



Executive Meeting Minutes For Thursday, November 19, 2024

Chairperson – Amy

Secretary – Catherine

Human Rights – Leslie

In Attendance - Kellie, Mike, Mark, Amy, Leslie, Shawn, Catherine

1. **CALL to ORDER and ATTENDANCE** - 1:11 pm
2. **HUMAN RIGHTS STATEMENT, LAND ACKNOWLEDGEMENT STATEMENT and ETFO EQUITY STATEMENT**

3. **Declarations of Conflicts of Interest**

4. **APPROVAL of the AGENDA**

Moved by: Mark Seconded by: Leslie CARRIED

5. **APPROVAL of the MINUTES** ([October 17, 2024](#))

Moved by: Catherine Seconded by: Leslie CARRIED

6. **BUSINESS ARISING from the MINUTES**

- 6.1 Floor Repairs (Office) - Hired Stuart Jacques. Work completed over March Break. Replacing with Tile (same colour family), cost estimated at \$8500.00. Main entryway, not washrooms to be done. Tile is cheaper than quoted.

7. **NEW BUSINESS (INFORMATION & ACTION ITEMS)**

7.1 Local Update (K. Kirkpatrick)

7.1.1 Acadience Screener

- done in October

- primary teachers need to complete feedback form
- letter going home is from Ministry - saw 2 weeks ago - required teachers to insert info into form
- Bd created different versions for different grades (a k, a 1 and a 2 version) - schools applied the letter differently - teachers were not supposed to have to insert things but this varied between schools
- continuing to gather info on the process - not enough time given for some classes (10 min per student, lesson planned by TLC)

7.1.2 Addressing Challenging Behaviours (January 16. Lindsay) - A workshop will be held on January 16th in Lindsay at the TLETL office. The workshop focuses on addressing the behaviours members have in front of them in the classroom.

- behaviours seen now are extreme
- hoping to get a second workshop, possibly paired with Near North local

7.1.3 TPA Workshop (December 4 Lindsay) - Workshop being held at the TLETL office. (Cancelling)

- no one signed up

7.1.4 ETFO Matching donations to the Humanitarian Coalition to Lebanon. Government of Canada will also match donations up to a certain extent

- no donation being made at this time.

7.2 SSIRs & Violence Reporting (Kellie)

- told not to fill out safe schools for primary students as not able to suspend them... as per slide in the H&S slides on October PA Day. Confirmed by Superintendent the form is discouraged for primary students
- schools are to track incidents at school level -
- under reporting is happening
- school data is then being missed by both Union and Board, not seeing the primary data
- being taken to Safe Schools committee
- H&S conference Mike raised it - PPM140 obligations are not changed... we HAVE to fill out the forms or can be reprimanded - suggested to take to CB officer too
- must have documentation for behaviour in primary to see what incidents are happening
- working group between other unions and Board is proposed to sort out what data is collected and how it can be used to get more support for students
- SSIRs have little useful info when shared unless a note is included
- accident/incident forms have more detail but still unclear as to
- Violent Incident reporting form is rolled into one of the other forms - leads to inaccurate info too
- Board is now investigating how to track data and what form to use

7.3 Growth Plans (Mike)

- an unofficial IEP created by teachers... built in to IEP reporting program that states the teacher actions that will be taken to prevent the IEP being created
- IEPs are a legal document that must be followed
- growth plan is used to follow students who have concerns but not to the severity of needing an IEP
- Mike is talking to Board about the need and use of growth plans and effect of workload
- usually used for k-3 to track any needs that may be going forward to an IEP - tracks what has been done to prevent larger gaps from developing or to prove need for IEP
- Mike to ask ETFO about them too

7.4 Media (Kawartha 411) (Kellie)

- reporter called asking about student safety after a recess incident at a Lindsay area school - article published in Kawartha 411 November 2024
- consequences provided in incident and counselling that was offered was refused by families
- Board said TLETL members were upset with Kellie's remarks reported in the article but this was untrue
- no training provided by Board for TIC/TAA - principal was out of building at the time of the incident
- TLETL would like to do joint training with Board for TICs - has reached out to Renfrew Local who does this already - Board acknowledges training is required but wants to make it happen in August and have TICs chosen the prior June
- issue arising with principals being unavailable when absent for meetings because phones are "off and away" so TIC cannot reach principal in times of emergency - need a protocol in place for how to reach principal in case of emergency
- article also included amount of lost funding for each school

7.5 DLC - Communicating with Administrators (Kellie)

- Wes Hahn now doing twice a year
- OSSTF upset that Union is not supposed to talk directly to principals - are supposed to go through the Superintendent - makes unions look like they are constantly creating uproar
- OPC rep is talking with Kellie to create a plan to allow Wes, Jay MacJanet, Kellie, Iggy and OPC reps to solve this communication issue
- former messaging to principals was "don't trust the union" so may need a direct instruction from Director to take a call from a union rep - allowing time to research info is very reasonable for both sides
- mental health of members continues to be a concern

7.6 Spending on retro-fees (Exec)

- amount is just less than \$60,000 (the dues we would have gotten from retro pay) - just less than \$100 per member

- one time funding - not an ongoing amount - could be spent on many things, not just 1 large item
- add to PLC fund for people to access?
- ask attendees at Rep Council for their ideas
- \$100 gift card to each Member to spend as they choose?
- ask each school for suggestions for staff wellness grant? Receipts required! Inclusive for nonTLETL staff too

7.7 December Exec Meeting (Exec)

- December 6, 2024 at the TLETL office - lunch brought in from Swiss Chalet (Festive special!)

7.8 Union 365 vs Union Digital (Mike)

- Union 365 solicited us after we went with Union Digital
- Mike asked Union Digital about questions... no real response from them. Contract renews March 2025
- Mike talked to Union 365... discovered many other unions have switched to Union 365 - ETT Local just went to Union 365
- Union 365 proposal - monthly cost, no contract, far cheaper (\$8000 less per year), they take over website hosting - have offered 2 free months for on-boarding
- looks like Google interface and it links to Google calendars - has an app too
- if Union Digital goes bankrupt, 2 years of uploaded notes are gone

Be it resolved that TLETL begin the migration process from Union Digital to Union 365.

Moved by Mike Seconded by Mark Carried

8. Local Committees (Executive Liaisons)

8.1 Political Action - Mark and Mike

- Meeting on the 28th with PA Committee
- Video strategy - YouTube 30 second videos targeted to different regions of our Board based on Building Better Schools data. ETFO isn't sure data can be shared with Locals
- May take on Action Network Account within TLETL so we hold info for people... visit "Help schools in Trillium" to allow us to focus data for this and for future campaigns - builds political action footing
- have \$600 credit with YouTube for advertising if we spend \$600 on advertising with them - lets us target specific audiences
- ads are to drop in December or January - must happen before Provincial election is called
- Meeting with Matt Richter, Near North, and The Green Machine - Kellie, Mike, Mark met with Matt Richter and 3 reps from Near North to end the Conservative reign in Muskoka-Parry Sound
- Maureen from Kitchener is running Matt's campaign this year - they feel he has a legitimate chance at winning the riding
- not officially endorsing but providing information to members in Muskoka riding about Matt's platform

8.2 Professional Learning - Mark

- slow in the past month
- approximately 45% of budget has been spent
- Board will not allow us to have control over distributing money - there is a delay in sending money out

8.3 Social Activities - Leslie

- had Bracebridge social in November - decently attended
- socials in Lindsay and Haliburton did not run
- Near North uses technique of locations with live music
- Leadership suggests picking an activity and running with it over several years
- consider offering family friendly activities (bowling, swimming) to bring in younger members and advertising we offer dependent care (possibly a room adjoining the event staffed by ECE - would need to know ages in advance)
- Kellie willing to offer craft night at TLETL office, maybe monthly? for both permanent and LTO?
- invite LTO and ECE members to activities?

- send out coupons for a location/activity

8.4 Social Justice & Equity - Shawn

- meeting next week for first time

8.5 Communications - Shawn

- nothing sent since September
- looking for other members to take on newsletter
- Mike to take January as a Political Action newsletter

8.6 Status of Women - Amy

- first meeting with new members held in October
- lots of discussion about how to draw in members from different demographics
- no events until spring

9. FINANCIAL REPORT (De Rose)

9.1 [Financial Statement](#)

- large chunk of interest line 107 due to GICs being moved into one locked GIC
- line 1003 reserves - we bought another \$20,000 in GICs
- flowers and gifts has increased to get discount from gift card company
- 703 is a placeholder amount... it will decrease as mileage from ETFO is paid out for listening tour

9.2 GICS

9.3 Letter of Credit

- bank called - \$43,000 must be held in account for City of Kawartha Lakes - related to the building of the office
- discussion with City of Kawartha Lakes created uproar - Mike now needs to provide more info to them

10. GRIEVANCE OFFICER'S REPORT (Kirkpatrick)

Active Grievances (Local)

(Kirkpatrick)

- a) Individual Grievance - Bereavement Leave Denial - arbitration scheduled for January

New individual grievance - denial of rescinding an unpaid leave of absence. - **In Abeyance** - Member is now entitled to top up as contract states. Once this happens, it will be dropped. Will become a discussion in next round of bargaining (dates).

Active Grievances (Central)

- a) nil

11. Senior Executive Reports

9.1 Mike De Rose - nothing to report

9.2 Mark Janke - nothing to report

12. OTHER REPORTS (Information/Updates if any)

- Labour Councils

Mike - movie night coming up in Orillia from Labour Council

- close to securing meeting with Education Minister - will need input from education affiliates at that time

Catherine - meeting did not have quorum so it was cancelled

13. TLDSB Board Meeting

- Shawn to attend in November
- Kellie attending in December

14. CORRESPONDENCE

- none received

15. NEXT EXECUTIVE MEETING -

Chair- Mike

Secretary - Mark

Human Rights Officer - Shawn

16. ADJOURNMENT - 3:31 pm