

Newsletter Spring 2022



Message from Your President

Hello Everyone!

What a year!! The 2021-2022 school year has proven to be a daunting one for many of us and it makes me hope you are paying attention to the many positives in your day. The colleague who smiled at you, the student that felt better because you spent time with them, the bright sunshine, the cleansing rain. I have started the practice of a nightly gratitude ritual, pairing what I am grateful for with each letter of the alphabet.

Here is my list for you:

- **A**PSSP
- **B**ehaviouralists
- **C**ollective agreement
- **D**aylight
- **E**lections
- **F**amily
- **G**rievances
- **H**oliday weekends
- **I**phone
- **J**ustice
- **K**indness
- **L**anguage (and speech) pathologists
- **M**embership
- **N**ature
- **O**penness
- **P**sychometrists
- **Q**uestions
- **R**elationships
- **S**ocial workers
- **T**ruancy Officers (aka attendance counsellors)
- **U**nions
- **V**acation
- **W**eekends
- **eX**periences
- **Y**oung people
- **Z**ero (how much math I had to do today!)

I am not sure what your practice is, but I hope you take some time to soak in the positives. If you aren't experiencing any positives in your work, feel free to reach out to your union to talk about ways to make this better. As we ease into the end of the school year, please know I am thinking about each of you and hope you are doing well. Take care of yourself!!

In Solidarity,
Cathy

Welcome!

If you have ideas for content or would like to share exciting news with the chapter (e.g., engagement, wedding, birth, team news), please email **Virginia Cooper, VP Public Relations** at apsspsimcoepr@gmail.com.

All previous editions of the newsletter can be viewed in the member's section of the APSSP website <https://apssp.org/member-login/>

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Executive Spotlight: Colleen-VP Negotiations

Hello Simcoe APSSP Members

It's my turn to introduce myself as one of the executive members of our chapter. I grew up in Keenansville, a hamlet outside of Hockey Valley, in a blended family with a grand total of 6 children. My mom worked as a social worker, so the apple didn't fall far from the tree. But my executive role as the VP Negotiations is perhaps a nod to my dad who's a lawyer. I was a student at two Simcoe County schools, Adjala Central Public School and Banting Memorial High School. I grew up loving competitive gymnastics and working as a lifeguard. In high school I also proudly joined the curling team and competed in the University of Waterloo math competitions. But please- no payroll questions because that's out of my scope HaHa. After high school I studied Psychology at the University of Guelph and went on to complete my Master's in Social work at U of T.



Executive Spotlight: Colleen-VP Negotiations
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I spent a lot of time as a research assistant for professors and had a very interesting social work job at a Residential Treatment Facility for Youth prior to joining the board.

Nowadays I can likely be found in a hockey arena cheering on my two young boys: Wesley (grade 3) and Beau (grade 1). The boys and I had a staycation over the March break down in Toronto doing all things hockey. We are making the best of these cold winter months, but all dreaming of the poolside and ice cream this summer.

As the VP of Negotiations, my role includes acting as the lead for the Labour Management Committee. We meet 4 times per year with the Board to raise concerns, provide feedback and problem solve issues as they arrive. Agenda items brought to these meetings impact more than one member and usually more than one discipline. Please feel free to reach out to me if there are things bubbling up that you're wondering would be appropriate to table.

As we all know, our current collaborative agreement expires this August. Central negotiations are projected to start in June. Stay tuned for more information from me to hear how you can have your voice heard.

Chapter News

Siobhan Ducette, ABA Coordinator, welcomed Perrie Emilia Maeve Ducette 5 days early on March 21, 2022 weighing 6lbs1oz. Mom, Dad, and big brother Elliott are all thrilled she has completed our family.



Equity Diversity and Inclusion

On my lunch hour I often watch TedTalks. They are meaningful, inspiring and brief!! I listen to the stories and perspectives of people who have different experiences than in order to continue my education into anti-racist, anti-oppression allyship. My education is my responsibility, so I am open to all opportunities to learn to do better. I am wanting to share this TedTalk with you because it made me think about how important it is not to "get someone's pronoun right" but to fully see people for who they are. To acknowledge and own my mistakes and to do better. Please find a few minutes and check this one out: https://www.ted.com/talks/ash_beckham_when_to_take_a_stand_and_when_to_let_it_go

I am interested in knowing your thoughts on this TedTalk, so please feel free to reach out to me and share.

Cathy

If you have a favourite resource you would like to share to highlight Equity, Diversity or Inclusion in a future Newsletter please reach out to Viginia Cooper!

Thinking of You!

We know this has been a very difficult year for many APSSP members. For everyone who is on leave, we just wanted to let you know we are all thinking about you. We hope you are taking care of yourself. If there is anything APSSP can do to support you please reach out to Christine Seeburger at appspsimcoegrievance@gmail.com.

Quiz

In the Winter 2022 edition of the newsletter, we had our first quiz. Congratulations to Joanne Parks, Michelle Beatty, and Natasha Staziuk who were our winners. To recap, the questions and answers were as follows:



1. When is the last day of work for 10 month 10 day employees during the 2021-2022 school year? 5 days after the last day of school, which is July 6, 2022 (see NM 26 for full details)
2. When does the current collective agreement expire? August 31, 2022
3. Where can you find the collective agreement? For a bonus answer, where is a second location to find the collective agreement? SCDSB staff website; APSSP website-member's section (have you registered yet?)
4. For 10 month employees (permanent), when is vacation pay paid out? June
5. What does article 15.3 say? (and I apologize, it was 15.03, but the winners interpreted my mistake) A full-time employee will work Monday to Friday with a workday of seven (7) hours between the hours of 7:30 a.m. and 4:30 p.m. exclusive of a sixty (60) minute unpaid break. The work week for a full-time employee is thirty-five (35) hours. Hours of work will be based on the operational requirements as deemed by the board. In exceptional, non-regular circumstances, employees may be permitted to take thirty (30) minutes of their lunch break at the beginning or at the end of their workday. Prior approval is required by management and will be based on operational needs.

Like in the winter, the first three people to correctly answer all 5 questions will win a prize. Please email your responses to Virginia at: appspsimcoepr@gmail.com

1. Per Numbered Memo 26, what is the tentative return to work date for 10-month and 10-day staff for the 2022-2023 school year?
2. What does article 10.01 say?
3. For temporary employees, how is vacation pay paid out?
4. Is lieu time permitted? If yes, what are the requirements?
5. Which APSSP members signed our most recent collective agreement?

Recipe

Level: Easy
Total: 15 min
Prep: 15 min
Servings: 4

Ingredients:

- 1/2 cup fresh orange juice, plus 1 teaspoon zest
- ¼ cup fresh lime juice, plus 1 teaspoon zest
- 2 tablespoons honey
- 1 teaspoon ground black pepper
- Kosher salt to taste
- 1 jicama, cut into matchstick pieces
- 4 cups watermelon cut 2-inch chunks
- 1/3 cup roughly torn fresh mint leaves

Directions:

Whisk together juices, honey, pepper and salt in a large bowl. Add the jicama, watermelon and mint and toss to coat.

Jicama and Watermelon Salad (Bobby Flay)

