

AGM ECE President's Report

WELCOME AND THANK YOU FOR BEING HERE

As per our survey, we are virtual for this AGM. I am hoping to offer hybrid for the upcoming final executive and council meeting. Members are reminded if they are their school's designated workplace representative, they are expected to be at the upcoming council meeting (in person or online) on June 9th at 6pm. If a member is unsure if they are a workplace representative, please reach out. More information and reminders will be sent closer to the date via email and our Facebook group. If members have not signed up for our Facebook group, please do so. A link to the page is always available at the bottom of every newsletter

sent, by clicking the Facebook icon:



If members are not receiving newsletters from me under the Mail Chimp platform, please check the junk mail folder. It is the responsibility of members to ensure their contact information (email, phone, address, etc.) is current with the union and they can do so by emailing Marnie: Marnie.Devoni@d02.osstf.ca

PROVINCIAL WORKSITE MEETINGS/ BARGAINING

We had the opportunity to speak with members of OSSTF Provincial Office to advocate for our collective bargaining needs and support. Thank you to those members who joined.

<p>Some of the issues/items discussed were:</p> <ul style="list-style-type: none">• pay inequities• classroom sizes• pay/ pay equity• hours of work• working conditions• only 1/2-hour lunch/no break• no preparation time• laptops/ tech availability• job description• respect	<p>Barriers for inactive members:</p> <ul style="list-style-type: none">• time/ other responsibilities/ second jobs/ busy• Forgetfulness• union lingo/ accessibility of language/ communication barriers
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Over the course of the school year, there have been reports of short-staffing occurrences and some ECE casuals mentioning they often choose to take EA supply callouts over ECE ones,

as EA supply rate is higher. This is an issue on our radar. Members are requested to continue to email Keri Rizzo about any absences in which our members are not replaced:

keri.rizzo@d02.osstf.ca

There will be a meeting May 25th with Provincial Office and all Presidents/ Chief Negotiators to discuss Central Bargaining and its voting to happen on June 4th.

TECHNOLOGY UPDATE:

Our Human Resource manager, Alicia Mannarino, informed me that she has received a few inquiries lately about iPad's and requested I communicate with members that rather than reach out to their administrators, they submit a Service Desk incident with IT to resolve the issue they are having. She clarified with Lui (IT services) that this is the practice.

My response requested clarification on what happens after members contact IT, as previously a member that went that route was told no replacements were available. Therefore, I wanted to know the process as I did not want our members to get the runaround on this.

HR responded: First step is the service request and then IT would troubleshoot the issue just as they do with all devices. If it is completely unusable after troubleshooting, then IT would be able to provide next steps.

If a member feels they did not receive an adequate solution following these steps, please let me know. Tickets for IT are submitted via their website: <https://algoma.topdesk.net/>

We need viable and functioning technological equipment to complete our documentation expectations to support the Communications of Learning and to fulfil our obligations to file any violent incident or safe school reports that may arise, so I will continue to press for that.

Members are also reminded not to use their personal devices for documentation within the school or feel as though they must do so to fulfil their duties. Doing so runs the potential risk of confidentiality/security issues or the risk of your property being damaged and not replaced or covered in any way.

LEVELLED LITERACY INTERVENTION (LLI):

In an April newsletter, I addressed some of the issues regarding the Levelled Literacy Intervention program happening within our kindergarten programs. Since the email, Nicole Mitchell (local ETFO President) has informed me that the Board is acknowledging the difficulties facing kindergarten teams in its implementation and expressed they are in discussion about it. However, I am requesting members continue to document their issues and concerns during this process.

Background information in the newsletter is as follows:

Optional training was offered to ECEs after hours for Levelled Language Intervention (LLI). Members did not have to attend this but were paid their hourly rate if they did. Implementation of the LLI program is an expectation of kindergarten teams. Alicia Mannarino spoke with Marcy Bell and communicated that the setup and facilitation for LLI is to be done by the person who is delivering the lesson (including the preparation portion).

We were not offered preparation time and were advised instead that the ECE "must find a time when the teacher is teaching a whole group lesson, or another opportune time, to step away to do this." It was compared to when ECEs set up for art activities or any other activities they carry out on a regular basis. Again, our documentation and information with concrete examples of the issues/difficulties of being unable to find an "opportune time" would be strong, confidential testimonials to bring to the table.

Marcy Bell also noted that the training "is not mandatory to deliver the LLI lessons, but it gives the educator an advantage if they have it and understand the program." It is believed that all ECEs will be expected to deliver this program, whether they have received the training or not. It was also suggested that communication between the teacher and ECE is essential to find a time for the ECE to set up and deliver the lesson when the classroom schedule allows for it. Each classroom and its required accommodations or needs will vary so some ECEs may not be delivering the program currently and it falls on the teacher due to scheduling issues, or vice versa.

As we navigate through this, members are asked to document issues and reach out with any questions and concerns. I believe that we should either be given the preparation time to be off the floor, or our position covered for the safety and functionality of our classrooms when we must step off the floor. We should also all receive proper training to implement the program as professionally intended. Members can reach out to Jen, Keri, or myself.

- Jen (VP/Grievance Officer): jen.sears@d02.osstf.ca
- Keri (VP/Chief Negotiator): keri.rizzo@d02.osstf.ca
- Jessica: jessica.lafreniere@d02@osstf.ca

COLLEGE OF ECE UPDATE:

The College of Early Childhood Educators (the College) unveiled its revised Continuous Professional Learning (CPL) Program that is launching in July 2022. The program now includes member education on sexual abuse prevention (SAAP) and a simplified CPL Portfolio that:

1. Reduces the portfolio cycle from two years to one
2. Reduces the number of required professional learning goals from three to one goal per year
3. Reduces components from three to two

Members will have access to the simplified CPL Portfolio components and resources as of July 2022. Completing the CPL Portfolio Cycle is optional during the year that a member is completing the Sexual Abuse Prevention Program educational requirement. Our OSSTF Provincial Office members have been advocating the Ontario Ministry to allow for this requirement to be completed during paid PD for our members but has not been successful. The updated/ simplified CPL Portfolio will become mandatory for members beginning in July 2023.

The College will host a webinar to review its revised CPL Program in detail and answer your questions on Wednesday, May 11 from 7:00 - 8:00 PM. Members can via the survey linked shared to our Facebook page, via emails sent from the College, or on the College's website.

HAPPY RETIREMENT:

We would like to wish Sue Mione a happy and well-deserved retirement! Thank you for your love, strength, and dedication you have given to children, families, and colleagues over the years. Our local executive celebrated Sue with a bottle of wine and delicious charcuterie on a one-of-a-kind hand-crafted platter from Broers Jansen!



VIOLENT INCIDENT REPORTING:

The uncertainty and unclarity of reporting violence against the worker (and even student to student) is being mentioned to me once again. Whether it is Workplace Violence to the employee, or a Safe School Incident with student-to-student violence, it is all reported online in the same form. I stated to Chris Alfano that all administration and employees (including casuals and new hires) should receive the same message on completing these forms. He stated he is working on that video and is hoping to have it completed before the end of this school year. I am anticipating that it will be implemented in a half-day PD training in the fall as per Letter of Agreement #9 in our Central Agreement which states, "Effective in the 2020-21 school year and each subsequent year, one half Professional Activity (PA) day will be allocated for violence prevention training. This half PA Day will occur prior to December 31st of each year."

The creation and posting of this video will also assist in meeting the requirements for LOA #8 in which the Board will ensure that this who were unable to attend the Hald Day of Violence Prevention Training will also have an opportunity to receive training for the new reporting tool (especially for casual members and new hires).

Chris informed me to remind members "when in doubt, fill it out" as it is not up to administration to "approve" or determine what constitutes violence. Safe School Incidents stay within the school and Workplace Violence on employees are sent beyond the school to their proper channels, but both are completed online with the same form. If unable to fill out the form the day of the incident, it can be submitted the following or even a few days beyond that (so please keep personal records of this to not forget). An employee cannot be denied the submittal of a form because it is deemed "late."

Chris also wanted to remind us that there are 3 forms of violence to submit into the online form:

1. Verbal/nonverbal threats
2. Attempt of Physical Force
3. Execution of Physical Force

If you are being told not to submit a form or your submissions are being declined, please document, and report it to myself or Jana Rizzo (our Health and Safety Officer). A step-by-step visual to assist you with filling out these forms was sent from me in an April newsletter.

BLENDABLE

A final reminder that time is running out to use the \$1,000 Health Spending Account (HSA) that's part of your OSSTF ELHT Benefits! The \$1,000 amount expires on August 31st, 2022. To be reimbursed through the OSSTF Benefits HSA, eligible expenses must be incurred on or before August 31st, 2022 (or before your retirement or resignation). Members can set up their Health Spending Account and submit claims for the benefit by going to the Blendable website: <https://osstf-hsa.blendable.ca>

Thank you; Merci; Miigwetch; for being here today.

Jess