



Association of Professional Student Services Personnel

PROVINCIAL NEWSLETTER

October 2006

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Nancy Begin
APSSP Vice-President of Public Relations

Welcome back! I hope everyone had a good, well deserved vacation and are ready to face the challenges of the 2006/2007 school year. As you can see, our executive looks a little different. We are happy to have Carmela Diano and Marieke Favrod join our team. We look forward to a productive year and will continue to work in the best interest of our members. Please keep us informed of events, happy occasions and articles you would like to see in the newsletter so that we can share information from all the chapters.

Enjoy and have a great year.



Provincial Executive

| | |
|---------------------|-------------------|
| President | Georgia Steinhart |
| Treasurer | Rick Townshend |
| Secretary | Marieke Favrod |
| VP, Negotiations | Joe O'Connor |
| VP Public Relations | Carmela Diano |
| Nancy Begin | |

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



By the time APSSP members receive this newsletter, we will be well into the Fall term of the new school year and all the challenges and satisfactions of our professional work. For those of us who are part of the Provincial or a Chapter Executive, the Fall term also means a return to the satisfactions and responsibilities of our Union roles. After the May AGM, Provincial Executive welcomed two new members, Carmela Diano as Vice President/Grievance & Constitution and Marieke Favrod as Secretary. Marieke brings several years experience as the very efficient Secretary of Toronto Chapter. Carmela is also an experienced union activist, both in the Toronto Chapter and with other unions in her previous employment.

The first major event of the APSSP year is the Educational Weekend on October 21st and 22nd. For this event, members of the Provincial and Chapter Executives gather in Niagara Falls on the Saturday for a full day of workshops and portfolio meetings. The topic of this year's presentation is Pay Equity maintenance. Most APSSP members are covered by Pay Equity agreements which were achieved in the early 1990's or at the time of school board amalgamation. The maintenance portion of those agreement is meant to ensure that the equity originally achieved is not lost over time. While these agreements are signed by both union and employer, the responsibility for ensuring maintenance inevitably falls upon the union. After a day of union work, we all enjoy the opportunity to relax and chat with representatives from other Chapters at the evening reception and dinner. On Sunday, October 22nd, we will have the first Governing Council meeting of the school year.

Two of our Chapters, Toronto and Dufferin-Peel, are facing the possible reduction of APSSP positions as a consequence of large budget deficits. So far, trustees of both Boards have refused to pass "balanced budgets" which involved the loss of services and programs directly affecting students. Whether trustees of either Board will be able to sustain that refusal is not yet known. Dufferin-Peel Chapter, which faces the more acute threat to positions, has been very active and effective in communicating the importance of the services provided by APSSP members to our most vulnerable students.

In mid-September, the Ontario Government made the surprise announcement of a new Minister of Education, Kathleen Wynne. As Parliamentary Assistant to the two previous Ministers and a former TDSB trustee, Ms. Wynne has the advantage of a thorough knowledge of education in Ontario, particularly the challenges facing large school boards. However, it can be very tempting at the Ministry level to view "community partnerships" and other forms of outsourcing of professional services as a partial solution to the strain on school board budgets. We all know that school board based professionals provide the best service to students and schools. That message was emphasized in an APSSP letter to the Minister of Education in June.

One of our objectives as a Provincial Executive has been to broaden our contacts with other unions in the education sector. To that end, I have been in regular contact with PSSP (part of OSSTF) which is APSSP's counterpart in some school boards in Ontario. We have many issues in common, and the opportunity to share information and strategies has been helpful to both groups.

The members of your Chapter Executive volunteer their time and energy to ensure the best possible working conditions for their APSSP members. Please support them by attending membership meetings and keeping in touch with what is happening in your Chapter.

Vice-President of Negotiations

Joe O'Connor



As we begin the new 2006-2007 school year, I would like to take this opportunity to thank the local Chapter Bargaining Teams. The successful completion of their Negotiations and the many hours that it has taken to bring these Contracts to Publication are greatly appreciated by the Membership. I also wish to thank Larry Robbins and Mary Hart for their ongoing Professional Support to our Bargaining Teams and to our Association.

Eight of our nine Chapters have completed and signed Contract Documents. The St. Clair Catholic District School Board Chapter Contract expired on August 31, 2006, and they are presently negotiating with the assistance of Larry Robbins.

The contracts took some time to reach final Publication due to numerous disagreements on final language, but through our Chapter's persistence, these matters will hopefully be settled soon. Some matters are awaiting grievance outcomes.

Two of our Chapters, the Toronto Catholic, and the Dufferin-Peel Catholic, have outstanding deficits. The Toronto Catholic is

\$32m+, and the Dufferin-Peel Catholic is \$10m+ in debt. The Ministry of Education has appointed Audit Teams to each of these Boards, and the New Minister, Kathleen Wynn (a former Trustee, Toronto Public), is attempting to reach a settlement. If this is not possible the Ministry will order a Supervisor to run the day to day operations of both these School Boards, and they would also have the authority to impose Budget Cuts equal to the above deficits.

These actions could have significant impact on our Chapter members, and we will be monitoring these situations very closely.

The Grievance and Chief Negotiators' meetings will be held in the Winter and Spring of 2007, and the dates of these are published in this Newsletter. The Chief Negotiators will be meeting in Niagara Falls and will review the Strike Manual and Chapter updates.

I look forward to meeting with you, and I anticipate a productive weekend in Niagara Falls. We are hosting a plenary session on Pay Equity, and I thank Pat Mason, (Dufferin -Peel), Georgia Steinhart, (Toronto Catholic), Larry Robbins, (Union Consultant). We have also arranged for a Key-note Speaker from the Pay Equity Commission.

Thank you for your continued support.

Provincial Secretary

Marieke Favrod



I am pleased to join the highly energetic and collaborative team that is your APSSP Provincial Executive Committee! We have been busy planning for the APSSP Educational Weekend in October and look forward to welcoming Executive Committee members from your local chapter of APSSP to this event. Helping to organize the Educational Weekend has ensured that my term as Secretary got off to a running start.

It will soon be time to update our APSSP Membership Directory. The information contained in this directory allows APSSP to communicate with you directly about important information and to notify you of upcoming events. 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 name and address are out of date or not currently listed in the APSSP Membership Directory, please contact your local secretary.

Association of Professional Student Services F

Our AGM was held on May 18/06. The evening was a great success that gave us an opportunity to socialize with our colleagues over dinner as well as take care of business.

This years' recipient of the APSSP Provincial Member of the Year award is Stacy How, President of the Durham Chapter. Despite her busy schedule both professionally and personally, Stacy has consistently demonstrated dedication and commitment to APSSP and her local chapter. She was presented with a certificate and a gift. Congratulations Stacy!

Our guest speaker was Oliver Carroll, Chair of the Board of Trustees, Toronto Catholic District School Board. Mr. Carroll gave a humorous but thought provoking presentation on the issue of school board deficits. These deficits have a negative impact on those children who need us the most as there is always the possibility of cutbacks to special education and support staff. Mr. Carroll felt that we can make a difference both individually and collectively by the power of our vote. He encouraged us to be a part of the democratic process during the next election.

As is usual at our AGM, elections take place for positions on the Provincial Executive. We say goodbye to Linda Booker and Glen Webster. Appreciation and acknowledgment were extended to Linda and Glen for their contributions over the last 4 years. We welcome Marieke Favrod and Carmela Diano as our 2 new Executive members and look forward to a prosperous year.



Member of the Year, Stacy How



Maurice Brennan, London Chapter

Personnel Annual General Meeting



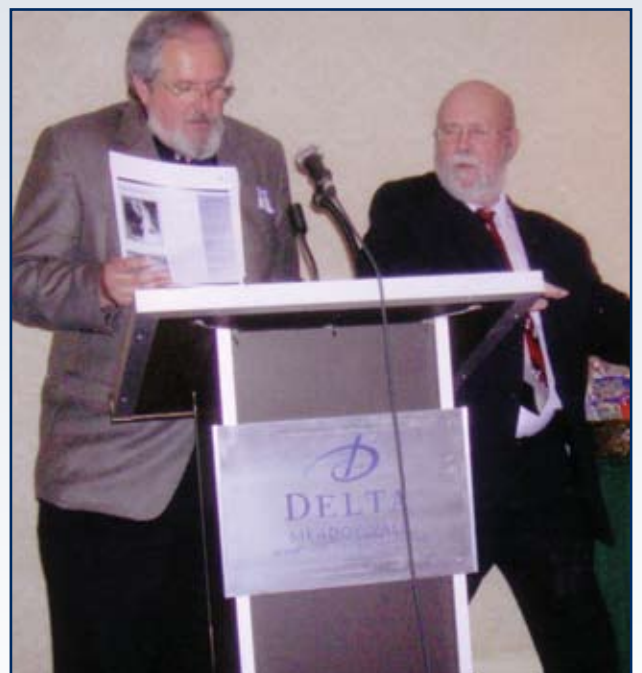
Guest Speaker, Oliver Carroll



Marina Vanayan, Toronto Chapter



Departing Executive Members,
Linda Booker and Glen Webster



Vice-President of Grievance & Constitution

Carmela Diano



I would like to take this opportunity to welcome all APSSP members to a new school year. This is the beginning of my term with the provincial executive in the role of Vice President - Grievance & Constitution. I want to thank you all for showing your support and confidence in me at our AGM and am excited about fulfilling all my responsibilities during the next two years. I bring a broad base of union knowledge and experience to APSSP which will prove to be beneficial for all members.

I look forward to working with grievance officers from all our local chapters. Our first meeting will take place at our October educational weekend. There will also be two other meetings (February and April) which will take place in St. Jacobs. These meetings will be headed by Joe O'Connor (Vice President - Negotiations) and myself, and will include all chief negotiators and grievance officers.

At this time there are three on-going grievances, two of which are awaiting arbitration. There continues to be an outstanding LTD issue which has not yet come to a reasonable resolution. I want to acknowledge all the time and hard work that local chapter executives and our labour consultants have put into these matters. The expertise that Mary Hart and Larry Robbins bring to APSSP members continues to be appreciated. Just a reminder, being able to consult with either Mary or Larry requires approval from myself or from our President, Georgia Steinhart.

Our Constitution has undergone some changes. New copies will be available at the October educational weekend. I will also be continuing on with the constitution committee and welcome any interested members to come and join in. There are always areas that need to be looked at, changed, or developed and your input is always valued. I am anticipating that we will be meeting two times in the new year.

It is important that each of you stay aware of your rights, so take some time to review your collective agreements. When you have a work related matter that you are uncertain about - ask someone. Try to resolve any lingering questions that you may have in a timely manner. Your chapter executive members are there to provide you with information and to answer questions.

Your continued support and feedback is very much welcomed and appreciated. I look forward to meeting and working with several of you throughout the upcoming school year.

Provincial Treasurer

Rick Townshend



APSSP remains in a strong position financially. As indicated in the Annual General Meeting report, it is anticipated that our organization will once again, for the 7th year in a row, realize a surplus for the year 2006. It would appear that the anticipated surplus for this year will be as a result of savings in the Professional Consultation Expense category.

At the present time, the focus of my term is to take a look at our current Chapter Rebate system to see if it is meeting the needs of the Chapters. In addition, a review of our financial forms will be undertaken and updated as necessary. At the October, Educational Weekend these topics will be discussed with the Chapter Treasurers. Work is now being completed on our 2007 Budget and this will be a topic of discussion as well.

Chapter News . . .

APSSP Members Get Walking

Anne Seniw-Martelli, Public Relations Officer
Toronto Chapter.

On May 7th, APSSP members (Toronto Chapter) were on hand once again to lend their support to MTCEF- the Metro Toronto Catholic Education Foundation. Through the Foundation our most neediest children are given the opportunity to participate in school trips, special programs and summer camps. In addition, they receive assistance for prescription glasses and hearing aids, to name just a few areas, where the student benefits. Families also have access to emergency funds, in severe situations, where no other sources of funding are available.

Following liturgy at the Board site, our APSSP Walkers, joined family members, parents, educational staff, superintendents, and

trustees for a well-paced 5 km. walk, ending with everyone enjoying a barbeque with entertainment.

Once again, APSSP members remained strong in their commitment to children and families. Past President and APSSP member Diana Riopel, deserves special thanks for once again acting as one of the main organizers.



Vice- President Public Relations

Nancy Begin



After a wonderful summer, filled with travel, relaxation and time with my family, I am ready to take on the busy tasks which lay ahead in Public Relations. My goals for this school year are to implement the necessary steps to provide different PR items with our new logo, update our written material, assist in the ongoing development of our website and continue to provide consistent support to the PR reps in the chapters. I look forward to the Planning Weekend in October where we will have the opportunity to choose some items that all the reps would be interested in having for their members as well as PR initiatives.

Congratulations to . . .

Congratulations to Trish White, who is now known as Mrs. Trisha McLean (former Governing Council member, Toronto chapter). Trisha was married to Brian McLean on August 12, 2006. They had a beautiful ceremony and a fabulous reception afterwards. Best wishes to the both of you on your new journey together!



What's In a Name? Name-calling and Teasing

From the Dufferin Catholic District School Board

"Sticks and stones may break my bones but names can never hurt me." As children how many of us were told this by a parent or teacher when we were hurt by teasing or name-calling?

Adults often underestimate the stress and anguish caused to children by teasing and name-calling. While some teasing and name-calling can be a part of social interactions, this behaviour can be used in hurtful ways. Being teased may discourage school attendance for many children and erode their feelings of self-confidence. Continuous teasing or name calling that targets a particular student becomes bullying, which may have long lasting emotional repercussions.

Name-calling and teasing can be significant issues for young children through to adolescents. Preschool children may laugh at others, say silly things, or innocently comment about something new or different about a playmate. They tend to say what is on their mind and teasing is not usually deliberate. Based on the reactions of other children they begin to learn what it feels like to be teased and how to respond to it. In addition, depending on the reactions of the significant adults in their lives, they may learn to either stop or to continue teasing their peers.

In the elementary years as social acceptance becomes increasingly important, children may take part in teasing and name-calling to show their power and affiliation with a peer group. Children may also take part in teasing as a way of trying to avoid being the victim of hurtful teasing. As they develop better language skills, elementary school children may use more hurtful comments. They also learn to be subtle about when and where they tease, e.g. being sure adults

are not around to hear to them. Typically they also deny any wrongdoing when others report them. Children may find it hard to draw the line between teasing and hurtful name-calling and bullying. Some children may complain about being teased to gain attention and sympathy from peers and adults.

Adolescents have developed the verbal skills and cognitive ability to perceive an individual's vulnerabilities. At this stage teasing is often meant to hurt, embarrass, and humiliate peers in front of others. For students with low self-esteem, it may also be a means of gaining social acceptance from a desired peer group, or deflecting attention from their own weakness. Whatever the motivation, name-calling and teasing behaviours are hurtful and have negative effects both on the students being teased and those doing the name-calling.

How Can You Help?

- Listen and validate the child's feelings when they say someone is calling them names and teasing them
- Praise the child for trying to handle a difficult situation
- Send a message that teasing is unacceptable behaviour and will not be tolerated
- Let the students who tease or call others names know that this type of behaviour will not be accepted in your classroom or the school environment
- Encourage acts of kindness or compliments in the classroom
- Model a variety of positive comments in your daily interactions with students
- Find ways to highlight the strengths of all of the children in your classroom
- Encourage discussion of ways to develop positive relationships and social skills
- Work with the school Psychologist, Social Worker, or Child and Youth Worker to help those being teased and to change the interactions of the group

UP-COMING MEETING DATES

Governing Council Meetings

Saturday Oct. 22/06

Saturday Jan.20/07

Saturday April 14/07

Stone Crock Inn, St. Jacob's

Annual General Meeting

Thursday May 17/07

Delta Meadowvale Hotel

6750 Mississauga Rd.

Mississauga, Ont.

Provincial Executive Meetings

Tuesday Sept. 12/06

Tuesday Oct. 3/06

Tuesday Nov. 7/06

Tuesday Dec. 5/06

Tuesday Jan. 9/07

Tuesday Feb. 6/07

Tuesday March 6/07

Tuesday April 3/07

Tuesday May 1/07

Tuesday June 5/07

Dufferin Peel Board Office

Chief Negotiators and Grievance Officers Meeting

Saturday Feb. 24/07

Saturday April 28/07

Stone Crock Inn, St. Jacobs