



District 17 Simcoe

REPORT OF THE PRESIDENT

TO: EA/DECE Executive Meeting

DATE: October 6, 2014

FROM: Patty Coates – Bargaining Unit President

STAFFING

Designated Early Childhood Educators

The start of the 2014/2015 school year has brought the Full Day Early Learning Kindergarten Program to all of the schools in the Simcoe Muskoka Catholic School Board. The number of full-time equivalent Designated Early Childhood Educator positions has increased to ninety-two (92). We are closely monitoring the number of SK/1 split classes as school boards are not obligated to have a DECE in this type of classroom even though the play based learning program should be implemented for the SK's.

Educational Assistants

We began the 2014/2015 school year with a number of position changes to accommodate students who have left a school or registered. The school board is not increasing the numbers just shuffling around the allocations. Currently we have 331.00 full-time equivalent (FTE) 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.

PAY EQUITY

As you are aware the SMCD SB 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 will be meeting with the Board and a Pay Equity Commissioner on October 28, 2014 in Barrie. We will be providing members with updates at the job class meetings in November and any additional information we can share via email blasts.

SPECIAL INFORMATION MEETING

On September 22, 2014 OSSTF/FEESO Provincial hosted an information meeting for all members from the six (6) bargaining units in our District to discuss OSSTF's negotiations strategy, members' role in this strategy and strike vote information. We had 15% of our membership attend this important information meeting.

STRIKE VOTES

There are four (4) opportunities to cast your vote whether to support our Provincial and Bargaining Unit's Negotiations Table Teams. So far we have had about 85% turn out – we have noticed that not many supply members are voting. The notice for the voting results of both the Provincial and Local Strike vote will be sent out through an email blast after Thanksgiving Weekend.

JOB CLASS MEETINGS

We will be holding Job Class Meetings in November – Wednesday, October 5th for DECE members including supply and on Monday, November 10th 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.

SCHOOL REP TRAINING

We are organizing full-day training for our School Representatives half on Monday, November 3, 2014 and the other half on Monday, November 10, 2014. More information will be sent to school reps as soon as we have the name of each School's Representative.

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

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

Recent E-MAIL BLASTS include:

- School Representation for the 2014/2015 school year September 02, 2014
- Welcome Back September 02, 2014
- Special Membership Meeting September 09, 2014
- Vacant Executive Positions September 10, 2014
- Professional Development Opportunity September 12, 2014
- Reminder of Special Information Meeting September 19, 2014
- Strike Vote Information September 23, 2014
- Strike Vote – Correction September 23, 2014
- Invitation – Family Event September 24, 2014
- Job Class Meeting Registration October 03, 2014

ROLE OF THE SERT

We would like to remind ALL members including our 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.

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 September 19, 2014 in Toronto. Provincial Council Delegates received 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

SMCDSB WELLNESS COMMITTEE

The Simcoe Muskoka Catholic District School Board has resurrected the Wellness Committee. P. Coates attends the committee meetings on your behalf. The committee has met just once this school year to determine their course of action for the 2014/2015 school year.

The Wellness Fair which was last spring on **Saturday, May 31, 2014 at St. Peter's High School Barrie** was well attended. A second fair will be planned for the Fall of 2015.

The Board has developed a new icon on Firstclass under News and Notices called Employee Wellness. Information on the Wellness Fair including a link to register <http://e-resources.smcdsb.on.ca>. The Wellness Fair is free for all SMCDSB Employees and their family.