

Report of the TRO Structure/Levy Study Committee

Members: Kim Appel, Kerri Ferguson, Dan Maxwell, Gibb McKay, Brenda Rogers, Graham Satterthwaite (chair)

- Tasks identified as requiring a greater time commitment
- Proposed TRO and TBU executive structure
- Cost analysis
- Comparison with similar size teacher units

Tasks identified as requiring a greater time commitment:

Communications with Members	Provincial DBU information distribution Pension Information distribution WEB –SITE development and Maintenance Article research and writing for OC Monthly – Branch President Conference Calls OTF information distribution – PD opportunities etc. Host webinars
OCDSB policy and procedure issues	AE&R Attendance Management School Effectiveness Framework – District Review Process Diversity and Inclusion Task Force Employee Code of Conduct Student Census Progressive Discipline
Political Action	Local Lobby efforts MPP's Trustee's - relationship building Labour Council – CLC / OFL relationship building Provincial Election Readiness
Branch Relations	Branch Meeting Attendance Branch Concern Follow up
Media Relations	Letters to the editor – topical issues to our members Radio / TV interviews – establish an OSSTF presence in Ottawa On-line interviews – topical issues for our members
Trustee Relations	Host regular meetings – voice our concerns
Health & Safety Issues	Preparation and research for committee meetings Training of MSO on health and safety issues MSO offered PD to, and assistance for site reps
Collective Bargaining	Research of benefits, parental leave sub-plans Collection of data for comparison to careers outside of education More in-school discussions to collect member feed-back for negotiation priorities
Training	Expansion of the current workshop offerings

Proposed TRO and TBU executive structure:

President (1.0)

Current duties

Vice-President (0.67)

The responsibility of this position would be to enhance service to the membership through:

Direct Service to Members:

This is a direct assistance to the current TRO's. In light of the number of daily inquiries and the break down of the calls, it is felt that an individual tasked with this assignment would benefit by providing general inquiry assistance to the membership as well as being able to triage important calls to the respective TRO as per current duties.

Member Communications:

The advent of electronic communications e-mail, web site, Facebook and Twitter are all areas in which our membership expects there to be a strong visible and effective presence. To date we have done poorly in this regard and feel urgent attention is required to modernize and improve efficiencies.

Professional Development:

This area can be divided into two distinct categories of concern;

- PD Conference funding Grants and PD Subject Council offerings
- PD Committee

An emphasis would be to assess and expand on the professional needs of the membership through a strong liaison with the PD committee.

Overall, this position would provide the individual an excellent opportunity for training, and fulfill a long range objective to provide adequate succession planning to the unit.

Chief Negotiator (1.0)

Current duties

Membership Service Officer (1.0)

Current duties

Provincial Councillor (0.0)

Current duties

Provincial Councillor (0.0)

Current duties

Treasurer (0.0 + Honorarium)

Current duties

Secretary (0.0)

Current duties

PAC Officer (0.0)

Current duties

Executive Officer (0.0)

Current duties

Communication Officer (0.0)

Current duties

Cost analysis:

Vice-President salary would remain as that of the classroom teacher. For budgeting purposes, the following would be a maximum cost.

(salary x .67) + allowances + benefits (@11%) \$75 900

Additional cost per FTE (1580) per pay (26) \$1.80

Comparison with similar size teacher units:

Board	TBU FTE	TRO's	Ratio of FTE's to TRO's	Current cost of TRO structure per FTE per annum
Durham	1669	<ul style="list-style-type: none"> • President (1.0) • Chief Negotiator (1.0) • Benefits (1.0) • Executive Officer (1.0) 	417	\$148
Thames Valley	1730	<ul style="list-style-type: none"> • President (1.0) • Chief Negotiator / Grievance Officer (1.0) • LTD admin (1.0) • Executive Officer (1.0) 	433	\$96
York	2515	<ul style="list-style-type: none"> • President (1.0) • Chief Negotiator (1.0) • Executive Officer (1.0) • 1st VP (1.0) • Political Action (1.0) • H & S (0.5) 	457	\$30 (Note, York DSB covers 100% salary of 3.3 TRO's)
Ottawa- Carleton	1580	<ul style="list-style-type: none"> • President (1.0) • Chief Negotiator (1.0) • Membership Services Officer (1.0) 	527	\$100 (\$127)

In comparison with boards of FTE from 900 - 2500, the ratio of FTE's to TRO's ranges from 346 to 527.