

District 1 – Ontario North East

Teachers and Occasional Teachers Bargaining Units

Annual General Meeting, Via Zoom Thursday May 23, 2024

7 to 9 pm EST

Attendance: Emily Amer, Dana Thomson, Richard MacDonald, Kevin Graham, Emilie Piche-Swain, Christian Laforge, Jason Hewett, Derek Beland, Lisa Black-Meddings, Jenn Holmes, Todd Dufresne, Max Kennedy, Martha Hradaway, Tammy Belanger-Lamothe, Kevin Robinson

1. Call to Order 7pm
2. Indigenous Acknowledgement
3. Reading of the Pledge
4. Anti Harrassment Statement and appointment of AHOs: Jason Hewett and Emilie Piche-Swain
5. Adoption of Agenda: Piche-Swain, Dufresne, Carried
6. Minutes of 2023 AGM: No official Minutes available
7. Executive Reports:
 - a. Provincial Executive Liaison-Martha Hradaway: Highs and lows of Federation Year, thanks for your hard work to all. Waiting for VBIA decision to complete bargaining, Highly productive Annual Provincial Meeting. Lots of business completed: including revised provincial bylaws to comply with provincial non-profit legislation and Strategic Action Plan were passed. Kudos to governance committee. Strategic Action Plan has a new format that lays out core priorities designed to engage and mobilize our members. See osstfupdat.ca for the Strategic Action Plan
 - b) T/OT President-Derek Beland: See emailed report with highlights on new hires, VIWR Forms and Medical Days. Make sure to record information in Aspen and make it Public as well as complete the VIWR forms. Important that information is also in Aspen for reports to be taken seriously. Max asked about example language and Derek will follow up on this. Jenn asked about enrollment projections being undercut and if elearning was included? Derek will follow up. Derek made it clear that we get 5 medical days for anyone in our immediate family so please get that word out to members.
 - c) VP-Emily Amer:Productive AMPA

d) Treasurer-Richard MacDonald: Final Report will be published after school reports are submitted. Templates are available for the asking to complete year-end report. PD money nearly all distributed. Notice will be sent once we finish.

e) TBU Chief Negotiator-Kevin Robinson: Local Bargaining has gone to arbitrator to complete. Ed bargaining units TBA and provincial legal counsel is prepping. Nov., Feb. Or May dates. Retro pay will not be held up by arbitration.

f) OTBU Chief Negotiator- Richard MacDonald: Local bargaining completed March 28, Information Meeting April 9 and Ratification April 11. Just waiting for VBIA decision to finalize.

g) TBU Grievance Officer-Max Kennedy: Way fewer grievances since Derek has taken over. Board is more willing to resolve issues. 1 grievance in the mill. Database for former grievances is very helpful.

h) OTBU Grievance Officer-Richard MacDonald: No grievances this year and 2 in the mill for arbitration.

i) Pension and Benefits-Jenn Holmes: No issues, benefit cheques are being rolled out, let Lisa know about discrepancies in prescription charges as there should be no changes.

8. Branch President Reports:

KDHS: KDHS Branch Report

New administrator starting in September.

Some teachers are feeling overwhelmed by the prioritization of credit attainment over academic integrity and genuine student achievement. The growing emphasis on ensuring students receive credits irrespective of their attendance records and actual performance is detrimental to our educational standards. Some students, despite having over 45 absences and a mark of 0, remain enrolled in a 3U course in hopes of submitting their work and earning credit by the end of the semester. This becomes additional work for teachers during the end of the

semester when everything is due and tight deadlines to meet. The lack of support affects staff moral.

RMSS: Here's my report for RMSS.

Kevin

District AGM - May 23, 2024. (7:00 p.m.)

We had a large turnover of staff (around 10 members) and both administrators coming into this year. So it has been by far my most active year as branch president. I've dealt with a variety of issues like IEPs, AQ course funding, bereavement, prep payback, the Bill 124 remedy, on-calls, progress reports, a math action plan, chicken pox, compassionate leave, and HR meetings. I've also been part of the local bargaining group which met with the board throughout the year. All of these things have given me a number of learning opportunities. We are fortunate at RMSS in that our admin are easy to work with when problems arise. We are usually able to quickly resolve issues.

KLCDS: Things have been relatively quiet other than the push for Credit rescue from admin. There is significant resentment that the actual credit integrity is vastly diminished by this practice and sets students up for future failure as it teaches them their actions have few consequences. There was 1 redundancy but as we have been informed that Erin Buchman will be remaining as an admin her teaching position will be vacant so will be filled with the redundancy. No change in administration. There has been concern raised by SERT's that even though the province permits IPRC's to be done every other year that the board has instructed them to do all students and remove the option for parents to decline the IPRC meeting from the invite. This has raised workloads significantly and the matter is under investigation.

Max

9. Executive Elections Results:

7.1.1.1. Vice President- Emily Amer

7.1.1.2. Treasurer- Richard MacDonald

7.1.1.3. Secretary- Richard MacDonald

7.1.1.4. Pension & Benefits Officer- Jenn Holmes

7.1.1.5. Occupational Health and Safety Officer- Emilie Piche-Swain

7.1.1.6. Grievance Officer TBU- Emilie Piche-Swain

7.1.1.8. Constitution Officer- Emily Amer

7.1.1.9. Communications & Political Action Officer- Max Kennedy

7.1.1.10 Educational Services Officer- Jason Hewett

10. Additional Elections Results:

a) Equity Officer: Emily Amer

b) Chief Electoral Officer: Jason Hewett