



ERFP General Meeting Minutes

Thursday October 18, 2018

Board Room, CBO

4:30pm

Members Present: 74 members

Executive Present:

Hilary Campbell (President)

Laura Smith (Acting 1st Vice President)

Natacha Verdiel (2nd Vice President)

Kim Liddle (Treasurer)

Marwa Attia (Acting Secretary)

1. Call to Order: The meeting was called to order at 4:30 pm.

2. Acknowledgement of Land

3. Approval of Agenda: Wednesday October 18th, 2018 approved by Darlene Jaworski and seconded by Monica Kruger

4. Approval of Minutes of the Last Meeting: Wednesday September 12, 2018 agenda was approved by Jeanette Manning and seconded by Jennifer Wice

5. Report from Officers

5.1 Audited Financial Statement (Carlo Tenuta, Partner Clarkson Rouble LLP Chartered Accountants)

- Reviewed audited Statement of Operations
- Reviewed Statement of Financial Position

5.2 Health & Safety (Natacha Verdiel)

- New reporting software is not ready yet.
- Wellness Webinar survey is closed. Only 4, 51 surveys completed. Currently waiting on analysis.
- Running “Working Mind” out of the remainder of grant funds. It will only be available for secondary staff as they were not able to access it on the last PD day it was offered (June 11th).
- Reminder to continue to complete Incident Checklist and send them in at secondvp@erfp.ca.

	<ul style="list-style-type: none"> • New change table posters; developed a new procedure for cleaning change tables. Custodians need to mix the AirX 44. • Designated Worker at each school: If they feel that they are mistreated, bullied or coerced by anyone at the school. Please contact Natacha. • Cannabis: Employees cannot use it on school properties. Cannot be impaired at work. • If you have a prescription for medical cannabis, call Natacha prior to submitting information to Abilities. • New process for PPE. No more emailing Natacha to request items. All requests need to be made through an online form through your Principal. If Principal or Health and Safety says denies your PPE request, contact Natacha.
6. Reports from Committees	<p>6.1 Resource Library (Laura Smith)</p> <ul style="list-style-type: none"> • Pick of the Month: “Take Time for Your Life”, “When Your Body Says No”, “Resilience Balance and Meaning”, “Building Resilient Teams” and “The Compassionate Fatigue Workbook”. • Many great folder activity resources. • Resources will be going online with a detailed description of the book as well as a photo where members can sign them out. • Email resourcelibrary@erfp.ca for resources for now. <p>6.2 Awards Banquet (Karen Del Ben)</p> <ul style="list-style-type: none"> • Do not attend if you have not registered. If you haven’t received confirmation email awards@erfp.ca • Location: Mississauga Grand Banquet Hall 35 Brunel Road, Mississauga, Ontario L4Z 3E8 Time: 4:30pm

7. New Business	<p>7.1 Toys for Tots (Hilary Campbell)</p> <ul style="list-style-type: none"> Flyers out! Next meeting Nov 21st. Bring unwrapped toys to next General meeting. <p>7.2 United Way (Hilary Campbell)</p> <ul style="list-style-type: none"> Last year PDSB raised \$226, 000. This year’s coal is \$300, 000. Running from October 23, 2018 to Nov 27, 2018. Asking for donations and consider payroll deduction options. Please bring toonies/donation to the next General Meeting. <p>7.3 TA & DECE Appreciation Day (Hilary Campbell)</p> <ul style="list-style-type: none"> Posters do not go out until the week before the appreciation day. Standard process for Communications Department. We requested to receive posters at the ERFPP office. Advocating for DECE and TA group to be included in everything. We have met with the Directors Office, Labour Management Committee, Manager Workplace Equity over the past week. Trustees have been requested to acknowledge TA and ECE Appreciation Day at the next board meeting. <p>7.4 Bill 115 Remedy (Hilary Campbell)</p> <ul style="list-style-type: none"> Remedy for Putting Students First Act. Prevented us from bargaining properly. Permanent members for 2012-2013/2013-2014 school year will be eligible for a payout in February. Members no longer with the board have been contacted to send their banking information to the board. This is very time sensitive. Members still working with PDSB do not need to be contacted. Kim will look into payment affecting EI for those working at Balanced Calendar schools as it is during their break. <p>7.5 DECE Vacation Pay Overpayment (Hilary Campbell)</p> <ul style="list-style-type: none"> 267 DECEs have an overpayment ranging from \$4.00 to \$860.00 Agreement has been made with the board that the overpayment will be deducted when the remedy payment gets deposited on February 15th, 2019’s pay. Exceptions: There are 4 members who’s overpayment maybe greater than what they may receive. Rather then being in a deficit they will be offered a repayment plan as an option. All members effected will be notified soon.
8. Other Business	<p>8.1 Professional Development (Karen Del Ben)</p> <ul style="list-style-type: none"> Mentorship program has started. Mentees have been contacted. Oct 30th first meeting date where mentors and mentees will be paired.

	<ul style="list-style-type: none"> • Geneva Centre courses wrapping up first round of ABA. Will be offering it again in January and April. Registration will start about a month before. • New Modules 1-4- presented for the first time as a pilot on October 5th, 2018. • Survey sent out for feedback. Except for Module 2.. • Old PD tracking document that shows what modules have been completed will be wiped out • All TAs will have to redo modules 1-4. • Start date TBD. • Easy Connect sessions went well. Hoping to bring it back. • Feedback from previous PD Session- No more wait list. All must be preregistered. If you are not on the list you do not attend. May need to be bring documentation to prove you registered (if you register last minute) • Do not sign up for the same session for every PD. This will allow other members to have opportunity to attend. <p>DECE Professional Development (Norheen Jaffrey):</p> <ul style="list-style-type: none"> • DECE Mentoring program has currently been put on hold, due to no new hires for 2018-2019 school year, which means we have no new mentees needing support. • OISE offers Additional Qualifications COURSES for Early Childhood Educators , next one is in spring 2019. • OISE Certificate of Completion will be granted upon successful completion. • Peel is holding a Sneak-Peak open house for kindergarten. For new students coming into kindergarten. Details to be discussed at a later date. • Emodule- Learning As A Relationship, posted online. • All DECEs mandatory to complete your continuous learning portfolio. • Clarification- Norheen Jaffrey has not resigned from PD Facilitator for Early Years. Resigned from being a DECE Union Rep. <p>8.2 Pregnancy & Parental Leave Workshop</p> <ul style="list-style-type: none"> • Date: November 14th, 2018 <p>8.3 OMERS Workshop</p> <ul style="list-style-type: none"> • Date: November 26th, 2018
Next Meeting Date	November 21, 2018 Board Room, CBO 4:30 p.m.

Adjournment

Meeting adjourned at 6:11p.m.