

OSSTF- TBU – Meeting Minutes

Cochrane – Best Western
Saturday February 3, 2017
9:00 am

In attendance:

Derek Beland	Jen Holmes
JP Desilets	Norm Westbury
Tammy Belanger-Lamothe	Andre Dumais
David Craig	Marg Burkholder
Kevin Robinson	

Regrets

Rob Gascho
Shane Matheson
Tomara Kaye
Richard MacDonald
Emilie Piche-Swain

1. Meeting **called to order** by Derek Beland 9:00 a.m.
– Indigenous acknowledgement
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 , Marg Burkholder
4. **MOTION 01-02-03 KENNEDY/HOLMES**
BIRT the Agenda for the District Meeting dated February 3, 2017 be approved.
Carried
5. **Minutes of last TBU meeting** dated November 11, 2016
 - a) Errors or Omissions: None
 - b) Business arising from minutes: None
MOTION 02-02-03 CRAIG/BURKHOLDER
BIRT the minutes from the previous TBU meeting dated November 11, 2016
Be approved.
Carried
6. **Correspondence**– None

7. Executive Reports

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

Highlights:

Headship structure

- Met on Nov. 7th and not since
- Mandate was to discuss structure and changes
- Jim was giving rough estimates and guesses for numbers – we pressed for actual numbers – he did follow up with something from Pearl but amounts were not reasonable – has been asked for a meeting – date of Jan 31 has already passed – other dates are now behind – more info to follow

3 options

- 1) keep same number of department heads (46) at a lower level of compensation \$2331
- 2) maintain current level of compensation \$4044 and have fewer heads (27)
- 3) pay what the ministry pays (\$4723) and have 23 headship positions

- Grievance arbitration hearing – summary points in the written report
- Bereavement and serious illness – mandatory!! – if the member meets the conditions – there is no discussion – it has to be granted
- Out of town travel is not required- serious illness – definition – if you need specialized treatment – up to 5 days with each occurrence – cannot routinely assign Personal days in place

PPM 159 – Collaborative Professionalism – as discussed last night – absolutely no contact with physician

- Sick leave – our members don't work while on sick leave – don't ask questions about providing work – number of days of supply work – NOT 10 days! – 2-3 tops – accidents – 1 emergency lesson plan

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

c) **Treasurer - Richard MacDonald** - absent

d) **District President - JP Desilets**

- Postings coming out – watch for them – they say there was no interest in some and that’s why some junior members got some over more senior members

e) **Chief Negotiator – Andre Dumais**

- Surveys – forward to staff – local and central
 - Log in to provincial web-site – 2 links
 - Working on brief – meeting again today
 - Still working to get the other agreement signed
 - Jim gave Andre a copy of their “good final copy” – still full of mistakes
 - Term of the agreement – we say it should be out because of central
- 1) Reference to occasional teachers in the seb language – doesn’t apply
 - 2) Seb language – rights of pregnant members - want to leave in there
 - 3) Gratuity lists in the appendix – updated list – at least one or two names were added because the board thought they deserved it

f) **Provincial representatives** – Rob Gascho - absent

g) **Grievance Officer** – David Craig

- 3 new grievances
- All the others are still in process

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

- Encourage members to mail in their beneficiary forms – any issues, call the number on the card – have until April to submit claims from up to Jan 31st

I) Branch President's Reports

a) TH&VS – Tammy Belanger-Lamothe

- Overloaded classes before we start – 1 new section – not nearly enough – our numbers were under reported from the beginning
- Asked to do more and more reporting – new VP wants more Markbook reports to be brought to the office earlier than the first report
- Parent input – lack of support for teachers – restraining orders on some parents – lack of security in the school
- Ridiculous teaching requests – French immersion coop – record – put in with guidance
- Spec-ed – library- resource
- 2 EA's – for our entire school
- turn around time – scheduled meetings – ridiculous!! – need more time
- headship duties – confusion – clarified that they don't assign work or do admin duties
- hearing – meetings at lunch – “teachers need to be available to their students at lunch to provide extra help” croc!

b) TDSS - David Craig

- Everything is going fairly smooth
- technological fix for accommodations – dyslexic student example
- staffing gets manipulated for friends and family

c) KLDCS – Max Kennedy

- Comply & Grieve – becoming precedent setting – just the way it is for new teachers coming in – they don't know any different
- Violent incidents under reported – particularly in Spec Ed

d) RMSS – JP – still no branch president

- still not a happy staff
- removed EA's to scribe for exams but didn't backfill which put the teachers in a tough spot.

e) ESCHS – Marg Burkholder

- Exam days structured with classes in the morning and an exam in the afternoon
- Pulled out of the classroom at the last minute to supervise an exam while there are students still in the self-contained classroom – no exam supervision schedule
- Creative in giving prep time on Friday – after the exam time
- Students only have access to sert one period – student success teacher has been given the responsibility to cover them even though they are not sert qualified
- Staff meeting – best ever – split into 2 focus groups – plan for your PLC
- Told by admin that the PLC model is something requested by the union

f) IFSS – Kevin Robinson

- exam supervision – issues – number of supervisions, teachers scribing

g) EHS - Jen Holmes

- lost 2 former students recently
- staff is feeling very overwhelmed
- turn around time – meetings???
- Elearning marks and reports had to be in so much earlier
- PLC's are falling apart

h) KDHS – Emily Piche-Swain – absent – reported by Derek Beland

- Thou shalt use IPADS – coming from Linda, to Principals, (send Derek emails or proof of these things)
- Boards emergency preparedness policy – PA system not working, doors not being able to be locked – told it wouldn't be fixed for at least a year

i) HHS - Andre Dumais

- No heat in the building, fixed this week
- No change in enrolment
- Same useless PD and workshops – teachers don't want to attend
- Challenge based learning – jumped on that – civics/careers/media arts

J) OTBU – Derek Beland

- LTO's cannot mark from home – split teachers can for that percentage
- Reg 274 – favouritism – keep an eye out for it – let Derek know
- Article 10-02 – who gets called first

K) New Business

- Next Meeting – May 12, 13, 2107 Cochrane

L) Adjournment

Meeting Adjourned at approximately 11:30am

February 4, 2017