

WINTER 2025-2026

THE DISPATCH

THE OFFICIAL NEWSLETTER OF THE ETFO-TORONTO OCCASIONAL TEACHERS' LOCAL



Message from your President

As the winter holidays near, I want to express my sincere gratitude for your dedication to our students and your support of public education. Your commitment to fostering a positive learning environment is truly inspiring.

Your ability to adapt to new situations and challenges, while performing your duties professionally, is commendable. Your hard work significantly impacts students' lives and contributes to public education. Your Local Union recognizes and appreciates your efforts.

The upcoming winter break is an excellent opportunity to rest, rejuvenate, and reflect on the past term's successes and challenges. It's also a time to enjoy family and friends, create memories, and recharge for the new year.

As 2026 approaches, your local released officers and Executive have worked diligently to serve you. These past couple of years have been challenging, but your commitment, professionalism, and adaptability have helped you persevere and grow stronger. Thank you for your work.

I encourage you to complete the Collective Bargaining Survey which will be published in the new year. This will help your Executive and Collective Bargaining Committee prioritize your needs when we begin negotiations with the TDSB in 2026. The bargaining priorities, compiled from the survey data, will be ratified by you at an all-member meeting in the new year.

Enjoy your winter break!

IN SOLIDARITY,

Marisa Gallippi

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THE EXECUTIVE

MARISA GALLIPPI
PRESIDENT

LAURA BARRETT
FIRST VICE-PRESIDENT

GABRIELLE BLAIS-JONES
VICE PRESIDENT

SOPHIE KROESEN
VICE PRESIDENT

GAIL JAMES
TREASURER

K. JUSTIN NGO
SECRETARY

SUJATHA CHINTAKUNTA
EXECUTIVE MEMBER

BEVERLEY FLYNN-SAMUELS
EXECUTIVE MEMBER

NATHAN GOVEAS
EXECUTIVE MEMBER

MELISSA MAJOR
EXECUTIVE MEMBER

JEISHAN RAJAKULASINGAM
EXECUTIVE MEMBER
TDSB JOINT HEALTH & SAFETY
COMMITTEE REPRESENTATIVE
TDSB HEALTH & SAFETY INSPECTOR

THEO SHIVNARAIN
EXECUTIVE MEMBER

LOCAL 2026 WINTER GENERAL MEETING

February 25, 2026
Location TBD



Motions for the 2026 ETFO Annual Meeting

The ETFO Annual Meeting is a vital opportunity for locals to propose motions that shape the organization's direction, goals, and financial priorities.

To have a motion included in the ETFO Annual Meeting motion booklet, it must be approved by our Local's membership during a General Meeting before March 1st each year. If you have a motion for the ETFO Annual Meeting that you would like considered at the Winter General Meeting on February 25, 2026, please submit it via email to the Parliamentarian, Yolanda B'Dacy, at yolandabdacy@gmail.com.

The deadline for submission is January 21, 2026, at 4:00 p.m.

Please ensure your email submission includes:

- Subject Line: "2026 ETFO AM Motion"
- Your name
- Your TDSB employee number
- The form must include a brief rationale (under 100 words).

You can find additional Annual Meeting information at members.etfo.ca/etfo/annualmeeting.

Thank you for helping to shape our organization.

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Notice! ELECTIONS AHEAD

ETFO Annual Meeting Delegate Nominations

The ETFO Annual Meeting will be held in August 2026 in Toronto, with nearly a thousand members in attendance. The Toronto OT Local has 16 delegate spots. Delegates will discuss priorities, vote on constitutional motions, and approve the provincial budget. Candidates for the ETFO Annual Meeting Delegation are encouraged to submit a message of up to 200 words along with their email nomination form. This message will be shared with members. Please ensure that your message is emailed to the Elections Officer by 4:00 p.m. on Tuesday, February 10, 2026. (Please note that your message will not be edited.)

If more than 16 nominations are received, an election will be held. In this case, candidates for the ETFO Annual Meeting Delegate will have up to 1 minute to address the membership during the Winter General Meeting on February 25, 2026. Voting will occur immediately after the speeches.

PLEASE NOTE: All inquiries regarding the election process or the nomination form should be directed exclusively to the Elections Officer via email at yolandabdacy@gmail.com.



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Notice! ELECTIONS AHEAD

Election of your 2026-2027 Executive

We invite you to consider joining the elected team that shapes the direction and policies of our union local. If you are interested in running for a position on the 2026-2027 Local Executive, please submit a nomination form.

The nomination form outlines the expectations and responsibilities for each one-year term role, as per the Local's Constitution.

To be considered for the ballot, ETFO Toronto Occasional Teacher members must submit a completed nomination form via email to the Local's Elections Officer at yolandabdacy@gmail.com by:

Nomination Deadline: Friday, February 13, 2026, at 4:00 p.m.

Additionally, candidates may submit an 8.5"x11" profile in PDF format (color or black/white) to the Elections Officer by Thursday, February 19, 2026, at 4:00 p.m. Profiles that comply with the Election Procedures and Campaign Guidelines will be posted on the Local website on Monday, February 23, 2026.

FOR LOCAL EXECUTIVE
POSITIONS 2026 - 2027
ANNUAL MEETING DATES:
MAY 12TH AND MAY 14TH, 2026



PRESIDENT
FIRST VICE-PRESIDENT
VICE-PRESIDENT (OPEN)
VICE-PRESIDENT (WOMEN ONLY)
TREASURER
SECRETARY
SIX (6) ADDITIONAL EXECUTIVE
MEMBERS
THREE (3) POSITIONS (OPEN)
THREE (3) POSITIONS (WOMEN ONLY)

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Notice! Local Treasurer Position

As per the Constitution

Section 3 – Treasurer's Release

2.3.1 The position of Treasurer shall be a minimum of a 0.2 release position.

2.3.2 The Treasurer's salary shall be determined by the same criteria as the President's salary.

BYLAW IV - VACANCIES ON THE EXECUTIVE

4.1 A vacancy from an unexpired term of office on the Executive shall be filled in accordance with 7.1.1 (I) in the following manner:

d) A vacancy at the position of Secretary or Treasurer shall be filled in the following manner:

i) Nomination forms will be distributed to members by Constant Contact and on the Local website within fifteen (15) days of a vacancy occurring.

ii) Completed nomination forms must be emailed to the Elections Officer. Candidates may also include a 8 ½ x 11 pdf profile.

iii) Each candidate will be contacted by the Elections Officer to verify that their nomination form has been received.

iv) Nomination forms must be received by the Local not later than two (2) days prior to the Local Executive Meeting at which the election will take place.

v) The Executive shall elect a candidate by secret ballot from among the nominations received at the Executive Meeting February 10, 2026

* As per 4.1 and 4.2 of the Local's Constitution.

All candidates must be on the TDSB Elementary Occasional Teachers List and must be an active member in good standing and a member who has paid dues to the Local within the last one hundred and twenty (120) working days or who is on an approved leave preceding the nomination deadline. The Elections Officer will contact you by email within three (3) school days of receiving your nomination to confirm receipt of this form. If you have not received this email within three (3) school days of submitting your nomination form, please check your Junk or Spam email folder or email the Elections Officer directly.

The candidate agrees to comply with the Code of Conduct of Elementary Teachers Federation of Ontario (ETFO), the Ethical Standards of the Ontario College of Teachers (OCT), and the Constitution, By-Laws, Election Procedures, and Campaign Guidelines of the Local. TDSB email is NOT to be used for Local Elections as per TDSB PR572.

NOMINATION FORM

Local Treasurer Position 2026

Nomination Form deadline:

January 30, 2026

An 8.5" candidate profile can be submitted in PDF format, in the candidate's choice of colour or black/white.

*Profiles must be e-mailed to the Elections officer no later than January 30, 2026

**Nomination form and candidate profile are to be submitted to the Elections Officer via email: yolandabdacy@gmail.com

appointment



MESSAGE FROM YOUR TREASURER

Special attention is being given this year to carefully managing the local's finances and to rebuilding the assets. Three GICs are now part of the portfolio, which will all mature in one year. On a separate note, as of Dec. 19/25 I will be resigning as the local Treasurer. I have greatly enjoyed working with you, the members, over the last 5 1/3 years in this position. I have been involved with this local since 2015. I plan to remain active as a member of various committees and being involved in initiatives throughout the year. Looking forward to interacting with you at future events.

Gail James

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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 prebooked 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). Information can be found here: <https://etfo-toronto.org/health-safety-reporting/>

IMPORTANT!



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.



WINTER GENERAL MEETING
FEBRUARY 25, 2026

ANNUAL GENERAL MEETING
MAY 12 AND 14TH

EXECUTIVE MEETINGS
FEBRUARY 20, APRIL 28
& JUNE 2

WORKSHOP 2SLGBTQ+ HUMAN RIGHTS EDUCATION STRATEGIES

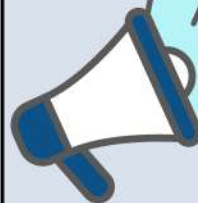
DATE: WEDNESDAY,
JANUARY 21ST, 2026

TIME: 5:30 - 7:00PM

LOCATION: DEER PARK LIBRARY
(40 ST. CLAIR AVE. E)

REGISTRATION LINK:

[HTTPS://FORMS.GLE/4QDHSWXQCNEERKWQ8](https://forms.gle/4QDHSWXQCNEERKWQ8)



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Professional Learning

Professional Learning and Resource Reimbursements have been approved for 16 members - 8 members who completed Additional Qualifications, 5 members who attended ETFO programming or workshops, and 3 members who purchased resources for their professional learning. So far, we have approved \$2,448.85 of our \$18,000 budget. If you're interested in applying, the application form can be found on our website, or at this link: <https://etfo-torots.org/local-forms/>

The Professional Development Committee has also hosted a *Difficult Conversations* workshop, and is planning *Professional Boundaries Classroom Management for the Occasional Teacher* (April 1st), and *Special Education Needs in the Regular Classroom - Behavioural Needs* (April 15th) workshops in the new year! If you have any ideas for workshops, we encourage you to join the Professional Development Committee.



Status of Women



The Status of Women committee received funding from ETFO to host a Take Back the Night event, held on November 19th. We had a dozen OTs come out to watch Waitress and build community through discussions and sharing some food. The committee is looking forward to hosting its Fourth Annual Women's Conference in June. There is still space on the committee if you are interested in joining! Priority for membership to this committee is given to OTs with lived experiences as women.



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Social

Winter Social

On the evening of December 11th, the Social Committee hosted a winter social at Jack Astor's Don Mills, with platters and appetizers and a whole lot of fun! Members got a chance to connect and socialize over tasty treats, and attendees said they were grateful for the opportunity to meet colleagues from across the city in a casual setting before the winter break. Stay tuned for more events from the Social Committee in the new year!

Prep Loss Tracking

If you're a Daily OT or in an LTO and losing your scheduled preps, please fill out the Prep Loss Google Form found here:

<https://etfo-torots.org/local-forms/>

Please also share a link to a document listing the date, school name, job number, name of teacher you are replacing, and period(s) of prep time (with length of prep) missed.



DECEMBER 11, 2025

Join a Local Committee

If you are interested in joining a local committee, please click on the link to register your request for the 2025-2026 school year, please click here.

<https://etfo-torots.org/join-a-local-committee/>

Requests to join a committee can be ongoing throughout the year and are conditional on the availability of space on the committee.

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A Few Notes To Remember

- Please try to pick up work as much as possible to ensure the 30-day minimum to stay on the OT roster is met
- Complete your compliance training
- Complete your Annual Offence Declaration
- Remember to complete the online renewal survey after May 31st, 2026 and before the last day of work/school to communicate your intention to stay on the OT roster



COLLECTIVE AGREEMENT SURVEY COMING
IN EARLY 2026

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



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CLOSED FOR THE HOLIDAYS!

The ETFO-Toronto Occasional Teachers' Local will be closed on Friday, December 19, 2025 at 5:00 p.m. and reopening on Monday, January 5, 2026 at 8:30 a.m.



The ETFO provincial office will close for the holiday season starting at 4:00 p.m. on Friday, December 19, 2025 and will re-open at 8:00 a.m. on Monday, January 5, 2026. The general mailbox will be checked daily by PRS staff and every effort will be made to return critical calls within 24 hours. Non-critical calls will be responded to after the holiday. The Emergency Legal Assistance system will be operational over the holiday period to respond to critical calls only.

Thank you for all that you do. Your professionalism, commitment, and hard work does not go unnoticed!

✉ 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, Lead Negotiator/Vice-President
skroesen@etfo-torots.org

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