

**Limestone Executive Meeting**  
**Thursday, October 5th, 2017 at 1:00 pm**  
**ETFO Offices**

1. **Call to Order at 1:06 In Attendance:** D. Wells, J. Roberts, A. Elliott, D. McLatchie, N. Grew, S. Charron, P. Olmstead, M. Chung, K. Spanton, N. Mailloux, E. Jacques, M. Brunet, S. Brooks  
**Regrets:**
2. **Additions to the Agenda**
  - Request for donations added
  - **MOTION:** Elliott/McLatchie \*to approve the agenda\* **CARRIED**
3. **Treasurer's Report - D. McLatchie (dave.mclatchie@gmail.com)**
  - our accounts are healthy and continue to be solid
  - will be receiving rebate from Provincial soon
  - one of our investments is coming to maturity, so will be investigating options for re-newals
  - year-end report will soon be submitted
4. **President's Report - D. Wells (debi.wells@gmail.com)**
  - went to Lindsay, Ontario for regional meeting of released officers from the eastern region of locals; happens 3 times a year before Representative Council to discuss issues
    - in some boards, classes are staffed by correct number of staff in mornings and students are then redistributed for afternoons so that the number of classrooms is compressed
    - some boards are meeting Ministry guidelines on paper, but going above the 10% limit on classes over cap in reality
    - some boards give teachers up to 3 holy days that don't come out of teachers' personal days
    - some boards are using different formulas for calculating the salary costs of new special education teachers
  - there continue to be challenges in the implementation of the new Kindergarten Progress Report
    - some teachers who teach subjects in planning periods are not trained in the new Kindergarten Curriculum document nor do they feel comfortable writing the new reports
    - an idea was brought forward that the PA Day in October might be used for Kindergarten teachers to be trained in the new progress reports
    - one frame, two sentences is all that is required in the Kindergarten progress report **IN SOME OTHER BOARDS**
      - one sentence on how the student has adjusted and one sentence for a next step
    - a concern was brought up that the new Kindergarten report cards are beautifully written but don't convey the kind of information teachers are looking for who teach upper grades
  - Attendance Management System has not been noticeable in Limestone, but in fact, it does exist

- o it kicks in at 5 days; when you've taken 5 days, they look more closely at why you've missed 5 days at school
- it may be time to have a General Meeting for all members to get more information out with a short agenda, after school
- it also may be time to get the province involved in helping us solve some of these problems

5. **1<sup>st</sup> Vice-President's Report - J. Roberts (janerobertsetfo@gmail.com)**

- booked the maternity leave workshop in February
  - o Upper Canada Teacher Local does it as a webinar and has had success
  - o if we don't have enough people sign up, they can still access the information as they'll run it as a smaller group
  - o we need to have 15 people sign up to do a face-to-face session
- we received our new Pride flag
- liability re: ETFO sponsored events has been looked into
  - o it's a grey area
  - o we would need to do our due diligence to inform members who attend that they are responsible for their own actions, remind people about safe drinking practices, etc.
  - o the idea of being "tighter" around communicating the liability issues to members who are attending any ETFO is something we should consider doing as a Local.
- **MOTION:** Olmstead/Roberts \*to strike a sub-committee to investigate a policy statement regarding ETFO liability for ETFO Limestone events\* **UNANIMOUSLY CARRIED**
- the question was brought up about whether or not we should have a written policy regarding communicating to Stewards for specific members' events/charities/fundraising/good causes and whether or not that is the executive's or Stewards' roles
- attended OTF (Ontario Teachers' Federation) Sept 15-16 meeting
  - o they're looking at different ways to recruit associate teachers in schools
  - o a draft way of looking at it is to make it like an NTIP program
    - apply to be an associate teacher
    - will receive release time to work with teacher candidate
  - o when teachers are given any money or honorariums for taking a teacher candidate, that money should go directly to teachers (not to schools or principals)
- attended OTIP conference last week learning how to do LTD and how to support members when they need to go off work
- learned the beginning process of how to help teachers navigate through the maze of paperwork

6. **2<sup>nd</sup> Vice President's Report - S. Charron (charron.stephane@gmail.com)**

- the question was asked:
  - o Manulife changed our benefits without our consent (withdrawing Osteopathic coverage from networks/associations rather than professional colleges)
  - o Are they suddenly going to be doing a review of other services (ie: dental associations?)
  - o those places are not accredited

7. **Political Action Committee Chairperson's Report - S. Brooks (brookssbetfo@gmail.com)**

- went to first Labour Council meeting, another one coming up in two weeks
  - o new faces, big learning curve, enjoying it very much
- went to NDP candidate nomination kick-off for Ian Arthur

- just getting started, planning to meet with Steve Stenman soon to talk about ideas and initiatives

**8. Professional Development Committee Chairperson's Report - M. Chung**  
(magschung@gmail.com)

- Attended Leadership training in September and met with other PL Chairs from around the province
  - got ideas about member engagement
  - PL Chair in Hastings has sent out the ETFO publication order form to schools and offered to buy what people want for them
  - we might do that; Shop ETFO will invoice the local directly
  - the new FNMI resource would be a great item to get out to members
- Encouraging people to organize their own discussion groups around the publications they get and maybe send them something like a \$50 Tim Hortons gift card so that they can all have coffee and donuts when they're chatting about their new resources might work
- might send a paper copy to stewards to put in staff rooms
- the goal is to get resources into the hands of teachers

**9. Social & Goodwill Committee Chairperson's Report - N. Mailloux** (nabil.mailloux@gmail.com )

- Retirement photos have been sent to all retirees from 2016-17. Many have responded with their thanks for these mementos.
- There are many new babies arriving, as well as some members on medical/stress leave, care packages have been sent, and we are working our way through the list.
- Next TGIF will take place at St. Louis Ribs, Gardiners, just south of Invista Center, with the objective to provide a location for people who teach further out of town. Easy access to 401 should facilitate attendance by members who teach out of town or on East End. St. Louis Ribs has supported us with hundreds of dollars in donations to the Men's Retreat. Date of TGIF will be Friday, Feb. 9 at 4:00 pm.
- Men's Retreat by ETFO (MR ETFO) was a huge success, great weather, and everyone enjoyed themselves. Looking forward, we would like a budget to engage newer members next year (eg: complementary registration for new male hires)
- MR ETFO also raised \$440 during our charity card tournament. A donation to Breast Cancer Action Kingston has been made in support of our colleagues who have suffered or are suffering from this terrible disease. To date we have donated over \$1100 to worthy causes. I would like to ask that we tweet this out and post to our website?

**10. Equity Committee Chairperson's Report - K. Spanton** (karen.spanton@gmail.com)

- Attended leadership training in Toronto and looked at two new ETFO resources
  - explored Draw the Line resource (Grades 1-8) that addresses sexual violence
  - 365 Black Canadian Curriculum and Calendar will be released soon
- Pink Shirt Day is February 28th and International Day of Pink is April 12th. ETFO members are encouraged to participate in both events with their classes and schools
- A new ETFO Pride flag has arrived
- October 19 will be our first Equity Committee meeting. Members interested in joining the committee can contact Karen Spanton at [karen.spanton@gmail.com](mailto:karen.spanton@gmail.com)
- Work continues on the ETFO Women's Writing Project.

**11. Occupational Health & Safety Committee Chairperson's Report - P. Olmstead** (paul.olmstead@gmail.com)

- JHSC worker group would like to see administration try to be more preventative, rather than reactive, in dealing with situations like Molly Brant. We suggested that if the posters work well at Molly Brant, then role them out to the system.
- The issue of the no cell service zones at Molly Brant continues to be an issue that is still in need of resolution.
- A specific Fire Plan in all Limestone schools is being developed so there is consistency across the entire LDSB. Currently there are 7 different area fire chiefs with varying expectations.
- The WHMIS binders were discussed at length. J. Vince stated that OSSTF members have raised concerns about how up to date the school WHMIS binders are. M. Jou stated that the Board will not be providing printed copies of the MSDS binders, or staff to update them. If printed copies are wanted, then it is up to the individual school to make arrangements for them. The JHS department has sent links to all teachers for Safety Data sheets (SDS), and has also provided all sheets on a USB stick. SDS sheets are also available in the JHS shared drive (through Sharepoint). J. Vince stated that if information is to be accessed online, then the employer must provide training and devices to access the data. He further stated that if a staff member wants to have a hard copy that he feels it should be provided for them. M. Jou stated that JHS is working with IT to have a one-step link to access safety documents
- There have not been any annual site inspections completed yet for this school year. The intent of the site inspectors is to begin them this fall to allow enough time to for the Board and the schools to address issues. The hope is to be finished with all sites by January. Principals are to ensure that the worker reps are released for the inspections.
- Molly Brant, Welborne PS, Collins Bay PS and LCVI. were schools with large clusters of violent incidents last school year. Safety Audits like the one completed for Molly Brant as a result of a MOL order, will be completed by Lynne Rousseau, Kevin Hulton and Scot Gillam for these schools by November according to Scot Gillam. Recommendations from these audits, as well as the recently completed Molly Brant audit, will be shared with Administration, school staff and the JHSC.
- A report on what steps have been taken at Molly Brant was not immediately available to the JHSC. The contents of the report were eventually produced although the JHSC did not really have time to go over them with the scrutiny that they deserved. The JHSC will be revisiting the report at the next meeting in November.
- S. Gillam stated that the Board is looking at having BMS training available to teachers and support staff on PA days.
- Two recommendations were given to the director in June. The response to those recommendations was given back to the JHSC at the September meeting. The first dealt with the safety audits which has already begun. The second recommendation dealt with the fact that reporting required under OHS 52.(1) is not occurring. The response from the Director assured the JHSC that this policy will be adhered to from now on.
- The ETFO Limestone Local will be sending 3 representatives to the November provincial Health and Safety meeting in Toronto.
- All members are asked to contact either their site health and Safety Rep or contact a member of the Central JHSC if they are directed by their administrator to install any devices that will "increase the safety of the classroom." Administrators, with good intentions, have recently instructed members to install devices that upon investigation have turned out to be violations of the Occupational Health and Safety Act or the Fire Code. Many administrators are not familiar with the various pieces of legislation. If it seems to be an "unusual" fix to a situation please check with your representative to find out if it is in fact allowed.

## 12. Collective Bargaining Committee Co-Chairpersons' Report - N. Grew & E. Jacques (grewn5052@gmail.com & mrjacqueshabsfan@gmail.com)

- .5% of gross income "professional expenses" will be added to pay on Friday, October 6 - then it is taxed
  - o anyone who was working last year should receive it
  - o any members who have not received it should contact the office
- there is a life insurance issue - Limestone members should have 2x income coverage, but were only given 1x coverage
  - o this is being investigated

- SST schedules, yard duty supervision, planning time coverage schedules for all schools are being reviewed

### 13. Status of Women Committee Chairperson's Report - M. Brunet (molly.r.brunet@gmail.com)

- Attended Leadership training in September
  - met other Status Chairs from around the province
- Take Back the Night was September 21 and was attended by 3 ETFO members and children
- Contact with Kim Graham at SACK to explore connections to support their agency
- Sisters in Spirit vigil was held on October 4th
  - we will aim to be more involved in this initiative next year
- Committee meeting on October 12th and will have more to report post-meeting
  - Members are welcome and can email: [molly.r.brunet@gmail.com](mailto:molly.r.brunet@gmail.com)
- Applying for incentive funding for Women's Retreat from Provincial
- Tentative date for Women's Retreat is February 23-24, 2018
- thank you to Stewards for bringing toiletries to meetings so we can donate to Women's Shelters
  - if your school needs a replacement container to collect items in your staff room, please contact Molly Brunet and she will send a new one
  - a few years ago, a container was sent to each school but may have gone missing
- Women in Action won't be available this year in our local due to limits on offering it from provincial
- December 6
  - will order white ribbons
  - have contacted the school board to ask for numbers of staff in each site in both ETFO and CUPE

### 14. Unfinished Business

- none

### 15. New Business

- Request for Donations
  - N. Grew brought request from a person in our community {Cathy Cleary (not a teacher)}, travelling to Africa later this month
  - going to Tanzania and Democratic Republic of Congo
  - training women to support their families
  - she has a Go Fund Me page
  - donation would go directly to women in crisis to benefit their families
  - would like to donate \$500, half from Status of Women budget line to Canada Africa Community Health Alliance, and Molly Brunet has tentatively agreed, half from other general budget line
- a discussion ensued around the notion of who we donate to, what the limitations are, how people can get their ideas to executive if they are seeking a donation, the fact that there is no protocol officially in place, executive members don't mind discussing requests for donations, that it might be a good idea to have a budget line specifically for donations
- **MOTION:** Wells/Mailloux \*that \$250 come from Status of Women budget line and \$250 come from general budget line\* **CARRIED**
- **MOTION:** Wells/Brooks \*that ETFO Limestone Local donate \$1000 to United Way that will match what was donated during the 2016-2017 school year\* **CARRIED**

## 16. Next Meeting

- Friday, November 3rd, 2017 at 1:00 pm
- **MOTION:** McLatchie \*to adjourn\* **CARRIED**
- adjourned at 3:54 pm

## 17. Upcoming Calendar Dates

- October 30, Pension Workshop at 4:30 pm.
- November 3: Executive Meeting at 1:00
- December 7: Executive Meeting at 4:00
- January 11: Executive Meeting at 1:00
- February 9: TGIF at 4:00 at St. Louis Ribs (Gardiner's Road Location)
- February 15-16: Executive Retreat at 4:00
- February 23-24: ETFO Limestone Local Women's Retreat in Gananoque
- March 1: Executive Meeting at 1:00
- April 5: Executive Meeting at 1:00
- April 12 : ETFO Limestone Local Annual Meeting and Elections at 4:30
- May 3: Executive Meeting at 1:00
- June 7: Executive Meeting at 1:00
- June 21: ETFO Limestone Local Retirement Dinner at 5:00