

C.B.C.

2009 – 2010

COLLECTIVE BARGAINING COMMITTEE



O.E.C.T.A. HALTON ELEMENTARY TEACHERS

FLYER

1

DATE: September 8, 2009

Labour Management Minutes – June 1, 2009

LABOUR MANAGEMENT MEETING #5

Monday, June 1, 2009

3:00 p.m.

Board Office

A G E N D A

BUSINESS ARISING FROM LABOUR MANAGEMENT MTG. #3 ON FEBRUARY 10, 2009

#3.1 WOMAN ABUSE AFFECTS CHILDREN

- M. Pautler noted that senior staff are exploring the possibility of collaborating with OECTA in the provision of these workshops for teachers at some point in the future, and will follow up once additional information has been received.
- No new information from OECTA on this topic.

#4.2 D.R.A. TESTING

- M. Mahler suggested that it may be worthwhile to provide a refresher in-service for primary teachers to address strategies to assist them to manage administration of the DRA.
- Addressed as yet?

#4.4 DEATH OF A RETIRED TEACHER (EMPLOYEE)

- The Board will communicate to the system information related to the passing of retired staff members, on the condition that all the pertinent information related to the bereavement and funeral arrangements (if applicable) is provided to Communications Services in a timely fashion.
- Even if it is to just announce "in our prayers".

#4.5 E.Q.A.O. TESTING

- It may be prudent to send out a standard/generic message from School Effectiveness Services that schools can use in their newsletter.
- Prepared as yet?

#4.6 SNOW REMOVAL AT OUR ELEMENTARY SCHOOLS

- He indicated that he would follow up with G. Corbacio to determine if there is a specific threshold after which the contractor will be called in during regular school day hours.
- What was found out?

NEW ITEMS

#1. DATA TRACKER

- A support tool for teachers.
- It tracks all pupil data.
- It tracks, as an example, the O.R.R. records that are done four times a year.
- Concern/caution; the data tracker is used purely for teachers to guide and assist students better.
- Caution that principals don't use it as a weapon against teachers as the data fluctuates.
- This is support for teachers to support the kids by using data.

#2. **DIRECTOR'S SURVEY**

- Numerous individuals and officials were asked to complete a survey in the fall of 2008.
- What are the results and how are things going to be rolled out as a result of these surveys?

#3. **SENIOR STAFF RESTRUCTURE**

- AS a result of numerous initiatives being approved at the previous Board meeting.
- As a result of the new Superintendent posting.
- What can we anticipate the fall version or restructuring to look like with respect to deployment of various assignments and committee chairpersons, ie. S.E.F.; Joint P.D. Committee; Joint Board Staffing Committee, etc. etc.

#4. **VIOLATION OF TEACHERS ON FACEBOOK/YOU TUBE**

- We are respectfully demanding a protocol to be put in place to address students who violate our teachers basic human rights by posting images and/or video's on Facebook and or You Tube, without their permission.
- We hope this protocol will include suspensions, expulsions and police involvement.
- This activity must cease immediately.

Halton Catholic District School Board

Elementary Labour Management Meeting

Monday, June 1, 2009

3:00 p.m.

Director's Meeting Room
Catholic Education Centre

Chair: Michael Pautler

AGENDA

1. **Opening Prayer** *C. Tobin*

2. **Additions to Agenda**

3. **Business Arising**
 - 3.1 Woman Abuse Affects Children *R. Brock*
 - 3.2 D.R.A. Testing *R. Brock*
 - 3.3 Death of a Retired Teacher (Employee) *R. Brock*
 - 3.4 E.Q.A.O. Testing *R. Brock*
 - 3.5 Snow Removal at our Elementary Schools *R. Brock*

4. **New Business**
 - 4.1 Data Tracker *R. Brock*
 - 4.2 Director's Survey *R. Brock*
 - 4.3 Senior Staff Restructure *R. Brock*
 - 4.4 Violation of Teachers on Facebook/YouTube *R. Brock*

5. **Closing Prayer**

6. **Adjournment**

NEXT ELEMENTARY LABOUR MANAGEMENT MEETING

To Be Determined

MINUTES of Elementary Labour Management Meeting

Monday, June 1, 2009

3:00 p.m.

Director's Meeting Room
802 Drury Lane, Burlington

For the Association:

R. Brock
B. MacDonald
M. Mahler
N. March
R. Oliver
V. Volak-McLaughlin

For the Board:

J. Langill
R. MacDonald
J. O'Hara
J. Rowles
S. Rossini
J. Susi
C. Tobin

Chair:

M. Pautler

Recording Secretary:

A. Swinden

1. OPENING PRAYER

The meeting opened with a prayer led by C. Tobin.

2. APPROVAL OF THE AGENDA

The following item was added to the agenda:

4.5 OECTA Communications/ Flyers – J. O'Hara

The agenda was accepted as amended.

3. BUSINESS ARISING

3.1 Woman Abuse Affects Children

R. Brock

In response to a request from R. Brock for an update regarding the *Woman Abuse Affects Children* workshops, R. MacDonald indicated that he has not yet received any additional information related to the workshops, nor has he heard back from the contact person identified within the manual. Senior staff will follow up with the Association once additional information has been received.

3.2 D.R.A. Testing

R. Brock

M. Tessari indicated that she had addressed with the Itinerant Teachers the concerns raised by the Association at the Elementary Labour Management Meeting held on February 10th. The matter will also be reviewed at all the Family of Schools meetings.

3.3 Death of a Retired Teacher (Employee)

R. Brock

The Director commented that while it is the custom of the Board to disseminate via Communications Services information related to bereavement notices and funeral arrangements for retired staff members and their immediate family, it is often the case that the information received is either fragmentary, or after the fact. In these situations, the focus of the communication becomes less about communicating funeral/visitation

arrangements, and more about communicating the bereavement notice to the system. He noted that Communications Services staff are reviewing possible options and mechanisms to best communicate this information when it is received after the funeral has occurred.

3.4 E.Q.A.O. Testing

R. Brock

J. Rowles confirmed that on March 2, 2009, School Services circulated to all schools a standard/generic message related to EQAO for insertion in their respective school newsletters. He noted that he would forward a copy of the message to R. Brock.

3.5 Snow Removal at our Elementary Schools

R. Brock

M. Pautler followed up on the matter raised at the February 10th Elementary Labour Management Meeting. He noted that Facility Management Services have confirmed that as a general rule while the initial responsibility to clear the snow during school hours lies with the custodian, when/if the snowfall accumulation surpasses 2 inches during the school day, the contractor would be called in to clear the snow from the parking lot.

4. NEW BUSINESS

4.1 Data Tracker

R. Brock

In response to concerns raised by the Association in regards to the Board's electronic data base of student assessments, R. MacDonald indicated that the Trillium-based program is intended to provide support to teachers in addressing student learning through the benchmark assessment, and eventually it will be able to generate optional instructional strategies based on Ministry standards. He noted that an in-service on the program will take place on June 18th, and again in September.

4.2 Director's Survey

R. Brock

R. Brock requested an update on the questionnaire(s) that M. Pautler sent out to various system stakeholder groups at the beginning of his term as Director. M. Pautler responded that the entry questionnaire was sent to all Presidents of Unionized Employee Groups, as well as to trustees, senior staff, principals, parish priests, Chairs of Catholic School Councils, and SEAC. He clarified that the intent of the questionnaire was to invite stakeholders to comment on their perspective of the strengths of our system, as well as the areas that cause the greatest level of frustration and discomfort; it was never his intent or expectation that the responses would yield any scientific data. M. Pautler added that while it was too premature to elaborate on the findings of his questionnaire, ultimately the way in which his observations will play out will be expressed in initiatives that emerge as budget priorities and ongoing areas of review. The Board will structure a strategic planning process that will be quite comprehensive in scope that will run through next school year, and will culminate by June 2010 with the adoption of a strategic plan.

4.3 Senior Staff Restructure

R. Brock

M. Pautler addressed the Unit President's request for clarification on the realignment of superintendent duties and responsibilities, suggesting that the matter be put into abeyance pending the appropriate sequence of communication. He noted that while many of the changes will begin to be communicated in time for next school year, they may not necessarily all be in place by September 2009. The intent is that where changes are indicated, they will be implemented in a measured way and in the appropriate manner.

4.4 Violation of Teachers on Facebook/YouTube

R. Brock

R. Brock requested that the Board implement a protocol or procedure to clearly address, through suspensions, expulsions and/or police involvement, the consequences to students who post images of teachers on social networking websites such as FaceBook, and You Tube. J. Langill acknowledged that unfortunately concerns with the inappropriate use of technology are on the rise across all school boards, and noted that while he agrees that the matter needs to be continually reinforced with students and staff, legislation does not allow for a definitive statement in regards to suspensions or expulsions.

He added that Principals deal with these situations as they arise in accordance with Policies II-39, II-40, and III-14, Administrative Procedure VI-44, and the Police Protocol. He also noted that Principals develop a Code of Conduct for their respective schools, which is communicated to students and parents at the beginning of each school year.

The Director assured the Association President that the matter will be addressed with Principals to ensure that the message to students is that this behaviour will not be tolerated.

N. March suggested an addendum to address the matter on one of the various permission forms sent home to parents at the beginning of each school year. J. Langill indicated that he would review the language on the form that pertains to computer usage, but cautioned against listing specific behaviours since a more generic statement often provides more protection. M. Pautler noted that the teacher's explanation of the forms to students should carry the more explicit message through specific examples of inappropriate behaviour.

In response to a suggestion that the issue be addressed within the context of the Board's anti-bullying program, J. Langill noted that it is in fact addressed in the *Working Together* program for Grades 5 and 7.

4.5 OECTA Communications/Flyers

J. O'Hara suggested that R. Brock review the content of communications pertaining to Board matters with the appropriate superintendent to ensure consistency of messages, and to ensure that information is not disseminated before Board staff have had an opportunity to release the information to the system. R. Brock acknowledged the merits of coordinating communications between Board staff and the Association as a mechanism to ensure the accuracy and appropriate timelines of communications.

Adjournment

The meeting adjourned at 4:10 p.m.

NEXT ELEMENTARY LABOUR MANAGEMENT MEETING – Monday, September 28, 2009