



ERFP General Meeting Minutes

Wednesday March 27th, 2019

Board Room, CBO

4:30pm

Members Present: 99 members

Executive Present:

Hilary Campbell (President)

Laura Smith (Acting 1st Vice President)

April Bello (1st Vice President)

Natacha Verdiel (2nd Vice President)

Kim Liddle (Treasurer)

Marwa Attia (Acting Secretary)

Charmaine Wright (DECE Representative)

1. Call to Order: The meeting was called to order at 4:35 pm.

2. Acknowledgement of Land

3. Approval of Agenda: The approval of March 27th, 2019 agenda was approved by Donette Bobb and seconded by Jeanette Manning

4. Approval of Minutes of the Last Meeting: The approval of Wednesday November 21st, 2018 meeting minutes was approved by Genea Hylton and seconded by Lisa Titterson

5. Report from Officers

5.1 Health & Safety (Natacha Verdiel)

- Lately we have had an extreme spike in slips and falls.
- In a lot of these circumstances, people are coming to work without proper footwear. For example, when there is snow, you should wear boots.
- There are a lot of injuries where workers are being injured but not wearing their prescribed PPE.
- Casuals needs to make sure they read safety plans and get the proper PPE. If there is not any available for them, they need to speak to the administration.
- If members are not trained in student specific CPI they cannot touch that student if they haven't received the student specific training. They can support but cannot put their hands on the student.

6. New Business

6.1 Professional Development – (Karen Del Ben and Charmaine Wright)

PD Facilitator Update (Nora Green, Craig Cooper)

- Craig Cooper speaks of the new hiring process for PD Facilitator process.
- Looking for 10-15 facilitators.
- PD Facilitators receive an honorarium - \$50.00 for each half day PD they facilitate.
- Job requirements and application was posted on March 20th, 2019 on the Peel MySite page.
- All applications are due on April 5th, 2019.
- Those selected will be contacted for and interview.
- Successful candidates will be notified on April 24th, 2019.
- New facilitators will be shadowing current facilitators on the June 10th, 2019 PD day.

TA Professional Development Update (Karen Del Ben):

Geneva Centre:

- Principles of ABA & Autism Intervener courses start next week
- Session will be available again the fall and winter, dates TBD

PD Day feedback:

- Jan 21 PD Day - Wellness focus for PD - crocheting, Zumba, yoga, cooking etc. These sessions will not be available every PD day.
- If you are unable to attend a PD day session that you have signed up for, please drop it in Frontline. Anyone does not show up for a PD session that you have registered for will receive a 'No Show' letter sent on behalf of the Superintendent of Special Education.
- When attending a PD day session, please make sure you have signed in on the attendance sheets. Again, failure to do so can also result in a 'no show' letter. There will be a sign out sheet at the end of each session.

Upcoming PD Days:

- June 10, 2019 & June 28, 2019.
- Session postings will be posted approximately 2 weeks prior to the PD day.
- If the session is full, I am unable to add anyone else to the workshop- due to room constraints, facilitator contract etc.

DECE Professional Development Update (Karen Del Ben on behalf of Norheen Jaffrey):

- The Early Years collaborative will be posting pop up sessions during the next few weeks, please keep an eye out for upcoming PD for Kindergarten educators on Frontline.
- There are 4 remaining evening PD sessions for DECE's completing their mandatory CPL portfolios as a requirement for the College of Early Childhood Educators :
 1. Thornlodge, April 11th
 2. CBO May 1st
 3. Queen Street May 9th
 4. Ingleborough May 29th

Enrolment is full, but if you would like to attend please email Norheen at norheen.jaffrey@peelsb.com to ask to have your name added to the wait list.

Child Development Resource Connection Peel are hosting a PD sessions for RECEs:

“The Early Childhood Educator as a Professional”

In this session educators will explore the CECE: Code of Ethics and Standards of Practice and understand how to navigate this essential document as well as apply its core content to their everyday practices

Child Development Resource Connection Peel is putting on 2 evening sessions:

“Outdoor Learning in Nature and Programming” - April 16th, 2019

“Outdoor Learning in Nature and Risky play” - April 23rd, 2019

If you are interested in these sessions, please register online www.cdrcp.com/professional-education

DECE Representative (Charmaine Wright):

- New dates for the “Meet and Greet: will be announced shortly.
- There will be an upcoming PD with PETL for DECEs and OCTs. Date, time and location will be sent out to the membership once it is confirmed.

6.2 Executive Positions Update

- Introductions: Kathleen House, Secretary.
- April Bello started training and will be officially be in the roll as of April 2nd, 2019 as Laura Smith will be going on a medical leave.

6.3 DECE Voluntary Transfer

- 30 members were informed today that they are surplus to region – if you did not receive an e-mail, your position is safe at this time.
- This is a result of Doug Ford's announcement and funding reductions.
- We had to put the voluntary transfer on hold as there has been so many announcements made in regards to Education that we decided to wait until we see what is happening.
- This actually affected 113 DECEs but the Peel Board is funding to keep the remainder.
- They will be returning to the casual list, as per previous years.
- There will be classes within the Board that only have 15 students and 1 teacher. No DECEs.
- Those who were excessed - We are still in a paused position, we do not want any movement until we are fully aware of all the announcements and when the budget is released in April .
- We are hoping to commence the transfer process in mid to end April. We are in discussions of what this would look like. We suggested there be a rounds 1 and 2, followed by placement
- There will be no positions for casuals thus removing round 3. The Board has not agreed to this yet

6.4 TA Voluntary Transfer

- The Executive have requested that it is put on hold until the budget is released
- We are currently involved and attending allocation meetings - We are going to be stripped down to the bare minimum
- TA support will only be for level 3, 4 and 5 students only (as per SNAFs). They will receive support but it will be significantly reduced.
- In the contact extension funding for 60 permanent TAs comes to an end on August 31st, 2019.
- The special reserve funding for 50 LTOs was for 1 school year only.
- The Board has put forward a business plan to have those 110 TAs to be funded and employed – No decision has been made as of yet.
- We have entered a difficult time with the Government.
- Save very diligently for the upcoming school year - There is quite likely going to be Strike actions.
- Contained classes are not closing in fact a couple are going to open.

6.5 Job Reviews

- The Executive have been meeting with the TA and BTA Job Review committee.
- We are going forward with the paperwork but drafting the Job Fact sheet takes time.
- Some Level 4 positions are also asking for Job Review.
- Hilary will be contacting those people directly as there are job descriptions that need to be signed.
- Hilary will not sign them until those in those roles review them.
- Currently there are 6 different Job Reviews going at this time – more expected to start.

6.6 Town Hall Meetings

- We have three meetings scheduled; April 2nd, 2019 – CBO, April 3rd, 2019 – Judith Nyman SS, April 10th, 2019 – Erindale SS.
- We would like Stewards to attend to the location closest to the school they attend.
- It will be more interactive with members going around to fill out and answer questions on chart paper – your time to speak up.
- At the AGM, we will strike a Bargaining Committee. We will have a BTA, TA, Casual and a DECE – If interested please put your name forward at the AGM.

6.7 Superintendent Realignment

- They are realigning the family of schools. The boundaries are changing to make it more even for the Superintendents workloads.
- It will affect our BTAs - We are in talks with the Board regarding how best to do this.
- We do not have a firm plan right now because they did not realize it would affect us until last week when we brought it up at our Labour Management meeting.
- The Board staff are going to come up with a list of those affected and we will come up with a plan and communicate it to our member.

6.8 Rally for Education

- Education Rally on April 6th, 2019
- There is a sign-up sheet at the Registration table for those who would like to attend but will require transportation
- All the Unions are participating – Please come and show your support
- Bus will leave from ERFU Union office at 10:45 and will return at 3:30pm

	<ul style="list-style-type: none"> We are also participating in “Wear Red for Ed” on Fridays. <p>If you have more people interested at your school please email secretary@erfp.ca (only for those who require transportation)</p>
	<p>7.1 Bill 115 Remedy – Union Dues</p> <ul style="list-style-type: none"> Union Dues were taken out of the Bill 115 Remedy payment. We did not know this was going to happen, in fact we asked that it does not when in discussion with the Ministry regarding the payment We are in talks with the Board to figure out how to reverse this and get it back to members We will update those who received a payment as soon as we have a plan <p>7.2 Awards Gala 2019</p> <ul style="list-style-type: none"> November 7th, 2019 at Millennium Gardens Banquet Hall. It will be a semi-formal event. We have increased the number of attendees to 275. Please keep an eye out for the Judy Mabee Award nominations. This date was chosen as the TA Appreciation day is unknown at the moment, as the date that was decided on fell on a Holy Day.
8. Reports from Committees	<p>8.1 Resource Library</p> <ul style="list-style-type: none"> Recommendations: 7 Habit of Happy Kids and 7 Habits of Happy Teens (audio and books). E-mail Alice of Gladly an e-mail if you are interested in any of these or have any questions regarding our Resource Library; resource@erfp.ca. <p>8.2 All Committees</p> <ul style="list-style-type: none"> Mileage due by April 12th, 2019 Please hand mileage form in at any of the Town Hall meetings, if you attend. Only submit it once – Do not e-mail and courier it. Contact Kim Liddle at treasurer@erfp.ca if you have any questions.
Next Meeting Date	April 30 th , 2019 Board Room, CBO 4:30 p.m.
Adjournment	Meeting adjourned at 6:06pm

