



District 17 Simcoe

## REPORT OF THE PRESIDENT

**TO:** EA/DECE Executive Meeting

**DATE:** November 3, 2014

**FROM:** Patty Coates – Bargaining Unit President

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### **NEW EXECUTIVE MEMBER**

We would like to welcome Cindy Whidden and Educational Assistant at Sacred Heart Elementary School to our Executive as the Recording Secretary/Communications Officer. Cindy brings to the Executive an enthusiasm for representing the members. We look forward to working with Cindy over the next two years.

### **STAFFING**

#### Designated Early Childhood Educators

For the 2014/2015 school year the total FTE for our DECE positions is ninety-two (92).

#### Educational Assistants

Currently for the 2014/2015 school year the total FTE is three hundred and one (331.00) Educational Assistant positions-this equates to about 350 members. We will monitor how many temporary positions are being allocated in schools which are not for any statutory, personal, education or medical leave as the board has put into place a number of temporary positions until November 28<sup>th</sup>. The board reviews the positions to determine if these positions need to be extended. We are closely monitoring this as the board does not have to post these positions therefore the principal gets to choose who fills the position.

### **PAY EQUITY**

As you are aware the SMCDSB had decided that they believed that the process we used for Pay Equity was flawed. Because of this we put in a complaint to the Pay Equity Commission. Our OSSTF Lawyers, OSSTF representative, EA/DECE President Patty Coates and O/C President Suzanne Conley-Cholak met with the Board and a Pay Equity Review Officer on October 28, 2014 in Barrie. We are following the process as set out by the Pay Equity Act and the Review Officer.

### **STRIKE VOTES**

We are quite please with our results of the strike vote. A reminder that the results of these votes are confidential until told otherwise.

## **JOB CLASS MEETINGS**

We will be holding Job Class Meetings in November – Wednesday, October 5<sup>th</sup> for DECE members including supply and on Monday, November 10<sup>th</sup> for EA members including supply. Many topics will be discussed which are pertinent to the specific job class including working conditions, programs and pressing issues/concerns. At this time we have fifty-six (56) DECE's and eighty-one (81) EA's registered.

## **SCHOOL REP TRAINING**

We are organizing full-day training for our School Representatives half on Monday, November 10, 2014 and the other half on Monday, November 17, 2014. We have 100% registration for Monday, November 10<sup>th</sup> and working on the same for November 17<sup>th</sup>.

## **JOB CLASS ISSUES – Have been called into your union office**

### DECE's

- Implementation of FDK Early Learning Program – not implemented properly
- Teaching team difficulties – Some teaching partners are micro managing and not following the intent of the program
- Supervision – An issue in some schools
- Over-time – Still needs clarification from board – it is being worked on
- Potential identified students with no additional support
- Misunderstanding of the role of the DECE, teacher and EA.

### EA's

- Swimming Protocol – EA's being asked to go into the water with the student – Union's position is that we do not during swimming lessons. EA can be on the deck if there is a difficulty with the student
- Service Dogs – The dog is there for the student's safety and comfort – they should be trained. It is not the EA's job to take the dog for a walk, to feed the dog or take the dog to neither do their business nor clean up after- there is a set protocol at the board level on service dogs.
- Supervision – As with each year there are some issues with members being asked to do more than 16 minutes of general supervision per day or at one time. In addition; some members have been asked to do general supervision while supervising students with special needs.
- Burn out – too many students piggy backed onto one EA

## **BARGAINING UNIT EMAIL BLASTS**

Your Bargaining Unit Executive sends out E-MAIL BLASTS to members with important or pertinent information. It is vital that we have an updated e-mail address for all members especially new and supply members. Please forward updated or new e-mail addresses to [julie.lapierre@d17.osstf.ca](mailto:julie.lapierre@d17.osstf.ca)

Recent E-MAIL BLASTS include:

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|--|------------------|
| • MEMBERS-Invitation-Family Event                      | October 07, 2014 |
| • MEMBERS-Reminder-Job Class Meeting Registration      | October 17, 2014 |
| • MEMBERS-Strike Vote Results                          | October 17, 2014 |
| • MEMBERS-Workshop Opportunity                         | October 22, 2014 |
| • SCHOOL REPS-Rep Training                             | October 22, 2014 |
| • MEMBERS-10 Days left to Register, Job Class Meetings | October 24, 2014 |
| • SCHOOL REPS-Rep Training Registration                | October 27, 2014 |

- DECE-Appreciation Day October 29, 2014
- MEMBERS-AMPA 2015 October 31, 2014
- MEMBERS-Bargaining Bulletin November 02, 2014

**CHAPPELL’S FARM FAMILY EVENT**

This fun family event was held on Sunday, October 19, 2014. Although the day was a bit wet and cool we had an amazing turnout. There were over 170 participants attending throughout the day. Every child received a Halloween treat bag. Pictures of each family were taken and will be part of our newsletter planned for December. We would like to thank Rita Golds-Nikolic and Jennifer McQuirter for their excellent work on organizing this event on behalf of the Executive.

**LABOUR MANAGEMENT**

Two to three times per year we meet to discuss items and issues of concern at a joint meeting of board administration and union representatives. Our first LMC meeting for this school year will be held on Wednesday, November 19, 2014. We will be collective pertinent information from our job class meetings which will be important to the topics we will be discussing at the upcoming LMC meeting.

**MENTAL HEALTH AWARENESS WORKSHOP**

An email blast was sent out to all members with information on a workshop regarding Mental Health Awareness. This workshop takes place at our union office on Monday, November 17, 2014 at 5:00 pm. To register members are to call the union office and speak to Terry Smyth. Spots are limited.

**DISTRICT EXECUTIVE COUNCIL**

Our District Executive Council (DEC) meeting was held on Thursday, October 9, 2014. Presidents the six bargaining units, an additional member from each bargaining unit, the district treasurer and chairs of the district committees attended the meeting. Each Bargaining Unit, the District Treasurer and Committee Chairs reported to DEC. Main topics of discussion included; Mats and exits, financial procedures, signing authorities and phones during office assistant’s lunch. The next DEC meeting will take place on December 2, 2014 at 5:00 pm.

**ROLE OF THE SERT**

We would like to remind ALL members: EA and DECE members, that your only supervisor IS your Principal. In some situations the Principal has downloaded some of their responsibilities to the SERT however; the Principal is still your only supervisor. In a board document called “Kaleidoscope” the roles of each member of the interdisciplinary team is outlined (Section C and Section D – can be found on the Firstclass Desktop under Academic Services, Special Education Icon then for download under Kaleidoscope). Nowhere in the document does it state that Educational Assistants and Designated Early Childhood Educators report to or take direction/orders from a SERT or do they have to tell a SERT that they are going to be away and why. Please familiarize yourself with these two sections in the Kaleidoscope binder. Contact your union office if you find the roles are not being followed at your school.

### **UNITED WAY LABOUR BREAKFAST**

Julie Lapierre and Patty Coates attended this inaugural event on behalf of the Bargaining Unit. The breakfast was well attended by local union leaders, municipal mayors/councilors and united way board of directors members. The key note speaker was Hassan Yussuff, President of the Canadian Labour Congress, who spoke of the ongoing partnership Labour has with the United Way.

### **PROVINCIAL COUNCIL**

This is a Provincial OSSTF/FEESO meeting where all Bargaining Unit Presidents come to Toronto to discuss issues, pass policy motions along with deal with action motions, receive reports and have an opportunity ask questions to the Provincial Executive. The last meeting of Provincial Council took place on Friday, September 19, 2014 in Toronto. Our next meeting is Friday, November 14, 2014. Provincial Council Delegates receive information on a number of reports.

### **DISTRICT STANDING COMMITTEES**

Any member is invited to attend District Standing Committee meetings. There are three main committees; the Political Action Committee, the Human Rights Committee and the Status of Woman Committee. The chairperson of each committees reports to the District Executive Council on committee activities. All standing committee meetings are held at the District Office and the dates are posted on the District website: [www.d17.osstf.ca](http://www.d17.osstf.ca)

### **SMCDSB WELLNESS COMMITTEE**

The Board has developed a new icon on Firstclass under News and Notices called Employee Wellness. This icon will house information on wellness with articles on pertinent topics.