send an email to OT group introducing herself as Health and Safety Rep
- Kim - send information re:Classroom Management workshop in the new year
- Kim - draft a google form for exit interviews
- Gayle - connect with website people