

OSSTF- TBU – Meeting Minutes

Cochrane – Best Western
Saturday November 12, 2016
9:00 am

In attendance:

Derek Beland	Andre Dumais
JP Desilets	Shane Matheson
Tammy Belanger-Lamothe	Tomara Kaye
David Craig	Richard MacDonald
Jen Holmes	Emilie Piche-Swain
Rob Gascho/Norm Westbury	Marg Burkholder

Regrets

Kevin Robinson

1. Meeting **called to order** by Derek Beland 9:00 a.m.
2. Reading of the **Pledge – deemed to have been read**
3. Reading of the **Anti-Harassment** Statement
 - Appointment of the Anti-Harassment Officers - David Craig , Jen Holmes
4. **MOTION 01-11-12 BURKHOLDER/MATHESON**
BIRT the Agenda for the District Meeting dated November 12, 2016 be approved.
Carried
5. **Minutes of last TBU meeting** dated September 10, 2016
 - a) Errors or Omissions: None
 - b) Business arising from minutes: None
MOTION 02-11-12 CRAIG/HOLMES
BIRT the minutes from the previous TBU meeting dated September 10, 2016
Be approved.
Carried
6. **Correspondence**– None

7. Executive Reports

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

Highlights:

- Professional Judgement
- OPSBA supports our position – unfortunately Jim lies to them about many of these things, says it's only in one school – undermines our position
- Builds the case as to why the board should be sitting at the negotiation table

Spec Ed – Derek had a conversation with Pladzyk – issued a directive – GLE teachers are not to provide resource room support

Department Head Structure

- Committee met at the Board Office – looked at contract language and the Board funding that's available
- We need to know the dollar amounts, enrolment in each school
- Jim couldn't confirm any of the information
- He said he will get the info from the person who had it for the next meeting
- Workload/Class size review – JP and Derek met with Jim – he dismissed some of the concerns – autism classes are capped at 6 but Jim says it's 10
- Need to start identifying these issues and keep pushing
- New Functional Abilities Form – this is the only form that the teacher takes to the health care practitioner
- The Board asks the member to give the health care practitioner permission to disclose info – they need to say no!!!

PPM 159 – Collaborative Professionalism – they must consult

Derek has sent Linda an email to set this up but has had no response

b) **Vice-President - Andre Dumais** – no report

c) **Treasurer - Richard MacDonald**

Richard will send out the info for claiming expenses

d) **District President JP Desilets**

- OT's – getting frustrated because senior classes are being cancelled
- 10.02 – occasional contract
- Qualifications make a difference – qualified can bump out unqualified even if the unqualified has already been called – up until 9:00 pm

e) **Chief Negotiator - Andre Dumais**

- Agreement is still not signed – agreed on it last December – Andre worked with Jim and got everything all worked out with the language – sent to everyone – all in agreement
- They wanted to change the format just to make it all the same – they kept saying they weren't ready – Jim came up with a copy that he said Sue produced – it was completely changes!!! Not just formatting – Jim had given her the wrong copy and she spent weeks working on it – Andre spoke with Jim last Monday – he said he hadn't agreed on the seb language
- Derek suggested getting in touch with the mediator Mike Lalonde

Discussion – At what point does someone try to do something about our Board and how they totally ignore the law and the contract.

Suggested by Rob that we make trustees aware – perhaps go to board meeting after board meeting making presentations about how the Board is ignoring the laws and not complying – trustee elections get very little attention – we can organize a lot of groups to vote – let the trustees know that we can influence the vote

f) **Provincial representatives** – Rob Gascho

Emailed report – same as last night

g) **Grievance Officer** – David Craig

So many grievances in place – next week will be an arbitration/grievance fest

h) **Pension & Benefits** - Jen Holmes

Wave 2 – Feb 1st – make sure members re-register - will get an email to give all info – as well as a package in the mail – 30-45 days in advance – make sure people read the info before calling – it bogs the system down –

- Pension and Benefit workshops will be available

I) Branch President's Reports

a) **TH&VS – Tammy Belanger-Lamothe**

- enrolment – from 697 in September to 653 as of Oct. 31st – still up from projections
- mistake in a hiring procedure – class that was going to be split anyway – hired teacher, took it away and caused a snowball effect. – 7 kids in a math class sent to resource to do a GLE course.
- PD fund – only takes effect in September 2017 but admin are already telling teachers to go to their union to get funding for PD events
- OSSLT – teachers were asked to do secretarial and EA work – after the Board made drastic cuts in both of those areas.
- Teacher's doing admin jobs – OSSLT supervision, SIP etc...

Professional Judgement

- The time has come. Teachers have had enough!!! How much longer do we have to wait to not only have the respect as the professionals that we are, but to have our Board respect the negotiated terms of the Collective Agreement!
- Every time we try to bring something forward with respect to professional judgement, we are told we must comply and grieve. Our Board has the same standard answer to every concern now, comply and grieve. At what point do we say "Enough is enough!"
- Some teachers sitting around this table even believe that because they've been told to do monthly reports for years now, that, that is just the way that it is! Well it's not! We've all gone to school and dedicated our lives to being a professional and some of us have sat

around negotiation tables to try to emphasize the fact that we should be able to use our professional judgement when it comes to

- 1) tools for marking
 - 2) number of times we report to parents and when (except for the 2 that are mandated
 - 3) who we recommend for credit rescue and credit recovery
 - 4) what form of technology we might feel is useful to use with our students in our particular classes.
- Yet, day after day we are told we MUST
 - 1) input marks into Maplewood 5 times!!
 - 2) Use Markbook (a different tool) to input marks and mark breakdowns, showing all assignments
 - 3) email them to parents as well as
 - 4) give a hard copy to each student every 4 weeks.
 - 5) And now, not only to use Showbie on the IPADS but provide each parent a code so that they can access it.

The Board email that you've had to provide through Markbook is now available for them to access you 24 hours a day to ask questions about the technology that you are having to use or to question assignments or marks or just to chat if they have nothing else to do at 11 o'clock at night.

- Once we've completed our work showbie, we enter everything into Markbook, take the mark from that and enter it again into Maplewood. But, if there are any marks under 60, don't forget to fill out the at-risk form on-line, in teacher community. And then you must call the parents of all of those at-risk students to let them know their child is at risk, and provide an intervention strategy or give them the assignments again that they didn't complete the first time. Oh and if there have been any of your 90 students who have 5 absences, don't forget to call those parents. Just to make sure that you did, can you document it in the note section on Maplewood that you did!!!
- Teachers that are trying to comply with everything while we wait for our Federation to follow up with the grievance procedure are burning out!!! It just is not possible to do everything that needs to be done for our classes, let alone have any involvement in coaching, clubs and union activities!
- Teachers are losing faith in the union because there seem to be so many grievances filed, so many people waiting for decisions while our

- Board just refuses to follow our collective agreement. At what point does our Board need to be told that they must follow it?
- Please bring this message back to the Provincial Executive because if this doesn't change soon, there will be a lot of teachers going on sick leave, losing their job because they are not complying and losing all interest in supporting OSSTF.

Norm – if we go through expedited arbitration we don't get to pick the arbitrator – may not be involved in education

Trying to do it through the central resolution process

Carrie – said it had been dealt with last Spring – Derek has informed her that it has not been resolved

b) TDSS - David Craig

PD – voluntold – don't appreciate that

Things seem to be going fairly well

PD that Board is doing isn't so bad

Richard – math people have a different sentiment – huge infringement – numeracy

PLC – chart – being told what we have to teach on what day and what needs to be changed

IPADS –tool – kids often don't have them charged

Frustration about the PD Day

c) KLDCS – Shane Matheson

- PD Day – Teacher driven PLC's then changed to random groups
- Any way of simplifying the process for calling in sick – have to jump through 10 hurdles - 2 phone calls, smartfind
- Things are not going well – people are not happy
- Not just one thing

d) RMSS – JP – still no branch president

- mismanagement – Principal does things “because he can”
- incident with a College Link student – superintendent intervened – reversed their decision
- they will have a rep on the cbc committee
- no one wants to be a rep there because of the way staff are treated in general

e) ESCHS - Marg Burkholder

- just returning from a leave
- things are not going well
- department heads are asked info about teacher instructional practices – also told that they should be doing more hands on and visual activities – also told to use the IPADS every day
- Smile and nod

f) IFSS - Kevin Robinson

Derek – published a supervision schedule – hopeful for an exam schedule
Travelling from school to another at lunch is being grieved at IFSS

g) EHS - Jen Holmes

- members feel very pulled and overwhelmed – out of the classroom a lot
- Suzie is very supportive and cancels things on their behalf when she can

h) KDHS - Emily Piche-Swain

- changed heating system – still not fixed - working in temps of 12-13 degrees – min is 17 degrees
- teachers have refused to work – some have been relocated or provided heaters – breaks down the smartboard and other electronics – students complain
- space heaters are actually a safety hazard
- Derek needs to know who refused work and when

PD session

2:50 – teachers were told that they needed a package of Student Success info for the next day

Watch your Smartfind – bereavement leave was changed to personal leave days

Teachers are under a great deal of stress

i) ESHHS - Andre Dumais

- Don't have a student success teacher – so don't have the same issues
- PD training – very small staff – out of the school for everything – feel pressured to attend – they are given no choice – it would be different if it was helpful
- Principals are also involved in math PD – they are being taken away from their schools too – they are to co-plan the lesson with the teachers – almost becomes like a TPA
- Huge amount of time is wasted on these things

L) New Business

District business – EA's joined in to get a quorum

- Possibility of buying everyone an OSSTF jacket
- We become walking billboards
- Also a token of appreciation for all that we do on District
- Political Action – we should be wearing our colours and advertising

MOTION 06-11-12 DESILETS/BELAND

BIRT we purchase a jacket for each member of District Council from OSSTF store at a total cost of no more than \$3500

Email from Harvey Bischof – to endorse his candidacy for OSSTF President

- Next Meeting – February 3-4, 2106 Cochrane

M) Adjournment

Meeting Adjourned at approximately 11:00am