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FALL GENERAL MEETING Minutes

Monday, November 18, 2019
Conestoga Place
4:30 p.m.

1. Call to order; prayer and pledge

Prayer

*Creator God, we praise you, the source of all life.
Renew our faith and guide us in our ministry as
Catholic teachers. Let us touch the hearts and minds of
those with whom we work.*

*Lord Jesus, share with us your counsel so we may
choose knowledge over ignorance,
wisdom over waste, peace over injustice,
community over isolation and
service over domination.*

*Holy Spirit, nurture our growth. Inspire us to give birth
to the creative powers within us. Let us come to the
fullness of life promised in the Gospel. Amen.*

Land Acknowledgment

*I would like to acknowledge that the land on which we
gather today is the land traditionally used by the
Haudenosaunee, Anishnaabe and Neutral people. I
also acknowledge the enduring presence and deep
traditional knowledge, laws and philosophies of the
Indigenous people with whom we share this land today.*

Pledge

*I pledge to work for the goal of
Christian Education, which is to co-
operate with Divine Grace in forming
the true and perfect Christian.*

*I promise to obey the rules and
regulations of the Ontario English
Catholic Teachers Association and to
fulfill my duties as a member.*

2. Appointment of Chairperson: Amy Tuka

3. Appointment of Steering Committee: Carol Knight/ Alison Batiste

4. Challenge of Assembly: Only Ontario English Catholic Teacher Association members can be in attendance at this meeting. If you are not a member, please leave the room until the business of this assembly is complete.

5. Human Rights and Harassment Statements

6. Consideration of Agenda:

Motion: Warren Grafton / Ed Wyse

“That the agenda of the Fall General Meeting of November 18, 2019 be approved as amended.”

CARRIED

7. Consideration of Minutes of Annual General Meeting of May 06, 2019:

Motion: Simon Dallimore / Diane Mieh

“That the minutes of the Annual General Meeting of the OECTA Waterloo Unit of May 6, 2019, be approved as received/amended.”

CARRIED

4:40

8. Welcome and Introduction of 2019 – 2020 Executive: Patrick

President: Patrick Etmanski,
Treasurer: Mark Devlin,
Recording Secretary: Kyle Sutter,
VP-Secondary: Ed Wyse,
VP-Elementary: Simon Dallimore,
VP-Occasional: Jeannette Cowen,
Secondary Assistant CEO: Michael Kearns,
Secondary Councillor: Ted Mukhar,
Secondary Councillor: Patrick O'Donnell
Elementary Assistant CEO: Heather Poje-Fascinato,
Elementary Councillor: Dorothea Kruger
Elementary Councillor: Amy Tuka,
Occasional Assistant CEO: Maria Isabel Sousa-Rovers,
Occasional Councillor: John Kearns
Occasional Councillor:
Councillor at Large: Warren Grafton
Bargaining Unit Recording Secretaries-
Secondary:
Elementary: Andrew Gordon
Occasional: Carol Knight

Motion: Unit Executive

“That the Occasional Association Members approve the appointment of Carol Knight To the position of Occasional Councilor”

CARRIED

4:45

9. Approval of Association Representatives: Chair

The slate of Association Reps for the 2019-2020 school year is in the package.

Motion : The Unit Executive moves:

“That the Association Members approve the slate of Associate Representatives for the 2019-2020 school year be approved as amended.”

CARRIED

Change last name for St. Michael's Staff Rep to Claessens
Chance first name of St. Aloysius's Staff Rep to Christina Levato
Add Staff Representative to Don Bosco: Andrew Baumgartner

4:50

10. Report of the Treasurer: Mark Devlin

The treasurer read his report and went through the budget. The treasurer explained that the unit will spend some of the budget getting ready for the strike action. The treasurer also talked about another expense to send a member to a conference in Vancouver, B.C. The treasurer talked about the audit and explained the unit's assets. The fee return has increased due to our FTE.

Motion: Finance Committee

“That the June 30, 2019 year audit of OECTA Waterloo Unit be accepted as received.”

CARRIED

Motion: Finance Committee

“ That the 2019-2020 Budget of the OECTA Waterloo Unit be approved as received”

CARRIED

5:05

11. RESOLUTION FOR Provincial 2020 AGM: Patrick Etmanski

Procedures, Release Time Based On Occasional Teacher Unit Membership, page 86

That Procedures, Release Time Based On Occasional Teacher Unit Membership, 4.116, be amended by deletion and substitution to read: “For the purposes of calculation of supplemental funding to account for unit representation for occasional teacher members, the amount of release time for supplemental funding payment from the Association shall be according to the scale below. Occasional teacher full-time equivalent shall be based on the June 30 audited occasional teacher bargaining unit membership, determined by 4.94..

Occasional teacher full-time equivalent	Annual days of release time
0-10	10
11-49	30
50-99	40
100-149	50
150-249	70
250-399	100
400-599	120
600-749	140
750-899	160
900+	180

- When the release officer is in a contract teaching position, expenses shall be paid when an employer invoices the Association for the cost of the occasional teacher employed to replace the member;
- A local release officer assigned to support occasional teachers, who is not in a contract position from which they need to be replaced daily, shall be compensated by the board as per their position on the local permanent collective agreement salary grid, and such cost shall be reimbursed by the Association;
- Payment for any remaining release days that are accessed shall be based on the local casual daily rate.”

Rationale:

~~Changing the funding from the daily OT rate to grid rate ensures that the position is fully funded to provide for the days needed to support Occasional Teachers, regardless of whether the person in the position is an Occasional Teacher or a Permanent teacher. It also respects that the demands of this leadership position is more on par with the demands of an LTO as opposed to daily OT work, as this leadership position requires commitments outside of the school day as well as during the summer months.~~

Changing the funding from the daily OT rate to grid rate ensures that the position is fully funded to provide for the days needed to support Occasional Teachers, regardless of whether the person in the position is an Occasional Teacher or a Permanent teacher. It also respects that the demands of this position extend beyond the normal school day with commitments outside of the school day as well as during the summer months.

Motion : Ed Wyse/ Diane Mieh

“That the resolution regarding Procedures, Release Time Based on OT Unit Membership be approved as received to be sent to Provincial AGM 2020.”

CARRIED

5:15

12. Report of the President: Patrick Etmanski

The president talked about the importance of filling in violent incident reports and safe schools' reports. The president talked about the payroll problem and the mistakes that have occurred with over payments and under payments. The president talked about the fail to fill problems. However, it is better than last year and the board payed teachers over 100,000 dollars for missed planning time. The president talked about the collective bargain updates and the need for teachers to keep up to date about the progress. The president talked about the steps that will be taken before a strike. The government has fired their bargaining team and OECTA has asked for conciliation. The president discussed how a strike would impact the members pay. Member would lose 1/194 of their salary. The president then went through what a work to rule might look like. Members need to keep up to date with what is happening with the Ontario Government.

Q: Why would our pay be delayed if we go on strike?

A: It depends when the strike occurs.

Q: What about benefits?

A: The benefits will not be impacted by a work action.

Motion : Warren Grafton / Gini Hansraj

“That the Association Members authorize the President and the Treasurer to donate up to \$1.00 per FTE member to (a) charitable cause(s) brought up at Provincial AGM be approved as received.”

CARRIED

Motion : Jeannette Cowen / Chris Edgar

“That the Council of Association Representatives approve a donation of \$100 to support the band at the Provincial Annual General Meeting in March 2020 to come out of account #5420 Provincial AGM – Unit funded be approved as received.”

CARRIED

Motion : Patrick O' Donnell/ Constance Cook

“That the Council of Association Representatives approve a donation of \$612.45 to support the southern hospitality evening at the Provincial Annual General Meeting in March 2020 to come out of account #5420 Provincial AGM – Unit Funded be approved as received.”

CARRIED

Motion :

The Unit Executive recommends to the AGM:

“To purchase one Red for Ed T-Shirt for each member who requests one at a cost not to exceed \$11,000 from budget line 5440.”

CARRIED

Q: Why wouldn't the unit use the extra money for strike pay?

A: The unit did set money a side for the possible strike.

5:30

13. Report of the VP Secondary: Ed Wyse

Please see report in package and direct any questions to Ed

The VP Secondary read his report. The VP commented on a common theme that focuses on school safety. The VP explained the need for members to complete violent incident forms and safe school's reports.

5:35

14. Report of the VP Elementary: Simon Dallimore

Please see report in package and direct any questions to Simon

The VP Elementary read his report. The VP explained that members MUST fill out a safe school's form and/or a violent incident form. The VP also explained the need to report failure to fills. Schools need to be above 18 degrees or teachers can refuse to work.

5:40

15. Report of the VP Occasional: Jeannette Cowen

Please see report in package and direct any questions to Jeannette

The VP Occasional read her report. The VP discussed hiring to the roster and the need for more OTs right now. The VP expressed the need for OTs to check their pay every two weeks. Payroll has made a variety of mistakes in connection to OT pay. The VP also explained the need for LTOs to submit their QECO reports. Occasional teachers will receive a paycheck where they will not be paid right after Christmas. Occasional teachers are entitled to strike pay.

Q: Will the board raise the threshold for retired teachers to work?

A: No. Provincial will not be changing the amount of days that retired teachers can work.

5:45

16. Members' Concerns:

Q: What about benefits when we retire?

A: The movement has not changed. OTIP is looking at adding benefits for retired teachers.

Q: Can the board replace an ECE with EA?

A: Yes. This is allowed.

Q: What if the board cannot get a second person for Kindergarten classes that has over 15 kids?

A: Please email Simon about the situation.

Q: What about field trips with split classes, when half of the class is still at school? Can the principal send the other students to a variety of classes?

A: No. Please email Simon

Q: What about teachers that use diffusers?

A: There should not be diffusers in the classrooms.

6:00

17. Committee Reports:

We strongly encourage any teacher who is interested in becoming more engaged with the Association to consider being involved in one of our many committees!

- Beginning Teachers (Holly Herteis)
- Building (Marc Koechl)
- Finance (Marc Koechl)
- Health and Safety (Colette Baker)
- Human Rights (Julyanna Cinti)
- Legislation (Marc Koechl)
- Nominations
- Political Advisory (Andrew Gordon)
- Professional Development
- Recognition (Mary Diemert)
- Social (Ted Mukhar)
- Spiritual (Liaison Simon Dallimore)
- Status of Women (Suzanne Johnson)
- PSIC (Warren Grafton)

6:15

18. Labour: Ed Wyse

The VP Secondary asked for members to think about getting involved in the labour council.

6:20

19. New Business:

6:30

20. Adjournment

Motion: Alison Batiste/ Mark Devlin

“That the meeting be adjourned at 6: 08.”

/ck