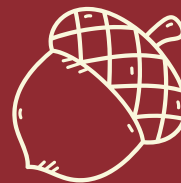




THE DISPATCH



FALL
2025



CONTACT US:



Marisa Gallippi - President
mgallippi@etfo-torots.org



Laura Barrett - First Vice-President
lbarrett@etfo-torots.org



Gabrielle Blais-Jones - Vice-President
gblaisjones@etfo-torots.org



Sophie Kroesen - Vice-President
skroesen@etfo-torots.org



FOLLOW US

www.etfo-torots.org



416-227-1866



@etfo_torots

MESSAGE FROM YOUR PRESIDENT - MARISA GALLIPPI

Dear ETFO-Toronto Occasional Teachers,

Welcome back to the new school year.

We recognize the many challenges Occasional Teachers currently face, including classroom violence, funding cuts, increased class sizes, limited services and resources, unpaid sick days for daily Occasional Teachers, and insufficient access to mental health supports, both for students and staff. Please be assured that your Local Union is actively addressing these critical issues through lobbying efforts, working groups, and initiatives to ensure your concerns are effectively heard and acted upon.

Members, this year brings significant changes to the TDSB. The Local Released Officers, the Local Executive, ETFO Provincial Executive, and I have been meeting to discuss the Ministry of Education's takeover of the TDSB, and the appointment of a Supervisor. We are gravely concerned, particularly regarding potential job losses for Occasional Teachers. It is imperative that we stand together and express our concerns. We must also unite to oppose Bill 33, demonstrating our commitment to defending democratic rights and our profession before it is too late.

We cannot allow this government to seize power for the sole purpose of privatizing public education. **Our children, our communities, and our future deserve certified Teachers in the classroom! Anything less will result in our education system failing future generations.** Now is the time to take action and express our opposition to this government. Please stay tuned for initiatives to communicate our extreme displeasure to the Ministry of Education.

We appreciate your continued dedication, support and commitment to our students, schools and community.
In Solidarity!



ETFO AM DELEGATES / ALTERNATES

DELEGATES:

Laura Barrett
Jeremy Bass
Gabrielle Blais-Jones
Sarah Boomhower
Sujatha Chintakunta
Beverley Flynn-Samuels
Marisa Gallippi
Nathan Goveas
Danielle Ingster
Gail James
Sophie Kroesen
Melissa Major
Cynthia McCarrey
Ken Nakamura
K. Justin Ngo
Jeishan Rajakulasingham
Theo Shivraine

ALTERNATES

Loreen Gale
Arthur Henri
Una Jevtic
Efsthia Sotiropoulos



THE 2025-2026 COLLECTIVE BARGAINING TEAM

MARISA GALLIPPI

President

SOPHIE KROESEN

Lead Negotiator / Vice-President

LAURA BARRETT

First Vice-President

GABRIELLE BLAIS-JONES

Vice-President

JEISHAN RAJAKULASINGAM

Executive Member

TDSB Joint Health & Safety Inspector

MEET YOUR 2025-2026 EXECUTIVE

JEISHAN RAJAKULASINGAM

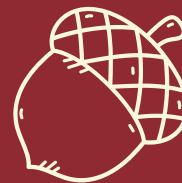
TDSB JOINT HEALTH & SAFETY
COMMITTEE REPRESENTATIVE

TDSB HEALTH & SAFETY
INSPECTOR

K. JUSTIN NGO
SECRETARY

EXECUTIVE MEMBERS – OPEN
NATHAN GOVEAS
JEISHAN RAJAKULASINGAM
THEO SHIVNARINE

EXECUTIVE MEMBERS – WOMEN
SUJATHA CHINTAKUNTA
BEVERLEY FLYNN-SAMUELS
MELISSA MAJOR



LAURA BARRETT FIRST VICE-PRESIDENT

Greetings, Toronto OTs & LTOs!

Here's wishing you a happy and healthy start to autumn! Amid recent changes to the TDSB's governance, we remain steadfast and deeply committed to representing you in our dealings with the Board. We also invite you to consider [joining a committee](#) to get involved with the Local and make new connections.

Free workshops on classroom violence will be held throughout the year - check our [events page](#) for more information on these and other events. Thank you for everything you do to create safe and inclusive classrooms across the city, and please call us if you need assistance!



SOPHIE KROESEN - LEAD NEGOTIATOR / VICE-PRESIDENT

Hi everyone! I hope you've had a wonderful summer break and that like me, you're ready to take on the new school year! I am honoured to be elected again this year and I take my role as Vice President seriously remaining committed to serving you with integrity and purpose. In my capacity as your elected Lead Negotiator, I will work diligently to build upon the progress we've made in bargaining and continue to advocate for a working environment that is both supportive and sustainable, especially during this difficult time. Together, we will demand fairness and the respect we deserve. Thank you for your trust and let's make this year a strong and successful one.



GABRIELLE BLAIS-JONES VICE-PRESIDENT

Hello Toronto Occasional Teachers!

I hope you've had a positive start to the year!

This fall, we have been representing you at meetings with the Board, at Press Conferences at Queen's Park, and building strength with other Locals as we fight the changes of the provincial government. This year's [Professional Learning Reimbursement form](#) is on the website, as

is the new calendar! We are committed to using available ETFO incentive funding and hosting more committee workshops! We also created an Instagram account to keep you in the know.

Follow us at [@etfo_torots](#)!



GAIL JAMES TREASURER

I am thrilled to be joining the local as the Treasurer for the 2025-2026 school year. My goals this year are to respond as soon as possible to member enquiries, to provide updated financials, to scrutinize all invoices to ensure that necessary information is included and that costs are correct, and to make member payments in a timely manner. In this way, the main goal of the local-to grow our resources-can be accomplished.

Looking forward to working with all members of the local this year.





NEWS & ANNOUNCEMENTS

Bill 33 Outline

In May 2025, the Ford government introduced a bill expanding their powers and limiting the voices of the public in education

Health Benefit Changes

Please check your TDSB email for a message sent July 26th with more information.



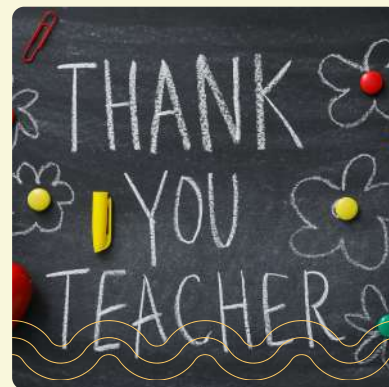
Labour Day Parade

Your Local joined the Toronto and York Region Labour Council in the parade held on September 1st.



National Day for Truth and Reconciliation

On September 30th and throughout the year, we remember the survivors of residential schools and recognize the teachings of Indigenous communities.



World Teacher Day

Sunday, October 5th, 2025 is World Teacher Day. Thank you for the invaluable contributions you make to the education system every day. Whether in an Long Term or Short Term Occasional teaching roles, you make a profound impact on students' lives.

DATES TO REMEMBER - MARK YOUR CALENDARS!

September 30th

Special Meeting to approve budget and auditor

February 25th

Winter General Meeting

November 25th

Fall General Meeting

May 12th and 14th

Annual General Meeting



EXECUTIVE MEETING DATES

November 7th

December 2nd

February 20th

April 28th

June 2nd

The 2024-2025 auditor and 2025-2026 budget were passed at the special meeting on September 30th. Thank you to those who attended the meeting!



HEALTH AND SAFETY



If you experience an accident or injury at work, fill out an Employee's Report of Accident / Injury (ERAI) as soon as possible. Even if the injury seems minor, documentation is useful in case of future complications. It is a good idea to document a workplace injury with a healthcare provider.

If you experience violence on the job, report it to a supervisor/admin and complete the Employee's Report of a Workplace Violent Incident (ERWVI) as soon as possible. If this resulted in an injury, you will also need to fill out the ERAI form.

If you lose time due to a workplace accident or injury (if seeking medical assistance caused you to leave before the end of your assignment or cancel pre-booked jobs), this will trigger a process via the Workplace Safety and Insurance Board (WSIB), by which you can be compensated for at the time lost due to accident or injury.

If you witness violence between students, you have a legal obligation to report it, using the Caring and safe schools form (accessed via the ERWVI pathway).

REMEMBER: YOU HAVE THE RIGHT TO REFUSE UNSAFE WORK.

This plays out differently in school-based settings than in other professions, because of our supervisory obligations, but it is a right under the Occupational Health and Safety Act.

Direct link to TDSB Health and Safety forms (requires TDSB login):

https://tdsbweb.tdsb.on.ca/es_health_safety/Forms-and-Documents/Forms

Pathway through the TDSB staff website:

<http://www.tdsb.on.ca/> > Staff > TDSBWeb > People & Culture > Health & Safety > Forms

For more information about health and safety in elementary schools, please visit
www.etfohealthandsafety.ca



COLLECTIVE AGREEMENT HIGHLIGHTS

16.0.0. LATE CALLS

16.1.0. A Short Term Occasional Teacher shall not be considered late for a teaching assignment as a result of a late request to report for such assignment provided that the Short Term Occasional Teacher arrives on or before the time mutually agreed upon by the Board representative and the Short Term Occasional Teacher.

16.2.0. The written record of the Board shall be conclusive as to whether a Short Term Occasional Teacher was called out late.

16.3.0. Except where otherwise indicated by the Board representative, an Occasional Teacher shall report for duty at least 15 minutes prior to the commencement of classes.

16.3.1 Where an Occasional Teacher does not arrive by the time specified on the teaching assignment, the assignment may be cancelled, modified, or reassigned at the sole discretion of the Board provided that the Occasional Teacher had accepted the assignment at least three (3) hours prior to its commencement.

**WANT OR NEED A SCHOOL VISIT FROM
A RELEASED OFFICER?
FILL OUT THIS FORM!**

17.0.0. CALL-OUT ERROR

217.1.0. If a Short Term Occasional Teacher has been called in error for a half-day assignment, the Short Term Occasional Teacher shall be given a half-day's employment within his/her profile and be paid a half-day's pay for such employment.

17.2.0. If a Short Term Occasional Teacher has been called in error for a full day assignment, the Short Term Occasional Teacher shall be given a full day's employment within his/her profile and be paid a full day's pay for such employment.

17.3.0. The record of the Board shall be conclusive as to whether a Short Term Occasional Teacher was called out in error.

17.4.0. Where an Occasional Teacher has accepted a pre-booked assignment, the Occasional Teacher shall not be permitted to cancel that assignment to accept another assignment of the same full-time equivalency (FTE) within twenty-four (24) hours of the commencement of the assignment. For further clarity, an Occasional Teacher is permitted to cancel a 0.5 FTE assignment to accept a 1.0 FTE assignment. An Occasional Teacher is permitted to cancel a one (1) day 1.0 FTE assignment to accept a multi-day 1.0 FTE assignment.

LETTER OF UNDERSTANDING - LATE CANCELLATION PROJECT

"... should cancellation of a scheduled assignment occur less than two (2) hours prior to its start time... the school will provide an alternate assignment..."



COLLECTIVE AGREEMENT HIGHLIGHTS CON'T

DID YOU KNOW?

25.0.0 ABSENCE DURING THE QUALIFYING PERIOD OF A PRE-SCHEDULED LONG TERM OCCASIONAL TEACHING ASSIGNMENT

25.1.0. Subject to 25.1.1. and 25.1.2., if the prospective assignment of an Occasional Teacher is scheduled to extend beyond the qualifying period, required for a Long Term Occasional Teacher assignment, and the Occasional Teacher has completed at least six (6) days of the assignment but is required to be absent for a period not exceeding one day, the Occasional Teacher shall continue in the assignment after the day of absence.

25.1.1. The reason for the absence shall be limited exclusively to an absence for an approved religious holy day, a professional development day or for personal illness.

25.1.2. Prior to being absent, the Occasional Teacher shall notify the Principal, or designate, of the reason for the absence and confirm to the Principal, or designate, the Occasional Teacher's intent to return to the assignment after the absence.

25.2.0. An absence, under 25.1.0., does not count as a day towards the qualifying period under 5.6.0.

28.0.0. WORKING CONDITIONS

28.2.0. The Timetable for an Occasional Teacher shall be the same as the timetable of the Teacher being replaced.

28.2.1. Notwithstanding Article 28.2.0. an Occasional Teacher shall **not be assigned any supervisory duty prior to the commencement of class on the first morning of an assignment or prior to commencement of the afternoon class on the first day if it is a half-day afternoon assignment.** It is understood that a

comparable supervisory duty may be assigned by the Principal during the day. 28.2.2.

Notwithstanding Article 28.2.0., should the Board bring in an Occasional Teacher for an assignment other than the replacement of an absent teacher (e.g. preparation payback, coverage for IPRC meetings, grade placements, divisional meetings), the TDSB-ETFO Occasional Teacher Agreement 2022 – 2026 52 Board will enter the assignment into the dispatch system in a manner that informs the Occasional Teacher of the nature of the assignment.

28.4.0. An Occasional Teacher shall be paid either a half-day's pay or a full day's pay. An assignment scheduled for one-half day or less shall be compensated at a half-day's pay. An assignment scheduled in excess of one half-day shall be compensated at a full day's pay.

KNOW YOUR RIGHTS!

The current collective agreement is posted on our website - if you're unsure of something happening at a school, give us a call! **[Click here for the Collective Agreement](#)**



IMPORTANT INFORMATION



WHAT TO DO IF AN ALLEGATION IS MADE AGAINST YOU

Please call the Local office ASAP:
416-227-1866

We are here to support and help you through this difficult process. Counselling and additional support is available through the TDSB's Employee and Family Assistance (EFAP) plan: 1-844-880-9142 www.workhealthlife.com



IF YOU ARE CONTACTED BY THE TORONTO POLICE SERVICE (TPS) OR THE CHILDREN'S AID SOCIETY (CAS)

- DO NOT participate or consent to an interview
- Say "I am willing to co-operate, but am unable to comment until I contact my Federation and legal counsel."
- Get the name, title, and contact information for the police officer or CAS worker who contacted you
- Call ETFO Professional Relations Services (PRS) and state that your call is urgent:
- 1-888-838-3836 or 416-962-3836

KEEPING OUR OTS SAFE - ZERO TOUCH POLICY

The TDSB has a clear zero touch policy, which prohibits any physical interaction with students, particularly related to discipline or classroom management.

All members, particularly Daily Occasional Teachers travelling to different classes and schools, must proactively avoid any forms of physical contact. Crossing these boundaries, even with good intentions, can expose you to potential allegations of physical harm or emotional distress, outlined in PR560.

There is no such thing as "Safe Touch", and allegations can lead to emotional and professional stress - it's crucial to protect yourself. More details can be found in the ETFO PRS Matters Bulletin, specifically the "Professional Boundaries" section.

If allegations are made, you are not alone - ETFO and the Local are here to support you. If you have questions, please don't hesitate to reach out.

Together, we can foster a safe and supportive environment for educators and students.





Don't forget

**MORE DETAILS ON PAY CAN BE FOUND IN
SECTION 10.0.0 OF THE COLLECTIVE
AGREEMENT - P. 39-41**

COMPLIANCE TRAINING

All TDSB employees must complete Board mandated and Ministry legislated compliance training. Two of the courses are to be completed on an annual basis:

1. **Dealing with Abuse and Neglect of Students (PR560)**
2. **Supporting Children and Students with Prevalent Medical Conditions in Schools**

Access your compliance training through myPATH.

For more information visit
<https://tdsbweb.tdsb.on.ca/compliancemanatorytraining/> (TDSB Login required) or email the Leadership Development & Training Department at compliance@tdsb.on.ca.

OVERPAYMENT / UNDERPAYMENT

Underpayment should be corrected within 1 - 3 pay periods

Overpayment:

- Payroll must reach out to OT before recovering overpayment to arrange a payment plan
- Example of a payment plan:
 - \$1,000 or less: 3 pay periods
 - \$1,001 - \$5,000: 10 pay periods
 - \$5,001-\$10,000: 16 pay periods
 - \$10,000 and greater: 26 pay periods

Refer to 10.9.0 of the Collective Agreement for more detail (p.41)

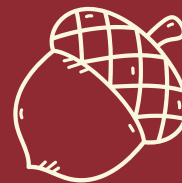
PAY INFORMATION

Daily Occasional Teaching Jobs:

- Record your job number and sign in at the office
- If there is a pay discrepancy, reach out to the school first to ensure the job was approved on their end
- If the job was approved, contact Payroll: TDSBweb > Operations > Payroll Services > Submit TDSB payroll query Payroll Services - Service Now
- **The daily rate for 2025-2026 is:**
 - 0-100 days taught for TDSB: \$289.52
 - 100+ days taught for TDSB: \$299.05

Long Term Occasional Teaching Jobs:

- You will be paid at your salary grid rate
- **Ensure your QECO rating has been submitted to the board (qeco.ca)**
- If you have prior teaching experience, submit letter to records assistant
- **If you don't have this, submit a Letter of Intent: TDSBweb > People & Culture > Forms > Occasional Teaching > Change in Salary - Online Letter of Intent before the end of the LTO**
- It can take a while for LTOs to be processed, but you will receive back pay



NOTICES

Article VIII Section 8.1.5 of our Constitution states: “Any substantive motion altering the direction of the organization or impacting on the membership as a whole must be received by the Local office in writing or by email not less than thirty (30) days prior to a General Meeting, to enable communication of that motion to the membership.”

Article XII Section 12.1.1 of our Constitution states: “Proposed amendments to the Local Constitution must be submitted to the Local office in writing or by email no less than thirty (30) days prior to the Local Annual Meeting.”

The 2025-2026 Annual Meeting will be on May 12th and 14th, 2026.

UPCOMING LOCAL EVENTS

Local events are posted and announced in the following locations:

- Local website: www.etfo-torots.org/events/
- Constant Contact emails (if you are not receiving these, please call us)
- Local Instagram account: @etfo_torots

Registration for events is online. Please register by the announced deadline and confirmation will be sent.

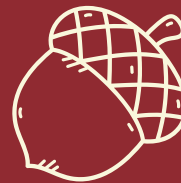
JOIN A LOCAL COMMITTEE!

Read more about the committees on [our website](#) and fill out this [Google form](#) to join one!

REMINDER FOR OCCASIONAL TEACHERS RECEIVING A PENSION

Questions about your pension or working day limits as a retired teacher and OT?

- Contact the Ontario Teachers’ Pension Plan:
 - Check your OTPP account: <https://www.otpp.com/members/my/>
 - Email: inquiry@otpp.com
 - Phone: 416-226-2700 or 1-800-668-0105 (toll free) (Monday - Friday, 8:30am - 5pm)
 - Fax: 416-730-7807 or 1-800-949-8208 (toll free)
- **Within 5 years of retirement?** Attend a workshop:
 - **October:** Tuesday October 7th @ 6pm; Thursday October 16th @ 6pm; Tuesday October 21st @ 6pm; Tuesday October 28th @ 5pm; Thursday October 30th @ 5pm
 - **November:** Thursday November 6th @ 6pm; Thursday November 13th @ 6pm
 - **Scéances en français:** jeudi le 23 octobre, 18hr; mardi le 18 novembre à 18hr
 - **Register here:** www.otpp.com > Members > News > Plan Updates and News > [Upcoming Webinars](#)



ETFO TORONTO OCCASIONAL TEACHERS' LOCAL PARTICIPATE IN THE "SAY NO TO BILL 33" PRESS CONFERENCE



**THE LOCAL UNION OFFICE HOURS:
8:30 AM - 5:00 PM**

AFTER OFFICE HOURS

**IF YOU HAVE BEEN CONTACTED BY TPS
AND/OR CAS DUE TO AN ALLEGATION,
OR HAVE AN URGENT MATTER, PLEASE
CONTACT THE ETFO PROFESSIONAL
RELATIONS SERVICES (PRS) OFFICE AT
416-962-3836
PLEASE ASK FOR PRS AND STATE YOUR
CALL IS URGENT.**

**PLEASE REMEMBER TO CHECK YOUR
TDSB EMAIL ON A REGULAR BASIS.**

2025 ETFO ANNUAL MEETING DELEGATION



ETFO AWARDS PROGRAM

THERE IS SO MUCH FOR US TO CELEBRATE!
Nominates and Apply for an ETFO Award, Bursary or Scholarship

Every day, ETFO members make outstanding contributions to curriculum development, the arts, the environment, science and technology, children's literature, health and safety, equity and social justice, LGBTQ+ realities, and humanitarian causes.

AWARDS

The ETFO Awards Program recognizes outstanding academic, artistic, and community contributions by all students and the Federation by its members and others. The ETFO Awards Program offers a financial incentive for some awards and a certificate of recognition from the ETFO President.

SCHOLARSHIPS AND BURSARIES

ETFO's Scholarships and Bursaries Program offers financial incentives to members and non-members, covering expenses of education, membership studying at the graduate level, and members upgrading their qualifications at publicly funded universities/institutions.

Member Awards

- Artistic
- Academic
- Academic and Applied Sciences
- Artistic Culture
- Children's Literature
- Environmental Education
- Health and Safety Action
- International Humanitarian
- Local Humanitarian
- Member Service and Engagement
- New Member
- Political Action
- Professional Learning and Curriculum Development
- Professional Values
- Women's Award

Women's Program Awards

- Academic and Applied Sciences
- Academic and Applied Sciences
- Academic and Applied Sciences
- Academic and Applied Sciences
- Academic and Applied Sciences

Non-ETFO Member Awards

- Children's Literature
- Environmental Education
- International Humanitarian
- Local Humanitarian
- Member Service and Engagement
- New Member
- Political Action
- Professional Learning and Curriculum Development
- Professional Values
- Women's Award

APPLICATION DEADLINES
Awards: February 1
Scholarships and Bursaries:
April 30

Scholarships and Bursaries

- ETFO Study Scholarships (open to non-ETFO members)
- General Scholarship
- Member Scholarship
- ETFO Member Bursaries
- Graduate of University and Early Childhood Education Program (ETFO 1988 Bursary) - For children of ETFO members
- Professional, Master and Post-Professional Learning Bursary
- Bursaries for Members of Engineering Councils (also open to non-ETFO members)

Women's Program Scholarships and Bursaries

- ETFO Study Scholarships (open to non-ETFO members)
- General Scholarship
- Member Scholarship
- Learning and Leadership Bursary
- Scholarship for Members of Engineering Councils (also open to non-ETFO members)
- Professional, Master and Post-Professional Learning Bursary
- Bursaries for Members of Engineering Councils (also open to non-ETFO members)

To apply, visit etfo.ca/awards

Apply for ETFO awards at etfo.ca/awards

