



ETFO Toronto Occasional Teachers Executive Meeting 2024-2025

DATE: Tuesday, March 25, 2025

TIME: 9:30 AM- 4:00 PM

Health Breaks: 10:45-11:00 AM and 2:45-3:00 PM

Lunch 12:20-1:20 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,

Secretary: Sarah Boomhower

Human Rights Officer:

Regrets: Sarah Boomhower, Sujatha Chintakunta

Executive Minutes: Laura Barrett/Gabrielle Blais-Jones

Start: 9:30 AM

1. Human Rights Statement - Gail James

2. Land Acknowledgement - Laura Barrett (English), Jeremy Bass (French)

3. Approval of the Agenda -

24/25 - March Motion 1

Sotiropoulos / Flynn-Samuels

Motion BIRT the March 25, 2025 agenda be approved.

Carried

4. Approval of the February 10, 2025 minutes

24/25 - March Motion 2

Mover: Sotiropoulos

Seconded: Blais-Jones

BIRT the February 10, 2025 minutes be approved.

Carried as amended

5. Timed Item - 9:45-10:15 AM Treasurer's Report – Jeremy Bass

a) Report of Financials

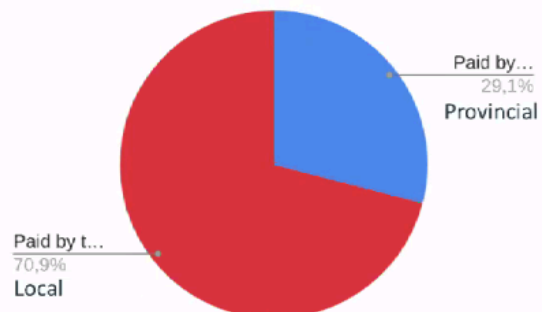
- As of March 13, 2025 the Local has received approximately \$364,000 in ETFO fee rebates
- Declining FTE numbers have led to smaller ETFO fee rebates

Revenue Update (continued)

One source of revenue is ETFO Provincial Release subsidy, based on FTE

2 years ago over 2000 FTE
3.5 Release count
President, 2 VPs, 0.5 Treasurer

This year 1514 FTE
4.3 Release count
President, 3 VPs, 0.3 Treasurer



- The above charts show that a higher percentage of our release is currently covered by the Local and not ETFO Provincial

- The \$27,000 payment from TDSB (as a result of benefits re-calculation) will be used to offset some release time expenses
- Other than two budget lines that are over budget, we are keeping to the budget
- Collective Bargaining and Professional Learning rebates will probably be underspent
- Opportunities to save money this year:
 - Perhaps sell the photocopier and other office equipment
 - Negotiate with Bell or shop around for a better deal
 - Reducing cheque usage saves money and time
 - Switching from ICA to Gmail
 - Could potentially switch from Zoom to Google Meet
- If present trend of spending \$1.38 for every dollar of revenue continues, the Local will run out of money
- Next Budget Committee meeting is April 9
- Local needs to build up reserves (ETFO recommends should be between 35% and 100% of revenue)
- Balanced budget requires constitutional amendments (with regard to local levy and/or release)
- Local levy numbers dropping
- Encumbered investment of \$45,000 was split into \$25,000 encumbered and \$20,000 unencumbered

Discussion of Collective Bargaining continuing into 2026, distinction between treasurer and bookkeeper roles/responsibilities

b) **Timed Item - Q&A for Treasurer 10:15 - 10:45**

Q: Where does the number 1514 FTE come from?

A: Take the total number of days our members have worked, divided by the number of school days

Q: What's the difference between the way ETFO Provincial calculates our FTE and this calculation?

A: ETFO only gets a snapshot once or twice a year - they have been using the number 1930, based on June 2024.

Q: Will the last fee rebate we get from ETFO be significantly less, then?

A: Yes

Q: Reason for credit card interest charges?

A: Treasurer didn't have signing privileges until mid-August 2024, electronic banking not set up

Q (supplemental): It continued past the summer

A: One signing officer on leave in January - conflict of interest re: approving another released officer's credit card, so there was a delay there

Q: Update on GIC investments?

A: \$300,000 GIC @ 2.7%, \$25,000 encumbered investment @ 2.7%, \$20,000 also at 2.7% and cashable after 30 days

Q: Why wasn't the Executive given input when we noticed interest rates going down, to possibly lock in a higher rate?

A: The locked investment can't be cashable for at least one year, and there's a high probability we'll need to be able to access those funds before then. The advantage to the short-term rate is that it fluctuates monthly with the Bank of Canada rate and can be cashed with no penalty.

Q: Why has one item consistently remained in the wrong category?

A: Bookkeeper has the ability to change items in QuickBooks Online and it's more cost-effective to send them several changes at once instead of one-by-one.

Q: Current local levy as a percentage? New percentage proposed by treasurer?

A: 0.01% (one penny for every \$100 earned), 3.5% (\$3.50 for every \$100 earned)

Q: Last year the proposed increase was to 0.3%. Why is there such a large increase?

A: We are at a lower FTE, less revenue, so the higher percentage is due to that

10:45-11:00- Movement Break

6. Timed Item: 11:00 AM - President's Report

In camera session: Executive Discussion (not minuted)

- Privacy Breach Policy Grievance-update
- ALTO postings

- *Investigation procedures (LTOs), and Board sick leave procedures*

Welcome Back to our Treasurer.

- TDSB response time to our members re: appointment of LTOs, etc... (key OT dept. employees information).
- EOTCC meeting date for Next meeting: (March 2025) TBD
- **Update:** Meeting with board, ETFO Staff officer and President on March 20, 2025
Benefits for Daily OTs
 - Board has asked for the Local and Provincial's help in implementing the new language (centrally-negotiated) - discussions upcoming with Provincial, since the new language doesn't affect all members equally
- Annual Report for ETFO Provincial
 - Discussion of a less-segmented Annual Report for 2024-2025 (information presented as a group)
- **Update-ANDREW WILLIAMS | Principal Liberty Square**
 - Meeting March 6
- Annual Meeting notice sent out via Constant Contact, on the website and newsletter. Elections information including candidate flyers on website, Constant Contact and mailed out with the newsletter (to members who express paper copy).

Discussion Topics

- Annual Meeting Alternates: Members expressing interest in being alternates for AM. Members are listed in order of requests via email.

1. Loreen Gale
2. Efstathia Sotiropoulos
3. Abigail Lee
4. Fatima Carneiro
5. Una Jevtic
6. Arthur Henri
7. Helen Scali
8. Greg Deitcher
9. Lisa De Santis

- Discussion of number of alternates (and potentially alternates to alternates) needed - Executive decided on six

12:20 - 1:20 PM LUNCH

7. TIMED ITEM 1:20 - 1:35 - ETT Liaison-Elizabeth So

- Question if OTs noticed changes in OTR process (ETT has noticed this)
- CUPE and OSSTF have also noticed differences in OTR process
- VPs mentions changes we have seen, inconsistencies with receiving letters of discipline)
 - Changes linked to new personnel, board trying to become more strict with increase in grievance
- ETT has pushed back on the meeting date being dictated, with some success
- Discussion of including the OTR process in collective agreement (potential united front between T-OT and ETT)
- Board asking for limitations and restrictions when members go on leave (before they return to work) - T-OT position is this is not appropriate in situations where there are no accommodations/modifications needed upon returning to work
- ETT filing a couple of grievances on the issue of not following restrictions and limitations, and potentially invasive investigations of members' health conditions

8. First Vice-President Report, Laura Barrett

- Health and Safety report (including Measles and board procedure -Jeishan)
 - Jeishan provides an update on Measles policy, TDSB Connects in March said to get vaccinated and to follow the lead of TPH
 - Jeishan brought this to JHSC since there is no specific board policy, this is on the agenda for the next meeting
 - No measles outbreak reported, or members contracting it at work
 - Question about liaising with TPH - whenever there is an outbreak, TPH comes in to assess the situation
- Action on Violence workshop, March 18
 - Virtually, co-organized by ETT and T-OT, 15 or 16 people present were OTs.
 - Will organize at least 1 more before the end of the year
 - 60-90 minute workshop where members are educated on their rights, particularly right to refuse unsafe work
- Online surveys: in-person vs online for local AGM and newsletters-decision about how to communicate Summer Newsletter
 - 26 responses - almost tied results with virtual and in-person, in-person location has slight preference for south of Eglinton
 - Comments about motions and meal reimbursements
 - Request from Treasurer to poll the executive on location preference,

references time for booking venue

- President responds, it will be a decision of the executive board that takes into consideration the survey feedback
- We have had challenges reaching quorum online and in-person, hefty cost to in-person meeting
- Plan is to include the link to the survey in every Constant Contact
- Determine a deadline for the survey - about three weeks from now
- Treasurer finds the budget line of \$12 000
- Executive Member James mentions the budgetary implications of an in-person meeting
- President has been monitoring registrations for events this year online and in-person - people register but do not attend
 - Suggests a meal allowance for an online meeting - lower than in the past
- GHOTs update
 - Attended with VP Kroesen on March 5th
 - Points from ETFO provincial about EQAO, advisories for members on how to pull their children from the program
 - Sisters in the Struggle will not be presented next year due to overlap with CLC program
 - Another local will be bringing forward a motion about ERP usage to the ETFO AM
 - T1198 form discussed (Bill 124 remedy payment), found in MyInfo
 - Some boards communicated more clearly than others, but TDSB opted for this strategy
 - Mentioned in a constant contact, but the local is not responsible for providing tax help
- Communication - website design/reorganization
 - Shows mock-up of potential website design with reorganization
- 17 Newsletter survey responses - 9 wanted a print copy
 - Link will continue to go out, deadline required
 - Executive needs to discuss moving away from printed newsletters, constitutional amendments needed
 - Kudos given to whoever designed the last newsletter by Executive Member James

Resuming **President's Report:**

- a) 50 days maximum for retired teachers
 - Conversation with Nathan Core about extending minimum days

- Retired teachers working and being paid their pension, people are against this
 - ERPs are a factor - do we want them in the position or OCT-certified teachers? Perhaps they should look at the geography and determine where there are many ERPs being used, and look at different solutions to solve this issue
- b) Seeking volunteers from the released and executive team to assist with the AM organization.
- Volunteers should email a released officer
- c) 4.4.13 At the June delegate meeting, a Lead Delegate will be selected from the current executive. AM committee- lead organizer
- e.g. sending out information regarding hotel rooms, dependent care, meal allowance, snacks, social events in the evening, etc...
- d) Motion: Meal allowance from our Local for the AM?
- 4.4.15 At the ETFO AM, the Lead Delegate will organize a delegate/alternate caucus immediately prior to the commencement of the AM, review voting procedures and AM protocol, and oversee delegate/alternate introductions and coverage on the floor of the AM. 4.4.16 That local members who serve as delegates / alternates to the 2023 ETFO Annual Meeting will receive a \$200 meal allowance from the local. Costs to come from Budget 620 Meetings - ETFO AM. Motion 22/23-75
- e) Summer office coverage schedule
- Will need to be discussed before the summer

Action items:

- Meeting at ETFO Provincial for President and Lead Negotiator on March 24- highlights (Marisa/ Sophie)
- Executive Meeting with President Karen Brown at ETFO Provincial March 26, 2025 - 1:00pm to 3:30pm - Please share agenda items at the March 25, 2025 Executive meeting for discussion:
 - Members collecting OTPP
- Digital Calendar for 2025-2026

Treasurer follow-up to President's Questions:

- Accounting costs: \$11,970 out of a total budget of \$25,000 (47.88% of budget and 63% of the way through the year)
- \$9,500 for six alternates to AM

Lead Negotiator/Vice-President Report, Sophie Kroesen

- Update by President re: Collective Agreement - Draft sent to Local, team reviewed changes, submitted to staff officer - Once that is done, the Board will

get our go-ahead and we'll have a copy to upload to the website

Vice-President Report, Gabrielle Blais-Jones

- Human Rights TDSB Policy update
 - Stakeholders were consulted, the Local brought up concerns
 - New policy approved and posted - specifics haven't changed greatly - members still need to submit a form
- Town Halls: March 27th and May 8th
 - 18 people in total have registered - most can attend both meetings (a handful can only attend the March 27th or May 8 town hall) - Executive is encouraged to share with their colleagues
 - Discussion of potential Google Meet trial for a meeting with no voting (not March 27, as there is not enough notice and members are accustomed to Zoom)

TIMED ITEM - 3:15-3:50 PM - Committee Reports

Elections Committee

- From Elections Committee: "both Elections town halls should be online for the sake of keeping the cost down."
- Difficulty of arranging town halls/all-candidates' nights with enough notice, given a one-person Elections Committee
- Discussion of one vs two meetings
- Date(s) and further information to be provided by Elections Officer

2SLGBTQIA+ Committee

- Workshop: **2SLGBTQ+ Human Rights Education Strategies** on April 16th at the 519
 - Discussion of cost-sharing with ETT if numbers are low and we open up the workshop to their members

Budget Committee - Met in February, next meeting April 9th - need to meet to prepare a budget in time for the April Executive Meeting

24/25 - March Motion 3

Blais-Jones / Sotiropoulos

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

Carried

Constitution Committee

- There will be a meeting soon

Equity and Social Justice Committee -

- Three committee meetings were postponed due to lack of quorum - upcoming workshop *The Importance of Primary Sources: Understanding the Holocaust, Jewish Experiences, and Jewish Contributions to Canada* (details TBD)

New Members Committee

- April 1st ETFO Presentation postponed due to low enrollment
- April 7th bakery social at Circles and Squares is for new members in their first five years - discussion of giveaways (only the ETFO Provincial materials)

Political Action Committee

- Still in the process of gaining membership in Toronto and York Region Labour Council

Professional Development Committee

- Event March 5th event about accommodating students with special needs in the regular classroom (almost 20 registered, only 7 came)
- Outdoor education workshop under consideration

Racialized Members Committee

- Feb 27 movie night - weather didn't cooperate (lower number than expected), but we had members come out (free choice of movies and popcorn provided)
- Anti-Black Racism event cancelled due to low enrollment

French Teacher Committee

- Nothing new to report at this time

Health and Safety

- Met recently to discuss potential workshops to keep OTs up to date with safety information at schools

Retired Teacher Committee

- Wants to organize a meeting in April to organize an event for retired teachers within the local

24/25 - March Motion 4

Unanimous consent

Retired Members Ad Hoc Committee Terms of Reference:

- a. to investigate issues that have an impact on members on OTPP in the Local
- b. to make recommendations to the Executive to address issues of negative impact on members who are on OTPP

March 25/25

Social Committee

- Arranging an upcoming meeting

Status of Women

- Four more events in the remainder of the year:
 - Two outdoor guided walking tours
 - A pottery or another workshop
 - Annual wellness day

4:07pm - Adjournment**Important Dates:**

- Spring Newsletter - posted on the website, sent out via Constant Contact and/or mailed out on March 5, 2025 (to members who indicated paper option).
- General Member Town Hall online meetings: Poster up on website as of March 5, 2025 (dates: Thurs. March 27 and Thurs. May 8, 2025)
- Annual General Meetings - May 21 and 28, 2025
- Reminders to OTs: complete at least 30 days of OT work, Vulnerable Sector declaration, submit email survey to stay on the OT Roster by last day of school (June 27, 2025)
- Summer Newsletter to go out by June 25, 2025