

# **DRAFT** ETFO AMDSB OT General Meeting

**Monday, October 25, 2021 at 4:30 via Zoom**

Executive Present: Kim Finlayson, Kaitlin Fisher, Samantha Gowanlock, Gayle VanAltena, Brahm Harrison

Executive Regrets: Tracey Peters (absent), Kim Reid (joined at 5:00 pm)

1. **Call to Order**, Kim Finlayson at 4:35 pm
2. **Reading of the ETFO Harassment Policy and Introduction of the Human Rights Officers, Land Acknowledgement, Equity Statement** Kim Finlayson
3. **Welcome Guests, Introduce Executive**  
The executive will introduce themselves and the roles they serve.  
Kim Finlayson: President and Chief Negotiator  
Gayle VanAltena: Communications Officer, Political Action and Public Relations Chair, and Member at Large  
Brahm Harrison: Treasurer  
Kaitlin Fisher: Social Justice and Equity Committee, and Member at Large  
Samantha Gowanlock: Secretary, and Member at Large  
Kim Reid: Goodwill Committee, and Member at Large
4. **Approval of the Agenda**  
Mover: Sharon VanVeen  
Seconder: Gayle VanAltena  
All in Favour: Carried
5. **Approval of the Minutes, June 2021**  
[June 2021 GM Meeting Minutes \(Draft\)](#)  
Mover: Kaitlin Fisher  
Seconder: Brahm Harrison  
All in Favour:
6. **Treasurer's Report**, Brahm Harrison & Kim Finlayson  
Presentation of the 2020-21 Year End Report  
Presentation of the Proposed 2021-22 Budget in a section by section basis. With questions being asked at the end of each section.

Account balances as of Friday, October 22, 2021

Account Balance	\$ 87 011.41
GIC	3 479.75
GIC	15 725.93
Total Balance	\$106 217.09

Because of the upcoming election and the POTS meeting in our district this year, expenses will be higher. Many elements are still in the air and are estimates (ex. Local Levy and transportation). This year we propose that there will be a deficit, however the surplus from last year will cover that deficit.

Passing the Year End Report 2020/2021

Mover: Brahm Harrison

Seconder: Maureen Miles Kramer

All in Favour: Carried

Passing the Proposal of 2021/2022 Budget

Reminder: The levy is being left in place, but this can change.

Mover: Brahm Harrison

Seconder: Samantha Gowanlock

All in Favour: Carried

## 7. **Collective Bargaining Report**, Kim Finlayson

- **The Bargaining Process:** Local negotiations resumed this month and the last session was held on October 19th with myself and Heather Aggus, Staff Officer and CB Negotiator for ETFO Provincial and Michelle Ahrens and Paul Langis representing the Board. Another session is scheduled with full CB Committees from both the Board and the Local on October 28th.
- Hopefully everyone completed the collective bargaining survey which was sent out by ETFO Provincial. If not, I believe you still have until the first week in November. This survey assists the provincial organization in narrowing down the priorities which they will take to the Central Bargaining Table, the “must haves.” These will be issues we will be unable to bargain locally so it is very important occasional teacher issues are represented which is why I sent the information letter out to you regarding this survey to your personal email. If you didn’t

receive this email, check with Gayle VanAltena and make sure we have a “personal” non-board email.

- **ETFO CB Conference**

On November 1st, Gayle, Brahm and Kim F. will attend the ETFO CB Regional Conference which is being held virtually.

**8. Social Justice and Equity Report, Kaitlin Fisher & Kim Finlayson**

- The Local applied for and was approved for \$2500 in Incentive Funding to support the School Supplies and Backpack Program for the Women’s Shelters in Huron and Perth County. The Local will spend \$5000 and ETFO will reimburse the Local for half. Thank you Kaitlin Fisher for completing this application.
- Kaitlin and Kim F will be organizing and planning for the Backpack Program on November 2.

**9. Professional Learning Report, Kim Finlayson**

- I attended the ETFO Leadership Conference in September and received the list of PL being offered by ETFO. The PL Committee which will continue to be a joint committee with the ETFO Teachers’ Local, will be focusing on Teacher well being and mental health. There will be a few student/curriculum driven workshops, but not as many as in previous years.

Tools for Self Care: Inside and Outside the Classroom	Tuesday, November 16 @ 4:30
OT ETFO Pregnancy, Parental Workshop	Tuesday, November 23 @ 4:30
Fire to Flow	Wednesday, November 24 @ 4:30
Reading Comprehension Assessment	Tuesday, November 30 @ 4:30
Author Brock	Monday,

Greenhalgh	January 31 @ 4:30 pm
Spa Night (Virtual)	Thursday, February, 10 @ 8:00
Climate Change and Social Justice	Thursday, April 7th 4:30 - 6:15
Fundamental Movement Skills: An Educator's Guide to Teaching Fundamental Movements	TBA

**10. Communications Officer Report, Gayle VanAltena**

Please be sure the Local has your personal/non board email address.

[ETFO AMDSB OT Local Website](#)

Members are encouraged to familiarize themselves with the Local's Website here you will find information and answers to many questions including but no limited to:

- Members of your Local Executive
- Benefits
- Upcoming Professional Learning
- Steps to follow if you are threaded with or experience violence on the job
- Minutes to all past All Member General and Executive Meetings

**11. Goodwill Report, Kim Reid**

- Haiti Relief Donation  
Haiti experienced a devastating earthquake on August 14. Donations could help with rebuilding and aid.  
Tabling this until our November meeting to make a decision.

**12. Annual Meeting Report, Kim Finlayson**

- PAM Update, Kim Finlayson - Mindy Deichert and I attended the Provincial Annual Meeting August 16-19. The first day was a half day and we attended the OT Caucus and the Health and Safety Caucus. Motions pertaining to each caucus were discussed in preparation for the business section of the meeting which began on Tuesday morning.
- This was an election year, so I attended three Town Hall meetings on Tuesday evening. The following members were elected to the 2021-2023 ETFO Executive, 4 of which are occasional teachers:

**PRESIDENT:** Karen Brown, Toronto

**FIRST VICE-PRESIDENT:** David Mastin, Durham

**VICE-PRESIDENTS:** Shirley Bell, Kawartha Pine Ridge; and Monica Rusnak, Ontario North East

**OTF TABLE OFFICER:** Nathan Core, Waterloo Region (OT)

**EXECUTIVE:** Gail Bannister-Clarke, Peel; Gundi Barbour, Upper Grand; Amy Chevis, Simcoe County (OT); Andrew Chittka, Bluewater (OT); Juan (Yahya) Gairey, Peel; Shideh Houshmandi, Hamilton-Wentworth; Mario Spagnuolo, Greater Essex; Julie Stanley, Bluewater; Sylvia van Campen, Upper Canada (OT)

I have worked with the occasional teachers on the executive and know they will represent all occasional teachers and teachers across the province well. - Kim F.

**13. Political Action Chair Report, Gayle VanAltena**

- I attended Leadership Sept. 23/21 as Political Action Chair
  - Focus is on the upcoming Provincial Election
  - Encouraging our members (97% are voters) to mobilize family and friends to vote and support public education
  - Encourage members to share on social media personal stories of classroom sizes, loss of funding for special needs supports and resources, loss of specialized teachers ect.
  - Issue based advertising in ETFO ads in early new year- outlining the risks to public funded education during another 4 years of Conservative Government
  - Fall training dates for all members interested in volunteering with campaigns
    - Oct. 27: Media Training
    - Nov. 3: Electoral Organizing

- Nov. 10: Canvassing 101

All taking place virtually from 4:30-5:30 pm

An email was sent out to your personal email with registration details.

#### 14. **Health and Safety Report**, Kim Reid

- Yellow Duotangs, Safety Plans, Violence Prevention
  - When you enter a job, you should receive a yellow duotang from the office. It should include safety plans, violent students, including their picture.
  - Emergency procedure folders should be at the door of every classroom
    - We are inquiring about ensuring that this becomes colour-coded like the Yellow Duotangs for safety at the office
  - There should be a board in an accessible room (e.g. staff room) that gives you all information about students with severe allergies and health risks
  - If any of these are inaccessible, let Kim R know
- PPE
  - All occasional teachers should have had eyewear/goggles/faceshields and vests provided to them. Eyewear/goggles/faceshields are mandatory to be worn in any incident with a student without a mask (even if you wear glasses).
  - We have to wear board-provided PPE. You cannot purchase your own mask, goggles, face shields, etc.
- [Violent Incident and Accident Reporting Flow Chart](#) - Gayle
  - The purpose of this flow chart is to help you know when to report an incident and which reporting forms to fill out.
  - This form can also be found on our website under "Threat/Experience of Violence."
  - Even if the incidents are repetitive, the forms need to be filled out each time.

#### 15. **President's Update**

- Ontario Teachers' Pension Plan - 50 day rule is in effect for retired teachers collecting their pension. The following was quoted from the OTF Communique Volume 26 No. 1 dated October 6, 2021:  
*The current rule is 50 days, which means that a retiree can work to the end of the month in which they exceed their 50-day limit while drawing*

*both employment income and their pension. If they choose to continue working beyond that month, their pension is simply suspended until they stop working or until the following September 1st, whichever occurs first. Each new school year provides a brand new 50-day limit for all retirees.*

*As always, please email or call if you have any questions. I typically check my email in the evenings and usually on weekends; however, rarely without my cell phone, so feel free to text as well - 519-318-6444 if you need a response immediately.*

## **Moving Committee Reports as Provided and Shared**

Mover: Gayle VanAltena

Secunder: Kaitlin Fisher

All in Favour: Carried

### **16. Open General Question Period**

- **ELHT Benefits**

The only time you will receive benefits is if you are in an LTA of 90 days or more. You have 30 days from the time you receive the email about applying for benefits to sign up. If you are in an LTA without an end date, after you've worked 90 days you are eligible. Keep receipts as they will backpay once you've reached 90 days. If you are under a 1.0 position, you will pay for part of the coverage depending on what you sign up for (e.g. if in a 0.75 LTA, you will pay for 25%). You have 30 days to let them know of a Life Event Change

- **LifeSpeak**

On the Core there is a button called LifeSpeak to get lots of information about mental health and other things.

- **Report Card Days**

Report card days are 0.5 day that can be taken during the reporting period (before or the day after). You can do whatever you feel you need to do during this time. Do not

- **COVID**

We do not screen students nor ask them if they've screened at home. We will receive a Pivot Day if classes move to online. If you are asked to post online to half class and teach in person, this is okay and not considered to be hybrid.

- **Division Meetings/Staff Meetings**

One hour, once per month

- **School Closures/Inclement Weather/Job Cancellations**

How do we know if a school is closed/cancelled due to inclement weather, since we don't have access to the app? Go online on the Core. The board will post and the school will post on their website, go to <https://geoquery.hpsts.ca/Alerts> and/or listen to the radio. If you are cancelled under an hour and a half before the day (whether that's weather related or not), then you will still be paid and should offer your services to help out with something for the day. If your OT day is an inclement weather day, you are still responsible for teaching remotely. You may not be able to follow what the teacher had planned, so be prepared with a "bag of tricks" for online learning that you can transfer in.

## **17. Adjournment at 5:50 pm**

Mover: Susan Steven

Seconder: Kim

All in Favour: Carried

Note: Executive please remain to briefly discuss a couple of items as we don't have another meeting until the end of November.

### Kids Help Phone Radio Ads in December

- Advertisement tells children how to access and get help
- December usually has higher crisis rates (cold months, and Christmas can be a difficult time)
- Includes wishes for a Happy Holiday, and mentions that it is from our local
- Can be aired on 101.7, 94.5, 104.9, 107.7 - Switching from 101.7 the One to Country 104.9
- 30 spots in 2 weeks \$599 + tax (\$676.87 total)

Motion: Kids Help Phone Radio Ads in December 2 Weeks 30 Spots

- Mover: Brahm Harrison
- Seconder: Samantha Gowanlock
- All in Favour: Carried

### Next Meeting November 22

- Will meet virtually but will discuss the potential of meeting in person in the future

### Gayle Email

- Sending a reminder about next meeting and the expense form