



ETFO Toronto Occasional Teachers Executive Strategic Planning Meeting 2024-2025

AGENDA

DATE: Sept 19, 2026

TIME: 9:00 AM-4:00 PM

Health Breaks: 10:45-11:00 AM and 2:30-2:45 PM

Lunch: 12:00-1:00 PM

Meeting Location: 1 Stadium Rd, National Yacht Club

Parliamentarian: Yolanda B'Dacy

Executive Board Members:

Released Officers: Marisa Gallippi, Laura Barrett, Gabrielle Blais-Jones, Sophie Kroesen, Jeremy Bass

Executive Board Members: Sujatha Chintakunta, Gail James, Beverley Flynn-Samuels, Efstathia Sotiropoulos, Jeishan Rajakulasingam

Executive Minutes: Laura Barrett

Human Rights Officer: Yolanda B'Dacy

Regrets: Nathan Goveas, Rinat Evron

Start: 9:03am

1. Human Rights Statement - Gail James

2. Land Acknowledgement - Laura Barrett

3. Introductions and Expectations of the Executive - Marisa

4. Equity / Human Rights - Yolanda

5. Timed Item: 9:40 AM

Election of Collective Bargaining Committee up to 4 including the Chief Negotiator

Reference Manual, section 3.2 Collective Bargaining Committee Terms of Reference

b. The executive will assign the Chief Negotiator duties to one of the released Vice Presidents. Updated June 7, 2023

Executive submission, 1 minute speech, votes via paper ballot to chair - chair to receive votes and declare members on the committee

President: Marisa Gallippi

Chief Negotiator: Sophie Kroesen

Collective Bargaining Committee members: Laura Barrett, Gabrielle Blais-Jones, Jeishan Rajakulasingam

6. Health and Safety - Successful Candidate for Officer Position -
Marisa

Health and Safety Executive Officer: Laura Barrett

Health & Safety Inspector: Jeishan Rajakulasingam

7. Committee Released Officer Portfolios -Laura/Sophie

8. Timed Item: 10:15 AM

Committee Executive Liaisons assignment-Laura/Gabrielle

-executive liaisons to call a meeting with committee members.

Committee -registered members -email with Reference Manual sent out to committee members

Motion 24/25 - 1

Kroesen / Barrett

En bloc motion: BIRT the 2024-2025 Executive adopt four ad hoc committees (2SLGTBQIA+, French Teacher, Health and Safety, Retired Teacher), costs to come from **Budget Line 604 - Committees.**

BIRT Health and Safety Ad Hoc Committee

3.13 Health and Safety Ad Hoc Committee Terms of Reference 3.13.1

The Committee shall work: a) To advise and make recommendations to the Executive on health and safety issues. b) To make recommendations to the Executive to raise member awareness of health and safety issues in schools in the Local. c) To provide resources and programs to increase

member participation in health and safety training. d) To review issues of the Joint Occupational Health and Safety Committees to provide assistance for our rep / Health and Safety Inspector. e) To raise the awareness level of members for Health and Safety issues. f) To provide a forum to discuss concerns raised at the TDSB Joint Occupation Health and Safety Committees. (February 2024)

BIRT 2SLGBTQIA+ Ad Hoc Committee

3.14 2SLGBTQIA+ Ad Hoc Committee Terms of Reference A. To provide advice on the education of Local members about the histories and cultures of B. 2SLGBTQIA+ people and the experiences of 2SLGBTQIA+ members. C. To identify and recommend to the Executive ways to support 2SLGBTQIA+ members of the Local. D. To provide resources and programs to support Local members and maximize using ETFO incentive funding available to the Local. E. To recommend existing strategies and resources as well as develop and/or compile new ones which address homophobia, biphobia, transphobia, heterosexism, transmisogynoir, and other forms of hate based on gender identity, gender expression, or sexuality. (Updated March 5, 2024)

BIRT French Teacher Ad Hoc Committee

Terms of Reference to come - Purpose is twofold, to compile resources for non-French qualified teachers who are put into French teaching assignments and to provide a safe space for French qualified OTs to share their classroom experiences - which are different from OTs who are not qualified to teach French.

BIRT Retired Teachers Ad Hoc Committee

Terms of Reference to come

CARRIED

9. Timed Item: 10:30 AM

Dates / Events - discussion with Executive (*Note: [TDSB Days of Significance](#) not yet updated past Dec. 2024) - Laura

a) **Days/Date(s) for Executive Meetings**

September 2024 - Monday, October 7th

October 2024 - Monday, October 21st

November 2024 - Monday, November 18th

December 2024 - Monday, December 16th

January 2025 - Monday, January 20th

February 2025 - Monday, February 10th

March 2025 - Tuesday, March 18th

April 2025 - Tuesday, April 22nd

May 2025 - Monday, May 12th

June 2025 - Monday, June 2nd

b) **Dates for Fall and Winter General Meetings**

Fall General Meeting - Tuesday, November 12th (5pm - 7:30pm)

Winter General Meeting - Wednesday, February 19th (5pm -)

c) **Dates Annual Meeting** - Wednesday, May 21st, 2025

d) **Elections dates:** Wednesday May 28th, 2025

e) Constitution (Motions) dates (due date to send to ETFO Provincial is Friday, February 28th, 2025 because March 1st is a Saturday)

12:00-1:00

Motion 24/25 - 2

Barrett / Blais-Jones

Postpone to time definite (next Executive Meeting) to vote as to whether the Fall General Meeting will be in person versus virtual.

CARRIED

Discussion of how to separate elections from constitutional motions - potential for a special meeting about this.

Motion 24/25 - 3

Bass / Chintakunta

BIRT the Executive decide at 3:00pm (or the end of the meeting) on a May date for elections, with the constitutional motions date to be decided at the next executive meeting.

10. Timed Item - 1:15 PM to 1:30 PM**Treasurer's Report – Jeremy**

- a. Year-end expenditures
- b. New information from Provincial that will impact budget
- c. GICs- Executive to provide direction regarding investments
1:30 PM-1:50PM
- d. Q&A for Treasurer

ETFO was paying 1.75 of our release, but now that we've dropped beneath 2,000 full-time equivalents, they will pay for 1.25 of our release.

Budget already had a deficit and now this will add \$58,000 more deficit.

We need to make a decision regarding which GIC to buy (we have one GIC locked in).

Discussion of online banking: security risk found (bill payments allowed)

RBC says: 2.75% for cashable, 4% for locked-in (completely untouchable) for the year. GICs can be split up.

Balance owing still not known

TFSA's are not available to non-profits

Motion 24/25 - 4

Bass / Blais-Jones

BIRT the Executive deposit \$500,000 in a 2.75% cashable GIC (or discretionary rate when possible) and leave the remaining balance in cash.

CARRIED

11. 1:50 PM to 2:05 PM President's Report

1. **Announcements**-D.H/ Allison Ryan, ETFO Staff Officer, Elizabeth So to be invited to Executive Meetings moving forward
2. In camera session
3. **Notice to the board** re: Office provided August 30, 2024 - last day at Fairmeadow: October 31, 2024 - possibility of donating bulky furniture items, lending released officers equipment for the duration of their term - mail forwarding coming to a central location
 - a) Research for new office locations for meetings etc
 - b) Locker/storage information
 - c) Report to the Executive to be shared in Oct. Executive Meeting
 - d) Fall Newsletter (will be sent out October 7th along with meeting date for the fall GM, **November 12th** - 2024 summer newsletter a large cost savings - calendar budget is \$0 and a solution was found)
4. **Lieu Time** - Released Executive presented their logged summer lieu time hours

Motion 24/25 - 5

Kroesen / Barrett

BIRT the Executive move to an in-camera session with the parliamentarian present.

CARRIED

Motion 24/25 - 6

Kroesen / Blais-Jones

BIRT the Executive appoint an Executive Member to take Local minutes until further notice.

CARRIED

12. 3:10 PM**First Vice President - Laura****1. Communications**

- Website (Union Digital will be giving us a demo of a website redesign with improved layout, more accessibility, secure portal, digital reimbursement)
- E-mail addresses for released executive (will be username@etfo-torots.org, getting the Non-Profit discounted rate)
- Communications budget greatly reduced

2. Health and Safety

- JHSC Subcommittee - has been on various topics (pests, fire safety, environmental safety), currently focusing on workplace violence

3. President's supplemental: Compliance training "may be paid" - e-mail coming from the Board**13. 3:18 PM****Vice President-Gabrielle-Blais Jones**

- Pocket calendar co-created with Laura
- POTs (gathering of presidents of OT locals, learned of collective bargaining progress)
- Office-packing
- Professional Learning workshop on using the new IEP system - October 2nd (TDSB MART giving workshop for \$300 fee)

14. 3:21 PM

Vice President- Sophie Kroesen

- Executive Confidentiality Letters - signed by Executive Board Members and submitted to the released officers
- Not enforceable - a signal of agreeing to collective norms

Chief Negotiator - Sophie Kroesen Collective Bargaining Update:

- To be sent via email

15. Motions from the Executive:

Executive Motions:

Motion 24/25 - 7

Kroesen / Bass

BIRT the Local will no longer be providing meal allowances for any online **all-member** meetings.

CARRIED AS AMENDED

Motion 24/25 - 7A

Kroesen / Blais-Jones

To amend motion 24/25 - 7 by the addition of “all-member” after the word “online”.

Motion 24/25 - 8

Gallippi / Kroesen

BIRT the Toronto OT Local Inspector serves as the Joint Occupational Health and Safety Committee representative as per 6.3.1 in the Constitution. (January 2024) 27 3.13.2

CARRIED

**16. 3:45 TIMED ITEM - vote on a date for May Annual General Meeting
May 21, May 28, 2024**

Annual Meeting: May 21st, 2025

Elections: May 28th, 2025

Postponed to Time Definite (next Executive meeting)

- Special Constitutional meeting (levy increase to 0.2, elections, etc.)
- Approval of June Minutes

Important Dates:

- **ETFO Toronto Leadership Training: September 25 and 26, 2024**
- **Collective Bargaining: October 2, 2024, 1:00 PM-4:00 PM**
- **General Member Engagement Event: November 20, 2024**