



## **TBU President's Report**

### **November 2023**

#### **New On-Call Protocol**

The Board's new On-Call system has been activated, and there have been some minor issues reported. Significantly, there have been instances where members have been staffed into blocks for which they're unavailable.

The notification of an On-Call is sent by email – therefore YOU MUST CHECK YOUR EMAIL at the beginning of your work day. I appreciate this may not be routine for some, but ask that you please do so. It is far better than having administration explicitly direct you to do so. Please report any errors or conflicts to whomever usually deals with such matters in your building so they can be quickly addressed.

Nobody likes on-calls. Please understand that our office administrators do not assign on-calls, but are tasked with communicating them. Further, please ensure you're on time for your assignment – students and staff are relying on you.

**PLEASE KEEP TRACK OF ALL ON-CALLS AND DUTIES ASSIGNED TO YOU!**

#### **Safe Schools/Violent Incident Forms**

We continue to encourage the use of the online Safe Schools reporting forms. REMEMBER: all education workers are legally obliged (Safe Schools Act s306(3)) to report any incident for which a student may be suspended or expelled. This includes infractions from the ADSB's Progressive Discipline Policy.

If you are aware someone has filed a form, please have them forward the information to me for follow-up. If the administrator does nothing, I am never made aware of the form, and can't help in any way. When there are numerous forms pertaining to the same student, it can drive action....but I have to know about them.

1. uttering a threat to inflict serious bodily harm on another person;
2. possessing alcohol, illegal drugs (including prescription drugs which are not prescribed for the student) or, unless the pupil is a medical cannabis user, cannabis;
3. being under the influence of alcohol, illegal drugs (including prescription drugs for which the student has no prescription) or, unless the pupil is a medical cannabis user, cannabis;

Protecting and Enhancing Public Education

District 2, Algoma  
674 Pine Street  
Sault Ste. Marie, ON P6B 3G1

Tele: 1-705-759-6653  
Tele: 1-855-265-9980  
Fax: 1-705-759-

0160

[www.d02.osstf.ca](http://www.d02.osstf.ca)





4. swearing at a teacher or at another person in a position of authority;
5. committing an act of vandalism that causes extensive damage to school property at the pupil's school or to property located on the premises of the pupil's school;
6. bullying;
7. persistent truancy;
8. persistent opposition to authority;
9. habitual neglect of duty;
10. the willful destruction of school Board property;
11. the use of profane or improper language;
12. conduct injurious to the moral tone of the school;
13. conduct injurious to the physical well-being of others in school;
14. conduct injurious to the mental well-being of others in school; and
15. inappropriate use of internet, cell phones and other electronic devices as described by Board policy (Policy 6.42 – Use of Information Technologies and Resources).

Some of these infractions are NOT listed on the online form. To detail them, you must select “Yes” under Suspension, and “A breach of the Code of Conduct”. Please do your best to utilize these forms – establishing a history is critical to aid in demanding action, and may serve to protect you in the future.

### **Attendance Management**

The Board continues to impose its Attendance Support Program. Should an employee achieve eleven (11) instances of absenteeism (***instances***, not days), the process will be initiated. We encourage members to INSIST on Union representation at ALL meetings related to attendance.

Please remember that a half day counts as an “instance”, and that trying to do the Board a favour by not taking the full day is ultimately going to be held against you in this process. We encourage members to prioritize their health and use the days when required. Please remember there are also personal leave days under Article 29 that can be used for purposes as laid out in the contract.

### **Protective Services Conference (Sudbury Nov 9/10)**

The regional PSC conference was focused on Grievance Remedies, Memoranda and Letters of Agreement. D2's TBU had a large crew there, and some excellent resources were provided. If there is an issue that you feel needs to be addressed with formal language, please give me a call. One of these methods may serve your purpose!





### **CPAC Regionals (SSM Nov 3&4)**

District 2 hosted the CPAC regionals at the Delta. I'll defer details to the CPAC Lead, but will say that it was interesting to meet Algoma U's D-35 President Michelle Dayboll. The CPAC staffer (Vanessa Stobie) got a personalized tour of the finer points of the city, and hopes to return to experience summer on Lake Superior.

Protecting and Enhancing Public Education

0160

[www.d02.osstf.ca](http://www.d02.osstf.ca)

District 2, Algoma  
674 Pine Street  
Sault Ste. Marie, ON P6B 3G1

Tele: 1-705-759-6653  
Tele: 1-855-265-9980  
Fax: 1-705-759-

