

# OSSTF- TBU – Meeting Minutes

Cochrane – Best Western  
Saturday November 28, 2015

## In attendance:

Derek Beland	Max Kennedy
Andre Dumais	Harvey Bischof (until 10)
JP Desilets	Richard MacDonald
Tammy Belanger-Lamothe	Gerry Culhane
Kevin Robinson	Marg Burkholder
	Shane Matheson

## Regrets

David Craig  
Jen Holmes  
Emilie Piche Swain  
Chris Goodsir

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 - Tammy Lamothe and Kevin Robinson
4. **Motion 01-11-28 BURKHOLDER /DUMAIS**  
BIRT the Agenda for the District Meeting dated November 28, 2015 be approved as amended  
Andre – Would like to suggest to add a line of what we want to discuss in each branch report  

**Carried**
5. **Minutes of last TBU meeting** dated October 3, 2015
  - a) Errors or Omissions: **Andre - HHS**
  - b) Business arising from minutes: None

## **Motion 02-11-28 MATHESON/MACDONALD**

BIRT the minutes from the previous TBU meeting dated October 3, 2015, be approved.

**Carried**

6. **Correspondence** – None

## **7. Motion 03-11-28 MACDONALD/MATHESON**

BIRT that we move into executive session

Carried

## **Motion 04-11-28 DUMAIS/KENNEDY**

BIRT that we rise from executive session

Carried

- Report that a discussion was held concerning the state of bargaining and sanctions

## **8. Executive Reports**

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

### Discussion points

#### **1) Understanding professional judgment**

- **Monthly reporting – we will use our professional judgment to determine if we want to send any reports in between each of the 2 mandated reporting periods**
- **It will be in the collective agreement and we will follow that. It's in the central deal.**

#### **2. Expansion of SHSM and Dual credit programs**

- 2 teachers in sem 1 and 1 in sem 2 have SHSM sections board wide
- they should only be doing SHSM work during that section
- The ministry provides funding for those admin sections and they should be timetable as such.

#### **3. Ontario College of Teachers Complaints**

- Chart provided with respect to where complaints originate and how they are resolved.
- The Board can't use the College to threaten our members.

#### **4. TBU Constitution Review Committee/ Blending TBU and OTBU**

- Andre Dumais
- Jen Holmes
- Kevin Robinson
- Tammy Belanger-Lamothe
- JP Desilets
- Derek Beland

Will get to this a little later – Needs to be completed by June 30, 2016

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.

- d) **Treasurer Richard MacDonald** – Nothing new from last night
- e) **District President JP Desilets** – Nothing new from last night
- f) **Chief Negotiator – Andre Dumais**
  - Report done in camera
- g) **Occasional Teacher Bargaining Unit – Gerry Culhane** – not in attendance
- h) **Provincial representatives** – Harvey had to leave to catch a flight
- i) **Grievance Officer – David Craig** – not in attendance
- j) **Pension & Benefits - Jen Holmes** – not in attendance - sent a written report
  - Due to the renewal of the plan and the claims' experience, we have to implement a 10% premium share beginning January. We (OTIP and the benefit committee) will watch our experience closely and if the claims' experience deteriorates, we may have to increase the premium share to the original 15% premium share that was agreed upon in the past.
  - In regards to the provincial plan, there has not been any communication of late as to when that plan will take place or what the plan design is.
  - All members should have logged into the new membership portal to see their benefits. If members have not done so, please encourage them to login immediately so they can add their beneficiary(ies) to their life insurance.

## 9) Branch President's Reports

Brainstorming what we want to discuss in reports

- Teaching vp's
- Sanctions

### a) **HHS – Andre Dumais**

- class size issue – essential students were taken out of the class to fix the issue. The EA is left in charge but the Principal is basically overseeing them – is an EA issue
- Their solution may be to just take away essential level
- Principal is not away as much – no one to replace him
- Native studies course – waiting to see if we are going to get the extra section – would like to know how other schools deal with it - discussion
- Sanctions are going ok – easier to implement with very small staff

**b)TDSS- Richard MacDonald**

- class size issues – nothing is resolved at the school level
- sanctions – lots of complaining by certain members but overall it's going well
- misinterpretation of sanctions at first but it has since been resolved

**c)EHS - Jen Holmes – not in attendance – sent written report**

- I have a request seeking clarification over the EQAO sanction: we are unsure as to why this is on our sanctions since EQAO is a provincial mandate not local. We understand that we would not participate in any activity that the board or administration would request such as a practice test. Are members not allow to mark the test for their own courses (ex. use the mark as part of the final 30% in a course)? And are there any E.A. sanctions affecting any EQAO testing? What are our members expected to do or not do for EQAO testing?
- Members are also requesting to know what the broad topics are for our local negotiations. It's challenging for members to fight for something when they don't know what for. For example, when the the provincial negotiations where underway, we knew that pay, benefits and class sizes were being discussed, and we were fine not knowing the details. May we please have some light over what part of the contract is being looked at? Stating "no concessions" does not help us understand why we seem to get somewhere on a negotiation day and then have it break down by the end of the day (referring to the last CBC newsletter).
- Other than that, EHS is good.

**d) KLDCS – Shane Matheson**

- sanctions – members want to know what is happening
- some concerns about report comments at first – point made that we determine our sanctions
- Feel that if we took the high road and kept our professional responsibility, there was no point, if no one knows about it. – can't bargain in the media but is concerned that we have made no attempt to inform parents or the public that we did in fact have our comments done and the Board chose not to use them.

**e) RMSS – no teacher rep**

**f) ESCHS – Marg Burkholder**

- new principal and new vice-vice principal – trying time
- everything is being micro-managed in all departments
- teachers are not happy, some are hiding in their classrooms
- student success document - seems to be the main sticking point
- spec ed – micro managed
- sanctions – one teacher getting pressure from principal

**g) TH&VS – Tammy Belanger-Lamothe**

- teaching vp's – we do have VP's with teaching sections but it's all on paper
- sanctions – our teachers were furious that the comments were not put on the report cards – were told that they would be – the Board hired people to input the comments
- Staff are not happy with the sanction with respect to attendance. The impact is not being felt in any way by admin and is only hurting our fellow union workers, the secretaries. They will not complain because they know cutbacks are happening and they don't want to lose their job. They are using their breaks, lunch and after school to complete work that can't get done because of the attendance inputting. The message is not getting to the intended targets!
- We have no bubble scanners and are already at the point that people didn't want to get to in fear of putting too much work on the secretaries.
- Some of our own members around the district are still inputting attendance electronically – we need to all be on the same page – it's difficult when many don't see that the particular sanction is working.
- Question to Harvey – what can we say to our members? - Harvey suggests that a Regional meeting happen after the next meeting with things being explained as much as possible. Our members need to know what kind of Board we are dealing with.

**h) IFSS – Kevin Robinson**

- sanctions are going ok – had some members not complying at first but have been spoken to and are now on Board

**i) KDHS – Emily Piche-Swain – not present**

**10) New Business**

**MOTION 05-11-28 BELAND/ROBINSON**

BIRT TBU purchase a laptop for the TBU president

Discussion

- can be under office equipment
- Shane suggested that we put money aside in the next budget as a line item
- JP – take it out of TBU for now and then later ask to take it out of Collective Bargaining

**Carried**

**MOTION 06-11-28 MACDONALD/ROBINSON**

BIRT the TBU meeting dated November 28, 2015 be adjourned at approximately 11:10 a.m.

**Carried**