



ETFO Toronto Occasional Teachers Executive Meeting 2024-2025

DATE: December 19, 2024

Meeting Location: Virtual Meeting

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, Nathan Goveas
Sujatha Chintakunta

Executive Minutes: Sarah Boomhower

Human Rights Officer: Defer to President Gallippi

Regrets: Laura Barrett

Start: 9:30 AM

Point of Privilege VP– Blais-Jones discussed tech concerns regarding Zoom updates (ex. Reactions like coffee sign or washroom to share when we are away from screen briefly.) VP Blais-Jones also was on Phones today.

1. Human Rights Statement - Gail James

2. Land Acknowledgement - VP Blais-Jones (French) Treasurer Bass (English)

3. Approval of the Agenda

December Motion 1**Blais-Jones / Rajakulasingam**

BIRT the Dec 19, 2024 agenda be approved.

CARRIED**4. Approval of the November 18, 2024 minutes****December Motion 2****James/ Sotiropoulos**

BIRT the October 21, 2024, minutes be approved.

CARRIED**Discussion on minutes**

- 34-35 Motion xx (numbers after this is 36 and following is + 1)
- discussion on past practice, strategies moving forward to assist the local in organizing motions
- recommendation from Parliamentarian to reset motion 1 to each meeting month
- Secretary Boomhower agreed this would be the way minute motions would be documented moving forward.

5. Timed Item-9:45 AM Treasure Report–Jeremy Bass

- discussion on revenue, expenses, and financial well being of the local
- Bass shared a financial slide deck presentation with the executive and took questions from members throughout presentation.

Financial Updates As of December 9, 2024

- The local has received \$203,923.68 of \$789,469.48 in yearly rebate fees.
- discussion on FTE numbers and impacts on funding of the local
- discussion on bank balance (\$509,562.97) and fees, GIC, etc.
- discussion on potential revenue this school year once collective agreement is ratified and paid out as dues would be collected on those earnings as well.
- Discussion on the timeline included a hopeful end of February pay out for members to receive funding if the collective agreement is ratified.
- Bass suggests that expected expenses are 138% of revenue earned which continues with a local deficit
- Executive discussed financial impacts of Emergency Replacement Personnel as non-unionized workers.
- Bass shared that there was a discrepancy in board benefits charges from 13-17%.
- Bass added that release expenses may be underreported at this time due to this unpaid bill.
- The Financial Report included TDSB PD Funding and 40% of rebates.

- Debate occurred by the executive regarding this payment including President Gallippi sharing the urgent need to pay all outstanding bills and discussing the significance of non-payment.

December Motion 4

Kroesen/ Rajakulasingam

BIRT that the treasurer pay any outstanding TDSB bills by January 10th, 2025.

CARRIES

Discussion on Motion 4

- The mover spoke about the relationship with TDSB and outstanding bill that must be paid.
- The seconder mentioned that the invoice sent in July and now six months later not paid over this 4% discrepancy with roughly a \$200,000 bill. He noted that we are very lucky to not have a penalty.
- Discussion/Debate ensued with the executive.
- Email discussions between the Treasurer and President
- Multiple requests to screen or forward email to executives for clarification.
- The President shared that an email stating that payment must be paid could be provided to counter this debate about no payment by the Treasurer.

Motion Amendment to Motion 4

Bass / Goveas

BIRT that the treasurer process any outstanding TDSB bills by January, 17th, 2025.

FAILS 1-7

Discussion Amendment to Motion 4

- The Mover repeated the new motion and noted this previous timeline was too tight.
- The seconder passed.
- Discussion/Debate ensued with the executive.
- VP Kroesen notes that any payment or additional charges accrued is due to this delay in payment by the Treasurer.
- Previous Treasurer spoke that this bill was sent to the local on July 28, 2024, and thus plenty of time was available for payment and resolution for discrepancies.
- Discussion on the Nov. 20th Listening Tour (ETFO Prov)
- Reported that Budget Line 620 is over budget and costing \$1810.92

- Discussion on several cost saving strategies at the local (ex. Move to digital versus photocopy, closing of office, no childcare, parking, miles, etc. reimbursements, etc.
- VP Blais-Jones noted that there was a \$1200 expense for December and January through email communication.
- Bass committed to following up with the bank to retract this payment such as direct payment and will look into this.
- VP Blais-Jones noted concern that pre-payments have continued and potentially cost local funding.
- VP Kroessen noted that 10 days later that rent wasn't paid and the knowledge of that required a VP to address is concerning.
- Discussion/Debate ensued with the executive seeking clarification with timelines, funds, and next steps.
- Executive Rajakulasingam noted this discussion would be more time conscious if questions were answered directly such as yes or no.

December Motion 5
Gallippi / Rajakulasingam

BIRT to end debate on Motion 4 as amended and to call the question.

Carried 8-5

December Motion 6
Gallippi / Rajakulasingam

BIRT to end debate on Motion 4 as amended and to call the question.

Carried 8-5

December Motion 7
Boomhower / James

BIRT to end debate on the original Motion 4 and to call the question.

Carried

5. Treasurer's Report Continues

- The Parliamentarian reminded the executive to follow the codes of conduct, rules, etc.
- The President noted this reminder by thanking the chair and noted that facts are not attacks.
- VP Kroesen requested an apology for alleged misconduct by the Treasurer.
- Bass apologized to VP Blais-Jones.
- The Chair clarified the apology requested was for Kroesen
- The Chair asked Bass if he was withholding the apology from VP Kroesen.
- Bass entered debate and did not apologize.
- Kroesen requested who the Human Rights Officer and none appointed. As such will defer to the President.

December Motion 8 Blais-Jones / Gallippi

BIRT the Orders of the Day be changed so that the movement break occurs immediately after the vote on Motion 7. Additionally BIRT the Elections agenda item occurs after the break.

Carried

AM Movement Break

6. Elections

- Discussions held by executive members regarding elections, election committee, and past practice.
- The President welcomed Election Committee Member Daneille Ingster.
- Due to potential interpretation of elections the President requested Ingster to take lead on this discussion if she felt comfortable.
- Ingster shared she is happy to share, but the lead should be through the Chair.
- The President noted that there is no election officer.
- Discussion and debate with the executive and Ingster led to a formal request for Chair B'Dacy to be the elections officer.
- Debate and discussion occurred regarding any potential breach in policy and procedure to have her serve multiple roles.
- It was deemed as no conflict of interest as well as strategies to best serve members on the night of the election in the spring.
- Discussion on costing for the election was had.
- Ingster is concerned that the committee is just her currently and requires more committee members to run successfully.
- The President responded that advertising for the committee has occurred and this is why she was invited to the meeting to share the date selections and needs of the committee.

- The Committee Member Ingster nominated Yolanda as the Election Officer and clarified that it is not a conflict.
- Alternatively a chair could be hired for the spring election meetings if deemed necessary.
- The Chair noted that there is no double charge as the role of Election Officer and will trust the committee and by-laws for payment agreement.
- It seems it would be under budget potentially.
- The President noted that two individuals would be compensated. It might be a poor precedent to ask one person to do two roles and not be compensated.
- Bass agreed with the previous speaker and suggested a compensation billing package.

**December Motion 9
Boomhower / Blais-Jones**

BIRT the executive accepts the recommendation to the appointment of the Executive Officer be approved.

Carried

7. 11:15 Timed Item Election Details

- Discussion regarding the February election timelines, notice to members, advertising, and spring annual meeting details
- Affirmed that at the Feb 19 GM, typically candidates are announced here
- Jan. 14 forms will be posted and the nomination forms due Feb 13th/25.
- Discussion on Postal Strike and membership communication of the winter newsletter may be delayed.
- President confirmed a reminder email will be sent by Feb. 6/25 that the election nominations are being accepted.

8. President's Report

- A positive brief remark from the President
- Brief discussion by executive in response to announcement that First VP Barrett will be on leave.
- The President deferred the time to allow for continuation of the election details.

**December Motion 10
Blais-Jones / Boomhower**

BIRT the Orders of the Day move Lunch to 12:30pm.

Carried

7. Election Details Continued

- The President noted the forms must be in the Dec. 20th mailout newsletter.
- Discussion on forms being updated, screened online, and collaboratively edited and updated.
- Note: The time changes on the form to 11:59 pm on Feb 13/25 for Nomination Forms and PDF due by Feb 21/25 11:59pm to allow maximum opportunities for members to apply.
- Candidates and flyers will be posted on the website by Feb 24th, 2025.
- MOTION BIRT the 2025-2026 Election Form be approved by the executive.
- LUNCH 1230-130PM
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- Important Dates:
 - Nomination Deadline Feb 13 for election applications
 - Jan 15 Nomination Form on the website

Lunch

5. Treasurer's Report Continues 1:30pm

- Bass shared the Treasurer's Slides again documenting an unexpected expense of \$3000 for administrative support.
- Bass added a cost of \$410 in RBC costs that were previously free for account usage.
- The President discussed the payment motion and addressed an email from the Treasurer to the executive that debates the motion. The President requested confirmation that Bass will pay this outstanding bill per the motion.
- Bass confirmed this was done today and debate continued.

December Motion 11 Rajakulasingam / James

BIRT the meeting will be held in camera.

Carried 7-3

The Chair reminded the executive that there is a responsibility to be confidential, but more so in camera. There will be no minutes taken while in camera. If a motion is made, the executive will move out of camera.

IN CAMERA SESSION

December Motion 12
Rajakulasingam / Koresen

BIRT the meeting be moved out of the in camera discussions.

Carried

December Motion 13
Rajakulasingam / James

BIRT that the 2024-2025 executive hereby expresses its no confidence in the local treasurer.

Carried 8-1

Motion 13 Debate

- Mover and seconder spoke on the motion
- Discussion on the motion by the executive was held.

PM Movement Break

5. Treasurer's Report Continued 3:10pm

- Bass shared the cost saving measures by cancelling the ICA Email accounts (\$810/ year).
- New Gmail accounts cost \$291.36 / year and allow for Google Meet which could be supported for large meetings allowing the local to cancel the Zoom account for additional savings.
- Bass predicted that if the local continues to spend \$1.38 for every \$1 earned that the funds will expire in the 2025-2026 school year.
- The Executive suggested that the Treasurer's Report be sent via email three days prior for review to maximize meeting efficiency.

7. VP Koresen CN Report

- Koresen discussed the tentative agreement, committed negotiation team, and general negotiation strategies
- Brief discussion on the memorandum of settlement between local and board.
- Discussion regarding Jan. 16 local ratification vote (ex. process, timelines, layout of meeting, focus on communication and Q & A for members prior to ratification vote, etc.
- Once ratified on both sides it becomes the new collective agreement and the board has 30 days to pay retroactive pay from 2022 onward to anyone owed.

- This hopeful ratification will create an additional revenue source.
- Jan 16 will be a virtual presentation to the membership with Q&A time followed by the vote.
- Kroesen shared there had been a preliminary list of strips and how the team was committed to gains for our members at unprecedented negotiation hours.
- Discussion on the gestapo letter and removal without prejudice.

8. Committee Reports (Timed Item 3:15) VP Blais-Jones

- Welcoming remarks by VP Blais-Jones
- Discussion on emails shared updating terms of reference by the French ad hoc committee screened to the executive.
- Discussion on events hosted by the local with a commitment to geographic regions being served
- Blais-Jones suggested voting on bloc motion for terms of reference
- Committee reports were shared with various details on meetings, events, and terms of reference.
- The released officer team will address updating constructive resignation from a committee in Terms of Reference - pg. 38 3.0 - 3.2.2
- \$5000 approved in PL Reimbursements to date
- Blais-Jones discussed coding, communication, and collaboration within the released officer team.

December Motion 14 Gallippi / Blais-Jones

BIRT committee members on the waitlist will be added as members resign and space becomes available.

Carried

December Motion 15 Gallippi / Blais-Jones

BIRT the Terms of Reference for the following committees be moved en bloque: French Teacher Ad Hoc, Equity and Social Justice, Health and Safety, 2SLGBTQIA+, New Members, and Social Committee.

Carried

December Motion 16
Blais-Jones / Kroesen

BIRT no invited presenter be allowed to sell their wares or products during a workshop hosted by the local.

Carried

8. The President's Report Continues

- Noted changes to the AM Delegates Election Form to be completed by the released officers
- Thanked executives for their service to the membership. Thanked the released officer team and spoke positively about progress at the local.

December Motion 17
Bass / NONE

BIRT the Local refrain from using any software or apps for official Union business that are owned by any of the software companies being sued by several Ontario School Boards for harming student learning. These companies include Meta (Facebook, Instagram, and WhatsApp), Snap Inc. (SnapChat) and TikTok.

Fail

Rationale: By using these apps, we are helping finance companies that are harming student learning, and causing distractions in the classrooms for our members. They are also platforms where a lot of bullying occurs. Every user who uses these apps is helping finance these companies, even if using a free app, since they make money by scraping data from the free users.

10. Other Business:

- The President discussed the ETH List letter without response from the board.
- The executive discussed the ETH letter as noted by member concerns.

Meeting Adjourned