

OSSTF- TBU – Meeting Minutes

Cochrane – Best Western

Saturday October 3, 2015

In attendance:

Derek Beland	Richard MacDonald
Andre Dumais	Gerry Culhane
JP Desilets	Megan Olaveson
Tammy Belanger-Lamothe	Shane Matheson
David Craig	Emilie Piche Swain
Jen Holmes	Kevin Robinson
Chris Goodsir	Troy Puckalo (Guest)

Regrets

Mat Belisle

1. Meeting **called to order** by Derek Beland 9:00a.m.
2. Reading of the **Pledge – deemed to have been read**
3. Reading of the **Anti-Harassment** Statement (deemed to have been read)
 - appointment of the Anti-Harassment Officers - Jen Holmes, Kevin Robinson
4. **Motion 01-10-03 MACDONALD/HOLMES**
BIRT the Agenda for the District Meeting dated October 3, 2015 be approved.
Carried
5. **Minutes of last TBU meeting** dated May 22, 2015
 - a) Errors or Omissions: None
 - b) Business arising from minutes: None

Motion 02-10-03 CRAIG/HOLMES

BIRT the minutes from the previous TBU meeting dated May 22, 2015,
be approved.

Carried

6. **Correspondence**– Thank you card from strikers – will bring to next meeting

7. Executive Reports

- a) **President – Derek Beland** – written report provided

Discussion points

Derek displayed chart

President's report (continued)

1. 2015-16 Permanent Staffing Update (Sept. 29, 2015).

A) MAY 13, 2015 Staffing Committee Meeting Summary:

Board-wide staffing allocations saw a total reduction in Teaching staff by **5.67 FTE**.

ESCHS **-1.83 FTE (Surplus)** IFSS **+0.67 FTE**

ESCHS/IFSS Entity **-1.17 FTE (Surplus)**

HHS no change

KDHS **+0.50 FTE (Hiring)**

RMSS **+0.50 FTE** TH&VS **-1.83 FTE (Surplus)**

RMSS/TH&VS Entity **-1.33 FTE (Surplus)**

KLDCS **-3.17 FTE (Surplus)**

EHS **-0.17 FTE (Surplus)** TDSS **+0.67 FTE**

EHS/TDSS Entity **+0.50 FTE (Hiring)**

B) SEPTEMBER 29, 2015 Staffing Update: (TOTAL RECALL of 4.83 FTE)

ESCHS recall of 0.17 FTE on July 21, 2015

ESCHS recall of 0.17 FTE on Aug. 17, 2015

IFSS n/c

TOTAL of 0.33 FTE added since May, 2015

HHS n/c

KDHS 0.5 FTE recalled July 7, 2015

KDHS 1.0 FTE recalled July 30, 2015

TOTAL of 1.50 FTE added since May, 2015

KLDCS n/c

RMSS recall of 0.17 FTE on July 21, 2015

RMSS recall of 0.17 FTE on Sept. 25, 2015

TH&VS 1.0 FTE Tech position filled on TLP

TOTAL of 1.33 FTE added since May, 2015

EHS n/c

TDSS recall of 0.67 FTE on July 7, 2015

TDSS recall of 0.50 FTE on July 7, 2015

TDSS recall of 0.17 FTE on July 30, 2015

Top-up of 0.33 FTE on Sept. 22, 2015

TOTAL of 1.67 FTE added since May, 2015

• 2.67 FTE in iCoach positions were filled by our members on June 15, 2015 ☐

• 1.00 FTE FNMI Student Work Study Teacher position was filled by our member June 2, ☐ 2015

2. TIC replacement/backfill

4.01.16 Teachers-in-Charge shall be replaced by an Occasional Teacher

* Branch Presidents are asked to verify that the TIC's classes have been backfilled by an Occasional Teacher every time (not with on-calls, or not filled at all).

3. Working Conditions & Workload Review

Maplewood Classes Data review will commence on Monday. ☐

- **Meanwhile, please email potential concerns (especially those dealing with supervisions, or any other oddities) ☐**
- **Details regarding potential CBA violations, will be provided before any grievances are filed. ☐**

4. Assigning Special Education classes and/or SERT duties to Teachers without Spec. Ed.

Qualifications

This issue is evident in several schools throughout the Board, even where Teachers have provided the principal with written notification that they “do not extend Mutual Agreement” to such assignments.

- this practice is a violation of our Collective Agreement, the Education Act, and Ministry Policy, and we are currently pursuing an appropriate resolution

5. Assigning classes to SERTs during designated Special Education Resource Teacher periods/sections.

- **Ministry Spec. Ed. Policy specifically stipulates that Classroom Teacher and Special Education Teacher positions are different, each with their own respect sets of responsibilities. □**
- **No one can carry 2 assignments in one teaching section. □**

6. TBU Constitution Review Committee

**Andre Dumais (HHS) □Jen Holmes (EHS) □J.P. Desilets □Derek Beland □Kevin Robinson
Tammy Belanger-Lamothe**

b) Vice-President Andre Dumais– no report

c) Secretary Tammy Belanger-Lamothe

- If Branch presidents have a written report, please submit it to me so that information can be as detailed and accurate as possible in the minutes. Would be preferable, even if you add info by hand at the meeting

d) Treasurer Richard MacDonald – Nothing new from last night

e) District President JP Desilets – Nothing new from last night

f) Chief Negotiator – Andre Dumais

- Not much to add – newsletters are being sent out
- Going fairly well
- The Board seems to be wanting to move forward
- Meeting at the end of the month
- DBU #56 Support Staff – make sure people are aware

g) Occasional Teacher Bargaining Unit – Gerry Culhane

- culhaneg@hotmail.com to ask any questions
- Have received a letter of reprimand from Paul Elliot
- Article 9.4 – contravened
- It was suggested that it combine with TBU – yet the president of the TBU is not a member of the OTBU
- Also accused of not having an election
- Members have always been invited – it has been posted in the schools - Very difficult time getting people on board
- There will be an investigation – 3 people from head office
- They want us to combine constitutions even though we have 2 collective agreements
- It would mean that we wouldn't have this representation at provincial council
- OTBU may go into receivership – this means they would take it over, yet they are not members of that group – They want an OT rep at every branch
- Feels personally attacked – has never had any remuneration – volunteer job
- Will see it through but at the end will likely pack it in

Derek – blending is an option but they want to know how we feel about it

Discussion

- brought on by an unhappy person with sour grapes - member came in October with a letter saying she had 10 people supporting her to be the OTBU president
- She came in very aggressively. She was told that she couldn't run any way because she was fully assigned
- She brought this forward and went to judicial council

- JP – redistribution of assignments is possible
- Need an email list of all OTBU members

- Gerry – location doesn't make a difference – he can access members
- They don't seem to appreciate the size of our district

- JP – constitutional review is in the works
- Environment of fear for OT members to get involved because the members feel the Board will know and not hire them

h) Provincial representatives – Chris and Harvey had to leave to catch a flight

i) Grievance Officer – David Craig

- Quite a few dates coming up
- Trustees are getting annoyed at the number of grievances

j) Pension & Benefits - Jen Holmes

- OTIP benefits conference – looking at mental health and brain development
- Derek - The board notified OTIP that members benefits were terminated – was quickly rectified

K) Branch President's Reports

a) TDSS- Richard MacDonald

- A lot more respect
- Admin seek clarification of on-calls

b) EHS - Jen Holmes

- things going well
- Happy

c) KLDCS – Shane Matheson

- Good start to the year
- Things are going well

d) RMSS – Derek/JP/Megan – because there is no Branch President

- Mother of a student came in occupying role of an EA – don't allow that to happen – must be a process that is followed
- Megan – some of the classes are rather large
- Derek - no flex factor for autism classes
- Serious management issues

e) ESCHS – Matt Belisle – not present

- ended up in IF – will be resigning from Branch President position in Cochrane

f) TH&VS – Tammy Belanger-Lamothe

- Number of students have declined a little yet we are still hiring teachers for sections
- About 750 students and 52 teachers
- Members are concerned about the expectations of teachers with respect to using the IPADS – some have been questioned with senior admin cc'd on the emails as to how they are using them in the classroom.
- There is a definite need for more training ASAP, especially if there are going to be expectations of use.
- Concern from some members because the Principal is away so often. He isn't available to teachers when there are issues.

g) IFSS – Kevin Robinson

- Health & Safety – wouldn't let our reps into Monteith – gave concerns to all parties involved
- teacher is in with inmates without a guard – shouldn't be happening
- IFSS – not any supervision yet – schedule hasn't even been made yet

h) KDHS – Emily Piche-Swain

- 8 new students from Kashechewan – no transition for them at all – they have not been very successful so it's going to the board
- PA system sucks
- Lockdown doesn't work because of it – some teachers hear it and other's don't
- A lot of new permanent teachers

i) ESHHS - Andre Dumais

correction: HHS

- numbers are up
- good for the school but increase in workload
- class size issues

m) New Business

- collect – ballots from vote

n) Motion 03-10-03 ROBINSON/CRAIG

BIRT the TBU meeting dated October 3, 2015 be adjourned at approximately 10:35 p.m

Carried