

Committee Reports

Legislation Committee – Marc Koechl

In May 2019 the AGM passed the following two motions:

Motion 1: moved by the Legislation Committee

“That the changes as presented in the revised document of the Unit By-laws, Policies and Procedures of the Waterloo Unit of the Ontario English Catholic Teachers’ Association be accepted.”

CARRIED

Motion 2: moved by the Legislation Committee

“That the AGM task the Legislation Committee with:

- (a) Renumbering the Unit by-law document as appropriate,
- (b) Reformatting the document to account for any changes to the structural design of the document sections,
- (c) Adjusting for any inconsistencies in grammatical, capitalization, naming conventions or any other similar corrections as appropriate.”

CARRIED

The revised By-law document was sent to Provincial in June 2020.

The scope of the changes required by all Units last year to merge the Bargaining Unit bylaws into the Unit bylaws was extensive. We started to receive preliminary feedback from a Provincial staff person on some areas of our Unit bylaws that needed revisiting, but with the time demands both at a Provincial level and Local level due to strike action and COVID 19 continuation of the feedback was put on hold.

The Legislation Committee will be continuing with reviewing and completing the needed changes once the available feedback is provided to us from Provincial.

No new resolutions were submitted to the Legislation Committee this year.

Beginning Teachers – Holly Herteis

The Beginning Teacher’s Committee has continued engaging and educating the Beginning Teachers, both permanent and occasional. With the shortage of occasional teachers, we have worked hard to try and engage and excite our occasional teachers, while also supporting our beginning contract teachers through workshops, social events and education about OECTA.

This 2019- 2020 school year has been exciting, to say the least. Between OECTA’s bargaining with the government for a fair contract, and then the introduction of the COVID-19 pandemic, things have not gone as routinely as they have in the past.

The supply teacher shortage that has been a major issue for the last couple of school years, continued this year. Fail to fills still occurred, but maybe less frequently then the previous school year. It is our hope that the board takes steps that ensure these numbers continue to decline.

On November 28, 2019, Beginning Teachers hosted a social at The Edelweiss in Kitchener. This social involved a handful of Beginning Teachers with our board. Games were played, snacks were eaten, and connections were made. Unfortunately, due to the above mentioned challenges we face(ed) this year, no other events were executed.

On April 8, 2020, OECTA members ratified a Memorandum of Settlement (MOS) of Central Terms with the Government of Ontario and the Ontario Catholic School Trustees' Association. The following bullet points outline areas of this that may be of particular interest to our Beginning Teachers:

- There will no longer be an "LTO list." What this means is that if you are a certified Occasional Teacher with our board, you can apply to any/all LTO postings that you are qualified for.
- There will be no more interviews for LTO assignments. School Administrators will view the portfolios of the five most senior applicants, and do their hiring from these five candidates.
- After three unsatisfactory LTO evaluations, teaches are no longer able to apply for LTO positions

To view all details of the Tentative Agreement, Beginning Teachers should visit catholicteachers.ca, and if they haven't done so yet, they should create an account in the "Member's Area."

Please encourage all Beginning Teachers in your schools to be involved in OECTA. Regardless of what the 202-2021 school year looks like, we look forward to it and hope to be able to provide our Beginning Teachers with more social events and information workshops on topics of interest. Looking forward to an exciting 2020- 2021 school year!

Human Rights – Julyanna Cinti

The chair of this committee is Julyanna Cinti. The Recognition Committee establishes criteria to select grant recipients. The committee reviews teacher applications which support initiatives and projects in social justice and human rights. This year's budget was \$3000.

On and November 20, 2019 and April 20, 2020 the Committee approved the following grants for these deserving projects:

This year we will change our application process for the bursaries so that applications can be submitted on line. We know the financial needs of our students don't end because of Covid 19!

Usually, in April, the committee, through much careful thought, selected deserving teachers to give these awards, based on nominations from our members. This year, due to the many challenges and changes that occurred, there were no nominations to choose from. We hope that next year we can get back to normal and present some awards to amazing teachers!

This committee is proud of the good work we can do on behalf of the Waterloo OECTA Unit.