



**Educational Support Staff Sector
Council Meeting**

**September 28, 2007
Crowne Plaza Toronto Don Valley**

PRESENT:

Cathy Loach - D.1
Debbie McLeod - D.2
Donna Thompson - D.3
Kelly Houle – D.3
Christopher Perry - D.4
Cindy Hayward - D.5A
Deb Kamm - D.5A
Sue Smith - D.6A
Sandra Corrigan - D.6B
Paula Robinson - D.7
Penny Huettlin - D.7
Mary-Jane Karheck- D.8
Martha Hradowy - D.9
Mel Woods – D.9
Lorna Shulman – D.9
Lydia Salmon - D.11
Suzanne Conley-Cholak - D.17
Patty Coates - D.17
Dan Robitaille - D.17
Tracey Selkirk - D.18
Debbie Majka - D.20

Mary Lou Matteucci - D.21
Susan Coleman - D.21
Evelyn Kassa - D.24
Vicki Buder - D.24
Cindy Dubue - D.25
Bonnie Cheung - D.25
Colin Maclean - D.25
Réjeanne Demeules - D.31
Lynn Fillion - D.31
Pauline Crispin – D.31
Louise Plourde - D.32
Pauline Maheu - D.32
Lynn Auger-Parent - D.33
Guylène Lepage-Gadouas - D.33
Lucille Alary - D.33
Norm Westbury - D.35
Tom Byers – Provincial Office
Ana Misiti– Provincial Office
Susan Rab– Provincial Office
Sandra Sahli – Provincial Office

REGRETS:

Kristopher Morrison - D.1, Lisa Brennan - D.2, Rosalyn Dowhos - D.6A, Maureen Denford-Cox – D.6A, Dale Dobson – D.8, Jeanette Parker - D.17, Gail Mainprize - D.18, Bruna Ballestrin – D.18, Elly Crowe - D.18, Fatima Malloy – D.23, Gregory Ennis – D.23, Jonay Souder – D.24, Andrew Horwood – D.25, Annabelle Huffman – D.27, Debra Hanniman – D.28, Iram Khan – D.34, Ian Armstrong – D.34, David Marasco – D.35

CALL TO ORDER:

1.01 The meeting was called to order at 10 a.m. with Tracey Selkirk in the chair.

ADOPTION OF THE AGENDA

2.01 Changes:

- 4. a) Welcome – new members
- 4. b) Correspondence

BIRT the agenda be adopted as amended.

Moved by: Mel Woods

Seconded by Lynn Filion
CARRIED

ADOPTION OF THE MINUTES OF April 27, 2007

3.01 Minutes of April 27, 2007 – deferred to next meeting

Business Arising:

Minutes from joint OSSTF/CUPE Symposium will be included in next meeting's package or will be e-mailed to members of ESS SCOP.

WELCOME – NEW MEMBERS

4.01 Welcome

Welcome to New Members to ESS SCOP and a special welcome and mention to the University of Ottawa members.

4.02 Correspondence:

Handouts:

- Equal Pay Coalition Memo
- MAC 439 Workgroup Memo
- Benevolent Council Application from Memo
- Occupational Health & Safety Conference Memo

REPORTS:

5.01 Provincial Executive Liaisons:

Written Report was provided and reviewed:

5.01.01 Sandra Sahli discussed the EA/CYW Workgroup Memo – in preparation for meetings with ministry officials, Provincial Executive has approved the creation of an EA/CYW workgroup to get input from a cross section of Educational Assistants and Child and Youth workers regarding their roles, responsibilities and qualifications. The workgroup will meet on October 23rd prior to an October 26th meeting of the Support Staff Issues work table. The October 26th meeting with the Ministry will be a joint meeting with CUPE representatives.

5.01.02 Susan Rab reported on the Election and Referendum. Susan Rab discussed the difference regarding priority 1 & 2 ridings and focus of those ridings. Reference was made to communication sent out by Lori Foote re list of ideas for election

focused political action in districts

5.01.03 Susan Rab talked about Mixed Member Proportional (MMP) Voting System and why OSSTF supports MMP. Susan Rab offered a quick 10 minute in-service on MMP.

5.01.03.01 Questions were asked of Provincial Executives:

Patty Coates commented that two political parties have announced Intensive Behavioral Intervention (IBI) for autistic kids. Has the executive had conversations with the parties? Sandi Sahli responded that no formal discussions have taken place however the Provincial Executive is monitoring and will deal with it.

5.01.03.02 Christopher Perry District 4 stated that 40 positions were cut from his Bargaining Unit. The positions cut were positions where the employees were working with IBI students. Now there are workers from outside agencies working with these same students. Sandi requested that he keep the secretariat attached informed on an on-going basis.

5.01.03.03 Sandra Sahli reported on Independent Special Education Research - report will be available at the November Sector meeting. The goal will be to develop a best practice model for student service delivery. OSSTF will put together a workgroup of frontline EA & PSSP members.

5.02 PROVINCIAL COUNCELLOR REPORT:

No report as the first PC is scheduled for Friday evening.

5.03 SECRETARIAT LIASON REPORT:

5.03.01 Announcements:

- Carmelle sends her regrets in leaving Sector Council
- Expense Vouchers are to be submitted to Tom
- New assistant Jane Jackson
- Cheaper Flight passes available through Jane – please book the cheapest flight.

5.03.02 Time Release Workgroup

Tom highlighted written report. Time Release Workgroup has been established with the following group members: Sue Smith, Dan Robitaille, Susan Coleman, Pauline Maheu, Norm Westbury (chair), Sandra Sahli, and Susan Rab. First meeting will be in October and the second meeting will be the Thursday prior to Sector. The goal is to have written recommendations to you at the November Sector meeting. Make presentation in January to Funding Investment & Advisory Workgroup Committee.

5.03.02 Support Staff Issues Table

Have had only three meetings to date, provincial election is slowing the process. The fate of the support staff issues table will depend on the results of the provincial election; the Liberals have assured the table will continue if they are re-elected. Summaries of the three meetings were included in the SCOP packages.

5.03.02.01 Funding Announcement

Enhanced funding was good news, unfortunately Boards are not using the money for what it was intended for.

OSSTF will be meeting jointly with CUPE to deal with EA/CYW issues and will discuss all other support staff issues. At the next sector meeting will give a full report of October 26th meeting.

Grants for Student Needs (GSN) – although some grants are earmarked, there generally is no direction as to what Boards must spend it on.

Discussion occurred on enhanced funding followed by question and answer period. Tom explained funding and benchmarks process and referred to the power point handout in package.

Handout of use of enhanced funding form– fill out form and fax to Tom to the second floor fax number. The Government has never directed Boards on how to spend money and are not prepared to do it now; however the government is prepared to monitor Boards to see how the money is being spent. Our Bargaining units are actively trying to get Boards to use the funds appropriately.

Safe School Funding Grants are being used to:

- Place police in schools
- 10.7 million for PSSP/CYW for safe school initiatives, direction for hiring CYW part of targeted funding
- money will flow to Board according to Average Daily Enrolment (ADE).

5.03.02.02 Layoffs/lost positions

- Bargaining units are asked to track and report to Secretariat attached on layoffs/lost positions.

5.03.02.03 PPM re PD Days

PPM directing Boards on intent of the two additional Professional Development days. EA's are not to stay home but to continue to work and receive pay. The intent of the PPM is to keep the same number of paid working days prior to adding the new PD Days.

5.03.02.04 Constitution/AMPA Timelines:

- Constitution copy is provided in package
- AMPA on-time motions need to be brought forward at the November Sector meeting

5.04 CHAIR REPORT:

Tracey Selkirk asked for input on Annual Action Plan items, suggestions could be made during open discussion period or e-mail ideas to Tracey Selkirk.

Announced the passing of Maureen Denford-Cox's mom - condolences and sympathies could be sent to Maureen at ssppresident@shawcable.com

5.03.02 Time Release Workgroup meetings scheduled for:

- October 30th at 60 Mobile at 10:00 a.m.
- November 15th at Westin Bristol Place Toronto Airport Hotel at 10:00 a.m.

6.01 ESS SCOP EXECUTIVE NOMINATIONS:

At 11:15 a.m. announced the closure of nominations for executive positions. (Tom Byers in Chair).

Nominations received as follows:

- 6.01.01 One nomination for Chair received – Tracey Selkirk
- 6.01.02 Two nominations for Vice-Chair received – Norm Westbury and Suzanne Conley-Cholak
- 6.01.03 One nomination for Provincial Councillor received – Martha Hradowy

6.02 Speeches from candidates for vice-chair received:

Norm Westbury
Suzanne Conley-Cholak

LUNCH BREAK

Reconvened at 1:00 p.m.

7.01 ELECTION OF ESS SCOP EXECUTIVE (Tom Byers in chair):

Election Results:

Chair:	Tracey Selkirk – acclaimed
Vice-Chair:	Norm Westbury – elected
Provincial Councillor:	Martha Hradowy – acclaimed

BIRT the election ballots be destroyed.

Moved by: Paula Robinson

Seconded by Patty Coates
CARRIED

7.02 PRESENTATION

Susan Rab gave a quick MMP presentation to the group.

8.01 OPEN DISCUSSION:

Extensive discussion took place in regards to the added extra workload from ministry directives and the impact of the extra workload on our OCT members. Tom will raise this concern at the ministry table. OCT input for student success research on what work is effective and what is not. What is being done centrally and which is site specific. Discussion evolved around the changes in the OCT job responsibilities and increased expectations and workload i.e. ministry requirements, e-mail, new systems, technical, complexity etc. A motion was put forth from the discussions.

BIRT the ESS Sector recommend the Provincial Executive develop an Education Watch brochure available in English and French that addresses OCT Bargaining Unit issues.

Moved by: Martha Hradowy

Seconded by: Norm Westbury
(Unanimously) **CARRIED**

Focus for coming year:

- Review how OCT positions have changed and make specific recommendation to the government of the day
- Workshop for Sector from Tom and Ana on Performance Appraisals (what should be included on appraisals and what should not)
- Workshop for Sector on how to say no without using the word (control workload demands)
- EA College – don't have EA College but there is the new ECE College – will bring back info on ECE College to the November meeting

Motion: BIRT: ESS SCOP recommend to the Provincial Executive that a review be conducted of the funding for all Provincial Conferences with the intention of setting the delegation guidelines to be in line with the CBC Conference and allow for at least one delegate per Bargaining Unit.

Moved by: Cindy Dubue

Seconded by: Bonnie Cheung
(Unanimously) **CARRIED**

9.01 NEW BUSINESS

Norm Westbury would like outreach ideas/suggestions on how to get Presidents that are not attending to attend. Suggestions were made to:

- get in touch with ones not in attendance
- find out what are barriers for not attending
- simplify agenda so that it clearly indicates what will be addressed at the meeting
- mentoring of new presidents

- encourage using alternates when president cannot attend
- at leadership someone from SCOP should speak to the new presidents

10.01 ITEMS FOR NOVEMBER MEETING:

- Norm's report
- Performance Appraisal workshop (Tom & Ana)
- Annual Action Plan – suggestions
- Constitution – motions
- AMPA – motions
- Time Release Workgroup Report

Action: Tom will e-mail list of PD Monies

11.01 ADJOURNMENT

BIRT the meeting be adjourned at 3:00 p.m.

Moved by: Paula Robinson

Seconded by: Sandra Corrigan
CARRIED