



ETFO Toronto Occasional Teachers Executive Meeting 2024-2025

DATE: Monday, February 10, 2025

TIME: 9:30 AM-4:30 PM

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: Sarah Boomhower, Sujatha Chintakunta, Nathan Goveas, Gail James, Beverley Flynn-Samuels, Efstathia Sotiropoulos, Jeishan Rajakulasingam,

Executive Minutes: Sarah Boomhower

Human Rights Officer: Yolanda B'Dacy

Regrets: Elizabeth So ETT

Start: 9:30 AM

1. Human Rights Statement - VP Barrett

2. Land Acknowledgement - VP Blais-Jones

3. Chair Address- B'Dacy

- Reminder of the use of Robert's Rules, speaking time, points, quorum, etc.
- Brief discussion on decorum and the responsibility to conduct oneself professionally

4. Approval of the Agenda -

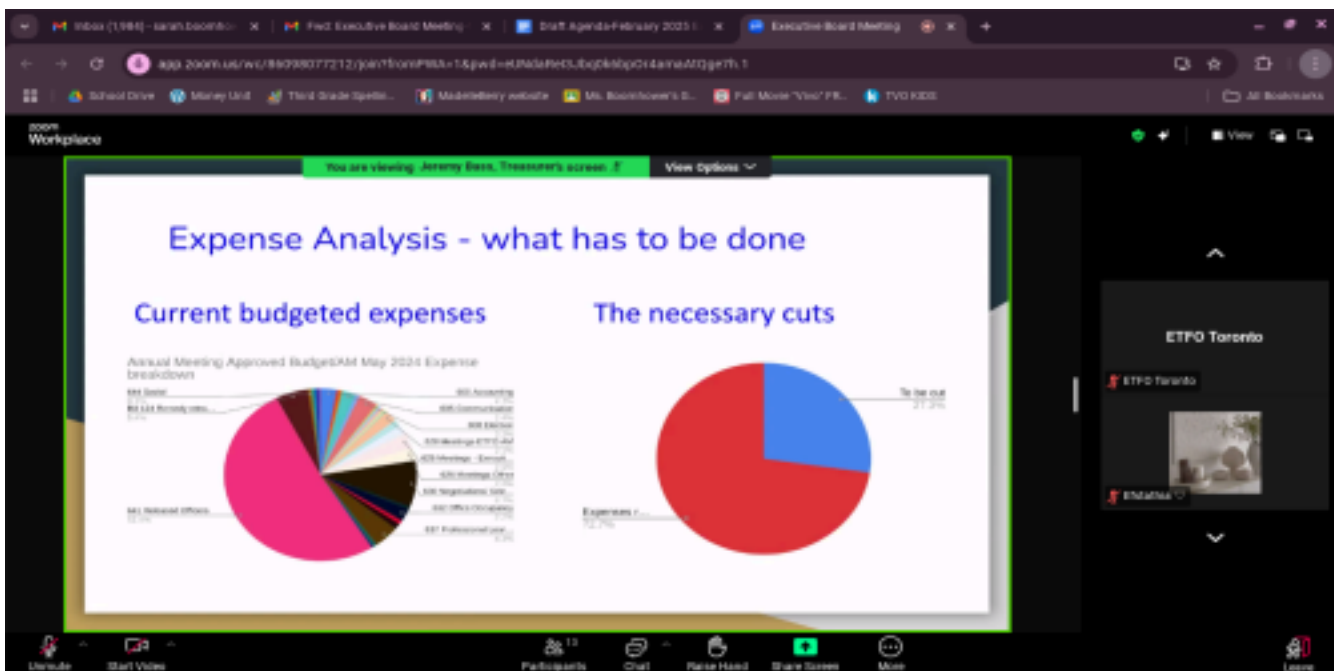
Motion BIRT the February 10, 2025 agenda be approved.
Moved: Flynn-Samuels/Blais-Jones
Carried

5. Approval of the January 20th, 2025 minutes

Motion 24/25
Mover: Chintakunta/Sotiropoulos
Second:
BIRT the January 20, 2025 minutes be approved.
Carried

6. Timed Item-9:45 AM Treasurer's Report – Bass

- All reporting data is from Feb. 3/25 figures including bank balance of \$379, 469.48
- Discussion on revenues, expenses as tied to release pay during the time of retro payment (Note: No new figures since January 2025 minutes.)
- Discussion on overcharges costing \$27,209.50 in 2023-2024 and estimated similar savings this school year.
- The overcharges will be sent by the TDSB to be either as a credit or payment for the local with details TBA.
- Discussion on FTE and the use of ERP impacts on financials and collective activism (ex. June 2024 1630 and January 2025 1585 FTE).
- Discussion on charges for the closed union office (ex. estimated savings \$1212.13 per month for 3 months of incorrect charges)
- Discussion on additional budget line for incidentals for the ETFO AGM which



originally only outlined hotel single accommodations.

- Note: Budget line 620 is over budget \$1810.92
- Discussion on Union Digital, ICA, ZOOM, Adobe, banking, administrative fees, etc. as recurring bills and emphasis on projected expenses costing 138% of revenue in image expenses breakdown:
- Discussion on Constitutional changes to balance the budget and timelines ● Budget Committee met Feb 4/25 requesting the board release data of days worked and levies collected by the local.
- Discussion on the intent to utilize the timing of executive meetings ● Reference to December Executive Minutes which mentioned an executive recommendation for such documents to be sent 3 prior days to any executive meetings

February Motion 3

BIRT the chair be challenged.

Bass/Sotiropoulos

Lost

February Motion 4

BIRT The Treasurer's Report be changed to: Due to an overcharge from the TDSB for release time in 2023-2024, the local will be reimbursed by \$27,209.50 for release time, this year (2024-2025).

Gallippi/Sotiropoulos

Carried

10:53-11:08- Movement Break

February Motion 5

BIRT The Treasurer's Draft Report will be submitted to the executive 72 hours prior to each executive meeting with the financial reports.

Blais-Jones/Boomhower

Carried

7. 11:20 AM -President's Report-Gallippi

- Welcome back to VP Barrett and remarks to teamwork of released officers ● Rescheduled Jan 28 board meeting and responded will proposed dates ● Feb. 13/25 is the deadline for retro pay and sent tentative date via constant contact ● Privacy Breach Grievance discussion
- ALTO-No updates at this time; ETT in favour and board has not responded yet ● Absenteeism Policy-No updates as the board has not provided updates with local yet ● LTO Appointment-No update as waiting on the Board Meeting
- Winter General Meeting Feb. 19/25-Notice of constant contact, data, website,

reminders, etc.

- Discussion on Chair for Winter GM and collaborative nature to find neutral outside party
- Discussion on Tech Support for Winter GM and released team role

12:01 - 1:01 PM LUNCH

Town Hall Meetings (Per Motion 24/25–44)

- Motion wording 24/25–44: BIRT the ETFO Toronto Occasional Teachers' Local will hold at least two online town hall all-member meetings in the 2024-25 school year, subjects to be determined. Costs to come from the Communications budget line. Moved by Kroesen/Blais-Jones Called Question: Goveas/Gallippi Carried ● Proposed dates March 27 and May 8
- Acknowledge Ramadan with the understanding of virtual forum, evening, etc.

February Motion 6

BIRT The Committee List be updated as screened to remove, add, and update all committee listings of active members.

Boomhower/Barrett

Carried

8. 1:15 PM-First Vice President Report–Barrett

- Welcoming positive remarks
- Report on violence in the workplace workshop
- Motions on Rep. Council brief discussion
- Union School discussion and how to be involved in political action ● Committee Members updated lists, wait lists, removal, etc. screened and emailed to executive

9. 1:35 VP Report– Blais-Jones

- Rep Council and voting member and spoke to motions that affect our members
- Mentorship program of OT Members by colleagues
- Single room accommodation discussions, funding options, powerful stories of discomfort and harm, and medical accommodation procedures and changes ● Grievance Portal discussion for local collaboration
- Increase and improvement on Anti-Black Racism including a new portfolio and role at ETFO
- OTF campground first rights to purchase by ETFO briefly discussed
- Discussion on political endorsement, regions, specific ridings, etc.

February Motion 7

BIRT The Toronto Occasional Teachers Local endorse the screened candidates.

Blais-Jones/Boomhower

Carried

Screened Names:

- Davenport - Marit Stiles - NDP
- Don Valley East - Adil Shamji - Liberal
- Don Valley West - Stephanie Bowman - Liberal
- Eglinton - Lawrence - Vince Gasparro - Liberal (public-private partnerships, dogwhistle and unsavoury messages)
- Etobicoke - Lakeshore - Eileen Fairclough - Liberal (some critical intel)
- Humber River - Black Creek - Tom Rakocevic - NDP
- Parkdale - High Park - Alexa Gilmour - NDP
- Scarborough - Centre - Mazhar Shafiq - Liberal
- Scarborough Guildwood - Andrea Hazell - Liberal
- Scarborough North - Thadsha Naveenathan - NDP
- Scarborough Southwest - Doly Begum - NDP
- Spadina - Fort York - Chris Glover - NDP
- Toronto Centre - Kristyn Wong-Tam - NDP
- Toronto Danforth - Peter Tabuns - NDP
- Toronto - St. Paul's - Jill Andrew - NDP
- University - Rosedale - Jessica Bell - NDP
- Willowdale - Paul Saguil - Liberal
- York South Weston - Faisal Hassan - NDP
- Don Valley North - Jonathan Tsao - LIB

February Motion 8

BIRT The Terms of References as screened be approved on bloc.

Blais-Jones/Barrett

Carried

Motion Updates as Screened:

Committee terms of Reference:

1.9 Committee members may resign from committees at any time, and will be removed from committees should they not send regrets for and not attend two (2) consecutive committee meetings. They may also be removed should they not reply to an email from the chair or executive liaison requesting acknowledgement within five (5) business days.

ANNUAL MEETING

3.0 OPERATING PROCEDURES FOR ANNUAL MEETING

3.1 Invitation to Annual General Meeting included in March newsletter.

3.2 The Invitation should ask members to indicate if they are going to file for their teachers' pension this year. If so, they are guests of the local and will receive a retirement presentation.

3.3 Include general agenda, with start and end times, on invitation.

3.4 Include in March newsletter, the date that local constitutional change motions will be

- posted on the local website.
- 3.5 Contact events manager at venue (end of March, early April) to confirm rooms and arrange for specific menu for food and wine selection, pre-meeting refreshments, A/V requirements for microphones, screens, podia, etc.
 - 3.6 In March, determine member giveaway – executive to approve expenditure and office to place order.
 - 3.7 In March, invite guests – e.g. ETT President, ETT liaison, and Provincial Executive Officer. Other local presidents, and past local presidents should be invited to the dinner only with executive approval.
 - 3.8 Ask guests to speak if executive so determines or if there is a timely issue.
 - 3.9 Hire a parliamentarian if necessary, with executive approval of person and honorarium to be given.
 - 3.10 Two persons (non-members) are hired to register members at the door, using a membership list showing the name and postal code only of each member.
Compensation will be determined by the executive annually at the first executive meeting. (Currently \$100)
 - 3.11 Keep track of RSVPs and money. (Treasurer to deposit cheques prior to meeting.)
 - 3.12 Post resolutions to be debated at AGM on local website at least 14 days prior to the AGM or the date printed in newsletter if earlier.
 - 3.13 Determine speakers to executive motions – who will move, second, speak, etc.
 - 3.14 Request that electronic versions of all committee chair reports be emailed to president and secretary, within specified time limit prior to the meeting.
 - 3.15 One week prior to the meeting, have all print materials, including agenda, minutes, budget proposal and proposed motions, photocopied for approximately 175-200 people, depending upon RSVPs.
 - 3.16 Have PowerPoint presentations, and other visual aid material prepared.

10. Open Discussion

- Discussion on visit by ETFO President Brown to the March Executive Meeting
- Discussion on funding, election optics, purpose of meeting, benefits, and concerns, etc.

2:48-3:03 PM MOVEMENT BREAK

11. 3:10pm Lead Negotiator/Vice President Report, Sophie Kroesen

- Collective Bargaining Meeting discussed
- Discussion on ETFO Prov. role during local and provincial negotiations, roles, mandates, etc.
- Phone discussions on released officer options, increase in ETT members reaching out, etc.

12. TIMED ITEM - 3:20 - Committee Reports

Budget Committee—Bass Feb. 4 Meeting, discussion of facilitating motions, etc. Additional meeting needed.

LGBTQ2S Committee—Barrett Meeting TBA

Constitution Committee - Kroesen Meeting TBA

Equity and Social Justice Committee - Kroesen Meeting Feb. 12

New Members Committee - James

- James discussed multiple workshop updates including \$15 refreshment budget
- Bass discussed procedures for reimbursement via Google Form.
- VP Blais-Jones and VP Barrett discussed alternative payment options, etc.
- Roles of liaison, released officer team, committees, etc.

Political Action Committee –Rajakulasingam

February Motion 10

BIRT Jeishan Rajakulasingam, Gail James, Gabrielle Blais-Jones, and Nathan Goveas will serve the role as representatives for the local at the Toronto and York Region Labour Council meetings.

James/Kroesen

Carried

Professional Development Committee VP Blais-Jones (Collaboration with DECE TBA)

Racialized Members Committee Chintakunta (ex. Movie Night Feb. 27 and Anti-Black Racism Workshop March TBA)

French Teacher Committee VP Blais-Jones Meeting TBA

Health and Safety - VP Barrett / Rajakulasingam

February Motion 11

BIRT Alice Godfrey be paid .5 daily release to attend Health and Safety training to be paid for from the 614 budget line.

Rajakulasingam/Barrett

Carried

Retired Teacher Committee - James Terms of Reference Email TBA

Social Committee – Kroesen Meeting TBA

Status of Women –No Updates at this time

Committee Discussions

- Shifts in involvement from being very engaged with meals as an investment •
- Discussion on removal of meal reimbursement and child care to build reserves •
- Discussion on low honorarium for committee involvement (ex. \$5)

13. New Business

February Motion 12

BIRT The Treasurer immediately process the outstanding \$20 breakfast reimbursement from the ETFO 2024 AM.

Galippi/Kroesen

Carried

Question: Blais-Jones/Barrett Carried

Amendment to Motion 12 BIRT The Treasurer immediately process the outstanding \$20 breakfast reimbursement from the ETFO 2024 AM **without precedent or prejudice.**

Blais-Jones/Barrett

Lost

Question: Boomhower/Rajakulasingam Carried

14. ETH Google Form

- Feb. 2nd Board email blast to members discussing ETH Google Form • Discussion on past practice to not renew, deadlines, expiry date, etc. • Released team have brought to People and Culture and board; it will be a focus at the next meeting
- Board has not responded to date on Feb. 11th
- Discussion with ETFO staff officer regarding issue and will proceed to next steps

15. Meeting Adjourned