

O.S.S.T.F. DISTRICT ONE

TBU MEETING

Travelodge, Timmins

March 2, 2013

In Attendance:

Jurgen Brzozowski, Denise Sullivan, Bill McGillis, Jen Holmes, Dana Thomson, Bill Nuhn, Kamila Sierakowska, Shane Matheson, Louise Harrison, Andre Dumais, Tammy Belanger-Lamothe, Derek Beland, J.P. Desilets, John Toby, Nicole Reid, Richard MacDonald, Alison Wallace, Maija Nuhn

Regrets:

Scott Marshall, Gerry Culhane

1. CALL TO ORDER

The meeting was called to order by Bill McGillis at 9:00 A.M.

2.-READING OF THE PLEDGE &

3. Appointment of ANTI-HARRASSMENT Officers

Pledge and Anti- Harrassment read by Bill McGillis.

-Anti-Harassment Officers: Shane Matheson & Jen Holmes

4. ADOPTION OF THE AGENDA

Jen Holmes to be added to the agenda after Shane Matheson

MOTION # 01-3/2/13

BIRT the agenda be accepted as amended

Moved by John Toby

Seconded by Kamilla Sierakowska

CARRIED BY ALL

5. MINUTES OF THE LAST MEETING

a) Errors/Omissions: Hearst – to strike the last sentence, Under Jen Holmes take out the surplus sentence, in the president section 3) add McG prior to illis to spell McGillis, under Roland Michner change Angus to Langlis after Paul, under section v) Timiskaming strike the sentence starting Richard to last word students, Timmins High add-Student Success to the head ship posting along with the physed, under Roland Michner change he/was, at the top of page 3 – correct the word aksed to asked.

b) Business Arising from: Jergen commented that the Treasurer is not listed

as reports and needs to be added next time.

MOTION # 02-3/2/13

BIRT the minutes of the last meeting be accepted with amendments.

Moved by Andre Dumais
Seconded by Louise Harrison
CARRIED BY ALL

6. CORRESPONDENCE – Letter from Linda Knight

7. REPORTS:

a) TBU President: Bill McGillis -***See copy that was e-mailed to Branch Presidents*** we need to give provincial some space and wait it out. Board relations – some tension especially if there continues to be no coaching. Grievances are still piling up and there are four to do this week. Derek Beland commented on Linda Knights letter being contradictory their actions regarding anti-harassment. Bill McGillis commented that there was no response to the letter to Linda Knight.

Provincial Council Vote on Extracurriculars – discussed the motion to relax the directive regarding extracurricular activities. Bill McGillis said he would get out to the rest of the Branches (TDSS and Roland Michner). Louise Harrison spoke about TIC duties, literacy preparations, and the other volunteer duties seeking direction of the current position. Bill McGillis said that members are to volunteer if they choose it is their choice. There is no obligation to volunteer. Alison Wallace spoke about EQAO involvement and that now we are out of sanctions that they cannot direct members not to participate would be a directive. However, look back to the memos sent to members when we were in sanctions. Volunteer includes: committees, TIC, EQAO outside of class time.

Security – discussion about a Twitter sent on Feb 22. regarding an Executive session. On Feb. 25 confidential documents leaked again. Steps are being taken to determine the cause of the leaks and harsh penalties will be imposed. Louise Harrison commented that a motion was made that cell phones were not to be out at PE, and enquired about if those present if they were reminded. Bill McGillis commented that the leaks could come out after the meeting. Shane Matheson spoke about the constitution needing to reflect the new technological age and confidentiality. Alison Wallace spoke about a media blackout being implemented by the PE to protect confidentiality. Shane Matheson said members need to know that the media blackout is happening to protect confidentiality.

Creeping Workload – Excessive demands with reporting and there is no consistency between branches. Work or committee demands can happen during the day but not after the school day. Louise Harrison spoke about a PLC release where they created a diagnostic and are now being asked to moderately mark the PLC. The teachers do not want to get pulled out of class. However, Bill McGillis said if the marking needs to happen, the teachers need to be provided the time. Richard MacDonald talked about a quality improvement plan. Richard MacDonald also spoke about the 4SI being positive in his school but they are needing their prep time recovered and across the District it needs to be consistence. Bill McGillis spoke to Ken Ryan about loss of prep time and

further discussion will need to take place perhaps regarding a grievance. Derek Beland spoke about the work load with the the 4SI at his school having similar concerns. Jen Holmes questioned why some release times are half and some are full day release times. Tammy Belanger-Lamothe spoke about the prep being a problem to prepare their class. She further spoke about about the difficulty in completing the requirements especially if the teachers are not teaching in the subject being diagnosed. Kamilla Sierakowska spoke about frustrations in her 4SI when not in the subject specific areas and highlighted the need to facilitate how to complete the task. John Toby spoke about his members having either PLC or 4SI not being a part of both.

Sick Leave Credit Gratuity – Bill McGillis spoke about the sick leave gratuity in place and reminded members to claim gratuity if they are on the list to apply. Bill McGillis spoke about how to fill out the forms and stressed that in order to receive the monies, the Educators Group form needs to be completed. Bill McGillis stressed that branch presidents enquire with members on their list if they have not completed. Bill McGillis also said that if packages are needed to request them from Bill McGillis.

Common Threads- spoke about the CD/DVD and mentioned that Branch presidents take 3 copies to their work sites.

Protocol – A reminder to include Bargaining Unit Presidents in meetings that may impact work relations, working conditions, or Federation issues in general.

In School Staffing – spoke about article 16.02 – the assignment of courses lies within the purview of the Principal as per Article 265.7. Derek Beland spoke about a potential staffing review committee to address how staffing is being determined. Alison Wallace spoke about the staffing committee as per article 16.02. The Branch Presidents need to plan a day to meet with the Principal and asked about the staffing for the upcoming year. How many people declared surplus and why? Branch Presidents need to pay close attention to the seniority and remind the Principal that there can be an agreement to teach outside of the subject area. Also, the LTO and/or FTE status needs to be documented and brought up. Branch Presidents need to carefully document this information and give it to Bill McGillis and J.P. Desilets prior to their meeting with the Board. Alison also mentioned that Branch Presidents can meet with the Principals 3 times to discuss staffing. Alison Wallace said that Ken Ryan needs to get a memo to know that article 16.02.1 will be enforced this year and Principals need to be made aware.

Sick Leave Pay Calculator -

Pat Hand, TBU Negotiator for District 24, Waterloo, uses a “sick leave pay calculator” that may be a useful tool for the BU leaders.

TBU Constitution – release time will be given for the committee to meet

D1 Town Hall Conference Calls – Jurgen Brzozowski will assess the cost factor and present his findings at the AGM in May.

Dual Credits – Reminded Branch Presidents to bring forward any concerns regarding dual credits as well as a description as to how they are being run in the school.

PRESIDENT'S REPORT DISCUSSION:

b) District President (District President): J.P. Desilets
No Report – discussed in length last night

c) OT President: Gerry Culhane– OT Sector Council – (regrets)

d) Provincial Executive Liaison: Scott Marshall – (regrets)

e) Secretariat Liaison: Alison Wallace – reminded about reg 298. and directed Branch Presidents to meet with the Principals to discuss surplus, seniority, and relay the information to Bill or J.P. So they can be prepared when they meet with the Board.

f) Grievance Officer: Shane Matheson – 2 grievances coming to resolution and using email as a means to deliver information is more effective as it decreases the time to address the stages of the grievance.

f1) Pension and Benefits: Jen Holmes –

- Due to pension indexing being reduced for the next three years, it is recommended that each benefit officer start the conversation about having a plan that fills the gaps (lack of index) when members go to retire
 - There are staff members who can speak to investments, or have a broker come in
- LTD plan implementation is on going
 - Very bumpy
 - Please let me (Jen) know if members do not have LTD deductions on their pay
 - Should have been on this past pay
 - Was asked if there is an option to opt out while on a leave of absence?
 - Will look into
- Branch Benefit Officers will have a meeting as soon as I (Jen) can get the numbers of our surplus so we can decide how to use the surplus before the provincial plan kicks in next year
 - Still no information about this plan yet
 - Louise voiced her concern about timing
 - Other concerns that were presented (I'm going to investigate)
 - Would we be able to take our surplus after Dec 31st to use it as a premium vacation under the provincial plan?
 - In the provincial plan, are OTIP absorbing the past experience from everywhere?
- Kamila asked for information about the retirement presentations

g) Branch Presidents -

i) Branch Presidents: Reports Below;

i) **Hearst: Andre Dumais** – elementary and secondary school will be combined next year and renovations will take place at the school to meet the needs of all the students.

ii) **Kapuskasing: Louise Harrison** – There are no class size issues for this semester. It took quite an effort to get an OSSTF person attached to Dual Credits that are being offered this semester. Members have major concerns about the newly created LTO list, that has resulted because of Reg. 274, and the implications it will have on future surplus teachers and current new LTOs. Members that are to receive retirement gratuity want a personalized letter from the Board indicating that upon retirement, DSB1 owes that member 'x' dollars in retirement gratuity. Some staff are involved in a mandatory PLC 6 week cycle. The principal has been very supportive during the past few difficult months.

iii) **Cochrane: Denise Sullivan** – There are no class size issues. Dual credit courses will be looked into regarding the retired teachers instructing them.

iv) **Iroquois Falls Secondary School – Dana Thomson**-Report not submitted

iv) **Timiskaming District – Richard MacDonald**- No major issues to report.

v) **Roland Michener – John Toby**-No class size issues. Keeping an eye on how dual credit courses for next year are going to work. RMSS is continuing to withdraw from extra-curricular activities. The principal has been very supportive throughout the process.

vi) **Kirkland Lake – Shane Matheson** - continuing to withdraw from extra curricular, discussed reg 274.

vii)

Englehart – Jenn Holmes – Principal is cooperative and not being involved in Board initiatives that have no impact on students.

viii)**Timmins High** – Tammy Belanger-Lamothe-- Report not submitted

New Business -

1) **No New Business**

MOTION #03 - 3/2/13

BIRT the meeting is to be adjourned 1:05 P.M.

Moved by John Toby

Seconded by Shane Matheson

CARRIED BY ALL