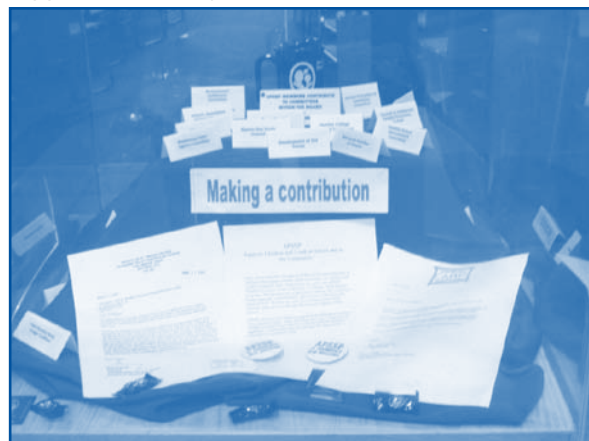


Dufferin Peel Chapter APSSP Display

Once again, the Dufferin Peel Chapter put up an APSSP display in June 2004 for two weeks. The display, located in the foyer of the Dufferin Peel CEC clearly showed our four disciplines as a team of people who work together to support children, youth and their families. Letters of appreciation from different charities were also on display as acknowledgement of donations made by the Dufferin Peel Chapter.

This display was seen by the senior administration, trustees, parents, teachers, and other school board employees. It continues to be a valuable public relations and educational tool for those people within the school system and the community.



TCDSB APSSP Chapter Hosts Trustee Reception

Anne Seniw-Martelli
Public Relations Officer, TCDSB Chapter

On April 7th of this year, the APSSP Toronto Catholic Chapter Executive hosted a reception for our Board's Trustees. The event was designed in an informal manner for the two groups to socialize and at the same time familiarize each other on shared concerns and common interests, and to gain an understanding of the issues that affect our Chapter association.



An informational display, accented with APSSP logo balloons, was organized by various disciplines from within our Association. Relevant materials were made available for their perusal and Trustees were invited to take additional pamphlets, brochures and booklets that they could later reference.

Although the Trustees are aware of our job descriptions, they went away even better informed as to our activities and special projects within the school community.

Over dinner, a lively discussion with Trustees and Executive Members about "Children at Risk", bullying, literacy programs, etc. provided stimulation and further ideas and possibilities for future discussion.

A gift bag with APSSP material and a traditional Ukrainian Easter egg, symbolizing - rebirth

and new beginnings, was presented to each Trustee at the conclusion of our evening. The message that we both have a common interest in improving and working towards the betterment of children and their families in our respective school communities was strongly conveyed.

There is no doubt that this evening shared with the Trustees will lead to greater collaboration and future discussions and acknowledgement of the good work done by all! It also should be noted that a formal mention of our reception was made in the Board Minutes, prior to an announcement of several new APSSP positions, funded by the Ministry's "Learning Opportunities Grant"! Definitely, a very special ending to a very well received event!

UP-COMING MEETING DATES

Governing Council Meetings

Jan. 15/05
April 16/05
Location: Stone Crock Inn,
St. Jacob's

Annual General Meeting
Thursday, May 19/05
Delta Meadowvale Hotel
6750 Mississauga Road
Mississauga, Ont.

Provincial Executive Meetings

Nov. 2/04 - Katz's Deli
Dec. 7/04 - Dufferin Peel
Jan. 4/05 - Katz's Deli
Feb. 1 /05 - Dufferin Peel
March 1/05 - Katz's Deli
April 5/05 - Dufferin Peel
May 3/05 - Katz's Deli
June 7/05 - Dufferin Peel

Chief Negotiators and Grievance Officers Meeting

Feb. 5/05
April 30/05
Location: Stone Crock Inn,
St. Jacob's



APSSSP PROVINCIAL NEWSLETTER

October 2004

From the Editor . . .

Nancy Begin
APSSP Vice-President of Public Relations

I would like to thank our previous vice-chair public relations representative, Lilli Jones, for her support as I make the transition into the position. My first task was to make sure we had a newsletter ready for the planning weekend in October. So, here it is!

I am pleased to present the first newsletter of the 04/05 school year. You will notice a few changes and a new look. I welcome any comments and feedback. In the meantime, enjoy!



Provincial Executive

President	Rick Townshend
Treasurer	Tim Jenkins
Secretary	Linda Booker
VP, Negotiations	Georgia Steinhart
VP Public Relations	Nancy Begin
VP Grievance & Constitution	Glenn Webster

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APSSP PROVINCIAL CHAPTER MEMBERS

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

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www.apssp.org

Executive Reports

Provincial President

Rick Townshend



By the time you read this, we will have forgotten about the summer vacation we just had and will be well into the fall season. I hope that everybody had a restful and relaxing summer and that things are going smoothly now that we are all back to work. APSSP Provincial has had a quiet summer and there have not been any major issues to deal with as there has been in the past. However, as we all know it doesn't take long for things to heat up and I'm assuming that this year will be no different. Although the political atmosphere around the province has changed and the new Liberal Government seems to be addressing some of the well-established concerns about the state of education in Ontario, it remains to be seen what will happen in the next few months. All teacher contracts are up for renewal and it will be interesting to see how the pie will be divided up. Many of our Chapters will also be going through negotiations this year and it remains to be seen whether we see our fair share of the pie. A number of Boards find themselves in a situation where chronic under funding has created structural and operational deficits. Are layoffs just around the corner?

I hope that we all take a moment to think about how we each can help to present ourselves to others as a valuable and integral part of the day-to-day operations of a school. Public Relations will have to take a front and center role within our organization so that we can continue to help in the roles that are so necessary to the well being of the students that we serve. Public Relations however is not something that is done by other people. We all should take an active role in promoting ourselves to others. In this way we can collectively give a strong message that we are very much needed in Education.

This year as always the Provincial Executive will undertake several initiatives. There should be some progress made on the Web Site and hopefully by the year's end we will have it up and running. Preliminary work has been done on the Strike Manual and Grievance Manual. Revised editions should be completed this year.

The 2004 AGM once again turned out to be a successful evening. The Liberal member for Etobicoke North, Dr. Shafiq Qadri, parliamentary assistant to Dr. Bountrogianni, the Minister of Children's Services was our guest speaker and was well received by those in attendance. Several constitutional changes were made and of course there were "door prizes." If you were unable to attend last year make sure that you don't miss the 2005 AGM. Mark it on your calendar now. The date will be May 19th, 2005 and the location will be the same as in previous years, the Meadowvale Delta Inn in Mississauga.

In addition to the Annual General meeting, the monthly Provincial Executive meetings, Governing Council meetings, of which there will be three this year, there is also an education weekend planned for October 2004 at Niagara Falls. This weekend has been an opportunity for all Executive members of all Chapters as well as all Governing Council representatives to get together for one weekend each year to discuss APSSP matters. Various topics that concern our organization will be discussed.

I look forward to my last year as your President and hope to meet you at our various functions over the year. Please take some time to be involved in our organization whether that means working on a committee, holding an elected office, or just attending meetings. We need your support. APSSP is a strong and financially secure organization and has become so over the years due to the dedication of those who have given of their time so freely both locally and provincially. Please take a moment to thank those who work so diligently on your behalf. I hope that all our members have a successful and productive school year and I hope to see you at some of our functions over

APSSP Annual General Meeting

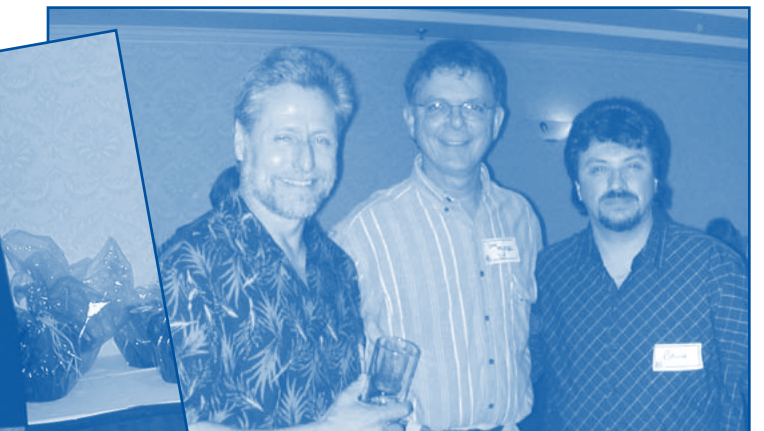
It was wonderful to see so many friends and colleagues at our annual AGM in May /04. In addition to the good food, door prizes, elections, and a special presentation made to Len Modderman, we were privileged to have an interesting guest speaker.

Dr. Maria Bountrogianni, Minister of Children's Services sent her regrets as she was unable to speak at our meeting. However, Shafiq Qadri, the MPP for Etobicoke North and Parliamentary Secretary to Dr. Bountrogianni gave an informative address to members. A new budget has just been announced and Mr. Qadri gave statistics and information that assured us children are a priority to the Liberal government. An attempt is being made to reverse the cutbacks we previously experienced. A brief question and answer period followed, which gave members an opportunity to ask about specific concerns.



Shafiq Qadri, MPP, speaking at APSSP's Annual General Meeting

The AGM for May 19, 2005 has already been booked. Mark this date on your calendar. Details to follow.



Some Thoughts on Working Conditions

Glenn Webster, Vice-President Grievance and Constitution APSSP & Vice-Chair Toronto

Our collective agreements vary widely not only with salaries and benefits but in what is said, if anything, on working conditions which include the physical environment, transportation, communications and so on.

It amazes me that I have a state of the art laptop and a cell phone, courtesy of work (for which I am grateful) yet its like pulling teeth to get overhead drops to plug laptop into the LAN and a chair that actually works and is tolerably comfortable.

For those of us, (social workers, psychos, speech paths, research associates and others) who must type our own reports we need an ergonomically sound environment to avoid bad backs and carpal tunnel syndrome which means decent chairs, proper height desks, keyboards and monitors.

We all know about shortage of space in schools. I have tested students in converted washrooms (seriously, the boys sign is still on the door and as never been removed), unfinished (boiler room style) basements, open areas with a lack of privacy and an abundance of noise and the health room which has a phone which everyone wants to use.

I drive a van which is never big enough to accommodate the 17 briefcases I have to accommodate my armamentarium of test equipment. Does my mileage reflect the real wear and tear on my vehicle - No.

Under Ontario law school boards like many other work sites have mandatory health and safety committees which deal with some issues relating to working conditions. Find out who is on your committees and what their agendas are.

The Toronto Catholic District School Board's APSSP chapter has a working conditions committee and so far we have looked at computers, and the facilities associated with their use from the point of view of our health and safety, efficiency, confidentiality and professionalism. We have sent a report to our chiefs and superintendent of special services. We have a meeting scheduled in October to review our report and suggestions. We intend to look at other issues this year including the use of our vehicles, cell phones and e mail. I'll keep you informed.

If anyone wants to talk about setting up such a committee in their chapter give me a call. My addresses and phones are listed in my grievance and constitution report.



Provincial Treasurer

Tim Jennkins



We begin another school year with new personal and professional challenges ahead of us. We always hope for a successful year of negotiations and positive labor-relations in all of our chapters. At times, that is not the case and it is necessary to spend our dues in support of our members. Those of us making decisions on how we spend your money at the provincial or local level take this responsibility seriously and are vigilant in how your money is spent. As such, APSSP continues to be in a strong financial position to support our members and chapters when required.

Since the last APSSP newsletter the auditor's report and budget for 2004 were presented and adopted at our May Annual General Meeting. In addition, a committee of chapter treasurer's reviewed the financial policies and procedures of APSSP. As a result, Governing Council approved increasing our strike contingency fund and adjusted chapter rebates.

For the current year it appears that we should be able to realize a significant surplus. Hiring of staffing in some chapters as well as a decrease in fees paid to professional consultants should lead to a revenue increase.



Provincial Secretary

Linda Booker



With the lovely Indian summer weather beckoning us to not only make our way to the window to peer outdoors, but to come out and play again, it has been a tough transition to return to work this fall!! I have spoken to many colleagues who enjoyed the cooler temperatures in July & August, making travel and vacationing more comfortable. The grass, void of burnt brown spots we usually see by mid September, and the flowers are more alive and colorful, still continue to burst with new buds and growth the initial weeks of autumn hold great promise of more to come!!

When we return to work after Labour Day, the pace quickens immediately for me, as your Provincial Secretary, organizing the Planning Weekend held in Niagara Falls. This year it will be on October 16 and 17th. We continue to use the Best Western hotel, but at their Lundy's Lane location as last years decided to take advantage of the new Casino built right across the road from them and cater only to guests rather than conferences!! Who can blame them!!! I look forward to meeting with new local chapter secretaries as we have this opportunity to share concerns and successes of what has taken place in the last year. At the time this report goes to press, there is little that I can share with you, but look for details in the upcoming APSSP newsletter on the Planning Weekend.

A big thank you to those who provided me with changes to their Local Chapter Executives as well as new employees or change of addresses of present employees!! I sincerely appreciate this, as it not only helps to lighten the load for when the actual membership directory is updated in January, but ensures that the information listed is more accurate.

Members, please remember if you move it is your responsibility to inform your chapter secretary, so that they in turn inform me. It is essential for me to have up-to-date mailing addresses for the notice of AGM mail-out in the spring.

Hoping you have a smooth transition back to work as well as enjoying the numerous autumn festivities with families and

Vice-President of Negotiations

Georgia Steinhart



This school year promises to be a very busy one for the Chief Negotiators and our APSSP consultants. By the end of August, the Collective Agreements for eight of our nine Chapters had expired. Several of the Collective Agreements negotiated last year had only a one year term due to school board reluctance to make extended financial commitments when government funding was uncertain.

Currently, the bargaining teams for Niagara and St. Clair Chapters, led by Stan Brown and Lenora Cavacas, respectively, are actively involved in negotiations. The other Chapters have served "notice to bargain" and will soon be launching their preparations. The Chief Negotiators will be meeting at the October Educational Weekend, and again during the Winter and Spring terms to share information and strategies.

Last year, our Chapters had a range of bargaining experiences. In two Chapters, management put forward excellent monetary offers contingent on quick acceptance by the Union. Those Chapters elected to fast track bargaining, accept a one year Collective Agreement, and defer discussion of other APSSP proposals to the next round of negotiations. In three Chapters, bargaining was long and adversarial. In two of those Chapters, conciliation, mediation and the issuing of a "no board" report (preliminary to a legal strike or lock out) was required before an agreement could be reached.

Some school boards employ management negotiators who understand that long term employee management relations are far more important than small victories gained at the expense of those on the other side of the bargaining table. Union and management will not always agree, but each side respects the other. Unfortunately, some of our bargaining teams face management negotiators who routinely adopt an adversarial attitude. In those situations our APSSP members are demonstrated their skill, resourcefulness and ability to persevere under pressure. APSSP is not as large as other school board unions. However, we have the advantage our members' professional knowledge and experience in conflict resolution.

In entering into negotiations this year, Chapters will need to

be aware of changes in the provincial funding model for students with severe special needs. In August, the Ministry of Education announced that ISA will be discontinued after the transitional year of 2004-05. In our submissions to the Ministry over the past several years, APSSP has been a strong voice urging the discontinuation or major modification of ISA because of the diversion of staff time from direct service to children and -

more importantly - the potential detrimental effect on students whose severe needs are documented through the ISA process. In place of ISA, new funding, amounting to approximately \$100 million annually, will be provided to school boards to support students with severe special education needs. The focus is on "effectiveness and efficiency" with Board's required to document positive educational outcomes.

The Province has also greatly increased the funding for Learning Opportunities Grants (LOG's). These grants are provided to schools with a high proportion of students from families with low income, limited education and/or other educational risk factors. LOG's are to be used for prevention and intervention. In at least one of our Chapters, a portion of the LOG funding has been used to significantly increase the number of APSSP positions. APSSP members will be able to provide much more direct service to students in LOG identified schools.

Vice-President Public Relations

Nancy Begin



Welcome back to another exciting school year! After having a wonderful summer and nice long rest, it became apparent quite quickly that I needed to start thinking about my new position as Vice Chair Public Relations Rep. As we all know, starting something new can be both exciting and a little scary at the same time. With the help of Lilli and my colleagues, I hope to make the transition as smoothly as possible. My first major task is the newsletter and helping to organize the planning weekend in Oct. I look forward to working with the chapter public relation reps. as we continue

Vice-President of Grievance & Constitution

Glenn Webster



Welcome all APSSP members to the school year 2004-5. Constitutional changes at our May AGM changed some of our titles to vice-presidents from vice-chairs so while this is my 3rd year as one of the APPSP provincial executive, this is my first letter as a vice-president. Because we have a good number of new members, I thought this an opportunity to review my role.

My tasks are twofold. I chair the constitution committee (and always welcome volunteers). We meet just a few times (3 or so) and look at updating, improving, rationalising and clarifying the constitution. We present our proposed changes for ratification to our AGM in May. I welcome comments from any member at any time on matters relating to our constitution from errors of transcription to changes of policy.

My second task is to function as chief grievance officer. In this role, I welcome any queries regarding concerns from

to promote APSSP and the very important work we do on behalf of children, youth and their families.

To assist me in my role, it would be helpful to receive articles, chapter news or just interesting events that individual chapters are involved in. Please use your PR reps to get this information to me for the newsletter. This year, I will be looking for new and exciting PR items which can be given out in our school communities to teachers, principals, senior admin. parent councils etc. These items are valuable in educating the school community about APSSP. Together, we can make public relations a strong focus.

I encourage all of you to be active participants. Most chapters are in upcoming negotiations for new contracts. During my time as PR rep. for the Dufferin-Peel chapter, I learned that good public relations leads to good negotiations and relationship building with senior administration and trustees. Please contact me if you have any questions, concerns or ideas for public relations initiatives.

any local chapter grievance officer, president or member. Already this year there have been enquiries regarding placement on the salary grid of new APSSP employees, a discipline issue and work conditions.

Sometimes, because of previous experience, I can answer the question and suggest a fairly speedy resolution. Frequently I refer back to the respective collective agreement (contract between management - the employer and

APSSP members) and seek the advice of the local chapter chair of negotiations and my provincial counterpart the Vice-President of Negotiations, Georgia Steinhart.

For matters that might well lead to a grievance being filed we seek the counsel of one of our professional union consultants. Approval to contact (and thus engage the services of) our union consultants must come through me or another member of the provincial executive for accountability and auditing purposes. Permission is rarely denied, we err on the side of caution and always value professional advice. Again for reasons of liability, the requirement of proper record keeping and due process, the route to our consultants can only come through a provincial executive member or by a directive of governing council.

I obtain an update to the status of grievances from our consultants at least once per month and make a report at our monthly executive meeting. Confidentiality is maintained as far as is possible and practical considering that the well being of our members is of paramount importance to us.

I again ask grievance officers and chapter presidents to keep me informed of concerns. I urge members to consult with their local executives if they have any questions. Early intervention frequently leads to satisfactory outcomes.

We have been working of a grievance manual, the first draft which I hope to have available at our October education weekend.

I can be reached at home at 416 244-6740 or cell 647 229 0233 or email at work glenn.webster@tcdsb or home glenn.webster@sympatico.ca

I look foreword to seeing and hearing from you.