



Subject: ECE Executive Meeting



Date: October 11, 2023



Time: 4:30pm – Hybrid

ECE President's Report

NEW BEGINNINGS:

Welcome back to another school year, and I hope everyone had a wonderful summer! Welcome to all our executive members, new and returning, and thank you for volunteering your time and commitment. I am looking forward to collaborating with all our Bargaining Units and showing solidarity with OSSTF!

VACANT POSITIONS:

Vacant positions on our Executive that was not filled in June include:

- Casual Representative
- CPAC Officer
- Pay Equity Officer
- Constitution Officer

Please reach out if you are interested.

EXECUTIVE AND COUNCIL DATES:

ECE workplace representatives are confirmed and have been notified via email. I want to thank all of you for stepping up to be a part of the union at a local level and representing your school! If you are the only full-time ECE at your school, congratulations, you are automatically your school's workplace representative!

When you are a workplace representative, you are expected to attend three Council meetings within this union year (either in person or online). You are the voice of the members within your school to bring any concerns or ideas forward to the executive, as well as bring information from the executive back to the members of your school. We offer meal allowances and childcare reimbursement for members to attend these.

Please see below for all of the upcoming executive and council meetings. Every meeting will be offered as hybrid, with the exception of two as strictly virtual due to potential weather and travel across the Algoma region.

Wednesday, October 11, 2023 @ 4:30 (executive) @ 5:00 (council) *hybrid
Wednesday, December 06, 2023 @ 4:30 (executive) *virtual
Wednesday, February 07, 2024 @ 4:30 (executive) @ 5:00 (council) *virtual

Wednesday, April 10, 2024 @ 4:30 (executive) *hybrid
Wednesday, June 12, 2024 @ 4:30 (executive) @ 5:00 (council) *hybrid

Our ECE Annual General Meeting date is tentatively set for May 09, 2024.

ECE APPRECIATION EVENT:

Happy ECE Appreciation Day on October 17th! Our ECE Executive will discuss what to do this year for ECE appreciation at our upcoming meeting. It would be nice to get the membership together to celebrate and collaborate!

LONG-TERM DISABILITY REMINDER:

This is a reminder that the result of ballots cast in June for our ECE Bargaining Unit to implement a Long-term Disability plan were cast unanimously in favour and payments into this plan were put into effect as of September 1st, so adjustments were included on the first pay stub. Communications regarding the full details of the plan were emailed from the Board.

HR CHANGEOVER:

Lindsay Alisat is the new ECE point of contact in HR moving forward. Any existing/ongoing matters involving Alicia can still include her, but for any new matters, please reach out to Lindsay instead. Lindsay's email is alisatl@adsb.on.ca



GOODBYE LLI:

LLI is no longer being practiced within schools due to the Ministry's revisions made to the current curriculum. The shift has moved towards Hegarty in combination with Jolly Phonics, and either UFLI or The Phonics Companion (depending on what your school has chosen). RazPlus subscriptions will no longer be renewed, and F&P assessments are no longer required.

TOILETING POLICY:

The Board has provided Kindergarten educators with a toileting policy and members are asked to be patient on the arrival of required materials and workplace representatives should notify the union if it appears to be taking too long. Casual members are encouraged to review the policy to know what is universally expected at all schools across the district, and all members should note the part that mentions notifying another individual (witness/support) when required to assist with cleaning a child. I spoke with the VP of ETFO (locally) for clarification on messaging their members are being given. We agree that the "educators" outlined in the document should refer to ECEs, EAs, and teachers in the classroom and this team should consult with each other and create a plan regarding toileting. Historically, teachers are not responsible for toileting, however ETFO recognizes that the health and safety of the children are the priority. ETFO members are advised not to take on toileting tasks independently. If ECE (and EA in some rooms) are otherwise occupied, then the teacher will call the school's administration to the classroom to assist in problem solving the immediate scenario. Teachers that are also not comfortable with assisting with toileting will also call for administration should the ECE require additional support, or they could take on the role of witness if that is all that is

required. Each situation is unique and should be treated as such. There should not be discrepancies in which a child sits soiled until an ECE is available, nor should an ECE have to stop their lesson to be the one to assist. When assisting or witnessing, ensuring your positioning is key. If an allegation is made, the first investigation question will be: Where were you positioned? Therefore, someone should always be positioned beside the washroom when a child needs assistance to have a witness while still being able to monitor the rest of the class. If toileting is not available within the classroom, the team will need to work out who will be leaving the room and acquire the support of administration if needed. I'm strongly urging everyone to have a witness any time assistance is needed in toileting a child. If a washroom needs to be disinfected after a change, please request via the office for the school custodian to be paged.

<p>Algoma District School Board Guidelines Manual </p> <p>SECTION 6A: SAFE AND INCLUSIVE SCHOOLS</p> <p>SUPPORTING TOILETING INDEPENDENCE OF KINDERGARTEN STUDENTS</p> <p>Supporting Policies</p> <p>Guidelines, Checklists and Other Board Resources</p> <p>External Resources</p> <p>Our priority is to respect the child and to help support their toilet learning practice while they become comfortable in the classroom, where all educators have a shared responsibility to ensure the well-being of children. With respect to toilet training, every child is different, and they can attend school even if they are not yet toilet-trained. Independent toileting can be an issue at the start of the year for some children, especially if it is their first time away from home.</p> <p>When children are developing typically, they should be ready to learn to use the toilet by age 4. If a child is not ready to learn to use the toilet by age 4, the Canadian Pediatric Society recommends that the child see a doctor. Once the child has seen a doctor, and any medical reasons for not being ready to toilet train are ruled out, a plan needs to be put in place with the family to ensure the success of the child during the day. To find more information about toilet training, visit Caring for Kids (http://www.caringforkids.cps.ca/handouts/toilet_training).</p> <p>When a child has toileting challenges, the following are suggestions for educators to engage with the family:</p> <ul style="list-style-type: none"> Have a conversation with family and learn about the child's specific needs: <ul style="list-style-type: none"> What do they do at home? If they were in a child care program, what occurred there? Have they spoken to their family doctor? Talk to the child about how to access the bathroom when needed, make sure they understand where the washroom is, and that it is alright to go there when they need to go. Develop a plan with the family about what will happen if there is a toileting issue, and the child is unable to change their clothes independently, or with coaching. Offer the family resources and information to support toilet training in a format most useful to the family (conversation, websites, printed material - being sensitive to the readability of the materials and the language the materials are provided in). For families whose first language is a language other than English, interpretation services should be used. Encourage the family to contact their local Public Health Unit. Ensure consistency between home and school to increase the chances of success for the child. <p>Supporting Toileting Independence of Kindergarten Students Page 1 of 2</p>	<p>Algoma District School Board Guidelines Manual </p> <p>When supporting children who are experiencing toileting challenges, please see the key considerations below:</p> <ol style="list-style-type: none"> Kindergarten classrooms will include the following supplies and PPE to support educators in supporting student well-being: <ul style="list-style-type: none"> Hypoallergenic wipes Fingernail scrubbers Small biohazard bags for disposal of pull-ups Small biohazard bags for soiled clothing PPE: gloves, gowns Make toilet time a consistent routine at transition times, nudging those children who are having challenges, to go and try each time. A change or changes of clothes will always be available where the child can access them. Educators will coach students, providing verbal directions for the child through the process of toileting and self-care, and providing support as necessary. This coaching will help students develop toileting independence while making sure adult(s) are aware of the support being provided (see #5). A second adult should be made aware that the educator is assisting the child, and when possible, be in proximity to the area. If the child needs assistance, the child is not capable or if there is too much mess, educators should put on proper PPE (i.e., gloves, gowns) and clean. If the child is too soiled and it would be too invasive to thoroughly clean, clean as much as possible to help the child feel comfortable and then the family will be contacted. <p>Considerations to ensure cleanliness and sanitation:</p> <ul style="list-style-type: none"> After a child cleans themselves following a messy bowel movement, educators should check under children's fingernails and help them use a fingernail scrubber when washing their hands, as necessary. Soiled clothing should be placed in small biohazard bags to take home as they reduce the smell and alert parents/guardians to the contents. Children and soiled clothing should not be rinsed or washed in bathroom sinks. Pull-ups should be placed in a biohazard bag and tied prior to placing them in garbage containers. <p>Supporting Toileting Independence of Kindergarten Students Page 2 of 2</p>
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ARBITRATION PATHWAY:

The arbitration pathway vote was conducted online from September 8th until September 27th at 8pm, and the proposal was adopted with 78.4% support of Members who voted. Our Collective Bargaining Committee is finalizing a brief as we prepare for local bargaining.

ATTENDANCE MANAGEMENT REMINDER:

If you are called in for an attendance support meeting or any meeting in which your attendance is discussed, it is strongly recommended that members ASK FOR OR ACCEPT UNION REPRESENTATION.

Even if you are told that it is an “informal meeting” or “non-disciplinary,” we encourage you to refuse the meeting until you have scheduled union representation from our Bargaining Unit to accompany you. If you are denied or coerced otherwise, inform me right away as it is your union right to have representation present. Be advised if you take a half day for medical appointments or sick leave, it counts as a full strike towards the program attendance even though it only takes a half day from your sick bank balance. Medical issues accompanied by doctor's notes can usually be struck from the Attendance Support Program. Please remember to take care of yourself and your mental health.

WORKPLACE VIOLENCE REMINDER:

Please continue to fill out workplace violence reports. The Ontario Ministry had an inspection blitz last spring, focusing on workplace violence and looking into the claims of the violence and the paperwork to support the validity of the claims. Without filling out these forms, there is no paper trail to support us. The first September PD Day provided video training on how to access and fill out these forms. Please refer to the video if you need a refresher.

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

Jess