

Labour Management

Meeting Notes ~ March 11, 2010

Attending: Paula Annear, Stacey Delaney, Marlene Hunt, Julia Gaudet, Shawna Quinn, Adrian Smith.

- 1) Acknowledgement of resolution to concerns addressed at previous Labour Management Meetings. Letters to parties involved sent and received
- 2) Union representatives have been receiving notice of assignment competition results. The list will continue to be sent out every three months by HR.
- 3) Recent requests from two EAs for paid leave of absences. Three weeks of unpaid leave was granted in one case and three days of paid leave in addition to two days of unpaid leave was granted in the second case. It is the intent to have Paula and Julia receive and respond to these requests, once the details of the transfer of HR duties are confirmed.
- 4) EA Evaluations - The union questioned a copy of an EA evaluation form that is being used but that differs from the agreed upon form. The form includes changes in the evaluation period from biannually to annually and a leave summary section. Paula will look into this as we are not aware of changes to the evaluation form being made or approved.
- 5) 3.5 hr YSW at Stonepark – The temporary 3.5 hr position at Stonepark was explained as one that is a very unusual situation in which the Dep't of Education provided additional funding to provide a physical support position to enable a volatile student with Autism to safely attend school. This position was not identified as YSW or EA, instead, it depended on who was physically able, trained and prepared to serve as a physical intervener with the student. We have received confirmation from the Department that funding will continue as long as the student is able to safely attend, the YSW-trained individual currently in the role will now be offered a contract reading, "... for an indefinite period of time". This explanation will be brought back to the executive and followed up if they feel it is necessary

6) Feedback on banked hours – Adrian sharing that comments from principals have been very positive about the ability to bank hours and in turn, include EAs and YSWs in afterhours planning meetings. It has been very beneficial to students to have EA and YSW input at case meetings.

Only one or two exceptions where EAs have expressed concerns but are not prepared to identify the people or circumstances involved. Adrian will remind principals that while interview days are an appropriate time to pay back days, PD days are not.

7) Time lines around assignments: All agreeing that we would like to adhere to the target deadline of June 11th - but recognizing that with the unknowns surrounding Kindergarten planning, this may not be possible. The tentative time lines are as follows

June 4th pick up assignment listing

June 7th 9:00 am previewing meeting

June 9th Letters go out to schools

June 10th Letter arrive in schools

*Details about the distribution process to be determined at the next LMMeeting

8) PD Day - all planned for April 9th at Stonepark. Julia has met with Pam Clements and Kelly Watts. The format is a key note with several shorter concurrent sessions. Julia suggested that tokens of appreciation be purchased from the PD fund for the EAs who planned the event and all agreed this would be appropriate. Use and allocation of PD funds will be on the agenda of the next LMMeeting.

Next meeting May 5th at 2:00 pm.