

Public Relations Report

Valerie Lothian

Another year has gone by very quickly and a lot of hard work has been done by all members of the Executive.

Duties I performed this year included:

- attending the Education Weekend in October in St. Jacobs
- attending Governing Council meeting in January
- attending monthly Executive Meetings

In May I attended the Board's Budget meeting and presented a report to the Trustees on behalf of APSSP (copy of report on website).

As usual I am responsible for planning the local AGM and once again this year I have an array of prizes which I hope you will enjoy.

I would like to thank everyone who was able to make the Provincial AGM in May.

I would like to wish everyone a safe and relaxing summer.

Secretary Report

Janis Stewardson

As secretary on the executive, I am responsible for maintaining an updated APSSP Membership Directory, recording the minutes of our monthly meetings, attending our fall Educational Weekend and maintaining our local APSSP material. Most recently, in an effort to keep members as up to date as possible on the events and activities of their executive, I have distributed highlights from our monthly meetings to your discipline representative who will report these highlights at your discipline meetings.

As secretary my goal is to keep members as informed as possible, and it is to this end, that we are requesting that you provide us with a non board e-mail address so that you can receive important APSSP material and information quickly and efficiently. Please let me know if you have a change in address. I have enjoyed my participation in APSSP and continue to be impressed with the leadership, dedication and expertise demonstrated by all members of this executive. Thank you for continuing to allow me to serve in this position.



APSSP - a union representing student services professionals in school boards has enhanced recognition of the work of its professional members while advocating for the needs of the children, youth and families since 1975.

APSSP is a democratic union where each member has the right to attend and vote at the local and provincial annual general meetings.

The Dufferin-Peel Catholic District School Board chapter of APSSP currently represents the disciplines of Psychology, Social Work, Speech and Language Pathology as well as Child and Youth Work.

The following disciplines are represented province-wide:

Child and Youth Work * Psychology * Social Work * Speech and Language Pathology * Attendance Counsellors * Audiology * Communication Disorders Assistants * Community Relations Officers * Interpreters* Librarians * Orientation and Mobility Specialists * Occupational Therapy * and related professions

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Association of Professional Student Services Personnel

Dufferin-Peel Catholic District School Board Chapter

Annual Executive Reports June 2009

President's Report: Dan Milne

Once again this has been a busy and productive year for APSSP in Dufferin Peel Catholic District School Board. As well as the ten regular monthly executive meetings the following are additional activities that the President was involved in this past year:

- Assisted as a member of the local negotiating team that held meetings during the summer and fall of this school year successfully concluding with a collective agreement meeting the ministry imposed November 30th deadline. This included follow up work in ensuring that the professional development funds were sorted out and sent to the membership and the Board follows up with negotiated obligations.
- Two meetings with Board senior management and the union and association presidents.
- Two joint consultation meeting.
- Meeting with senior management and school principals to follow up on concerns related to the Urban High School Priority Grants.

- On going meetings with employee relations and human resources to sort out. additional issues related to Board reorganization, placement of staff, and benefits
- Three Executive Up-date reports were completed and forwarded to the membership.
- Facilitated a presentation to the trustees during budget deliberations (a copy of this presentation is available at the AGM and posted on the Dufferin Peel section of the APSSP website).
- Up-dated association communication with the purchase of a Blackberry for direct APSSP calls and e-mails to dufferinpeel@apssp.org
- Worked through one grievance that was settled after a Step 2 grievance meeting that included APSSP legal representation.
- 5 significant member issues were processed by the Association.
- On going consultation provided to members on a regular basis.

This represents the end of my most recent two year term as President of the Dufferin Peel Catholic Chapter of APSSP. I have appreciated the opportunity to serve the membership in this capacity and plan to stand for an additional term of office.

Chief Negotiator Report

Tim Jenkins

I have just completed my first full 2-year term as Dufferin-Peel Chief Negotiator. With our new 4 year (2008-2012) collective agreement being ratified by our membership on October 23, 2008, the 2008-2009 school year has been exceptionally busy and gratifying.

At the Provincial level, I attended the October educational weekend in Niagara Falls. I had the opportunity to hear a presentation by a representative from OMERS and participate in discussions with the negotiators of our other 8 APSSP chapters. Weekend Chief Negotiator meetings held in February and April focused primarily on issues related to the provincial and local bargaining process and the Provincial Discussion Table (PDT) Agreement. I had regular contact with our Provincial Chief Negotiator Glenn Webster, labor consultant Larry Robbins and benefit analyst Rob Crofts.

As a Dufferin-Peel member of our Provincial Governing Council, I attended the October and April meetings. I served on the Provincial Constitution Committee that made recommendations that were adopted at our recent Provincial AGM. I also had the privilege of being a member of the APSSP Provincial Reference Team that was involved in negotiations with the Ministry of Education.

In Dufferin-Peel, as part of my responsibilities as Chief Negotiator, I attend monthly evening Executive meetings. I serve on our Joint Consultation Committee and am the APSSP representative on the Benefit Review Committee and OMERS focus group. In addition, I have been involved in dealings with our Board on staffing placement, professional development funding, staffing enhancements, partnerships, PDT benefits, pay schedules, family of school re-organization, Swine Flu protocol, new member orientation and various personnel issues. Along with other members of our local executive, I have attended evening Board and Budget meetings. I often deal directly with senior administration in the Employee Relations, Human Resources and Payroll and Benefits Department.

I am extremely proud of what APSSP has accomplished in collective bargaining at the local and provincial level. Provincially, in the eye's of our employer's, union colleagues and particularly

the Ministry of Education APSSP is respected, has a voice and is a player. This is demonstrated by our leadership in the development of the PDT Agreement and our inclusion in the Support Workers Advisory Group (SWAG). We have done so because of the tenacity and perseverance of Vice-President of External Affairs Dan Milne and Chief Negotiator Glenn Webster, along with the unwavering support of our Provincial Executive, Governing Council and Provincial Reference Team.

At this point every Dufferin-Peel APSSP member should have received their copy of our new 4 year collective agreement. I would like to thank discipline representative's Janis Stewardson, Bruno Meffe, Edward Sutherland-Ward, Rick Townshend and Chapter President Dan Milne for the dedication, enthusiasm, patience, preparation and wit that they demonstrated throughout the negotiation process. In addition, to regular evening meetings, members of your team participated in weekend provincial meetings and summer negotiations. It is important to recognize those that have gone before us, who have laid the foundation for the positive and mutually respectful working relationship that exists between APSSP and management in our School Board. We should all be grateful for the contribution of previous Chief Negotiator's Pat Mason, Rick Townshend and Kathi Page and all others who have represented APSSP as Negotiation or Pay Equity team members. In addition, the contribution that we make in each of our 4 disciplines in supporting at risk students is a testimonial to the value of our services.

Although APSSP has accomplished a great deal in the recent round of negotiations our work is ongoing. In accordance, with the PDT Agreement we are fortunate to have included in our new collective agreement: 1.) Staffing Funding Enhancements for 2009-2010; 2.) Benefit Enhancements in 2010-2011; and 3.) Inclusion in the Support Workers Advisory Group (SWAG). In addition, negotiated items included as Letters of Understanding or Letters of Intent will require action or monitoring throughout the duration of our agreement. Although this is primarily the responsibility of the Chief Negotiator and the APSSP Executive we all have a role to play. It is the responsibility of all to ensure that our collective agreement is followed and that any violation is reported to an APSSP executive member. While there are just over 3 years before the expiration of our agreement it is never too early to look towards 2012 and our next round of negotiations. As we do your input, feedback and concerns are always welcome.

V.P. Grievance Report

E. Sutherland-Ward

The position of V.P. Grievance for the Dufferin-Peel chapter of APSSP became available in October, 2009. As a former member of the recent negotiations team chaired by Tim Jenkins, the position provided a significant opportunity to monitor the implementation of the new collective agreement while participating in discussions at the executive level for such purposes. As an APSSP executive member and Speech/Language Pathology representative I have promoted improvements in communication with membership, and have assisted with developing a member brochure which will be distributed annually as each new school year begins.

Vice President External Affairs Report

Kathi Page

This was a new local position for Dufferin Peel this year and was intended to mirror the similar position on the Provincial Executive. The Provincial Framework Agreements that were developed last spring and fall resulted in a variety of new language in our collective agreement, including staffing, benefits, and partnerships. The government also set up two committees with a broad selection of union members and APSSP is being represented through our Provincial executive. As a result, there are new initiatives on the way but they have not yet been finalized or released so we are still somewhat in a holding pattern until we have clear guidelines as to expectations. This could become a very important foundation for the provision of services to students and families in the future.

My role involved attendance at the APSSP planning weekend in Niagara Falls, October 25-6. I have also attended a Governing Council meeting in January of this year with a number of other APSSP executive members on your behalf. To-date I have acted as Speech/Language representative at two Joint Consultation Meetings, where significant discussions around follow-up to the recent collective agreement occur on a regular basis.

It has been a pleasure to have served the APSSP executive during this past school year, and with regret that I will be unable to continue to serve on the APSSP executive for the second year of this term. I would like to thank the APSSP executive and the membership for the warm welcome received. Please accept my most sincere wishes for a healthy and rest-filled summer. I look forward to learning of developments in APSSP's involvement provincially and locally.

In the meantime, we have begun to meet with the board around specific issues and proposed partnerships both through Joint Consultation and additional meetings. We have been advocating very strongly on behalf of our members and their expertise in the school setting to work with kids and the problems they present. We have a connection to the students as well as the school system that gives us a real advantage and on the spot availability (if there were ever enough of us to do all the things that need to be dealt with or could be done).

I have continued to attend monthly SEAC meeting as an observer as well as the less frequent Catholic Partners and some board meetings. SEAC is especially interesting as it involves parent members of the major special education groups (LD, Community Living, Autism, Easter Seals, Epilepsy, ABC, Views, Voices, etc.) as well as DP staff. Presentations regarding programs and initiatives are made, there are work groups that give input, and the board has already made two budget explanations for SEAC to review. It is also an opportunity to hear first hand from parents about their concerns as well as their appreciation for the services provided for their children. They continue to be important supporters of all our APSSP groups and there are numerous opportunities to share information about our work.