



**Educational Support Staff Sector
Council Meeting**

**November 16, 2007
Westin Bristol Place Airport Hotel**

PRESENT:

Cathy Loach - D.1
Daisy Jolly – D.1
Debbie McLeod - D.2
Donna Thompson - D.3
Kelly Houle – D.3
Christina Bradley - 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
Margaret Villamizar– 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
Charlie Troisi – D.21
Fatima Malloy – D.23
Gregory Ennis – D.23
Brenda Wiles - D.24
Cindy Dubue - D.25
Bonnie Cheung - D.25
Gloria Mackay - D.25
Barry Kelley – D.25
Réjeanne Demeules - D.31
Lynn Filion - D.31
Pauline Crispin – D.31
Pauline Maheu - D.32
Lynn Auger-Parent - D.33
Guylène Lepage-Gadouas - D.33
Lucille Alary - D.33
Norm Westbury - D.35
David Marasco – D.35
Tom Byers – Provincial Office
Ana Misiti– Provincial Office
Susan Rab– Provincial Office
Sandra Sahli – Provincial Office

REGRETS:

Kristopher Morrison – D.1 (represented by Daisy Jolly), Kelley Houle – D.3, Christopher Perry – D.4 (represented by Christina Bradley), Margo Bruce – D.9 (represented by Lorna Shulman), Bruna Ballestrin – D.18, Dale Dobson – D.21 (represented by Charlie Troisi), Evelyn Kassa - D.24, Andrew Horwood – D.25 (represented by Barry Kelley)

ABSENT:

Rosalyn Dowhos - D.6A, Jeanette Parker - D.17, Elly Crowe - D.18, Jonay Souder – D.24, Annabelle Huffman – D.27, Debra Hanniman – D.28, Jeanne Therrien – D32, Iram Khan – D.34, Ian Armstrong – D.34

12.01 CALL TO ORDER:

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

13.01 Adoption of Agenda

BIRT the agenda be adopted as printed.

Moved by: R. Demeules

Seconded by B. Wiles

Carried

14.01 Minutes of September 28, 2007

14.01.01 Adoption of Minutes

BIRT the minutes of September 28, 2007 be adopted as printed.

Moved by: M. Karheck

Seconded by P. Robinson

Carried

14.01.02 Business Arising

None

15.01 Announcements

15.01.01 MAC212 was passed at AMPA last year. We are calling for volunteers to set up a workgroup to address MAC212. Anyone interested in being part of the workgroup please submit your name to Tracey Selkirk.

15.01.02 Saddened to announce the passing of Sherri Mancusso's mother.

15.01.03 District 24 Evelyn Kassa's husband is very ill.

15.01.04 Bargaining Units that have less than 25 FTE can pool the FTE's together to get a delegate at Large for AMPA. If interested, please see Tracey Selkirk.

16.01 Interim report of Time Release Workgroup - Tom Byers/Norm Westbury

The workgroup met twice October 30 and November 15. An interim report was prepared at the October 30th meeting. Tom took the ideas generated at the first meeting to Finance Committee. At the November meeting the workgroup went forward with the ideas and

suggestions to prepare recommendations. The report from the Time Release Workgroup was distributed at the meeting. Tom gave an overview of the final report and how it would work. The concern raised by members was on how rebates would be distributed at the district level. Tom explained that the funding master generates the money it does not allocate the funds, it is up to the districts on how the monies are allocated. In summary the report from the workgroup was well received. Members from the workgroup will present the report to the Funding Investment & Advisory Committee (FIAWG) on January 11.

BIRT: ESS SCOP recommend to the Funding & Investment Advisory Workgroup (FIAWG) recommendation # 1 from the ESS SCOP Time Release Workgroup Report.

Moved by: N. Westbury

Seconded by: M. Hradowy

Carried unanimously

17.01 Support Staff Performance Appraisal - Ana Misiti/Tom Byers

Samples of performance appraisal language from current support staff collective agreements were distributed to the members. Discussion took place on how to support members when a negative appraisal is put forward. There was a question and answer period. The Sample language will be translated in French for our Francophone members.

18.01 Sector member outreach - Norm Westbury

Norm has made two attempts to reach all the presidents. To date there are 10 presidents that he has not heard from. Norm's intent is to follow-up with another e-mail and then a personal phone call. As a follow-up, suggestions were made to have presidents in the same district or nearby district make initial contact with those presidents who have not been attending. It was stated that it is important to send a rep from Sector to Leadership in the summer to address the presidents and give them an overview of what sector is all about. It was noted that we need to continue to educate the presidents on an on-going basis i.e. release time paid by province, new presidents handbook etc. A suggestion was made that the ESS SCOP web-site be updated.

LUNCH

12:00 p.m. to 1:00 p.m.

19.01 Reports:

19.01 Provincial Executive Liaisons - Sandra Sahli/Susan Rab

The Pay Equity postcards were provided to those who wish to distribute them to members and have them signed and sent back to Provincial Office (attention Marg McPhail). Provincial would like to have the cards back before Christmas break, as they would like to have the cards delivered in bulk. The Provincial Executive approved the funds to have the post cards produced in French.

A written report was provided and P.E. highlighted and discussed the following:

- Mobile Staffing Update
- Provincial Election
- Annual Action Plan 2008-2009
- Collective Bargaining Update
- Study of the Impending Student Enrolment Decline
- Environmental Issues Workgroup
- OMERS Update
- Workgroups to support OSSTF Secretariat Members for meetings with the Ministry of Education on Support Staff Issues
- EA/CYW Workgroup
- OCT Workgroup
- PSS Workgroup
- Continuing Ed & Adult Ed Instructors Workgroup
- College of Early Childhood Educators
- Teacher/ESS Staffing Model for Full-Day JK/SK
- ETFO-Sponsored Survey
- Canadian Council on Learning (CCL) Formative Evaluation of the Student Success/Learning to 18 Strategy
- Principal Performance Appraisals Field Test
- December 6th – Day of Remembrance and Action on Violence Against Women – a concern was raised by members that there were not enough posters printed to include all support staff in mailing. There is a commitment made to look at how mailings are being dealt with
- Violence Against Indigenous Women: Resource List and Brochure handout
- Equal Pay coalition – 20th anniversary Campaign
- Upcoming Events:
 - o November 22 & 23, OSSTF Provincial Ed Services Conference (Sold Out)
 - o Shoulder to shoulder
 - o November 26-30, OFL Convention
 - o December 6, Credit Integrity Symposium
 - o February 8-9, Provincial CBC Conference

19.01.01 November 8, 2007 meeting of presidents/chief negotiators

19.02 Provincial Councillor - Martha Hradowy

19.02.01 Martha reviewed the agenda for Provincial Council and asked members to speak to her if there were issues/concerns they wanted raised at Provincial Council.

19.03 Secretariat Liaisons - Tom Byers/Ana Misiti

19.03.01 Support Staff Issues Worktable - Update of October 26, 2007 meeting:

For information purposes a handout was distributed to Sector members on Support Staff Training and Development Project. Tom gave a quick overview of contents in the report. Tom emphasized the demand for PD Funds as 62 school Boards out of 72 have applied for PD funds.

A summary handout was given of the October 26, Support Staff meeting with CUPE/OSSTF. Tom stated that there will be two more joint meetings with CUPE. It will then be decided if the meetings with CUPE are to continue. The hand out contained information on the following:

- Special Education Background Information
- Education Assistants: Increase in EAs, Supervision, Professional Development, Terminology, Funding,

Short & Medium Term Focus: - Ideas EDU could explore further
 - Ideas related to Collective Bargaining
 - Ideas related to Funding

Long Term Focus: - roles and responsibilities of EAs

19.03.02 Future Worktable meetings - November 30th and Dec 6th - discussion of issues to be brought forward.

The next meeting will be on November 30th CUPE and OSSTF to present issues regarding other job classifications. Tom has asked for input from OCT groups, but would appreciate further input from all OCT units re staffing.

20.01 Annual Action Plan

Received no suggestions prior to this meeting.

At the meeting, it was suggested that we should have a Support Staff Symposium on an annual basis.

21.01 AMPA motions

BIRT: A Support Staff Symposium be held annually.

Moved by: D. Thompson

Seconded by: R. Demeules

Carried

BIRT: Reference to Para Professionals be removed from the OSSTF Constitution and replace with Educational Support Staff/PSSP.

Moved by: M. Hradowy

Seconded by: N. Westbury

Carried

22.01 Open Discussion period

Mary-Jane Karheck to e-mail motion to Tracey Selkirk on Ministry benchmarks for support staff

23.01 New Business

None

24.01 Next meeting: Friday February 22, 2008 (Westin Bristol)

25.01 Adjournment

The meeting was adjourned at 2:30 pm to attend special Presidents Meeting.