

ETFO – TORONTO OCCASIONAL TEACHERS' LOCAL  
Executive Meeting Minutes  
Thursday January 13, 2022, 5-7 PM, via Zoom Communication

In attendance are:

Derek Hulse - ETFO CB Staff

Ruth Ann Morley – Meeting Chairperson

Executive: Jeremy Bass, Sarah Boomhower, Greg Deitcher, Rinat Evron, Rob Fulford, Marisa Gallippi, Gail James, Fletcher Jerome, Christina Meynell, Jeishan Rajakulsingam

### 1. **Welcome**

Derek is attending to provide information and direction for the Collective Agreement issue.

### 2. **Human Rights Statement and Land Acknowledgement Statement**

Read by Rob Fulford

### 3. **Approval of Agenda:**

Moved by Sarah Boomhower and seconded by Marisa Gallippi.

**Motion 21/22-65 BIRT** the agenda be approved. **Carried**

### 4. **Board Request - Increase Cap on OT List**

The Board met with the local to discuss the possibility of adding more OTs to the TDSB elementary OT roster beyond what the cap language in the CA currently states.

18.7.0 - The Board shall maintain a capped Occasional Teacher List of up to forty percent(40%) of the FTE number of permanent elementary teachers employed by the Board.

The local has requested the following:

*The last list provided by the TDSB to the Local was the October 15, 2021 list(attached) which had 4367 names on it. In the 20-21 school year the TDSB indicated the FTE of permanent elementary teachers employed by the Board was just over 11, 000.*

*However, that number has not been requested/shared yet for the 21-22 school year.*

*To make an informed response, it would be helpful to know the following, please.*

*1) What is the 21-22 FTE number for the permanent elementary teachers employed by the Board?*

*2) how many new names is the TDSB considering adding to the Occasional Teacher List beyond the numbers set out in the CA cap language?"*

### **Derek Hulse - ETFO CB Staff**

- Currently the Collective Agreement has a hard cap
- The Board and Local can agree to temporarily set it aside
- This would mean waiving the cap time (e.g., to June 30)
- Board could then increase the number of OT's on the list until that time
- After that time no OTs are removed from the list except by attrition
- The Collective Agreement is signed off, the only way to set aside the cap is if they bargain to do so
- The Local Executive can make the decision to seek to do this and it would be submitted to the Provincial office.

- It would not be approved by ETFO unless the agreement offers the Local a significant benefit
- For example, the Board waiving the number of required days for an OT to work for the year

Moved by Rob Fulford and seconded by Sarah Boomhower.

**Motion 21/22 - 66 BIRT** the Local Executive refrain from negotiation with the Board in regards to 18.7.0 of the collective agreement. ***Carried as Amended***

Moved by Sarah Boomhower and Seconded by Christina Meynell

**Motion 21/22 - 66A**

Amend with the addition of:

“unless the Board is willing to provide substantial improvements to the benefit of Occasional Teachers.” ***Carried***

#### 5. Health and Safety for Return to In Person

##### a) H&S meeting with Board

- Need to centralise information for consistency
- No reporting of numbers has staff going in blind
- Board will announce any school closures due to 30% outbreak by 8:00 p.m. the night before
- N95 for OTs - get a fresh mask each day, must request it at the school office
- Board is following provincial guidelines
- Concern for lack of consistency across all schools (e.g., students wearing masks on their chins)

##### b) and c) Students Masks and Lunchroom

A lengthy discussion of health and safety concerns was held.

Moved by Christina Meynell and Seconded by Marisa Gallippi

**Motion 21/22 - 67**

BIRT the Executive send a letter to the Board with the following concerns: ***Carried***

#### **PPE:**

- Ensure adequate supply of PPE in particular N95 masks available each day to OTs
- N95 available in s, m l to ensure best fit
- training video or information on proper use of N95 provided for staff
- Enforcement and consistency of rules within schools such as students required to wear masks
- a list of students who are accommodated for not wearing a mask provided to daily OT in the office upon their arrival for an assignment
- Hepa filters in every classroom, appropriately maintained, kept on during all class time (despite the noise level) to ensure the best air quality

#### **Smartfind:**

- Smartfind improve matching OTs to assignments by designating type of teaching assignment as in person (I), Virtual accommodate at home (VH), Virtual within a school (VS) or Hybrid (H)
- OTs able to indicate in Smartfind what assignment calls they are to receive of up to 4 of these categories

- to ensure that the OT are not walking into an assignment blind and that they have the technology skills that are needed for certain types of assignments

**Accommodation:**

- Allow for accommodation of OT staff who have high risk vulnerability in their home life to be part of Virtual accommodation at home (VH) supply work or Virtual within a school (VS) without lunchroom supervision duty.

**Testing:**

- support the provision of Rapid Antigen Tests every week for all staff and students
- In particular, daily OT who can have large contacts in a week be provided with at least 2 Rapid Antigen Tests every week
- staff returning from Covid absence provide negative PCR test provided free by the Ministry / Board prior to returning to work
- students returning from Covid absence provide negative PCT test provided free by the Ministry / Board prior to returning to school

**Notification of Covid:**

- the Board should strongly lobby the Ministry of Education to reinstate requirements and resources needed for daily reporting of Covid testing for schools
- if the Ministry of Education does not reinstate this requirement notification, then the Board would determine a method for the board to record and report the board's Covid cases by school
- that the TDSB Covid advisory website be continued as a necessary way of informing daily OT's of their risks in working in various schools

**Lunchroom:**

- Hepa filters on and running during indoor lunchroom
- Staff to have mask and shield for indoor lunchroom duty
- a strict no talking policy during lunch when masks are off to reduce aerosols
- Daily OTs who can work in many different schools over a week with contact with hundreds of different students, be prioritised for outdoor lunch duty to limit their exposure to even more students

**Bussing:**

- Reduce the number of students on each individual bus

**Class Size:**

- Reduce class size to low the exposure for each individual student

**Sick Days:**

- provision for daily OT access to sick days if under quarantine

A draft letter would be sent out to the Executive for proof reading /editing prior to it being sent to the Board.

**Adjournment 7: 15 p.m.**