



ETFO Toronto Occasional Teachers Executive Meeting 2024-2025

AGENDA

DATE: October 21, 2024

TIME: 9:30 AM - 4:00 PM

Meeting Location: National Yacht Club, 1 Stadium Road,
Toronto ON, M5V 3H4

Parliamentarian: Yolanda B'Dacy

Present:

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, Nathan Goveas

Executive Minutes: Efstathia Sotiropoulos

Start: 9:30 AM

- 1) **Welcome** – Yolanda B'Dacy, Parliamentarian
- 2) **Human Rights Statement** -Gabrielle Blais-Jones
- 3) **Land Acknowledgement** - Laura Barrett
- 4) **Selection of Executive Minutes note-taker** - Efstathia Sotiropoulos
- 5) **Approval of the minutes** - October 7, 2024 *approved as amended*
- 6) **Approval of the agenda** - moved by consensus

Motion 24-25 - 23

Gallippi / Kroesen

BIRT the financial report will be attached to the minutes from October 7, 2024 onward.

CARRIED AS AMENDED

Motion 24/25 - 23A

Blais-Jones/Bass

Amendment to change the word financials to instead say, all reports be attached to all the minutes.

LOST

Motion 24/25 - 23A

Kroesen/Gallippi

BIRT the motion be amended to read that the financial report includes budget versus actuals, balance sheet and profit loss by month be attached to the minutes.

LOST

Motion 24/25 - 23A

Barrett/Blais-Jones

That the language be updated to read that the financial report be added after the creation of a secure member's portal.

CARRIED

Motion 24/25 - 24

Blais-Jones/Barrett

BIRT a summary of the oral reports that are given at executive meetings be submitted to the executive be included in the minutes.

CARRIED

Motion 24/25 - 25

Blais-Jones/Barrett

BIRT that there be a standing timed item each executive meeting at 3:15PM after the break as the last agenda item to hear the committee reports.

Call the question: Marissa / Barrett

CARRIED

Break

7) **Timed Item: Treasurer's Report** – Jeremy Bass

- ETFO Toronto Local currently has two GIC investments:
 - i) 300K cashable GIC investment at 4.2% with Royal Bank of Canada, and,
 - ii) 45K Fixed rate credit card GIC approx 3.6-3.7%;

While 400K sits in the bank.

- No change in financial reports since Oct. 11, 2024
- Currently transitioning to a paperless system; online banking to be implemented ASAP to reduce mistakes, prevent improper behaviour, and decrease the risk of centralization.
- Treasurer proposes using two financial institutions, namely, RBC and BMO, for diversification.
- President Galippi, per provincial advisory, discourages the usage of multiple financial institutions; ensures that RBC express is consistent with ETFO's digital financial system.
- Treasurer subsequently withdrew proposal for multiple financial institutions
- RBC client cards do not meet our letter of direction that says that at least two signing officers must provide signatures and therefore we now will not be issued client cards.
- While ETFO TO Local deficit remains, 57% of the budget is devoted to released officers salaries.
- An estimated 84K is incoming as part of ETFO provincial's fee rebate.
- Treasurer advises that either reduction of expenses or increase of revenues is required to balance the budget.
- Pie chart revenues, deficit and budget to be presented in November.
- Committees to be trained in budget management in early November.

8) **Timed Item: President's Report** – Marisa Gallippi

- Nov 5 & 11 proposed by ETFO Toronto Local to TDSB as EOTCC meeting dates.
- Nov 20: talking tour presentation date with ETFO Provincial President Karen Brown, with a focus on provincial political voting. Dependent care, mileage and food (meals provided at event) will be accommodated by provincial for this event. Google survey is up on the website, constant contact has been delivered.
- Local physical office location to be evacuated Oct. 31. New storage unit secured for 6 months. New postal box secured. President, First VP and, as a backup, Treasurer, exclusively hold the PO Box keys.
- The released officers have been assigned and are actively using new email addresses.
- Bi-election nomination notice given in newsletter; B'Dacy to chair the bi-election.
- Targeted contract aka Letter of Engagement was last signed in Feb. 2023. Executive will receive the current one for review. Treasurer and President agree that both of them are required to sign the Letter of Engagement.
- Subsequent to the Treasurer's report expressing resistance to online program RBC express, President Galippi reminds The Executive that RBC express had already been implemented by the President and First Vice President.

- Auditor's contract extension to Oct. 31 approved by provincial. The executive declined to review the audit as offered by the president.
- President Gallippi appointed VP Kroesen as parliamentarian for Nov. 12 GM.

9) **Leadership Conference: New Members Committee Report – James**

- History of ETFO info event proposal
- Have a free social event wherein interest for future events is requested
- Low budget meeting solutions can meet with other locals for combined events with combined budgets. Examples include wine and cheese events, valentines events, supermarket cookings, sip n chats, draws for prizes, games night, ETFO presenters
- Swag, freebies, calendars
- Bring a teacher friend incentive welcome
- List from the board of new hirees will be helpful to execute these opportunities
- Every new member can have a free social event per year
- Members can be encouraged to donate food to a food bank upon event entry.
- Welcome letter can include local info and President contact
- Provincial New Members committee suggests free podcasts, etc
- Share and reference kit

10) **Leadership Conference: Political Action Report - Sotiropoulos**

- Maintain positive public rapport and networking including with provincial
- Member votes, but also member engagement and volunteering, are desired.
- Public campaigns, such as the BBS aka Building Better Schools via www.buildingbetterschools.ca campaign
- Creativity to encourage and sustain member commitment as a goal.
- Socials appeal to member engagement.
- Attendance to public parades, picnics, with swag, freebies, refreshments/snacks, bubbles/balloons for children, etc. draws members and parents/adults in.
- Remain communication and response focused to sustain executive accessibility.
- Remembering that P.A isn't just for the elections but in between them as well.
- Overall goal to be seen, to increase engagement and to build member trust.
- When educating and/or discussing with members or media, focus on party platforms rather than on party leaders in order to prevent isolating or excluding members.
- Take an 'every vote counts' approach; resist voter suppression.
- Educators have a powerful role to play in elections because students are listening to them.

11) **Leadership Conference: Status of Women Report - Blais-Jones**

- Joined WhatsApp group with other Status of Women chairs
- Overnight retreats and other ideas and suggestions received

12) Leadership Conference: Social Justice Report - Barrett

- Two workshops on race-consciousness via viewing picture books and incorporating Race Matters glossary to minimize terminology confusion; will inform Equity and Social Justice committees about this
- 2SLGBTQIA+ inclusion in the classroom including parent communication, opting out and other issues
- The difficulty of engaging members amidst a limited budget; considering funding opportunities, pairing with communities and charities

13) Leadership Conference: PL Report - Kroesen

- Was informed on workshops and how to access them

14) Leadership Conference: Early Reading Screen Report - Chintakunta

- Mental health and the representation of relevant cases that occur in ETFO was discussed
- 98% member claims are not approved, though ETFO still recognizes that members whose mental health has been affected and supports should be in place
- By mid-Oct, all elementary reading assessments are expected to be completed
- Classroom sizes and overall disorganization is observed;
- Staffing is arranged via extra staff provided to provide teachers the time opportunity to accomplish reading assessments on time.

15) Leadership Conference Human Rights Report - Gallippi

- OTs can access and participate in NTIP (New Teacher Induction Program).
- Information on protective grounds have been provided to the executive.

Lunch

Motion 24/25 - 26

Gallippi/Chintakunta

BIRT the next executive meetings take place virtually via Zoom until March.

CARRIED

Kroesen/Blais-Jones Call the question

LOST

Motion to rescind 24/25 - 27

Bass/Chintakunta

BIRT the General Meeting on November 12th take place in person.

LOST

Govas/Blais-Jones Call the Question

CARRIED

Motion 24/25 - 28

Rajakulasingham/James

BIRT the Political Action committee choose the delegates for the Toronto and York Region Labour Council pending the approval of the executive.

Motion 24/25 - 28A

Rajakulasingham

BIRT nominations for members to attend the Labour Council be selected by both the Political Action committee and The Executive, understanding that additional members may attend as observers.

CARRIED as amended

Motion 24/25 - 29

Kroesen/Blais-Jones

Change the orders of the day

CARRIED

16) Allison Ryan of ETFO CB Services is introduced and speaks about her role as ETFO Toronto Local staff officer in place of Derek Hulse, also informing The Executive that the next bargaining date is Nov. 4, 2024.

Motion 24/25 - 30

Kroesen/Blais-Jones

BIRT the orders of the day be changed to immediately to discuss the constitutional meeting.

LOST

17) First VP Report - Barrett

- Opt-in contact list emails pending

- Transition to storage unit is well underway

Motion 24/25 - 31

Barrett/Blais-Jones

BIRT the named potential new committee members be approved by The Executive.

CARRIED

Break

18) Timed Item: Committee Reports

- Blais-Jones provided Status Committee Members updates. Committee met Oct. 7; secretary elected; no chair elected.
- Chintakunta provided Racialized Committee Members updates. Committee met Thursday. Chair Jeishan Rajakulasingam elected; secretary not elected.

Motion 24/25 - 32

Blais-Jones/Gallippi

BIRT the terms of reference for the Status of Women Committee be approved as presented.

CARRIED

19) Blais-Jones VP Report

- Member forum to inform about progress report card-writing system organized and to be hosted by Blais-Jones on Oct. 24.

20) Gallippi/Kroesen

Raised special constitutional meeting to request levy increase.

Motion 24/25 - 33

Barrett/Sotiropoulos

BIRT the content of the local annual meeting be addressed at the next executive meeting.

CARRIED

Adjournment: **4:00PM**