



## **ETFO Toronto Occasional Teachers Executive Meeting 2025-2026**

**DATE:** Friday, Nov. 7, 2025

**Meeting Location:** Virtual

**Start Time: 9:30 AM-4:00PM**

- **Break: 11:00 AM**
- **Lunch: 12:30 - 1:30 PM**
- **Break: 2:45 PM**

**Parliamentarian:** Yolanda B'Dacy

**Executive Board Members:**

**Released Officers:** Marisa Gallippi, Laura Barrett, Gabrielle Blais-Jones, Sophie Kroesen, Gail James

**Executive Board Members:** Sujatha Chintakunta, Beverley Flynn-Samuels, Jeishan Rajakulasingam, Nathan Goveas, Melissa Major, Theo Shivnaraine

Secretary: K. Justin Ngo

Human Rights Officer: Yolanda B'Dacy

Regrets: Melissa Major

**Meeting called to order: 9:31am**

1. Human Rights Statement - Laura Barrett
2. Land Acknowledgment - Yolanda B'Dacy
3. Approval of Agenda -

**Motion 25/26 - November Motion 1**

**Rajakulasingam/Barrett**

BIRT the November 7, 2025 agenda be approved.

**Approved as amended**

4. Approval of September Strategic Planning Executive Minutes -

**Motion 25/26 - November Motion 2**

**James/Barrett**

BIRT the September 16, 2025 minutes be approved.

**CARRIED**

**5. Treasurer's Report**

(see attached for financial documents)

- Non-refundable deposits motion

**Motion 25/26 - November Motion 3**

**Barrett/Blais-Jones**

BIRT 7.4.8 be amended by striking out the following:

7.4.8 A non-refundable deposit will be required for Social Committee events with a cost. The amount of the non-refundable deposit of 20% of the cost per member to the local (not to exceed \$25) when that cost is \$20 or more, depending on actual costs to hold the event and the available funds in the Committee's budget:

- a. Members send in their email request to attend
- b. Once the member is accepted, a return email is sent advising him/her to send a cheque.
- c. The cheque must be received before he/she receives confirmation of registration.
- d. An email is sent on receipt of the cheque.

And replacing it with the following:

7.4.8 A non-refundable deposit will be required for social events with a cost. The amount of the non-refundable deposit will be at least 20% of the cost per member to the local (not to exceed \$25) when that cost is more than \$20. The amount of the deposit will depend on actual costs to hold the event and will be decided at the hosting committee's discretion.

- a. Members send in their request to attend.
- b. Once the member is accepted, an email is sent advising the member to send funds to the Local's dedicated e-transfer email address.
- c. The e-transfer must be received before the member receives confirmation of registration.
- d. Members who cannot use e-transfers should contact the local to arrange payment.

*Rationale:*

*This replaces the current language, which limits payment to cheque and specifies registration through e-mail, without allowing for Google Forms to be used. The new language also lays out a policy for all social events, not just those hosted by the Social Committee.*

**CARRIED**

Treasurer's Report

- Financials
  - Balance sheet

Financials were sent this morning

Q: Has the calendar been sent to the bookkeeper?

A: Yes, it was sent as soon as we had the Executive meeting dates

Q: Reconciliation from our RBC bank account into the program our accountant is using

A: I sent her the business account statements

Q regarding the \$200,000 not previously showing

A: normally there would be time between the financials being sent and the Exec looking at them (for the treasurer to review)

Q: Take the executive through the communication process between bookkeeper

A: Financials were not complete at the time. New programs which is a learning process

Gallippi/Goveas

**In-camera session**

**CARRIED**

**Returning to out-of-camera session 11:53am**

Blais-Jones/Barett

**CARRIED**

**Treasurer's Report Continuation**

-Balance sheet

Rates for GIC 2.45

Q: What are the GIC rates now if we wanted to invest?

A: One year non redeemable about 2.45%

Q: What's your recommendation?

A: We should pay everything first - we don't know all our expenses yet. We have to watch our chequing account (have to pay a fine if our balance goes below \$75,000)

Q: What do you recommend we should be putting towards GICs at this point?

A: Between \$250,000 and \$300,000

-Considering 2 GIC's accounts. One fixed and one variable.

-\$300,000 total investment

### -Budget vs Actuals

Q: What money is still coming in?

A: Anything with minus sign or in brackets are still not accounted for in the actual budget.

- 425 Release Time (Extra days) we will get that money at the end of December / beginning of January.

### **LUNCH 12:30**

### **Options for GIC**

-Cashable fixed rate minimum \$1000 cash it after 30 days .75%

-Prime link cashable linked to RBC Prime variable rate starts \$5000 to \$50,000 at 2%

Q: How long will we be locked in? The Prime variable makes more sense.

A: Usually one year. The rates do change but we would get the better rate if there is a better rate.

Discussion of breakdown between variable and fixed-rate GICs.

### **Motion 25/26 - November Motion 4**

#### **Blais-Jones / Chintakunta**

BIRT the local spend \$150,000 to purchase a variable-rate GIC and \$50,000 to purchase a fixed-rate GIC.

**Motion postponed to time-definite (3:00pm)**

## **6. President's Report**

- Review of Special Member Meeting, Sept. 30, 2025
- **Meeting with the TDSB supervisor Oct. 2025**
  - Affiliates pressed Gupta to meet
  - Trying to set up another meeting
  - Supervisor assigned to fix TDSB financial problems yet is has annual salary \$350,000
- **Actions to date updates-(Sept. 2025, Oct. 20, 2025, Oct.21, 2025)**
  - Bill 33 and the walk-ins
  - EOTCC meeting
  - Meeting with Mark Ellis regards to Smart find and how members are not seeing jobs
- estoppel letter trying to assign OTs locations
  - OTRs , The allegations have to be read out into the record first before the member responds.
- There are less ETT members taking their days. The board is being very strict about sick days and approving short-term disability days.
- **Policy Grievance(s)-updates**
- **Elections Committee / Elections Officer/ Elections -Dates/Election Guidelines, Elections Nomination form (see attached documents)**
  - Yolanda B'Dacy will serve as Elections Officer
  - Elections Nomination form

## **BREAK 2:45**

### **Returning to motion re: GICs**

Released officer salaries from Sept-Dec: ~\$201,000 - so if subtracted from the \$652,000 we currently have, we get a difference of \$451,000. We have room for \$200,000 in GICs.

-But on November 15th we will receive another influx from ETFO which is another \$77,675.90 leaving us a total \$328,741.47

#### **Motion 25/26 - November Motion 4**

##### **Blais-Jones / Chintakunta**

BIRT the local spend \$150,000 to purchase a variable-rate GIC and \$50,000 to purchase a fixed-rate GIC.

**CARRIED**

#### **Motion 25/26 - November Motion 5**

##### **Barrett/Blais-Jones**

BIRT that the following committee changes be approved

**Budget:** addition of Shamsia Zaman, Laura Barrett, Olive Creary-Satchell

**Constitution:** addition of Laura Barrett, Olive Creary-Satchell

**Equity and Social Justice:** addition of Beverley Flynn-Samuels, Shamsia Zaman - resignation of Yara Galvez

**New Members:** addition of Beverley Flynn-Samuels, Heather Huynh

**Political Action:** addition of Gabrielle Blais-Jones, Laura Barrett, Loreen Gale

**Racialized Members:** addition of Olive Creary-Satchell, Heather Huynh - resignation of Sriharini Alagendra

**Social:** addition of Beverley Flynn-Samuels, Brenda Gladman, Dithaya Laohaviraphab

**Status of Women:** addition of Olive Creary-Satchell

**2SLGBTQIA+:** addition of Laura Barrett, Heather Huynh

**French Teacher:** addition of Cynthia McCarrey, Andre Li-Fun, Brenda Gladman

**Health and Safety:** addition of Loreen Gale, Olive Creary-Satchell

**Retired Teacher:** addition of Cynthia McCarrey, Andre Li-Fun, Olive Creary-Satchell, Cindee Karnick-Davison

**CARRIED**

**Upcoming events/workshops:**

Mon. November 10 - Difficult Conversations

Wed. November 19 - Take Back the Night movie night

Mon. November 24 - Professional Boundaries workshop

**Motion 25/26 - November Motion 6**

Kroesen/Barrett

Motion to change the orders of the day and review elections documents

**CARRIED**

Delegate elections

-Needs to be reviewed to be included in Newsletter.

-

Committee updates continued:

-Equity and Social Justice

**Motion 25/26 - November Motion 7**

Goveas/Barrett

BIRT the Executive receive the updated changes to the terms of reference.

3.4 Equity / Social Justice Committee Terms of Reference

3.4.1 To develop program recommendations related to equity and social justice for

consideration by the executive

3.4.2 To plan equity and social justice workshops on behalf of the members of ETFO Toronto occasional teachers and create initiatives related to equity and social justice

3.4.3 To recognize barriers that impede our members and advocate to remove these barriers

~~3.4.4 To help check in members, set up chairs, provide snacks, distribute handouts,~~

~~introduce and thank presenter, and help with cleanup for equity and social justice events~~

3.4.5 To ensure that the facilitators take the opportunity to provide a brief update on local issues at the start of equity and social justice events

3.4.6 To accommodate members by ensuring that all venues are accessible whenever possible

3.4.7 To receive input from the members on future equity and social justice events and initiate member feedback at the conclusion of the *event or* program using short paper surveys (checklist/rating scales, jot notes) or digital surveys to encourage a quick response

3.4.8 To ensure the treasurer is provided with an invoice in order to create a cheque for the speaker/presenter when appropriate

3.4.9 To take advantage of ETFO-sponsored equity and social justice workshops/events, resources, and funding

~~3.4.10 To continue to build our source file for future ideas (i.e. including an open question on the feedback survey to general member ideas/future interests)~~

**CARRIED**

New Members Committee report:

- Clarity sought regarding rights and responsibilities
- Hosting virtual social event

-Discussion how to engage New Member participation in events (\$15 meal reimbursement for a 30-person event, written proposal to come)

### **Motion 25/26 - November Motion 8**

**Kroesen/Rajakulasingam**

BIRT that the New Members Committee host a virtual social event for 30 members with a \$15 meal reimbursement provided.

**CARRIED**

Political Action committee:

- Elected Jeishan Rajakulasingam as chair, Yara Galvez as secretary

**Motion 25/26 - November Motion 9**

**Blais-Jones/Gallippi**

BIRT the December 2nd Executive meeting be held in person.

**CARRIED**

Social Committee

- An email address will be set up to accept money for the local only and no other bank account
- A potential social in Kensington: TACO TACO - buffet-style meals \$17 and \$30 options
- Winter Newsletter - Going out December 15th

**Adjourned 4:10**

- **Upcoming Dates:**

**Fall GHOTs** - Wed. November 12

**Ontario Federation of Labour** - Mon. November 17 to Fri. November 21

**Take Back the Night** - Wed. November 19

**Fall General Meeting** - Tues. November 25

**Action on Violence** - Wed. November 26

**Next Executive Meeting** - Tues. December 2

**Winter Newsletter**-December 15, 2025

**Winter Holidays**-December 22, 2025-January 2, 2026 Office Closed