



Association of Professional Student Services Personnel

# PROVINCIAL NEWSLETTER

October 2007

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## From the Editor . . .

Nancy Begin  
*APSSP Vice-President of Public Relations*

Welcome back to the 2007/2008 school year. I hope everyone had a good summer. My trip to Jamaica in July seems like a very long time ago but it was relaxing and a great way to start my holidays! It doesn't take long to get back into school life and APSSP. You will notice that we have a new Executive this year. Sadly we say goodbye to Joe O'Connor who was the Vice President of Negotiations. We will certainly miss his valuable expertise and appreciate all of his hard work. We welcome Glenn Webster, Vice President of Negotiations and Dan Milne who is our new Vice President of External Affairs.

I wish everyone a productive school year ahead. Please send me your chapter news so that I can include it in the Spring Newsletter.



### 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 two months of a more leisurely life style, the opening of school is the time to reflect on the accomplishments of the previous year and to take up the plans and projects which were set aside at the end of June. For members of the Provincial Executive, last May's Annual General Meeting is a very pleasant reflection. We had the largest attendance ever, and representation from seven of our nine Chapters. For the first time in several years, our speaker for the evening was one of our members, Heather Mesaric. Heather, a Child & Youth Worker in Dufferin-Peel, spoke about her recently published book, "A Time to H.E.A.L." I want to express my appreciation to Nancy Begin, V.P. External Affairs, for her careful planning, endless creativity and very hard work in arranging another successful A.G.M. In this responsibility, she was ably assisted by Marieke Favrod, Provincial Secretary, and Carmela Diano, V.P. Grievance and Constitution. Marieke has the demanding task of ensuring that all APSSP members are properly notified of A.G.M. and organizing the documentation for the formal part of the meeting. Carmela is chairperson of the Constitution Committee which annually reviews the Constitution and brings forth any proposed changes to the AGM.

At the A.G.M. elections, we welcomed Glenn Webster and Dan Milne back to the Provincial Executive. Dan now holds the new Executive position of Vice-President, External Affairs. It is already clear how important this position will be to APSSP's future. The V.P. External Affairs portfolio includes liaison with other Unions, with professional groups in other Boards, and with the Ministry of Education. Glenn has taken on the position of Vice President, External Affairs at a time which promises exceptional challenges as well as new opportunities. As a result of changes which occurred under a previous Education Minister, the majority of Collective Agreements in Ontario's elementary and secondary schools will all expire at the end of August, 2008. Eight of our nine APSSP Collective Agreements will expire at that time, with the ninth expiring at the end of December, 2008. The challenge, of course, will be to ensure that APSSP has all the necessary resources in place for simultaneous bargaining



in several Chapters. Our Provincial Treasurer, Rick Townshend, has worked hard to ensure that APSSP finances are in excellent condition for this major bargaining year. Along with the challenges, this will be an excellent opportunity to establish Chapter-wide bargaining goals as a Provincial Union.

Since the last newsletter, APSSP has continued our information sharing meetings with OSSTF, the other union which represents a significant number of Student Services personnel in school boards. We have been in communication with the Ministry of Education on matters of importance to APSSP members, and we will continue our efforts to ensure that APSSP's voice is heard at the Ministry.

In May, Nancy Begin and I were pleased to journey to St. Catharines to join many members of the Niagara Chapter in a public relations event for school board administrators and trustees. A member from each Niagara professional discipline presented interesting and enlightening descriptions of the nature of their work with students. In September, the Provincial Executive was invited to a meeting of the Waterloo Chapter membership where four of us presented on several union related topics.

The first major APSSP event of this school year will be the October Educational Weekend on October 27 & 28 which is attended by Provincial and Chapter Executive members. Larry Robbins, our labour consultant, will be speaking on "Lead Up to Negotiations: A Chapter-Wide Responsibility". Kate Hughes will speak on "Risk Management" for professionals. Kate is one of the labour lawyers who provides legal services to APSSP.

We on the Provincial Executive are very pleased that APSSP's redesigned website is now up and running well. In the future, any urgent messages to APSSP members will be posted on the website. Please visit the website at [www.apssp.org](http://www.apssp.org).

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

*Glen Webster*



Dear friends,

This is my first message as member of Provincial executive with responsibility for Negotiations. I have inherited a well oiled and well run machine from my good friend Joe O'Connor from the London chapter. My first wish is to thank Joe for his thorough work, enthusiasm and professionalism. I will be consulting with Joe as I carry out my duties. I very much hope that Joe might consider a provincial role again.

I am pleased to return to the provincial executive. It's a great team. I am especially pleased that Dan Milne is back in the new role of VP of external affairs. Dan, as a chapter president and former provincial president, has a wealth of experience and a bounty of common sense. I have already asked for his assistance and liaison with my role. It is also my hope to work with Carmela Diano, VP for grievance and constitution. This portfolio has a degree of natural overlap with Negotiations and the holders of these portfolios have collaborated together for the last several years such as our twice yearly meetings at St Jacob where we have had PD on areas of common interest. Dan has agreed to consider joining us there and see how his duties might have some common interests with ours.

All chapters have current Collective Agreements that run till the end of the school year 2008 or a little further. But all chapter CAs end by the end of the calendar year 2008. It's not that far away.

By the time of printing this, I shall have contacted all chapters and heard their concerns and suggestions regarding preparation for the next round of bargaining I will have indicated my hope that at least a provisional team should be in place by January of 2008.

A provincial attitude or perspective to collective bargaining would be helpful. The provincial standard of remuneration for CYWs should be Dufferin-Peel and nothing less.

We should do some further comparisons of our 9 CAs and look for the best provincial standards in all areas.

I am particularly concerned with benefits which can account for 20% or more of our remuneration. Toronto chapter has employed Rob Crofts of Corporate Benefit Analysts who has sorted a lot of problems with our LTD. He looks after all benefits of the 2 teacher groups at TCDSB and is willing to be available for benefits advice, consulting and even negotiations if required. He will be presenting at one of our St Jacobs days.

We are paid by the boards who receive funds from the Ministry. These funds are often tied (by envelope) and restrictive in their application. Few of us understand or know the arcane minutiae and byzantine nature of the politics of educational funding. Leon Brumer does. Leon, a friend of Georgia's worked in the finance dept of the Ministry of Education. If you know how the money is budgeted or earmarked, you are in a stronger position in negotiations. I hope that Leon will present to the negotiations teams at St Jacob or in some other suitable place in the near future.

Larry of course needs to know the teams and will be introducing us to preparations for the next round at our October weekend.

If any APSSP member has a concern, critique, suggestion or complaint please contact me by phone 647 229-0233 or email [glenn.webster@sympatico.ca](mailto:glenn.webster@sympatico.ca)

## Vice-President Public Relations

*Nancy Begin*



As always, my first task upon returning to school in the fall, is the publication of this newsletter. I have also been working on developing a generic welcome package for new members that can be used by all the chapters. With the support of my colleagues on the Provincial Executive, a new updated pamphlet has also been created that can be distributed by individual chapters to trustees, senior board administration or any other PR initiatives. I look forward to meeting with the PR reps at our Planning/Educational weekend in October. At that time I will distribute the welcome packages and pamphlets. I will continue to assist PR reps in their role and make sure they have PR items available to them. This is my last year as the Vice President of Public Relations and the position will be up for election in May. Please keep this in mind and consider joining the Provincial Executive. In the meantime, have a great school year and continue to send me your articles and pictures.



# APSSP Annual General Meeting

This year, our AGM was very successful. We had a great turnout of over 125 members and everyone seemed to enjoy the evening. Our guest speaker, Heather Mesaric, gave a personal, informative and interesting presentation on her book, A Time To H.E.A.L. Members also had the opportunity to purchase her book as well.

The recipient of the APSSP Provincial Member of the year award was given to Stan Brown of Niagara. Stan was presented with a certificate and gift in appreciation of his work in APSSP.

Three other members were given an honorarium from their chapters...Robin Tallon of Niagara, Mary Ann Morris of Halton and Elida Farelli of Toronto. Congratulations to these members for their ongoing contributions and dedication to APSSP.

I look forward to seeing you at our next AGM on May 15/08. As well as doing our regular APSSP business, it is a great opportunity to share food, drink and conversation with our colleagues. Please make every effort to attend.



Guest Speaker, Heather Mesaric



Member of the Year, Stan Brown



Departing Executive Member,  
Joe O'Connor



# APSSP Niagara Information Session

Earlier this year, the Niagara Chapter of A.P.S.S.P. was staged to present a major information session for Board officials, community agencies and trustees following the Christmas Break. The weather disagreed and the event was re-scheduled. Stuff happens and there is no way to adjust or make amends for the weather.

Our Chapter re-worked the schedule and delivered an impressive information session on May 8/07 at the Board office. As much as the numbers were less than hoped for, the impact was significant and our presenting members "Rocked the House".

The presentations were professional, inspiring and solid! Our members proved that A.P.S.S.P. members deliver value for the dollar and make a huge difference within the Board. This was one of the most impressive presentations I have ever seen. Our members demonstrated superior skills and prowess! Good for them and good for us! Trustees and visitors alike were impressed.

We left this session feeling proud to be members of A.P.S.S.P. What more could you ask for? How inspiring!

The Niagara Chapter is now in the process of developing an ongoing marketing and advertising plan. We are determined

to get the attention of all stakeholders and place ourselves front and centre. We fully expect to catch the attention of Board officials, community agencies, parents, students, businesses and local politicians on a regular basis. We expect to accomplish this by utilizing existing resources and sharing media and mediums.

We offer our sincere thanks to Nancy Begin and Georgia Steinhart for attending and assisting at our event. They were there for us in the planning stages and actively involved during the presentations. We have nothing but praise on this end for the support and commitment made by these individuals on behalf of the Association.



Nancy Begin and Niagara Board of Education Trustees



APSSP Niagara Chapter Executive Members

## Congratulations . .



*Diana Riopel, Toronto Chapter is congratulated by her colleagues as she receives the OASW (Ontario Association of Social Workers) Award as Social Worker of the Year!*



# Vice-President of Grievance & Constitution

*Carmela Diano*

Welcome back to a new school year! I am starting my second year as VP – Grievance & Constitution with a bang as there are many pertinent issues that need tending too. I would like to thank all APSSP members for the support and guidance last year; it was very much appreciated and also welcomed again this year.

There are several issues that are currently being dealt with across various chapters. At this time many of these issues are not grievances. As such we continue to try to work through employee-employer differences with some gracefulness but not with avoidance. We must always continue on with our task at hand no matter how daunting it may seem. Fellow brothers and sisters, this is where our efforts, time, and persistence makes the difference. This is work that many of you must be thanked for. I thank you and encourage you to continue on. The experiences and knowledge base that many of us bring forward in conjunction with the expertise of Larry Robbins (our



labour consultant) and our lawyers, makes for a powerful team.

As in past years there will be three meetings for grievance officers. Our first meeting will take place during our October Educational Weekend in Niagara Falls. Our second and third meetings will be held in conjunction with our fellow chief negotiators on February 16 and April 26, 2008. These meetings will take place in St. Jacobs. I look forward to working alongside our newly elected VP-Negotiations, Glenn Webster.

Changes in the Constitution that were approved at our AGM in May 2007 have been updated. The Constitution can be accessed on our website at [www.apssp.org](http://www.apssp.org). The Constitution Committee will be meeting on a few occasions to discuss relevant issues that need to be looked at and addressed. Members that are interested in participating are encouraged to contact me for more information.

Remember that you have rights! When in doubt or if you have questions, ask an executive member - don't hesitate. With many situations it is imperative that matters get dealt with in timely fashion. I look forward to working with all APSSP members and am excited about the opportunities and challenges that await us. Have a productive 2007-2008 school year.

# Provincial Secretary

*Marieke Favrod*

The beginning of this school year marks the start of my second year as Secretary of the APSSP Provincial Executive Committee. My first year was busy and rewarding, and I have enjoyed getting to know APSSP representatives from across the province at a variety of meetings and functions. Working with such knowledgeable and dedicated professionals has been a very positive learning experience, and I am looking forward to the challenges and opportunities of the upcoming year.

Planning for the APSSP Educational Weekend in October is well underway and promises to be a valuable opportunity for learning and professional



development. Topics this year include Risk Management and The Lead-Up to Negotiations. We look forward to welcoming members from your Chapter's Executive Committee to this event.

It's that time of year again ... the arrival of autumn reminds me that it will soon be time to update the APSSP Membership Directory. It is essential that the Membership Directory be updated yearly in order for APSSP to communicate with you directly about important information and to notify you of upcoming events. APSSP guards your personal information and never shares this information with any person or agency outside of our own 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.

## Vice President of External Affairs

Dan Milne



As you may know the position of External Affairs on the provincial executive has been newly created and as a result will be evolving throughout my two year term. The Constitution describes the position as follows:

*The provincial vp of external affairs shall act as the chairperson of the external affairs committee, and any other committees associated with the portfolio. He/she will develop and maintain communications with various unions and associations, and will monitor developments and communicated with government as necessary and appropriate. He/she will inform members of any aspects relevant to this portfolio through the executive as necessary and appropriate. He/she will perform such other duties as may be deemed necessary from time to time.*

10To date I have been involved in the following:

1. Joined the Provincial Executive for a joint meeting with our Provincial Colleagues in OSSTF to discuss issues of joint concern and potential areas we could work as partners in support of the mutual interests of the membership
2. As a follow up to the June meeting I attended by invitation of OSSTF a workshop on Partnerships that was part of their August 25th Leadership Conference. There is value in sharing information and resources with our professional colleagues in other unions. However it is important to maintain our autonomy and our focus throughout this work. There may be opportunities to link with other unions affiliated and unaffiliated.
3. There may be opportunities to explore expansion and encourage non-affiliated/non-unionized professionals to join APSSP. The most likely place for that to occur is in Catholic School Boards given the number of unaffiliated groups. One contact was made this summer as we were approached. I will follow up on that contact and consider outreach to other Boards.
4. On October 1 Georgia and I will be speaking with a senior ministry of education official. I am in the process of preparing a brief to present at that meeting. One goal of this meeting will be to set up a process/plan to have ongoing communication with the Ministry on issues of mutual interest.
5. Along with a few other members of the provincial executive I had the opportunity on September 19th to meet with members of the Waterloo Catholic Chapter to discuss a number of issues.

## Provincial Treasurer

Rick Townshend



Once again I am pleased to report that APSSP remains on solid financial ground. Our spending in the Professional Expense Category has been less this year and as a result it would appear that we are again heading toward a surplus for this budget year. It is predicted however that in the coming years expenses in the Professional Expense Category will increase as most of our Chapters will be negotiating new collective agreements.

As indicated at the Annual General Meeting, the Chapter Treasurers in conjunction with the Provincial Treasurer, will be looking at our accounting procedures and trying to standardize our reporting mechanisms at the Educational Weekend in October.

APSSP remains in a strong position financially and it remains the mandate of this Provincial Executive to act in a fiscally responsible manner while trying to meet the needs of the organization.

## APSSP Authors. . .

### Flavours of Sweetness & Sorrow - Isabel

Vieira, Toronto Chapter



This book, Flavours of Sweetness and Sorrow, is a bilingual collection of recipes with stories gathered from over forty women of Portuguese-speaking background. The collection celebrates their rich heritage, their strong spirit and their life experience as immigrant women. With the collaboration of several women, I endeavoured to interview and receive by mail, stories from women of our community. Fifty three recipes with stories were collected.

The idea of the book was born when in 2003 the first Congress on issues of the Portuguese immigrant women was held in Toronto, led by Professor Manuela Marujo. The Congress named, The

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# More APSSP Authors. . .

Voice and Choice of Portuguese Immigrant Women, has become a bi-annual activity and is held in different parts of the world. To raise funds for the Congress, a potluck lunch was organized on December 1, 2002. Women of our community were invited to donate a dish, and the community was invited to feast with us at our "Feast of the Marias". The donators arrived holding platters of all types of delicacies. In their enthusiasm



they shared stories of each of their dishes as they handed us the platters. They stories couldn't be left untold and the idea for this book was born.

by the storytellers, but also younger generations like a 'relay' of traditions. The experience of gathering these stories and recipes, of translating them and of creating the book, has been for me a great rewarding and enriching journey and I am extremely grateful to the special people who contributed their stories and to those who so generously

helped me bring it to its realization. Lastly, it is with great enthusiasm that the proceeds of this book are donated to two orphanages in East Timor through the Wings of Hope for Timor Leste Trust Fund.

Publishing the book in both Portuguese and English ensures that it can be enjoyed not only

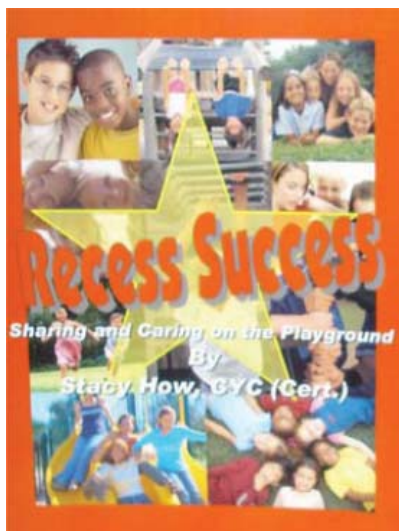
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## Recess Success: *Sharing & Caring in the Playground*

*Stacy How: Durham Chapter*

When looking at the needs of students within the school system, it has become evident that in many school settings bullying and exclusion takes place. Schools, staff and parents are becoming increasingly aware of the negative effects of bullying. The victims of bullies experience a lack of self esteem, embarrassment and frustration. Exclusion as



a form of bullying, while not as obvious, can have lasting emotional effects on children.

The activities in this book are geared to allow for the inclusion of all children regardless of needs, thus greatly reducing the opportunities for bullying and exclusion. This program has been developed for school staff, teachers

and all those working with children. Its goal is to help adults and children teach skills and strategies through easy hands on games, songs and activities

This program will help children make creative use of unstructured time, at the same time developing collaborative relationships and social skills, ultimately resulting in increased self esteem

and the reduction of conflict.

Many of the activities in this book can be utilized in many areas of the current academic curriculum and are easily implemented into daily physical activity programs.

*For more information please contact: Stacy How: [triple-aaa@sympatico.ca](mailto:triple-aaa@sympatico.ca)*

### UP-COMING MEETING DATES

#### Governing Council Meetings

Sunday Oct. 28/07

Saturday Jan. 26/08

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

November 6, 2007

December 4, 2007

January 15, 2008

February 5, 2008

March 4, 2008

April 1, 2008

May 6, 2008

June 10, 2008

#### Chief Negotiators and Grievance Officers Meeting

February 16, 2008

April 26, 2008