



## **TBU President's Report**

**September 2023**

### **Council**

Welcome to the first Council meeting of the 23/24 school year. I'd like to begin on the same note Marie ended on last year: with thanks to all of you. I feel very fortunate to have your experience and support as I navigate this role, and hope that you will freely voice your worries and concerns moving forward.

#### **Non-Voting Executive Positions**

At the September meeting of the Executive, the following members were confirmed in positions as noted:

**CPAC –Jennifer Posteraro**  
**Constitution and Bylaws – Jeremy Schryer**  
**Equity – Shelley Yokota**  
**Status of Women – Kristen Berger**  
**Ed Services – Julia Rowe**

#### **Bargaining Path**

As you're no doubt aware, the move to follow collective bargaining with arbitration has been approved by members. The vote was @ 78% in favour, with @ 30,000 members (half) casting votes.

The central table will bargain until October 27. Our local table will bargain until March 28, 2024. With the assistance of our executive, I'm getting

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acquainted with the process, the brief, and the issues and priorities we'll be bringing to the table. Stay tuned!

## Class Sizes

The October 15<sup>th</sup> conformance date is rapidly approaching. I will be reaching out to our workplace reps to confirm there are no issues. If there is a situation you're aware of, please let me know. Thanks to Kristy at White Pines for reporting her numbers!

## Hours of Work

We opened the year with one of our new administrators advising staff of a need to remain in school buildings 15 minutes after the last bell. I understand this has been past practice in at least one school, but is NOT a requirement. Staff should be aware of requirements under Reg. 298 as follows:

**R.R.O. 1990, Reg 298 s20(d):** *unless otherwise assigned by the principal, be present in the classroom or teaching area and ensure that the classroom or teaching area is ready for the reception of pupils at least fifteen minutes before the commencement of classes in the school in the morning and, where applicable, five minutes before the commencement of classes in the school in the afternoon*

## Safe Schools Forms

Please encourage all staff to be diligent in the filing of Safe Schools Forms. We are **legally obliged** to complete these forms for any student behaviour for which suspension or expulsion would be an outcome. Per the ADSB Progressive Discipline Policy, this includes:





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;
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).

Many of these things are not covered in the Safe Schools form, and should be referenced where possible. This is a first step toward addressing violence in our workplaces, and speaks directly to the efficacy of administrations approaches to student behavior. REMEMBER, you MUST inform the principal or vice of the incident. They may try to have you fill out a different “school” form, which you can do...but you have a LEGAL obligation under the Safe Schools Act

