

# ANNUAL MEETING REPORT



2025

## Elementary Teachers' Federation of Ontario Equity Statement

It is the goal of the Elementary Teachers' Federation of Ontario to work with others to create schools, communities, and a society free from all forms of individual and systemic discrimination. To further this goal, ETFO defines equity as fairness achieved through proactive measures, which results in equality, promotes diversity, and fosters respect and dignity for all.

## ETFO's Equity Initiatives

ETFO is a union committed to social justice, equity, and inclusion. The Federation's commitment to these principles is reflected in the initiatives it has established as organizational priorities, such as: ETFO's multi-year strategy on anti-Black racism; two-spirit, lesbian, gay, bisexual, transgender, queer, and questioning education; and addressing First Nations, Métis, and Inuit issues. ETFO establishes its understanding of these issues within an anti-oppressive framework. The Federation ensures its work incorporates the voices and experiences of marginalized communities, addresses individual and systemic inequities, and supports ETFO members as they strive for equity and social justice in their professional and personal lives. Using the anti-oppressive framework is one of the ways that ETFO is operationalizing its Equity Statement.

## Definition of an Anti-Oppressive Framework

An anti-oppressive framework is the method and process in which we understand how systems of oppression such as colonialism, racism, sexism, homophobia, transphobia, classism, and ableism can result in individual discriminatory actions and structural/systemic inequalities for certain groups in society. Anti-oppressive practices and goals seek to recognize and dismantle such discriminatory actions and power imbalances. Anti-oppressive practices and this framework should seek to guide the Federation's work with an aim to identify strategies and solutions to deconstruct power and privilege in order to mitigate and address the systemic inequalities that often operate simultaneously and unconsciously at the individual, group, and institutional or union level.

This 2025 Annual Meeting Report can be read online at [etfo.ca/annualreports](https://etfo.ca/annualreports).



**Elementary Teachers' Federation of Ontario (ETFO)**

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## The Elementary Teachers' Federation of Ontario

The Elementary Teachers' Federation of Ontario (ETFO) represents over 83,000 members who include public elementary school teachers, occasional teachers, designated early childhood educators, education support personnel, and professional support personnel.

These dedicated professionals work in approximately 2,500 schools across Ontario. They teach, support, and inspire hundreds of thousands of children ranging in age from four to 14 years.

Along with providing protective and professional services for these members, ETFO promotes the economic and labour rights of all workers, as well as equity and social justice within our education system and broader society.

## ETFO Priorities for 2024-2025

Approved each year at ETFO's Annual Meeting, the following priorities guide the activities and initiatives undertaken by the Federation:

- To protect the local and provincial collective bargaining rights of all members.
- To defend publicly funded public education.
- To serve the needs of the membership.
- To provide for the professional development of members.
- To advocate for social justice in the areas of peace, anti-poverty, non-violence, equity, and anti-racism.
- To fight against anti-Black racism.
- To advocate for the economic and labour rights of all workers.
- To support international assistance and co-operation.
- To advocate for the care and protection of the environment and actively engage in climate action.
- To actively engage members in the Federation and labour movement.
- To advocate for and protect the health and safety of members, both physically and psychologically.
- To advocate for the elimination of violence in publicly funded schools.

# 2024-2025 Executive



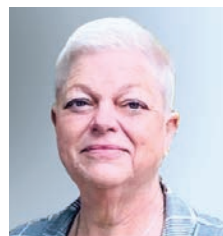
**Karen Brown**  
President  
Elementary Teachers  
of Toronto Local



**David Mastin**  
First Vice-President  
Durham  
Teacher Local



**Shirley Bell**  
Vice-President  
Kawartha Pine Ridge  
Teacher Local



**Gundi Barbour**  
Vice-President  
Upper Grand  
Teacher Local



**Nathan Core**  
OTF Table Officer  
Waterloo Region  
Occasional Teacher Local

## EXECUTIVE MEMBERS



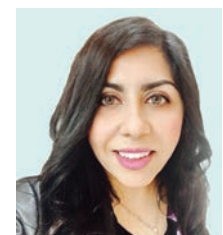
**Tamara DuFour**  
Hamilton-Wentworth  
DECE Local



**Mary Fowler**  
Durham  
Teacher Local



**Juan-Yahya Gairey**  
Peel  
Teacher Local



**Shideh Houshmandi**  
Hamilton-Wentworth  
Teacher Local



**Carolyn Proulx-Wootton**  
Grand Erie Teacher Local



**Mario Spagnuolo**  
Greater Essex County  
Teacher Local



**Mike Thomas**  
Thames Valley  
Teacher Local



**Sylvia van Campen**  
Upper Canada  
Occasional  
Teacher Local



**Jenn Wallage**  
Waterloo Region  
DECE Local

## ETFO ADMINISTRATIVE LEADERSHIP



**Sharon O'Halloran**  
General Secretary



**Lorna Larmour**  
Deputy General  
Secretary



**Sabrina Sawyer**  
Deputy General  
Secretary



**Priyanka Sawant**  
Chief Financial Officer



**Jasmeen Sandhu**  
Interim Human  
Resources Officer



# PRESIDENT'S REPORT

As we reflect on and celebrate our successes over the past year, I want to take a moment to first acknowledge each of you for consistently rising to the occasion while navigating challenging working conditions to ensure students thrive. You do this daily in the face of a provincial government that persistently undervalues education professionals and systematically underfunds public education. That Ontario's public elementary schools rank among the finest globally is largely due to the unwavering dedication of ETFO members. Your efforts and contributions are appreciated.



## Standing Strong Amid Challenges

ETFO members across Ontario continue to persevere despite significant challenges, including systemic provincial underfunding, increasing violence in schools, large class sizes, unmanageable workloads, limited mental health and special education supports, reduced professional learning opportunities, and the ongoing teacher recruitment and retention crisis. These issues highlight the critical need for continued advocacy in demanding additional resources and supports for students and educators.

At the same time, the Ford government continues to attack workers' rights and limit public accountability. In its attempt to silence critics, it has used legislation like Bill 307 to restrict our ability to advocate for better public education. But as we saw with the recent Supreme Court of Canada ruling striking down key provisions of Bill 307, our collective efforts matter. The Court reaffirmed what we have known all along: democracy cannot be suppressed, and educators will not be silenced. This decision was a victory for all Ontarians who value their Charter-protected rights and the integrity of our democratic process.

Our union remains steadfast in its commitment to advocating for its members, championing their rights through collective bargaining, the grievance process, legal and political action, public campaigns, and lobbying. Our advocacy at all levels reinforces our dedication to improving the publicly funded education system in Ontario and to improving your working conditions and students' learning conditions.

## Strengthening Our Collective Voice

This year, ETFO's member engagement and mobilization strategy centred on holding the Ford Conservatives accountable ahead of the provincial election while laying the groundwork for the next round of central bargaining in 2026. Recognizing the power of collective action, ETFO provided members with essential resources to amplify their voices, advocate for change, and build momentum for stronger public education.

Throughout the fall and winter, I, along with other released officers, travelled across Ontario as part of a provincial "listening tour" to connect directly with members. We held in-person meetings, engaged

in discussions with every local executive, and also gathered valuable feedback through member town halls and an online membership survey. These conversations provided critical insights into the pressing issues educators face daily in classrooms across the province.

Several key themes emerged. Members consistently raised concerns about large class sizes, inadequate resources, insufficient specialist teachers, long student assessment wait times, and not enough mental health supports. Many also expressed deep frustration over reduced prep time, growing classroom violence, and the government's continued underfunding of public education.

Despite these significant challenges, members remained hopeful and resolute in their vision for a better education system. They emphasized that smaller classes, more specialists, and increased resources would enable more individualized student support, and lead to stronger student outcomes, improved working conditions, and a more inclusive learning environment. This vision fuels our collective organizing efforts.

To channel this momentum into action, ETFO launched a member mobilization strategy leading up to the snap provincial election in February. We created and distributed campaign materials such as lawn signs, buttons, an activist tool kit, testimonial videos, and shared digital advertising that adhered to Bill 307 restrictions. Digital resources – including the widely shared "I am ETFO, and I vote" graphics – encouraged widespread voter engagement. Additionally, a special election-focused e-newsletter series kept members informed and motivated, highlighting personal stories that underscored the devastating impact of funding cuts on classrooms and the urgent need for policy/government change.

A key tool in our advocacy efforts was the BuildingBetterSchools.ca map tool, which allowed members and the public to see first-hand how much funding had been cut from local schools. This resource proved invaluable in educating voters and mobilizing action in communities across the province. I encourage all members to stay engaged, register at BuildingBetterSchools.ca, and continue advocating for the future of public education.

Through our collective efforts, ETFO members demonstrate the strength and determination needed to fight for a fully funded and equitable public education system.

## Leading with Justice

Despite the challenges ahead, we cannot lose sight of our vision for a better, more equitable public education system. We know what's possible when schools are properly funded. ETFO members have always been champions for public education, and we will continue to fight for what is right, ensuring that every student – regardless of background or ability – has access to the high-quality education they deserve.

School boards are being forced to cut vital programs due to rising costs and insufficient provincial funding – hurting vulnerable students most, including those with special education needs, English language learners, and Indigenous and racialized students.

As Martin Luther King Jr. wisely stated, “We need leaders not in love with money but in love with justice.” Our responsibility is to hold those in power accountable, urging them to lead with integrity, fairness, and a genuine commitment to justice. We must challenge them to prioritize the needs of the people over personal or political gain and to champion policies that uplift communities, protect the vulnerable, and create opportunities for all. By doing so, we can help shape a society rooted in equity, compassion, and a shared vision for a brighter future.

## Promises Unfulfilled: Special Education Crisis in Ontario

For over two decades, ETFO has been sounding the alarm about systemic failures in special education that continue to harm the very students we are meant to serve. In 2002, we released a position paper titled *Fulfilling the Promise: Ensuring Success for Students with Special Needs* that outlined the issues created by policy and funding changes made by the Mike Harris government. The recommendations in that report were clear: we needed to provide more funding, more resources, and more support for students with disabilities. We also needed a more inclusive and accessible system that would allow all children, including those with disabilities, to reach their full potential.

But here we are, 23 years later, and nothing has changed. We are seeing the same issues – issues that were clearly identified so many years ago – continue to fester and deepen. Despite all the research, recommendations, and countless voices of those who work directly with students, the provincial government has failed to take meaningful action to address the concerns.

And so today, we face a crisis in our classrooms. We are witnessing the negative impacts of the Conservatives' neglect of special education every single day. Educators are drowning in a system with insufficient resources and support services for students. We see the devastating consequences of a lack of early intervention – children who are falling behind before they even have a chance to catch up. We hear from families who face barriers to accessing programs – programs that could make all the difference for their children's future. And we witness the reality of increasing school violence because of unmet student needs.

The Ford government has allowed this situation to deteriorate by prioritizing cuts over compassion and austerity over access. But this is not just an issue of funding – this is an issue of equity, justice, and human dignity. All children, including those with disabilities, deserve a high-quality education. This is not a request; it is their right. But under the Conservatives, that right is being denied to far too many students with special education needs.

At a press conference in March, ETFO released its latest position paper, *Promises Unfulfilled: Addressing the Special Education Crisis in Ontario*. The paper exposes the dark history, broken policy, and chronic provincial underfunding that have resulted in a lack of early intervention, limited resources and supports, and other systemic barriers.

The comprehensive report outlines 27 actionable recommendations for the provincial government, including indexing special education funding to inflation. Each recommendation addresses critical gaps in the education system and ensures that students with special education needs receive the resources, accommodations, and support they both deserve and are legally entitled to. By implementing these measures, policymakers have an opportunity to create a more inclusive and equitable learning environment for all students. The report is available on [etfo.ca](https://etfo.ca).

## 2026 Round of Bargaining

Last fall, the provincial Executive reviewed the results of the 2022 central bargaining debrief that included feedback from all stakeholders. As a result, they approved a comprehensive bargaining readiness strategy that addresses member education and engagement and sets a path forward for the 2026 round of bargaining. As part of this readiness strategy,



the Executive determined that the 2026 central bargaining campaign would be rooted in one issue that unites all members, an issue that members understand and are prepared to fight for – one that parents will join us in fighting for. That issue is class size.

You have consistently identified class size as a priority bargaining item, and through advocacy and bargaining, some improvements have been made, including legislated class size caps for Kindergarten through Grade 3, and an average maximum class size for Junior and Intermediate grades. Each of you knows that smaller classes mean better learning and social-emotional outcomes for students, more individualized attention, reduced stress, and fewer disruptions in the classroom. They also allow for stronger student-teacher relationships, greater opportunities for differentiated instruction, and improved classroom management. For educators, smaller class sizes mean better working conditions, reduced workload, more time for meaningful assessment and feedback, and a safer, more supportive learning environment for all.

To help us move forward, we determined that the collective bargaining survey process would begin earlier this round, with the all-member survey that launched this spring, and fall focus groups to gain an even deeper understanding of the issues.

With a strong bargaining strategy that represents members' voices, we will be better positioned to achieve meaningful improvements for educators and students. However, our efforts do not exist in isolation – they are directly impacted by the political climate in Ontario.

## Facing the Ford Government... Again

The election of Doug Ford's Conservatives to a third-term majority government has many in labour, community, and social justice groups deeply

concerned. Ford's track record on public education, workers' rights, and public services has been marked by cuts, privatization, and a disregard for the voices of experts and front-line workers.

Since first taking office in 2018, the Ford government has prioritized corporate interests and private profits over the needs of Ontario's students. Public education funding continues to fall behind, with schools now receiving \$1,500 less per student on average than they did when this government first came to power. This has meant larger classes, a lack of assessments and supports for students, especially those with special needs, and increased violence in schools. These cuts have not only impacted students, they have significantly impacted the health and well-being of Ontario educators.

As we face another four years of Ford, it is more important than ever to stay engaged and active in the fight for equity and justice. While we were unable to defeat the Ford government in this election, the connections we made through organizing mean that we are heading into the next four years stronger than ever before.

Now is the time to double down on our efforts. We must continue to build alliances with other unions, community organizations, and advocacy groups to amplify our voices and continue to hold the government accountable. We will not allow Ford to continue eroding the system without resistance.

## Our Path Forward

The road ahead, including our next round of collective bargaining, will not be easy, but history has shown that when we stand together, we can achieve extraordinary things. Let us draw inspiration from the victories of the past and channel our energy into building a brighter future.

Together, we can create a public education system that reflects our shared values of equity, opportunity, and excellence.

Here's to a year of progress and possibilities ahead!

Karen Brown, President



# General Secretary's REPORT

## Standing Strong for Public Education

I want to begin by expressing my deep appreciation for your commitment to Ontario's students. Every day, ETFO members go above and beyond to ensure students receive the high-quality education they deserve – often under increasingly difficult conditions. Your work is essential and shapes the future of public education and strengthens the communities we serve.

The past year has presented significant challenges: persistent underfunding of public education, continued government attacks on workers' rights, and growing classroom inequities. Yet, through it all, you have stood strong, supporting your students and colleagues, and the principles of fairness and equity that define our profession. It is because of this strength and unity that we have been able to make meaningful progress despite an often-hostile political climate.

## Fighting for Schools Students Deserve

Our advocacy efforts have been relentless. We have fought for fair wages, improved working conditions, and greater supports for students, ensuring that education remains a top priority despite the government's continued attempts to dismantle and underfund the public system. Through bargaining, public campaigns, legal action, and direct government engagement, ETFO has pushed back against policies that threaten the integrity of public education.

One of the most urgent crises we have faced this year is the state of special education in Ontario. Underfunding has reached a critical point, leaving thousands of students without the supports they need. In response, ETFO released a landmark report on special education, *Promises Unfulfilled: Addressing the Special Education Crisis in Ontario*, in March. The position paper, which is available at [etfo.ca](http://etfo.ca), exposes the provincial government's failures and provides 27 clear recommendations for them to take immediate action. Recommendations include: increasing special education funding, reviewing the funding formula, reducing class sizes, hiring additional support staff, and ensuring timely access to student assessments. We will continue to apply pressure, including at the bargaining table, until these concerns are addressed.

## Landmark Supreme Court Decision on Bill 307

Our fight against Bill 307, the *Protecting Elections and Defending Democracy Act*, culminated in a historic Supreme Court decision in March, marking a significant victory for all Ontarians who cherish their Charter-protected rights and the integrity of our democracy. Bill 307 was a blatant attempt to suppress dissenting voices critical of the Ford government's harmful policies, which have severely underfunded public education, neglected the needs of students, abandoned educators, and left schools understaffed and unsafe.

Despite the Ford government's attempts to silence opposition, this victory serves as a powerful reminder that the people of Ontario will not stand by in the face of injustice. Our students deserve better. Our members deserve better. And all Ontarians deserve a government that values public services and invests in our province's future. This win sends a powerful message: by standing united, we can push back against governments that consistently fail the very people they were elected to serve and achieve real, lasting change.

This being said, our work is far from over. The Ford government's continued majority, secured in the 2025 Ontario election, means that the attacks on public education, workers' rights, and equity will likely persist. The Ford Conservatives' track record is undeniable – they prioritize corporate interests over the well-being of students, educators, and public services. ETFO will remain steadfast in holding this government accountable, fighting for a fully funded, equitable public education system that serves the needs of every student and educator across the province.

## Preparing for 2026 Collective Bargaining

One of our key focuses in the coming year is preparing for the 2026 round of central bargaining. The foundation of this strategy is engaging members early and ensuring that we enter negotiations with a clear, member-driven mandate.

Smaller class sizes have consistently been a top priority for ETFO members for years, and we will make this a central issue at the bargaining table. Over the next year, ETFO will:

- launch a public campaign on class size
- generate awareness and support for increased funding and support for students with special needs
- strengthen local mobilization efforts, ensuring every ETFO member is informed, engaged, and ready to take action when negotiations begin
- provide new bargaining education resources, particularly for early-career members, to ensure everyone understands the bargaining process and their role in it

Our focus on class size will be a driving force as we move forward. By uniting around these key priorities, and others identified by members, we will ensure that ETFO enters the 2026 bargaining process with strength, solidarity, and a clear vision for the future of Ontario's public education system.

## A Commitment to Equity and Inclusion

At a time when divisive politics are increasingly taking hold, ETFO remains steadfast in its commitment to creating inclusive, welcoming environments for all students and educators. In the face of growing challenges, we continue to lead in advancing anti-racism,

2SLGBTQ+ rights, and gender equity, ensuring that every classroom and school serves as a safe, supportive space for learning, growth, and empowerment.

The toxic political climate, largely fueled by harmful ideologies in the United States, is being felt not only in Ontario but across the globe. This shift has brought about disturbing increases in hate speech, discrimination, and concerted efforts to roll back hard-won progress on equity and social justice. Despite these alarming trends, ETFO refuses to let these forces dictate the future of our schools or our society.

We will continue to push back against attempts to undermine the values of inclusion, respect, and equity. ETFO stands firm in its resolve to equip educators with the tools, knowledge, and resources necessary to challenge oppression and foster a culture of acceptance. Our goal is to ensure that every classroom remains a space where students and members of all backgrounds, identities, and experiences can not only coexist but thrive. We will never stop working to ensure safe spaces, where dignity and potential are fully recognized and celebrated.

## Supporting and Engaging New Members

ETFO remains committed to ensuring that all members, especially those in their first five years, feel supported, informed, and engaged in our union. This year, we focused on expanding provincial member engagement initiatives while introducing new strategies to connect with and inspire new members. To support these objectives, the following initiatives were undertaken to enhance education, engagement, and connection with new members:

- collaboration with local leaders to enhance their internal engagement efforts
- development of resources and training on ETFO's structure, our role and purpose, workplace representation, and members' rights
- update of New Member Kits that include essential materials on health and safety rights, member websites, and a new contact card to help members access key resources quickly
- development of *Welcome to ETFO* materials including an updated booklet and webpage designed to address new members' needs and questions more effectively
- distribution of workplace visibility materials including bulletin board and workplace resources that highlight key Federation services

In addition to these materials, ETFO strengthened direct communication with new members through these dedicated outreach efforts: a virtual new member town hall, electronic newsletters, and a tiered communication strategy that uses SMS technology to promote member events and facilitate timely and effective communication.

By investing in new member engagement, we hope to build ETFO's collective power, fostering a strong foundation for the future of public education advocacy in Ontario, and strengthening solidarity.

## Together, We Will Win

The past few years have been marked by significant challenges, from the ongoing impacts of the COVID-19 pandemic to the persistent underfunding of public education, and the erosion of workers' rights. Despite these obstacles, ETFO has continued to offer timely and fulsome support to members while advocating for strong and adequately funded public schools. Our work includes securing better working conditions through collective bargaining, providing high-quality professional development that meets members' needs, and ensuring members have access to the resources, supports, and protections they need. We also continue to champion social justice, environmental sustainability, and increased investment in the services that support both educators and students.

Educators are the backbone of Ontario's public education system. ETFO will always stand beside you, advocating for the schools, resources, and respect that you – and your students – deserve.

High-quality, equitable, and inclusive public schools are essential to creating a better future. Together, we will continue to fight to make this vision a reality.

In solidarity,



Sharon O'Halloran, General Secretary

# STANDING UP FOR PUBLIC EDUCATION

ETFO continues to be a fierce advocate for Ontario's world-class public education system. Over the past year, our collective voice – through strategic public campaigns, media outreach, and a strong social media presence – has kept the underfunding of education, lack of support for students with disabilities, violence in schools, and learning and working conditions in the public spotlight.

While the Federation's extensive organizing and advocacy work in the lead-up to the provincial election did not result in a change in government, it helped solidify opposition to the Ford government's harmful education policies and build the foundation for continued resistance. Mobilization efforts at both the provincial and local levels amplified the voices of educators, strengthened partnerships, and laid important groundwork for the next round of bargaining in 2026.

In addition to provincial election efforts, staff in Communications and Political Action Services (CPA) supported federal election engagement and took a strong public stance against U.S. tariffs, highlighting the economic and social impacts of international trade decisions on Ontario students, families, and workers.

Throughout the year, CPA staff supported this work by:

- anticipating and responding to political and economic threats to public education, workers' rights, and social justice
- strengthening member engagement through accessible campaign tools, training, and communications resources
- providing strategic support to collective bargaining staff in preparation for the next round of collective bargaining

- bringing public attention to the Ford government's failures and mobilizing communities to take action
- empowering local leaders – equipping them with the tools, training, and messaging to inform, engage, and activate members
- building solidarity – working alongside affiliates and independently to garner public and member support for better classroom conditions and professional respect
- highlighting ETFO's impact – showcasing the union's vital work in protecting and strengthening public education

## Provincial Election 2025

CPA staff implemented a multi-year provincial election strategy ahead of the 2025 provincial election. The strategy provided a framework to help guide the union's political action efforts while providing the necessary flexibility to respond to emerging threats and changes to the political landscape. Given the constraints of a snap election and existing limitations for third parties during election campaigns, ETFO executed a multi-faceted approach to mobilize members, influence public opinion, and encourage the election of progressive candidates in key ridings.

ETFO locals engaged with and mobilized their members through a range of campaigns and initiatives, including workplace meetings, school visits, phone banks, peer-to-peer texting, candidate meet-and-greet events, and social media actions. During the election campaign, 27 locals accessed incentive funding for release time provided by ETFO provincial, with many of them coordinating their outreach efforts with other ETFO locals in their school boards.

ETFO's provincial Executive endorsed candidates in 60 ridings. These endorsements were made with consideration to recommendations put forward by locals. Of the 60 endorsed candidates, 34 were elected and 16 came second.

While the provincial election presented significant challenges, ETFO's strategy effectively engaged members, leveraged digital tools, and maintained a strong political presence.

## Federal Election 2025

On March 23, Prime Minister Mark Carney requested the dissolution of Parliament by Governor General Mary Simon, officially beginning the federal election campaign. The election took place on April 28, resulting in Carney retaining his position as prime minister.

Given the short campaign period, the restrictions on union and third-party activities, and the constraints placed by spending limits, ETFO's campaign was limited in scope, but included membership mobilizing efforts and public advertising to:

- maximize member participation in the federal election
- bring attention to issues important to ETFO members, elementary students, and their families
- highlight the threat to public services and social programs that a federal Conservative government would pose
- have a positive impact on the outcome of the federal election in Ontario ridings

Progress made in recent years on affordable child care, school nutrition, dental care, and pharmacare provided concrete examples of the type of programs that would be at risk if a Conservative government was elected. Contrasting the threat of cuts to these programs with the need to invest in children and their families provided a path to engage the public on issues of importance, bypassing partisan concerns.



Voter participation was high, with almost 20 million people representing 68.7 per cent of registered voters turning out to vote. More than seven million voters participated in advance polls. ETFO encouraged member participation in advance polls and on election day. Locals were also encouraged to inform members about Student Vote Canada, a hands-on learning program for grades 4 to 12 where students can experience the voting process first-hand, in parallel with the federal election.

The Liberal party led by Mark Carney secured a minority government with 169 seats, three seats short of a majority. NDP Leader Jagmeet Singh announced that he was stepping down after losing his seat in Burnaby Central. Several incumbent NDP MPs lost their seats, and the NDP lost official party status in Parliament. Conservative Leader Pierre Poilievre lost his seat in the riding of Carleton but vowed to stay on as leader. The Green party lost one of its seats, leaving co-leader Elizabeth May as the sole Green Party MP.

## Tariff Resource

ETFO developed a local resource, *Understanding and Responding to U.S. Tariffs*, to assist locals when considering and responding to the economic and social impacts of U.S. tariffs on ETFO members, students, families, and communities. Locals were encouraged to share the resource with stewards and members.

## Preparing for the 2026 Round of Collective Bargaining

To support ETFO's collective bargaining readiness strategy, CPA staff developed an external communications plan that aligns with internal efforts and strengthens ETFO's overall strategic approach. The central goal of the plan is to build on ETFO's readiness work by mobilizing members and the public through coordinated, consistent messaging. This unified approach was designed to support a strong bargaining position in the lead-up to the 2026 round of negotiations.

Key objectives of the plan include informing and educating members and the public about the urgent need to reduce class sizes, emphasizing how smaller classes benefit both students and educators. The plan also focuses on engaging and mobilizing members to amplify ETFO's messaging across platforms.



Another key objective is building broader public and political support. The plan aims to showcase ETFO's solidarity and collective resolve in advocating for meaningful changes to improve Ontario's public education system, with targeted messaging designed to resonate with allies, stakeholders, and decision-makers.

## ETFO Listening Tour

During October and November, ETFO held 34 meetings as part of its local listening tour. President Brown, First Vice-President Mastin, and vice-presidents Bell and Barbour travelled across the province to take part in these meetings.

In addition to the meetings held at the local level, ETFO held two telephone town halls to give members additional opportunities to take part in the listening tour.

Feedback from members attending these meetings and town halls was collected and analyzed. Some of the emerging themes included:

- There is a need for additional staffing and supports, including educational assistants, special education teachers, guidance counsellors, specialist teachers, etc.
- Funding cuts have resulted in limited classroom supplies, fewer field trips and extracurricular activities for students, with members increasingly paying out-of-pocket for necessary materials.
- Classroom violence continues to increase.
- There is a lack of mental health support for students and educators.
- Members want parents and the public to understand the real classroom conditions they deal with daily.
- Members want to be engaged in political advocacy and to see more partnerships with parents and other community groups.
- Members believe that improving working conditions will help with retention issues.

Following these meetings and town halls, ETFO's released officers met with local executive teams to discuss key local concerns. Overall, local leaders provided positive feedback about these meetings. They found the meetings to be meaningful to their local executive teams and suggested that future listening tours should include such meetings.

## Member Engagement

Throughout the year, organizing staff worked closely with locals in 12 school boards that were part of this year's organizing cohort, as well as some of the locals from the 2023-24 cohort who were supported on a remote and on-demand basis:

- Halton
- Keewatin-Patricia
- Lakehead
- Ottawa-Carleton
- Peel
- Rainy River
- Simcoe
- Thames Valley
- Toronto
- Upper Grand
- Waterloo
- York Region

In the five months before the 2025 provincial election, locals used a variety of tools to increase member participation in the union's political action work and deepen members' connections with ETFO, including:

- "me-plus-three" style campaigns
- Building Better Schools funding cuts calculator
- all-candidate meetings
- embedding political action messaging in regular membership meetings, local professional learning events, and social gatherings

Members were provided information about the Ford government's funding cuts and their negative impacts across the province, and were encouraged to talk to friends, family, and community members about the importance of voting for progressive candidates. While the election didn't end as we had hoped, ETFO members were part of successful mobilizations that helped pro-public education candidates get elected or re-elected.

Locals held over 1,350 meetings and events, including school visits, workplace meetings, and all-candidate events. Approximately 16,400 members participated in these meetings and events throughout the provincial election campaign. Locals also held phone banks and contacted at least 7,700 members by phone. Many locals carried out SMS peer-to-peer texting campaigns to encourage member involvement and to remind them to vote in advance polls or on election day. More than 52,000 text messages were sent to members during the lead-up to the provincial election, proving to be an efficient way to reach members.

As part of our provincial member engagement strategy, ETFO's organizer also held more than 160 meetings with locals across the province to increase local capacity and support local organizing efforts. Over the past few months, there has been strong evidence that this work has significantly improved member engagement. Locals who were supported:

- increased communication with members
- recruited new committee members
- had record numbers turn out to meetings and events
- built strong relationships with sister locals and affiliates
- developed powerful local campaign plans in preparation for bargaining in 2026, municipal elections, and other future campaigns
- effectively lobbied trustees to take action in response to violence in schools, special education issues, and underfunding

## New Member Engagement

### I am ETFO

As the Federation entered the second year of its coordinated internal campaign for new members, it became essential to establish a consistent and recognizable visual identity to support the work of stewards, local executives, and new member committees. This unified branding is designed to foster a sense of belonging and pride among members, reinforcing the message that every educator is a vital part of the union. The goal is for this look and feel to grow stronger each year, helping more members connect with the vision and confidently say, "I am ETFO."



At the Fall Leadership conference, the new brand was released to presidents and new member committee chairs. The "I am ETFO" tagline was added to materials to create a standard identification and awareness of the union in the workplace and online. Different assets were designed to support locals in their engagement work, which followed the central theme and expanded the message to include "You are ETFO" and "We are ETFO." This created a unified view of membership as a strong collective that provides for individuals as an essential part of the whole.

Along with a series of social media shareables, templates for Word and PowerPoint were made available to presidents. Released officers attended local orientation sessions where new members were provided with "I am ETFO" buttons and pens.

### New member kit

CPA staff collaborated with Professional Learning/ Curriculum Services staff to revise and reorganize the content of the *Welcome to ETFO* booklet. Changes were informed by member feedback from a short survey, standing committees, and presidents. Input included streamlining information while expanding sections on professional judgement and membership services. Content revisions were also made to the slides used at faculty of education presentations and new member presentations requested by locals.

To assist local executives and stewards with collecting the personal contact information of newly hired members, a postcard was created and provided as part of the new member kit. The front of the postcard featured the branded slogan, and the reverse side contained a contact form for new members to provide email, phone, address, classification, and school information.

New this year, locals were offered the ability to request free copies of the new member kits. The kit included a copy of the revised *Welcome to ETFO* booklet and several provincial flyers detailing various membership services. Flyers outlined health and safety information on rights and procedures in the workplace, Federation governance, how to access Indigenous resources and curriculum resources on the member secure site. All materials for the new member kit were provided in a branded folder featuring the I am ETFO design and ETFO provincial contact information. Overall, the return of the hard-copy new member kit has proven to be a successful addition that is widely used by locals and appreciated by new members.



## By the numbers: New member kit

- At Fall Leadership, **over 1,200 materials** were distributed to locals who made requests: 1,148 complete kits, 20 booklets with the folder, 35 booklets, and 150 new member contact postcards.
- At October Representative Council, **1,147 additional materials** were provided to locals: 1,082 complete kits, 30 booklets with the folder, 35 booklets, and 175 contact postcards.
- Locals in the north and more remote areas requested that new member kits and materials be shipped at the locals' expense. More than **1,500 materials** were distributed this way: 1,345 complete kits, 268 booklets, 142 booklets and folders, and 625 postcards.
- During provincial events, members who indicated they were in their first five years or if the event was their first provincial event also received a kit. Based on member identification, staff distributed 799 kits to new members or first-time attendees at a provincial program from October to May.

In 2023-24, more than 3,300 new member kits were distributed. During the 2024-25 year, **more than 4,200 kits** or booklets were provided to new members.

## New member town hall meetings

President Brown hosted evening virtual town halls on February 12 and 13 to engage new members in a more interactive format via the Zoom platform. A nominal increase in interest was experienced over last year's town hall participation.

Follow-up communication with all registrants and those who offered regrets included a PDF of the slide deck featuring hyperlinks and supplementary resources to draw attention to ETFO's new series of documents on assessment, a PRS Matters bulletin, and a podcast on the New Teacher Induction Program.

## New member newsletter

Based on feedback from the 2023 survey of new members, a bi-annual electronic newsletter was established to provide new members with tailored information about membership services. The first newsletter was emailed to 13,816 members on November 22, 2024, with a high open rate of 59 per cent. It was distributed to all members within their first five years in the provincial database. The November date was chosen to allow sufficient time for boards to provide contact information for new hires. The second newsletter was circulated on May 23 with a greater open rate of 67 per cent.

## New member orientation – Women's program

In March, the Federation planned to host the inaugural two-day conference for women members in their first five years seeking to know more about their union and the labour movement. The program was to be focused on creating an empowering learning opportunity and a dedicated affinity space for new members who are racialized women and/or self-identify with any of ETFO's designated equity-deserving groups.

While women members were widely interested in attending the conference, most applicants did not meet the criteria as they did not identify as members of a designated group. As such, the program did not run this year, but will hopefully run in spring 2026.

## Engagement Resources

Throughout the year, resources were developed to enhance members' understanding of the union. Materials were shared electronically and in mailings with stewards, new member committee chairs, and local presidents. Resources included:

- *Online Resources for Members* – a one-page poster with details on how to access information on three main ETFO sites: members.etfo.ca, the health and safety site, and the events registration site
- *Who's Working for You* – a two-page overview of ETFO's governance and details on how to find an advocate in the workplace
- *Protecting Your Rights & Working Conditions* – a two-page document on how the union works to protect rights and working conditions, and how members play a role in upholding the collective agreement

- *Collective Agreement Highlights for Education Workers* – information on the central bargaining process and key areas members should be aware of, including sick leave, statutory leave, supplemental employee benefits (SEB), and the ability to lock doors
- *Collective Agreement Highlights for Teachers and Occasional Teachers* – a two-page document on the difference between central and local bargaining, sick leave provisions, professional judgement, statutory leave, and SEB

## 2025 Political Action Conference

ETFO's Political Action Conference was held on May 7 and 8 at the Delta Toronto Airport Hotel and Suites. The conference included a keynote address by Peggy Nash, executive director of the Canadian Centre for Policy Alternatives and former member of Parliament. Her address focused on the impact of the ongoing trade war with the United States, triggered by the Trump administration's imposition of tariffs.

During the conference, participants focused on building skills and strategies to mobilize members, build working relationships with school board trustees and members of provincial parliament, and build support for concrete solutions to current challenges facing public schools.

## BuildingBetterSchools.ca

ETFO continued to connect with members of the public through actions and email updates on the Building Better Schools website ([BuildingBetterSchools.ca](https://BuildingBetterSchools.ca)). This year, a new interactive mapping tool was launched to display the extent of the PC government's education cuts. The tool allowed Ontarians to look up any public school and see how much funding had been cut from that school. They were then encouraged to use the tool to share this information on social media or to print a flyer detailing the cuts to assist in their lobbying or advocacy. It was used over 65,000 times.



Another new initiative provides a library of ETFO social media ads so members and supporters can easily find them and share or repurpose them as they wish.

The Building Better Schools platform allows ETFO to communicate and engage a wide variety of people outside of the membership, including retired members, parents, grandparents, members of other unions, and Ontarians who support a strong universal public education system. It also serves as another avenue for ETFO members to engage in political advocacy.

## Campaigns

The goal of ETFO campaigns is to help frame the conversation about the importance of a well-funded public education system and the centrality of schools to Ontario life, to promote the teaching profession and work of other education professionals employed in public schools, and to position educators as critical to the achievement and well-being of students.

ETFO's campaigns succeed because we consistently innovate, finding new ways to share the Federation's messaging and to reach people where they are via precisely targeted tactics like programmatic out-of-home, social and digital media, and email, or by reaching more and more Ontarians in their home language through radio, social media, and digital channels. ETFO continues to build long-term relationships with diverse communities by advertising in Arabic, Cantonese, French, Hindi, Persian, Punjabi, Mandarin, Tamil, and Urdu.

ETFO's fall province-wide radio and audio streaming campaign ran for the first two weeks of September and reached listeners via 12,958 radio spots on 324 local radio stations. The interest-targeted podcast and audio streaming campaign tallied over 1,541,292 impressions. That's 46.2 million seconds of ETFO's messages reaching Ontarians via streaming services.

ETFO produced a series of new testimonials with four educators on the impacts of cuts to public schools, the need for smaller classes, special education supports, and supports for English language learners. The videos were distributed online through social and digital channels (including being the first union to advertise on Disney+), and in movie theatres province-wide.



Digital and social ads were seen over 107 million times in 2024-25, with digital videos (across digital and CTV platforms) receiving 271 million seconds of complete views. Social media alone were seen approximately 72.6 million times by 6.2 million Ontarians this year.

In the spring, ETFO ran two successful mini-campaigns. One highlighted the importance of carbon-neutral schools that strive to have zero net operational greenhouse gas emissions by reducing emissions as much as possible and offsetting the remaining emissions. ETFO's ads advocated for sustainable practices and called on the government to support improving efficiency in school buildings, using renewable energy sources, and carbon offsetting. A second mini-campaign encouraged voters to elect a federal government that will stand up for children and families, and continue to invest in affordable child care, school food programs, dental care, and pharmacare.

ETFO's goal is to continue to mobilize members and the public as we head into the next school year and begin to gear up for bargaining. As the Federation plans for the next phase of the campaign, we look forward to continuing to build an effective strategy to support public education in the long term.

## Media Relations

Throughout the year, staff coordinated media interviews; drafted and issued media advisories, releases, and statements (including joint statements); supported released officers and local presidents with media requests; and responded to media inquiries related, but not limited, to:

- teacher recruitment and retention crisis
- chronic underfunding of public education
- cuts to school board programs
- *Promises Unfulfilled: Addressing the Special Education Crisis in Ontario*, ETFO's position paper
- school transportation issues
- provincial and federal elections
- violence in schools
- American tariffs
- appointment of new education ministers
- Supreme Court ruling on Bill 307
- Ontario Autism Coalition report on unmet student needs
- Ontario Human Rights Commission report on anti-Black racism in schools
- cell phone bans
- days/months of recognition

To support media spokespeople at the local level, media training was provided at New Presidents Training in the fall. Speaking notes and key message documents were also provided on a variety of issues throughout the year.

On January 27, over 30 union leaders from Ontario's private, public, and trades sectors held a press conference calling on Premier Doug Ford to establish an emergency, labour-informed "tariff task force" to safeguard hundreds of thousands of Ontario jobs instead of destabilizing the province by moving the government into caretaker mode. President Brown attended, joined by First Vice-President David Mastin and Vice-President Shirley Bell. One education-related question was asked during the presser.

On February 19, a joint statement was issued in the lead-up to the provincial election by ETFO and the following education stakeholders calling for public education investments:

- Association des directions et directions adjointes des écoles franco-ontariennes



- Association des enseignantes et des enseignants franco-ontariens
- Catholic Principals' Council
- ETFO
- Ontario English Catholic Teachers' Association (OECTA)
- Ontario School Board Council of Unions – CUPE
- Ontario Principals' Council
- Ontario Secondary School Teachers' Federation (OSSTF)
- Ontario Teachers' Federation

On March 7, ETFO, OECTA, and OSSTF issued a joint media statement responding to the Supreme Court of Canada (SCC) ruling that upheld the Court of Appeal for Ontario's decision to strike down provisions of Bill 307, the *Protecting Elections and Defending Democracy Act*. President Brown, former OSSTF President Karen Littlewood, and OECTA President René Jansen in de Wal held a media availability at the Sheraton Centre Hotel, which was well-attended by media. The statement received national coverage through The Canadian Press and resulted in a number of local and provincial media stories.

On March 18, ETFO held a press conference at the provincial office to launch its latest position paper, *Promises Unfulfilled: Addressing the Special Education Crisis in Ontario*. The paper exposes the dark history, broken policy, and chronic provincial underfunding that have resulted in a lack of early intervention, limited resources and supports, and other systemic barriers. President Brown was joined by:

- Kate Dudley-Logue, Vice-President of Community Outreach, Ontario Autism Coalition
- Joanna Conrad, advisory member on the Greater Essex County District School Board's Special Education Advisory Committee and the mother of three children, one of whom has special needs

- Jennifer Pinder, special education resource teacher, Waterloo Region District School Board
- Ricardo Tranjan, political economist and senior researcher, Canadian Centre for Policy Alternatives

The press conference was well-attended, including reporters from CBC, Global News, CP24/CTV News, CityNews, the Toronto Star, The Trillium and School Magazine. The result was broad television, radio, and print coverage across the province that shared ETFO's strong position on the crisis and the Federation's demand for immediate government action on 27 recommendations.

All media releases and statements can be found on ETFO's [public website under News and Publications](#).

## Videos

In addition to showcasing member voices, a continued emphasis was placed on providing information from President Brown to members and the public. The president shared information through videos released on ETFO's social channels, the ETFO member e-newsletter, and a special end-of-year and end-of-school-year newsletter.

The following videos featuring President Brown were released this year:

- Are You Ready to Make a Difference (Sept.)
- It's the End of 2024 (Dec.)
- Listening Tour Video Webinar (Jan.)
- End-of-School-Year Message (June)

All ETFO videos can be accessed on the [ETFO Educators YouTube channel](#). These great historical and contemporary resources can be shown at local or committee meetings and events.

## Podcasts

Since its launch in the spring of 2022, the popularity of [Elementary: A Podcast from ETFO](#) has grown steadily. *Elementary* is a podcast for teachers, education workers, and anyone who wants to know more about public education in Ontario. Episodes are produced in collaboration with ETFO's service areas, and interviews and information are presented to support ETFO's bargaining goals and positions, providing resources for members and the public to discuss education issues.

In support of ETFO's member engagement campaigns, 2024-25 episodes of *Elementary* included vignettes produced from interviews with members across ETFO locals from diverse areas of Ontario, sharing personal stories about how they got involved in their local. These interviews highlighted the value and meaning of union membership, encouraging ETFO members to get involved in their union.

The podcast also supported ETFO's work during the 2025 provincial election with an episode developed to answer the important question of what is appropriate when it comes to talking about politics at work. ETFO published the following episodes between May 2024 and May 2025:

- Anishnaabek Language Reclamation, with Alan Corbiere
- Black Boys Like Me: An Interview with Matthew R. Morris
- Black in School: An Interview with Habiba Diallo
- Countering Anti-2SLGBTQ+ Hate as an Educator
- Alan Corbiere on the History and Meaning of Wampum from an Anishnaabek Perspective
- Education and AI: An Interview with Phil McRae
- No Time to Waste: Erika Shaker on Defending Public Education
- President Karen Brown's Speech to the 2024 ETFO Annual Meeting
- Special Episode: Press Conference for the Release of *Promises Unfulfilled: Addressing the Special Education Crisis in Ontario*
- Talking Politics at Work
- The Value of Play-based Learning, with Kimberly Bezaire

To date, the podcast has had over 16,500 unique downloads. Episodes are promoted with regular features in ETFO's *Voice* magazine, the member e-newsletter, and on social media.

*Elementary* can be found on iTunes, Google, and most podcast apps.

## Membership Newsletters

For many years, ETFO has used a bi-weekly email newsletter, branded *Your Member News*, to support communication with members. The newsletter is distributed from mid-August to the end of June, with one newsletter issued during July.

ETFO members continue to show high engagement rates with the ETFO e-news. The average open rate from March 2024 to March 2025 is 18 per cent higher than the industry average. Maintaining an up-to-date membership contact list is ongoing work that is supported by staff in Member Records and CPA. The split between viewers accessing the newsletter on desktop and mobile remained consistent in 2024-25, with 91 per cent of recipients accessing the e-newsletters on their desktop and only nine per cent viewing them on mobile devices.

If you know a member who is currently not receiving the ETFO e-newsletter, please ask them to email [communications@etfo.org](mailto:communications@etfo.org).

## Websites

ETFO's public and member-only websites continue to be used by ETFO members to access the information they need. The member-only website, [members.etfo.ca](https://members.etfo.ca), offers tailored content for individual members based on their role within the organization. It has sections for collective bargaining updates, professional learning resources, PRS Matters, upcoming events, and more.

There was a slight growth in user visits to ETFO's public website, which saw the addition of two sections: For New Members and Advice for Members. The public website, [etfo.ca](https://etfo.ca), was visited 565,143 times in the last 12 months, while [members.etfo.ca](https://members.etfo.ca) was visited 375,835 times during the same period.

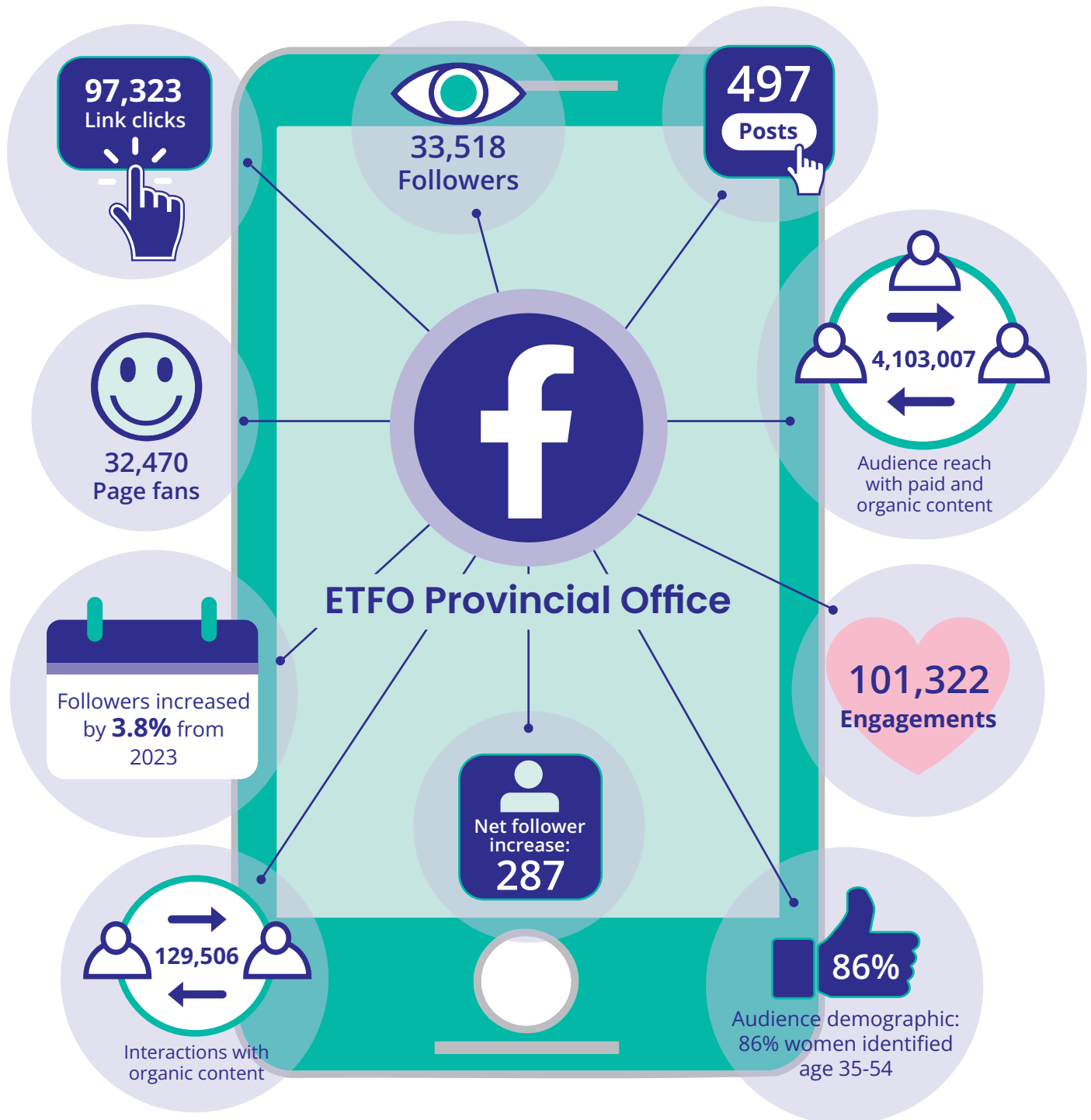
## Member Communication

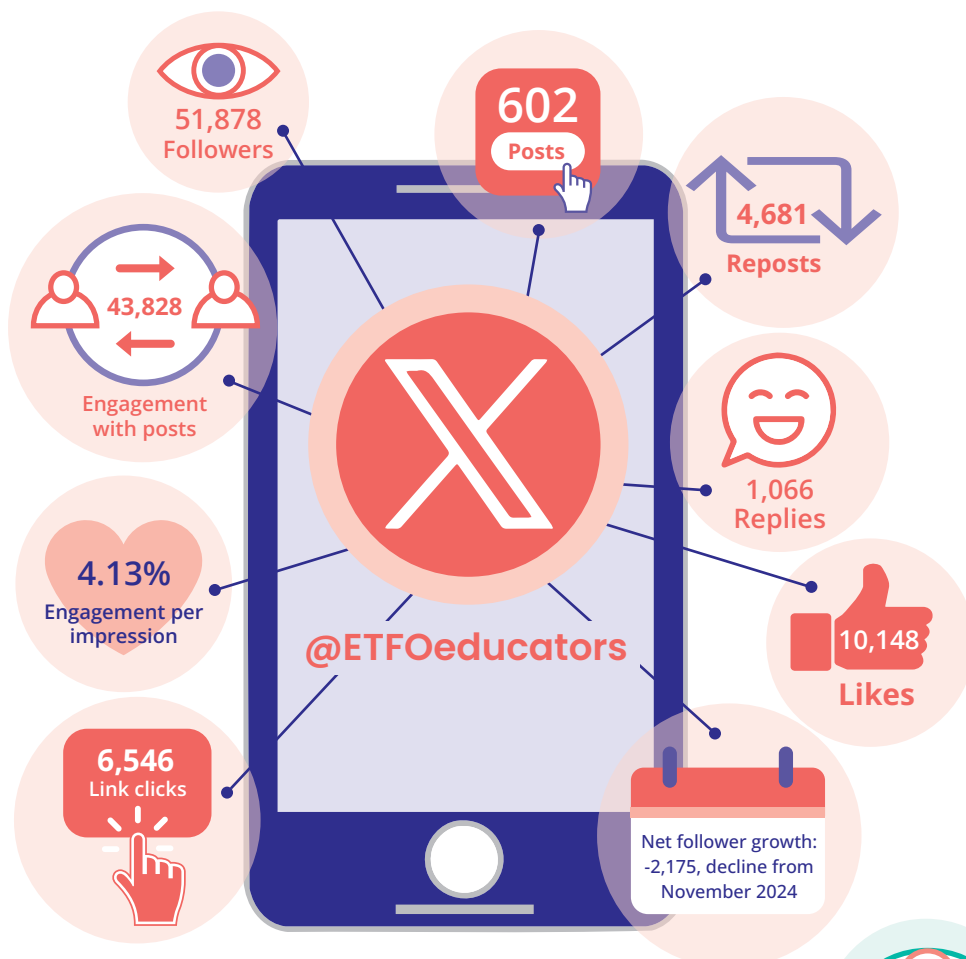
Keeping ETFO's membership database current and up to date is vital for strong and effective communication. Members can provide their personal, non-work email addresses and personal mobile or home phone numbers using ETFO's [online form](#) or by contacting Member Records at 416-962-3836/1-888-838-3836, ext. 3806.

# Social Media Metrics for 2024-25

Post with the most organic likes and reactions: ETFO's position on EQAO.

Post that generated the greatest comments: May 29 media release on Ford government's egregious overreach in school boards and forced return of police in schools sparked 270 comments.





Post with the greatest organic engagement occurred on June 21 with the announcement of the Supreme Court ruling to uphold educators' privacy in ETFO's legal case.

3,998

127

36

9

- 2 other engagements
- 1,197 link clicks to release
- 2,627 clicks from other posts

Post with the most organic likes, shares, and saves featured a DECE member testimonial sharing their reason for voting in the provincial election.

421

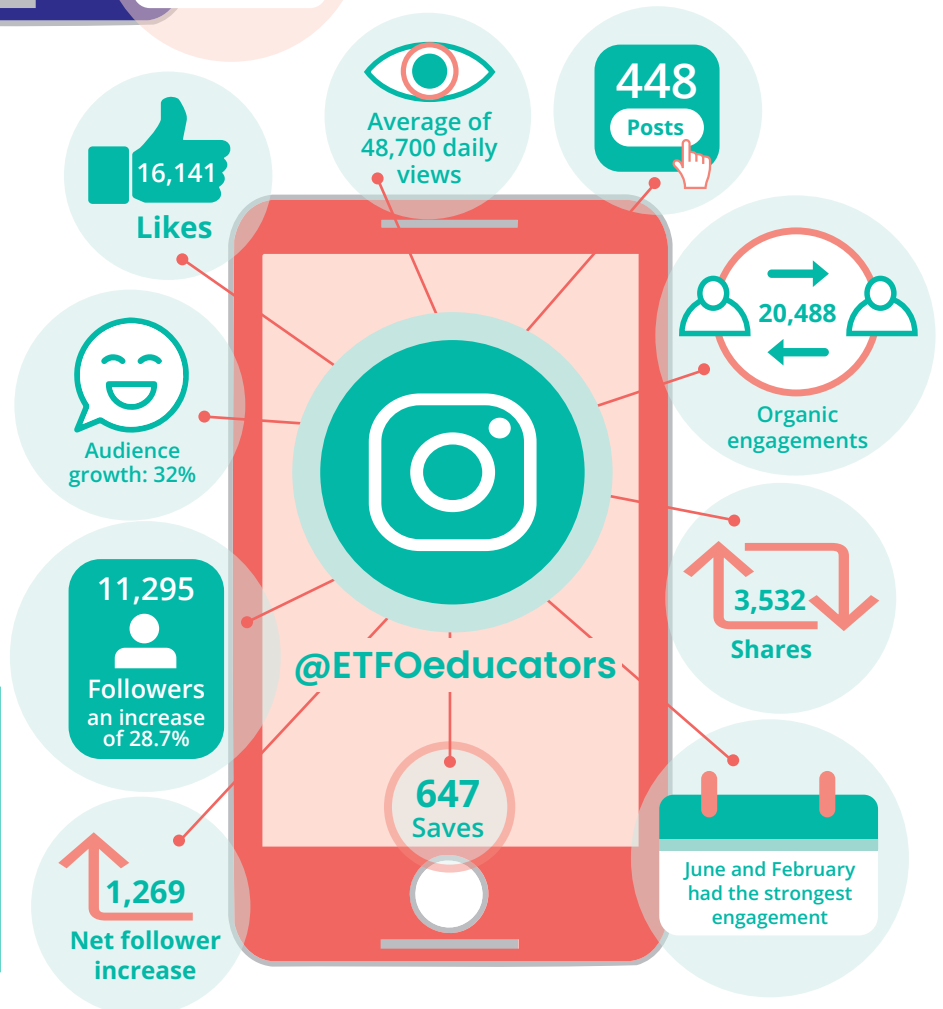
274

128

19

# Linktree\*

Account created and added to Instagram in March 2025. Over three months generated: 620 views, 345 link clicks, and a 57% open rate.



# GOVERNMENT RELATIONS

ETFO's lobbying and political action strategy is fully integrated with its public campaigns and member mobilization efforts. During the 2024-25 school year, ETFO was involved in campaigns for the provincial and federal elections, both of which were called early. Our efforts focused on encouraging member participation in the elections and promoting a progressive vision for public education and public services.

With the Ford government re-elected in Ontario, ETFO's lobbying and advocacy efforts will continue to focus on earning support from the public and decision-makers for concrete solutions to the challenges facing the public education system, in preparation for the next round of collective bargaining.

## Minister of Education Todd Smith Resigns

On August 16, a mere 10 weeks after being appointed as minister of education, Todd Smith announced his resignation from his ministerial post and his seat as a member of provincial parliament. MPP Jill Dunlop was appointed to replace Smith as minister of education. Minister Smith's resignation triggered a byelection in the Bay of Quinte riding, which was won by Progressive Conservative candidate Tyler Allsopp.

Several months after her appointment, Dunlop was replaced by a third new minister of education, Paul Calandra, in March.

## NDP Proposes Emergency Plan to Address Violence in Schools

During summer 2024, NDP education critic Chandra Pasma and NDP labour critic Jamie West held a

roundtable discussion on addressing violence in schools with representatives from unions in the education sector. ETFO participated in this roundtable and provided feedback to proposals being considered by the NDP.

On September 10, First Vice-President David Mastin participated in a press conference organized by MPPs Pasma and West to call for urgent action to address violence in schools. The NDP called on the government to implement several measures to address rising violence.

On October 23, President Brown participated in a press conference hosted by MPPs Pasma and West. At this press conference, the NDP MPPs proposed an emergency plan to address violence in schools that included funding for additional staff, funding for comprehensive training for staff and supervisors, a sector-specific regulation for education under the *Occupational Health and Safety Act*, and a single, province-wide online reporting system for violent incidents, among other improvements. The NDP called on the government to support this emergency plan. Unfortunately, the Ford government decided not to do so.

## Ontario Liberal Party Annual General Meeting (AGM)

The Ontario Liberal party held its annual general meeting from September 20 to 22 in London. During the AGM, ETFO, alongside L'Association des enseignantes et des enseignants franco-ontariens (AEFO), the Ontario English Catholic Teachers' Association (OECTA), the Ontario Secondary School Teachers' Federation (OSSTF), and the Ontario Teachers' Federation, hosted an education networking suite for delegates.

On September 21, President Brown participated in a “Fireside Chat on K-12 Education,” which was moderated by the Liberals’ then-education critic, MPP Karen McCrimmon. The presidents of AEFO, OECTA and OSSTF also participated in the discussion.

## Fall Economic Statement

On October 30, the provincial government tabled its fall economic statement. The government revised its deficit projections for 2024-25 to \$6.6 billion from \$9.8 billion. The government projected an increase in revenue of nearly \$7 billion more than had been forecast in the 2024 budget.

Amid speculation of an early provincial election, the government announced its plan to send \$200 cheques to every Ontario taxpayer, plus an additional \$200 for each eligible child under the age of 18. This program was not means-tested, which means that all taxpayers, including those in the highest income bracket, were eligible to receive the funds. The program was projected to cost approximately \$3 billion, with cheques beginning to go out in January 2025.

There were no significant funding announcements for education, health care, and other public services in the fall economic statement. The government also reduced its housing targets, raising doubts once again about whether it can reach its stated goal of building 1.5 million homes by 2031.

## Education Funding Consultation

The Ministry of Education launched its annual consultation on education funding for the 2025-26 school year. This year’s consultation focused on the implementation of the Core Education funding model, special education funding, finding efficiencies and reducing administrative burden, community use of schools, the Urban and Priority High Schools Program, and the Safe and Accepting Schools component.

ETFO’s submission to the ministry in response to the consultation addressed relevant sections and provided input on other priorities for ETFO members. The submission was sent to the ministry on November 8, 2024, and is available in the Publications section of the ETFO website.

All ETFO submissions can be viewed at [etfo.ca/news-publications/publications](https://etfo.ca/news-publications/publications)

## Provincial Election 2025

On February 27, the Progressive Conservative party led by Premier Doug Ford was re-elected, securing a third majority. The Conservatives secured 80 seats, increasing the party’s seat count at dissolution by one, but winning three fewer seats than in the 2022 election. The New Democratic Party won 27 seats, one fewer than it held when the election was called but retaining status as the official Opposition. The Liberals won 14 seats, five more than at the beginning of the campaign, regaining official party status in the legislature. The Green Party held on to the two seats it held prior to the election, and independent candidate Bobbi Ann Brady was re-elected in Haldimand-Norfolk.

The 2025 provincial election saw the second-lowest voter turnout in history, with only 45.4 per cent of eligible voters casting a ballot. This represents only a two per cent increase in voter participation compared to the 2022 election, when the record for lowest turnout was set. The Conservatives secured 43 per cent of the votes cast, the Liberals received 30 per cent, the NDP received 19 per cent, and the Green Party five per cent.

## ETFO Wins Bill 307 Appeal at the Supreme Court of Canada

In 2021, the Ford government passed Bill 254, the *Protecting Ontario Elections Act*, drastically increasing the limitations outlined in the *Election Finances Act*. These changes included significant spending restrictions on political advertising by anyone except political parties and an unprecedented 12-month pre-election period restricting third-party advertising.

Following the passage of Bill 254, ETFO, OECTA, and OSSTF/FEESO joined with Working Families and successfully challenged the legislation. The Ontario Superior Court ruled that it was an unconstitutional violation of freedom of expression.

However, immediately after this decision, the Ford government recalled the legislature for the sole purpose of reintroducing the legislation as Bill 307, the *Protecting Elections and Defending Democracy Act*, and used the notwithstanding clause to override the bill’s unconstitutional and anti-democratic provisions. In response, ETFO, OECTA, and OSSTF/FEESO once again joined with Working Families and other concerned parties to challenge the legislation, which was initially upheld before being overturned by the Ontario Court of Appeal.

A March 2023 ruling of the Court of Appeal for Ontario struck down Bill 307, finding it “unjustifiably infringed” on the rights of Ontarians to meaningfully participate in our province’s political processes. The Ford government appealed this decision to the Supreme Court of Canada in May 2024.

On March 7, 2025, the Supreme Court upheld the ruling of the Ontario Appeals Court and struck down provisions of Bill 307 as unconstitutional. The decision was a stinging rebuke of the Ford government’s use of the notwithstanding clause to undermine fundamental democratic rights of Ontarians and represents a significant legal victory for ETFO members, other workers, and voters in Ontario.

## New Provincial Cabinet

On March 19, Premier Ford unveiled his new cabinet. While there were few changes from the cabinet that was in place prior to the election, some of the changes were significant. MPP Paul Calandra was appointed as the new minister of education, replacing Jill Dunlop, who was named as the new minister of emergency preparedness and response. MPPs Jess Dixon and Billy Pang were appointed as parliamentary assistants to the minister of education.

## Speech from the Throne

On April 15, at the invitation of the leader of the official Opposition, Marit Stiles, President Brown attended the speech from the throne at the legislature accompanied by CPA staff. The throne speech outlined the Ford government’s priorities for the new legislative session.

The speech focused primarily on the government’s planned response to tariffs being imposed by the Trump administration on Canadian products. Unfortunately, the government’s plans appear to be centred on further deregulation and fast-tracking of resource-extraction projects and do not address much-needed investment in public education and other public services.

## Meeting with Minister of Education Paul Calandra

On July 3, President Brown, General Secretary Sharon O’Halloran, and ETFO staff met with Minister of Education Paul Calandra. This was an introductory

meeting between ETFO and Minister Calandra, who was appointed minister of education after the most recent provincial election. President Brown outlined ETFO’s priorities on important issues including class size, special education supports, violence in schools, and the ongoing recruitment and retention crisis.

## Provincial Budget 2025

On May 15, the Ford government tabled the 2025 provincial budget. The budget projects a significant deficit of \$14.6 billion for 2025-26, primarily due to measures the government is introducing to deal with the economic impact of the ongoing trade dispute with the United States.

The government once again refused to address structural underfunding in the public sector, including health care and education. Instead, it continued its pattern of providing additional tax cuts to corporations and underspending in social programs. Ontario continues to be the province with the lowest per-capita program spending in Canada.

## Core Education Funding Grants

On May 23, the government released 2025-26 education funding details. Core education funding will remain relatively flat, with just a 0.3 per cent per-student increase after inflation. Despite the ministry calling these investments “historic,” per-student investment remains below what it was when the PC government took office.

The cumulative public education funding gap over the past seven years is about \$6.35 billion. Without additional investments, the financial pressures already affecting over half of Ontario’s school boards will worsen.

When it comes to special education funding, the government continues to maintain the current funding model, which is not based on the actual needs of students. Without additional funding, students will continue to wait for assessments for unreasonable lengths of time, and schools will continue to struggle to provide the supports students need.

Most of the funding increase is tied to collective agreement commitments, with little new investment.

# BUILDING A MORE JUST SOCIETY

## ETFO Equity Initiatives

Public education and society at large continued to face numerous challenges in the areas of equity and social justice throughout 2024-25. With a variety of changes politically in the United States as well as in Canada, ETFO prioritized actions and advocacy that addressed gender-based violence, anti-Black racism, anti-Asian racism, Islamophobia, antisemitism, disparities within Indigenous communities, and the inequities experienced by 2SLGBTQ+ communities, individuals with disabilities, and those living in poverty. ETFO members responded with resilience and unwavering dedication, actively seeking innovative and constructive approaches to tackle issues of oppression.

To support members in doing this work, ETFO released a new provincial program, Building Allyship for Gender Justice, a general program that expanded on our partnership with Gender at Work. ETFO also forged a new partnership with CBC, Feed Ontario, and the Daily Bread Food Bank to create the Make the Season Kind School Challenge, addressing issues of food insecurity. The organization hosted two new programs for members, the Anti-Hate Initiative and the Anti-Poverty conferences, both providing important learning for members.

A new Indigenous education curriculum resource, *Healing Conversations: A Collection of Activities for the Primary Classroom*, was released in September and a new local workshop, Poverty Affects Us All, is now available to locals. Two writing teams gathered at the provincial office to develop ETFO's first antisemitism educator resource, as well as the first antisemitism workshop, which will also be available to locals as of September 2025. All resources can be accessed at [etfo.ca](http://etfo.ca).

## Anti-Oppressive Framework Training (local leader training, GP and WP)

Members from across the province met at the provincial office for the two-day training, in which staff from different service areas presented sessions on various topics, including navigating discomfort, intent versus impact, legal implications, and more. This program is a prerequisite for ETFO's Collective Bargaining Academy, Union School, and Parliamentarian Training. In addition, members of ETFO's Selection Committee and Professional Relations and Discipline Committee must attend a two-hour Anti-Oppressive Framework session.

## Code Black Leadership Program

After a large response with close to 60 applicants, 35 members were selected to participate in this two-day leadership program that was offered with release time for the second time. Members attended various sessions that covered topics such as Your Union and You, leadership, and actionable next steps. Sessions also included a panel of former Code Black participants.

## Faculty of Education Workshops

ETFO provides equity workshops for teacher candidates as requested by faculties of education. Equity and Women's Services (EWS) staff offered the following workshops:

- Challenging and Championing 2SLGBTQ+ Issues
- Exploring an Anti-Oppressive Framework
- Culturally Relevant & Responsive Teaching and Assessment Practices

- Everyone is Able
- Learning While Black: Addressing Anti-Black Racism in Education
- Possibilities: Addressing Poverty Issues in Elementary Schools
- Cultural Appropriation vs. Appreciation

Approximately 400 teacher candidates attended this year's workshops.

## Racialized Members Conference

The 2024 conference had a huge response from members as release time was provided for the second year. There were close to 60 applicants for 30 spots. This year's theme was "Until the Lion Learns to Write," highlighting the importance of storytelling, both informally and formally using published texts. A variety of speakers, including authors Catherine Hernandez and Yolanda T. Marshall, as well as Afiwi, a community arts group, provided sessions to a variety of members from across the province.

## 2SLGBTQ+ Members and Allies Conference

This year's conference had a positive response with approximately 33 members participating, including members of the 2SLGBTQ+ community and allies. This year's conference, focused on the experiences of non-binary members, featured a discussion group for non-binary members led by a non-binary facilitator. A variety of speakers presented, including several ETFO members who led workshops focused on queer issues and educator connections.

## Anti-Poverty Conference (WP)

ETFO hosted its first Anti-Poverty Conference, which was designed to educate women members about the powerful intersection of anti-poverty work, unionism, and the broader labour movement. The conference included a keynote from Darlene Ciuffetelli Parker, associate dean of Brock University's faculty of education, who presented her research about poverty and schooling; a workshop by Campaign 2000 on the impacts of poverty on learning communities and advocacy; and sessions on approaches to anti-poverty through a union lens and curriculum connections to raise awareness.

## ...and Still We Rise: Act I, II, and III

ETFO developed a large-scale mobilizing conference series for 300 women for the first time in its history. This series consists of ...and Still We Rise (ASWR): Advancing Change Together (Act I) – February 2025, ASWR: Women Mobilizing for Change (Act II) – April/May 2025, and ASWR: (Act III) – November 2025.



Budgeted funding for the current ASWR events in 2025 and 2026 is being used to support the overall concept of the three-act series. Budgeted funding for Act II came from the retroactive remedy and salary arbitration monies allocated to Women's Programs.

These three women's conferences (acts I, II, and III) span 2024-25 and 2025-26 and address a range of issues, including:

- assisting women members who are interested in running for provincial or municipal elections
- supporting women activists who want to mobilize and engage other members to effect change in 2026
- encouraging women members who want to work in their communities to mobilize and engage others to speak out on the importance of public education in upcoming elections
- responding to women members who want to effect change in their classrooms by learning more about political action issues

## Act I: Advancing Change Together

Women members from across the province gathered at the Sheraton Centre in Toronto in February for this first of the three sessions. Participants joined workshops led by other members, staff, and external organizations. They also participated in plenary panel discussions and heard from keynote speakers.

Keynote addresses included Zulfat Suara, a city councillor from Nashville, Tennessee, who spoke about her experiences as a Black Muslim elected public official, and Kim Wright, who spoke about the provincial election results and strategies for future elections. Jeanne Beker, an iconic Canadian fashion and lifestyle journalist, joined President Brown in a fireside chat to talk about her experiences as a child of Holocaust survivors, a woman in a male-dominated profession, a parent, and a cancer survivor.

There was also a panel discussion with four women activists who were “firsts” in some way. Lyra Evans, the first trans school board trustee in Canadian history; former MPP Bhutla Karpoche, the first person of Tibetan heritage to be elected to public office in North America; Harnoor Kochar, a political organizer and outreach coordinator working to make politics more equitable, inclusive, and accessible for women, immigrants, and racialized individuals, and the first young South Asian woman in many of these spaces; and Velma Morgan, chair of Operation Black Vote Canada, where she is the architect of the first Black community provincial leaders debate, Black Women’s Political Summit, and Next Generation Political Summit.

## Act II: Women Mobilizing for Change

The same members gathered in April/May, but this time, they brought new members with them to engage in political discussions and actions. While Act I focused on hearing from politicians and activists and learning about challenges and opportunities, Act II focused on skill building, developing engagement plans, and learning the ins and outs of campaigns. Workshops on building a campaign team, analyzing leadership skills, Indigenous governance, and public speaking were offered. There was one workshop for Black women and one for South Asian women.

Participants had the unique opportunity to discuss the challenges of caregiving with three experienced femtors, Jill Andrew, former MPP, Marie Clarke Walker, former Canadian Labour Congress vice-president, and Beverley Johnson, long-time human rights and union activist who is also Marie’s mother. They shared stories of being responsible for children, parents, self, and work, and both the internal and external guilt that comes with managing those responsibilities. Participants also heard from keynote speakers Riley Yesno, a queer Anishinaabe scholar, writer, and commentator from Eabametoong First Nation and Thunder Bay, as well as Eliza Reid, a gender equality advocate and author who has lived in Iceland for the past two decades.

## Act III

The third part of this program will take place in November 2025, putting into action all the knowledge and experience gained in Act I and Act II. This will be particularly important with the next Ontario municipal elections coming up in 2026.

## Leadership Forum for Black Women Members (WP)

This is the fifth year this leadership program has been offered. The program was developed to support the engagement and leadership of Black women members in the union. The two-day forum focused on identifying and expanding the 22 participants’ leadership skills and developing a collective stance in anti-oppression using feminist frameworks to increase participation in ETFO. Highlights included presentations that focused on misogynoir trauma, leadership styles and opportunities within ETFO, and hearing from former MPP Jill Andrew about her lived experiences and leadership journey.



## Annual Conference on Addressing Anti-Black Racism

This year marks the seventh year of this conference, Unapologetically Black. This two-day program provided a space for all members to share, listen, and gain insight into issues related to anti-Black racism. Members heard from engaging keynote speakers and presenters who shared anti-Black racism resources.

## Local Equity and Women’s Services Workshops

Equity and Women’s Services workshops provide equity training to members at the local level in formats that can be modified for after-school meetings and professional development day conferences. In 2024-25, over 40 equity workshops were requested (as of April).

The most requested and recently updated workshops were Why Poverty; Race Matters: Teaching Students to be Race-Conscious; Unlearn. Relearn. How Colonization Impacts Your Practice; and 2SLGBTQ+ Human Rights Strategies. The following equity workshops were offered during 2024-25:

- Name It: Understanding Anti-Black Racism in Ontario Education
- 2SLGBTQ+ Education Timeline
- Race and Education: The Water We Swim In
- Culturally Relevant and Responsive Pedagogy
- Islamophobia Affects All Our Students
- 2SLGBTQ+ Awareness in Primary Classrooms
- Affirming the Identities of 2SLGBTQ+ Families in Schools
- 2SLGBTQ+ Human Rights Education Strategies
- Unlearn. Relearn. How Colonization Impacts Your Classroom
- Race Matters: Teaching Students to be Race-Conscious
- Why Poverty

## ETFO Equity Resources

### Black History Month Poster (French)



"Mois de L'Histoire des Noirs 2025: ADA," the 2025 ETFO Black History Month poster, offered a stunning visual that reflects the brilliance and resourcefulness of African Canadians. In traditional African mask making, ancestral faces are carved in wood. The mask in the poster image was created with approximately 6,500 pieces of Lego, bringing a futuristic twist to the age-old practice through modern textures and angular forms. The image honours trailblazer Ada Kelly Whitney of Windsor and her little-known history as the first Black woman to teach in a publicly funded school in Ontario.

A companion classroom activity document was shared to the Classroom Resources section on [members.etfo.ca](https://members.etfo.ca) in March to encourage educators to engage with the poster throughout the school year.

### Asian Heritage Month Poster



Celebrating Asian Heritage Month in May, this year's poster highlighted Asian excellence in sports. When we think about sports, we usually focus on the athletes. While the poster featured some outstanding athletes in baseball, skating, hockey, and judo, it also acknowledged those who work to coach, train, and document sport through a uniquely Asian lens. All of these trailblazers have connections to Ontario communities.

### Jewish Heritage Month Poster



May is Jewish Heritage Month. This year's poster, titled "Tikkun Olam," celebrated Jewish diversity through symbols and images. The Jewish practice of tikkun olam unifies all cultures. It is the idea that through our actions and good deeds, we can make the world a better place for everyone. The discussion guide included classroom connections for Kindergarten to Intermediate levels, and learning about prominent Jewish Canadians.

## Women's History Month Poster



October is Women's History Month in Canada. This year's poster celebrated women educators as union activists advocating for better working conditions and advancing women's issues. We continue to build on this history in our ongoing efforts to foster a diverse women's movement in which all women belong.

## 2SLGBTQ+ Online Resources

The 2SLGBTQ+ Resources bank was updated throughout the year. ETFO members have curated a bank of resources and websites for 2SLGBTQ+ education, teaching, learning, and support. We encourage all members to use this landing page, found under the Social Justice tab on [etfo.ca](https://etfo.ca), to find sites that can help support learners and develop pedagogical awareness and practice throughout the year.

## Transgender Day of Remembrance



Each year, ETFO recognizes the International Transgender Day of Remembrance (TDOR), which is observed on November 20. It is a day to remember transgender people, gender non-conforming individuals, and those perceived to be transgender who have been murdered because of hate. Last year marked the 25th anniversary of the TDOR, which was first observed in 1999 to memorialize the murders of Rita Hester and Chenelle Pickett.

## Make the Season Kind – CBC School Challenge

The 2024-25 school year marked a new partnership between the ETFO, the Daily Bread Food Bank, Feed Ontario, and food banks across the province. ETFO created resources to launch the CBC School Challenge as part of public broadcaster's annual Make the Season Kind campaign.

This engaging challenge not only sparked meaningful conversations about social justice, poverty, and food access, but also empowered students to think critically and creatively about real-world issues. Members and students also had the chance to earn recognition for their hard work with three outstanding submissions selected per division. The challenge was open from mid-November until December 20 and saw over 100 classes participate across the province.

## International Holocaust Remembrance Day

To commemorate International Holocaust Remembrance Day, ETFO created social media shareables, which were shared with members via the e-newsletter. Observed annually on January 27, the date the Auschwitz concentration camp was liberated by the Red Army in 1945, the day commemorates the victims of the Holocaust and the genocide of European Jews by Nazi Germany.

## International Women's Day T-Shirt and Toques

ETFO marked International Women's Day 2025 on March 8 by drawing attention to the gendered impacts of the affordability crisis on women's economic security, autonomy, and rights. This year's theme was "Advancing Change Together," which reminds us that when we work in solidarity, change can happen in our schools, communities, and at the polls. This year, ETFO created popular T-shirts and toques that were available to members through shopETFO.

## International Day of Pink T-Shirt

April 9 marked the Day of Pink, which is the day to take action on bullying, homophobia, and transphobia. This year, the theme was "Re-Emergence," honouring the brave actions of those who have fought and continue to fight for safer and more inclusive communities. While the International Day of Pink only happens once a year, it is important to support 2SLGBTQ+ students all year long. Resources were shared to support this essential work.

# First Nations, Métis, and Inuit Education Initiatives

## Healing Conversations: A Collection of Activities for the Primary Classroom



Released in September 2024, ETFO's resource *Healing Conversations: A Collection of Activities for the Primary Classroom* is designed to support educators in "building student capacity for intercultural understanding, empathy and mutual respect," as stated in Call to Action 63 from the Truth and Reconciliation Commission. Delivered in a balanced, scaffolded approach, the activities in this resource speak to both the individual and collective losses and challenges faced by Indigenous Peoples. They also celebrate the resilience and strengths of Indigenous individuals, communities, and nations; and provide opportunities to focus on traditions, reclamation and revitalization, reconciliatory acts, and Indigenous joy. By incorporating Indigenous children's literature, engaging in dialogue, and integrating aspects of storytelling, creative writing, art and visuals, and music, educators and learners can reflect on the concepts of identity, family relationships, and community and begin to understand the histories and impacts of colonialism on Indigenous Peoples in Canada. It is available for download at [etfofnni.ca](https://etfofnni.ca).



## First Nations, Métis, and Inuit Education Symposium

The annual First Nations, Inuit, and Métis Education Symposium took place on April 26, 2025. The theme for the event was "Learning from the Land." This year's keynote speakers included Joseph Pitawanakwat from Creator's Garden and David Hamilton, Deputy Chief Captain of the Hunt for the Métis Nation of Ontario.

## First Nations, Métis, and Inuit Women's Leadership Symposium (WP)



The annual leadership symposium for First Nations, Métis, and Inuit women was held on March 18 and 19. This year's theme was "Framing Your Leadership Journey in Hope, Belonging, Meaning, and Purpose."

## Community Support

### Anti-Poverty Groups

In 2024-25, ETFO made donations totalling \$10,000 to grassroots-level groups working on poverty issues, undertaking political activities to further their cause, or working directly to benefit those living in poverty in their communities.

### Status of Women Donations

ETFO allocates \$20,000 for status of women donations. These donations are made to organizations whose goals are to improve the status of women and/or girls in Ontario or Canada. Women's organizations that received funding this year include the Canadian Women's Foundation and the Retired Women Teachers of Ontario. ETFO was also a workshop sponsor to Black Youth Write.

# ETFO Supports and Donations

## Emergency Relief

ETFO made donations responding to the following global emergencies:

- wildfire disaster relief in Jasper, Alberta – \$20,000
- wildfire disaster relief across Canada - \$50,000
- Lebanon emergency crisis appeal – \$40,050

## International Donations

ETFO has made donations to the following organizations:

### Canadian Teachers' Federation (CTF) International Programs

Through CTF International Programs, ETFO contributed \$67,500 to support women's projects by international organizations, including:

- Canadian Organization for Development Through Education (CODE)
- Equality Fund (formerly MATCH International Women's Fund)
- Teachers' Action for Gender Equality (TAGE) – WP

### Teachers' Action for Gender Equity (TAGE) – WP

#### Africa

- African Women in Education Network (AWEN)
- Gambia Teachers' Union (GTU)
- Ghana National Association of Teachers (GNAT)



#### Asia

- El Asia Pacific (EIAP)

#### Latin America and Caribbean

- Caribbean Union of Teachers (CUT)
- El Latin America (EILA)

### Teachers' Action for Teaching Organizations (TATO)

#### Africa

- Bénin (SNEP-B/SYNAEM-B)
- Burkina Faso (SNEA-B/SNESS)
- Chad (SET)
- Gambia Teachers' Union (GTU)
- Sierra Leone Teachers' Union (SLTU)
- Uganda National Teachers' Union (UNATU)

#### Asia

- El Asia Pacific (EIAP)

### Teachers' Action for Teaching (TAT)

#### Africa

- Bénin (SNEP-B/SYNAEM-B)
- Burkina Faso (SNESS)
- The Gambia Teachers' Union (GTU)
- Ghana National Association of Teachers (GNAT)
- Sierra Leone Teachers' Union (SLTU)
- Togo (FESEN)
- Uganda National Teachers' Union (UNATU)

#### Asia

- India (AIPTF)

#### Latin America and Caribbean

- Dominica Association of Teachers (DAT)
- Grenada Union of Teachers (GUT)
- Guyana Teachers' Union (GTU)
- St. Lucia Teachers' Union (SLTU)
- St. Vincent and the Grenadines Teachers' Union (SVGTU)

## Teaching Together

Teaching Together (formerly Project Overseas) is a joint endeavour between the CTF and member organizations such as ETFO. Overseas placements are scheduled in July with partner organizations who, like the CTF, are members of Education International.

ETFO typically sponsors 16 members to participate in Teaching Together, however, fewer application packages from new and returning candidates were received this year, resulting in 13 members participating.

The following members represented ETFO in Teaching Together 2025:

- **Belize**

Sandra Bonnell  
Elementary Teachers of Toronto Local, team leader  
Erin Oxland  
Kawartha Pine Ridge Teacher Local, team member

- **Ghana**

Antoinette Minichiello  
Peel Teacher Local, team member  
Lynne McNab  
Waterloo Region Teacher Local, team leader

- **Grenada**

Francesca Vonella  
Greater Essex County Teacher Local, team leader  
Ammara Khan, Peel Teacher Local, team member

- **Saint Kitts**

Linda Hillier, Hastings-Prince Edward Teacher Local, team member

- **Saint Vincent and the Grenadines**

Marcia Thompson  
Elementary Teachers of Toronto Local, team member

- **Sierra Leone**

Maryse Extross  
Ottawa-Carleton Teacher Local, team member

- **The Gambia**

Lisa Gidlow-Aldrich  
York Region Teacher Local, team leader  
Tamla Young  
Elementary Teachers of Toronto Local, team member

- **Uganda**

Scott McFadden  
Halton Teacher Local, team member  
Melissa Williams  
Elementary Teachers of Toronto Local, team member

## Overseas Support

### Cambodia Support for Girls

Partners for Rural Development (PRD) is a women-led Cambodian non-profit and non-political organization. PRD works in 10 of the most rural and impoverished villages in Battambang and Samlout and Pailin provinces. ETFO has had a long-term partnership with PRD through its Education for Change program.

In 2024, PRD continued to work with eight primary schools that served 10 villages in Battambang province, Samlout and Pailin regions with a total student population of approximately 1,545. They worked directly with the Samlout and Pailin departments of education, teachers, principals, students, parents, school committees, women's affairs, and gender focal points. The organization provided three professional development workshops to 10 women to strengthen teaching methodologies, producing games and teaching materials for the classroom. PRD provided training on "Capacity Building for Primary School Teachers" to 66 teachers (39 women).

PRD co-operated with the Battambang Provincial Department of Education to deliver training on "Leadership and School Management" to eight principals.

PRD's women and girls' programs included a focus on gender equity and equality, women empowerment, education, health agriculture, and the environment.

### Caribbean Union of Teachers (CUT)

Funding to the Caribbean Union of Teachers (CUT) makes possible a number of gender-based union activities that would otherwise not be possible. Specifically, in 2024, the CUT conducted four days of trade union education with two of the days led by the Status of Women Committee devoted to education on gender matters. They also completed the first phase of a proposed research project that involved developing the terms of reference for a study to analyze and interpret information on challenges faced by women teachers in the Caribbean and the adequacy of support systems for these members, and to develop strategies to address these challenges.

The organization plans to have an independent review of their policies and governance documents to make their unions more inclusive for women and to inform the union on matters of advocacy for improvements in support systems for Caribbean women teachers. Requests for proposals have been sent and proposals received. The intent is to carry out the research in the coming years.

## Colombia Support for Women and Girls

ETFO has partnerships with two organizations in Colombia.

The Fundación Ratón de Biblioteca promotes a creative approach to English literacy through reading, writing, speaking, art, and games in Medellín. In 2024-25, these projects were delivered through four community libraries in Villa Guadalupe, Raizal, La Esperanza, and Villatina.

The Colombian Grandmothers' Project supports grandmothers who are the primary caregivers for children in Montería, Colombia. These supports include training for women heads of households in entrepreneurship, counselling, and psychosocial support for mothers and grandmothers. The organization also aids with purchasing school kits, uniforms, and transportation. In 2024-25, 23 new beneficiaries received support to operate small businesses in food, beautician and hairdressing salon services, and clothing and dressmaking to produce school uniforms for educational institutions. Among others, eight new women joined the project.

## Support for Swaziland National Association of Teachers

The Women's Wing of the Swaziland National Association of Teachers supported 15 women teachers in upgrading their qualifications and seven women members in furthering their studies.

## Ugandan Support for Women Teachers

In August 2024, the Uganda National Teachers' Union conducted a women's empowerment workshop with 104 women leaders. The theme was "Enhancing Entrepreneurship and Leadership Capacity of Female Educators for Quality Education."

The conference focused on the promotion of girls' education, capacity building for entrepreneurial and leadership skills, and raising awareness of gender equality in Uganda's education system.

## Overseas Scholarships for Women and Girls

ETFO supports the Canadian Teachers' Federation (CTF) Teachers' Action for Gender Equality (TAGE) Program, Hope for Rwanda's Children Fund, and scholarships for girls and women. This continued support includes scholarship funding for women teachers to further their teacher qualifications or support for girls to attend primary, secondary, and post-secondary education.

Previously, the TAGE program provided Ghana with bursaries to assist unqualified/underqualified women teachers to upgrade their credentials in the field of education. TAGE also administered support through the African Women in Education Network, Education International Asia Pacific, the Education International Latin America Women's Network, and the Caribbean Union of Teachers.

Hope for Rwanda's Children Fund (HRCF) supported 46 secondary school students' and three university students' educational scholarships in 2024-25. HRCF university scholarship recipients have graduated from the University of Kigali.

## ETFO Humanity Fund



Established in 2003 and financed primarily by members, the ETFO Humanity Fund is dedicated to creating a difference for children around the world, enriching their lives and their communities.

The fund supports charities that promote the advancement of elementary education of children in Canada and elsewhere, provide relief for suffering arising out of natural disasters or sudden catastrophes, and relieve poverty and physical hardship in Canada and internationally by providing food and other basic supplies to children in need.

The fund is financed through payroll deductions agreed to by members of participating locals, as well as by individual donations from ETFO members, staff, and locals. The Stephen Lewis Foundation is the fund's signature charity. Many other charities receive funds throughout the year. For a full list, please see the one-page annual report of the Humanity Fund distributed separately at ETFO's Annual Meeting.

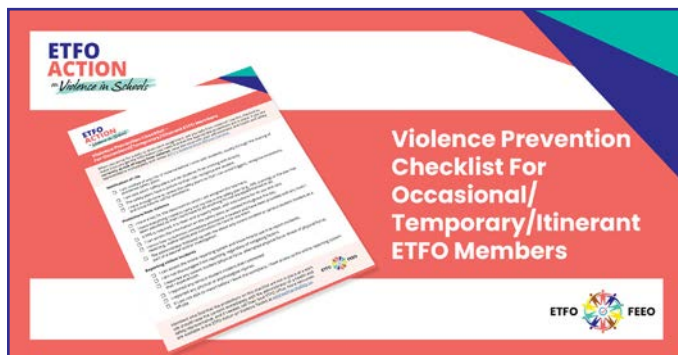
Any local that is not currently participating in the fund is encouraged to work with their members and school board to join. With every new local that joins, the Federation expands its ability to help those in need in Canada and around the world.

# ETFO ACTION ON VIOLENCE IN SCHOOLS

ETFO has engaged in a multi-year strategy to address workplace violence since 2017. The strategy focuses on:

- training and assisting locals and members to respond effectively to workplace violence and assert the rights of workers under the *Occupational Health and Safety Act* (OHSA)
- advocating to the Ministry of Education and the Ministry of Labour, Immigration, Training, and Skills Development that school boards improve compliance with health and safety law and policy requirements
- raising awareness and publicly advocating for improved funding and necessary supports for struggling students, including special education funding, and addressing children's mental health issues in schools and the wider community
- working with education sector unions, stakeholders such as school boards and principal associations, as well as the government to improve the ways that violence is reported and addressed

The Executive has extended the multi-year strategy until 2026. The strategy includes communications, capacity-building, training and resources, multi-media resources, lobbying, and the Building Better Schools initiative.



## Training for Local Leaders and Members

Ongoing training is vital to ensure locals and members are aware of member rights and responsibilities regarding violent incidents. Throughout the year, Health and Safety Services staff supported members through training and relevant program content, such as:

- ETFO's annual health and safety conference included a keynote address from Dawn Hoffman, a researcher from Stratcom who helped conduct ETFO's 2023 all-member violence survey and focus groups. An overview of workplace violence issues was presented. The workshops on offer included the opportunity to learn about workplace mental health.
- Regional health and safety training reviewed the new violence prevention checklists, including a resource designed for occasional/temporary workers. Participants identified health and safety concerns in their locals and worked to develop plans to address those concerns.
- The Women's Health and Safety Conference (WP) included a workshop on domestic violence in the workplace.
- At Fall Leadership, a workshop was provided on the Public Sector Health and Safety Association's (PSHSA) risk assessment checklist, which was sent to school boards due to a new letter of agreement. The shortcomings of this tool were highlighted, as were ways in which locals could use the checklist to initiate conversations and work with labour allies and the school board to improve risk assessment practices.

- At a January Virtual Academy webinar, new Action on Violence videos were shared, and participants received information on legal decisions that could be used in advocating for improved health and safety.

## Resources for Local Leaders and Members

As part of the multi-year strategy, resources have been created to help members understand their health and safety rights and the responsibilities of their employers. These resources continue to be made, updated, and promoted, including:

- regular reminders on social media with links to the ETFO Health and Safety website, [etfohealthandsafety.ca](http://etfohealthandsafety.ca), where resources are housed
- the **Action on Violence toolkit**, with the addition of new video resources, more sections under frequently asked questions, and three new checklists for violence prevention



## Raising Awareness

A brochure on violence in schools was created for families. It has been designed to be used by locals in community outreach. It includes guidance for talking to children about violence they may be witnessing at school, talking to schools to ensure appropriate protections are in place, and taking action to hold elected officials responsible for addressing violence in schools.

Incentive funding was made available to locals to engage in community initiatives raising awareness of school violence. Proposed projects included distributing the brochure to trustees and parent councils, holding community forums, and promoting the brochure in local media.

## Action on Violence Program

The Action on Violence Program was made available to locals to be presented by the trained facilitators, and locals from 15 school boards received funding to assist with the related costs.

## Lobbying and Advocacy

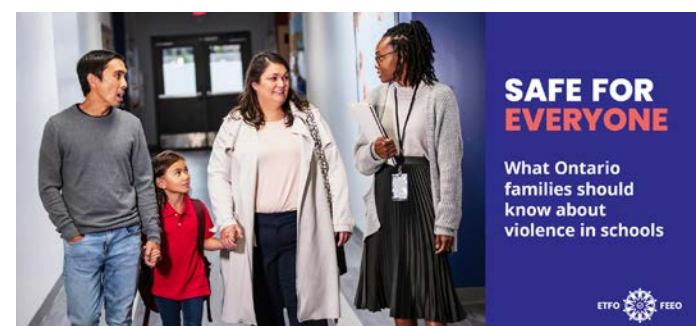
ETFO provided information to provincial NDP education and labour critics regarding violence in schools. ETFO was represented at the press conference announcing the resulting motion, which proposed a "safe schools emergency plan."

ETFO continued to work with the Provincial Working Group on Health and Safety (PWGHS), including contributing to the development of a survey that has been sent out to school boards and gather best health and safety practices for risk assessments, safety plans, notification of risk, and other means to prevent violence in schools. ETFO is also participating in the update of *Workplace Violence in School Boards: A Guide to the Law*, which will use the survey results and is scheduled to be completed by August 2026.

## Addressing Root Causes of Violence

Violence in elementary schools is almost always caused by students' unmet needs. As the strategy to address violence has progressed, ETFO has not only sought to address violence using the protections of the OHSA, but also to examine the root causes. The work of the strategy has included providing input into ETFO's position paper on special education and the co-planning of the student mental health symposium. Neither special education nor mental health struggles are causes of violence in schools, but they do represent the unmet needs of vulnerable students.

For information and resources on violence issues, please visit [etfohealthandsafety.ca](http://etfohealthandsafety.ca)



# DRIVING LABOUR ACTION

## Canadian Labour Congress (CLC)

The annual CLC Lobby Day in November brought together over 300 workers and labour leaders from across the country for more than 100 meetings with parliamentarians focused on action to make life more affordable. Both the labour minister and prime minister attended the event.

A number of local ETFO leaders attended the CLC's January 2025 Workers Together Political Action Conference. The CLC subsequently held a series of conferences to prepare for the federal election and promoted their "Workers Together" campaign. The CLC quickly moved up organizing around the federal election as it became evident that one would take place before October 2025.

The CLC election platform was launched with several significant planks. These included:

- mitigating the trade tariff threat with a worker-first response to secure jobs, support workers, and strengthen communities
- ensure everyone has access to a family doctor or nurse practitioner and deliver fully universal public pharmacare to ensure health care is accessible to all
- cap prices on food staples and essential goods to stop corporate price gouging and protect family budgets
- build one million truly affordable homes to bring down the cost of housing and tackle the housing crisis
- fix our broken tax system by restructuring corporate taxes to fund affordable housing, hospitals, and the public services Canadians count on

The next CLC convention is scheduled for May 2026 in Winnipeg.

## Ontario Federation of Labour (OFL)

The OFL started September with their "The Heat is On" campaign to combat heat stress in Ontario's

workplaces and draw attention to and fight for changes to the heat stress many workers across Ontario face. In the fall, the OFL conducted a cross-province roadshow through the "Ontario We Need" campaign that involved labour activists in their community encouraging everyone to get involved in the campaign against the PC government. Most attention was then directed to organizing around the early provincial election and the response to Donald Trump's proposed trade tariffs.

The OFL called for a tariff task force and immediate income support for displaced workers. They also called for measures to preserve industrial capacity, plants, and jobs, along with enhanced and targeted community supports. During the provincial election campaign, the OFL brought unions together to coordinate election activities and support labour-friendly candidates. Most support was directed to NDP incumbents, but there were canvasses organized for Liberal and Green Party candidates as well.

The next OFL convention is scheduled for November 2025 in Toronto.

## ETFO Union School

ETFO Union School took place over three sessions: November 6 to 8, February 5 to 7, and May 6 to 7. Thirty participants engaged in discussions on various topics, including: unions and the labour movement, member engagement and organizing, equity and social justice in the union, building capacity at the local level, preparing for the provincial election, and public speaking.

Participants had the opportunity to attend the business session of the February Representative Council as observers, where they listened to local leaders debate motions and heard from guest speaker Armine Yalnizyan, a leading progressive economist. They also worked alongside local leaders to explore what a "day in the life" of a local leader looks like and engaged in discussions about common scenarios and challenges leaders regularly face.

# BUILDING A STRONG FEDERATION

## PROFESSIONAL LEARNING/ CURRICULUM SERVICES

### Addressing Challenging Behaviours Through Effective Classroom Management

In 2024-25, ETFO held 14 classroom management workshops throughout the province. The primary focus of these workshops is to foster positive relationships and manage effective classroom procedures and routines. The workshop also provides practical information and teaching and learning strategies for supporting and reinforcing a positive learning environment while managing the challenging realities of classrooms.

### An ETFO Guide to Your Role as a Kindergarten DECE and Supporting the Kindergarten Team Partnership

Two new resources were created in 2024-25: *An ETFO Guide to Your Role as a Kindergarten DECE* and *Supporting the Kindergarten Team Partnership*. These resources were designed to support our members working in Kindergarten. They highlight the integral role of the designated early childhood educator (DECE) and the Kindergarten team relationship. These guides can be used as advocacy tools by members as they engage in conversations about the value of the DECE's role in the teaching team and the importance of a supportive administration on the success of the Kindergarten program.

### Assessment Workshop and Website Series

This two-part assessment series was hosted in four locals in 2024-25 with over 100 teachers attending.

Participants explored a variety of assessment for learning tools and strategies to better inform instruction. The ETFO Members Sharing in Assessment website ([etfoassessment.ca](https://etfoassessment.ca)) continues to be an integral part of the workshop and includes two new sections: one on how to choose the best assessment tool and another on culturally relevant and responsive case studies.

## ETFO Additional Qualifications (AQ)

### Special Education AQ Update

ETFO AQ's special education courses remain a top choice among candidates, consistently ranking among the most sought-after offerings. In 2025, Special Education Part 1 and Part 2 had the highest enrolment. These courses equip educators with diverse strategies to foster student success through positive behaviour supports, the integration of visual strategies, and a focus on evidence-based pedagogy.

### Holocaust Education and Countering Antisemitism AQ

The Ontario College of Teachers (OCT) made an important announcement regarding the final guidelines for the new AQ course on Holocaust education and countering antisemitism, including Part 1, Part 2, and specialist courses. ETFO AQ is currently moving forward with the development of Holocaust Education and Countering Antisemitism Part 1, beginning with a call for writers to help create this course in line with the OCT's guidelines.

## AQ Course Highlights

In ETFO AQ candidate surveys, 58 per cent of respondents stated they were repeat participants, which indicates a strong level of engagement and sustained interest in our AQ courses. Among the repeat candidates who provided additional information on their participation, 15 per cent had enrolled in at least one course, 20 per cent completed two courses, 25 per cent completed three courses, and 15 per cent took four courses.

Regarding the course content and resources, 94 per cent of respondents found the assignments to be current and relevant, reflecting how well course materials align with education and the evolving needs of the teaching profession. Likewise, 94 per cent of participants noted that the course resources, assignments, and discussions were directly applicable to their classrooms or schools.

## Exclusive ETFO-AQ Offerings

ETFO is the only accredited provider of the following AQ courses:

- Adapting Curriculum for Second-Language Learners
- Geography, Grades 7 and 8
- History, Grades 7 and 8
- Integrated Arts
- Language, Grades 7 and 8
- Occasional Teaching

## Advocacy

Staff advocated for members by participating in workgroups or by responding to Ministry of Education initiatives, including:

- Education Partners Discussion Table
- Education Quality & Accountability Office Advisory Committee
- Ministry Initiatives Committee
- Ontario Association of Deans of Education's Roundtable on Environmental Sustainability
- Ontario Coalition for Children and Youth Mental Health
- Ontario Physical and Health Education Association (OPHEA)
- Ontario Federation of Labour (OFL) Environment & Green Jobs Committee

- Ontario Teachers' Federation (OTF) Affiliates' Curriculum Workgroup
- OTF Assessment Workgroup
- OTF Curriculum Forum including various Subject, Division, and Special Interest Associations
- OTF Teacher Education Staff Workgroup
- Reimagining Teacher Education Workgroup
- School Mental Health Ontario Affiliate Advisory Group

## Arts Conference



The ETFO Arts Conference took place on January 31 and February 1. The keynote, *Singing in Solidarity*, explored the powerful ways music can communicate and connect people with one another and the land. Examples of what social justice music education sounds like in the classroom were shared, and members were invited to take action and sing in solidarity. Members engaged in a variety of hands-on workshops such as Enhancing Student Well-Being Through the Arts; Sing, Say, Dance, and Play!; Building Community Through Collaborative Art; and Ignite and Inspire Your Theatrical Classroom. Sessions focused on integrating culturally relevant literacy, supporting well-being, and promoting engagement and positive classroom culture.

## Breaking Barriers: Empowering Girls and Women in Science, Technology, Engineering, Arts and Mathematics (WP)

This two-day STEAM learning institute brought together 44 women members for a hands-on, resource-rich experience focused on maker spaces, technology, and robotics. Throughout the conference, members explored and engaged in strategies to support STEAM programming for girls.

## Classroom Management for the Occasional Teacher

This workshop offered 10 occasional teacher locals access to practical classroom management strategies. It aimed to boost teacher confidence, support self-reflection and goal setting, and provide networking opportunities. The content is based on *I Am the Teacher*, an ETFO resource currently being revised by a team of occasional teacher members.

## Consolidated Website with Climate Change and Environmental Education Resources

ETFO has launched a one-stop webpage that brings together all climate action and environmental education resources in one place. Members can access ETFO resources, podcasts, *Voice* articles, partner materials, and ETFO AQ course information at [etfo.ca/socialjusticeunion](https://etfo.ca/socialjusticeunion).

## Creating Environmentally and Socially Active Communities Online Resource

*Creating Environmentally and Socially Active Communities* is an online resource that includes lessons from Kindergarten to Grade 8 to help facilitate learning about environmental racism and the development of advocacy and allyship skills in the classroom and school. This resource can be accessed under the [Classroom Resources](#) section on members.  
[etfo.ca](https://etfo.ca).

## Curriculum Conference (WP)

The first ETFO curriculum conference for women, Unpacking the 2023 Language Curriculum, was held October 1 to 2. Of the nearly 340 members who applied, 90 were selected to attend. Participants took part in eight workshops led by expert ETFO members focusing on women's issues and amplifying women's voices in the classroom. The conference featured *The Places We Meet*, an ETFO resource on intersectional feminism, and picture books highlighting women and girls. Many attendees appreciated the supportive all-women space and reported feeling more motivated to engage with the union. The 2025-26 curriculum conference will be open to all members.

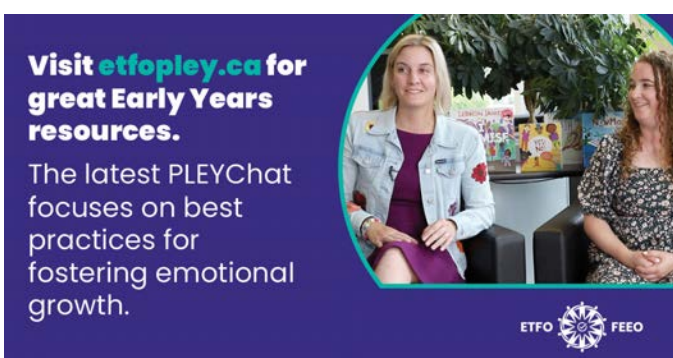
## Educating for Social Justice (WP)



This conference brought together members who identify as women from across the province to deepen their understanding of social justice and equity in classroom practice aligned with the Ontario curriculum. The keynote speaker explored how intersecting identities shape pedagogy, student experiences, and our collective understanding, encouraging educators to critically reflect on their practices and roles in creating affirming schools. Workshops led by ETFO members were grounded in ETFO's *The Places We Meet* resource and focused on integrating intersectional feminism into classroom learning.

Participants left with a stronger foundation for embedding social justice in their programs and helping students see themselves reflected in the fabric of the curriculum.

## Etfopley.ca



The ETFO early years website was updated in 2024-25 with new content. All professional learning resources are available in a user-friendly layout that is easy to navigate. The site is intended to benefit educator teams, individual teachers, occasional teachers, designated early childhood educators, and teacher leaders. There are a variety of videos, a photo gallery, and classroom tours to explore.

Recent additions include content that highlights the role of play-based learning and how it shapes classroom culture, as well as how educators can create nurturing and supportive relationships in their Kindergarten classrooms.

### Growing Leadership (WP)

Offered for the first time in October 2024, Growing Leadership (WP) is a two-day conference for women members from designated groups interested in pursuing professional leadership opportunities, such as workshop facilitation and resource development, as a next step in their career path.

### Information Communication Technology (ICT) Conference



The ICT Conference opened with a “digital playground,” inviting members to explore stations through an inquiry model. Stations included coding, photography, green screen, audio, and video technologies integrated throughout the curriculum. Members then attended workshops that deepened their understanding of various technologies and how to incorporate the tools and resources with various curriculums and divisions. Topics included: Unplugged Coding in the Early Years Using Picture Books; Building Class Community & Identity Through Poster Creation; Creating Student Portfolios Using Google Sites; and A Beginner’s Guide to Navigating Augmented Reality in Education. The PRS Matters Bulletin *Artificial Intelligence in Education: Advice for Members* was also shared at the conference, followed by rich discussions and questions about the impact of artificial intelligence on public education.

### Inspire and Inquire

The Inquire and Inspire after-school workshop was delivered in six locals in 2024-25.

The Primary grade sessions explored the inquiry-based learning process, student engagement, and innovative thinking, while the Junior/Intermediate sessions connected inquiry to various curriculum areas. Participants gained skills and confidence in implementing new approaches to teaching and learning that place students’ questions, observations, creativity, and thinking at the centre of the classroom experience.

Webcasts providing an overview of the Science and Technology curriculum were also developed and made available to all members on the ETFO website.

### Language Curriculum Supports

ETFO continues to support members with the 2023 Language curriculum, including:

- Nine three-day Summer Academy courses:
  - o Responsive Reading Instruction in the Junior-Intermediate Classroom
  - o Structured Literacy: Unpacking the New Language Curriculum
  - o A Beginner’s Guide to Structured Literacy
  - o The Art of Teaching Writing in the Early Years
  - o Embedding Structured Literacy into Your Early Years Comprehensive Literacy Program
  - o A Closer Look at Reading and Spelling Instruction, Grades 4-8
  - o How to Modify and Accommodate Reading in Today’s Complex Classroom
  - o Making Key Instructional Shifts in the Junior and Intermediate Literacy Block
  - o Structured Literacy in Kindergarten



- Six additional webcasts on teaching strategies to support students in Junior/Intermediate grades are available in the Classroom Resources section of the members' website.
- Eight workshops were delivered through the Local Workshop Series, specifically focusing on Strand B in the Primary and Junior/Intermediate grade curriculums.
- Structured literacy workshops were offered as part of the Presenters on the Road course catalogue.

## LEAD Conference

The 2025 LEAD Conference, The Importance of Public Education and Promoting Inclusive Dialogue in Challenging Times, brought together 36 members serving as consultants, coordinators, facilitators, or teachers with system-wide responsibilities. Participants from locals across the province explored how concepts such as liberatory education and mentorship can inform their roles in supporting colleagues and students.

The evening session examined the value and precarity of public education as a public good and encouraged participants to reflect on their role in advocating for sustainable public education for generations to come. The full-day session invited participants to explore their own identity as leaders while building skills for leading brave conversations, particularly around race and identity issues.

## Leadership 2024

Leadership training took place September 25 and 26. Over 400 participants engaged in workshops, plenary sessions, and training for committee chairs. Workshop and training topics at the conference included:

- fiduciary responsibilities
- early reading screeners and the 2022-2026 Teacher/Occasional Teacher Central Agreement
- bargaining for equity
- Pulling Back the Curtain
- The Second Mile: Moving Members Up the Ladder of Engagement This Year
- de-escalation of members
- mental health and compassion fatigue
- human rights allegations
- New Teacher Induction Program (NTIP): Understanding Program, Policy and Funding

- violence risk assessments
- It Can Happen to You
- committee chair training – new members, political action/public relations, professional learning, social justice, status of women

This year's keynote speaker was Steven Page, former lead singer of the band Barenaked Ladies. Page spoke about his struggles with depression and how it impacted his life and career. He also shared what he has learned and what supports have assisted him as he navigates his mental health struggles.

## Learning in the Early Years



Four locals participated in the Learning in the Early Years after-school workshops. Locals selected from four workshop topics: Learning in the Early Years; Documenting and Communicating Learning in Kindergarten; Building and Enriching Partnerships in Kindergarten; and Fostering Self-Regulation in Kindergarten.

Each session connected to a range of ETFO resources, such as [etfopley.ca](https://etfopley.ca) and publications including *Building and Enriching Partnerships in Kindergarten* and *Learning in the Early Years: Exploring Our Thinking*. The workshops share current research and explore best practices in early years education.

## Local Executive Training

ETFO's strength relies on strong locals and effective local leadership. This year, 13 training sessions were held to support local executives in their roles. Facilitated workshops focused on executive planning, team building, goal setting, communication strategies, and local constitution writing. Sessions were tailored to meet the unique and specific needs of each local.

## Local Leaders Virtual Academy Webinar Series

Ten webinars were offered to local leaders as part of ETFO's ongoing Virtual Academy:

- ETFO website walk-through
- pregnancy and parental leaves
- current issues in health and safety
- programs, partnerships, and funding incentives
- long-term disability and Workplace Safety and Insurance Board
- collective bargaining basics
- technology tips
- organizing through Hustle text marketing
- supporting trans and gender non-conforming members
- recent arbitration rulings

## Mental Health Resources

ETFO staff participated in consultations with School Mental Health Ontario this year to inform the revision of resources designed to support members in implementing mental health practices for elementary classrooms.

The School Mental Health Ontario website ([smho-smso.ca](http://smho-smso.ca)) provides members with accessible information, lessons, learning activities, FAQs, and other resources. It also features a comprehensive educator guide focusing on educator well-being as well as materials to help members effectively teach mental health literacy.

## New Presidents Training

Training for new presidents and newly released local leaders occurred on October 23 and 24. Participants engaged in sessions on media training, human rights training, return to work, local budgets, engagement and mobilization, communicating with board officials, health and safety, and grievances. Local leaders also participated in a simulation exercise that allowed them to experience issues they might encounter and develop prioritization strategies to manage these situations.

## Ophea's E-Learning Module: Addressing PPM 161

Ophea invited ETFO staff to review their newly created e-learning module to support Policy/Program Memorandum 161: Supporting Children and Students with Prevalent Medical Conditions (anaphylaxis, asthma, diabetes, and/or epilepsy) in Schools. ETFO staff met with the Ontario Teachers' Federation and the other three affiliates to provide feedback centred on the following areas: adherence to policy, roles and responsibilities of school staff, content and user experience, and additional resources.

## Pedagogy and Professional Judgement Series

Professional judgement is something teachers exercise daily in their classrooms. Thanks to ETFO's advocacy, the definition of professional judgement was enshrined in the 2014-2017 Teacher/Occasional Teacher Central Agreement and reinforced in the 2022-2026 T/OT Central Agreement.

To support members in implementing early reading screeners, ETFO created a series entitled Pedagogy and Professional Judgement. This series is available on the ETFO member website.



## Presenters on the Road

Over 50 Presenters on the Road (POTR) workshops were delivered in locals across the province in 2024-25. March was the busiest month, with 10 workshops engaging over 250 members. POTR continues to be a popular partnership opportunity that supports member engagement and professional learning in locals. The most popular workshops this year were:

- I Only Have 100 Minutes?
- Thriving in Core French

- Intro to Trauma and Brain States: An Educator Lens
- I Have a Student with a Learning Disability in my Class... Now What?
- Prioritizing Wellness: Practical Self-Care Strategies for the Occasional Teacher
- Assessment for Learning: Revisit Strategies to Improve Student Learning

## Presenter's Palette



This leadership program was provided to members from locals across the province interested in enhancing their leadership skills and developing their presentation and facilitation expertise. Participants at all stages of their careers brought a wide range of experiences and potential workshop ideas. Throughout the two-day conference, members created a workshop description, developed a workshop plan, and explored a range of facilitation strategies for engaging participants while ensuring an inclusive environment. Particular attention was placed on best practices for ensuring equity and inclusion in professional learning experiences. Participants worked collaboratively to support each other in refining their presentations and shared facilitation strategies to encourage high levels of engagement in their future workshops.

## Promises Unfulfilled: Addressing the Special Education Crisis in Ontario

ETFO called out the provincial government's record of inaction and chronic neglect of special education with its damning new position paper, *Promises Unfulfilled: Addressing the Special Education Crisis in Ontario*. The report exposes the dark history, broken policy, and chronic provincial underfunding that have led to limited resources and other systemic barriers that have left Ontario's most vulnerable students without the supports they need to thrive.



The report, informed by front-line educators and independent research, highlights a range of systemic failures, including a lack of early intervention, increasing school violence due to unmet student needs, the declining availability of specialized educators, barriers to accessing essential programs, and insufficient resources for English language learners with special education needs.

ETFO's report exposes the consequences of years of austerity and policy failure, including the loss of 5,000 classroom educators since 2018 and the recent closures of special education programs across the province. The report outlines 27 recommendations for the Ontario government to finally address these long-standing issues, including increasing special education funding to match student needs, reducing class sizes, hiring additional support staff, ensuring timely access to psychological assessments, and updating the flawed funding formula with current data.

This paper will inform and support collective bargaining for 2026, advocacy and lobbying efforts, and public campaigns.

The comprehensive full report, an executive summary, and a visual chapter summary series are available on [etfo.ca](https://etfo.ca).

## Putting Young Minds First: An ETFO Symposium on Student Mental Health

ETFO's symposium on supporting student mental health brought together experts and members to address how schools can better support students with mental health needs and advocate for improved services. Members engaged with expert panellists, asked questions, and discussed service gaps and student needs. ETFO staff are developing a summary document with key learnings, recommendations to guide future advocacy, and a poster highlighting actionable steps.

## The Heart and Art of Teaching and Learning Blog

The Heart and Art of Teaching and Learning website ([heartandart.ca](http://heartandart.ca)) continues to serve as a reflective and informative resource for teacher members in their first five years and beyond. A number of thoughtful blog posts appear each month on topics such as wellness, social justice, assessment, special education, multilingual language learners, technology tools, the value of professional learning, and teacher professional judgement. Some of this year's articles included:

- What Would Support for English Language Learners Look Like if We Built Better Schools?
- Gender-Based Violence Impacts Everyone
- Fostering Self-Regulation Through Self-Assessment

Blog posts are shared regularly with members through the member e-newsletter and more broadly through social media.

## The Occasional Teacher (OT) Conference

This year's OT Conference, The Occasional Teacher's Toolbox: Strategies for Success and Advocacy, offered practical strategies, resources, and networking tailored to the needs of occasional and long-term occasional teachers. Members heard from dynamic speakers starting with the panel discussion entitled *Strength in Advocacy: Fostering Agency and Well-Being in the OT Role*. On the second day, members participated in roundtable discussions on key topics such as health and safety, building classroom community, supporting students with special education needs, and professional learning. Participants attended workshops including I Am the Teacher, which focused on classroom management, and From Autism to All: How to Foster Inclusive Practices in Ontario Classrooms that Benefit All Learners.

## Regional and Provincial Classroom Management Course

This program has limited enrolment through a referral process and aims to assist members who are struggling with classroom management, establishing effective procedures and routines, and/or behaviour management.

In 2024-25, ETFO hosted fall, spring, and summer courses at the ETFO provincial office as well as two, two-day workshops in locals.

Members appreciated the support and timely professional learning from their Federation.

## Special Education Needs in the Regular Classroom

This **new resource** focused on autism spectrum disorder was published in 2024. The resource provides a curated summary of relevant information, numerous access points, and guiding questions that inform, prompt reflection, and support implementation of pedagogy that focuses on students with exceptionalities but ultimately benefits all learners.

ETFO members can access the digital version for free through the member secure site ([members.etfo.ca](http://members.etfo.ca)). Print copies are also available for purchase through shopETFO. The associated Special Needs in the Regular Classroom – ASD workshop was offered in eight locals with over 200 members attending.

## Supporting English Language Learners (ELLs) Workshop Series

The Supporting ELLs workshop series was hosted by eight different locals in 2024-25. The series, delivered by member facilitators with expertise in English as a Second Language programs, focuses on creating equitable programs and learning tasks for multilingual language learners (MLL). The following popular topics were offered this year:

- An Anti-Opressive Approach to Supporting MLLs
- Program Adaptations for MLLs: Learning the Curriculum while Learning English
- Supporting ELLs and Steps to English Proficiency

## Summer Academy



In 2024, ETFO's Summer Academy offered in-person and virtual courses throughout July and August.



Thirty-four three-day courses designed and delivered by ETFO members were offered over six weeks across the province and online. Courses addressed a range of topics, including assessment, culturally relevant and responsive pedagogy, Kindergarten, literacy, mathematics, and mental health and wellness. The most popular summer courses were those on structured literacy and the revised Language curriculum, followed by early years/ Kindergarten and the arts.

## Welcome to ETFO New Member Program



The New Member Welcome Program launched in 1999 as one of ETFO's first initiatives to introduce new members to their professional union. In 2024-25, it continues to be a touchstone, ensuring new members understand ETFO and how they can become involved in the union. Every year, a number of locals request a Welcome to ETFO session, which is presented by one of the provincial released officers. This year's presentations highlighted the updated *Welcome to ETFO* booklet. ETFO's ongoing work on behalf of new members continues to be important for the growth of the organization through the encouragement of internal member organizing.

## EQUITY AND WOMEN'S SERVICES

### 2SLGBTQ+ Supports

ETFO members have curated a [bank of resources and websites](#) that can be referenced to support 2SLGBTQ+ education. We encourage all members to use these online resources to help inform their pedagogy and support students throughout the year. They can be found under the [Social Justice tab on etfo.ca](#).

### Suggested Resources for Gender-Independent Children and Transgender Youth/Adults

ETFO continues to update and enhance this online document that lists resources educators can use when working with gender-independent children and transgender youth/adults. The document, available under the Social Justice tab at [etfo.ca](#), lists organizations, resources, and links to school board gender-expression and gender-identity policies.

### Non-binary Discussion Group

EWS staff held a discussion group led by a non-binary community facilitator on April 25 to seek information from members who self-identify as non-binary. Eligible members were asked to share their lived experiences of issues of harassment or discrimination and non-inclusion within the workplace. This insight will help EWS staff examine the current level of support and programming provided and inform future programs hosted specifically for non-binary members.

### Pride



**PRIDE**  
& Solidarity



Each year, many communities across Ontario offer a variety of Pride activities in which everyone, including ETFO locals, gender and sexuality alliances, and social justice clubs, can participate. Pride is about creating inclusive school places and communities.

It's an opportunity for 2SLGBTQ+ people and allies to challenge homophobia, biphobia, and transphobia, and promote social justice and equity. ETFO participated in the 2024 Pride parade and street fair.

## Indigenous Resources

The [etfofmi.ca](https://etfofmi.ca) website includes a list of resources developed by ETFO members (both Indigenous and non-Indigenous) and the broader Indigenous community, teacher union affiliates, and others in the education sector. The resources focus on First Nations, Métis, and Inuit world views, issues, and perspectives to support members in their learning and instructional practices. The site also features relevant news and dates of significance.

## Healing Conversations: A Collection of Activities for the Primary Classroom



Released in September 2024, *Healing Conversations: A Collection of Activities for the Primary Classroom* is designed to support educators in “building student capacity for intercultural understanding, empathy and mutual respect,” as stated in Call to Action 63 from the Truth and Reconciliation Commission. Delivered in a balanced, scaffolded approach, the activities in this resource speak to both the individual and collective losses and challenges faced by Indigenous Peoples. They also celebrate the resilience and strengths of Indigenous individuals, communities, and nations, and provide opportunities to focus on traditions, reclamation and revitalization, reconciliatory acts, and Indigenous joy. By incorporating Indigenous children’s literature, engaging in dialogue, and integrating aspects of storytelling, creative writing, art and visuals, and music, Primary educators and learners can reflect on the concepts of identity, family relationships, and community and begin to understand the histories and impacts of colonialism on Indigenous Peoples in Canada. Available for download at [etfofmi.ca](https://etfofmi.ca).

## Make the Season Kind – CBC School Challenge

As part of CBC’s annual Make the Season Kind campaign, ETFO partnered with the Daily Bread Food Bank, Feed Ontario, and food banks across the province to launch the first-ever CBC School Challenge.

This engaging program not only sparked meaningful conversations about social justice, poverty, and food access, it also empowered students to think critically and creatively about real-world issues. Students gained valuable knowledge and had the chance to earn recognition for their hard work, with the CBC acknowledging three outstanding submissions per division.

## Resources

### The Places We Meet: Embedding Intersectional Feminism in the Classroom, Kindergarten to Grade 8

This resource was developed to help educators and learners critically examine issues of intersectional feminism, specifically related to gender equity and anti-racism. The lessons encourage all participants to work together to understand and respond to an ever-changing and unpredictable world in which the outcomes, opportunities, and rights of girls and women continue to be challenged because of systemic oppression. A teacher guide, glossary, posters, and lesson plans for Primary, Junior, and Intermediate classrooms are available from the [Classroom Resources section](#) on the ETFO member secure site.

### Race Matters: Teaching Students to be Race-Conscious

Released in February 2024, this curriculum resource examines race, racism, and anti-Black racism through age-appropriate content for Primary, Junior, and Intermediate learners. A writing team of ETFO members developed lessons to provoke critical thinking, meaningful dialogue, and address anti-Black racism. *Race Matters* uses an anti-oppressive lens and draws from anti-racist pedagogical practices. A new addendum for Kindergarten learners is currently in development.

## Elementary Podcasts



During the year, Equity and Women's Services partnered with Communications and Political Action Services and other service areas on a series of equity-related learning opportunities and resources for members, including ETFO's *Elementary* podcast. Episodes featured in the podcast this year included:

- Anishnaabek language reclamation with Alan Corbiere
- Black in School: An Interview with Habiba Diallo
- Alan Corbiere on the History and Meaning of Wampum from an Anishnaabek Perspective

## Training/Programs

### Peer Learning for Inclusive Classrooms (WP)



ETFO partnered with Gender at Work, an international feminist knowledge organization, to offer this exciting program to 16 women members actively working in classrooms. The program's goal was to help teachers better understand the interlinked dynamics of power, voice, agency, and privilege, and how these can be harnessed to foster women's empowerment and strengthen gender equality in and through education. Participants worked together to co-create, test out, and provide feedback on learning activities that sought to answer inquiry questions. They met in person for a pair of two-day sessions and participated in check-ins with facilitators throughout the year.

### First Steps: Observer Training for Annual Meeting

This program took place at the ETFO Annual Meeting on August 12 to 15, 2024. Ten ETFO members were selected to engage in this provincial program for members who self-identify with ETFO-specified designated groups. Members learned about Robert's Rules of Order and ETFO Annual Meeting operating procedures, and observed what it was like to be part of the democratic process of the Federation. Events included new delegate training, the Annual Meeting dinner (seated with honorary life members), and frequent sessions with staff to review and debrief on the day's events. A highlight was a session in which four alumni from the previous year's program provided reflections and discussed next steps with the participants.

## Anti-Hate Conference

This inaugural one-day conference used a human rights framework to understand and advocate against hate. Participants explored different strategies to address hate within learning communities, with a focus on the role of social media. Presentations were provided by labour and employment lawyer Sheilagh Turkington and ETFO staff.

## Anti-Poverty Conference (WP)

ETFO hosted its first Anti-Poverty Conference this year. The program is designed to educate women members about the powerful intersection of anti-poverty work, unionism, and the broader labour movement. The inaugural conference included a keynote from Darlene Ciuffetelli Parker, associate dean of Brock University's faculty of education, who presented her research about poverty and schooling; a workshop by Campaign 2000 on the impacts of poverty on learning communities and advocacy; and sessions on approaches to anti-poverty through a union lens and curriculum connections to raise awareness.

## Antisemitism Resource and Workshop Development

ETFO invited members who self-identify as Jewish to assist in the development of an antisemitism resource and EWS workshop, which will be available to the locals and the membership as of fall 2025. The professional resource and workshop will support members and students with practical strategies to address antisemitism within Ontario communities, while incorporating ETFO's anti-oppression, equity, and social justice principles.

## Building Allyship for Gender Justice



ETFO launched this new program in 2024, in partnership with Gender at Work.

Members worked collaboratively to break down traditional barriers that lead to gender discrimination in schools and communities and to build their practice as allies in the quest for gender justice. They explored the interlinked dynamics of male privilege, power, voice, and agency, and how these can be harnessed to empower women and strengthen gender equality in education.

## Lateral Violence Program (WP)

In April, ETFO hosted a two-day program for women members focusing on lateral violence in the workplace. Members representing locals from across the province came together at the provincial office for the event. Facilitator Chris Leonard addressed the origins of lateral violence rooted in both colonization and oppression, the "look-fors," and tools to manage and respond to incidents of lateral violence.

## ...and Still We Rise: Act I, II and III (WP)

For the first time in history, ETFO's signature women's program was expanded into a large-scale, three-part mobilizing conference series for 300 women members. The three conferences (acts I, II, and III) began in 2024-25 and will continue in 2025-26, and address a range of issues:

- assisting women members who are interested in running for provincial or municipal elections
- supporting women activists who want to mobilize and engage other members to effect change in 2026





- encouraging women members who want to work in their communities to mobilize and engage others to speak out on the importance of public education in upcoming elections
- responding to women members who want to effect change in their classrooms by learning more about political action issues.

## Act I: Advancing Change Together

More than 200 women members from across the province gathered at the Sheraton Centre Hotel in Toronto in February 2025 for the first of the three sessions. Participants attended workshops led by other members, ETFO staff, and external organizations and participated in plenary panel discussions.

Keynote addresses included Zulfat Suara, a city councillor from Nashville, Tennessee, who spoke about her experiences as a Black Muslim elected public official, and Kim Wright, who spoke about the

provincial election results and strategies for future elections. Jeanne Beker, an iconic Canadian fashion and lifestyle journalist, joined President Brown in a fireside chat to talk about her experiences as a child of Holocaust survivors, a woman in a male-dominated profession, a parent, and a cancer survivor.

There was also a panel discussion with four women activists who were “firsts” in some way. Lyra Evans, the first trans school board trustee in Canadian history; former MPP Bhutika Karpoché, the first person of Tibetan heritage to be elected to public office in North America; Harnoor Kochar, a political organizer and outreach coordinator working to make politics more equitable, inclusive, and accessible for women, immigrants, and racialized individuals, and the first young South Asian woman in many of these spaces; and Velma Morgan, chair of Operation Black Vote Canada, where she is the architect of the first-ever Black community provincial leaders debate, Black Women’s Political Summit, and Next Generation Political Summit.



## Act II: Women Mobilizing for Change

The same members gathered for Act II in April/May, bringing 75 new members with them to engage in political discussions and actions.

While Act I focused on hearing from politicians and activists and learning about challenges and opportunities, Act II focused on skill-building, developing engagement plans, and learning the ins and outs of campaigns. Workshops were offered on building a campaign team, analyzing leadership skills, Indigenous governance, and public speaking. One workshop was designed specifically for Black women and another specifically for South Asian women.





Participants had the unique opportunity to discuss the complexities of caregiving with three experienced mentors, Jill Andrew, former MPP; and Marie Clarke Walker, former Canadian Labour Congress vice-president, and Beverley Johnson, long-time human rights and union activist who is also Marie's mother. They shared stories of being responsible for children, parents, self, and work, and both the internal and external guilt that comes with managing those responsibilities. Participants also heard from keynote speakers Riley Yesno, a queer Anishinaabe scholar, writer, and commentator from Eabametoong First Nation and Thunder Bay; as well as Elisa Reid, a gender equality advocate and author who has lived in Iceland for the past two decades.

### Act III

Act III will take place in November 2025 and will put into action all the knowledge and experience gained in Act I and Act II.

### Conscious Classrooms: Responding to Gender-Based Violence (WP)

ETFO has an ongoing partnership with Toronto Rape Crisis Centre/Multicultural Women Against Rape and White Ribbon to develop and implement Conscious Classrooms: Responding to Gender-Based Violence. The goal of this two-day women's program, which was held in April, was to enhance understanding of gender-based violence, provide strategies for trauma-informed classrooms, and support members with their duty to report.



### First Nations, Métis, and Inuit Women's Leadership Symposium (WP)

ETFO welcomed 21 Indigenous women for the ninth annual FNMI women's leadership symposium on March 18 and 19. Members came together for two days to network and connect with like-minded members from across the province. The program aims to support Indigenous women exploring leadership roles in ETFO and the greater labour community.

### First Nations, Métis, and Inuit Education Symposium

The annual First Nations, Inuit, and Métis Education Symposium took place on April 26. The theme for the event was "Learning from the Land." This year's keynote speakers included Joseph Pitawanakwat from Creator's Garden and David Hamilton, Deputy Chief Captain of the Hunt for the Métis Nation of Ontario.

### Leaders for Tomorrow (WP)

This is an intensive, year-long leadership development opportunity for women members who self-identify as racialized; First Nations, Métis, and Inuit; members with a disability; and/or 2SLGBTQ+. The program includes various workshops and experiences related to leadership roles within ETFO locally and provincially. This year, 21 women from designated groups were involved in several activities: having courageous conversations, developing an anti-oppressive framework, Indigenous ways of knowing, being an ally, writing speeches, disrupting microaggressions, and chairing meetings. Participants also had the opportunity to observe May Representative Council to see ETFO's governance first-hand.

## Next Steps (WP)



The Next Steps leadership program is open to women members who are also from one or more of ETFO's other designated groups. This year's program included an evening program with a keynote presentation by former MPP Jill Andrew. The day program consisted of workshops on how intersectionality informs the boundary between personal and professional spaces, and self-care strategies that positively affirm intersectional identities.

## Unapologetically Black

This year marked the seventh time ETFO held its annual conference on addressing anti-Black racism. This two-day program, held in May, provided a space for members to share, listen, and gain insight into issues related to anti-Black racism.

# UNAPOLOGETICALLY BLACK



May 23 was an evening of Black excellence featuring keynote speakers and community exhibitors. Colleen and Greg Birkett delivered the keynote address, *We Can Do This: Decolonizing Our Pedagogy and Prioritizing Humanity*.

On May 24, a full day of programming featured keynote speakers, interactive discussions, workshops, a community storefront, and closing plenary.

Anti-Black racism resources that provide professional and personal supports were shared with participants.

## Sisters in the Struggle (WP)

Now in its eleventh year, Sisters in the Struggle is ETFO's advanced leadership program for women. The program was offered at the Canadian Labour Congress Ontario Women's School, giving our members the opportunity to learn, share, and mobilize with women from a variety of unions across the province.

In 2024, the conference was held at McMaster University from July 7 to 12. The program focused on building a leadership toolbox, analyzing social identities, exploring the history of women's programs and positions, embracing your voice, and developing a support system. Highlights included:

- a tour of the Workers Arts and Heritage Centre in Hamilton
- two panels: "Sisterhood is a Struggle: Feminism Through the Decades" and "Fighting Back and Winning: Community Organizing and Building People Power"
- guest speakers Marit Stiles, Leader of the Ontario New Democratic Party; and Jackie Taylor, executive vice-president of the Ontario Federation of Labour

## Social Justice Conference for Male Educators

The Social Justice Conference for Male Educators was held on February 28 and March 1, with 22 members attending. Participants explored how men can show allyship through action in their roles as educators and work to promote social justice and inclusion in the public education system.

## Health and Wellness Conference for Men Educators

New this year, the Health and Wellness Conference for Men Educators, held on April 4 and 5, was tailored to the unique experiences and perspectives of men educators. The 25 participants developed a greater understanding of self-care and mental wellness to support their commitment to becoming involved in their union and creating a just society.

## Leadership Forum for Black Women Members (WP)

This is the fifth year this leadership program has been offered to support the engagement and leadership of Black women members in the union. The two-day forum focused on identifying and expanding the 22 participants' leadership skills and developing a collective stance in anti-oppression using feminist frameworks to increase participation in ETFO. Highlights included presentations that focused on misogynoir trauma, hearing the lived experiences and leadership journey of former MPP Jill Andrew, and leadership styles and opportunities within ETFO.

## Mentor Coaching Institute for Women (WP)

This two-year, multi-session program concluded its fourth cohort in 2025. This group of mentors and mentees spent two years together focused on goal-setting, identity, power, privilege, and building the mentor-mentee relationship. Mentees developed action plans to guide their learning and achievements throughout the program and were able to recognize that action plans are very much fluid documents. Participants worked with the VIA Institute, identifying important character traits and how these traits fit into their leadership journey. Participants also discussed the myth of imposter syndrome, the trap of the wellness industry, further developed their speaking and facilitating skills, and practised Robert's Rules of Order and parliamentary procedure.

## 2SLGBTQ+ Members and Allies Conference



This year's conference had a positive response with approximately 33 members participating, including members of the 2SLGBTQ+ community and allies.

This year's conference, focused on the experiences of non-binary members, featured a discussion group for non-binary members, led by a non-binary facilitator. A variety of speakers presented, including several ETFO members who led workshops focused on queer issues and educator connections.

## Visions Program (WP)



Sixteen women members in their first five years gathered to learn about ETFO's history, the work that ETFO does for members, and how to become more involved locally and provincially. The participants were thrilled to welcome service area representatives who shared their work and ways to engage with members.

## Women in Action I and II (WP)

To support locals in organizing this signature women's leadership program, ETFO provides member facilitators, curriculum materials, and a financial subsidy to offset costs for holding the in-person portion of the program. This year, there were 10 programs held from October to June.

## Women in Action Facilitator Training (WP)

Member facilitators gathered to update their resources, talk about gender justice campaigns, and share facilitation tips. During the school year, the facilitators were paired up to provide Women in Action workshops (Part I or II) to members in 10 locals.

## Local Equity and Women's Services Workshops

Equity and Women's Services workshops provided equity training to members at the local level in formats modified for after-school meetings and professional development day conferences. In 2024-25, over 40 equity workshops were requested (as of April).

The most requested and recently updated workshops were: Why Poverty; Race Matters: Teaching Students to be Race-Conscious; Unlearn. Relearn. How Colonization Impacts Your Practice; and 2SLGBTQ+ Human Rights Strategies. The following workshops were offered this year:

- 2SLGBTQ+ Awareness in Primary Classrooms
- 2SLGBTQ+ Education Timeline
- 2SLGBTQ+ Human Rights Education Strategies
- Affirming the Identities of 2SLGBTQ+ Families in Schools
- Culturally Relevant and Responsive Pedagogy
- Islamophobia Affects All Our Students
- Name It: Understanding Anti-Black Racism in Ontario Education
- Race and Education: The Water We Swim In
- Race Matters: Teaching Students to be Race-Conscious
- Unlearn. Relearn. How Colonization Impacts Your Classroom
- Why Poverty

## Social Justice Chair Training – Fall Leadership 2024

Forty-nine local social justice committee chairs gathered at Fall Leadership for a day of sharing and learning. Local chairs had opportunities to share best practices, discuss the intersection of artificial intelligence and equity with colleagues, and learn more about how ETFO can support locals. A carousel featured facilitators of each of the new Equity and Women's Services workshops (Decolonizing Your Practice; Race Matters; and 2SLGBTQ+ Human Rights Strategies) and provided a preview in small groups.

## Status of Women Chairperson Training – Leadership 2024

Local status of women committee chairs from across the province gathered to plan, reflect, and share best practices. Together, they reviewed ETFO's Status of Women Resource Guide, worked through an activity using the Anti-Oppressive Framework Triangle of Power that comes from the Women in Action Part I program, and learned about member outreach and event planning. There was also time dedicated to discussing strategies to engage members.

## Local Executive Equity Training

During 2024-25, EWS engaged in local executive equity training with nine teacher locals, two occasional teacher locals, and one designated early childhood educator (DECE) local, covering topics including: different levels of critical equity conversations, anti-oppressive framework capacity-building, and action planning at the local level. Local executives expanded their knowledge on allyship, recognizing biases, supporting internationally trained educators, examining issues of gender identity, affinity spaces, and other topics.

Action plans developed during the training featured coordinating member focus groups and surveys, exploring local constitutions to support women's programs and equity-focused initiatives, planning affinity spaces, looking at demographic changes, equity training for stewards and social justice committees, and other equity goals. This program has been significant in building collective capacity of equity and anti-oppressive frameworks within and beyond the local level.

## Incentive Funding

### International Women's Day Local Incentive Fund (WP)

Local incentive funding for International Women's Day (IWD) is a program that provides funding to locals to assist with costs related to providing local programs that promote and celebrate IWD events. This year, up to \$30,000 in funding was requested and provided to 15 locals. Of the locals that accessed this incentive fund, two were DECE locals, one was an education support personnel local, five were occasional teacher locals, and seven were teacher locals.

### Take Back the Night (TBTN) Local Incentive Fund (WP)

Each September, TBTN activities are held nationally and internationally to demand the right to be safe and free from gender-based violence. Incentive funding of up to \$300 per local is available and is provided on a first-come, first-served basis. In 2024, 21 locals received incentive funding to plan TBTN virtual events.

## HEALTH AND SAFETY SERVICES

Health and Safety Services assists locals, committees, and members with advocacy, information, and action for safer and healthier school communities. This year, there has been a continued focus on workplace violence, as well as the wide variety of health and safety issues affecting ETFO members, such as reporting, training, risk assessments, work refusals, and related chronic and traumatic mental stress injuries.

Prioritizing safe building infrastructure is part of ETFO's advocacy efforts through Building Better Schools and our education funding and pre-budget consultation submissions. The failure to maintain school infrastructure has resulted in schools with built-in hazards like structural weaknesses, asbestos, and poor ventilation, and in schools that don't protect students and workers from outside hazards like infectious diseases, wildfire smoke, and pests.

ETFO continues to monitor and provide guidance on perennial workplace hazards, such as lead in drinking water and high temperatures in schools, and works with locals and allies to identify emerging hazards and health and safety issues.

### Provincial Working Group on Health and Safety

ETFO is represented by staff at the Provincial Working Group on Health and Safety (PWGHS) alongside representatives from other education sector unions and organizations, including the Council of Ontario Directors of Education and Ontario Principals' Council.

Each PWGHS meeting provides an opportunity to collaborate with stakeholders, to consult with the Ministry of Labour, Immigration, Training and Skills Development (MLITSD), and to work directly with the Ministry of Education on issues of occupational health and safety. The parties' ongoing commitment to the PWGHS has been confirmed through bargaining in a Letter of Agreement, and the issue was identified as a priority issue. One subcommittee is gathering information on best practices to address violence in schools from school boards all over Ontario. The results will be used to update *Workplace Violence in School Boards: A Guide to the Law*, expected by August 2026.

The Ministry of Education sent school boards information and resources for violence risk assessments and incident debriefing as a result of bargaining gains. Locals have had the opportunity to participate in workshops on how these can be used to

increase the boards' compliance with the *Occupational Health and Safety Act* and better protect members from harm due to violence.

Worker representatives have continued to raise the issue of the update of the Provincial Model for Local Police/School Board Protocol, which was last updated in 2015, and which was anticipated much sooner. They also highlighted the ongoing lack of guidance and data concerning the exclusion of students for safety reasons, and offered input. Updates are also expected to Policy/Program Memorandum 145 – Progressive Discipline and PPM 120 – Reporting Violent Incidents to the Ministry of Education.

A subcommittee created to update the PWGHS's terms of reference discussed the scope of the committee, and there seemed to be an attempt by the government and employer representatives to limit discussions. However worker representatives held firm, and the agreed upon non-exhaustive list continues to include concerns raised by ETFO members, such as indoor air quality, mental health, heat stress, and structural concerns from reinforced aerated autoclaved concrete.

The fourth and final meeting of the school year was held in June. Although the work of the committee was interrupted by the provincial election, and prior to that, by bargaining, labour members have continued to collaborate on issues. The work on violence, on accessing health and safety information at the provincial and local level, and on ongoing and emerging issues will continue.

### Joint Health and Safety Committees (JHSC)

Supporting local leaders and members of JHSCs is key to enabling a strong internal responsibility system in each workplace. Local health and safety representatives contacted staff for advice on recommendations, inspections, and their entitlement to information. Health and Safety Services staff continued to support members who believed their work was likely to endanger them, with some members opting to exercise their right to refuse unsafe work.

JHSCs continue to be reminded of the requirement under the *Occupational Health and Safety Act* to seek approval from the Ministry of Labour for their multi-workplace structure arrangement. ETFO staff continues to be available to advise locals on changes to their terms of reference to support their multi-workplace JHSCs.

## Consultations and Advocacy

Staff participated in the work of the health and safety committees of the Ontario Teachers' Federation (OTF), the Ontario Federation of Labour (OFL), and the Canadian Labour Congress (CLC), discussing concerns about inadequate enforcement by the Ministry of Labour, as well as strategies to address health and safety concerns. Through the OFL, CLC, and the Occupational Health Clinics for Ontario Workers (OHCOW), ETFO participated in consultations on third-party violence and harassment, health and safety training provided by the Workers Health and Safety Centre (WHSC), and the federal Workplace Hazardous Products Program.



ETFO joins the labour movement in advocating for proper funding to sustain the WHSC and the OHCOW. Health and Safety Services staff continue to share the excellent resources each partner organization provides. Through subsidies, ETFO's WHSC Level I program, and promotion of training opportunities, ETFO has successfully built capacity in this area, and now has 17 active members from 12 different school boards who are qualified WHSC instructors.

The WHSC Subsidy (WP) is available for WHSC instructor training to support the leadership development of women members as they build their knowledge and advocacy for safer and healthier workplaces.

## Workshops

Training is the cornerstone of every health and safety program. Training ensures members are aware of their rights, know how to control their exposure to hazards, and use JHSCs and the MLTSD for enforcement, if necessary. ETFO staff planned, developed, and presented the following:

- ETFO's annual Health and Safety Conference was held on November 11 and 12. Seventy-eight members participated in the program, which included a keynote address from Dawn Hoffman from Stratcom on the results of ETFO's 2023 All-Member Violence Survey and focus groups. Workshops were offered on health and safety awareness, workplace mental health, heat and cold stress, and noise.
- ETFO's WHSC Level I Labour Activist program was held from November 25 to 29 to build capacity to provide training to members. The 15 participants now have the prerequisite for the WHSC instructor training.
- The Women's Health and Safety Conference (WP) was held on January 23. The program used a gender framework to support the leadership development of 62 women members to build knowledge and advocacy for safer and healthier workplaces.
- The Health and Safety special topics conference this year was Resisting Resilience: Psychosocial Hazards in the Workplace. It was held on March 28 and 29 for 30 participants.
- Regional Health and Safety training was held in three locations across the province in May. Every local was invited to send at least one delegate to develop knowledge, advocacy, and leadership in health and safety with a focus on work organization and workplace violence. Seventy-one members participated in the regional training, including an indoor air quality workshop.
- Locals from 15 school boards applied for cost-sharing funding to present the Action on Violence Program for ETFO members. Facilitators trained in May 2024 presented the program, and both they and the participants provided valuable feedback. The videos accompanying the program were promoted and have been used as standalone resources in locals.
- Health and Safety Services staff collaborated with staff from Professional Learning/Curriculum Services on the planning for Putting Young Minds First: An ETFO Symposium on Student Mental Health.
- Health and Safety Services staff presented at workshops offered by other service areas, including Fall Leadership, New President Training, Union School, Leaders for Tomorrow, Virtual Academy, and the Collective Bargaining Conference.

## COLLECTIVE BARGAINING (CB) SERVICES

### CB Conference

The 2025 CB Conference was held in April. Approximately 200 participants attended from locals across the province. The conference provided participants with focused training and support on skills needed to enforce central and local collective agreements, and to advance the union's interests in the interim period before the 2026 round of bargaining. The keynote was delivered by education and technology expert Phil McRae, who spoke about artificial intelligence and the considerations for bargaining. A panel discussion on class size featured insights from Nina Bascia of the Ontario Institute for Studies in Education, ETFO staff member Tara Zwolinski, and Ricardo Tranjan of the Canadian Centre for Policy Alternatives. Local presidents, chief negotiators, and up to two additional members of their local collective bargaining committee who had direct responsibility for collective agreement enforcement were invited to attend the conference.

### Women's CB Issues Conference, Level I and Level II - Women's Program (WP)

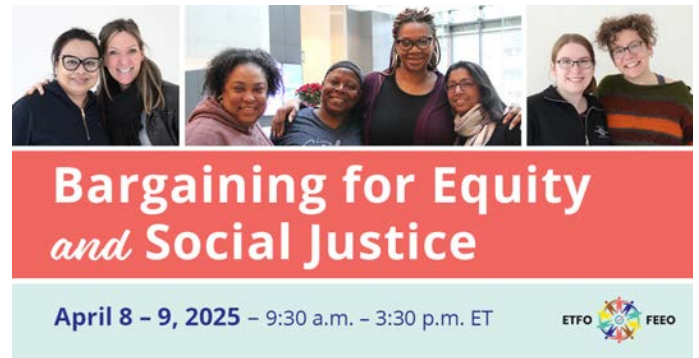


In November, participants attended the Women's CB Issues Conference, Level I (WP), an entry-level training session that allowed women members to learn and develop skills that will assist them in becoming involved in the local bargaining process. The theme of this year's conference was "Knowledge is Power – Demystifying Collective Bargaining."

Members heard from keynote speaker MaryAnne Laurico, staff regional representative from the Public Service Alliance of Canada; engaged in collective agreement comparison activities; discussed collective bargaining issues facing women today, and received an overview of ETFO's collective bargaining process.

In March, members who had previously participated in Level I were provided an opportunity to take part in Women's Collective Bargaining Issues Level II (WP). Participants expanded their knowledge of the collective bargaining and negotiation processes while developing personal skills to bring to leadership roles in their locals. Attendees learned from a panel of local leaders and engaged in an analysis of women's issues in bargaining and an intensive bargaining role play.

### Bargaining for Equity and Social Justice (WP)



This two-day conference is an entry-level program for women members who have been or would like to be engaged with their locals in some capacity, including as members of local collective bargaining committees, local standing committees, or workplace stewards. In April, participants considered the concept of bargaining for equity and social justice, how it was applied in the most recent round of bargaining, and began conversations and planning for future rounds.

The conference included workshops and presenters that helped attendees develop a more complex and intersectional view of ETFO membership. Participants explored practical skills needed at the bargaining table and considered how collective agreements can better serve a diversity of needs and advance social justice.

### Bargaining Basics for Members in Their First Five Years

This one-day conference for members in their first five years was offered for the first time in March. The program sought to demystify ETFO bargaining for those who are new to the process. Participants learned about how ETFO conducts bargaining at the central level (with the province) and at the local level (with school boards), the importance of member solidarity to the bargaining process, and their role in the continued enforcement of their collective agreement.

## Effective Negotiation Skills for Local Leaders

The Effective Negotiation Skills for Local Leaders workshop is an advanced learning opportunity for local leaders who are working toward further positions of leadership within the Federation. The focus was on developing the skills needed to engage in complex negotiations and dispute resolution, deal effectively with potential employer-union conflicts, and build relationships with board negotiation and human resources teams. Participants received in-depth training over two days in May.

This training was designed for local leaders who already have a formal connection to their local executive and/or have collective bargaining responsibilities.

## Collective Bargaining (CB) Academy

CB Academy is an intensive six-day bargaining program for local leaders with experience in bargaining. This year's extended learning sessions were held at the ETFO provincial office in January, April, and June 2025. Approximately 25 local leaders participated in the training to strengthen their collective bargaining skills, covering key areas such as effective negotiation principles, equity-based negotiations, the roles and responsibilities of local bargaining committees, relevant legislation, education finance, and the maintenance and enforcement of collective agreements.

## Arbitration Round-Up: Recent Labour Arbitration Decisions Webinar

This interactive webinar reviewed notable labour arbitration and labour board decisions from the past year. Participation was open to presidents, chief negotiators, grievance officers, and released local leaders.

## Local Bargaining

CB staff continued to work throughout the year with local leaders and local bargaining teams to conclude local bargaining. The final local collective agreement was ratified on January 27, 2025. During the 2022 round of collective bargaining, ETFO negotiated 87 local/bargaining unit collective agreements.

## ETFO Pay Equity Strategy for Education Workers

In 2024, ETFO embarked on a strategy to address pay equity issues for its education worker members, including designated early childhood educators, education support personnel, professional support personnel, and other education worker members in 14 school boards and one school authority. The process is governed by the *Pay Equity Act* (PEA), which was enacted in 1987, and is based on the premise of equal pay for work of equal value. Under the PEA, employers are required to achieve and maintain pay equity for female-dominated bargaining units in their employ. The process to achieve pay equity is ongoing.

## CB Survey and Focus Groups

Since the 2014 round of central bargaining, which was ETFO's first experience with formal two-tier bargaining as set out in the *School Boards Collective Bargaining Act*, ETFO has obtained member input into bargaining goals through an extensive multi-tiered surveying process. For the 2026 round of central bargaining, the survey was revised and streamlined to encourage greater participation. The surveying process began with the all-member online and telephone survey in May and will conclude with member focus groups in the fall. As in the past, ETFO contracted research firm Strategic Communications Inc. (Stratcom) to support this process.

## CB Communications

CB e-newsletters are emailed to approximately 81,000 members and posted on the ETFO secure site at [members.etfo.ca](https://members.etfo.ca). They provide members with brief, timely updates on central bargaining.

ETFO's CB website ([etfocb.ca](https://etfocb.ca)) includes detailed technical bargaining information. It serves as a one-stop hub where members can access links to bargaining information, central agreements, social media shareables, education, and bargaining-related news, as well as bargaining-related media releases issued by ETFO. The CB website was given a complete refresh and is being relaunched in preparation for the 2026 round of bargaining.

CB communications staff also maintain a members-only Facebook group for collective bargaining with approximately 10,400 members. This group is moderated by ETFO staff and provides members with an opportunity for open dialogue and discussion about central bargaining issues.

## PROFESSIONAL RELATIONS SERVICES (PRS)

PRS staff provide daily advice to members, stewards, and local leaders on a wide variety of workplace issues and members' rights and responsibilities. This includes conflict resolution, ethics, accommodation, return-to-work issues, human rights, Ontario College of Teachers (OCT)/College of Early Childhood Educators (CECE) complaints, Children's Aid Society (CAS) and police investigations, performance appraisals, mitigating workplace violence, Workplace Safety and Insurance Board (WSIB) claims, and long-term disability (LTD) claims.

### ETFO Anti-Oppressive Framework Training



PRS staff continued to support Anti-Oppressive Framework training through three sessions this year, providing a PRS perspective when addressing issues and offering tools for responding to related challenges.

### PRS Matters Bulletins

Through PRS Matters bulletins, PRS staff provide advice about legislative changes and legal and professional issues. Copies of new bulletins are mailed to workplace stewards and can be accessed by members online at [etfo.ca](http://etfo.ca). This year, PRS staff created several new bulletins to address trends in public education:

#### Understanding Human Rights Complaint Processes

Given the many challenges that can arise when navigating human rights complaints, this document offers a general overview of board processes and encourages members to reach out to their ETFO local or PRS staff for assistance as soon as they become involved with a human rights complaint.

### Professional Misconduct and the CECE

All designated early childhood educators must ensure they are familiar with the College of Early Childhood Educators' code of ethics and standards of practice, professional misconduct regulation, professional advisories, and any other ongoing requirements and expectations the college imposes. This bulletin advises members on any breach of these standards and expectations, which could result in a professional misconduct complaint.

### Privacy in the Workplace: Understanding Your Rights and Responsibilities

Increased surveillance and advances in digital technology are testing the boundaries of the right to privacy in the workplace. This bulletin seeks to highlight some of these challenges and provides members with tips and best practices to navigate their rights and responsibilities in the workplace.

### Artificial Intelligence (AI): Advice to Members

The use of AI in public education is on the rise. This bulletin offers guidance to ETFO members when selecting and using AI technology in their classrooms.

### Member Guides

The following [member guides](#), created and updated by PRS staff, are available on the ETFO website:

- Guide to Pregnancy and Parental Leave
- A Member's Guide to Employment Insurance
- A Member's Guide to WSIB
- A Member's Guide to LTD

### PRS Town Hall

In February, PRS provided an opportunity for local leaders to connect with the provincial office through a town hall meeting. This year, the focus of the discussion was on the results of the PRS focus group with members who identified as persons with a disability. Local leaders were able to ask questions and discuss issues with PRS staff on a wide range of relevant topics.

### Virtual Academy

The following PRS webinars were offered this year:

## Supporting Trans and Gender Non-Conforming Members

This virtual workshop for local leaders was hosted in March. Information was shared to help local leaders:

- understand exemptions
- understand competing human rights
- develop and use proactive and reactive strategies for support and advocacy within the local, at both system and individual levels, with the board and at the bargaining table

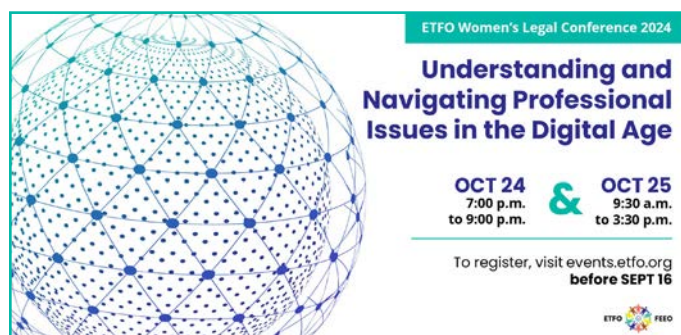
Participants were also provided a resource package and information about 2SLGBTQ+ workshops offered by Equity and Women's Services.

## Supporting Members through the Medical Accommodation Process

While the onus is on the employer to provide appropriate medical accommodations for the employee, ETFO has a legal requirement to act as a partner throughout the accommodation process. Local leaders must work with the employer and the employee to arrive at the medical accommodation(s) that is least disruptive to the member, other workers, and the work environment. This workshop walked local leaders through the process and examined some possible scenarios they might encounter.

## PRS Workshops

PRS staff responded to requests from local leaders, members, and faculties of education for presentations/workshops to address professional issues, including supporting stewards, teacher performance appraisal, pregnancy and parental leaves, professional boundaries, and retirement. PRS staff also offered leadership development workshops at Fall Leadership and New Presidents Training.



## PRS Member Focus Group

A PRS member focus group was held this spring to seek information from DECE/ESP/PSP members. Member participation helped PRS staff examine the level of support and programming needs from a PRS lens that could be provided to these members.

## Annual Conferences and Programs

The focus of PRS conferences is to help prevent professional issues before they arise by educating members on their rights and responsibilities. Conferences also address recent changes to legislation and other issues affecting the profession. This year's offerings included:

- **An Ounce of Prevention: Kindergarten Conference** is a program for Kindergarten teachers and DECE team members. This year's sessions focused on fostering collaboration between educators in the Kindergarten program.
- **Beyond the Basics Conference – Women's Program (WP)** is a four-day conference held in two sessions (December 2024 and March 2025). It provides aspiring local leaders who identify as women with the opportunity to build networks, challenge barriers, and develop leadership skills in professional relationships, including legal rights and responsibilities.
- **Planning and Programming** is designed to help teachers experiencing difficulties in planning and instruction. This course is held twice a year and registration is by referral only.
- **Professional Boundaries** is a course for members who need training on professional conduct and boundaries to help them understand their responsibilities. Registration for this course is by referral only.
- **Women's Legal Conference: Understanding and Navigating Professional issues in the Digital Age (WP)** focused on professional issues surrounding technology, and provided strategies and tips to navigate these challenges. It included a keynote discussing technology-facilitated gender-based violence.
- **Understanding Human Rights Investigations for Local Leaders** provided training for local released leaders who directly support members involved in human rights investigations. Workshops focused on trauma-informed representation, as well as externally referred, board-level, human rights investigations.

## Workplace Safety and Insurance Board (WSIB)

PRS offered the following WSIB presentations:

- Beyond the Basics Conference – WSIB Claims for Workplace Mental Health Injuries
- New Presidents Training – WSIB and Return to Work
- Leadership 2024 – WSIB Claims for Workplace Mental Health

ETFO remains committed to helping members access WSIB coverage for work-related injuries or illnesses. The most common injuries experienced by ETFO members are mental stress and traumatic brain injuries, especially concussions with or without secondary psychological conditions.

## Long-Term Disability (LTD)

ETFO's LTD plan remains stable and member contribution rates did not increase in the 2024-2025 school year. PRS staff helped local leaders support members through LTD processes and the complex issues that arise when a member is off work due to illness or injury.

PRS staff also assisted members with LTD claims with a date of disability before January 1, 2020, which were migrated to Manulife for claim management, and benefit payments to understand and confirm the transition details and facilitate resolution of any service-related concerns.

## Children's Aid Society (CAS) and Police Investigations

PRS staff continue to advise and support members facing allegations of inappropriate conduct with students, which are reported to CAS and/or police. PRS staff note an ongoing increase in allegations that require union and/or legal representation.

## College of Early Childhood Educators (CECE)

In 2024-25, the CECE evaluated its investigation rules and processes with an equity lens and identified an inherent imbalance of power and resources between the college and the member facing allegations.

As a result, the CECE implemented a pilot program that allowed the Investigation Committee to impose a "specified continuing education or remediation program" as an outcome of an investigation. This includes coursework and/or mentoring to target practice gaps and skill deficits.

Changes are in process related to discipline and fitness to practice committees' procedures that include:

- neutral case management facilitator available to support registered early childhood educators by providing information about the discipline process, their options, and the consequences of their options
- strong emphasis on using plain language throughout the hearing process
- streamlining the case finalization process (following investigations)

PRS staff will be monitoring the implementation of these changes while supporting DECE members who are the subject of a CECE complaint.

PRS staff continue to counsel and support CECE members regarding investigations related to professional misconduct, incapacity, and fitness to practise, along with monitoring activities at the CECE.

## Ontario College of Teachers (OCT)

On October 1, 2024, the OCT governing council approved regulatory amendments providing the OCT registrar the authority to suspend the certificates of OCT members who have not completed the Sexual Abuse Prevention Program (SAPP). The amendments were filed October 28, 2024, and are now in force. The deadline for completion was July 1, 2025. Over 98 per cent of OCT members have completed the SAPP to date.

OCT complaints against ETFO members continue to rise. The OCT reported that there are fewer concluded discipline proceedings in 2024 than in past years and the discipline and fitness to practise committees both note a trend of increasing numbers of contested matters.

PRS staff will continue to counsel and represent members at the OCT with investigations related to professional misconduct, incapacity, and fitness to practise.



## FEATURE

# STUDENTS BECOMING CHANGEMAKERS

Emily Chan interviews student activist  
Cecilia La Rose-Luciuk.



ETFO Voice keeps members updated on professional and political issues through its quarterly print publication and online at [etfovoice.ca](http://etfovoice.ca).



## Fall Issue Highlights:

- Annual Meeting round-up
- Ontario's fail-to-fill issue
- Teaching about truth and reconciliation
- Early reading screeners
- Media literacy



## Spring Issue Highlights:

- Climate justice issue
- Students as change makers
- Protecting water and advocating for Grassy Narrows
- Starting a social justice committee in your local



## Winter Issue Highlights:

- Navigating special education challenges
- Responsive practices for early learners
- Getting involved in the union
- Graffiti art to commemorate social justice heroes



## Summer Issue Highlights:

- Annual women's issue
- Highlighting diverse women's voices in literature
- Reflecting on 20 years of Leaders for Tomorrow
- Creating STEAM spaces for girls
- Starting a school-wide, student-led dance program

# ETFO Websites

## Building Better Schools

[buildingbetterschools.ca](http://buildingbetterschools.ca)

ETFO's public education platform with resources that contribute to public discussion on how to make our public schools the best they can be.

## Collective Bargaining

[etfocb.ca](http://etfocb.ca)

This is the official website of ETFO's collective bargaining efforts.

## ETFO-AQ

[etfo-aq.ca](http://etfo-aq.ca)

ETFO's site for Additional Qualifications courses developed and delivered by teachers for teachers.

## ETFO Events

[events.etfo.org](http://events.etfo.org)

Register for ETFO events on this website, which includes a calendar of upcoming programs for members. ETFO events, presented by service areas, are offered throughout the year.

## First Nations, Métis, and Inuit Education

[etfofnmi.ca](http://etfofnmi.ca)

This website includes a compiled list of First Nations, Métis, and Inuit (FNMI) resources developed by ETFO, teacher union affiliates, and others in the education sector.

## Health and Safety

[etfohealthandsafety.ca](http://etfohealthandsafety.ca)

Visit for information about issues affecting member wellness, including how to prevent or deal with hazards in the school community, violent incidents, and initiatives to make health and safety a priority in school boards.

## Members Sharing in Assessment

[etfoassessment.ca](http://etfoassessment.ca)

A website to help members enhance their understanding of assessment and learn new strategies and approaches.

## Occasional Teachers

[etfo-ots.ca](http://etfo-ots.ca)

A website designed to help occasional teachers with curriculum documents and lesson plans, it also provides advice on pertinent legal issues, and more.

## Professional Learning in the Early Years

[etfopley.ca](http://etfopley.ca)

Supporting educators in learning more about teaching in the early years, the site includes videos, facilitator guides, photo galleries, and tours of early years classrooms.

## shopETFO

[shop.etfo.ca](http://shop.etfo.ca)

A site to purchase ETFO-branded clothing, stationery, and other fun items, as well as ETFO resources for educators.

## The Heart and Art of Teaching and Learning

[heartandart.ca](http://heartandart.ca)

This interactive blog and resource for beginning teachers is written by fellow educators and focuses on relevant topics for those new to the profession.

## Voice

[etfovoice.ca](http://etfovoice.ca)

The official website of ETFO's *Voice* magazine, containing current and back issues as well as blog posts and book reviews.

# ETFO 2024-2025 Member Survey: WHO WE ARE

ETFO's annual member survey helps inform decisions about programs and activities and predict future member needs. This year, we received responses from almost 30 per cent of members who were sent the survey.

## Membership Population\*

Member Type	2016   2017	2017   2018	2018   2019	2019   2020	2020   2021	2021   2022	2022   2023	2023   2024	2024   2025
Teachers	57,604	58,839	59,931	58,367	58,107	56,730	57,565	59,639	59,233
Occasional Teachers (OT)	20,958	24,121	25,621	25,178	28,532	27,294	27,702	27,137	27,156
ESP/PSP/DECE/ALI**	2,990	3,114	3,229	3,337	3,840	4,124	4,089	4,432	4,254
<b>Total</b>	<b>81,552</b>	<b>86,074</b>	<b>88,781</b>	<b>86,882</b>	<b>90,479</b>	<b>88,148</b>	<b>89,356</b>	<b>91,208</b>	<b>90,643</b>

\*These numbers reflect a headcount; some members may have multiple membership types.  
\*\*ESP – education support personnel; PSP – professional support personnel; DECE – designated early childhood educator; ALI – adult literacy instructor.

## Membership

The overall membership did not change significantly from the prior year, though there was a slight increase in the ALI and ESP numbers.

## Gender

The percentage of ETFO members who are women has remained stable at between 80 and 82 per cent over the past 18 years. This year, 0.24 per cent of the membership who responded to the survey identified their gender as “other.”

## Age

### Teacher Members:

- Almost 75 per cent are aged 35 to 54, while 10.5 per cent are 34 or under.
- The number of those aged 45 to 54 has remained stable at just over 44 per cent.
- The 55 to 64 age group has also remained stable for the last few years at slightly more than 15 per cent.

### OT Members:

- Slightly more than 15 per cent are aged 55 to 64, while over 29 per cent are 34 or younger.
- The 45 to 54 age group has remained stable this year with just over 15 per cent.

- There was a decrease of those aged 55 to 64, down this year to almost 24 per cent from 28 per cent.
- The percentage of members 65 or older decreased this year, and now stands at 9.85 per cent.
- Almost 49 per cent are over 45 while 29 per cent are under the age of 34.

### DECE Members:

- Thirteen per cent are under the age of 34, while 55 per cent are over 45.

### ESP/PSP/ALI members:

- Fifty-five per cent of these members are between the age of 35 and 54.

## Grades Taught

- Approximately 20 per cent of ETFO members reported that they taught a combined grade.
- Just over 1.5 per cent of members reported that they taught in a triple-combined grade.
- Of those members who stated they taught Kindergarten, 93 per cent were women.
- Male members represented 35 per cent of those members who stated they taught Grade 8.

## Part-Time Work

- Almost five per cent of teacher members work part time. Of members who stated they work part time, 91 per cent are women.
- Only one per cent of male members work part time, while a little over nine per cent of female members indicated they work part time.

## Qualifications

Members with a BA, B.Sc.....73.86%  
 Members with a B.Ed .....81.66%  
 Members with a master's degree.....18.42%

Members with one specialist certificate.....29.52%  
 Members with two specialist certificates.....16.83%  
 Members with no specialist certificate.....46.12%

Qualifications Evaluation Council of Ontario  
 Members with a rating of A4 .....75.32%  
 Members with an A3 rating.....13.03%

### Teacher Members – Years of experience

Years of Experience	2024-2025	2002-2003
Less than 1 year	0.86%	2%
1-4	6.05%	19%
5-10	15.59%	19%
11-15	17.87%	18%
16-20	21.93%	12%
21-25	24.04%	11%
26-30	11.66%	11%
31+	1.99%	5%

Slightly less than seven per cent of teacher members have fewer than five years of experience, almost 23 per cent have fewer than 11 years of experience, and nearly two per cent have more than 31 years of experience.

### OT Members – Years of Experience

Years of Experience	2024-2025	2003-2004
Less than 1 year	13.32%	10%
1-4	22.79%	20%
5-10	17.20%	10%
11-15	9.77%	6%
16-20	8.10%	4%
21-25	6.31%	4%
26-30	6.04%	7%
31+	16.48%	30%

Thirty-six per cent of OT members have fewer than five years of experience, and slightly more than 16 per cent have more than 31 years of experience.

### DECE Members – Years of experience

Years of Experience	2024-2025	2014-2015
Less than 1 year	2.98%	0.6%
1-4	14.59%	91.0%
5-10	25.64%	4.4%
11-15	32.04%	1.9%
16-20	6.85%	0.9%
21-25	9.17%	0.5%
26-30	4.97%	0.3%
30+	3.76%	0.2%

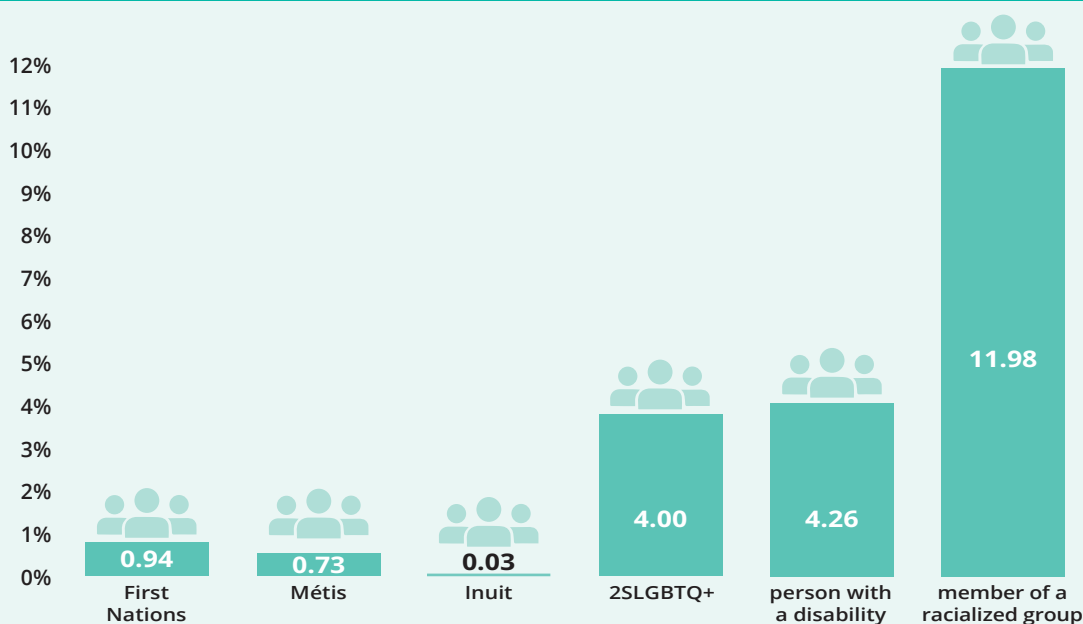
More than 43 per cent of DECE members have fewer than 11 years of experience.

### ESP/PSP/ALI Members – Years of experience

Years of Experience	2024-2025	2003-2004
Less than 1 year	7.45%	1%
1-4	22.98%	17%
5-10	21.12%	24%
11-15	11.18%	24%
16-20	9.32%	17%
21-25	15.53%	3%
26-30	7.45%	1%
30+	4.97%	0%

Thirty per cent of ESP/PSP/ALI members have fewer than five years of experience and almost five per cent have more than 31 years of experience.

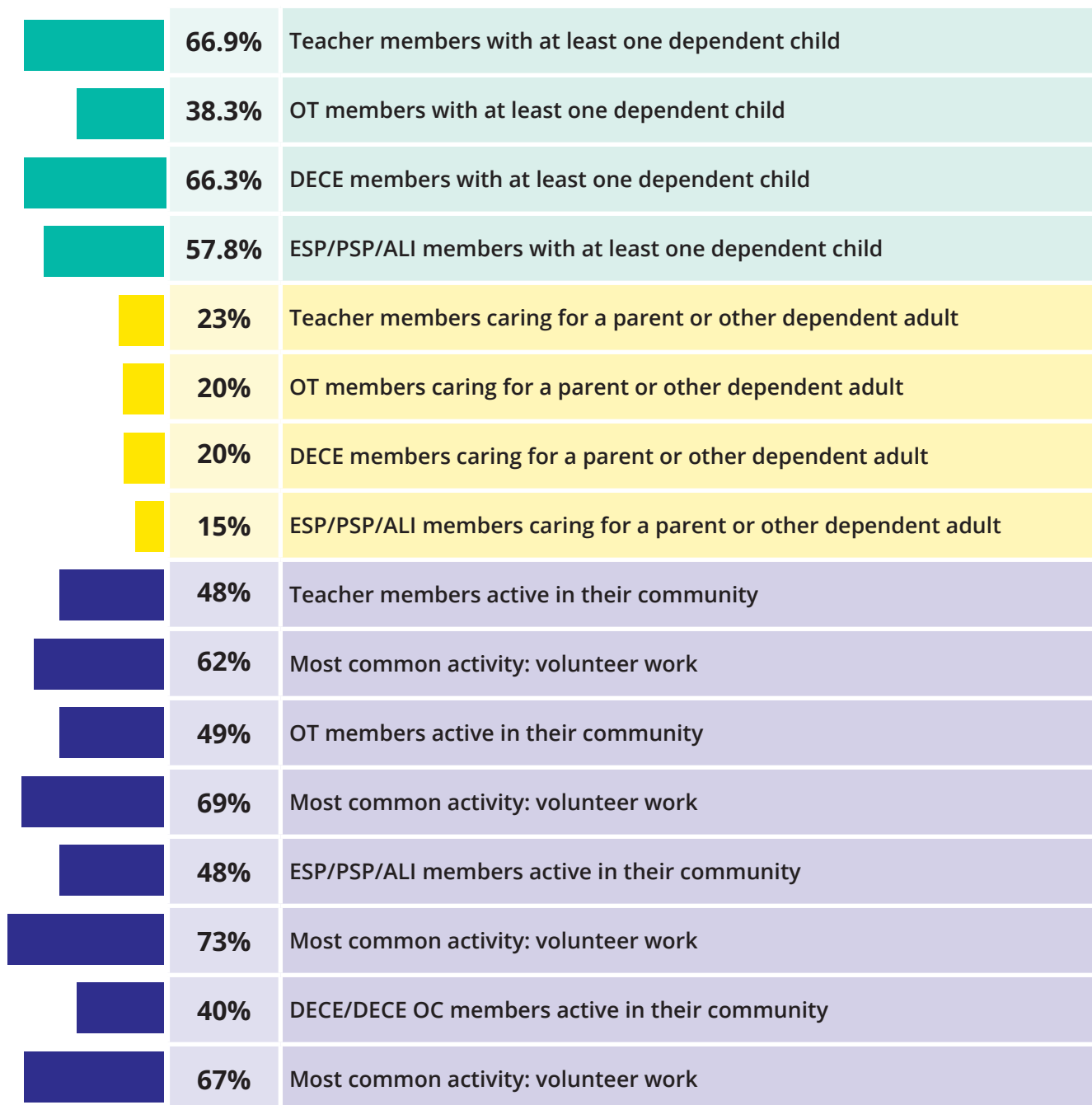
### Member Self-Identification



- Almost 1.8 per cent of teacher members report being either First Nations, Métis, or Inuit. This compares to almost 1.4 per cent for OT members, 1.54 per cent for DECE members, and almost nine per cent of ESP/PSP/ALI members.
- The percentage of teacher and OT members who report being a person with a disability is over four per cent. That compares to almost two per cent for DECE members and over 4.3 per cent for ESP/PSP/ALI members.
- Over 3.6 per cent of teacher members identify as being two-spirit, lesbian, gay, bisexual, transgender, queer, or questioning (2SLGBTQ+). Male teachers represent just over 42 per cent of teacher members who self-identified as 2SLGBTQ+.
- Almost 12 per cent of teacher members identify as belonging to a racialized group. That compares to more than 13 per cent for OT members, 8.95 per cent for DECE members, and 3.11 per cent for ESP/PSP/ALI members.

# Activities Outside TEACHING

Like other professionals, ETFO members have responsibilities and pursue activities that are outside of their profession:



# 2024-2025 ETFO Local Presidents

## Algoma

Occasional Teacher Local	Ryan Geick
Teacher Local	Shelly Predum

## Avon Maitland

Occasional Teacher Local	Kim Finlayson
Teacher Local	Laura Inglis-Eickmeier

## Bluewater

Occasional Teacher Local	Andrew Chittka
Teacher Local	Julie Stanley

## Durham

DECE Local	Rayna Barrese
Catholic DECE Local	Kelly Mulville
Occasional Teacher Local	George Taylor
Teacher Local	Mary Fowler

## Grand Erie

DECE Local	Stephanie Scott
Occasional Teacher Local	Amanda Baxter
Teacher Local	Carolyn Proulx-Wootton

## Greater Essex County

Occasional Teacher Local	Heather Latam
Teacher Local	Mario Spagnuolo

## Halton

DECE Local	Amy Korzack
Occasional Teacher Local	Brad Boehmer
Teacher Local	Lisa Klimkowski

## Hamilton-Wentworth

DECE Local	Tamara DuFour
Occasional Teacher Local	Barry Naidoo
Teacher Local	Cindy Gangaram

## Hastings-Prince Edward

Occasional Teacher Local	Doug Thur/ Cynthia Riordon
Teacher Local	Sarah MacKay

## James Bay

Teacher Local	Liz Tomatuk
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## Kawartha Pine Ridge

Occasional Teacher Local	Jennifer Deck/ Katrina Howes (acting)
Teacher Local	David Berger

## Keewatin-Patricia

Occasional Teacher Local	Paul Fregeau
Teacher Local	Kimberley Douglas

## Lakehead

Occasional Teacher Local	Nancy Nix
Teacher Local	Dave Paddington

## Lambton Kent

Occasional Teacher Local	Karen Churcher
Teacher Local	Tracie Booth

## Limestone

Occasional Teacher Local	Ken Gee
Teacher Local	Stephane Charron

## Near North

Occasional Teacher Local	Margaret Soroye
Teacher Local	Rob Hammond

## Niagara

Occasional Teacher Local	Mark Carter
Teacher Local	Brian Barker

# 2024-2025 ETFO Local Presidents

continued

## Ontario North East

Occasional Teacher Local	Tamara Shortt
Teacher Local	Lori Ridley

## Ottawa-Carleton

Occasional Teacher Local	Jamieson Dyer
Teacher Local	Stephen Skoutajan

## Peel

Occasional Teacher Local	Aloysius Okafor
Teacher Local	Jessica Cooper/ Nadia Goode

## Rainbow

DECE Local	Gina McAfee
Occasional Teacher Local	Stacy Sullivan
Teacher Local	Liana Holm

## Rainy River

ESP Local	Jackie Dupuis-Brandli
Occasional Teacher Local	Carla Lampi
Teacher Local	Nancy Mapledoram- Councillor

## Renfrew County

ESP Local	Colleen Mackin
Occasional Teacher Local	K Elaine Neigel
PSP Local	Glen Mulvihill
Teacher Local	Kelly Melanson

## Simcoe County

DECE Local	Amanda Judd
Occasional Teacher Local	Monique Weiss
Teacher Local	Donnie Mills

## Superior-Greenstone

Occasional Teacher Local	David Passi
Teacher Local	Keith Hedlund

## Thames Valley

Occasional Teacher Local	Terry Card
Teacher Local	Craig Smith

## Toronto

Catholic DECE Local	Diego Olmedo
Occasional Teacher Local	Marisa Gallippi
Teacher Local	Helen Victoros

## Trillium Lakelands

DECE Local	Tina Matthews
Occasional Teacher Local	Lara Waterhouse
Teacher Local	Kellie Kirkpatrick

## Upper Canada

Occasional Teacher Local	Sylvia van Campen
Teacher Local	Claire Church

## Upper Grand

Occasional Teacher Local	Andrea Aloe
Teacher Local	Krista Pedersen

## Waterloo Region

DECE Local	Jenn Wallage
Occasional Teacher Local	Nathan Core
Teacher Local	Jeff Pelich

## York Region

Occasional Teacher Local	Nadia Ciacci
Teacher Local	Jennifer Smalley Higgs

# 2025 ETFO Award Recipients

## Anti-Bias Award

Ryan Richards  
Elementary Teachers of Toronto Local

## Anti-Poverty Award

Sezgin Nalsok  
Halton Teacher Local

## Anti-Racist and Equity Activism Award

Megan Watson  
Kawartha Pine Ridge Teacher Local

## Anti-Racist and Equity Activism Award – Women’s Program

Nkiru Azza  
Elementary Teachers of Toronto Local

Kathryn Lagerquist  
Peel Teacher Local

## Arts and Culture Award

Mark Ouellette  
Elementary Teachers of Toronto Local

## Children’s Literature Award

Brenda Lee Gladman  
Elementary Teachers of Toronto Local

## Environmental Education Award

Haley Higdon  
Toronto Occasional Teacher Local

## Health and Safety Activist Award

Lynn Buckley  
Waterloo Region Teacher Local

## Honorary Life Membership Award

Doris Duni  
Elementary Teachers of Toronto Local

Monica Rusnak  
Ontario North East Teacher Local

David Wildman  
Ottawa-Carleton Occasional Teacher Local

## Member Service and Engagement Award

Simcoe County Teacher Local

## New Member Award

Kevin Watson  
Elementary Teachers of Toronto Local

## Outstanding Role Model for Women Award – Women’s Program

Pamela Downward  
Durham Teacher Local

## Political Activist Award

Jeff Pelich  
Waterloo Region Teacher Local

## Professional Learning and Curriculum Development Award

Jonathan Pitt  
Near North Teacher Local

## Professional Learning and Curriculum Development Award – WP

Asha Nagpal  
Peel Teacher Local

## Women Working in Social Activism on Behalf of Women and Children – WP

Chantel Butterfield  
Non-ETFO Member

## Writer’s Award

Chey Cheney and Pawan Wander  
Elementary Teachers of Toronto Local

## Writer’s Award – Women’s Program

Sylv Chiang  
Elementary Teachers of Toronto Local

# 2025 ETFO Bursaries and Scholarships

## Bachelor of Education Bursaries for Children of ETFO Members

Meagan Beaudoin  
Simcoe County Teacher Local  
Braden Clemens  
Hamilton-Wentworth Teacher Local  
Maddie Conacher  
Ottawa-Carleton Teacher Local  
Kyle Dungey  
York Region Occasional Teacher Local  
James Edkins  
Rainbow Teacher Local  
Jordan Fergin  
Waterloo Region Teacher Local  
Kate Ferguson  
Waterloo Region Teacher Local  
Gunnar Koreen  
Thames Valley Teacher Local  
Tia Latour  
Upper Canada Teacher Local  
Samantha Pucher  
Waterloo Region Teacher Local  
Mya Reed  
Hamilton-Wentworth Teacher Local

## Black Educator Bursary

LeAndra Paul-Lagman

## Black Educator Bursary – Women’s Program

Soraya Graham

## Bursaries for Members of Designated Groups

Stream Addy  
Alejandro De La Cruz  
Durham Teacher Local  
Jamal Gagnon  
Hannah Gartland  
Moureen Khan  
Toronto Occasional Teacher Local  
Janna Moselhi  
Halton Occasional Teacher Local  
Monica Power  
Elementary Teachers of Toronto Local  
Bethanie Valentin  
Elementary Teachers of Toronto Local

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

Amy Dimitrov  
Lisa Hamalainen  
Nicole James-Wright  
Elementary Teachers of Toronto Local  
Emma Lockwood  
Olivia Molica Lazzaro  
Vanessa Page  
Adshaja Sriskantharajah  
Melinda Tam  
Elementary Teachers of Toronto Local

## Doctoral Scholarship

Anuka Dey  
Ottawa-Carleton Teacher Local

## Doctoral Scholarship – Women’s Program

Alannah McGregor  
Upper Grand Teacher Local

## ETFO Member Bursary

Dean Adams  
Durham Catholic DECE Local  
Lauren Barsuk  
Elementary Teachers of Toronto Local  
Angela Cove  
Algoma Teacher Local  
Tanya Forbes  
Elementary Teachers of Toronto Local  
Monica Goodfellow  
Simcoe County Teacher Local  
Niloufar Momeni  
Toronto Catholic DECE Local  
Tionie Scott  
Durham DECE Local  
Sherry Smith-Pugh  
Durham DECE Local

## First Nations, Métis, and Inuit Professional Learning Bursary

Jonathan Kuketz  
Kawartha Pine Ridge Occasional  
Teacher Local

## First Nations, Métis, and Inuit Women in Education Bursary – Women’s Program

Bailey Clyne  
Tara David  
Johanna Girdauskas  
York Region Teacher Local  
Tiana Mills

## First Nations, Métis, and Inuit Women’s Scholarship – Women’s Program

Gail Lindsay  
Malia Mizzi

## Learning and Leadership Bursary – Women’s Program

Ashley Carreiro  
Peel Occasional Teacher Local  
Devinder Panesar  
Durham DECE Local

## Master’s Scholarship

Tiffany Edey  
Elementary Teachers of Toronto Local  
Adesina Johnson  
York Region Teacher Local  
Shaun Maddock  
Durham Teacher Local  
Tammy Veevers  
Rainbow Teacher Local

## Master’s Scholarships – Women’s Program

Ashley Mcgrath-Pabon  
Elementary Teachers of Toronto Local  
Devon Moore  
Upper Grand Teacher Local  
Jaimee Stewart  
York Region Teacher Local  
Amanda Walker  
Kawartha Pine Ridge Teacher Local

## Faculty of Education Awards

Sally Bellevue  
Brock University  
Victoria Black  
University of Ottawa  
Laiken Daniels  
University of Windsor  
Sabah Hasan  
York University  
Miriam Lindsay  
Wilfrid Laurier University  
Rachael Moore  
OISE, University of Toronto  
Olivia Musico  
Western University  
Carsyn Newton  
Brock University – Hamilton  
Prachi Tanwar  
Lakehead University – Orillia

# 2024-2025 Standing Committees

## Annual Meeting

Julia Allen	Peel Teacher Local
Olive Creary-Satchell	Toronto Occasional Teacher Local
Tyler Hughes	Kawartha Pine Ridge Occasional Teacher Local
Susan Ritchie	Algoma Teacher Local
Chelsea-Anne Shields	Durham Teacher Local

## Anti-Poverty

Christina Brassett	Greater Essex County Occasional Teacher Local
Steve Dell	Durham Teacher Local
Becky Laverance	Upper Canada Teacher Local
Sherry Pashko	Niagara Teacher Local
Teresa Weselake	Renfrew County Teacher Local

## Anti-Racist Education

Shayna Brissett-Foster	Hamilton-Wentworth Occasional Teacher Local
Manjit Deol	Peel Teacher Local
Jason Findlayter	Upper Grand Teacher Local
Rukiya Mohamed	Elementary Teachers of Toronto Local
Juliet Young	Durham Teacher Local

## Arts

Geoff Core	Lambton Kent Teacher Local
Adrienne Deveau-Wachner	Hastings-Prince Edward Teacher Local
Barbara Dolanjski	Hamilton-Wentworth Teacher Local
Norlynda Owen	Upper Canada Teacher Local
Amy Whalen	Upper Canada Teacher Local

## Awards

Mitzy Alarcon	Peel Teacher Local
Amanda Baker	Halton DECE Local
Jagvir Gehlaut	York Region Teacher Local
Kristie Stanzel	Waterloo Region Teacher Local

## Collective Bargaining

Ramzi Abdi	Waterloo Region Occasional Teacher Local
Claire Church	Upper Canada Teacher Local
Patrick Drouin	Ottawa-Carleton Teacher Local
Amanda Judd	Simcoe County DECE Local
Dawn Lorbetskie	Renfrew County ESP Local

## Disability and Accessibility Issues

Kimberly Brown	Upper Canada Occasional Teacher Local
Mike Jessop	Kawartha Pine Ridge Teacher Local
Megan Watson	Kawartha Pine Ridge Teacher Local
Sarah-Jane Woods	Upper Canada Teacher Local
Ramesha Yogarajan	Peel Teacher Local

## Early Years

Sierra Ainsley	Elementary Teachers of Toronto Local
Susan Dell	Waterloo Region DECE Local
Samia Javed	Hamilton-Wentworth DECE Local
Chinelo Nweke	Peel Teacher Local
Sarah Ramsay	York Region Teacher Local

## Education Support Personnel/Professional Support Personnel/Designated Early Childhood Educator

Jerome Adamo	Halton DECE Local
Holly Aspin	Simcoe County DECE Local
Nancy Campbell	Renfrew County ESP Local
Devinder Panesar	Durham DECE Local
Wendy Sullivan	Renfrew County ESP Local

## English as a Second Language

Laurie Argent	Durham Teacher Local
Brittany Beneteau	Greater Essex County Teacher Local
Michael Watson	Ontario North East Teacher Local
Gillian Whitcombe	Upper Grand Teacher Local

## Environmental

Manprit Rai	Peel Teacher Local
Jen Reid	Halton Teacher Local
Jacqueline Whelan	Ottawa-Carleton Teacher Local
Christina Wilson	Kawartha Pine Ridge Occasional Teacher Local

## French as a Second Language

Jennifer Duncan	Ottawa-Carleton Teacher Local
Nicole Netherway	Niagara Teacher Local
Nichole Rosenberg	Peel Teacher Local
Gabriella Szolnoki-Bourgeois	Halton Teacher Local
Amanda Walker	Kawartha Pine Ridge Teacher Local

## Health and Physical Education

Jillian Janzen	Niagara Teacher Local
Peter Luu	Peel Teacher Local
James McCallum	Ottawa-Carleton Teacher Local
Carl Oliver	York Region Teacher Local

## Human Rights

Anuka Dey	Ottawa-Carleton Teacher Local
Amelia Maharaj	Elementary Teachers of Toronto Local
Tania Sanclemente	Elementary Teachers of Toronto Local
Shazia Sheikh	Peel Teacher Local
Sajah Stiller	Hamilton-Wentworth Teacher Local

## Indigenous Education

Joseph Belleau	Algoma Teacher Local
Charlotte Neckoway	Lakehead Teacher Local
Robert Rooksby	Halton Teacher Local
Rachel White	Lakehead Teacher Local

## Intermediate Division

Chris Brouillard-Coyle	Greater Essex County Teacher Local
Margaret Chung	Limestone Teacher Local
Anik Mackey	Ottawa-Carleton Teacher Local
Jane Scanlan-Price	Hastings-Prince Edward Teacher Local
Pawan Wander	Elementary Teachers of Toronto Local

# 2024-2025 Standing Committees

continued

## International Assistance

Lindsay Freedman	Peel Teacher Local
Monica Goodfellow	Simcoe County Teacher Local
Tracey Henkenhaf	Waterloo Region Teacher Local
William Mboe	Upper Grand Teacher Local
Tamara West	Simcoe County Teacher Local
Bea Yeung	Upper Grand Teacher Local

## Labour

Ivy Hickey	Thames Valley Occasional Teacher Local
Sarmistha Kundu	Peel Teacher Local
Jennifer Mackenzie-Miller	Waterloo Region Teacher Local
Antionette Payne	Durham Teacher Local
Jessamyn Samson	Limestone Teacher Local

## Library

Jessica Crowley-Tutin	Grand Erie Teacher Local
Kimberlee Hall	Near North Teacher Local
Rabia Khokhar	Toronto Occasional Teacher Local
Andrea Ryan	Near North Occasional Teacher Local
Katie Tompkins	Simcoe County Teacher Local

## Men's Focus

Jamie Aguilar	Elementary Teachers of Toronto Local
Stephen Gartshore	Elementary Teachers of Toronto Local
Chad Mills	Peel Teacher Local
Cameron Steltman	Halton Teacher Local
Edward Stewart	Upper Canada Teacher Local

## New Members

Sarah Alshoibi	Greater Essex County Occasional Teacher Local
Christina Ciccaglione	Hamilton-Wentworth Occasional Teacher Local
Maryse Extross	Ottawa-Carleton Teacher Local
Kameni Jaikissoon	Rainbow Teacher Local

## Occasional Teacher

Shipra Das	Greater Essex County Occasional Teacher Local
Alice Godfrey	Toronto Occasional Teacher Local
Katt Kaufman	Grand Erie Occasional Teacher Local
Krisanne Nunes	Thames Valley Occasional Teacher

## Occupational Health and Safety

Matthew Craig	Keewatin-Patricia Teacher Local
Lisa Marie Gonsalves	Peel Teacher Local
Dana Grant	Kawartha Pine Ridge Occasional Teacher Local
Robyn Horowitz	Rainbow Teacher Local
Shelly Predum	Algoma Teacher Local

## Pension

Shawn Crow	Ottawa-Carleton Occasional Teacher Local
Melissa Ellis Van Kooy	Near North Teacher Local
Craig Everest	Thames Valley Teacher Local
Kait Rainey-Strathy	Limestone Teacher Local
Jennifer Stocovaz	Bluewater Teacher Local

## Political Action

Emma Carnegie	Kawartha Pine Ridge Teacher Local
Christina McKibbin	Greater Essex County Teacher Local
Nina Merritt	Lakehead Occasional Teacher Local
Teresa Rothwell	Grand Erie Teacher Local
Sarah Whalen	Kawartha Pine Ridge Teacher Local

## Professional Learning/Curriculum

Hoda Ahmed	Ottawa-Carleton Occasional Teacher Local
Kenisha Bynoe	Elementary Teachers of Toronto Local
Ayesatta Conteh	Elementary Teachers of Toronto Local
Michelle Furlotte	Lakehead Teacher Local
Kat Honeywell	Ottawa-Carleton Teacher Local

## Professional Relations and Discipline

Andrew Chittka	Bluewater Occasional Teacher Local
Kimberley Douglas	Keewatin-Patricia Teacher Local
Julius Julius	Elementary Teachers of Toronto Local
Erin Oxland	Kawartha Pine Ridge Teacher Local
Sangeetha Stephen	York Region Occasional Teacher Local

## Special Education

Cristol Bailey	Rainy River Teacher Local
Sherri Conley	Rainbow Teacher Local
Alison Rumball	York Region Teacher Local
Emily Stapleton	York Region Teacher Local
Jennifer Theriault	Keewatin-Patricia Teacher Local

## Status of Women

Nancy Barros	Waterloo Region DECE Local
Vickita Bhatt	Peel Teacher Local
Kandise Hayes	Thames Valley Occasional Teacher Local
Lee St-Aubin	Ottawa-Carleton Teacher Local
Rebecca St-James	Limestone Teacher Local

## Teacher Education/Faculty Liaison

Amrit Bains	Ottawa-Carleton Teacher Local
Stephane Charron	Limestone Teacher Local
Michael Frankfort	York Region Teacher Local
Roz Geridis	Elementary Teachers of Toronto Local
Skye Goulbourne	Near North Teacher Local
Sai Amrita Kaul	York Region Teacher Local
Marnie Meloche	Thames Valley Teacher Local
Susan Michaud	Simcoe County Teacher Local
Sharon Newmaster	Waterloo Region Teacher Local
Corinne Scarfo	Lakehead Teacher Local
Stacy Sullivan	Rainbow Occasional Teacher Local
Allison Theis	Durham Teacher Local
Wes Vickers	Greater Essex County Teacher Local
Lianne Wyatt	Niagara Occasional Teacher Local

## Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Plus (2SLGBTQ+) Members

Natasha Carter	Durham Teacher Local
Meaghan Greer	Simcoe County Teacher Local
Joanne Noble	Lakehead Occasional Teacher Local
Shawna Rothgeb	Ottawa-Carleton Teacher Local
Vinh (David) Tran	Peel Teacher Local

## Accounting Services

Andrea Francis  
Sagar Goswami  
Michael Humphries  
Bewick Karkada  
Geeta Mistry  
Molly Ng  
Arlene Padernilla (.5)  
Kinjal Patel  
Rosario Rodrigo  
Priyanka Sawant  
Ping Xie

## Administration Services

Jennifer Althouse  
Dory Cerny  
Vera Chiovitti\*  
Sophie Costa  
Jessie Fargo\*  
Hamna Hassan  
(temporary) (.5)  
Lorna Larmour  
June Miller  
Sharon O'Halloran  
Kathy Pigeon  
Salama Rajab  
Mona Renzone (.5)  
Jasmeen Sandhu (Interim)  
Sabrina Sawyer  
Lauren Silver  
Christina Smith-Thomas  
Mandy Wojcik  
Eva Wong

## Building Operations

Tristan Tanfelix

## Collective Bargaining Services

Ahlam Abd-Al-Sttar  
Heather Aggus  
Gail Bannister-Clarke  
Mark Butt  
Cynthia Chorzepa

Jessica Cooper  
Pam Dogra  
Claudia Legiec (.5)  
Michelle Leonard  
Toby Molouba  
Nadine Moore  
Todd Rimmington  
Allison Ryan  
Christina Shakir  
Jamie Thom (.5)  
Tui-Sem Won

## Communications and Political Action Services

Aida Azarakhsh  
Yatri Bhatt  
Federico Carvajal  
Michelle Goddard  
Denise Hammond  
Rachel Lee  
Nyomee Noel  
Carla Pereira  
Meagan Perry  
Shirley Radebach  
James Taylor  
James Wardlaw  
Izida Zorde

## Equity and Women's Services

Carol Aldover  
Punita Bhardwaj  
Mandisa Bromfield (.5)  
Sonia Ellis-Seguin (.5)  
Catherine Inglis  
Althea Jensen  
Kyla King  
Erin Orida  
Matthew Sinclair

## Event Services

Liny Antwi  
Megan Brohm  
(secondment)

Meredith Crawley  
(temporary)  
Nav Dhaliwal  
Hamna Hassan  
(temporary) (.5)

## Health and Safety Services

Elizabeth Mitchell  
Maria Fernandez

## Member Records/Fee Reconciliation

Arlene Padernilla (.5)  
Tina Safari (.5)  
Jo-Ann Scott  
Valerie Shaw  
Nicole Thomson  
Donna Turney

## Operations

Joe Bigley  
Anu Gilhotra (.5)  
Brie Laita  
Maryna Leuchanka  
Vasan Mahalingam  
Daniel Page  
Tina Safari (.5)

## Professional Learning/ Curriculum Services

Colette Banas  
Zaiba Beg  
Mandisa Bromfield (.5)  
Rita Cohen  
Michelle Colacrai  
Jennifer Colenutt  
Kelly Hayes  
Leah Kearney  
Jinah Kim  
Claudia Legiec (.5)  
Julie Millan  
Kelli Parton\*  
Sultan Rana  
Mona Renzone (.5)

Hailey Roxby  
Denise Vaughan  
Tara Zwolinski

## Professional Relations Services

Tracy Blodgett  
Susy Costa  
Erin Doucette\*  
Sonia Ellis-Seguin (.5)  
Alex Hardy  
Tania Kerr  
Michelle Konior  
Melanie McClelland  
Dawn Samuel-Prescod  
Rob Smolenaars\*  
Jennifer Stewart  
Jamie Thom (.5)  
Greg Weiler  
Agnes Wintersinger

## Records and Information Management

Danielle Crecca

## ShopETFO

Anu Gilhotra (.5)

## Staffing and Office Services

Erika Kanduth (Interim)  
Wilma Pereira

## Technology and Computer Services

Bob Basra  
Jasraj Chahal  
George Jayakumar  
Sharanjit Kareer  
Phi Phung

\*On leave

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