

WASSUP Winter 2022

TEACHER ADVISORY COMMITTEE

Latest Updates – Covid: 6 positive cases at the board; 3 class closures due to students having to take masks off during Phys. Ed. Knowlton, St. Francis, Parkview, AGRHS. Rapid testing at Elementary schools, but need to send out consent forms, as well as training. Will be administered to students who display symptoms during the day. These are only available at the Elementary Level because High School students should have been double vaccinated. Megan shared that QPAT says teachers should not be administering these tests.

Latest Updates – Covid There were questions and concerns about the plan to allow students to take off masks in the classroom, given the rising numbers of Covid cases in the Townships. At this point, the vaccination rate at high schools is estimated to be 80%. So far this year, 5 high school students and 32 elementary students have been diagnosed with Covid.

Covid Concerns – Round Table - Concerns were expressed about students who are not feeling well and stay home for a couple of days, but then return to class without being tested. Is there a protocol? The school board continually reminds parents of the norms and procedures for Covid safety.

Covid Concerns – Round Table- Brigitte sharing that their school is going through less of cleaner than last year. ACES decided to go with cycle bubbles, so it is getting better. There are still decisions that are up in the air, and felt more relaxed. April shared that at AGRHS teachers are concerned about 2nd block teachers having to leave their classrooms open during lunch without constant supervision. Cleaning desk between courses is proving difficult with time. Eva has been able to focus on pedagogy instead of Covid restrictions.

Technology Procedure for Substitution- Absenteo; still working out some bugs. One school is piloting support staff. The program seems to be going better than last year, as some programming can be done to make it better. Brigitte shared that even though you request a specific teacher, the system sends it out to everyone. Julie says that the system is set up to send it out to qualified teachers first. The school council substitution procedure; there is ability for administration to target specific people. Teachers can request separate absences; example, doctor's appointment one block, sickness another block.

Technology Procedure for Substitution – Absenteo – According to some teachers, Absenteo is not working well. It is difficult to use, and there are errors. Julie agreed that some tweaking needs to be done, but that staff need to stick with it rather than pick up a phone and call someone themselves. Teachers at

CBM wish to be removed from the Absenteo mailing list because they do not use the system and the emails are annoying.

Training for Supply Teachers: Need to updated list of supply teachers and then we can get ready for training

Wellness Workshop: December 6th

Celebration Meeting: Last Ped. Day, June 29th - Teacher reserved.

New Teacher Workshop & Mentoring Project: Sent out 40 invitations. Close to 30 teachers attended August 23rd. Teachers who were new last year were invited as well. The day was well received. Energetic and dynamic. Gave us good input on how to tweak it in other years to come. A whole day workshop, technology, FSL, science, Math. These teachers were allowed to sign in for expense account; they were paid for that session. Luc asked if Adult sector teachers were invited: Fred shares that this can be done next year with breakout rooms to make it relevant to them.

Mentoring Project: Met in June. First session tomorrow; in presence training of 10 teachers tomorrow. Megan Webster will be giving the training on topics such as Coaching, mentoring, PLCs, Coaching for will, Coaching for skills. This program will align with the ministry measures. \$42000 for retention of teachers, 8000 for supporting new teachers. The governing is sending measures equivalent 1.44 teacher allocation. (Hasn't been received).

Amended BSR for 2021-2022- Received information a week ago. Two reports cards and two written communications between reports cards. First communication needs to be out before Nov.19th. First terms needs to end before January 28th. End of term Jan.21st. Report cards need to be up on portal by Feb.7th. Second communication will be in April (Eva will confirm the date). Second term report cards will be out July 10th. Term 1 - 40%, Term 2 - 60%. K4-K5 is now a cycle and the report cards will reflect the cycle. K4 can be individualized report card for this year. Sanctioned exams will be worth 20% of the final mark, unsanctioned exams will be worth 10%.

DPR Training: October 21st at 4:00pm- 2 hours for ATA reps. Will invite support and professionals. ETSB is holding training on October 28th for two groups of Administration.

DPR Training – Union Reps have had a session as have administrators. All employees will be receiving information on DPR. The target is January, but Megan expressed the hope that an awareness campaign would take place before Christmas, which may be possible.

Gender Neutral Communication: Notes suggested a working group. Eva suggested later in the year we will form this group. This has been discussed at the admin meetings.

New Teachers -ATA: Hosted a dinner at the end of the last school year. Well attended, great feedback. Usually done at the beginning of the year; but it was done at the end this time to include teachers who come on board mid-year. Intend to visit all the schools who have new teachers to deliver a package to them with the hopes of seeing them all by the end of October.

Budgetary Rules: Is it possible to have another chart of the budgetary measures? The budget has not come in from the ministry yet of what ETSB will receive.

Budgetary Rules – Jeff sent the rules to Megan.

Ministry Training – Differentiated Instruction – Eva has the training list and will share it with Luc to follow up.

Projet Innovateur – Sutton School- ETSB applied for a special project to allow for students to attend at a distance. Students who have not been vaccinated and fear attending school in person. This project allowed students to attend classes online simultaneously with classes given at Sutton in person. Sutton has 5 students in this context. There is material, a system that allows for students to be able to interact with students and teachers online so they can be a part of the school community. There are bumps along the way; but after speaking with the principal; he is happy with how things are going. Frederic shared that interaction with the online student requires using the google applications a lot. Last year we had about 180 students being homeschooled, up from 40. This year we are at 111 students. Ministry has taken over the support over homeschooling, But ETSB is sharing the materials like textbooks. ETSB cannot promote this service, it will be through DEM or word of mouth.

Formative Assessment – Collection of Data- When we look at student Data we can work with teachers to help students moving forward. DRA results in November and March to gauge reading strategies moving forward. Formative Data in grade3 and 4 in February (Math task, and ELA task). Cycle 1 secondary, year 2 in February or April, collecting data in Math, ELA and FSL. The school board will provide the schools with the Tasks, and training will come from the consultants to administer the tasks.

AMI project- Looking at a model of support to individualized to schools for professional development to meet objectives of the schools' goals. Looking to work with 4 schools.

Calendar Sub-Committee: Looking at an Alternative style calendar for the youth sector without having to rely on transportation. Sylvie Fortier, April Blampied, Megan Seline, Eva or Fred, Julie, Jeff are interested to be on this committee. Megan suggested that an adult or Voc. Ed person, as well as an elementary be on this committee. Ghislain and Brigitte agreed to join.

On-Line Learning: Virtual services are offered at Sutton, the ones that are signed up are without medical services. One request for medical reason came from a high school student, who will be participating with the Quebec online alliance. Luc shared teachers are teaching a lot of their courses online, reducing the amount of people coming into the centre. The teachers have the choice. Ghislain felt their students treated their online classes as a day off. Luc says it really depends on the cohort; some students don't do well with the style of teaching. Courses like Mechanics/Welding can do theory online, and practical in person.

Snapverter: Emmanuel spoke with Frederic; who will create a pamphlet. There are glitches, and so the board will approach them about fixing that. Frederic reminds members that there is some complexities with Snapverter; not to fall into the idea that it is a magic tool. Snapverter will generate a file for a book so that Read & Write can read it. Megan suggests reaching out to Todd Smith.

Snapverter – Fred will be reaching out to Todd Smith about using Snapvrter for students with special needs.

Information Security Training: The government has mandated a lot more information security measures. This is why we had to re-configure how we download software, worries of phishing, hacking iPads, etc.

Diversity, Equity, and Inclusion: Megan shared notes given by a teacher who attended.

Ministry Training – Differentiated Instruction: A lot of the training will offer simultaneous translation. ETSB sent feedback that they would've liked to be given heads up a head of time to plan release and make sure availabilities in English. Luc inquired if this is available for the Adult Sector; Eva will look into this.

Pedagogical Services Personnel: J. Meacher is now on loan to the ministry. J. Hall has been promoted to V.P, and the French consultant is out right now.

Pedagogical Services Personnel – A replacement for Jody Meacher has been hired, and this person will continue to work on the integration of technology. Jody is on a Loan-of-Service.

Consultants' Reports: Megan asks if Consultants can share with members a short re-cap of what they worked on last year. There will be two new positions open.

Consultants Presentations:

a) Diane Lavers (FGA/VT) – Diane is working in the adult sector. She has an extensive background working in a number of sectors, starting as a practical nurse, and moving gradually into the education sector. She also teaches at UdeS in Education. Being new to the ETSB, Diane is getting a feel for the programs, where / how to support current programs, and looking at possible new programs. Diane is on a 100% contract.

b) Emilie Rouaud (Consultant – Gifted Students) – Emilie has a special mandate to sensitize staff to become more aware of and to respond to the needs of gifted students. In general, there are two gifted students per classroom. The goal is to involve parents as well. Emilie has an 80% position. Offers of service will be going out shortly

PD calendar for teachers – Archid Safie? has been contracted to offer 5 days math training to high school teachers, to allow them to better help students' learning in math.

Pedagogical Days – Schedule: Megan feels it is helpful to see the schedule of workshops and shared teachers have been appreciating the trainings being given.

Measures Negotiated Applicable Starting New School Year (2021-2022): No news on how much monies or parameters that are coming. ETSB are being told that these monies are being sent until the agreement is signed.

Supervision Grant: Money is assigned to release teachers to be able to do encadrement. At the elementary level, a lot of the releases will be decided at the local level.

FSL Qualifications and Experience: 200 days of FSL will give someone the experience to be able to teach FSL otherwise there is a certificate or degree. Megan asks if there is a test, or an interview done to assess whether a person can take a FSL class. Eva answered that training to teach FSL is being organized at the provincial level. Jeff shared that in the past, ETSB gave intensive training for FSL. When we're in need, we will hire an FSL teacher; and in some cases ESL teachers who are francophones. Brigitte shared her disappointment of seeing English personnel teaching FSL just because they can

Speak FSL. She feels these teachers need to be assessed for their writing skills in French. Jeff shared expectations/ or assignments are taken in account, such as teaching Phys. Ed, or Arts that doesn't necessarily need a Francophone in the position.

Learning to be Prioritized in the context of the Pandemic: Very similar to what was shared last year, with few modifications.

AGRHS – Large Class Sizes: Affecting WOTP, MAPS, and Regular level 3. What kind of support can be offered to these classes?

ICT Follow-Up User Agreement: A teacher feels signing the user agreement is problematic. What happens if the teacher does not sign? Principal is looking into it. Fred shares that the ministry mandated an update to agreements. The laptop is secured with a monitoring system; such as teachers cannot download an app themselves. Steps have been in place for ICT to verify if apps are safe. The contentious point is that some teachers expect to keep the laptop when they leave or are no longer an employee.

Stability of School Teams and Assistance with Class Composition - Funding for our school board to hire teachers. HELP!!

Rules Governing the Formation of 4-year old and 5-year old Kindergarten classes - In the new contract, kindergarten class sizes will be reduced by one student.

Provisions for Supervision - A supply teacher expressed concern about future changes to the way supervision is handled and the impact on contracts if the rules are changed, as supply teachers may lose minutes. Jeff said that the provisions were really intended for full-time teachers, and there will probably continue to be a need for supervision changes.

Success Rates – Commitment to Success Plan & Educational Project - Good news! The five-year goal was to reach 76.2 graduation and certificate rate and we have reached 76.6 a year early. 5, 6 and 7-year graduation rates have continued to rise. The success rate for girls has increased, but there also is a substantial increase in the success rate for boys. Bravo!

New ERC program – invitation to pilot – The MEQ has sent out an invitation to pilot the new program. English school boards continue to push for a timely English translation of the program and any materials.

Verbal Aggression Towards Teachers – In view of increased aggression on the part of parents, is it possible to have non-aggression signs similar to those found in doctor's offices and hospitals? Megan will take this to the Health and Safety Committee.

How to Deal with Difficult Situations in Schools/Centres – Megan will be sharing QPAT materials on this topic and they will be posted on the ATA website.

9 Big Questions Schools Must Answer to Avoid Going “Back to Normal” – This is a research project being conducted by LCEEQ. The question is, “What factors need to be looked at to define student success in a post-pandemic world?” LCEEQ is meeting with a number of groups, including students, to start the discussion on this question. QPAT will be meeting with the LCEEQ in the last week of November to discuss the project.

Teacher Replacement and Teacher Daily Substitution – Letter – A supply teacher wrote a letter expressing concern that qualified teachers were not being targeted first for supply work. The system is a bit complex and there will be a meeting next Friday for supply teachers to explain it.

New MacBooks – There is frustration and concern about the new MacBooks. There has been no training and little preparation for receiving the new laptops, Microsoft Office cannot be installed by teachers, old files need to be upgraded to the new system designations, SMART software doesn’t work, and there are numerous other concerns. Why can’t teachers “administer” their own computers? The new Security of Information laws require limited administrative access. The board is paying for a Google Workspace license for all employees, and confidentiality of information will be protected. There are ways to make the SMART software work, but it will take time to make the adaptations. The IT department is working hard to respond to the concerns.

Security of Information – Sensitization Modules – One of the 15 items that is included in the new Security of Information initiative is safe user practices. Terra Nova is a company that creates packages to train employees to use secure internet practices, and these modules will be sent to employees in order inform staff how they can increase their internet security.

Mozaik Training – 24 “super-users” are being trained to use Mozaik and will help staff navigate the program. Videos will also be made available. Mozaik can be used for marks as early as January, but everyone will be using it for marks and attendance by June. At this point, there is no cure in sight for ISM. Unfortunately.

Observers – Megan intends to retire at the end of the next school year. She would like to include an observer at TAC meetings so that any potential President gets an idea of what the committee does and the topics it addresses. Eva and Jeff will discuss this idea.

ADULT EDUCATION

Comments : Enrolment is up. A lot of students will anxiety and depression; looking at making smaller classes to help.

Planning Days – There is an issue about planning days. There are 6 planning days and two floating days, but the floating days require work to prepare for the person taking the class. For New Horizons, this is a reduction of 12-14 PED days. The bottom line is that there are too few PED days now for teachers to actually work on materials, marking and preps, as training is also included in the 6 days. How can this be remedied?

Resources – English resources lag behind continually. Deeply frustrating.

Contract Hours – It's difficult to count hours for contract teachers because contracts constantly change. There needs to be a more consistent manner of tracking hours so that paychecks more closely reflect the work done in shorter periods of time rather than receiving a lump retro sum twice a year. Shanna expressed gratitude for having more staff support in the adult sector, including a psychologist and other personnel.

VOCATIONAL TRAINING

Vocational Training – Bilingual Service at CBM- Concomitance students complain that there is no English, where it has been offered in the past. Still waiting for new students from Massey-Vanier; going well on French side at CBM. Luc will share the program with MV.

Vocational Training – Access to Pedagogical Material: Ghislain shared that there was a meeting at the QPAT level, whom said that some programs will be prioritized. Industrial Mechanics will probably not receive translation within 5 years as it is the only program in the province. Luc encourages sharing of documents of locally translated resources. PROCEED has the list of prioritized programs.

Comments: At Massey-Vanier; all water fountains were replaced to fill bottles. At Voc. Ed, there are none. Ghislain feels this is a building issue and should not come from the machines/materials budget. Another example is the air compressor, the bill is always being taken out of the Machines/Materials budget, when it is a building issue.

Jeff suggests this is discussed at Health and Safety with Eric. Luc shares that Buildings and Grounds paid for the new water fountains at LVTC.

*** Vocational Education should be changed to Vocational Training.**

Concomitance –

The board is working to provide concomitance in English very soon. One of the problems is there is not enough space at M-V for the classrooms that are needed. Ghislain suggested that there might be enough room in the adult ed. area as well as in the voc. training centre itself, and this might be a solution. This will be looked into.

English Learning Material –

PROCEDE.ca has a wealth of lesson plans, videos and other materials in English. As well, the translation of manuals is proceeding at a good pace. Luc mentioned two videos that set a framework for Adult Ed. and Vocational Training: Demystifying Adult Education and Demystifying Vocational Training. Below are links to the English materials.

Links to English materials:

PROCEDE.CA

vt.procede.ca

RECIT-AGE – Mark Gariepy <https://sites.google.com/cssmi.qc.ca/recitfga-english-school-boards/home>

RECIT-FP – James Burns <https://sites.google.com/view/recit-vt/home>

Équipe Choc Service Éducatif Complémentaire – (Age & Voc Ed) Karine Martin & Karine Jacques <http://www.carrefourgafp.com/SEC/>

Équipe Choc Pédagogique (AGE) – Micheline Lamarre (Math & Science Programs) & Julie Robitaille (Languages & Social Science Programs)
<http://www.ageresources.ca/>

CENTRAL PROFESSIONAL IMPROVEMENT COMMITTEE

Review of 2020 – 2021 – Jeff reviewed the moneys spent last year. Limited activities took place due to Covid.

Parameters of the distribution of funds 2021 – 2022 Jeff shared the proposed budget. Megan proposed to adopt

Procedures for accessing funds (review of booklet) – corrections discussed and approved.

Wellness Workshop – December 6th. Gail will organize. Discussion on the purposed of the day and the use of planning days. Employees would benefit from voluntary workshops and an opportunity for things to still happen at schools.

Monies for LCEEQ workshops – Very valuable workshops for teachers and we have a good number who attend the workshop in February. It was agreed to provide \$7,500 (or 35 participants) to fund participation.

Applications for funding

Julie Turcotte – request for funding “teacher shadowing” in Finland. Requesting \$1500.00 in aid. Approved unanimously.

Stephanie McCully – Online Professional Book Club: online PD discussions on books twice a year. Request for \$1100 to purchase books. Approved unanimously.

Martine Barbeau – new teaching assignment, would like some release time (5 hours). It was felt that this would best be funded by the PPP. Approved unanimously.

Multi Grade Classes – New monies, \$675 for each multigrade teacher.

Training for substitutes – Last year held a workshop on use of technology. Julie will be talking to a supply teacher to discuss needs.

QPAT Convention – Pre-Convention both in person and online.

Workshops on Teacher Planning Days – reminder for everyone

Professional Partnership Program – Continue to use revenues from the grant to support teachers.

Central Depository – What about the book club?

Leadership Workshop – will take place on November 19th.

Special Ed Funds – working with Ped Services for training from pre-school to end of cycle 1 on early intervention. Will be a combination of ped days and regular days. Books purchased and digital literature linked to attachment-based pillar. Also training by K. Morin for resource teachers.

HEALTH AND SAFETY COMMITTEE

Covid Concerns – Between Sept7-Sept.28th: 2 teachers and 8 students. The two teachers are in recovery at this time. P. McCourt asked if there are extra Large Masks as some bigger framed faces cannot wear large ones properly. There should be no shortage on masks in schools. The small masks are prioritized for the younger kids as we don't have extras; the grade 6 students can wear adult masks.

Covid Concerns: Increase in cases in the Estrie, particularly in the Granit and Magog area. Cookshire Elementary had to close for a bit and L.E.S had 5 cases in the building. J. Palik shared a concern that Public Sante are responding too late to be able to do the contact tracing.

Code of Ethics (Civility) – Will have to go to various tables for presentation, such as council of commissioners, parents committee. J. Edwards set out guidelines for purchasing and no conflicts on interests. She looked at different school boards and came up with a document that fits our culture. Other school boards documents were looked at such as Western Quebec, Riverside, and Val des Cerfs.

Code of Ethics (Civility): Document for Consultation has gone out to everyone. J. Edwards has received the feedback from each group and will make the appropriate tweaks. From there it will be brought to the Des, and then Human Resources. It will begin in February. This Code will be looked at each year; and so would need to be added to the Health and Safety to-do list. J. Pauw said this will be added to the first staff meeting of the year. M. Seline shared Lester B. Pearson's Guidelines and J. Edwards shared that she looked at documents from others such as Riverside, Sir Wilfred Laurier and Val des Serres. J. Pauw will bring this idea to the parents committee.

Wellness Workshop 2021 – December 6th - Gail Klinck is usually working on this dossier. It is expanding; support staff were invited and hopeful that more will attend this year.

Wellness Workshop 2021: Registration is now closed. Really interesting variety options both virtual and in-person. M. Seline asked if Professionals were able to

take part. J. Pauw said that there are a couple professionals who did sign up; unfortunately those in the adult sector do not have a planning day to attend. M. Seline asked if the ETSB can cover release for these teachers or if ATA can. J. Pauw shared that this is difficult for the vocational sector because they're not many supply teachers. J. Pauw feels that ATA can release some reps or teachers in the adult sector to attend if there is no problem with them finding a supply teacher. Reminder to follow Covid rules.

Safety Log – Was only available in French. J. Pauw has converted it from PDF to word file but has not translated yet. P. McCourt asked if this log can replace the other documents we already have to fill out. J. Pauw says the insurance form has to be filled out; Safety Log has to be filled out for CNNEST. P. McCourt asks if accidental reports can be managed in a binder as the “Log” as she is afraid another form to chase will set up for holes in the information. M. Seline feels this is not an extra burden; as teachers should be filling out the log book at offices as well as the forms; this should be the teachers’ responsibility. The expectation is that the accident report form is filled out. J. Edwards uses google forms which creates the data. J. Pauw will look at simplifying the steps to see if we can make it less of a burden on administration.

Safety Log: On the to-do list. J. Edwards has been putting on all the incident reports into google forms so that a summary can be created yearly to share at this table.

Conflict Resolution in the Workplace – DPR System - Workshops are coming up. October 15th with ATA at 4:00 for school and centre reps, as well support staff delegates are invited. October 19th with ETSB for administration. All employees will be invited to watch the webinar at their own time.

Conflict Resolution in the Workplace – DPR System: The plan was to get the roll-out before Christmas, but it looks like it will be more in January. M. Seline suggests sending out before Christmas for Teachers to look over.

Safe School Documents - There are teachers who do not understand this procedure and what documents that need to be filled out. ATA directs them to the school principal; and if it deems that this student will be harmful toward others. An assessment is done.

Code of Civility for Parents – This came up at QPAT. One of the delegates came up with a poster idea that reminds parents that there is no tolerance for abuse or violence. ETSB was considering training for support staff on how to deal with the public. J. Pauw suggests posing this to the Parent Participation Organization.

Code of Civility for Parents: J. Palik feels this is something more and more that is needed. For Posters that say Violence is not tolerated toward teachers, this should be toward all staff.

Bill 59 – Act to modernize Health and Safety regime - The act to modernize the Health and Safety regime. The bill is being looked at the Sec.Gen.’s table. Giving

more power to the Health and Safety Committee. Student work stages, under adult and youth sectors, now fall under CNESST.

CNESST – J. Pauw has not compiled a list of total employees out on CNESST from last year. We have a few teachers on long term that are coming back.

CNESST: J. Pauw can send out a list to M. Seline. We do have a tremendous number of teachers out on preventative for pregnancy. Not many teachers are out because of injury. We have a couple of teachers who were almost on long-term disability but were able to come back. There are no professionals on it.

Disturbing Accusations on Social Media – The end of last year a teacher reported a problem. This teacher was nervous about going back to school and having this parent continue the accusations. J. Pauw clarifies that this individual should be report to the police if it is damaging to this person. ETSB jurisdiction is if employees are damaging other employees on social media but has no power over parents. ETSB can guide the employee of what actions to take. P. McCourt is wondering if there is a way to guide all employees on how to react to these types of accusations. QPAT has created a pamphlet on how to deal with these types of conflict and ATA will do a training with reps about this topic. This is also being offered as a pre-convention workshop.

CO2 Testing – ETSB has not received the probes yet because the school on top priority to the government. We have one school on level 2 and the others on level 3. Level 1 is top priority. Level 2 is testing at 1550. Natural ventilation on level 3; High schools have mechanical ventilation that takes air from the outside. The Herman-Nelson machines will be replaced eventually. New thermostats will be installed so that teachers can see the levels in real time. 1000 is the goal, under 2000 is acceptable. A full protocol will be sent to teachers. Level 2 will start on October 15th. M. Seline asked why classrooms were tested without students. Eric shared that some classes were tested in the morning without students and in the afternoon with students.

On-Site Covid Screening Tests - Complimentary services are meeting today with Elem. principles to discuss this. ETSB has the tests but has not distributed yet. The training videos are not yet available in English. These tests are the mouth/nose swabs, not the deep nasal tests. These are for use only when the child has symptoms but is not going home; the first step is to send them home with parents to bring them to be tested. The test will determine if there is no sign of Covid in which case the student can return to class. Logistical concerns from the Admin Assoc. with permission slips, training discrepancies, extra time. J. Pauw said that they are looking at how to use the monies to give these tests and who to hire. One idea is to train the Voc. Ed nursing students to come give the training. M. Seline noted the QPAT directive that there should be no training / no administering of these tests done by teachers. P. McCourt shared that the ministry says there is funding coming down; so far \$800 has come in, while \$40 000 of the school budget had to be paid out to carry our various Covid related directives. Perhaps HSAs can be giving these tests as they are already trained in certain medical procedures. J. Pauw feels we all have the same position, that whether we are principals, teachers, or support staff, this shouldn't be on our

tables, but we will have to figure out a plan. Administrators cannot say no to the ministry but has a strong stance that they are not doctors or nurses and shouldn't be given this task.

EAP Services - Change in name; new website. New workshops covering stress. Stats are received every quarter. Visit www.lifeworks.com

Energia - 180 participated last year. The same program is being offered again this year, which just opened on Monday.

Budgetary Rule: Sous-mesure 50645 – for ventilation in schools. Provides \$160 000 on all projects and so we will go case by case to schools. 12 schools were prioritized to replacing fossil fuel energy with electric (heating pumps) which will allow for air conditioning. ETSB is paying 12 million to do this. 50643 will be giving 1/3 cost of grant monies which helped with changing ventilation systems

Access to Drinking water – CBM – The fountain will be installed this week. ETSB went completely touch-less for these fountains, which were delayed in shipping. Val des Cerfs did not go with completely touch-less this is why they had their machines installed first. ETSB paid for the fountain, Val des Cerfs paid for the installation.

Right of Refusal – Seems to be misperceptions from teachers about right of refusal. If there are students who are violent or has behavioural issues, there were teachers last year refusing entry or refusing to enter the classroom.

Climate Analysis - M. Seline suggests a committee and including support staff. ETSB has looked at and will share with this group. Hard to avoid biases, and so they have looked at ones that have already been created and tested. Climate analysis done in a school can cost between 7-\$14000

Safety Concerns Heroes – The superintendent was onsite to look at the issue. There is a project to change the doors and windows but with delays due to shortages. The doors should be arriving in October. Some doors have been fixed but keep breaking. A local Locksmith will now be hired to fix the problems until they are changed. L. Flynn highlighted the concern with the possibility of fires, as well as recent break-ins.

Climate Analysis: M. Seline is wondering if we can draft a Climate Analysis of our own rather than paying an outside company. J. Pauw is worried about the credibility of our own analysis as it might be deemed bias whether toward the school board or the union. Ghislaine Labelle from Laval is capable of providing bilingual expertise. M. Seline asked if Thierry can help with this dossier, however J. Pauw is not sure that he can cover all the expertise required to analyze the Climate in a workplace. M. Seline will ask QPAT if there is someone available to be impartial.

Health and Safety Policy Review: The principal/ director is supposed to review with the staff every year. Four schools/centres said they had not gone over their policy this year.

Safe Schools Workshops: Two schools wanted to have more information about the safe school workshops and have a presentation to be made. On Monday a zoom workshop will be given by Emmanuelle to Parkview., and M. Seline will give a presentation of the “right to refusal”. Some teachers from Heroes jumped on board to attend via zoom as well. J. Edwards asked to join in.

Verbal Aggression Towards Staff: M. Seline was reading through school council minutes from St. Francis, and a teacher had asked for this to be added to school council, and perhaps posters can be made. J. Palik shared that administrators would also appreciate this initiative. S. Fortier suggested a reminder on a phone message when parents call and perhaps a header/phrase on all communications.

Air Quality - SES: M. Seline shared her positive impression of visiting the schools and seeing the new renovations, clean and welcoming atmosphere. The concern is with ventilation in a room for resource. E. Plante will verify with the superintendent. Ventilation is done with windows, so the windows will be checked. J. Palik shared that there is one room there without a window. M. Bensabet asked if there are specific numbers on the air quality tests in the schools. E, Plante shared that the results were sent to principals. ETSB is considered 3rd phase of priority for the ventilation probes. Classrooms without windows will received air purifiers.

Covid Protocol: A teacher asked what the protocol is from Public Sante. Staff are receiving the general communications to parents. Specifics about each group or individuals are sent to those involved only.

School Report – Bill 56 for 2020-2021 School Year: Reports are given for the previous year by the student Ombudsman.

Cameras - Heroes: M. Seline asks if there are cameras at the entrance door. E. Plante shared that there are outdoor camera in the playground but not sure about the entrance. A camera is usually linked to the secretary and door.

Covid Plan - students: J. Humenuik heads a committee with students from the high schools. The students are asking for the protocol. This protocol comes from Public Sante. J. Pauw will look into this.

Violence at Waterloo: There was a student that was violent toward an H.S.A in which a teacher had to assist to remove the student away from the Support staff person. M. Seline asked S. Perreault if there is a suggestion of what to do in these situations. S. Perreault shared that each student must have an intervention

plan for their behaviour. M. Seline asks at which point does the student get suspended or home schooled? J. Edwards shared that if the intervention plan is being followed and the student is still being aggressive, then the safe school protocols are brought into play.

Vaccinations-Elementary: Administrators have just received the documents. Seems to be 3 different waves. Permissions are going home to the parents. The vaccinations will be run in the schools by the nurses who usually give the vaccinations. J. Palik shared her worry that the permission slip only includes one parental signature as this has created tensions for the administrators.

Facebook: A parent has created an “ETSB power to the parents” page that is sharing video, media coverage of parents bashing the ETSB, teachers and schools. M. Seline will bring this up to QPAT.

Rapid test Estrie: M. Seline received an email with 14 attachments about rapid testing. There are some schools that are not yet doing these rapid testing because of lack of staff. There have been rapid testing set up by L’ambulance st.Jean in the schools in hot spots. There will be rapid-tests that can be sent home with secondary students.

SPECIAL EDUCATION TEACHER PARITY ADVISORY COMMITTEE

Snapverter Extension

Fred will prepare tutorials for staff members to have access to learn about the extension. This should be done this fall.

Resource Teacher Meetings

There are four (4) scheduled resource teachers' meetings for 2021-2022

- September 22nd — Meeting targeted for all-new resource teachers, but all are welcome.
- November 8th — Meeting will focus on supporting students with ASD
- February 21st — Meeting will focus on supporting students with ADHD
- May 30th — Meeting will focus on supporting students with borderline intelligence & Mild Intellectual Disability

To accommodate teachers' schedules, Kymberley will be offering a morning and afternoon session for the November 8th, February 21st, and May 30th meetings

QPAT Survey – Guest

Anne-Marie Rheubottom from QPAT presented the results of the QPAT Survey on Special Needs.

AGRHS Large Class Size

Megan brought up to the attention of the committee that teachers in secondary classes and MAPS classes are feeling overwhelmed in spite of the support from HSAs and SETs.