



Association of Professional Student Services Personnel

PROVINCIAL NEWSLETTER

April 2008

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From the Editor . . .

Nancy Begin
APSSP Vice-President of Public Relations

This is the second and last newsletter for the school year 07/08. As my term comes to an end, this is also my last newsletter as editor. Four years ago, Lilli Jones, from the Toronto chapter, told me that one of my responsibilities in my role on the Provincial Executive would be to produce a newsletter 3 times throughout the school year. I remember feeling so nervous and thinking there was no way I could do it. Well, with support from my colleagues, I was able to meet that expectation and make many changes along the way. I am very proud of the newsletter and even though I still get anxious when I



Provincial Executive

President	Georgia Steinhart
Treasurer	Rick Townshend
Secretary	Marieke Favrod
VP Negotiations	Glen Webster
VP Public Relations	Nancy Begin
VP External Affairs	Dan Milne
VP Grievance & Constitution	Carmela Diano

APSSP PROVINCIAL CHAPTER MEMBERS

- ▶ Bruce-Grey Catholic District
- ▶ Dufferin-Peel Catholic District
- ▶ Durham Catholic District
- ▶ Halton Catholic District
- ▶ London District Catholic
- ▶ Niagara District
- ▶ St. Clair Catholic District
- ▶ Toronto Catholic District
- ▶ Waterloo Catholic District

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Executive Reports

Provincial President

Georgia Steinhart

After such a cold and snowy winter, I am sure that APSSP members are taking great delight in the first signs of Spring. The weather made the winter term a very challenging one, especially for members whose work assignments involve travel to several locations.



For Provincial APSSP, the Spring term has brought us to the concluding phase of an unexpected opportunity and challenge posed by the Ministry of Education. In December, we learned of the Ministry's intention to extend the process of establishing a Provincial bargaining framework, which had begun with teachers in the last round of negotiations, to "education support workers" (e.g. school secretaries, caretakers and non-teaching professionals like ourselves). The purpose of a Provincial bargaining framework is to avoid labour disruptions in the education sector by achieving agreement between school boards and unions on a set of Province wide issues before local bargaining of Collective Agreements begins. The Ministry of Education involvement ensures that the necessary funding will be available for whatever agreements are achieved during the provincial level discussions.

The Ministry's initial plan was to include only OSSTF and CUPE in these Provincial bargaining framework discussions for education support workers; thereby leaving workers belonging to the other 12 unions unrepresented. While none of the 12 unions were happy with the Ministry's initial plan, I think it is safe to say that APSSP, along with the Coalition of Education Assistants, was in the forefront of articulating why this plan was unacceptable. APSSP's actions involved submissions to the Ministry, identifying allies among trustees and school board management who supported APSSP's inclusion and finally a meeting with the Minister of Education.

I am very pleased to report that we have now achieved full involvement in the Provincial bargaining framework discussions, and APSSP members can be assured that their interests will be represented. I want to express my deep appreciation to Dan Milne and Glenn Webster for their excellent advice and hard work in bringing about this positive outcome. Thanks to the diligence

of our Treasurer, Rick Townshend, APSSP is in excellent financial shape to meet the challenges of this Provincial process and the local bargaining which will follow.

APSSP has continued its information sharing, as appropriate, with the Professional Student Services Personnel sector of OSSTF. Since we have many objectives and concerns in common with that group, we are hopeful that our good

relationship will work to our mutual advantage during the Provincial bargaining framework discussions. The events of the past few months have also allowed APSSP to make connections with other unions representing education support workers.

Within APSSP itself, we are very pleased that we have added three professions to the APSSP roster: Occupational Therapist and Interdisciplinary Support Worker in Niagara, and Orientation and Mobility Specialist in Durham. As a Provincial Executive, we are continuing our visits with Chapters, and we are looking forward to dinner with the Halton Chapter Executive in April.

In January, Governing Council approved the new APSSP Legal Services Policy. This document sets out the circumstances under which APSSP may choose to provide limited legal services, beyond what is strictly required under the Labour Relations Act, to individual members in matters directly related to their work as APSSP members. I would like to thank Carmela Diano for her leadership within the Provincial Executive in bringing this document to its conclusion. We also benefited greatly from the opinion and background information provided by Larry Robbins, our Labour Consultant.

Please plan to attend the APSSP Annual General Meeting on Thursday evening, May 15th. All members will soon be receiving a mailing with details of time, location and agenda for the evening. Our very efficient Secretary, Marieke Favrod, has worked hard to ensure that the APSSP membership list and mailing addresses are as up-to-date as possible. This year, Annie Kidder, Executive Director of People for Education, will be our keynote speaker. The evening will also provide an opportunity to socialize with professional colleagues from other Chapters, an excellent dinner and gifts for all who attend. Last year, the Provincial Executive was delighted to welcome our largest turn out ever, and we

hope to repeat the experience this year.

At the AGM, elections will take place for three positions: Vice-President, Grievance & Constitution; Secretary; and Vice-President, Public Relations. Nancy Begin, our current V.P., Public Relations, is completing her second and final term. All of you who read this newsletter or who have attended an AGM have sampled her creativity, enthusiasm and superb organizational skills. Nancy has always made herself available to assist Chapters with their P.R. functions. With her good common sense, she has been a highly valued contributor to Provincial Executive discussions. Nancy will be leaving the P.R. portfolio in excellent shape for her successor.

Editor's Letter *continued*

have to get everything ready and in on time, it has been a wonderful experience and an accomplishment. I would not have been able to do it without the expertise and creativity from Peter Nogalo. Peter is the person who sets up the layout once I send him all the information. When it is ready and we have gone over the rough draft, he sends it off to the printer. Peter has been a valuable asset to the new look of the newsletter from the colour to the type of paper it is printed on. So, a big thank you goes out to Peter for keeping me on track and giving our association a professional newsletter. I would also like to thank all those members who have made contributions to the newsletter over the years. It is those articles that help to make the newsletter informative and interesting.

It will be quite a different experience next fall when I will be totally relaxed while waiting for the Oct. edition of the newsletter. Please continue to send in your chapter news and any interesting articles to the new Vice President of Public Relations.

Thank you and Enjoy!

Vice- President of Negotiations

Glen Webster



Hello everyone. It's been a busy time since the chapter chief negotiators and grievance officers met at St. Jacobs on February. We had a presentation from Larry Robbins which continued the theme of getting started and the steps following. By now pretty well all chapters have surveyed their members through mail in questionnaires, e mail, meetings or in the smaller chapters by word of mouth. All chapters have a negotiations team and have had about 2 meetings. Some have had initial meetings with Larry.

I have e mailed the 4 electronic Collective Agreements that I have to all chapters. I'd really appreciate the other 5 letting me have an electronic version so we can put them all on the APSSP website. Larry's presentation has also been e mailed to all to use as a template.

Rob Crofts has done a comparison of the 9 APSSP benefit packages and will be speaking to that subject in St. Jacob on the 26th April. Again it will be relevant to negotiators and grievance officers for obvious reasons. At that meeting your input is needed for both current negotiations and feedback on any glitches or unknowns in the maintenance of your benefits.

The most interesting news is around provincial bargaining which Dan and Georgia as well as I, will refer to in our reports from our various perspectives. At the time of printing of this newsletter, APSSP is one of the Provincial unions meeting with Ministry of Education staff and representatives of trustees and management. We have a negotiation table team and a backup resource team including 4 members of our Provincial executive and 3 chief negotiators from Dufferin-Peel, London and Toronto. Larry Robbins is our consultant member. Since the bargaining must remain confidential we can only inform local chapter teams on a need to know basis or whatever we are allowed to share.

I would like to thank each of the chapters for feedback received following our last meeting at St. Jacob and say that the feedback was incorporated into our Provincial demands. Since this process is new to APSSP and to school boards, it is too early to say how useful or effective it is. It is however true to say that we are the mouse that roared.

Please do not hesitate to contact me on any matter at any time at 647 229 0233 or glenn.webster@sympatico.ca

See some of you at Governing Council on 12th April.

Vice-President of Grievance & Constitution

Carmela Diano

Another year has come and gone – almost! I look forward to the opportunity to being able to continue on in another term as Vice President – Grievance & Constitution. As always, I would like to thank all APSSP members for their on-going support.

This has been a busy year for grievance issues and/or related matters, some small and others a bit more complex. Never the less, we persevere through our dealings and continue to work hard. The team effort that is found throughout all local chapter executive members is exemplary and makes it that much easier in working towards resolving the various work related issues. I applaud all those that spend their time and efforts in this area as our continued persistence makes a difference for all of us currently in the workplace and all those to follow. I would also like to acknowledge the expertise of Larry Robbins (our Labour



Consultant) and our lawyers that continue to guide and direct us as needed.

Grievance Officers and Chief Negotiators had met in St. Jacobs on February 16, 2008. We had an opportunity to work on pertinent negotiating issues as well as review some grievance related matters. We will be meeting again in St. Jacobs on April 26, 2008.

Don't forget to visit our website at www.apssp.org. The Constitution can be easily accessed here. Once again, the Constitution Committee has met to discuss issues that needed to be addressed. During this process we have prepared some changes. These changes will be presented at our Annual General Membership meeting on May 15, 2008. I look forward to seeing you all there.

Feel free to contact me if you have any questions, concerns, or if you'd like to provide me with any feedback. Remember that we all have rights, so exercise them! As we approach the end of the 2007-2008 school year, I want to wish everyone a healthy and safe summer holiday!

Provincial Secretary

Marieke Favrod

My second year as secretary of APSSP Provincial has been busy and productive! We hosted another very successful Educational Weekend in Niagara Falls this past October, which provided members of the nine chapter Executive Committees across Ontario with the opportunity to meet with colleagues from other chapters and learn about topics including risk management, the lead-up to negotiations and professional liability insurance. I enjoyed meeting with secretaries from many chapters of APSSP to discuss the responsibilities of our portfolio.

Watch your mailbox for your invitation to the APSSP Annual General Membership Meeting, which will be happening on Thursday, May 15, 2008. The AGM is



a great opportunity for members from all APSSP chapters to come together. Don't forget to mark this date on your calendar and join your colleagues for a delicious meal and an informative and interesting keynote address. As always, there will be fabulous door prizes as well as gifts for all attendees.

The secretary of your local chapter of APSSP has been busy collecting updated information for inclusion in the APSSP Membership Directory. This information will be used to mail your invitation to the AGM, and allows APSSP to communicate with you directly about other important information and events. As always, your personal information is held in strict confidence and is never shared with any person or agency outside of APSSP's local and provincial Executive Committees. If your address has changed recently, please remember to inform your chapter secretary. Thank you for helping us to keep this information current.

Vice President of External Affairs

Dan Milne

As you are aware the position of vice president of external affairs was newly created in our constitution at the last annual general meeting. The tasks that flow from this position will continue to evolve.

APSSP has achieved the goal of increasing our profile with the Ministry of Education. As of the printing of this newsletter there are very few senior ministry officials who would not be aware of APSSP and the significant role we have in advocating for our members and the students and families we serve.

Our fall meeting at the Ministry was followed by a meeting that occurred in February between our President, the Minister of Education and a few of her senior staff. The February meeting was focused on the role APSSP will play in the development of the provincial wide framework to guide this round of negotiations.

The presence APSSP has achieved at the Ministry of Education did not come without a significant amount of work by a number of members of your provincial executive. It included many letters, e-mails, and connecting with other union and associations, particularly the Ontario Catholic School Trustees Association. Like all lobbying efforts it meant a number of strategic decisions and late night phone calls. A busy time indeed!

Both Georgia and Glenn will reference in their reports the fact that APSSP at this point in time has developed and delivered to the Ministry a list of APSSP priorities for consideration in developing the province wide negotiation framework. My role will be to



continue to ensure that APSSP is treated fairly and equitably by the Ministry of Education recognizing our significant role in representing professional student support service staff in a number of school boards across the province.

In December I had the opportunity to participate in the OSSTF sponsored research focusing on understanding and articulating the value and effectiveness of school based professional student support services. This involved a full day facilitation session. By the time you receive this

newsletter you may already have read some press releases related to this research. APSSP assisted with this project in gaining access to some of our Boards, allowing the research to reflect a wider perspective.

On January 9th Georgia, Glenn and I met with Leon Brummer, APSSP provincial consultant on education funding. He has an understanding and perspective on education financing which should be an assist to our chapters as we move towards negotiations.

Over the past few years APSSP provincial has benefited from communicating with our PSSP colleagues in OSSTF. On January 24 we had the opportunity to meet once again with the elected president of the PSSP sector, the executive assistant from provincial office and a member of the PSSP sector executive. This afforded an opportunity to discuss issues of joint interest and the possibility of pursuing some joint initiatives.

As the vice president of external affairs I have also had the opportunity to communicate with professional support staff in Boards who do not have the benefit of being in a union. They appreciate the opportunity to receive information and additionally it allows them to reflect on the value of affiliation with APSSP.

Provincial Treasurer

Rick Townshend

Once again, I am pleased to report to the membership that for the Budget year 2007, APSSP has realized a significant surplus and we remain in a sound position financially. While increasing our financial commitment to local Chapters via increased Chapter rebates, increasing some expense allowances and dedicating more resources to the Strike Fund we still have been able to achieve a significant surplus for the year 2007. The primary reason that this has been possible is that our expenses in the Professional Consulting category were down



once again this year. It is anticipated however that our expenses in this category will be increased this year as most of our Chapters will either be in negotiations or just beginning too.

A more detailed accounting of our financial picture will be shared with the membership at our Annual General meeting which will take place in May of this year. At that time, the Budget for 2008 which was ratified at the

January "08" Governing Council meeting will be presented to the membership.

I look forward to seeing many of you at our Annual General meeting this year. This is an opportunity for you to come out and support the many people of this organization who work so hard throughout the year on your behalf.

APSSP Governing Council

The Governing Council of APSSP consists of representatives from all the chapters and manages the affairs of the Association. One of the representatives from each chapter must be the President and depending on the size of the chapter, additional executive members are also in attendance. Governing Council meets 3 times per year. Each chapter is responsible for providing an updated report. As well, each portfolio in the Provincial Executive provides a report. As the managing body of APSSP, issues are discussed and decisions are made which will benefit the members and Association as a whole.

Here are some familiar faces from the most recent Governing Council meeting held in January 2008.



When Conflict Happens: *By Georgia Steinhart*

As professionals, we are encouraged to debate issues of concern about our professional services, about our obligations to the school boards for which we work, and sometimes about the appropriate way to handle a challenging situation involving a client. Professional colleagues will sometimes disagree on these matters and occasionally they may disagree very strongly.

When those strong disagreements occur, the APSSP Code of Membership Conduct, found in Article 27 of the APSSP Constitution, helps us understand our obligations as APSSP members. Article 28 guides our actions should we have a serious complaint against another APSSP member. The APSSP Constitution can be accessed on the APSSP website at www.apssp.org. Of course, nothing in Article 27 or 28 overrides our reporting obligations under the law or under the regulations of our Professional Colleges.

The APSSP Code of Membership Conduct directs that members shall strive to conduct their responsibilities in a fashion that will not negatively affect their clients or the membership of the Association. Each member shall display respect for the work of all members and all disciplines. Members shall refrain from public criticism of their colleagues. When sitting on Board or Association committees, members shall respect the viewpoints of fellow members who represent the various disciplines within the Association.

APSSP professionals provide very important services to the students in our care. However, we are inevitably a small minority within a school system. If we want our teaching colleagues to respect and value what our professional perspective can bring to education, we must always demonstrate that same respect for each other.

Vice-President Public Relations

Nancy Begin

As I reflect back to the October Planning weekend in Niagara Falls, I am reminded of how quickly time goes by. It was great to get together with the chapter PR reps to share information and get caught up on PR events.

At that time, I also gave a sample Welcome package which can be distributed to new members. I continue to provide support and items to all the PR reps for their chapters. I am busy getting everything ready for the AGM and look forward to seeing many of you there.

It is strange to think that this is my last report for the newsletter. Four years has gone by very quickly. I am grateful to have had the opportunity to be on the Provincial Executive. I have learned so much about APSSP and all the work that the Provincial Executive does on behalf of our members. I must first thank Lilli Jones from the Toronto chapter, for having faith in me and helping with the transition of moving into the position. It really made a difference to know that



she was there to answer my questions and guide me in my duties. As I became more familiar with my portfolio, I had an incredible amount of support from past and present members of the Executive. There are many people to thank....Linda Booker, Rick Townshend, Tim Jenkins, Georgia Steinhart, Joe O'Connor, Glenn Webster, Carmela Diano, Marieke Favrod and Dan Milne. What a wonderful group of hard

working dedicated people! All of you have been supportive and I have appreciated it so much. Thank you!

This position is certainly a busy one and I will offer my support to the new Vice President of Public Relations in an effort to assist with the transition. I know from personal experience how helpful it is to have someone available to answer questions and provide guidance along the way.

I am not saying good bye because I know I will see many of you at our AGM and other APSSP functions. Take care and once again thank you so much for your patience and support.

Educational and Planning Weekend,

The Planning Weekend was enjoyable and educational, giving APSSP members an opportunity to learn about 2 very important topics. Kate Hughes, one of our lawyers, made a presentation on Risk Management. She gave very clear, concise information on what to do if a member is being investigated or charged in regards to an allegation made by a parent or student. It is imperative that a member not give a statement to anyone and should confer with a lawyer and a representative from APSSP before doing so.

Larry Robbins was our second presenter. Larry made a presentation on How to Prepare for Negotiations. This information was crucial for all our members especially at this time as contracts will be expired at the end of this school year and negotiations will be taking place in each chapter. As usual, we were able to get together with colleagues from each portfolio to share ideas and offer support for specific issues. It is the only time throughout the school year that we have this opportunity to meet the executive members from each chapter.

Marieke Favrod provided a brochure which outlined information about professional liability insurance and the importance of acquiring private insurance coverage.

Thanks to Marieke for all of her work in making the weekend a success!

Our next Planning Weekend will be held on Oct. 25 and Oct. 26, 2008.



Kate Hughes,
Guest Speaker



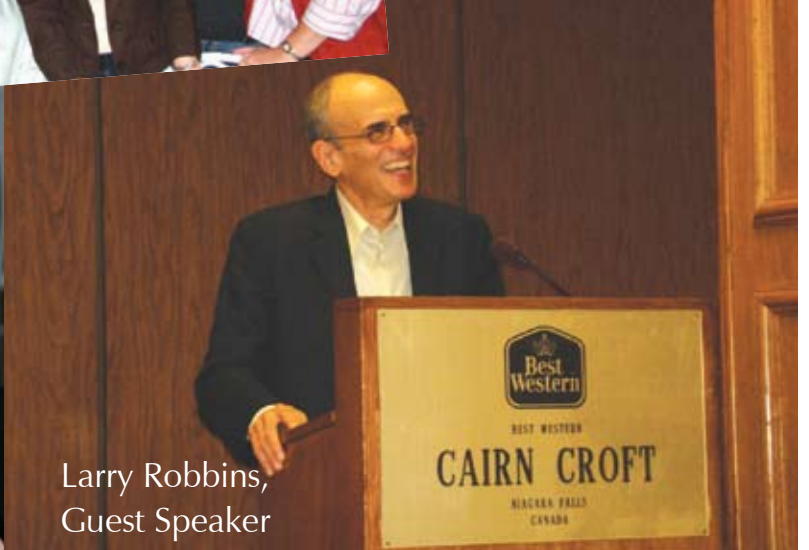
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Niagara Falls, Oct. 27 - 28, 2007



Larry Robbins,
Guest Speaker

APSSP Web-Site to the Rescue:

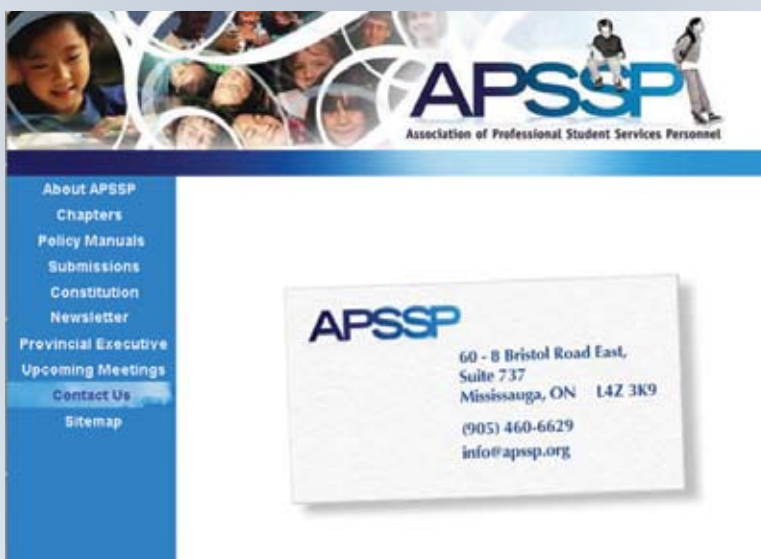
by Dan Milne

As many of our members may already know APSSP has a functioning and informative website. Make sure you check out apssp.org.

In addition to being informative the website can prove to be a useful tool when we need to communicate to the membership in a timely and detailed fashion. Dufferin Peel Catholic Chapter members learned this first hand when they needed direction from the union regarding their work obligations in the face of a potential strike by the Board Occasional Teachers.

The Dufferin Peel executive were able to secure permission from Board management to send

a notice on Board e-mail to the members encouraging them to check the APSSP website for information on their work obligations during a strike. By putting the message on the APSSP site we were able to deliver it in a way that not only gave clear direction regarding the membership's legal obligations but in addition added helpful messages on how to be supportive to our occasional teacher colleagues who are members of OECTA.



All APSSP chapters should remember that the website can be used as an effective source of information about APSSP as well as a tool to disseminate information.

Lucky . . .

Christmas came early for Paul Carlisi, Psychology Dept. - Toronto Chapter. He and three co-workers struck it big with Lotto 649, joining an exclusive group who are doing the 'happy dance' on a regular basis. Paul is still uncertain as to what he will do in the future, but one thing is for sure, the freedom to choose, whatever, is certainly an option! Congratulations, Paul and Enjoy !



The Importance of Private Professional Liability Insurance: *By Marieke Favrod*

Many of us assume that the liability insurance provided by our employer will be adequate to protect us, and so it may come as a surprise that there are many instances in which this coverage may not be adequate. For example, the liability insurance provided by your employer may not safeguard you in the event of a civil suit for actions that took place in the course of your work, or for a complaint made to your professional association or college. It may not cover you if you are charged with a crime related to your work, or for complaints and investigations by Children's Aid. Every APSSP member should be aware that their employer's liability insurance may not provide them with adequate protection should they ever need it.

In the course of our work, professional student support personnel (including psychologists, psychological associates, social workers, child and youth workers, speech-language pathologists, audiologists and communication disorders assistants) may encounter situations in which we are vulnerable to the possibility of lawsuits, and may be held responsible by clients for malpractice, mistakes or errors arising from our professional work. When you are an employee of a firm, e.g. a school board, your employer is responsible for your actions. However, should the limits of your employer's insurance be insufficient to meet the settlement of a claim in which you are a co-defendant, your personal assets could be at risk. Private professional liability insurance provides for your legal defence and protects your personal assets by ensuring that there are adequate funds available for settlements and compensation.

An employer's legal representation and insurance coverage are in place to protect the employer from liability, and to protect the best interests of the employer first and foremost, regardless of whether those interests are in conflict with the employee's. Private professional liability insurance protects you; it covers you in the case of an error or negligent act and ensures that you have personalized legal assistance and protection from liability exposure. APPSP strongly encourages all members to consider obtaining private insurance coverage.

SOURCES OF PRIVATE PROFESSIONAL LIABILITY INSURANCE:

Psychology:

McFarlan-Rowlands Commercial Insurance Brokers Ltd. (1-877-679-5440) (CPA, OPA or OAPA members)

Speech-Language Pathology & Audiology:

AON Reed Stenhouse (1-866-488-3521) (OSLA members) / LMS ProLink (1-800-663-6828) (CASLPA members) / Sinclair-Cockburn Financial Group (1-800-328-7887)

Social Work:

AON Reed Stenhouse (1-866-488-3521) (OASW members)

Child and Youth Work:

Halifax Insurance/ING Canada (1-888-367-7193) (OACYC members)

CELEBRATING THE LIFE OF DR. MARLENE

(MARDI) RIDLEY: *April 12, 1952 – January 23, 2008*

In January 2008, the members of the Dufferin-Peel chapter mourned the loss of a valued colleague and friend. Dr. Marlene Ridley, better known as Mardi, psychologist extraordinaire, died after a valiant battle with cancer. Mardi spent her entire professional life, 26 years, advocating for the children, youth, teachers, and APSSP colleagues of Dufferin-Peel. She provided psychology services to hundreds of children and youth, always working with thoroughness and careful attention to detail, to ensure that she devised the best possible program for them. She provided counseling and other support services to many troubled and hurting students. Mardi freely gave away her professional knowledge. She spent countless hours of her own time developing program recommendations and important strategies for parents and students.

She also shared her expertise willingly with colleagues. Remember that ISA time? Mardi spent many hours devising templates that could be used for ISA reports. She willingly shared workshop materials, useful strategies, and resources with anyone who wanted to use that information to help students. Psychology staff who are presently working in the Brampton and Orangeville schools that Mardi serviced have commented that school staffs continue to talk about Mardi's dedication, support, and advocacy for students.

Mardi gave freely of her time to APPSP. She participated on several contract negotiating teams, and was an experienced chief negotiator. She participated on APSSP and Board committees. She supported her colleagues. In turn, she was loved and respected.

Mardi worked hard and long, but she had the wonderful ability to maintain balance in her life. She loved the outdoors. She was happiest in a



canoe, on a trail, or setting up a campsite. She had many interests – canoe tripping, snow shoeing, and lawn bowling. She shared her interests and love of nature with her husband Ned, her family, her friends, and her friend's children. She had an eye for beauty, both in nature, and what she could create herself, and surrounded herself with what was beautiful in her world. She

was a talented artist, making soapstone carvings, silver jewellery, sketches, and paintings. Her faith was the core of her life, and here too she shared her gifts with others. She loved writing stories and plays for her Sunday School classes, and writing music for the church choir that she directed.

Mardi will be lovingly remembered as an honest, funny, reliable, selfless, loyal, and good friend, colleague, sister, aunt, and wife. She always thought of others, and put their needs ahead of her own. She lived her life caring for her family, caring about and for others, knowing that she was a respected professional, and living her faith. She accepted her illness without bitterness. During the last year and a half of her life she took every opportunity to tell people how blessed she was to have them in her life. But we were the ones who were blessed to have had the opportunity to share in her life and to have her share in ours. Her last message to us is one that we want to share with all our APSSP colleagues. "Keep supporting and inspiring others as you did me. Take good care of yourselves, and keep caring, working, and fighting for the children."

Written by Sue Klein Smith, Cristine Pergotski, and Pat Mason

UP-COMING MEETING DATES

Governing Council Meetings

Saturday April 12/08

Location: Stone Crock Inn, St. Jacob's

Annual General Meeting

Thursday May 15/08

Delta Meadowvale Hotel
6750 Mississauga Rd.
Mississauga, Ont.

Provincial Executive Meetings

May 6, 2008

June 10, 2008

Chief Negotiators and Grievance Officers Meeting

April 26, 2008

Educational Planning Weekend

October 25-26/08

Niagara Falls