

Occasional Teachers' Local Executive Meeting

Online

Monday, February 28, 2022

4:30 pm

Present: Kim Finlayson, Gayle VanAltena, Samantha Gowanlock, Brahm Harrison, and Kim Reid

Regrets: Kaitlin Fisher, Tracey Peters

1. Meeting called to order at 4:30 pm
2. Reading of the ETFO Equity Statement, ETFO Human Rights Statement and ETFO Land Acknowledgement by Gayle Van Altena.
3. Approval of the agenda
Mover: Brahm Harrison
Secunder: Gayle VanAltena
All in Favour: Carried
4. Approval of the minutes
Mover: Brahm Harrison
Secunder: Gayle VanAltena
All in Favour: Carried
5. Business arising from the last meeting(s) and/or action items from January Executive meeting:
 - The following will be airing on the Goderich radio station (104.9) and the Listowel radio station (100.1) from March 4-8 and the cost is \$778.57 for 15 messages on each station:

AVON MAITLAND ELEMENTARY OCCASIONAL TEACHERS LOCAL POINTS OUT THAT MARCH 8TH IS INTERNATIONAL WOMEN'S DAY. THIS YEAR'S THEME IS "BREAK THE BIAS". IMAGINE A GENDER EQUAL WORLD. A WORLD FREE OF BIAS, STEREOTYPES, AND DISCRIMINATION... THAT IS DIVERSE, EQUITABLE, AND INCLUSIVE... and WHERE DIFFERENCE IS VALUED AND CELEBRATED.

TOGETHER WE CAN FORGE WOMEN'S EQUALITY. COLLECTIVELY WE CAN ALL #BREAKTHEBIAS. FIND OUT MORE AT internationalwomensday.com

A REMINDER FROM AVON MAITLAND ELEMENTARY OCCASIONAL TEACHERS LOCAL.

The motion was completed online due to time constraints:

Mover: Brahm

Secunder: Tracey

All in Favour: Carried

- Backpack Full of Cash Update - Gayle VanAltena
 - 2 viewings of the documentary “Backpack Full of Cash” will be jointly funded by the Teacher’s Local and our OT Local
 - Stratford Theatre booked for Sunday evening, April 24th
 - Teacher’s Local is funding this night
 - Goderich Theatre booked for Thursday, April 28th, 7:00 pm
 - OT Local funding \$600+HST
 - \$100 shipping fee for the Digital Cinema Format required by theatre
 - \$5 concession booth voucher provided to each viewer, we pay for only those submitted
 - Member Mobilization Funding has been pre-approved for \$1196.80
 - Will need some assistance the night of Goderich viewing
 - Sam *might* be available (and lives in Goderich)
 - Kim Finlayson said she’ll likely be available
- Comedy Night Update - Samantha Gowanlock
 - International Women’s Day Event hosted by Niagara OT
 - We can attend with up to 50 members (there was discussion that we could go over if we need to, we will play by ear)
 - We will pay Niagara OT for our portion, and they will pay the comedians (currently under debate about whether it will be split based on how many members join or just split among all of the involved locals)
 - Show is on March 5, time is tentatively set for 7:00 pm and is 45-60 minutes long
 - Comedians featured are Sandra Battaglini, Keh Dee, and Olivia Stadler
 - Email going out for registration today or tomorrow, free for any member to sign up (women or ally)

6. Health and Safety Report, Kim Reid

- Prior to the sending out of Collective Bargaining Survey, send out request for members to be provided keys, handbook, Notification of risk of Potential Injury and noticing the location of classroom emergency dutangs
 - According to Jamie Gibbings: A reminder has been sent out to admin, but may not be fully implemented as many schools are dealing with various COVID protocols.

- Health and Safety OT Representative likely to get JHSC certification to complete school inspections
 - This could be done separately from the Executive
 - Training can be carried forward when you get a contract, alternatively, if the person were to retire, they could stay on and do inspections
- 2020-21 Meeting Dates:
 - Feb 24, 2022 (was unable to attend)
 - Monthly meetings extended until March

ETFO Opportunity for Women.....

Dear Presidents,

I am pleased to attach information about the regional health and safety training that is being offered **virtually** for the London region on Monday, April 25 - Tuesday, April 26.

This training opportunity will support members who are taking on a leadership role in the area of health and safety in your local. When inviting members to participate, consider that women and racialized workers are underrepresented in occupational health and safety. **Please forward this information to the member(s) your local is selecting to attend.**

The ETFO provincial office will cover costs consistent with provincial guidelines for one participant per local. As in previous years, participants must be approved for registration by their local presidents. In addition, your local is able to support additional participants with local coverage. **The registration deadline is noon on Monday, March 14, 2022.**

Please see the attached memo for details, and if you have questions, please contact Sharon Stewart, sstewart@etfo.org.

Thank you,

Tracie Edward and Elizabeth Mitchell
Executive Assistants, ETFO Health and Safety Services

- OTs reminded to visit our website <http://occasionalteachers.com/> and click on “Let us Know” to access forms (Employee Accident/Incident Report) necessary after an incident

7. PL Chairs’ Report, Kim Finlayson

Upcoming Professional Learning

February Rescheduled Spa Date - TBA

May Spa Date - TBA

April 7th Climate Change and Social Justice

8. Communications Officer Report, Gayle Van Altena

- Notify members of end of two year term of Executive Members, elections will need to be held during June General Meeting for new two year term
- More info regarding General Meeting will come out in April/May

9. Grievance Update, Kim Finlayson

- Breach of Personal Information Update

10. Social Justice and Equity Report, Kim Finlayson, Kaitlin Fisher

- Backpack and School Supplies Update
 - Some supplies are purchased and in, just need to be sorted and distributed!
 - Kaitlin will figure out how much is left to spend or leftover, and will look after sorting and distributing

11. Political Action Report, Gayle Van Altena

- Attended Webinar- What's at Stake, February 16
 - 2 Part Election Campaign Strategy
 - 1. Air- TV, Radio, Social Media
 - 2. Ground- Post cards, Education leaflets, Lawn signs, buttons
 - There will be Stewards plus one trainings for every work site and OT Executive Members will be invited to these
 - Encourage Red for Ed on Fridays- Builds workplace solidarity, take pictures and submit to ETFO, post on members personal social media
 - Red For Ed t-shirts available for purchase on Shop ETFO
 - Will ETFO endorse a political party? They are waiting to see education platforms before making this decision
 - A comprehensive list of all cuts to education Ford government has made was requested from our members to ETFO Provincial
 - Statistics show people trust teachers and will listen to them before a politician our members need to be vocal!

12. Goodwill Committee - Kaitlin Fisher

- No updates

13. Constitution Committee, Brahm Harrison

No updates

14. Motion to accept committee reports

Mover: Kim Reid

Secunder: Gayle VanAltena

All in Favour: Carried

15. Treasurer's Report, Brahm Harrison

a. Current Balance in our accounts as of

Chequing	\$ 110 254.81
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GICs 1+1	\$ 3 479.75
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Money Market	\$ 15 725.93
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Total Balance as of February 28 \$ 129 460.49

- b. See attached treasurer's report of actual spending in comparison to the budget.
- c. Secretary to sign cheques.
- d. Should invest more in GICs to meet the \$15 000 to \$18 000 in savings, evaluation financial situation.
- e. Year End Review (September)
- f. Set Budget Committee Meeting (September)
- Kim F to purchase new computer before the end of the year
- Brahm to look into getting someone to look at the books about the discrepancy (Trying to find what/where it is. Three treasurers have not been able to figure it out yet.)
 - Motion to seek out a professional financial review (last 7 years). Find out what this would cost to see if it's an option.
 - Mover: Gayle VanAltena
 - Secunder: Kaitlin Fisher
 - All in Favour: Carried
- To look at investments after above is completed

16. Collective Bargaining Report, Kim Finlayson

- Met virtually with Heather, Kim, Gayle, and Brahm on Feb 14th and discussed upcoming survey draft as well as timeline for preliminary CB agreement for 2022
- Motion to offer four \$50 gift cards to local business or establishment as prizes to members who complete the Collective Bargaining Survey

- Mover: Brahm Harrison
 Seconder: Gayle VanAltena
 All in Favour: Carried
- Next meeting for CB proposed for March 28th (Whole day meeting)
 - Kim F to put the release in
- Will share the CB Survey with revisions as suggested by Heather Aggus, ETFO Provincial Staff Officer at the next meeting.

17. President's Updates

★ Labour Management Meeting

- Student Screening hasn't changed; if it hasn't been completed contact the office in primary; junior/intermediate have students complete it.
- Multifaceted Authentication coming soon, request by the Ministry. Will need to have fob/personal device to have code sent to. ETFO recommends members get a fob and not have the code sent to a personal device. Teachers' Local will be sharing correspondence regarding this message with their executive on March 8th; our messaging will be similar as I spoke with Kent today.
- Inclement Weather - whenever possible schools will remain open; the cancellation of occasional teachers will be up to the administrator at the school and will likely occur if the school is closed to students; rationale is OTs are available to attend other schools that are remaining open
 - Inclement weather days - requested an update from HR regarding OTs and the cancellation of assignments
- Staffing will be or has begun and will be done conservatively

★ February Representative Council Updates

- **OTF Report Key Messages** provided by Nathan Core, ETFO OTF Table Officer (shared with members)

Public Education

Lobbying the Ministry of Education for Changes to the Elementary Early

Progress Report The Board of Governors referred a motion that "OTF lobby the Ministry of Education to change the format and timing of the Progress Report to a one-page checklist with comments highlighting a few strengths and a next step, to be issued mid-October" to the OTF Executive. The Executive directed the OTF Assessment Staff Work Group to prepare a draft brief, listing key concerns with

the Progress Report and recommendations for changes to it. The Executive will consider this brief at a future meeting.

Student Record of Accumulated Instruction in French as a Second Language in Elementary School – Resolution Passed by OTF Board of Governors The Board of Governors passed a motion that “OTF lobby the Ministry of Education to replace the paper and pencil French card with a digital version that is completed online, printed and placed in the Ontario School Record (OSR) with an eventual goal of having hours of French instruction recorded on the Kindergarten Communication of Learning and Provincial Report Card.” The Executive approved a letter addressed to the Deputy Minister of Education requesting the Ministry to encourage boards to enable and allow FSL teachers to complete the Student Record of Accumulated Instruction in French as a Second Language in Elementary School electronically.

The Profession

Math Proficiency Test The Ontario Divisional Court has ruled that the Ontario College of Teachers shall grant certification to teacher candidates who have not yet passed the Math Proficiency Test but who have otherwise met all other teacher certification requirements. The Divisional Court found that the Math Proficiency Test had an adverse impact on entry to the teaching profession for racialized teacher candidates and other reasonable alternatives should have been implemented.

Ontario College of Teachers’ Council It is worthwhile noting that the council consists of one classroom teacher, no francophone member and is the *first time in the college’s history where the chair of the council is not a member of the college.*

The Pension

Buybacks for Partial Leaves The OTF and the Government of Ontario, as co-sponsors of the OTPP, have agreed to amend the terms of the OTPP to provide members working part-time due to disability or childcare responsibilities with access to an additional benefit. This additional benefit, subject to the Canadian Income Tax Act (ITA), will allow members to purchase credited pension service for periods of reduced work due to disability or childcare responsibilities. The amendment provides that member contributions for purchases of these periods of reduced work will be matched by employers. For more information please follow this [link to the Member Communique](#).

50-Day re-employment rule The Ontario Teachers' Federation and the Ontario Government, as co-sponsors of the Ontario Teachers' Pension Plan have agreed to temporarily increase the 50-day re-employment rule to 95 days for teachers, principals, and vice-principals in the publicly funded school system until June 30, 2022. While OTF does not expect that many retirees are interested in working in the current environment, this change may extend the number of days that some retirees choose to work. OTF does believe that more robust health and safety measures would not only help protect against potential teacher absences due to illness, but it would also encourage more occasional teachers to make themselves available to the publicly funded school system. A statement on the 50-day rule and OTF's position is available: [OTPP Pensioner Reemployment](#).

18. New Business

- Correspondence Folder - nothing to share

- Landline for the Home Office - Keep it or cancel it?
 - \$37.53 per month
 - Only have had 3 calls in the last two months; rarely used
 - Option of looking at a president cellphone for the 2022-2023 term president (after the upcoming election)
 - Double check that this is not on the website. Send out a message to members about it.
 - Motion to cancel the landline
 - Move; Kim Reid
 - Seconder: Kaitlin Fisher
 - All in Favour: carried

- Mileage Rate
 - CRA mileage rate for 2021 is \$0.59
 - Ours is only \$0.55
 - Gas projecting increase to \$2/litre
 - Increase mileage: review yearly (in January/February each year looking at the CRA previous year)
 - Motion to increase the mileage to match CRA \$0.59 as of March 1, 2022 and revisit in June
 - Move: Brahm Harrison
 - Second: Kim Reid

■ All in Favour: Carried

- Union Release - Grid rate discussion
 - Could be an incentive for members
 - Perhaps something that the new executive can look at in the new year
 - Will discuss at the next meeting
- Amended Constitution 2021 - I have the proposed changes, does anyone have the final version? Need to share it with ETFO Administrative Officer, Kathy Pigeon by June 1 with our Terms of Reference and Annual Report.
- New Logo for the Local (e.g. Letterhead)
 - Sam to make some draft logos (for posters, letterheads, etc.)
- The following email was sent to Sherri McLaughlin on February 23 regarding inaccuracy the cap calculation:

I have spoken to Michelle about the February Cap Review. This will be the first time that I will not be using the Long Term List to indicate those members have 0.5 FTE and higher permanent contracts in my calculation as the Long Term List is no longer being used. So if members have not taken a LOA I will not know their status as Paula provided this information to me as an additional column on this list, or if members have a partial contract of less than 1.0 FTE, but larger than 0.5 FTE I will not know. So this time I have used this third line to indicate LTAs which were not included on the LTA assignment sheet I was provided, the explanation is below. My hope is that members with permanent contracts of 0.5 or greater who are still doing daily OT work will be indicated on the Roster in a column, so I may "exclude" them and reflect the actual numbers of OTs available for work as agreed upon when following the language in the CA.

During my initial calculations with the information I received, I was surprised over the cap by 42; however, upon the review of the LTA assignments I realized according to my notes there were several LTAs which were still in place and many occasional teachers now filling in for DSLPs which began on February 1, (e.g., one of which was taking place at my school) were not included. So please consider the following more of an estimation and I will review the roster again in March once the roster, up to date LOA information and hopefully the permanent, partial permanent contract information is shared with me which will provide a more accurate picture of occasional teachers available for work as to be calculated according to the CA.

So at this time, we are over the cap by 14 teachers, therefore, we do not need to hire.

- ***That ETFO donate \$25,000 to the Canadian Red Cross for the Ukraine Humanitarian Crisis Appeal and match any ETFO Local Donations to the Canadian Red Cross up to a maximum of \$25,000, with costs charged to Budget Line 22295 - Disaster Relief Donations.***

If your local is able to consider a donation to this important cause, ETFO will match donations to the Canadian Red Cross up to an additional \$25,000.00. Please email pscott@etfo.org and we will track and match local donations until we reach our maximum allowable amount

- Motion to \$1,000 and to be matched by ETFO (Kaitlin to look after this)
 - Mover: Gayle VanAltena
 - Seconder: Samantha Gowanlock
 - All in Favour: Carried
- Maplewood is projected to be replaced by Aspen in the Fall.
 - London Catholic, Thames Valley, and Hamilton Catholic(?) have pulled out of using Aspen
 - Kim to send an email to HR about this so that the board can look into it before March break

19. Next meeting/event dates:

ETFO Leadership - September 2022

OT Executive- Monday, March 28, 2022

CB Committee Meeting - Monday, March 28, 2022 9am

Representative Council - May 11-12, 2022

POTS - AMDSB is hosting June 13, 14, 15, 2022

Collective Bargaining Conference - March

General Meeting - October

ETFO Treasurers' Training -

Backpack Full of Cash (with PAPER) - Goderich April 28

- Stratford April 24

Comedy Night -

Upcoming PL

20. Adjournment

Adjournment at 5:57 pm

Move: Gayle VanAltena

Second: Samantha Gowanlock

All in Favour: Carried

Next

To Do: