



**ETFO STANDING
COMMITTEE
REPORTS TO THE
2020 ANNUAL
MEETING**



Elementary Teachers' Federation of Ontario (ETFO)
Fédération des enseignantes et des enseignants de l'élémentaire de l'Ontario (FEEO)
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REPORT TO THE 2020 ANNUAL MEETING OF THE ANNUAL MEETING COMMITTEE

Terms of Reference

- To receive nominations in writing from the General Secretary for Executive positions and to forward a list of nominees to the membership.
- To review the procedures to be used in the elections at the Annual Meeting.
- To develop a draft agenda for the Annual Meeting for the approval of the Executive.
- To receive and review resolutions submitted to the Annual Meeting and prepare the Annual Meeting Booklet for distribution to the membership.
- To prepare the Annual Meeting Workbook for distribution to the Annual Meeting.
- To review operating procedures for the Annual Meeting.
- To receive applications for the position of assistant and poll clerk and to recommend appointments to the Executive.
- To facilitate the operation of the Annual Meeting.

Committee Members

Uloma Onyido	Elementary Teachers of Toronto Local (Chairperson)
Jade Holloway	Hastings-Prince Edward County Teacher Local
Susan Ritchie	Algoma Teacher Local
Derek Watt	Hastings-Prince Edward County Teacher Local
Heather Weber	Bluewater Teacher and Occasional Teacher Local
Lorna Larmour	Staff Liaison
Evelyn McGrogan	Staff Liaison

Committee Activities 2019-2020

The Annual Meeting Committee met on October 19, 2020. At the October meeting, U. Onyido was elected as committee chairperson. Vice-President D. Mastin brought greetings and discussed committee guidelines with the committee such as; the process for recommendations to the Executive, conflict of interest guidelines and member's obligation to disclose any conflict, the chairperson's responsibility within the committee group and their responsibility to present to the provincial Executive members. The committee reviewed the events of the previous Annual Meeting.

In March, Chairperson Uloma Onyido presented a report to the Executive on the work of the committee.

The March Committee meeting is one where the committee with the assistance of the parliamentary team, reviews, revises and consolidates motions submitted from locals, standing committees, the Representative Council and the Executive. This meeting had to be cancelled due to the onset of the COVID-19 pandemic and closure of the ETFO site.

The Committee met via Zoom on June 2. It had been determined that the 2020 Annual Meeting would have to be held in an online format given the ongoing pandemic. There were many questions regarding the capabilities of an online meeting and the role of the Committee at the meeting. A provider had not yet been selected so questions were noted and would be used during consideration of any provider.

Recommendations to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Uloma Onyido, Chairperson

AM:LL:KH



REPORT TO THE 2020 ANNUAL MEETING OF THE ANTI-RACIST EDUCATION COMMITTEE

Terms of Reference

- To identify ways for ETFO to sensitize members to cultural, racial and linguistic diversity with an anti-racist focus.
- To identify ways to promote teaching as a career and educational leadership opportunities for racialized members.
- To identify issues in anti-racism, which should be addressed by the Federation.

Committee Members

Dinah Jung	Lakehead Teacher Local (Chairperson)
Catherine Inglis	Elementary Teachers' of Toronto
Tanushree Krisnanand	Durham Occasional Teacher Local
Patrice O'Connor	Peel Teacher Local
Jennifer Stewart	Upper Canada Teacher Local
Pam Dogra	Staff Liaison

Committee Activities 2019-2020

The committee met on December 13, 2020 and April 28 1, 2020. At the December 29 meeting, D. Jung was elected as committee chairperson.

Vice-President M. Rusnak brought greetings and discussed committee guidelines with the committee such as; the process for recommendations to the Executive, conflict of interest guidelines and member's obligation to disclose any conflict, the chairperson's responsibility within the committee group and their responsibility to present to the provincial Executive members.

The committee discussed where ETFO is in the bargaining process and visited the Collective Bargaining (CB) website and the Work-to-Rule information. The committee explored ways they can get the ETFO message out and the importance of discussing the issues with families and friends over the winter break. The committee discussed *Regulation 274*, and the significance of maintaining fairness in hiring practices for racialized members and all ETFO members across the province. The committee also

emphasized the importance of having diverse representation in the media and suggested that diversity be incorporated in all press conferences that ETFO is part of.

During the April 28th meeting, the committee discussed the increase of anti-Asian racism in Canada since the onset of COVID-19. D. Jung discussed the spike in anti-Asian racism during the COVID-19 global pandemic. Members shared stories of racism they have experienced, witnessed and have read about in the media. P. Dogra shared with the group the ETFO COVID-19 FAQ which includes discussion on the rise of anti-Asian racism since the outbreak of COVID-19. The group was informed that copies of the FAQ will be distributed to all ETFO.

The committee members also expressed their appreciation to President Sam Hammond for using the *hashtag #istandwithtam* to speak out against anti-Asian racism being perpetuated by Conservative Federal and Provincial party members..

The committee determined that no resolutions will be submitted to the 2019 Annual Meeting. Chairperson D. Jung and other committee members will support resolutions submitted by other equity seeking committees and members. The committee proposed an on-line review of the equity-related resolutions listed in the ETFO Annual Meeting booklet, and scheduled a teleconference meeting on June 9, 2020 to discuss select resolutions.

P. Dogra thanked committee members serving on the committee and wished them all the best for the coming year.

Respectfully submitted,
Dinah Jung, Chairperson

PD:AJ



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REPORT TO THE 2020 ANNUAL MEETING OF THE ARTS COMMITTEE

Terms of Reference

- To identify issues regarding Arts education in elementary schools.
- To advise the Executive on supporting and advocating Arts initiatives in school communities.
- To provide advice on the content, delivery, and design of professional development to support members in the Arts.
- To recommend policy recommendations related to professional learning and curriculum in the Arts, for consideration by the Executive and the Annual Meeting.
- To identify strategies that will strengthen the role of Arts educators and Arts education in elementary schools.

Committee Members

Carolyn Proulx-Wootton
Nicole Calvert-McKeag
Ayesatta Conteh
Lauren Cooke
Elisabetta De Santis
Mike Lumb

Grand Erie Teacher Local (Chairperson)
Trillium Lakelands DECE Local
Elementary Teachers of Toronto
Waterloo Occasional Teacher Local
Toronto Occasional Teacher Local
Staff Liaison

Committee Activities 2019-2020

The committee met twice during the 2019-2020 school year. The first meeting was held on November 6, 2019 and the second on February 20, 2020.

At the first committee meeting, C. Proulx-Wootton was acclaimed chairperson. The Guidelines for Committee Members were reviewed along with the ETFO Arts Policy statements. Over the course of the two meetings, committee members discussed a number of Arts initiatives including the new ETFO Arts Conference stemming from 2019 Annual Meeting Resolution 122. The committee also enquired about the possibility of creating an article for ETFO Voice Magazine on the effects funding cuts are having in relation to the Arts in education.

At the second meeting, committee members voiced their support for the current provincial job action. In addition and after much discussion, it was decided that in lieu of putting forward Annual Meeting motions this year, the committee would like to focus on

having an Annual Meeting Caucus at the 2020 Annual Meeting. This is in response to having some small group meetings in the lobby at the 2019 Annual Meeting around Arts related issues. It was felt that this format would enable the committee to build capacity for Arts related issues with delegates and others attending the Annual Meeting.

Recommendations to the 2020 Annual Meeting:

Nil

Respectfully submitted
Carolyn Proulx-Wootton, Chairperson

CP-W:ML:KS:CS



REPORT TO THE 2020 ANNUAL MEETING OF THE AWARDS COMMITTEE

Terms of Reference

- To recommend award recipients to the Executive.
- To examine the awards criteria, procedures and make recommendations.
- To recommend an awards budget to the Annual Meeting.
- To recommend the addition or deletion of awards to the Annual Meeting.
- To submit resolutions concerning awards to the Annual Meeting.

Committee Members

Randy Drexler	Greater Essex County Teacher Local (Chairperson)
Tracy Lazer	York Region Teacher Local
Carl Oliver	York Region Teacher Local
Nicole Schultz	Lambton Kent Teacher Local
Christy Thompson	Kawartha Pine Ridge Teacher Local
Sonia Ellis-Seguin	Staff Liaison

Committee Activities 2019-20

The Committee met three times during the year and recommended the following as recipients of ETFO Awards:

Anti- Bias Award:

Not awarded for 2019-20.

Anti-Racist and Equity Activism Award:

Not awarded for 2019-20.

Anti-Racist and Equity Activism Award – Women's Program:

Diana Hernandez, Elementary Teachers of Toronto Local

Arts and Culture Award:

Neeru Sekhon, Peel Teacher Local

Bachelor of Education Bursaries for Sons and Daughters of ETFO Members:

- Scott Burrows, Avon Maitland Occasional Teacher Local
- Carly Craig, Peel Teacher Local

- Chiara Culmone, Elementary Teachers of Toronto Local
- Elizabeth Forsyth, Hastings and Prince Edward Occasional Teacher Local
- Marika Fowler, Lambton Kent Teacher Local
- Aishwarya Ganesh, Peel Teacher Local
- Katherine Gibson, Ottawa-Carleton Teacher Local
- Hannah Grzegorzczuk, York Region Teacher Local
- Michelle Hillier, Lambton Kent Teacher Local
- Laura Matson, Ottawa-Carleton Teacher Local
- Shamyia Phillips, Peel Teacher Local
- Claire Wunder, Waterloo Teacher Local

Bursaries for Members of Designated Groups:

- Sameer Bhagirathi, Elementary Teachers of Toronto Local
- Holly Cheng, York Region Occasional Teacher Local
- Amer Ghuznavi, non-ETFO member
- Heather Latam, Greater Essex County Occasional Teacher Local

Bursaries for Members of Designated Groups – Women’s Program:

- Alanna Gilchrist, non-ETFO member
- Jennifer Luc, Ottawa-Carleton Occasional Teacher Local
- Stephanie Zeit, non-ETFO member

Children’s Literature Award:

Not awarded for 2019-20.

Professional Learning and Curriculum Development Award:

David Stocker, Elementary Teachers of Toronto Local

Professional Learning and Curriculum Development Award – Women’s Program:

Sabrina Razack, Toronto Occasional Teacher Local

Doctoral Scholarship:

Ixchel Bennett, Elementary Teachers of Toronto Local

Doctoral Scholarship – Women’s Program:

Sharla Falodi, Elementary Teachers of Toronto Local

Environmental Education Award:

Kimberley Fry, Elementary Teachers of Toronto Local

ETFO Member Bursaries:

- Seamus Blake, Elementary Teachers of Toronto Local
- Sevrina Fernandes, Toronto Catholic DECE Local
- Richelle Hart, Waterloo Region DECE Local
- Christina Paradiso, Toronto Catholic DECE Local

Faculty of Education Award:

- Fatima Ahmed, Lakehead-Orillia Faculty of Education
- Jordan Cooil, Windsor Faculty of Education
- Amandeep Dhaliwal, Laurier Faculty of Education
- Timothy Hewitson, Brock-Hamilton Faculty of Education
- Ruksha Jeyathavapiriya, University of Ontario Institute of Technology (UOIT) Faculty of Education
- Braden Kenny, Ontario Institute for Studies in Education (OISE) Faculty of Education
- Johannes Kromhout, Brock Faculty of Education
- Megan McGinley, Queens Faculty of Education
- Stephanie Salinas, Lakehead Faculty of Education

FNMI Professional Learning Bursary:

Not awarded for 2019-20.

FNMI Scholarship – Women’s Program:

Jocelyn Cooper, non-ETFO member

FNMI Women in Education Bursary – Women’s Program:

- Angelina Alberto, non-ETFO member
- Manon Gagnon, non-ETFO member

Health and Safety Activist Award:

Not awarded for 2019-20.

International Humanitarian Award for an ETFO Member:

Not awarded for 2019-20.

International Humanitarian Award for Non-ETFO Member:

Not awarded for 2019-20.

Learning and Leadership Bursary:

- Jennifer Gor, Toronto Occasional Teacher Local
- Stephanie Rodriguez, Peel Teacher Local

Local Humanitarian Award for an Non-ETFO member:

Cam Douglas, non-ETFO member.

Local Humanitarian Award for an ETFO member:

Tyler Boyle, Bluewater Teacher Local

Master’s Scholarship:

- Nadia Hohn, Elementary Teachers of Toronto Local
- Jodie Howcroft, Hamilton-Wentworth Teacher Local
- Cameron Steltman, Halton Teacher Local
- Mohamed Warsame, Elementary Teachers of Toronto Local

Master's Scholarship – Women's Program:

- Amy Bartlett Gibson, Near North Teacher Local
- Erin Freeman, York Region Teacher Local
- Nicole Larkman, Hastings and Prince Edward Teacher Local
- Kaily Post, Hastings and Prince Edward Teacher Local

Member Service and Engagement Award:

Not awarded for 2019-20.

New Member Award:

Not awarded for 2019-20.

Outstanding Role Model for Women Award – Women's Program:

Not awarded for 2019-20.

Political Activist Award:

Not awarded for 2019-20.

Rainbow Visions Award:

Not awarded for 2019-20.

Women Who Develop Special Projects in Science and Technology Award – Women's Program:

Not awarded for 2019-20.

Women Working in Social Activism on Behalf of Women and Children – Women's Program:

Not awarded for 2019-20.

Writer's Award:

Ardavan Eizadirad, Toronto Occasional Teacher Local

Writer's Award – Women's Program:

Deanna Pecaski-McLennan, Greater Essex County Teacher Local

Information about the Awards and Scholarships Program is available at:

www.etfo.ca/AboutETFO/ProvincialOffice/Pages/AwardsandScholarships.aspx

Recommendations to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Randy Drexler, Chairperson



REPORT TO THE 2020 ANNUAL MEETING OF THE COLLECTIVE BARGAINING COMMITTEE

Terms of Reference

- To recommend the content, method, and distribution of collective bargaining information, including the CB Survey, developed by ETFO.
- To establish central and local bargaining goals for submission to the Representative Council for approval.
- To recommend training programs for present and future chief negotiators, presidents and collective bargaining committee members.
- To recommend programs for those involved in the implementation of the locals' collective agreements (such as grievance officers and stewards).
- To identify bargaining resources to be developed by ETFO.
- To review the *Guides* of Collective Bargaining and recommend revisions.

Committee Members

Julie Stanley	Bluewater Teacher Local (Chair)
Heather Aggus	Hamilton-Wentworth Teacher Local
Rayna Barrese	Durham Designated Early Childhood Educator Local
Colleen Mackin	Renfrew County ESP Local
Rod Marijan	Peel Occasional Teacher Local
Michelle Leonard	Staff Liaison

Committee Activities 2019-2020

The Committee had two meetings during the year – one was held on February 4, 2020 and another held on April 8, 2020.

During the first meeting, the Committee selected Julie Stanley as Chair. The Staff Liaison reviewed the Terms of Reference in the 2019-2020 year. The Collective Bargaining service area's program offerings were also reviewed.

During the second meeting, the Committee discussed feedback mechanisms at the conclusion of the 2019-2020 round of central and local bargaining for local leaders to provide feedback. Timing of the release of resources regarding bargaining from ETFO was also discussed for future rounds of bargaining, namely resources delineating central and local processes. Karen Campbell gave greetings and provided an overview of 2019-2020 central bargaining experience and discussed the tentative agreement. Kimiko Inouye, the Collective Bargaining Researcher, reviewed the changes to the

ETFO Guides to Collective Bargaining with the committee and provided an opportunity for additional feedback.

Recommendations to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Julie Stanley, Chairperson

JS:ML:CS



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REPORT TO THE 2020 ANNUAL MEETING OF THE DISABILITY ISSUES COMMITTEE

Terms of Reference

- To advise the Executive and recommend policy and procedures relating to disability issues.
- To advise the Executive and recommend strategies which support teachers to cope with disabling conditions both physical and mental.
- To advise the Executive on the promotion of education among ETFO members about disabilities.

Committee Members

Sadia Khan	Peel Teacher Local (Chairperson)
Karen Beck	Upper Canada Teacher Local
Andrew Cruikshank	Peel Teacher Local
Lesly Kapush	Lakehead Teacher Local
Karen Spanton	Limestone Teacher Local
Rob Smolenaars	Staff Liaison

Committee Activities 2019-2020

The committee met two times during the year, on November 8, 2019 and February 24, 2020.

At the October meeting the committee elected S. Khan from the Peel Teacher Local as chairperson of the committee. The committee welcomed A. Cruikshank as a new member of the committee; replacing a committee member who was unable to complete their service. ETFO policies and procedures related to disability issues were reviewed and discussed. Issues arising at the 2019 Annual Meeting Disability Issues Caucus were reviewed. ETFO resources in place to support member understanding of workplace accommodations for disability were reviewed. The committee explored the ETFO website to review the ETFO educational supports and resources regarding disability issues. The ETFO e-newsletter article for the International Day of Persons with Disabilities was developed collaboratively by the committee. The committee

recommended some changes to the ETFO website document, *Advice for Stewards About Workplace Accommodations*.

At the February meeting the committee received an update from staff on their inquiries and input to ETFO. The committee discussed some of the challenges faced by members with disabilities relating to Work-to-Rule protocols. The committee determined not to put forward a caucus application for Annual Meeting. ETFO's Policy Statements on disability issues were reviewed, and the committee decided not to bring forward any motions to Annual Meeting. The DISC chairperson received input for the report to the May 12, 2020 ETFO Executive meeting.

Recommendations to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Sadia Khan, Chairperson

SK:RS:SM



REPORT TO THE 2020 ANNUAL MEETING OF THE EARLY YEARS COMMITTEE

Terms of Reference

- To advise the Executive on current early years issues.
- To advise the Executive and recommend strategies which promote quality early years programs.
- To advise the Executive and recommend current documents and resources that impact on early years programs.

Committee Members

Jessie Daniell	Keewatin-Patricia DECE Local (Chairperson)
Rose MacCulloch	Upper Canada Teacher Local
Deanna Pecaski-McLennan	Greater Essex Teacher Local
Marlene Sutton	Hastings Prince Edward Teacher Local
Trish Turner	Renfrew County Teacher Local
Jane Bennett	Staff Liaison

Committee Activities 2019-2020

The Early Years Committee met on December 13, 2019 and April 14, 2020. Executive Staff Jane Bennett and Federico Carvajal shared ETFO's new pamphlet *Little Children, Big Learning* with the committee. The committee asked how it would be shared with the broader public, MPP's and our members. Staff also shared the newly released Kindergarten commercial, provided background behind its creation and the plan for airing it over the holiday break in theatres during children's movies.

Executive Staff Federico Carvajal provided a brief synopsis of ETFO's advocacy for the Kindergarten program. He reviewed our public campaign, the advertising we have been doing and our hopes and expectations and asked for feedback on the campaign. Members shared the importance of public understanding of how valuable Kindergarten is for setting up students for life and the need to capitalize on that. They acknowledged there is a definite need to continue to advocate for the program.

Committee members discussed early years intervention and supports provided for children with potential challenges in Kindergarten. This question was in response to feedback received at the ETFO Violence Symposium in November. Committee

members were all in agreement that there is little support and identified that in some locals, due to geography, accessing supports and educational assistants is extremely difficult. They have found that some families do not understand their child has challenges until they enter school and then it takes time for school staff and board staff to work through the processes they have in place to access the support.

During the second meeting Vice-President David Mastin provided an update about collective bargaining and ETFO's protection of the Kindergarten program. ETFO has protected the program for the remainder of this agreement, a significant win. Vice-President Mastin thanked the 4 committee members who are serving their last term – Deanna, Rose, Jessie and Marlene. He expressed appreciation for their efforts and encouraged them to explore other opportunities for leadership at ETFO.

Executive Staff Phyllis Hession-White provided an overview of ETFO PRS supports during COVID 19 and referenced the PRS Matters Bulletin #108, *Supporting Members Through the Pandemic*. She shared that executive staff met with College of Early Childhood Educators (CECE) to discuss issues of concern about payment of CECE membership dues and expectations about the Continuous Learning Plan. The CECE is allowing members to defer payment of their dues to a later date and are allowing members to defer their Continuous Professional Learning portfolio for a year.

The committee discussed the research report presented at the first meeting. The report was completed in December to support ETFO's advocacy for Kindergarten and the importance of investment into the early years. The report was written by an economist to provide ETFO with background for bargaining and was an extremely successful tool. As bargaining is complete, ETFO will be repurposing the report to have research to use for advocacy purposes in the future. The committee members were very supportive of ensuring the report is repurposed, they identified that the program is protected for the duration of this contract but expressed concerns about the future. Having the research, is essential for the protection of Kindergarten.

Executive Staff Jane Bennett reviewed the new Ministry of Education Instructional Support COVID 19 Workgroup ETFO is a part of and asked for input from the committee about distance learning. Committee members identified there were different expectations from administrators about what and how educators should be offering learning opportunities (e.g., videotaped lesson every day, live video opportunities and requiring more than literacy and mathematics). Poor internet, lack of technology, access to professional learning about new online platforms', extensive hours learning new platforms, answering a flood of emails, contacting families and supporting parents and students who are struggling were highlighted. Challenges supporting students with special needs, working with SERTs to support students and families and the role of preparation time teachers were discussed.

The committee discussed their current realities, working with families and support from school boards as they are offering distance learning due to COVID-19. They shared they have low numbers of students engaging online due to a wide range of roadblocks

(e.g., multiple children in with one computer, not enough data to accommodate students and parents working from home, frontline workers not having the time to “teach” and students picking and choosing whether they want to engage or not. Issues they have been encountering while directly supporting families were, providing significant technology support, ensuring ongoing communication, mental health support for parents and a recognition of the multiple stressors they are experiencing between work and home, food insecurity, financial stress, etc. were mentioned. District School Boards have been supportive, have offered professional learning on technology, have purchased access or licenses to programs to support instruction. Teams are working collaboratively together (teacher, DECE and in some places EA’s) to plan activities for students, discuss communication with parents and to learn the technology.

The committee identified that there is a lack of understanding about reporting, what will be needed, how will it look, what data should they be collecting, what should they commenting on, etc. There are different expectations from boards and administrators about what should be completed or gathered. They identified that we were still in early stages and will appreciate more guidance when more is known.

Recommendations to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Jessie Daniell, Chairperson

JD:JB:MF



REPORT TO THE 2020 ANNUAL MEETING OF THE ENVIRONMENTAL COMMITTEE

Terms of Reference

- To identify ways ETFO can support green initiatives.
- To recommend action on issues related to the environment.
- To provide advice on the promotion of programs and initiatives on environmental awareness.
- To provide advice on the promotion of environmental education.

Committee Members

Stephanie Trepanier	Hamilton-Wentworth Teacher Local (Chairperson)
Jaspreet Dhaliwal	Peel Teacher Local
Catherine Floyd	York Region Teacher Local
Tammy Lam	Grand Erie Teacher Local
Kimberly Maich	Greater Essex County Occasional Teacher Local
Nicolette Lane	Staff Liaison

Committee Activities 2019-2020

The Environmental Committee met twice during the 2019-2020 year, on December 5, 2019 and February 18, 2020. Over the course of these two meetings, committee members engaged in a number of discussions and activities.

The committee continued their work around the Environment and Climate Justice webpage, updating the information to reflect current global themes with environmentally friendly lessons and ideas for teachers and introducing 5 new environmental days: National Sweater Day, Outdoor Classroom Day, Clean Up the World Campaign, Waste Reduction Week and Take Me Outside Day. The *VOICE* Articles section was updated with links to articles from the spring climate justice issue, articles authored by ETFO members, including Environmental Committee member K. Maich's article *Engagement and Environmental Education*. Committee members had assisted K. Maich by providing input and brainstorming resource ideas at the first committee meeting.

Members of the committee engaged in conversation on student advocacy for climate change action and talked about how many of our members and their students are involved in environmental activities and activism. T. Lam gave the example of Russell Reid Public School in Brantford where students changed the school's Green Team to an environmental advocacy group called The Future. T. Lam suggested the committee

consider how the Environmental Committee could highlight this advocacy. The ensuing discussion resulted in agreement by the committee on having a Highlights section added to the Environment and Climate Justice webpage. ETFO members could submit an article or a photo with a brief description on environmental activities and activism they are doing in their classrooms and schools. The committee also discussed the logistics of facilitating this, such as the need for photo consent and how to inform members about the Highlights section on the webpage.

As a follow up to last year, Rita Cohen attended the first meeting to inform the committee that ETFO's online AQ Environmental Education, Part 2 and Specialist courses were ready for Summer 2020 registration. The committee was pleased to hear the courses were advertised in the spring issue of *VOICE* magazine and indicated that they would like to promote the courses on the Environmental and Climate Justice webpage.

S. Trepanier informed the committee about a petition from Wellington Water Watchers to the provincial government demanding that the government extend a moratorium on water-taking bottling permits to prevent Nestle from getting more permits. The committee decided they would like to support the *Say No to Nestle* campaign in raising awareness of this issue. There was the suggestion of a newsletter to parents and the committee looked into how ETFO is currently supporting the *Say No to Nestle* campaign.

Recommendations to the 2020 Annual Meeting:

Committee members reviewed 2019 annual meeting resolutions and new business motions related to climate change and the environment. As a result of this review and discussion over the two meetings, the committee decided to submit the following resolution to Annual Meeting 2020:

1. THAT Position Statement, 7.0 Environmental Responsibility, be amended by the addition of a new subsection to read:

1.0 That ETFO model and encourage locals to highlight any environmentally friendly action taken in preparation of and/or delivery of, provincial and local workshops, conferences and meetings.

Rationale: It has become increasingly more important to acknowledge our impact on the environment. Every small action we take will help. When planning a workshop, conference or meeting, be mindful of the impact it has on the environment. When the action is named, it demonstrates to others that the care of the environment is at the forefront of everything we do.

The committee also considered a proposed resolution on limiting the use of paper campaign literature during ETFO Executive elections at Annual Meeting. It was decided to not go forward with this as a resolution based on information that changes to the Campaign Guidelines are the purview of the Representative Council. The committee now wants to consider how someone could take this to the local as a motion to take to Representative Council.

Respectfully submitted, Stephanie
Trepanier, Chairperson



REPORT TO THE 2020 ANNUAL MEETING OF THE ENGLISH AS A SECOND LANGUAGE COMMITTEE

Terms of Reference

- To advise and make recommendations to the Executive on English as a Second Language (ESL) issues.
- To identify ways of supporting members in the delivery of English as a Second Language (ESL) programming in elementary schools.
- To review policy, procedures and legislation and make recommendations to the Executive regarding equitable practices for English language learners (ELLs).
- To advise the Executive and recommend strategies which promote quality English as a Second Language (ESL) programs.

Committee Members

Sukayna Dewji	Elementary Teachers of Toronto Local (Chairperson)
Katie Brubacher	Peel Teacher Local
Devin Hanes	Thames Valley Teacher Local
Heather Ripmeester	Ottawa-Carleton Occasional Teacher Local
James Savelli	Hamilton-Wentworth Teacher Local
Jill Aoki-Barrett	Staff Liaison

Committee Activities 2019-2020

The committee met face to face twice during the 2019-2020 school year. The first meeting was held on November 18, 2020 and the second on April 7, 2020.

At the November 2019 meeting, Sukayna Dewji was elected chairperson.

Emergent issues were identified and discussed which included: administrators' need for professional development to better understand ELLs; some are seeing STEP as a program and not a continuum; issues affecting ELLs and their families include: lack of affordable housing, lack of trauma/mental health support, navigating the system and substandard education; tools to assess reading, (i.e. DRA), are normed on English speakers and content is not accessible; the Multicultural Liaison Officers are in high demand; materials to help teachers modify and accommodate for the ELLs is needed; concern that School Boards do not comply with 2.3.2 of the policy, which states that for

English language learners with limited prior schooling, boards will provide additional support to the student.

The committee submitted two annual meeting resolutions this year. They are:

THAT ETFO, through OTF, lobby the Ministry of Education to ensure that funding provided for English Second Language and English Language Development (ESL/ELD) be used by school board employees to directly support settlement and programming for English Language Learners (ELLs).

THAT ETFO, through OTF, lobby the Ministry of Education to ensure that school boards are implementing the English Language Learners ESL and ELD Programs and Services Policies and Procedures for Ontario Elementary and Secondary Schools, Kindergarten to Grade 12 (ESL/ELD Policy).

Recommendations to the 2019 Annual Meeting:

Nil.

Respectfully submitted,
Sukayna Dewji, Chairperson

SD:JAB:KV



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REPORT TO THE 2020 ANNUAL MEETING OF THE EDUCATION SUPPORT PERSONNEL/PROFESSIONAL SUPPORT PERSONNEL/DESIGNATED EARLY CHILDHOOD EDUCATOR COMMITTEE

Terms of Reference

- To advise the Executive on legislation, board policies and other issues which impact ESP/PSP/DECE members.
- To advise the Executive and recommend strategies to support ESP/PSP/DECE members.
- To advise the Executive and recommend strategies which promote member participation in ETFO and its programs.
- To advise the Executive and recommend resources and programs which will support ESP/PSP/DECE members.

Committee Members

Dawn Lorbetskie	Renfrew County ESP Local (Chairperson)
Nancy Barros	Waterloo DECE Local
Cindy Bullock	Halton DECE Local
Glen Mulvhill	Renfrew County PSP Local
Christine Murray	Simcoe County DECE Local
Derek Hulse	Staff Liaison

Committee Activities 2019-2020

The Education Support Personnel/Professional Support Personnel/Designated Early Childhood Educator Committee met on November 11, 2019. The committee discussed and analyzed issues pertaining to Education Support Personnel (ESP), Professional Support Personnel (PSP) and Designated Early Childhood Educator (DECE) members. The committee's discussions in 2019-2020 included the following:

During the first meeting the committee:

- Reviewed the committee's Terms of Reference and elected the chairperson;
- Discussed the concern about the trend in education funding to find savings and how that is often targeted at front-line workers;
- Discussed the lack of support for children/family mental health in Ontario and the concern that now some external agencies coming into the education system to provide supports;
- Discussed the possibility of expanding the bursary program to include funding for programs other than those in the teaching field;
- Discussed the importance of the continuity of committee work and the need for meeting notes and minutes to be passed to incoming committee members from outgoing members;
- Spent considerable time discussing the need for additional compensation to bring education worker salary increases more in line with those of teachers; and
- Discussed the availability of professional development opportunities that are specific to the various roles of education workers.

Unfortunately, due to job action resulting from central collective agreement negotiations and then the COVID-19 global pandemic the committee was only able to convene one meeting as of the time of this report.

Recommendations to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Dawn Lorbetskie, Chairperson

DL:DH



REPORT TO THE 2020 ANNUAL MEETING OF THE FIRST NATIONS, MÉTIS AND INUIT (FNMI) EDUCATION COMMITTEE

Terms of Reference

- To provide advice on the education of ETFO members about the historical experiences, cultural norms and issues of First Nations, Métis and Inuit People.
- To provide advice on the promotion of teaching as a career for First Nations, Métis and Inuit People.
- To identify ways of supporting Native Language teachers and programs.
- To provide advice on the inclusion of First Nations, Métis and Inuit members in all aspects of ETFO and its programs.
- To provide advice on the promotion of First Nations, Métis and Inuit education issues at faculties of education.
- To provide advice on the promotion of networking, leadership and professional learning/curriculum for First Nations, Métis and Inuit members and Native Language teachers.
- To provide advice on the promotion of programs and initiatives designed to improve First Nations, Métis and Inuit student achievement.

Committee Members

Tara Hedican	Upper Grand Occasional Teacher Local (Chairperson)
Beverly Fiddler	Durham Teacher Local
JoAnne Formanek Gustafson	Rainy River Occasional Teacher Local
Melodie General	Algoma Teacher Local
Joanne Roy-Peltier	Rainbow Teacher Local
David Mastin	Executive
Rachel Mishenene	Staff Liaison

Committee Activities 2019-2020

The First Nations, Métis and Inuit (FNMI) Education Committee met on December 2, 2019 and on April 6, 2020.

At the first meeting, Tara Hedican was the elected chairperson for 2019-2020.

R. Mishenene providing an update on ETFO FNMI programs and resources, including updates on the etfofnmi.ca webpage (formerly called Spirit Horse) which houses digital Indigenous education resources. This year, three resource will be developed: *Indigenous land-based learning: A learning perspective*; *Who are the Inuit?*; and

Healing conversations: A learning journey from the heart (Teaching about sensitive issues like, Missing Murdered Indigenous Women, Residential Schools, and the Sixties Scoop). In November, women members attended the first session of the *First Nations, Métis and Inuit Education Resource: Engaging Learners Through Play Workshop*.

The Committee discussed ways to support members who are Native Language teachers, and to ensure the preservation of Native Languages taught in our public elementary schools. A recommendation to provide an annual Native Language conference to engage members to becoming more involved in the Federation while supporting these members through professional learning opportunities. The committee referenced the ETFO's Policy and Position Statements and the Committee Terms of Reference to support the recommendation.

The committee held its second meeting using an online virtual platform.

D. Mastin provided an update on the committees recommendation. After a study and report is completed, the Executive will review the recommendation again at a future executive meeting.

R. Mishenene provided an update on programs that were planned for the winter and spring period. Due to the ETFO strike action and the social distancing requirements, the following workshops for members were canceled: 5th Annual First Nations, Métis and Inuit Education Symposium; ETFO's FNMI Engaging Learners Through Play Workshop (session 2); and the 5th Annual Leadership Symposium for First Nations, Métis and Inuit Women Members.

The committee reviewed and discussed the ETFO bursaries and scholarships related to FNMI members, including the Native as a Second Language Bursary. The committee discussed the benefits to opening the bursary to non-ETFO members to ensure this fund is accessible to Native Language teachers in Ontario. The committee also reviewed the ETFO First Nations, Métis, Inuit Scholarship (WP) and the Committee Terms of Reference: "To provide advice on the promotion of teaching as a career for First Nations, Métis and Inuit People" and discussed ways that ETFO can promote these (i.e., develop a poster and/or advertisement and outreach to FNMI Education Authorities and universities). The committee will continue this discussion in the first meeting of the 2020-2021 term.

Recommendations to the 2020 Annual Meeting:

1. That ETFO implement an annual Native Language professional learning gathering for networking, identifying barriers and building capacity.

Respectfully submitted,
Tara Hedican, Chairperson



REPORT TO THE 2020 ANNUAL MEETING OF THE FRENCH AS A SECOND LANGUAGE COMMITTEE

Terms of Reference

- To advise and make recommendations to the Executive on strategies, which raise awareness and sensitize ETFO and its membership about French as a Second Language (FSL) issues and French language services.
- To identify ways of supporting FSL teachers and programs.
- To provide advice on the promotion of teaching FSL as a career.
- To monitor changes in legislation and make recommendations to the Executive to communicate with the Ministry of Education and boards about FSL issues.

Committee Members

Janet-Marie Ramsaywak	Keewatin-Patricia Teacher Local (Chairperson)
Mitzy Alarcon	Peel Teacher Local
Julie Liu	Elementary Teachers of Toronto Local
Danielle Takoff	Ottawa Carlton Teacher Local
Marie Zesseu	Elementary Teachers of Toronto
Izida Zorde	Staff Liaisons

Committee Activities 2019-2020

The committee held one face-to-face meeting and one telephone meeting. On November 20, 2019, The FSL committee discussed the committee's AM 2019 Resolution for a biannual FSL Conference starting in 2020-2021. Ideas were shared for possible topics for the conference and what members would want when the conference is offered in 2020-2021. The committee also discussed and planned for the AM 2020 FSL Caucus.

The second meeting was held on February 20, 2020. The committee discussed the implication of strike action on The Diplômes d'Étude en Langue Française (DELF) and Concours. As of Phase 6 of strike action both DELF and Concours were struck work and members could not participate in it.

The committee also discussed keeping track of the number of hours of French instruction a student has received in order to share with the board and wondered about the obligation of filling in the cards and the accuracy that the card reflects in terms of student learning. Committee members discussed whether a resolution regarding tracking students' French learning was in order, but decided to continue with the discussion next year.

Resolutions to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Janet-Marie Ramsaywak, Chairperson

JMR:IZ:MG



REPORT TO THE 2020 ANNUAL MEETING OF THE HEALTH AND PHYSICAL EDUCATION COMMITTEE

Committee Members

Jennifer Theriault	Keewatin-Patricia Teacher Local (Chairperson)
Andrea Adams	Bluewater Occasional Teacher Local Upper Grand
Thomas Barker	Teacher Local
Amy Bryan	Upper Canada Teacher Local
Natasha Feghali	Greater Essex County Teacher Local
Jason Johnston	Staff Liaison

Committee Activities 2019-2020

The committee met on February 19, 2020 and April 8, 2020. J. Theriault was appointed as chairperson of the committee at the first meeting.

Vice-President David Mastin brought greetings from the ETFO Executive, reviewed the Terms of Reference for Standing Committees, spoke to the Guidelines for ETFO Committee Members in relation to motions and recommendations, and thanked the committee for their contributions to the Federation during these challenging pandemic times.

The committee reviewed the passing of the Annual Meeting resolution that resulted in the creation of Health and Physical Education Committee beginning in 2019-2020.

The committee discussed the impact of mental health and issues related to health, wellness and physical education. Topics included:

- Lack of supports and clear direction related to Health and Physical education, planning and programming.
- Confusing messages from district school boards related to health, wellness, mental health and the role of physical activity for all students. Committee members highlighted that often, Health and Physical education classes are the first to be cut from the timetable.
- Increased reporting and proliferation of student mental health issues, specifically anxiety and the lack of resources to support anxious students.
- Lack of connection during current pandemic. Inequity related to student access during distance education and the importance of educators in students' lives.
- Stress related to Covid-19 and the challenges associated with distance learning.
- Members, as well as students, need increased supports for mental health, wellness, holistic health and active living during the pandemic.
- Physical activity, social connection and safety need to be priorities during the pandemic as students lack the structure and community offered in schools.
- The revised Health and Physical Education curriculum impacted Grade 7 and 8 students and their teacher's ability to address human development and sexual

health.

- Need to address the overall wellness, stress management and general health of our members.
- Focus is too narrow on math and language arts, achievement and EQAO results. Education needs to focus on the whole child by promoting equity, success and well-being.

At the second meeting, the committee reviewed the revised Ontario Health and Physical Education Curriculum comparing it to several other jurisdictions in Canada.

- Some of the key issues discussed involved the connection between mental health, physical health and success in life.
- The committee reviewed many resources including the Mental Health Assist website, the OPHEA guides, the Revised Health and Physical Education curriculum as well as other provincial jurisdiction curriculum documents.
- Within the Ontario curriculum context, the inclusion of Social Emotional Learning Skills in the curriculum document marks a significant change from previous curriculum documents. Specific reference to stress management and coping skills are areas that educators recognize the importance of and will continue to need support for their students.
- Mental Health Literacy is another significant change in the document. Students consider how their mental health is connected to their overall health and the need to care for the mind and body. The committee stressed the need for professional learning opportunities, ongoing support and the necessary resources for this focus to be successful.
- Although the focus of the curriculum is on student learning and overall expectations, the committee voiced the importance of supporting all educators in the classroom and in a variety of work sites. The professional education of our members related to curriculum expectations, as well as for their own well-being, needs to continue to be a priority.
- Regular, relevant professional learning opportunities will reinforce the beliefs and the benefits of a physically and mentally, healthy lifestyle.

Future recommendations that the committee would like to bring forward include the need to make mental health and physical education a priority within Ontario classrooms both for students and members. The committee suggested the possibility of creating online resources or other professional learning opportunities that support teacher wellness that could be organized by division, role or career stage.

The committee recognized how the current roles of health and wellness coaches in schools, mental health champions, and school clubs for wellness, promote and enhance the daily physical education and mental wellness of Ontario students and educators. They stressed that this type of leadership needs ongoing support and it could be an area of interest for locals.

J. Theriault outlined her report to the ETFO Executive. She provided the Executive with details of the committee's work and possible future discussion issues and items.

Respectfully submitted,
Jennifer Theriault, Chairperson



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REPORT TO THE 2020 ANNUAL MEETING OF THE HUMAN RIGHTS COMMITTEE

Terms of Reference

- To identify and recommend strategies to assist ETFO, its locals and members in promoting awareness of and respect for human rights issues.
- To identify ways of promoting teaching as a career for members of groups currently under-represented in the profession.
- To identify ways of promoting greater participation of members who belong to equity-seeking groups in all areas of ETFO.

Committee Members

Deepa Mansharamani	Limestone Teacher Local (Chairperson)
Danielle Gaspar	York Regional Teacher Local
Adrianna Knight	Halton Teacher Local
Kim McIntosh	Greater Essex County Teacher Local
Anjana Thom	Peel Teacher Local
Joel Schwartz	Staff Liaison

Committee Activities 2019-2020

The Committee met on January 15, 2020, had a conference call on February 19, 2020, and had a virtual meeting on May 6, 2020. At the January 15, 2020 meeting, D. Mansharamani was elected as committee chairperson.

At the January 15, 2020 meeting, the committee members reviewed and discussed the Guidelines for ETFO Committee Members 2019-2020 and the terms of reference of the committee.

The committee discussed various issues to do with hiring practices for educators and for ETFO staff. The committee discussed on the importance of school boards and ETFO hiring practices that actively facilitate greater employment and participation of members who belong to equity-seeking groups. The committee also discussed the status of Ontario's Education Equity Action Plan 2017.

The committee agreed that its focus for 2019-2020 would be on its mandate to identify ways of promoting teaching as a career for members of groups that are currently under-represented in the profession. The committee decided that it would work towards the development of a poster that focused on promoting awareness of the contributions of teachers from racialized and marginalized groups.

The February 19, 2020 conference call was used to confirm that the committee would both submit the below resolutions to the 2020 Annual Meeting.

At the May 6, 2020 virtual meeting, the committee was joined by A. Te, Coordinator of ETFO's Equity and Women's Services (EWS) service area. A. Te presented on the work of the EWS service area, equity issues related to the COVID-19 pandemic, and the status of Ontario's Education Equity Action Plan. The committee and A. Te also discussed how the committee might be able to provide input and work with EWS in the development of future posters to address the human rights issues identified in the committee's terms of reference.

The committee has also applied to host a caucus at the 2020 Annual Meeting.

Resolutions to the 2020 Annual Meeting:

1. THAT Article XI, Local Organizations, Section 2, Governance, be amended by the addition of a new subsection to read:

"1.0 Each local shall read the ETFO Human Rights Statement and a Land Acknowledgement Statement at all ETFO local Federation sponsored events."

2. THAT Position Statements be amended by the addition of a new Section, Human Rights, to read:

"1.0 Human Rights
1.1 That ETFO encourage that the Human Rights Statement and a Land Acknowledgement Statement be posted/linked to all local websites and;
1.2 That all locals shall endeavour to address, promote and support topics of social justice and equity pertaining to human rights."

Respectfully submitted,
Deepa Mansharamani, Chairperson



REPORT TO THE 2020 ANNUAL MEETING OF THE INTERMEDIATE DIVISION COMMITTEE

Terms of Reference

- To advise the Executive on current issues affecting intermediate division teachers.
- To advise the Executive and recommend strategies to respond to emerging trends and patterns in the education of students in the intermediate division.
- To advise the Executive and recommend strategies on the promotion of quality teaching and learning in the intermediate grades.

Committee Members

Danielle Piche	Greater Essex County Teacher Local (Chairperson)
Shannon Charrette	Algoma Teacher Local
Anik Mackey	Ottawa-Carleton Teacher Local
Michelle Mendes	Halton Teacher Local
Amy Whalen	Upper Canada Teacher Local
Rita Cohen	Staff Liaison

Committee Activities 2019-2020

The committee met on January 27, 2019 and April 24, 2020. D. Piche was appointed chairperson of the committee at the first meeting.

The committee reviewed the Terms of Reference for Standing Committees and spoke to the Guidelines for ETFO Committee Members in relation to motions and recommendations.

Vice-President Monica Rusnak brought greetings from the ETFO Executive, welcomed the committee members and thanked them for their service to ETFO.

Committee members discussed intermediate division issues and possible focal points for support and planning. Initially, the committee shared their ideas about student mental health and servicing the unique needs of intermediate students and how to effectively support Ontario students and their families.

The consensus among committee members is how important it is to collect rich resources specifically for intermediate classrooms and educators and support the overall wellness, mental health and general health, of our members in the intermediate division. The committee reviewed how ETFO's Mental Health resource is organized and showcased intermediate lesson plans for both Teachers and Occasional Teachers.

There was meaningful discussion on how to authentically integrate equity throughout intermediate classrooms, specifically through ETFO's 365 Black Canadian Curriculum. At the second meeting, chair D. Piche led the discussion on the importance of showcasing Intermediate Additional Qualification courses. A number of questions posed during the discussion highlighted the need to differentiate between courses with a Primary/Junior and Intermediate focus as intermediate students bring forth a unique set of needs. The committee also addressed way to promote intermediate additional qualification courses for educators.

The committee shared resources with ETFO's Communication department focusing on intermediate lesson planning for distance learning.

The meeting closed with the committee sharing their appreciation on the success of the ETFO Intermediate Conference.

Recommendations to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Danielle Piche, Chairperson

RC:DP:MC



REPORT TO THE 2020 ANNUAL MEETING OF THE INTERMEDIATE DIVISION COMMITTEE

Terms of Reference

- To advise the Executive on current issues affecting intermediate division teachers.
- To advise the Executive and recommend strategies to respond to emerging trends and patterns in the education of students in the intermediate division.
- To advise the Executive and recommend strategies on the promotion of quality teaching and learning in the intermediate grades.

Committee Members

Danielle Piche	Greater Essex County Teacher Local
Shannon Charrette	Algoma Teacher Local
Anik Mackey	Ottawa-Carleton Teacher Local
Michelle Mendes	Halton Teacher Local
Amy Whalen	Upper Canada Teacher Local
Rita Cohen	Staff Liaison

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The meeting closed with the committee sharing their appreciation on the success of the ETFO Intermediate Conference.

Recommendations to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Danielle Piche, Chairperson

RC:DP:MC



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REPORT TO THE 2020 ANNUAL MEETING OF THE INTERNATIONAL ASSISTANCE COMMITTEE

Terms of Reference

- To select candidates for Project Overseas for recommendation to the Executive.
- To advise the Executive on the promotion of member participation in Project Overseas and international work.
- To advise the Executive and recommend budget allocations for Project Overseas.
- To advise the Executive and make recommendations on the budget for other international education assistance programs and initiatives.
- To advise the Executive and recommend policy on ETFO's participation in international development.
- To advise the Executive and make recommendations on international development activities of CTF, EI, and other organizations.

Committee Members

Bruno Dallaire	Ontario North East Teacher Local (Chairperson)
Kim Fennema	Algoma Teacher Local
Lindsay Freedman	Peel Teacher Local
Jennifer Graham	Avon Maitland Teacher Local
Rose Kantiono	Peel Teacher Local
Sangeetha Stephen	York Region Teacher Local
Punita Bhardwaj	Staff Liaison

Committee Activities 2019-2020

2019 Project Overseas Debrief Session

Project Overseas (PO) is funded by the Elementary Teachers' Federation of Ontario (ETFO) via the Canadian Teachers' Federation (CTF). ETFO members work with teachers in host countries on professional learning exchanges in July. The debrief session for PO 2019 was held at the ETFO provincial office on Monday, September 30, 2019. Participants

shared their experiences and feedback on how to improve ETFO processes. A telephone conference was held with Wes Delve and Daniel Martin and the Canadian Teachers' Federation (CTF) with the purpose of receiving feedback from ETFO members.

The International Assistance Committee Meetings

The International Assistance Committee met on November 1, 2019, November 8-9, 2019 and by teleconference on February 10, 2020.

The International Assistance Committee Activities

The first committee meeting involved reviewing its roles and responsibilities, nominated B. Dallaire as the new Chairperson and created a short list of candidates to receive phone interviews. A total of 41 applications were received for PO 2020, 27 were new applicants and 14 were returning PO participants. Prior to the first meeting, the International Assistance Committee had assessed applications from new PO candidates.

The second committee meeting involved conducting 20 phone interviews, reviewing interview scores and selecting PO candidates. The committee recommended 28 new and returning PO applicants to the Executive for approval. All candidates were approved and shortlisted for CTF to conduct its final selection.

The teleconference was an opportunity for committee members to reflect on what worked and which areas needed to be improved while reviewing and selecting PO candidates. The committee used Google forms to assess candidate scores and will continue to use this method. The committee also discussed the need for release time to assess applications due to the amount of time needed to select new PO candidates. The committee drafted a recommendation to the Executive, which has been sent for Study and Report and will be reviewed at the May Executive meeting.

Project Overseas 2020 Candidates

The following 16 ETFO members will be participating in PO 2020; 5 ETFO members, whose names are bolded, will be Team Leaders.

Name	Local	Role	Country
Andrew Campbell	Grand-Erie Teacher Local	Team Leader	The Gambia
David Douglass	Rainbow Teacher Local	Team Leader	Sierra Leone
Lara Down (French)	Durham Teacher Local	Team Member	Togo
Carol Fortnum	Thames Valley Teacher Local	Team Member	Ghana
Lisa Gidlow-Aldrich	York Region Teacher Local	Team Member	Saint Vincent
Charlotte (Lotje) Hives	Near North Teacher Local	Team Leader	Belize

Andrea Ibarra	Elementary Teachers of Toronto Local	Team Member	The Gambia
Marie-France Lagüe (French)	Ottawa-Carleton Teacher Local	Team Member	Togo
Rachel Laurenti (French)	Algoma Teacher Local	Team Member	Bénin
Jean Middleton	York Region Teacher Local	Team Member	Grenada
Elizabeth Mitchell	Halton Teacher Local	Team Member	Saint Lucia
Nathaniel Muir	Elementary Teachers of Toronto Local	Team Member	Guyana
Eric Romero-Sierra	Hamilton-Wentworth Teacher Local	Team Member	Ghana
Maya Sade	Peel Teacher Local	Team Member	Sierra Leone
Cheryl Sheffield	Ontario North East Teacher Local	Team Leader	Ghana
Francesca Vonella	Greater-Essex Teacher Local	Team Leader	Uganda

Recommendations to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Bruno Dallaire, Chairperson

BD:PB:JP



REPORT TO THE 2020 ANNUAL MEETING OF THE LABOUR STANDING COMMITTEE

Terms of Reference

- To advise the Executive on ways of enhancing the profile of ETFO within the broader labour movement.
- To advise the Executive and recommend strategies to increase the participation of ETFO within the broader labour movement.
- To advise the Executive and recommend strategies to increase participation of ETFO locals in local labour councils.
- To make recommendations to the Executive regarding the embedding of labour education into ETFO events, programs and activities.

Committee Members

Julius (Louisa Julius)	Elementary Teachers of Toronto (Chairperson)
Yolanda B'Dacy	Elementary Teachers of Toronto
Shawn Crowell	Thames Valley Teacher Local
Janet Fuchek	Lakehead Teacher Local
Denise Hammond	Staff Liaison

Committee Activities 2019-2020

Members of the committee met twice in-person at the provincial office and participated in a teleconference in February to finalize resolutions to submit to the Annual Meeting. The meetings occurred on November 12 and January 11. With much regret, in January the committee accepted the resignation of Jennifer Hesch from the Upper Grand Teacher Local, who unable to fulfill the term.

Over the year, the committee discussed time-sensitive labour and workers' rights issues that have arisen due to the ongoing attacks by the Ontario Conservative government. A priority area of work for the committee focused on solidarity efforts and action. Members strategized ideas and served recommendations to the Executive to assist in building member and local capacity to conduct solidarity actions. The intensity of central bargaining with the provincial government provided an opportunity for members to examine and recommend ways to engage other labour bodies to express solidarity with the Federation's bargaining demands. Equally important, members conducted an internal reflection on the awareness of labour solidarity within our membership and provided two recommendations to the Executive to consider utilizing key opportunities to highlight and showcase our role in the broader labour movements.

Vice-President David Mastin brought greetings and held a dialogue with the committee to discuss the critical role that Federation members played at the recent Ontario Federation of Labour (OFL) Convention in November 2019. Mastin remarked that the strength of our union was showcased and exemplary, proving that educators have a substantial role to play in advocating for social justice, democracy and protecting public services in Ontario.

At the November Committee Meeting, held two weeks before the OFL Convention, members had an in-depth discussion that led staff to develop outreach materials and solidarity signs for use during Convention. The large-format signs with solidarity messages were part of an ETFO roaming photo booth and outreach table. The solidarity signs and photos helped to capture labour leaders and delegates support for educators; the images were posted on the ETFO provincial Facebook page to highlight the growing and broad support for education funding.

In accordance with the committee's Terms of Reference, members discussed how to build ETFO's presence, influence, and involvement in the broader labour movement. Conversations and recommendations submitted to the provincial Executive aimed to encourage, foster and increase participation in the labour movement, especially in labour councils.

The committee made the following recommendations to the Executive:

- That ETFO investigate the possibility of hosting a solidarity social at the August 2020 Annual Meeting.
- That ETFO creates and maintains a union vendor list in order to promote and assist locals in the acquisition of union-made and union-staffed products and services.
- That ETFO makes available in ShopETFO small ETFO flags for members to purchase.
- That ETFO investigates the feasibility of including small hand-held flags in the 2020 Annual Meeting delegate bags and that members be encouraged to use the flags during the Social Justice Rally.

Recommendations to the 2020 Annual Meeting:

1. That ETFO utilize its resources, both human and financial, to encourage unions to affiliate and/or re-affiliate with the Canadian Labour Congress (CLC), including, but not limited to, the submission of a resolution of solidarity to the CLC.
2. That, as part of affiliation with district and regional labour councils, each ETFO local be encouraged to declare their total number of Full-Time Equivalent (FTE) members residing in the regional and district labour council area that is found within the school board's geographic boundary.

Respectfully submitted,
Julius, Chairperson



REPORT TO THE 2020 ANNUAL MEETING OF THE LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER OR QUESTIONING COMMITTEE

Terms of Reference

- To provide advice on the education of ETFO members about the histories and cultures of lesbian, gay, bisexual, transgender, intersex, queer or questioning (LGBTQ) people and the experiences of lesbian, gay, bisexual, transgender, intersex, queer or questioning members.
- To advise and make recommendations to the Executive of strategies to raise members' awareness about lesbian, gay, bisexual, transgender, intersex, queer or questioning communities concerns.
- To identify and recommend ways of supporting lesbian, gay, bisexual, transgender, intersex, queer or questioning members at the provincial and local levels.
- To recommend strategies and resources which address homophobia, biphobia, transphobia and heterosexism.

Committee Members

David Douglass	Rainbow Teacher Local (Chairperson)
Chadwick Gordon	Elementary Teachers of Toronto Local
Andrea Haule (formerly Sillius)	James Bay Teacher Local
Michael Martins	Durham Teacher Local
Melissa Sky	Waterloo Region Teacher Local
Valerie Dugale	Staff Liaison

Committee Activities 2019-2020

The LGBTQ Committee met twice during the 2019-2020 year: on November 18, 2019 and in a teleconference on March 27, 2020.

The Committee discussed its 2019 motion AM 94 that ETFO locals endeavor to use non-binary language within future local agreements as per the model language in the ETFO Guide to Collective Agreement Language. The motion did not make it to the floor. Given that the tentative central agreement reached in March 2020 contains non-binary language, it was suggested that ETFO Collective Bargaining staff encourage locals to follow this lead in their local agreements.

The Ontario government attempted to disregard human rights in the repeal of the 2015 Health and Physical Education Curriculum until public pressure caused it to moderate its position with the revised curriculum. The repercussions of these actions continue to be felt by staff and students in schools and there is uncertainty among educators as to what they can and cannot say with regard to equality issues. The committee recommended that:

- Given the current climate where far right discriminatory agendas are increasingly promoted, that ETFO encourage local leaders to meet with their school boards to impress upon them that equity issues including, but not limited to, LGBTQ rights must be addressed in schools and classrooms through professional learning with staff and administrators, as per the government's Equity and Inclusive Education Strategy and Ontario Human Rights Commission laws.

The Committee discussed Annual Meeting Motion AM 86, that ETFO lobby the Ministry of Education to demand that every school board in Ontario recognize the month of June be designated as Lesbian, Gay, Bisexual, Transgender, Queer or Questioning (LGBTQ) Awareness Month. Given that many ETFO members celebrate Pride in June with their students, the Committee suggested that:

- ETFO develop resources to support a June Pride month, including best practices for in-school Pride celebrations;
- Make Pride items produced for Toronto Pride available to locals;
- Develop a theme for this year's Pride events around a 2020 theme; and
- Provide the means for members to order their own Pride T-shirt through shopETFO.

Transgender and non-binary people face erasure and misgendering on a regular basis and the weight of these micro-aggressions is oppressive. The terms "brothers" and "sisters" have a proud and strong history in unions that convey unity, connection and solidarity. The Committee agreed to submit an Annual Meeting motion that would add other terms such as "friends", "members" and "educators" to encompass all ETFO members at Federation events.

Recommendations to the 2020 Annual Meeting:

1. That ETFO include gender-neutral terms when addressing members at all ETFO events.

Respectfully submitted,
David Douglass, Chairperson

DD:VD:CC



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REPORT TO THE 2020 ANNUAL MEETING OF THE LIBRARY COMMITTEE

Terms of Reference

- To advise the Executive on the current issues facing Teacher-Librarians in elementary schools.
- To identify for the Executive the variety of roles and working conditions of elementary Teacher-Librarians from board to board.
- To advise the Executive on promoting the crucial role of school libraries and teacher-librarians in elementary schools.
- To advise the Executive and recommend strategies that will strengthen the role of elementary Teacher-Librarians as specialist teachers of literacy, information literacy, and the integration of information-communication technologies (ICTs) into the curriculum.
- To advise the Executive and recommend programs and resources which will support Teacher-Librarians.

Committee Members

Cassandra Cassidy	Niagara Teacher Local (Chairperson)
Aimee Ford	York Region Teacher Local
Martha Martin	Greater Essex County Teacher Local
Ramandeep Sarai	Elementary Teachers of Toronto Local
Stephen Mau	Staff Liaison

Committee Activities 2019-2020

The committee met twice during the year: Thursday, February 20, 2020 and Thursday, April 9, 2020. Due to strike action and the coronavirus pandemic, both meetings were telephone/online conferences. All members this year were beginning their first term on the committee.

During the first meeting the committee: (a) did a round-table activity where everyone introduced themselves and outlined their experience in education; (b) selected Cassandra Cassidy as the committee chairperson; (c) reviewed the *Guidelines for ETFO Committee Members, 2019-2020* and the Terms of Reference for the committee; (d) reviewed the past work of the committee since its inception in 2015; and (e)

reviewed 2019 AMR # 94 re dedicated resource funding for school libraries, and resolved to submit it again for consideration at Annual Meeting 2020 since it was not dealt with last year.

During the second meeting the committee: (a) met with Executive Liaison David Mastin, who brought greetings from the Provincial Executive and thanked the committee members for their work this year, gave a quick overview of the important role of Standing Committees in the governance of the Federation, and participated in a conversation about how committee members are supporting colleagues and students with distance learning and online resources during the COVID-19 pandemic; (b) discussed the committee's Annual Meeting 2020 resolution and who will speak to the motion should it make it to the floor for consideration by delegates; (c) had a discussion on Teacher-Librarian staffing in schools and, at future meetings, resolved to explore the possibility of creating model collective agreement language for locals for the 2022 round of bargaining; (d) brainstormed ideas for what could be included in Chairperson C. Cassidy's report to Provincial Executive at their May 2020 meeting; and (e) discussed the challenge of advocating for the Teacher-Librarian role across the province particularly in boards where the role no longer exists, and decided to contact the *ETFO Voice* editor to explore having interested committee members author an article on how Teacher-Librarians are supporting students and colleagues with distance learning during the pandemic.

Recommendation to the 2020 Annual Meeting:

“THAT Policy Statement 75.0, School Library Programs, be amended by the addition of a new subsection to read:

- 1.0 That the provincial government provide dedicated, enveloped funding for educational material and resources, technological or otherwise, in elementary school library learning commons.”

Respectfully submitted,
Cassandra Cassidy, Chairperson

CC:SM:AA



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REPORT TO THE 2020 ANNUAL MEETING OF THE MEN'S FOCUS COMMITTEE

Terms of Reference

- To provide advice to the Executive on developing policies, procedures and initiatives relating to males in elementary education.
- To advise the Executive on ways to support the role of males as educators.
- To discuss issues pertaining to male educators.

Committee Members

Paul Oberoi	York Region Teacher Local (Chairperson)
Chris Brouillard-Coyle	Greater Essex Teacher Local
Martin Kay	Halton Teacher Local
Bill Newell	Ontario North East Teacher Local
Edward Stewart	Upper Canada Teacher Local
Matthew Sinclair	Staff Liaison

Committee Activities 2019-2020

The committee met on November 20, 2019 and January 27, 2020. At the November 20, 2019 meeting, P. Oberoi was appointed committee chairperson. After reviewing the ETFO Committee Members' Guidelines, the committee began by following one of the recommendations from the Truth and Reconciliation commission. Staff used *ETFO's 60 First Nations, Métis and Inuit Education Starters* to engage in an Indigenous based activity. Staff described how this activity ensures that the Land Acknowledgement is purposeful and that through activities, has additional context. The committee watched a video named "Proud to Be" which is a commercial that lists many names Indigenous people call themselves while leaving out the offensive moniker used by a Washington based football team. Committee members commented that they enjoyed the video and that it sparked a variety of thoughts including how simple things like the pronunciation of traditional Indigenous names can be flawed. Vice President Mastin mentioned how there are few positive representations of Indigenous peoples in the media. In discussing slight improvements that have been made over time, the current social studies curriculum reflecting more Indigenous content than in the past was highlighted. Some

members of the committee shared their experiences of teaching as male educators on traditional Indigenous territories as allies with Indigenous educators. The wage gap that exists based on multiple funding models (provincial funding, federal funding, Band based funding) is another way that inconsistencies and challenges are present for Indigenous groups in Ontario.

At the November 20, 2019 meeting, members received new resources as part of their packages including an FNMI.ca resource flyer and a handout on ETFO Social Justice, Environmental and Equity Days. A comment was made about how many members aren't aware of all the days of significance ETFO celebrates but how pleased they were to learn a flyer like this exists. The topic of International Men's Day (November 19th), which is not recognized by ETFO, was mentioned and members discussed its relevance in 2019 and how it can be a charged topic. Pay equity was raised as an issue that is pervasive in the world. Members discussed how themes such as toxic masculinity, isolation and feelings should be the focus of a day that is rooted in celebrating a privileged group in our society. The committee shared that through research they learned that the 2019 theme was mental health and wellness. Staff referred to these themes as central to last year's Men's Health and Wellness Conference which was well received.

Members discussed a variety of current events and how they have impacted both themselves as male educators but also the experiences of male educators across the province at both meetings. These issues included perceptions of educators from the public during collective bargaining as well as how members can find more information through PRS on how to ensure good habits in the classroom.

At the November 20, 2019 meeting, the committee referred to the Annual Meeting and a resolution that has come up historically about encouraging each local to dedicate six per cent of their budget to Women's Programs. A member of the committee approached the Status of Women Committee chairperson about putting forward a joint resolution to help bring this topic forward to the 2020 Annual Meeting. Committee members decided that to ensure appropriate allyship, the resolution should be written by the Status of Women Committee.

At the January 27, 2020 meeting members of the committee met with the Status of Women Committee to discuss a motion that the Status of Women Committee has put forward (without staff present). Members of The Status of Women Committee and the Men's Focus Committee discussed the opportunity for a joint submission to be put forth which would reflect allyship. During the discussion, members considered how a closed ballot would be preferred if, or when, this motion is tabled at Annual Meeting. They also ensured local autonomy would be maintained by including the language of 'endeavour to' with regards to possible budget constraints, rather than stronger phrasing which could be problematic. A motion was submitted and passed by the committee to support the motion put forward from the Status of Women Committee.

Recommendations to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Paul Oberoi, Chairperson

MS:PO:JP



REPORT TO THE 2020 ANNUAL MEETING OF THE NEW MEMBERS COMMITTEE

Terms of Reference

- To advise the Executive on the perspective of new members on Federation initiatives.
- To advise the Executive and recommend strategies which support members new to the education profession and the Federation.
- To advise the Executive and recommend ways to encourage new members to become involved in the Federation.
- To advise the Executive and recommend strategies to educate new members on their role and responsibilities as members of the Federation.

Committee Members

Jordan Smith (Chairperson)	Thames Valley Teacher Local
Sara Chan	Toronto Teacher Local
Lyndsay Houghtling	Peel Teachers Local
Michelle McKay	Niagara Teacher Local
Sara Savoia	Simcoe Teacher Local
Phyllis Hession-White	Staff Liaison

Committee Activities 2019-2020

The New Members Committee met on November 22, 2019 and March 30, 2019. The committee discussed and analyzed issues pertaining to new members.

During the first meeting, the committee:

- reviewed the committee's Terms of Reference;
- selected J. Smith to chair the New Members Committee;
- reviewed the ETFO *Reference Book* and *Welcome to ETFO* book and discussed items in it of particular interest to the New Members Committee;
- reviewed a number of ETFO resources available to support new teachers;
- reflected on the previous year's Annual Meeting resolutions and started the discussion around possible resolutions for this summer's Annual Meeting;
- discussed local initiatives to engage new members and shared how New Teacher Induction Program (NTIP) runs in each local;

- reviewed feedback from the Fall Leadership New Member Chair Training and made suggestions for next year; and
- discussed methods of communication used to communicate to new members

During the second meeting, the committee:

- reviewed the committee's Terms of Reference;
- shared updates and ideas from local New Member Committees;
- discussed how NTIP programs were put on hold in locals due to the work-to-rule and ETFO negotiations; and
- read the Ontario College of Teachers *Transition to Teaching 2018* study and reported the trends in education.

On May 12, 2020, J. Smith, Chairperson of the New Members Committee, attended the provincial Executive Meeting and shared the activities of the committee. The Chairperson's report reviewed the members of the committee as well as issues facing our new members. The opportunity to provide the provincial Executive with insight into the difficulties our newer members face was invaluable.

Recommendation to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
J. Smith, Chairperson

JS:PHW:SC



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REPORT TO THE 2020 ANNUAL MEETING OF THE OCCASIONAL TEACHER COMMITTEE

Terms of Reference

- To advise the Executive on the perspective of occasional teachers on Federation initiatives.
- To advise the Executive on legislation, board policies and other issues which impact occasional teachers.
- To advise the Executive and recommend strategies which support members who are occasional teachers.
- To advise the Executive and recommend ways to encourage occasional teachers to become involved in the Federation.
- To advise the Executive and recommend programs and resources which will support occasional teachers.

Committee Members

Sue Beltrano	Algoma Occasional Teacher Local (Chairperson)
Marsha Auxilly	Waterloo Region Occasional Teacher Local
Shideh Houshmandi	Hamilton Wentworth Occasional Teacher Local
Adam Methot	Lakehead Occasional Teacher Local
Karen Walker	Durham Occasional Teacher Local
Tracy Blodgett	Staff Liaison

Committee Activities 2019-2020

The Occasional Teacher Committee met on October 30, 2019. Sue Beltrano was elected chairperson at the meeting. The committee's activities in 2019-2020 included a review of the 2019 Annual Meeting resolutions put forward by the 2018-2019 Occasional Teacher Committee. There were discussions about potential strike action and the impact of a work-to-rule campaign on occasional teachers, as well as other strike related issues, such as the challenges of keeping up to date lists for occasional members. The committee also shared local concerns related to the impact of members belonging to more than one board and the varied board applications of the occasional teacher evaluation provincial framework. Additionally, the committee explored options

for allowing experience credit for occasional teachers and the impact of no experience recognition for “career” occasional teachers. The committee discussed possible models of a salary grid for occasional teachers to allow for movement based on experience.

Recommendations to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Sue Beltrano, Chairperson

SB:TB:SM



REPORT TO THE 2020 ANNUAL MEETING OF THE OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

Terms of Reference

- To advise and make recommendations to the Executive on Health and Safety.
- To make recommendations to the Executive to raise member awareness of health and safety issues in schools.
- To provide advice on the promotion of member participation in Health and Safety training.
- To provide advice for assistance for Health and Safety Representatives who sit on Joint Occupational Health and Safety Committees.

Committee members

Kristyn Owers
Jennifer Barry
Antonella Ciampa
Anastasia Georgas
Isabel Landrey
Tracie Edward

Toronto Teacher Local (Chairperson)
Lakehead Teacher Local
Greater Essex Teacher Local
Peel Teacher Local
Thames Valley Teacher Local
Staff Liaison

Committee Activities 2019-2020

The Occupational Health and Safety Committee met on November 12, 2019 and February 24, 2020, which was held as a conference call. The committee discussed and analyzed issues pertaining to health and safety.

During the first meeting, committee members reviewed the committee's Terms of Reference and selected K. Owers to chair the Occupational Health and Safety Committee. The committee was updated on ETFO's Health and Safety Service Area, including ETFO's multi-year strategy on Violence in Schools. Discussion included the Ministry of Education funding for an online reporting system, the Privacy Commission Guide to Privacy and Access to Information, ETFO's Noise in Classrooms booklet, WSIB's new incentive program, and the latest study on radon exposure in the education sector. A risk re-assessment checklist that was created by the education sector of the Ontario Federation of Labour's Health and Safety Committee has been shared with the standing committee and some locals upon request to use as a pilot project.

The committee raised concerns about the purging of the Ontario Student Record (OSRs) in order to provide students with a "fresh start" instead of providing workers with

the necessary information about the history of violence. There is also an ongoing concern that the OSRs are not on site when a student transfers to a new school. Committee members requested information on best practices for pre-screening new kindergarten students to ensure supports are in place when they begin school. The committee supported more training on asbestos. A concern was raised that ETFO members are not familiar with the acronym “ACM” (asbestos-containing material). The committee reviewed the previous year’s Annual Meeting Resolutions.

During the second meeting, committee members were updated on ETFO’s Health and Safety Service Area, ETFO’s multi-year strategy on Violence in Schools and discussed recent studies and events. The Occupational Cancer Research Centre released a study *Awareness of asbestos hazards in schools, asbestos management plans and training among Ontario school custodial workers*. After a number of interim decisions about the admissibility of evidence, arbitrator Jasbir Parmar wrote further clarification to the TCDSB and OECTA of the various types of documents the JHSCs should receive, including violent incident reports. ETFO is appealing several Ministry of Labour reports which supported a school board’s position that JHSC members can complete site-based health and safety inspections during their prep time throughout the month. The Committee developed the Annual Meeting Resolutions being put forward to the 2020 Annual Meeting.

On May 12, 2020, K. Owers, chairperson, met with the provincial Executive.

Recommendations to the 2020 Annual Meeting:

1. That Policy Statement 39.17, Health and Safety, be amended to read:

That all district school boards adopt the Multi-Workplace Joint Health and Safety Committee (MWJHSC) structure to include all bargaining groups.

2. That Article XI – Local Organizations, Section 2, Governance, 11.2, be amended with the addition of a new subsection:

Each local should have an Occupational Health and Safety Committee and/or Officer.

Respectfully submitted,
Kristyn Owers, Chairperson

KO:TE:DP



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REPORT TO THE 2020 ANNUAL MEETING OF THE PENSION COMMITTEE

Terms of Reference

- To study pension and related issues that impact on active and retired members of the Ontario Teachers' Pension Plan (OTPP) and the Ontario Municipal Employees Retirement System (OMERS).
- To study the communication of pension information to ETFO members.
- To advise and make recommendations to the Executive on pension issues.
- To advise the Executive on the promotion of education among ETFO members about pensions or pension related issues.

Committee Members

Sarah MacKay	Hastings Prince Edward Teacher Local (Chairperson)
Shannon Brooks	Limestone Teacher Local
Lee-Ann Matteau	Algoma Teacher Local
Sabrina Pennesi	Elementary Teachers of Toronto Local
Cindy Wynter-Francis	Ottawa-Carleton Teacher Local
Teresa Morrison	Staff Liaison

Committee Activities 2019 - 2020

The committee participated in one face-to-face meeting and one meeting by teleconference. The first meeting was held on January 20, 2020.

At the first meeting the committee reviewed the on-line presence of OTPP, OTF and OMERS. Members can follow OTPP on social media to receive timely updates. The committee also discussed several articles of interest on topics related to pension plans such as sustainable investments and the benefits of a large group pension plan.

The committee will pursue a pitch for an article in Voice to provide members with advice for preparing to retire.

The second meeting was held by teleconference on April 28, 2020. The committee discussed the Ontario Teachers' Pension Plan (OTPP) and the Ontario Municipal Employees Retirement System (OMERS) annual reports.

Recommendations to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Sarah McKay, Chairperson



REPORT TO THE 2020 ANNUAL MEETING OF THE POLITICAL ACTION COMMITTEE

Terms of Reference

- To advise the Executive and recommend strategies to enhance the profile of political issues within the Federation.
- To advise the Executive and recommend strategies that will foster and encourage greater political involvement by ETFO members.
- To advise the Executive and recommend strategies which respond to issues at all levels of government.
- To advise the Executive and make recommendations regarding ETFO's participation at meetings and conventions of political parties.
- To advise the Executive and make recommendations regarding the policies of political parties and other organizations interested in education.

Committee Members

Shelly Predum	Algoma Teacher Local (Chairperson)
Cory Judson	Grand Erie Teacher Local
Velma Morgan	Elementary Teachers of Toronto Local
Stephen Skoutajan	Ottawa-Carleton Teacher Local
Hasina Taylor	Thames-Valley Teacher Local
Federico Carvajal	Staff Liaison

Committee Activities 2019-2020

The committee met once in person, once over conference call and once over videoconference. In addition to the recommendation submitted to the Annual Meeting, the committee provided input on a wide range of issues and helped inform the political action work of ETFO. The committee discussed the impact of ETFO's public relations campaign on public support for educators. The committee discussed and provided feedback on ETFO's lobby strategy with the aim of maintaining pressure on the government while collective bargaining negotiations were ongoing. The committee reviewed new resources produced by the Communications and Political Action Service Area including new fact sheets, lobby materials, the new Kindergarten pamphlet among others. The committee reviewed the Political Action Binder and provided feedback on materials that should be added, removed or updated. The committee discussed electoral reform, in particular the adoption of proportional representation, as a way to increase

participation in the various electoral processes and to achieve more representative governments. The committee also discussed lowering the voting age as a potential way to increase participation by young people in elections.

Recommendation to the 2020 Annual Meeting:

1. THAT Position Statements be amended by the addition of a new section to read:

1.0 That ETFO actively support organizations that promote the enactment of proportional electoral systems both provincially and federally.

Rationale: Canada's "first past the post" electoral system most often elects majority governments with less than 50 per cent of the popular vote. As a result, elected governments often do not represent the views of large portions of the electorate. Here in Ontario, winning parties often take 35 to 40 per cent of the vote but elect large majorities of seats in the legislature with only five to 10 per cent of the popular vote more than the second place challenger. When proportional electoral systems are enacted, governments tend to be more accountable to electors and encourage a more engaged and less cynical electorate.

Respectfully submitted,
Shelly Predum, Chairperson

SP:FC:MG



REPORT TO THE 2020 ANNUAL MEETING OF THE PROFESSIONAL DEVELOPMENT/CURRICULUM COMMITTEE

Terms of Reference:

- To advise the Executive and recommend policy related to professional development, curriculum and assessment.
- To advise the Executive and recommend initiatives for members of the Federation related to professional development, curriculum and assessment.
- To advise the Executive and recommend content, delivery and design of Federation professional development, curriculum and assessment programs.
- To advise the Executive on matters relating to the professional development work of the committee.

Committee Members

Debra Besner	York Region Teacher Local (Chairperson)
Gordon Brill	Peel Teacher Local
Lisa Galvan	Greater Essex Teacher Local
Jennifer Lasoski	Greater Essex Occasional Teacher Local
Kait Rainey-Strathy	Limestone Teacher Local
Lisa West	Staff Liaison

Committee Activities 2019-2020

This year was an unprecedented year for teaching and learning in the province of Ontario. With ETFO's important role and focus on contract negotiations followed by the global Covid-19 pandemic that required the closure of schools and many work sites, the PL Committee met briefly using virtual means. The committee met on February 19, 2020 and March 31, 2020. The meetings were brief (e.g. 30-60 minutes) and were limited in scope.

The committee's activities in 2019-2020 included the following:

- Selection of the chairperson.
- Opportunity for members to put forth resolutions/recommendations to the executive.

- Shared issues related to the revised mental health curriculum expectations and the potential impact on ETFO members. The committee reviewed the revised curriculum expectations and compared other provinces mental health expectations to help reflect upon what additional support members need. The committee shared their ideas with Executive Assistant, Jason Johnston, and recommended that this discussion continue within ETFO's Health and Physical Education committee. Suggestions given were the need for professional learning and resource development in this area. Committee members also shared ways that their school boards were supporting students in mental health (i.e. zones of regulation and Promoting Healthy Digital Citizenship).
- Solicited feedback from the committee to give to the Ministry working group on Learning at Home during the Covid-19 pandemic. Staff Liaison, Lisa West is a part of the working group and will take feedback forward on ETFO's behalf. Issues raised were; protecting the privacy of students and educators, further clarity regarding assessment and end of year report cards and continued advocacy for compassionate and reasonable expectations placed upon students, families and educators at this time.
- Shared ETFO resources available in support of members regarding Covid-19 guidelines for school closures, working from home, and access to financial support provided by the government (e.g., ETFO E-Newsletters and ETFO's dedicated webpage of information).
- The flexibility and out-reach provided by Executive Liaison, Monica Rusnak, was instrumental in the success of the PL Committee during this unprecedented time. Allowing the scheduling of the virtual meetings to best meet the needs of the committee members (i.e., by allowing the meeting to proceed without her due to scheduling conflicts) and by sending greetings and encouragement via email to all committee members prior to virtual meetings allowed us to complete our tasks and receive direction and encouragement from her valued insight.

Recommendations to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Debra Besner, Chairperson

LW:DB:KV



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REPORT TO THE 2020 ANNUAL MEETING OF THE PROFESSIONAL RELATIONS AND DISCIPLINE COMMITTEE

Terms of Reference

- To advise the Executive and recommend programs to educate, assist and inform members about the prevention of professional difficulties and how to respond when dealing with professional concerns.
- To act in accordance with the disciplinary procedures for alleged violations of Article VI: Code of Professional Conduct of the ETFO Constitution.
- To advise the Executive and make recommendations on matters that impact on the professional lives of members.

Committee Members

Allison Ryan	Renfrew County Teacher Local (Chairperson)
Janet Bigham	Simcoe County Teacher Local
Jennifer Deck	Kawartha Pine Ridge Occasional Teacher Local
Tamara DuFour	Hamilton Wentworth DECE Local
Shelley Jan	Peel Occasional Teacher Local
Jennifer Mitchell	Staff Liaison

Committee Activities 2019-2020

The committee met on October 4, 2019 and January 17, 2020. Over the course of the year the committee discussed alleged violations of Article VI: Code of Professional Conduct of the ETFO Constitution. They made a recommendation to the Executive confidentially.

Information was provided about ongoing Professional Relations Services (PRS) work occurring at ETFO. A review of program offerings included webinars, conferences, courses, and workshops. There were discussions about recently published and upcoming PRS Matters bulletins, members dealing with chronic mental stress, performance appraisals, and supporting members dealing with harassment in the workplace. As well, ETFO successfully resolved CAS cases. For example, due to systemic concerns raised by the Federation around supervision of students in one

school board, the CAS did not verify the allegations against two ETFO members, a teacher and a designated early childhood educator (DECE) team.

Committee members discussed various boards requesting medical documentation and their attendance support/management programs, members providing contradictory medical documentation to boards, and members dealing with mental health issues and related supports. This remains a source of additional stress for members. Local leaders need to remain vigilant when boards change practices related to sick leaves.

Health and safety issues were a recurring theme, including violence in the classroom, members with workplace injuries, unsafe working environments with the potential of causing slips and falls. When members ran out of sick leave and wanted to return to work, some expressed concerns that the board was delaying the process for their return to work. In another instance, an example was shared where a member had reached maximum medical recovery. The member could work in a role where short-term memory and communication was not needed. The member was offered another position, and now is a member of another bargaining unit. This occurred as a result of the board's duty to accommodate.

The committee also discussed the implications for ETFO members of the arbitration lost by OECTA in February 2018. The arbitrator, William Kaplan, rendered the following decision. "Individuals who decide to take a voluntary unpaid non-statutory leave of absence are not working – that is the decision they have made – and until they return to work they are not eligible for sick leave. Once they actually return to work, they receive their full allocation and entitlement."

Some Kindergarten programs continue to address concerns raised by teacher and DECE partners. It is sometimes a challenge to find students who hide on site. An example was provided where a DECE president had worked with a school to put plans in place for children to be where expected.

As has been discussed in prior years, positions not being filled for members absent from work was an issue raised by committee members.

Recommendation(s) to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Allison Ryan, Chairperson

AR:JM



REPORT TO THE 2020 ANNUAL MEETING OF THE SPECIAL EDUCATION COMMITTEE

Terms of Reference

- To provide advice to the Executive on special education issues and their impact on members.
- To provide advice to the Executive on the promotion of the education of students with special needs.
- To provide advice to the Executive on the content, delivery, and design of special education programs.
- To review policy, procedures, and legislation related to special education and make recommendations to the Executive.

Committee Members

Adrienne Plumley	Elementary Teachers' of Toronto (Chairperson)
Laurie Argent	Durham Occasional Teacher Local
Julia Johnston	Avon Maitland Teacher Local
Peter Lindsay	Upper Canada Teacher Local
Deborah Weston	Peel Teacher Local
Kalpana Makan	Staff Liaison

Committee Activities 2019-2020

The committee convened on December 2, 2019 and April 7, 2020. A. Plumley was elected committee chairperson. Committee members introduced themselves and reviewed the Standing Committee Guidelines, the process for recommendations to the Executive, conflict of interest guidelines and member's obligation to disclose any conflict and the chairperson's responsibility within the committee group and their responsibility presenting at the spring Provincial Executive meeting.

K. Makan shared that there were no Ministry of Education updates and that ETFO staff continue to reach out and maintain relationships with Ministry staff in order to receive information.

K. Makan referred committee members to the ETFO Reference Book section Policy Statements page 84 – 86 subsection 7.77 of the inclusion of AMR 96 and other changes carried at the 2019 Annual Meeting. Committee members reviewed the policy statements and were pleased with the amendments made.

The Committee discussed the provincial government closure of school boards during Coronavirus 19 (COVID19) and the inequities faced by many students and families. Members discussed the various ways boards were dealing with closures and making access to technology and electronic equipment a priority. K. Makan informed the committee that ETFO staff continue to share concerns around access to resources and student mental health with Ministry and other educational partners.

The committee determined Chairperson A. Plumley and other committee members attending the Annual Meeting would support resolutions by other equity-seeking committees and members.

K. Makan thanked committee members and wished them all the best in coming year.

Recommendations to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Adrienne Plumley, Chairperson

KMM:AP:KM



REPORT TO THE 2020 ANNUAL MEETING OF THE STATUS OF WOMEN COMMITTEE

Terms of Reference

- To advise the Executive on ways of enhancing the status of women in the teaching profession and in society.
- To advise the Executive on ways of enhancing the profile of local ETFO status of women committees.
- To advise the Executive on the training and provision of support for local status of women chairpersons.
- To develop policy recommendations for the Executive and the Annual Meeting to assist locals to establish policies within district school boards that are relevant to women's issues.
- To provide advice on the content, delivery and design of status of women programs for locals.
- To make recommendations to the Executive for possible action on issues related to the status of women.
- To make recommendations to the Executive on outreach to community-based women's organizations.
- To advise the Executive on how to include women members in all aspects of ETFO's organization and programs.
- To advise the Executive on how to promote opportunities for networking, leadership and professional development for women members.

Committee Members

Natasha Burford-Rodriguez	Elementary Teachers of Toronto Local (Chairperson)
Margaret Chung	Limestone Teacher Local
Toby Molouba	Peel Teacher Local
Rachel Nesbitt	Halton DECE Local
Lianne Wyatt	Niagara Occasional Teacher Local
Alice Te	Staff Liaison

Committee Activities 2019-2020

The committee met two times during the year: November 4, 2019 and January 27, 2020.

The committee's activities during 2019-2020 included the following:

- Discussed the Women's Caucus at Annual Meeting 2019, the experience of organizing support for designated positions for women on local executives as well as the 6% in local budgets; and ways to network committees on issues of equity and social justice;
- Reviewed materials provided to local Status of Women Chairpersons at their training sessions at Leadership September 2019 and the virtual support provided through Sharepoint, new ETFO programs and communication, the role of the Local Status of Women Chair, and member engagement;
- Continued to support the development of future ETFO women's focused posters, videos, programs and initiatives;
- Met with Men's Focus Standing Committee to share ideas about supporting committees on equity-related mandates;
- Enjoyed rich discussions on a variety of topics, including analyzing data from the Equity and Women's Services 2019 Annual Meeting Report, integrating more intersectional conversations in the work of women's programs, current and new programs related to women's and social justice issues both in EWS and across service areas; and
- Shared information and initiatives from provincial and federal organizations in both the labour movement and other affiliates concerned about the progress and well-being of all women in society.

Recommendations to the 2020 Annual Meeting:

The committee will bring forward one (1) resolution brought from the 2019 Annual Meeting.

(1) That Article XI, Local Organizations, be amended by a new section to read:

1.0 Local Programs for Women

1.1 Each local shall endeavour to allocate six (6) per cent of their budget to programs for members who identify as women only.

Respectfully submitted,
Natasha Burford-Rodriguez, Chairperson

NR:AT:WP



REPORT TO THE 2020 ANNUAL MEETING OF THE TEACHER EDUCATION/FACULTY LIAISON COMMITTEE

Terms of Reference

- To provide advice on the promotion of the role of the Federation in pre-service education.
- To facilitate the entry of new graduates into the profession.
- To monitor the activities of the College of Teachers and other organizations as they relate to teacher education.
- To communicate to faculties of education trends impacting on the profession.
- To ensure that teacher candidates are made aware of professional ethics and teachers' rights and responsibilities during their pre-service years.

Committee Members

Safia Saleh	Peel Teacher Local (Chairperson)
Amrit Bains	Ottawa-Carleton Teacher Local
David Berger	Kawartha Pine Ridge Teacher Local
Sherri Conley	Rainbow Teacher Local
Ellen D'Heureux	Elementary Teachers of Toronto Local
Terri Anne Jackson	Durham Teacher Local
Lyne Kelly	Near North Teacher Local
Dale Napier	Thames Valley Teacher Local
Annamari Pouti-Fletcher	Greater Essex County Teacher Local
Jane Roberts	Limestone Teacher Local
Angela Salvatori-Corapi	Niagara Teacher Local
Corinne Scarfo	Lakehead Teacher Local
Joanne Threndyle	Waterloo Region Teacher Local
Joanne Languay	Staff Liaison

Committee Activities 2019-2020

The Teacher Education/Faculty Liaison Committee (TEFLC) met two times this year. This committee typically meets three times, but with the ongoing job action at the time, the February meeting was cancelled. The ETFO chairpersons of their TELC who also attended the OTF Teacher Education Liaison Committee meetings for 2019-2020 were S. Conley (Laurentian), E. D'Heureux (OISE/UT), D. Napier (Western), A. Salvatori-Corapi (Brock) and J. Threndyle (Wilfrid Laurier).

At the October meeting, Safia Saleh was elected chairperson. Karen Campbell, Executive Liaison, welcomed the committee members. She highlighted a few things from the *Guidelines for ETFO Committee Members 2019-2020* including the responsibilities of Executive Liaison, and the “Conflict of Interest” guidelines. She updated the committee on the status of bargaining. The ETFO TEFLC discussed and believed strongly that any ETFO-determined job action should NOT include associate teaching. The ETFO TEFLC is strongly in favour of teacher candidates being in schools during job action including work-to-rule where they get to experience what it’s like to be an ETFO member during the challenges of negotiating a collective agreement. This did occur and Associate Teaching was not struck during this round of bargaining. As always, “Teacher Education/Faculty Liaison Committee (TEFLC) Reports” from each delegate, from each faculty of education, were shared and discussed.

At the May virtual meeting, the committee discussed the continued concerns around the Mathematics Proficiency Test (MPT). Although teacher candidates who were not able to complete the required 80 days of practicum had that graduation requirement waived, the government is continuing with the requirement to pass the MPT. They have until August 31, 2021 to pass the test to remove that certification requirement. Karen Campbell updated the committee on The Ontario Teacher Candidates’ Council (OTCC) and their legal action to which ETFO and OTF are contributing financially to help with the costs. Most of the Faculties are planning for online/distance learning in the Fall of 2020 should it be necessary. This will potentially impact Federation Days that occur face-to-face at Faculties of Education throughout the year. “Teacher Education/Faculty Liaison Committee (TEFLC) Reports” from each delegate, from each faculty of education, were shared and discussed.

Recommendations to the 2020 Annual Meeting:

Nil.

Respectfully submitted,
Safia Saleh, Chairperson

SS: JL: MF