**ETFO STANDING**

**COMMITTEE**

**REPORTS**

**TO THE 2022**

**ANNUAL MEETING**

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE ANNUAL MEETING STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Derek Watt Hastings-Prince Edward Teacher Local (Chairperson)

Lynn Buckley Waterloo Region Teacher Local

Jade Holloway Hastings-Prince Edward Teacher Local

Chelsea-Anne Shields Durham Teacher Local

Heather Weber Bluewater Occasional Teacher Local

James Taylor ETFO Staff Liaison

**Committee Activities 2021-2022**

The committee’s first meeting was on November 19, where Derek Watt was elected chair. Roles for all other committee members were also determined. Shirley Bell brought greetings from the provincial Executive and discussed the current state of programming in the context of COVID-19. The committee reviewed the feedback from members and the parliamentarian team from the 2021 virtual Annual Meeting. There was significant discussion about the next Annual Meeting planned for in-person. All processes would need to be reviewed and reverted back to an in-person meeting. There was discussion about the New Business form and a suggestion to only have three lines on the back in order to make it clear that the five signatories include the mover and seconder. The committee also debriefed the outcome of their proposed Annual Meeting motions and planned which motions they would like to put forward as noted below.

During the March 7-9 meeting of the committee, the parliamentarian team joined to review motions and update the operating procedures. There were 136 motions submitted but after careful review and consolidation the number of motions were reduced to 105. The committee further reviewed the tip sheets and scripts to support the work of Annual Meeting. Applications for poll clerk and assistant roles were reviewed and a team was selected for recommendation to the provincial Executive.

The next committee meeting is expected to be in-person on May 25 at the ETFO provincial office. Equity training will be conducted for all members and then discussions will focus on the remaining logistics for the August meeting, including the agenda.

## Recommendations to the 2022 Annual Meeting:

1. THAT Article X, Provincial Organization, Section 1, Executive, be amended to read:

“10.1.3 The term of office for the President, first Vice-President, Vice-President, Vice-President (women), and the Executive shall be two (2) years.”

1. THAT Article X, Provincial Organization, Section 1, Executive, 10.1.1.5.2 and 10.1.1.5.3 be amended to read:

“10.1.1.5.2 one (1) of the positions shall be only open to women members who are also First Nations, Métis or Inuit (FNMI), members with a disability, two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, plus (2SLGBTQ+) members, or racialized members; and

10.1.1.5.3 one (1) of the positions shall be only open to women members who are also First Nations, Métis or Inuit (FNMI), members with a disability, two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, plus (2SLGBTQ+) members, or racialized members; and

AND

THAT Bylaw III, Elections, 3.2.3.2 and 3.2.3.3 be amended to read:

“3.2.3.2 one (1) of the positions shall be only open to women members who are also First Nations, Métis or Inuit (FNMI), members with a disability, two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, plus (2SLGBTQ+) members, or racialized members; and

* + - 1. one (1) of the positions shall be only open to women members who are also First Nations, Métis or Inuit (FNMI), members with a disability, two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, plus (2SLGBTQ+) members, or racialized members; and”

AND

THAT Bylaw VI, Procedure to Fill a Vacancy on the Executive, 6.7.2.2, 6.7.2.3, 6.8.2.2, and 6.8.2.3 be amended to read:

“6.7.2.2 a vacancy in an equity position for women members who are also First Nations, Métis or Inuit (FNMI), members with a disability, two-spirit, lesbian, gay, bisexual, transgender, queer or questioning + members, or racialized members shall be only open to women members who are also First Nations, Métis or Inuit (FNMI), members with a disability, two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, plus (2SLGBTQ+) members, or racialized members;

* + - 1. a vacancy in an equity position for women members who are FNMI, members with a disability, two-spirit, lesbian, gay, bisexual, transgender, queer or questioning + members, or racialized members shall be only open to women members who are FNMI, members with a disability, two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, plus (2SLGBTQ+) members, or racialized members;
			2. a vacancy in an equity position for women members who are also First Nations, Métis or Inuit (FNMI), members with a disability, two-spirit, lesbian, gay, bisexual, transgender, queer or questioning + members, or racialized members shall be only open to women members who are also First Nations, Métis or Inuit (FNMI), members with a disability, two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, plus (2SLGBTQ+) members, or racialized members;
			3. a vacancy in an equity position for women members who are FNMI, members with a disability, two-spirit, lesbian, gay, bisexual, transgender, queer or questioning + members, or racialized members shall be only open to women members who are FNMI, members with a disability, two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, plus (2SLGBTQ+) members, or racialized members;”
1. THAT effective 2023, Bylaw III, Elections, be amended by the addition of a new subsection following 3.13.5 to read:

“1.0 Notwithstanding the above, should an acclamation occur for an elected position, the Annual Meeting shall move to the next set of elections.”

Respectfully submitted, Derek Watt, Chairperson

DW:JT:KK

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE ANTI-RACIST EDUCATION STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Tanushree Krishnanand Durham Occasional Teacher Local (Chairperson) Amandeep Mehta Peel Teacher Local

Jyoti Oberoi York Region Teacher Local

Patrice O’Connor Peel Teacher Local

Jennifer Stewart Upper Canada Teacher Local

Pam Dogra ETFO Staff Liaison

## Committee Activities 2021-2022

The committee met on December 8, 2021, and January 31, 2022. At the December 8 meeting, T. Krishnanand was elected as committee chairperson.

The committee members were all returning members and were pleased to be part of the committee again. Vice-President, M. Rusnak, brought greetings from the Executive. She spoke about the deteriorating state of long-term care and the health care system in this province as important issues that are causing widespread and growing concern.

Vice-President M. Rusnak reviewed the conflict of interest policy and the process in which reports, and recommendations are received from the standing committee to the provincial Executive. She discussed the importance of unseating the current Ford Conservative government in the next provincial election. Threats of privatization, additional strips to the education portfolio, and increasing workloads for all members must be halted by electing a different government to protect quality public education for all.

Vice-President M. Rusnak also discussed the introduction of Bill 67 by NDP MPP for Kitchener Centre, Laura Mae Lindo, which has been endorsed by ETFO. Bill 67 makes

several recommendations to amend the *Education Act*, focused on racial equity and includes: training for new teachers on anti-racism and racial equity training; adding anti- racism related responsibilities to the duties of board; providing fines for persons who disrupt or attempt to disrupt proceedings of a school or class through the use of racist language or activities; performance appraisals should include competencies related to

teacher’s anti-racism awareness; a new subsection which requires the Minister of Education to establish policies and guidelines with respect to promoting racial equity in schools and requires school boards to establish and implement racial equity plans.

The committee reviewed the committee’s 2021 Annual Meeting report and the updated and extended ETFO Equity Statement of the Anti-Oppression Framework was shared with the group. Committee members recounted lived personal and professional experiences of discrimination. Microaggressions, privilege, allyship, imposter syndrome, white supremacy and lateral violence were discussed.

During the January 31 meeting, P. Dogra shared with the committee the new ETFO AQ course *Addressing Anti-Black Racism to Change Pedagogy* and the multitude of resources on the ETFO website in recognition of Black History month.

The committee discussed the importance of promoting diversity on the local executives. The strain of the pandemic on the mental health of students was noted, as well as stress on school staff dealing with fail to fill issues.

The committee discussed the upcoming 2022 Annual Meeting. Members were interested in the recommendations coming out of the Task Force to Combat Antisemitism and are eager to receive the recommendations flowing out of the work of the task force. Training on Roberts Rules of Order and having designated seats for local programs were suggested as ways to engage more diversity at the local level.

## Recommendations to the 2022 Annual Meeting:

Nil.

Respectfully submitted,

Tanushree Krishnanand, Chairperson

TK:PD:AJ

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE ARTS STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Michele Kleinschuck Waterloo Region Teacher Local (Chairperson) Lauren Cooke Kawartha Pine Ridge Teacher Local

Gavin Foster Hastings-Prince Edward Teacher Local

Kara Nagel Upper Grand Occasional Teacher Local Carolyn Proulx-Wootton Grand Erie Teacher Local

Elizabeth Kettle ETFO Staff Liaison

## Committee Activities 2021-2022

The committee met twice during the 2021-2022 school year. The first meeting was held on November 26, 2021 and the second on February 8, 2022.

At the first committee meeting, M. Kleinschuck was acclaimed committee chairperson. Vice-President S. Bell brought greetings and explained the role of the Executive Liaison. The Terms of Reference, the guidelines for committee members the process for recommendations to the Executive, and the ETFO Arts policy statements were reviewed.

There was an in-depth discussion regarding concerns of the systemic funding cuts in Arts programs not only in elementary schools but in colleges and universities. The committee discussed how there is a need for classroom resources for teachers who do

not have a background in the Arts.

At the second meeting, Vice-President S. Bell recognized the positive results of ETFO’s advocacy during the pandemic and the impact the pandemic has had on education and educators. S. Bell shared the Executive’s focus on preparing for the provincial election in 2022. The committee discussed the challenges of the pandemic and the importance of advocacy to ensure the Arts continues to be a viable and robust subject in Ontario classrooms. Committee members gave feedback on how the Local Art Incentive Funding, passed at the previous Annual Meeting, could be used by locals and suggested an update on the ETFO website to include the link for: The Ontario Art Education Association (OAEA).

## Recommendations to the 2022 Annual Meeting:

Nil

Respectfully submitted,

Michele Kleinschuck, Chairperson

MK:EK:NM

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

**REPORT TO THE 2022 ANNUAL MEETING OF**

**THE AWARDS COMMITTEE**

**Terms of Reference:**

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

**Committee Members**

Neeru Sekhon Peel Teacher Local (Chairperson)

Helen Hobden Halton Occasional Teacher Local

Tracy Lazer York Region Teacher Local

Carl Oliver York Region Teacher Local

Christy Thompson Kawartha Pine Ridge Teacher Local

Sonia Ellis-Seguin ETFO Staff Liaison

**Committee Activities 2021-2022**

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

**Anti- Bias Award:**

Alyssa Gray-Tyghter, Peel Teacher Local

**Anti-Racist and Equity Activism Award:**

Lisa Levitan, Ottawa-Carleton Teacher Local

Nayab Abid, Peel Teacher Local

Kameni Jaikissoon, Rainbow Occasional Teacher Local

Caroline Lusiche, Ottawa Carleton Occasional Teacher Local

Kisrene McKenzie, Elementary Teachers of Toronto

Danielle Robertson, Peel Teacher Local

Gurpreet Singh-Rai, Peel Teacher Local

Tamla Young, Toronto Occasional Teacher Local

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

Marcia Thompson, Elementary Teachers of Toronto

**Arts and Culture Award**:

Michelle Reyes, Elementary Teachers of Toronto

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

Taylor Bartlett, Kawartha Pine Ridge Teacher Local

Sarah-Ann Birken, Upper Grand Teacher Local

Amy Edwards, Upper Grand Teacher Local

Rachel Turner, Hamilton-Wentworth Teacher Local

**Bursaries for Members of Designated Groups:**

Wade Alexander, non-ETFO member

Stephanie D’Souza, non-ETFO member

Elyse Gerson, non-ETFO member

Allison McGurk, non-ETFO member

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

Shayla Beauchamp, non-ETFO member

Tasnim Bourguiba, non-ETFO member

Julia Braganza, non-ETFO member

Kaly Lin, non-ETFO member

Juanita Velez, non-ETFO member

**Children’s Literature Award:**

Steve McGrail, Lambton Kent Teacher Local.

**Doctoral Scholarship:**

Sultan Rana, York Region Teacher Local

**Doctoral Scholarship – Women’s Program**:

Alyssa Palazzolo, Greater Essex Teacher Local

**Environmental Education Award:**

Myrna McBrien, Halton Teacher Local

**ETFO Anti-Poverty Award:**

Not awarded for 2021-22.

**ETFO Black Member Bursary:**

Samantha Cyrille, non-ETFO member

**ETFO Black Member Bursary – Women’s Program:**

Wesberlyne Avril, non-ETFO member

**ETFO Member Bursaries:**

Michele Murphy, York Region Occasional Teacher Local

**Faculty of Education Award:**

Chelsea Ancio, Brock University Faculty of Education

Shayna Brissett-Foster, University of Windsor Faculty of Education

Rachel Clodman, York University Faculty of Education

Richelle Hart, Wilfred Laurier Faculty of Education

Anthonia Ikemeh, OISE/UT Master of Teaching

Zahra Mawani, York University Faculty of Education

Cassandra Schultz, Brock University Faculty of Education

Rachel Stymiest, OISE/UT Master of Teaching

Laura Wong, York University Faculty of Education

**FNMI Professional Learning Bursary:**

Not awarded for 2021-22.

**FNMI Scholarship – Women’s Program:**

Not awarded for 2021-22.

**FNMI Women in Education Bursary – Women’s Program:**

Myah Birrell, non-ETFO member

**Health and Safety Activist Award:**

Lisa Marie Gonsalves, Peel Teacher Local

**International Humanitarian Award for an ETFO Member:**

Not awarded for 2021-22.

**International Humanitarian Award for Non-ETFO Member:**

Not awarded for 2021-22.

**Learning and Leadership Bursary:**

Not awarded for 2021-22.

**Local Humanitarian Award for a Non-ETFO member:**

Jackie Ralph, non-ETFO member

**Local Humanitarian Award for an ETFO member:**

Not awarded for 2021-22.

**Master’s Scholarship:**

Jessie Hunt, Halton Teacher Local

**Master’s Scholarship – Women’s Program:**

Madisyn Campbell, Hamilton-Wentworth Teacher Local

Judith Daley, Ottawa-Carleton Teacher Local

**Member Service and Engagement Award:**

Not awarded for 2021-22.

**New Member Award:**

Not awarded for 2021-22.

**Outstanding Role Model for Women Award – Women’s Program:**

Not awarded for 2021-22.

**Professional Learning and Curriculum Development Award:**

Miranda Blazey, Elementary Teachers of Toronto

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

Rabia Khokhar, Toronto Occasional Teacher Local

**Political Activist Award:**

Not awarded for 2021-22.

**Rainbow Visions Award:**

Derrick Miller, Elementary Teachers of Toronto

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

Not awarded for 2021-22.

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

Manvir Bhangu, Peel Teacher Local

**Writer’s Award:**

Iyanuoluwa Akinrinola, York Region Occasional Teacher Local

**Writer’s Award – Women’s Program:**

Sara Lee de Waard, Niagara Teacher Local

Information about the Awards and Scholarships Program is available at:

<https://www.etfo.ca/about-us/awards-scholarships>

**Recommendations to the 2022 Annual Meeting:**

Nil.

Respectfully submitted,

Neeru Sekhon, Chairperson

NS:SES:NM

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE COLLECTIVE BARGAINING STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Ramzi Abdi Waterloo Region Occasional TeacherLocal (Chairperson)

Rayna Barrese Durham Designated Early Childhood Educator Local

Patrick Drouin Ottawa-Carleton Teacher Local

Colleen Mackin Renfrew County ESP Local

Tui-Sem Won York Region Teacher Local

Michelle Leonard ETFO Staff Liaison

**Committee Activities 2021-2022**

The committee had two meetings during the year – one was held on September 8, 2021 and another held on December 7, 2021.

During the first meeting, the committee selected Ramzi Abdi as chairperson. The Staff Liaison reviewed the Terms of Reference in the 2021-2022 year. The Collective Bargaining service area’s program offerings were also reviewed. First Vice-President David Mastin brought greetings on behalf of the Executive and made himself available to take any questions the committee wanted to ask. The Collective Bargaining Researcher reviewed the draft Central Bargaining survey with the committee to receive feedback. Deputy General Secretary Lisa Mastrobuono attended to assist with responding to questions that committee had about the survey process. The development of Collective Bargaining goals was also discussed.

During the second meeting, First Vice-President David Mastin brought greetings on behalf of the Executive thanked the committee for the important work on which they were about to embark on behalf of the organization. The committee reviewed the structure and history of the bargaining process with Deputy General Secretary Lisa Mastruobuono. The committee then reviewed the Central Bargaining survey results and data with staff and Collective Bargaining Services Coordinator in attendance. Collective Bargaining goals for the 2022 round were carefully considered and developed by the committee to be considered by the February Representative Council.

## Recommendations to the 2022 Annual Meeting:

Nil.

Respectfully submitted, Ramzi Abdi, Chairperson

RA:ML:CS

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE DISABILITY ISSUES STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Karen Beck Upper Canada Teacher Local (Chairperson)

Charlene Barker Hamilton-Wentworth Occasional Teacher Local

Kimberly Brown Upper Canada Occasional Teacher Local

Angela Davis Trillium Lakelands Teacher Local

Françoise Doherty Limestone Teacher Local

Erin Doucette ETFO Staff Liaison

**Committee Activities 2021-2022**

The committee meeting dates were December 3, 2021, and January 21, 2022. Both meetings were held virtually. Vice-President, M. Rusnak, attended both meetings, and brought greetings from the provincial Executive, and thanked committee members for their ongoing contributions.

At the first meeting, K. Beck was elected chairperson, and C. Barker and K. Brown were welcomed as new committee members. Equity and Women’s Service Area (EWS) staff shared the *Equity and Women’s Program Report* that was presented to the 2021 Annual Meeting. The presentation focused on the data collected from self-identification. The committee discussed issues that arise from limited options for self-identifying as it relates to the heading “disability” which highlights a need for a drop-down menu with multiple selection options. The presentation also focused on highlighting ETFO’s disability and accessibility related programs and initiatives over the years, as well as review of Incentive Funding and processes.

The committee members reiterated past interest in changing name of committee to that which is more inclusive. Flowing from that discussion, the committee members decided they would address this issue at the next meeting by drafting an Annual Meeting

resolution to this effect. K. Beck provided details about previous work undertaken by the committee. The committee reviewed the 2021 Annual Meeting Report. Committee members determined which issues they would like to focus their attention during the current term.

The committee discussed ongoing concerns about how one of ETFO’s past work-to-rule strike actions adversely impacted members with disabilities and accessibility issues.

The particular action of concern directs members to enter/exit the school/work site within 15 minutes of the start/end of the instructional day.

At the January meeting, L. Mastrobuono, Deputy General Secretary (DGS) joined the meeting, and engaged the committee members with their concerns about the work-to- rule strike action discussed at the December meeting. L. Mastrobuono, DGS, responded to committee members’ questions about the best method to communicate their concerns.

K. Beck reviewed the *Annual Meeting Resolution Guideline* and online submission form with the committee. Article 10.3.1.6 of the ETFO Constitution requires there be a Disability Issues Committee. Therefore, the committee determined to amend an existing article of the Constitution. In keeping with the guideline, the committee members collaborated to draft their resolution to amend the committee’s name.

The committee members discussed the importance of recommending that ETFO create space for members with disabilities and accessibility issues, and to encourage those members to self-identify. A tab on the ETFO home page is in keeping with ETFO’s commitment to equity while simultaneously providing support to members who may not know what resources, rights, and services they may be entitled to. The committee hopes to continue this work in the 2022-23 year.

## Recommendation to the 2022 Annual Meeting:

1. That Article X – Provincial Organization, Section 3, Committees 10.3.1.6 Disability Issues be amended to read:

10.3.1.6 Disability and Accessibility Issues.

Respectfully submitted, Karen Beck, Chairperson

KB:ED:MMC

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE EARLY YEARS STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Angelique Thompson Elementary Teachers of Toronto Local (Chairperson)

Carol-Anne Cayer Upper Canada Teacher Local

Kathleen (Katie) Crichton Upper Grand Teacher Local

Colette Gardner Waterloo Region DECE Teacher Local

Sarah Ramsay York Region Teacher Local

Leah Kearney ETFO Staff Liaison

## Committee Activities 2021-2022

The Early Years Committee met on December 3, 2021 and March 4, 2022. Vice- President Shirley Bell thanked the members for being on the committee and devoting their time to ETFO. She acknowledged the work they are doing now in their classrooms as important and challenging work. She reviewed the committee guidelines, the Early Years Committee Terms of Reference and provided the overall vision of the importance of provincial standing committees. Committee members are the grassroots knowledge base who provide advice and recommendations to the Executive.

Vice-President Shirley Bell provided an overview of what is happening at ETFO provincial, namely: bargaining, political action, advocacy for members and preparing for the provincial election. The political action that ETFO is embarking on was outlined. The Steward Plus One initiative will provide stewards and members with the tools, strategies and resources to engage in conversations with colleagues, friends and the community. ETFO’s message is clear: the future of public education is at stake. ETFO’s goal is to combat Doug Ford’s messaging and empower our members to become more engaged in political action.

Executive staff provided insight into the Equity and Women’s Program 2021 Annual Meeting report and highlighted certain elements such as: new and upcoming initiatives and the data compiled through the self-identify question at program registration. The committee was excited to hear of the new resources that are going to be released shortly and were interested in the Anti-Oppressive Framework that is guiding ETFO in its work. The data in the report provoked a discussion about women’s representation in ETFO as well as the challenges that women face in assuming leadership positions.

ETFO is committed to supporting all members and has strategies in place to promote and sustain women in leadership through specific programs.

The committee discussed their current realities in either the in-person or hybrid model. There are many challenges in Early Years at the present, such as the impacts of COVID-19 protocols on Kindergarten programming, the difficulties that are evident in Kindergarten classrooms due to the last few years, the increased number of long student absences, the substantial needs that students are presented with that were not picked up due to less access to healthcare professionals and the numerous challenges that families are facing at this time.

Executive staff pointed out that in addition to these factors there are impending events that will further impact Early Years members. The Early Years Standing Committee engaged in a discussion on the newly released Ontario Human Rights Commission (OHRC) Right to Read report and 157 recommendations. Many questions were raised about the scope of the report and the potential implications of such wide-sweeping recommendations. Some of the topics discussed included: the timing of the recommendations which call for immediate drastic changes to instruction, program planning and resources, the recommendations to remove levelled text from classrooms and replace with decodable text, the call to replace balanced literacy models with an approach that prioritizes the body of research referred to as *The Science of Reading*, the importance of fostering a love of reading, a need for a balance: both word- recognition strands and comprehension, the need for ongoing professional learning for educators that highlights research on effective reading instruction and lastly, the ways in which ETFO will support members through this by providing professional learning so that members can learn more about evidence-based instruction namely: phonemic awareness, phonics, fluency, vocabulary, and comprehension.

Executive staff provided an update on the numerous ETFO professional learning opportunities that are available to members. All of the ETFO websites were touched upon as well as resources such as the e-newsletter, VOICE and the various social media channels. Some of the other resources shared and discussed were the newest FNMI resources, the Creating Environmentally and Socially Active Communities document and the ETFO Elementary podcast which has released its first episodes. The imminent publication of ETFO’s Building and Enriching Partnerships in Kindergarten resource was also discussed as this is eagerly anticipated by the committee members.

## Recommendations to the 2022 Annual Meeting:

Nil.

Respectfully submitted,

Angelique Thompson, Chairperson

AT:LK:MF

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE EDUCATION SUPPORT PERSONNEL/PROFESSIONAL SUPPORT PERSONNEL/DESIGNATE EARLY CHILDHOOD EDUCATOR STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Nancy Barros Waterloo Region DECE Local (Chairperson)

Jerome Adamo Halton DECE Local

Holly Aspin Simcoe County DECE Local

Nancy Campbell Renfrew County ESP Local

Wendy Sullivan Renfrew County ESP Local

Toby Molouba ETFO Staff Liaison

**Committee Activities 2021-2022**

The committee met virtually on November 12, 2021 and February 23, 2022, and in- person on May 13, 2022. The committee discussed and analyzed issues pertaining to Education Support Personnel (ESP), Professional Support Personnel (PSP) and Designated Early Childhood Educator (DECE) members. The committee’s discussions in 2021-2022 included the following:

During the first meeting, the committee:

* selected Nancy Barros as the committee chairperson;
* met with ETFO Executive Liaison Vice-President Shirley Bell who reviewed the *Guidelines for ETFO Committee Members 2021-2022* and the Terms of Reference for the committee;
* received an update on ETFO’s Action on Anti-Black Racism
* shared a variety of past and upcoming ETFO and community-based programs and conferences;
* discussed the impact of the Ford government’s decisions on the education sector and beyond, and shared how the impact of these decisions were felt in their communities; and
* discussed the importance for education workers to have a voice on the provincial Executive.

During the second meeting, which was in the evening, the committee:

* reviewed the language of their resolution recommendations to the 2022 Annual Meeting; and
* determined the rationale that would be submitted with their resolutions.

During the third meeting, the committee:

* met with ETFO Executive Liaison Vice-President Shirley Bell who brought greetings from the provincial Executive and thanked the committee members for their work this year;
* reviewed the programs ETFO offers and discussed how to promote ESP/PSP/DECE members’ participation; and
* discussed logistics regarding their 2022 Annual Meeting resolutions.

## Recommendations to the 2022 Annual Meeting:

1. THAT effective for the 2023-2025 term of office, Article X, Provincial Organization, Section 1, Executive, 10.1.1.5, be amended to include a new subsection:

“10.1.1.5.4 one (1) of the positions shall be only open to members who are members of the Education Workers Group (ESPs, PSPs, DECEs).

AND

THAT Bylaw III, Elections, 3.2.3, be amended to include a new subsection:

AND

* + - 1. one (1) of the positions shall be only open to members who are members of the Education Workers Group (ESPs, PSPs, DECEs).

THAT Bylaw VI, Procedure to Fill a Vacancy on the Executive, 6.7.2, be amended to include a new subsection:

* + - 1. a vacancy in the Education Worker positions shall be only open to members who are members of the Education Workers Group (ESPs, PSPs, DECEs).

AND

THAT Bylaw VI, Procedure to Fill a Vacancy on the Executive, 6.8.2, be amended to include new subsection:

* + - 1. a vacancy in the Education Worker positions shall be only open to members who are members of the Education Workers Group (ESPs, PSPs, DECEs).”

Respectfully submitted, Nancy Barros, Chairperson

NB:TM:CL

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE ENGLISH AS A SECOND LANGUAGE STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Barbara Bailey Peel Teacher Local (Chairperson)

Devin Hanes Thames Valley Teacher Local

James Savelli Hamilton-Wentworth Teacher Local

Jacquie Tancoo Halton Occasional Teacher Local

Michael Watson Ontario North East Teacher Local

Rob Smolenaars ETFO Staff Liaison

**Committee Activities 2021-2022**

The committee met virtually two times during the year, on November 19, 2021 and January 17, 2022.

At the November meeting the committee elected B. Bailey from the Peel Teacher Local as chairperson of the committee. B. Bailey, J. Tancoo, and M. Watson were welcomed as new members of the committee.

Members discussed the requirements identified in the Ministry policy/procedures for *English Language Learners (ELLs) ESL and English Literacy Development Programs and Services for Boards* to have protocols in place for ELLs who also have special needs (2.3.3). Members also discussed the 2020 Council of Ontario Directors of Education report, *What Are We Learning About Supporting English Language Learners in Ontario?*

Discussion took place about various support models provided to ELLs in different boards. Concerns were expressed where Boards are not providing simultaneous

supports to those students who need it. Additional concerns were shared with boards’ interpretation of the number of years that ELLs should receive support, which is often not to the point of learners being proficient in English. Gaps for ELLs are also common for Indigenous students. Finally, members discussed ongoing concerns with the delivery model of professional development for ESL teachers, with too much emphasis being placed on self-directed learning or attending training outside of the workday.

Zaiba Beg, ETFO staff, joined the meeting to share background information about resources available on the EduGains website and the eLearning Ontario website.

At the January meeting the committee discussed ongoing concerns with the delivery model used by boards to provide ELL support and the impact on members and other staff who are faced with additional pressures and responsibilities to provide support. The pandemic has exacerbated staffing concerns, resulting in even less support being provided to students in need as it has become increasingly common for staff not assigned to specific classrooms to be pulled from their assignments to cover absences.

The committee considered how to continue and expand efforts to advocate for more consistent program delivery across the province. While members of the committee are pleased with the OTF’s attention to lobbying motions previously carried at Annual Meeting, the committee will continue to explore how more can be done to engage members who share these concerns at both a local and provincial level.

## Recommendations to the 2022 Annual Meeting:

Nil.

Respectfully submitted, Barbara Bailey, Chairperson

BB:RS

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE ENVIRONMENTAL STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Ember McKillop Keewatin-Patricia Teacher Local (chairperson)

Jennifer Baron York Region Teacher Local

Ian Morton Avon Maitland Teacher Local

Stephanie Trepanier Hamilton-Wentworth Teacher Local

Gibi Varaghese Peel Teacher Local

Meagan Perry ETFO Staff Liaison

## Committee Activities 2021-2022

The Environmental Committee met twice during the 2021-2022 year, on Wednesday December 14, 2021 and February 18, 2022. Over the course of these two meetings, the committee voted to make co-justice a focus of their work, to research and promote environmental workshops and programs/highlight ETFO environmental education content (such as POTR and ETFO Summer Institute), and promote ETFO Voice environmental content.

Committee members engaged in a number of discussions and activities including work on the new Environment and Climate Justice webpage, updating the information to reflect the focus on eco-justice.

Members of the committee engaged in discussions on the intersectionality of environmental issues. The committee heard from ETFO staff about the Environmentally and Socially Active Community (ESAC) curriculum resource for addressing environmental racism and professional learning offerings from ETFO that focus on the environment. They voted to compose a communique to ETFO presidents to raise awareness about environmental issues and the resources available to ETFO members.

The committee also heard updates on the Bill 115 remedy decision, new election financing rules and were encouraged to use their connections to tell Ontarians what is needed for strong public education in Ontario.

## Recommendations to the 2022 Annual Meeting:

1. THAT Position Statement, 6.0 Environmental Responsibility, be amended by the addition of a new subsection to read:

“1.0 That ETFO model and encourage locals to recognize Indigenous knowledge, intersectional environmentalism, and eco-justice by voicing any environmentally friendly action taken in preparation of and/or delivery of provincial and local workshops, conferences, and meetings.”

Respectfully submitted, Ember McKilop, Chairperson

EM:MP:AA

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE

**FIRST NATIONS, MÉTIS AND INUIT (FNMI) EDUCATION STANDING COMMITTEE**

## Terms of Reference:

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

## Committee Members

Bev Fiddler Durham Teacher Local (Chairperson)

Joanne Formanek-Gustafson Rainy River Occasional Teacher Local

Melodie General Algoma Teacher Local

Tara Hedican Upper Grand Occasional Teacher Local

Charlotte Neckoway Lakehead Teacher Local

Shirley Bell Executive

Sabrina Sawyer ETFO Staff Liaison

## Committee Activities 2021-2022

The First Nations, Métis and Inuit (FNMI) Education Committee met virtually on November 8, 2021, and on January 7, 2022.

At its first virtual meeting, Bev Fiddler was the elected chairperson for 2020-2021.

Executive staff provided an update on ETFO FNMI programs and resources, including updates on the etfofnmi.ca website which houses all of the digital Indigenous Education publications. In 2022, two resources were release: *Who are the Haudenosaunee? and Being Two-Spirit: Niizh Manidoowag.* In February, women members virtually attended the First Nations, Métis and Inuit Education: Engaging Learners Through Trauma- Informed Practice workshop held in partnership with Right To Play Canada.

The committee discussed concerns with respect to the Native as a Second Language Curriculum (2001) document and the need for revisions. These concerns were addressed in more detail at the second meeting.

The second meeting was held virtually in January 2022.

Staff provided an update on the Native Language document revisions to date. The Ministry reported that Dominic Beaudry had been hired in the summer of 2021 with the hopes of work to be done on the document in the future with no specific details of funding or dates. Discussions between members led to an Annual Meeting motion to advocate for a commitment to revisions being made to the NSL curriculum document (2001) and the accompanying Resource Guides (2002) (2003).

The committee put forth a second recommendation to the 2022 Annual Meeting for a change in name for the standing committee, to the Indigenous Education Committee. The committee feels the change in name reflects the language used within the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and provides more inclusivity to a variety of peoples who may not identify under the colonial terms ‘First Nations’, ‘Métis’ or ‘Inuit’.

## Recommendations to the 2022 Annual Meeting:

1. That ETFO lobby the provincial government to update The Ontario Curriculum Grades 1-8: Native Languages, 2001, including the Resource Guides which are: [Native Languages: Delaware – Resource Guide, Grades 1 to 12, 2003](http://www.edu.gov.on.ca/eng/document/curricul/delaware/index.html), and [Native Languages: Ojibwe and Cree – Resource Guide, Grades 1 to 12, 2002](http://www.edu.gov.on.ca/eng/document/curricul/ojibwe.pdf).
2. That Article X, Provincial Organization, Section 3, Committees, 10.3.1.11, be amended to read: “10.3.1.11. Indigenous Education Committee.” Mutatis mutandis

BF:SS:KP

Respectfully submitted, Bev Fiddler, Chairperson

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE FRENCH AS A SECOND LANGUAGE STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Danielle Takoff Ottawa-Carleton Teacher Local (Chairperson)

Katie Coghlin Avon Maitland Teacher Local

Nichole Rosenberg Peel Teacher Local

Stephen Shank Kawartha Pine Ridge Teacher Local

Marie Zesseu Elementary Teachers of Toronto Local

Allison Ryan ETFO Staff Liaison

**Committee Activities 2021-2022**

Due to the ongoing COVID-19 pandemic, the committee met via Zoom on November 16, 2021 and April 11, 2022.

At the first meeting, Vice-President Shirley Bell brought greetings from the ETFO Executive, reviewed the Terms of Reference for Standing Committees, spoke to the *Guidelines for ETFO Committee Members* and recognized the importance of standing committees as the connection between the Provincial Executive and members in schools.

Committee member Danielle Takoff was appointed as chairperson for the 2021-2022 committee.

The committee discussed the challenges that FSL teachers face with respect to resources, workload, lack of classroom space and a lack of special education support in French Immersion classrooms. As a result of these discussions, three motions are being brought to the 2022 Annual Meeting. Executive staff identified that the lack of

special education support and the issue of dedicated classrooms were addressed in ETFO’s Policy Statement on French as a Second Language.

Executive staff presented *Member Mobilization* for the upcoming election and shared the ETFO Building Better Schools commercial.

At the April meeting, Vice-President Shirley Bell spoke to the committee about the work ETFO has done and continues to do to advocate for safe workplaces for members amid the COVID-19 pandemic, the political action strategy for the upcoming provincial election and preparations for the next round of collective bargaining. She thanked the committee members for their advocacy for French as a Second Language teachers across the province through their recommendations to the Executive and the Annual Meeting.

During a roundtable discussion, the committee members expressed concern about the impact on FSL programming as a result of the shortage of FSL teachers across the province, a desire to see a province-wide scope and sequence (continuum of skills) in the next French as a Second Language curriculum and wondered how ‘gaps’ in the provincial report card template could be addressed (i.e., no indication of French Immersion entry point). They also discussed the potential for collaboration between Grade 8 and Grade 9 teachers in preparation for the new destreaming of French in Grade 9 and asked for an update on the use of the FSL Incentive Funding provided by ETFO.

Executive staff shared a letter with the committee that went to the Ministry of Education from the OTF with respect to the completion of the Hours of French Instruction cards that are placed in the Ontario Student Record (OSR). This was a result of a 2021 Annual Meeting Motion. French teachers in Ontario’s elementary schools can be required to complete hundreds of these cards manually each year. It is an added workload for members and the committee’s motion asked that school boards be encouraged to replace the paper and pencil French card with a digital version that is completed online, printed and placed in the OSR. The response from the Ministry included an acknowledgement that parts of the OSR may be maintained electronically and a commitment to review the policy and options regarding record keeping of accumulated instruction in French as a Second Language in elementary schools. The committee hopes to ask for follow-up on this commitment at a future meeting.

Chairperson Danielle Takoff spoke to the committee members about her presentation to the Provincial Executive in February. She also shared with committee members that an application has been made to hold a French as a Second Language Caucus at the 2022 Annual Meeting.

## Recommendations to the 2022 Annual Meeting:

1. THAT at least one of the three annually ETFO produced equity posters be produced in French.
2. THAT ETFO provide a bilingual glossary of terms with any new curriculum resources it creates, in order to align with a previously adopted Annual Meeting resolution committing to providing new student materials in French.
3. THAT when developing equity resources, ETFO also develop resources that reflect the varied proficiency levels of French language learners.

Respectfully submitted, Danielle Takoff, Chairperson

DT:AR:AA

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE HEALTH AND PHYSICAL EDUCATION STANDING COMMITTEE

## Terms of Reference:

* + - * + To identify issues regarding health and physical education in elementary schools.
				+ To advise the Executive and to recommend policy and procedures relating to health and physical education.
				+ To advise the Executive and recommend strategies that support teachers’ implementation of the health and physical education curriculum.
				+ To advise the Executive on strategies that support the health and well-being of both educators and students.
				+ To identify strategies that will strengthen the role of health and physical educators and the role of health and wellness in elementary schools.

## Committee Members

Thomas Barker Upper Grand Teacher Local (Chairperson)

Andrea Adams Bluewater Occasional Teacher Local

Amy Bryan Upper Canada Teacher Local

Natasha Feghali Greater Essex County Teacher Local

Jennifer Theriault Keewatin-Patricia Teacher Local

Jason Johnston ETFO Staff Liaison

**Committee Activities 2021-2022**

The committee met twice on October 15, 2021 and February 4, 2022. At the first meeting the committee acclaimed T. Barker as chairperson.

Vice-President Bell brought greetings from the ETFO Executive, reviewed the Terms of Reference for Standing Committees, spoke to the guidelines for ETFO committee members, and thanked the committee for their contributions to the Federation and the importance of committee member input.

The committee discussed the impact of the pandemic, mental health, wellness, and challenges associated with teaching the health and physical curriculum during and post- pandemic.

ETFO staff shared an updated presentation on the ETFO Anti-Black Racism Strategy and a presentation on mobilization 2022; highlighting the importance of ETFO’s election campaign and member mobilization.

Committee members discussed the ongoing high levels of stress, continued job-related challenges, and some ideas for personal and work-related success.

At the second meeting, Vice-President Bell brought greetings from the ETFO Executive, and thanked the committee for their contributions to the Federation. The key issues discussed were the impact of hybrid learning, workplace violence, member and student mental health, health and physical education curriculum delivery, and the need for effective professional learning, resources, and system supports.

Committee members recognized the dramatic impact of the hybrid learning model on member working conditions and member mental health. All felt that this model is not sustainable and does not work in any workplace setting. The committee suggested that the Executive may want to consider a research project by ETFO outlining the impact and effects of the hybrid-learning model on student learning and member workload.

Committee members suggested that violence in the classroom is still a critical workplace issue. Although there may be the perception that it occurred less during the pandemic, the committee commented that this was likely a result of the temporary shift to online learning. By comparison, members felt that the lack of socialization and social skills developed over the course of the pandemic may contribute to higher incidence of violence and threatening behaviours.

The committee suggested that although it is a delicate balance that ETFO may want to consider a public awareness campaign to address the issue of violence in the schools. As with many issues related to working conditions, mental well-being and health and safety, the committee recognized that the government needs to provide the appropriate resources and supports to effectively address student needs. Several suggestions included increased funding for guidance counsellors, social workers, and other health care trained professionals.

T. Barker outlined his report to the Executive. He provided a summary of the work of the committee for the 2021-2022 school year.

## Recommendations to the 2022 Annual Meeting:

Nil.

Respectfully submitted, Thomas Barker, Chairperson

TB:JJ:KP

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE HUMAN RIGHTS STANDING COMMITTEE

## Terms of Reference:

* + - * + To identify and recommend strategies to assist ETFO, its locals, and members in promoting awareness of and respect for human rights issues within the education profession at a local, national, and/or international level.
				+ To advise the Executive and recommend strategies to respond to emerging human rights issues as a result of current events and the impact on education.
				+ To advise the Executive and recommend strategies to promote and support greater participation of members who belong to equity-seeking groups in all areas of ETFO.
				+ To advise the Executive and recommend strategies to promote teaching as a career for members of groups currently under-represented in the profession.

## Committee Members

Kim McIntosh Greater Essex County Teacher Local (Chairperson)

Anuka Dey Ottawa-Carleton

Adrianna Knight Halton Teacher Local

Andres Musta Durham Teacher Local

Christopher Nedell Elementary Teachers of Toronto Local

Tara Zwolinski ETFO Staff Liaison

**Committee Activities 2021-2022**

The committee met on November 29, 2021, and January 17, 2022. At the November 29, 2021, meeting, K. McIntosh was elected as committee chairperson.

Vice-President S. Bell brought greetings at both meetings and updates regarding current ETFO projects such as: the analysis of the Collective Bargaining survey; member engagement regarding the spring provincial election; ETFO’s Task Force to Combat Antisemitism; ETFO’s advocacy regarding Health and Safety; and the effects of the ongoing pandemic on education.

At the first meeting, the coordinator of Equity and Women’s Services (EWS) presented the recent work of the EWS service area and the EWS 2021 Annual Meeting Report. Staff also presented updates regarding ETFO’s Addressing Anti-Black Racism Strategy, defeating Doug Ford’s Conservatives in 2022, and recent work from the Professional

Learning and Curriculum Service Area.

At both meetings, the committee discussed current issues regarding human rights and education such as: work-based safety; Additional Qualifications (AQ) courses; Coastal GasLink Pipeline; Quebec’s Bill 21; and Truth and Reconciliation.

## Recommendations to the 2022 Annual Meeting:

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

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

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

“1.0 Human Rights

* 1. That ETFO encourage that the Human Rights Statement and Land Acknowledgement be posted/linked to all local websites; and
	2. That all locals shall endeavor to address, promote, and support topics of social justice and equity pertaining to human rights.”
1. THAT ETFO lobby the Ontario Government to provide a subsidy for the new Additional Qualification course: Addressing Anti-Black Racism to Change Pedagogy and Practice.

Respectfully submitted, Kim McIntosh, Chairperson

KM:TZ:MR

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE INTERMEDIATE DIVISION STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Tiffany Cooper Waterloo Region Occasional Teacher Local (Chairperson)

Danielle Piche Greater Essex County Teacher Local

Jane Scanlan-Price Hastings-Prince Edward Teacher Local

Steven Sevel York Region Teacher Local

Amy Whelan Upper Canada Teacher Local

Rita Cohen ETFO Staff Liaison

## Committee Activities 2021-2022

The committee met on October 29, 2021 and December 10, 2021. At the first committee meeting, T. Cooper was appointed chairperson.

The committee reviewed the Terms of Reference for Standing Committees and guidelines for committee members and the process for motions and recommendations.

Vice-President M. Rusnak brought greetings from the Executive. The important work that intermediate educators perform daily, especially during the pandemic, was stressed along with the importance of emotional well-being and self-care. Members were thanked for their leadership and encouraged to explore other leadership opportunities at ETFO.

ETFO’s provincial election campaign was discussed, including the dangers of hybrid learning and the importance of member involvement. Committee members were asked to consider completing the collective bargaining survey to develop bargaining goals.

Members shared with Vice-President Rusnak the issues facing the intermediate division and identified key areas for support and planning that address the mental health and overall wellness of members, while also effectively servicing the unique needs of intermediate students and their families.

The committee highlighted the importance of collecting and sharing, via the ETFO website, resources for classrooms and educators specific to the intermediate division.

Members were engaged in the campaign to promote Intermediate Additional Qualification (AQ) courses and subsequently participated in the design of the advertisement placed in ETFO VOICE for Winter 2022, highlighting Intermediate AQ courses. The committee was also the driving force behind the decision to offer grade 7/8 AQ courses during all four sessions from just the summer session.

At the second meeting, staff presented ETFO’s multi-year strategy on addressing anti- Black racism. As educators, ETFO is deeply concerned about the ongoing systemic and individual forms of racism and anti-Black racism in our communities and globally. ETFO is committed to providing resources and offer learning tools to support members as they engage in these conversations to fight against anti-Black racism and all forms of racism.

The government has acknowledged that anti-Black racism exists within the education sector and has stated that the well-being and mental health of Black communities is paramount. Ending streaming in the public education system is a necessary step to address existing systemic barriers. The government has made announcements aimed at ending streaming in the secondary panel. However, it has not announced any additional funding to support this important transition and without the necessary support for students and educators, students who have faced systemic barriers in the past will continue to do so.

The committee discussed how the Ministry of Education must stand on their commitment and direct funding to the education sector and community organizations to eradicate anti- Black racism, and all other forms of racism, from Ontario’s public education system.

## Recommendations to the 2022 Annual Meeting:

The Intermediate Committee has submitted two resolutions to the 2022 Annual Meeting:

1. That ETFO, through OTF, lobby the Ministry of Education to provide guidance to teacher educators of grade 7/8 students as part of the staffing formula for all schools with intermediate students to support the transition to destreamed grade 9.
2. That ETFO, through OTF, lobby the Ministry of Education to fund release time for homeroom teachers of grade 8 students and their secondary counterparts, to develop plans to support students’ transition to grade 9.

Respectfully submitted,

T. Cooper, Chairperson

TC:RC:MC

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE INTERNATIONAL ASSISTANCE STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Sangeetha Stephen York Region Teacher Local (Chairperson)

Martine Engel Lakehead Teacher Local

Kim Fennema Algoma Teacher Local

Lindsay Freedman Peel Teacher Local

Tammara Smith Ottawa-Carleton Occasional Teacher Local

Tamara West Simcoe County Teacher Local

Punita Bhardwaj ETFO Staff Liaison

**Committee Activities 2021-2022**

The International Assistance Committee met virtually on December 3, 2021, and March 25, 2022.

## Meeting One: December 3, 2021

Vice-President Rusnak brought greetings on behalf of the Executive and acknowledged International Day for Persons with Disabilities. Vice-President Rusnak reviewed the role of standing committees, Terms of Reference, and committee guidelines. Vice-President Rusnak also provided details about the 2020-2021 recommendation to the Executive, “that ETFO include questions about anti-bias, anti-racism and equity in the application

form for Project Overseas 2022.” The Executive approved this recommendation and made an additional recommendation that the International Assistance Committee develop interview questions that address anti-bias, anti-racism, and equity.

After reviewing the role of the Chairperson, the International Assistance Committee nominated S. Stephen as the 2021-2022 chair.

The International Assistance Committee reviewed the 2021 Annual Meeting Standing Committee Report and an overview of ETFO’s support for projects funded through the Canadian Teachers’ Federation (CTF) Trust Fund Initiatives and MATCH International Centre and the Canadian Organization for Development Through Education (CODE). Information about the Overseas Scholarships for Women and Girls, Women and Girls International Projects and the Humanity Fund was also provided.

Staff presented *Defeating Doug Ford’s Conservative in 2022* and facilitated a discussion about committee members’ experiences throughout the pandemic. Staff provided an update about 2021-2022 activities and initiatives within the Anti-Black Racism Multi- Year Strategy and an overview of ETFO’s newly adopted anti-oppression framework.

## Meeting Two: March 25, 2022

The second meeting focussed on creating a new members’ guide for the International Assistance Committee. Drawing from the range of experience on the committee, members suggested the guide include the following:

* + - * + Detailed explanations about the candidate selection process for Project Overseas.
				+ An explanation of concepts such as anti-bias, anti-racism, equity, and social privilege.
				+ Suggestions about what to bring to the in-person meeting.
				+ Logistical information about expenses, accommodations, and release time.
				+ A scoring guide for Project Overseas applications with corresponding exemplars for scores of 4, 3, 2, and 1.
				+ Details about what to anticipate when conducting interviews, such as member disclosures of sensitive information and managing member anxiety.

Committee members also suggested that a teleconference be scheduled in September to familiarize members with the Project Overseas application form and scoring rubric. The teleconference would also allow committee members to meet each other ahead of the first committee meeting, and receive background knowledge about anti-racism, anti- bias, equity, and social privilege.

The committee discussed additional questions that should be added to Project Overseas applications based on recommendations from the Executive in February 2021.

The following questions will be added to future Project Overseas application forms:

* + - * + While participating in Project Overseas, how do you assess your roles and responsibilities through an equity and anti-racism lens?
				+ What is social privilege and why is it important to acknowledge it while working with overseas partners?

Committee members also discussed and developed additional interview questions.

Staff shared data from the Equity and Women’s Services 2021 Annual Meeting Report. Members were encouraged to review the data for insight about the Federation.

## Recommendations to the 2022 Annual Meeting:

**Nil.**

Respectfully submitted, Sangeetha Stephen, Chairperson

SS:PB:AJ

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE LABOUR COMMITTEE

## Terms of Reference:

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

## Committee Members:

Shawn Crowell Thames Valley Teacher Local (Chairperson)

Cindy Gangaram Hamilton-Wentworth Teacher Local

Heather Latam Greater Essex County Occasional Local

Felipe Pareja Peel Elementary Teacher Local

Denise Hammond ETFO Staff Liaison

## Committee Activities 2021-2022:

The committee met twice virtually for a full-day meeting, on October 22, 2021 and then on February 18, 2022. A short follow-up meeting was held on February 25, 2022 to discuss the submission of Annual Meeting resolutions.

Over the year, the committee discussed four main issues: the impact that the pandemic has had on the membership, the need for paid sick days for all workers, the need for member mobilization for the provincial election, and what preparations would be necessary as we head into a year of central bargaining. During each meeting, members met with the Executive liaison, Vice-President Shirley Bell and relayed the importance of deepening ETFO’s role in the labour movement and how the committee could contribute to that end. S. Bell shared how the Executive worked on a public relations campaign to influence the Ontario election and the ways that members would be engaged in the provincial election.

As an ETFO representative to the Ontario Federation of Labour (OFL), S. Bell shared information about OFL campaigns, the fall 2021 convention, and why ETFO supported the new designated equity seat on the OFL Executive. To keep track of the Ford government’s list of inaction and bad decisions, the OFL established an online “Ford Tracker” as a reminder and awareness tool in the lead up to the election.

In discussing the OFL Convention, committee members held a conversation about the need to strengthen and enhance provincial communication about larger labour events and how members may participate in them in some way, rather than relying solely on local communication resources. This discussion led the committee to put forward the following recommendation:

*That the provincial Executive discuss and investigate ways to improve member communication for the purpose of mobilizing and engaging members without reliance on communication through the local president.*

The committee also received updates on campaigns for the Canadian Labour Congress; were advised and informed about the new Anti-Oppressive Framework and the Equity Statement; and shared regional and local labour council updates. A significant amount of committee discussion focused on provincial election campaigning ideas and other related labour campaigns going on in and around the election, specifically, the Workers’ Action Centre campaign, *Justice for Workers.*

At the second committee meeting, a staff member from Professional Relations Services joined the committee to facilitate a discussion about the Charter Right to Freedom of Expression and political action in the workplace. Members were reminded about an arbitration wherein it was determined that educators can indeed wear political buttons in the classroom and workplace. It was discussed that there is a renewed need to popularize this decision and motivate educators to wear buttons and be politically active.

In consideration of the committee’s unanimous sentiment that there is great value and importance of ETFO locals being actively connected to their local labour councils, the committee worked on several resolutions for the upcoming Annual Meeting as reflected below.

## Recommendations to the 2022 Annual Meeting:

1. THAT, all ETFO locals be encouraged to affiliate to their district and/or regional labour council to engage in the broader labour movement, to be present and vocal in the house of labour, and to better represent education issues at a local level.
2. THAT, as part of the affiliation with district and/or regional labour councils, each ETFO local be encouraged to declare to the district and/or regional labour council their total number of full-time equivalent (FTE) members residing in the district and/or regional labour council area(s) found within the local’s geographic boundary.
3. THAT, ETFO lobby the OFL to develop and publish a publicly-accessible online resource that lists unionized products, services and vendors available for any worker or affiliate to buy Canadian and union-made goods in Ontario.

SC:DH:CST

Respectfully submitted, Shawn Crowell, Chairperson

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE OF THE LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER

**OR QUESTIONING MEMBERS COMMITTEE**

## Terms of Reference:

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

## Committee Members

Meaghan Greer Simcoe County Teacher Local (Chairperson)

Anne Marie Cope Thames Valley Teacher Local

Chadwick Gordon Elementary Teachers of Toronto Local

Jennifer Johnston Ottawa-Carleton Teacher Local

Michael Martins Durham Teacher Local

Mandi Hardy ETFO Staff Liaison

**Committee Activities 2021-2022**

The committee met twice over zoom on November 24, 2021, and January 24, 2022, for full meetings. A short follow-up meeting was held on April 4, 2022, to discuss Annual Meeting preparations.

At the November 24, 2021, meeting, M. Greer was appointed committee Chairperson. After introductions of the committee, including two new members, Vice-President M. Rusnak reviewed the *Guidelines for ETFO Committee Members 2021-2022* and the Terms of Reference for the committee. She acknowledged the importance of the grassroots work of the committee’s members, and the positive impact it has on ETFO and its entire membership.

At the November 24, 2021, meeting, details about the updated EWS Positive Space toolkit and pamphlet were shared with the committee. This update occurred to ensure they are inclusive of all communities and the resources are being sold through shopETFO. Committee members also explored the ETFO website as it relates to 2SLGBTQ+ resources, addressing anti-Black racism resources, First Nations, Métis and Inuit resources, and equity related classroom resources. Members highlighted that there were many great resources available on the website that they would use and share with colleagues.

The terms “brothers” and “sisters” have a proud and strong history in unions that convey unity, connection, and solidarity. However, these terms are not inclusive; transgender and non-binary people face erasure and misgendering on a regular basis and the weight of these micro-aggressions is oppressive. To address this, the committee agreed to re-submit its Annual Meeting motion, that did not make it to the floor in 2021.

Approval of the motion would add other terms, such as “friends,” “members” and “educators,” to include all ETFO members at Federation events.

The committee also discussed updating the name of the committee to be more inclusive. The committee members began to outline their rationale and agreed to discuss further during the next meeting.

The committee received updates on last year’s recommendations to the Executive that an updated lobby sheet be sent to local presidents and that ETFO survey local presidents to see what is being done in locals in terms of best practices and areas of need. In October 2021, a lobby sheet was shared to encourage local leaders to have ongoing discussions with their school boards and impress upon them that equity issues including, but not limited to, 2SLGBTQ+ rights must be addressed in schools and classrooms through professional learning with staff and administrators. At this time, local presidents were also asked to complete an online survey to help determine what supports are in place, at the local level, for members who identify as 2SLGBTQ+. The members of the committee began to review and discuss the results of the survey.

The committee discussed that Toronto Pride events are scheduled to be in-person for 2022. Experienced committee members shared previous experiences with in-person Pride events and suggested ideas for making the Pride Toronto booth more interactive.

ETFO staff shared a presentation with the committee that provided updates on ETFO’s

*Addressing Anti-Black Racism* multi-year strategy and upcoming work for 2021-2023.

At the January 24, 2022 meeting, Vice-President M. Rusnak welcomed the group. She recognized that the beginning of the year had many challenges, acknowledged that it would have been nice to meet in person and thanked everyone for their continued dedication to the work of the committee. She discussed the different ways that members have been impacted by the current government and highlighted the importance of members mobilizing for change in the upcoming election.

The committee continued to discuss updating the name of the committee from Lesbian, Gay, Bisexual, Transgender, Queer, or Questioning (LGBTQ) Members Committee to the more inclusive Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Plus (2SLGBTQ+) Members Committee. Committee members identified that this update would align the name of the committee with the changes that have already been adopted by ETFO.

The members of the committee continued to review and discuss the results of the survey that was completed by local presidents in October 2021, to help determine what supports are in place, at the local level, for members who identify as 2SLGBTQ+. The committee was disappointed by the low number of surveys that were completed and they did not feel that the results of the survey represented the lived experiences of members who identify as 2SLGBTQ+.

This year, the LGBTQ Standing Committee recommended to the Executive that ETFO survey members who identify as 2SLGBTQ+ to determine how they utilize the supports that are in place, at the local level, for members who identify as 2SLGBTQ+.

M. Greer provided an update to committee members regarding *Bill C-4: An Act to amend the Criminal Code (conversion therapy).* After two previous attempts to pass this legislation failed in recent years, the bill cleared both the House of Commons and Senate in just over a week. The bill received royal assent on December 8, 2021 and became law.

## Recommendations to the 2022 Annual Meeting:

1. That ETFO include gender-neutral terms when addressing members at all ETFO events.
2. That Article X, Provincial Organization, Section 3, Committees,10.3.1.18, be amended to read:

“10.3.1.18. Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Plus (2SLGBTQ+) Members." Mutatis mutandis

Respectfully submitted, Meaghan Greer, Chairperson

MG:MH:KP

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE LIBRARY STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Aimee Ford York Region Teacher Local (Chairperson)

Cassandra Cassidy Niagara Teacher Local

Rabia Khokhar Toronto Occasional Teacher Local

Ramandeep Sarai Elementary Teachers of Toronto Local

James Steeves Peel Teacher Local

Julie Millan ETFO Staff Liaison

## Committee Activities 2021-2022

The committee met twice during the year: Friday, December 10, 2021 and Friday, March 4, 2022. Due to the COVID-19 pandemic, both meetings were held virtually through Zoom.

During the first meeting the committee:

* + did a round-table activity where everyone introduced themselves and outlined their experience in education;
	+ selected Aimee Ford as the committee chairperson;
	+ met with ETFO Executive Liaison Vice-President Shirley Bell who reviewed the *Guidelines for ETFO Committee Members 2021-2022* and the Terms of Reference for the committee;
	+ reviewed 2021 AMR #84, submitted by the Library Standing Committee. The resolution was not dealt with at the Annual Meeting 2021. The committee decided to resubmit the resolution to the 2022 Annual Meeting;
	+ shared feedback with ETFO-AQ about content to be included in all parts of the teacher-librarian AQ courses currently going through the course revision process;
	+ discussed the impact of the COVID-19 pandemic and remote learning on the role of teacher-librarians across Ontario;
	+ discussed the impact of hybrid learning and the fail-to-fill issues related to hybrid and how these issues impact libraries and the work of teacher-librarians; and
	+ discussed the June 2022 provincial election ETFO’s mobilization efforts ahead of the election.

During the second meeting the committee:

* + met with ETFO Executive Liaison Vice-President Shirley Bell, who brought greetings from the provincial Executive and thanked the committee members for their work this year. Vice-President Bell then provided an overview of what is happening at ETFO provincial, including advocacy for members and preparing for the provincial election;
	+ Executive staff joined the committee and provided insight into the Equity and Women’s Program 2021 Annual Meeting report;
	+ discussed significant updates from the Ministry of Education, including the continuation of virtual learning options for the 2022-2023 school year, the announcement of tutors as a part of the Learning Recovery and Renewal Plan, and the return of Education Quality and Accountability Office (EQAO) in grades 3 and 6; and
	+ discussed the newly released Ontario Human Rights Commission (OHRC) Right to Read report and its 157 recommendations where questions were raised about the scope of the report and the potential implications of such wide- sweeping recommendations.

## Recommendations to the 2022 Annual Meeting:

1. THAT Policy Statement, 75.0, School Library Programs, Sections 75.4, 75.5, 75.6,

75.7 be amended to read:

* 1. That each elementary school library learning commons be fully accessible to all students during the entire instructional day.
	2. That educational materials and resources available in each elementary school library learning commons be appropriate to the instructional needs of the school and consider such factors as grade levels, developmental needs of students, language of instruction, and additional individualized school-based programs.
	3. That each elementary school library learning commons be equipped with current and adequate digital resources and technology, and access to the internet.
	4. That each elementary school library learning commons has an up-to-date, relevant collection that reflects diversity, social justice in the areas of peace, anti-poverty, nonviolence, equity, anti-racism, and anti-Black racism; and includes a focus on Canadian content and Indigenous worldviews and perspectives.

Respectfully submitted, Aimee Ford, Chairperson

AF:JM:KP

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE MEN’S FOCUS STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Stephen Gartshore Elementary Teachers of Toronto Local (Chairperson)

Chris Brouillard-Coyle Greater Essex County Teacher Local

Nabil Mailoux Limestone Teacher Local

Chad Mills Peel Teacher Local

Brian Morris Elementary Teachers of Toronto Local

Derek Hulse ETFO Staff Liaison

**Committee Activities 2021-2022**

The Men’s Focus Standing Committee met on November 26, 2021 and February 16, 2022. The committee discussed and analyzed issues pertaining members who identify as men in the elementary panel. The committee’s discussions in 2021- 2022 included the following:

During its first meeting, the committee:

* + Reviewed the committee’s Terms of Reference with the assistance of Vice- President Rusnak and elected the Chairperson, Stephen Gartshore;
	+ Discussed previous ETFO Men’s Conferences, including the timing of the conference and discussion topics;
	+ Discussed the relatively low number of males in elementary teaching, especially from racialized groups, and the importance of increasing representation in those areas;
	+ Shared and discussed local examples of initiatives that allow for male educators to form connections with other males in elementary education;
	+ Discussed a wide variety of issues that male elementary teachers face in schools on a day-to-day basis; and
	+ Reviewed and discussed ETFO’s Anti-Black Racism work and how that intersects with males in elementary teaching.

During its second meeting, the committee:

* + Was updated on the work of ETFO in the area of political action and the importance of the up-coming provincial election by Vice-President Rusnak;
	+ Discussed the importance of networking opportunities for male elementary educators as a means of support and how that it may be a valuable topic at a future men’s conference;
	+ Discussed initiatives such as a “career fair” as a tool to recruit more males, especially from racialized groups to the profession;
	+ Discussed the up-coming ETFO Men’s Conference and developed a list of possible topics for the conference;
	+ Discussed how release time for males to attend ETFO events could increase participation; and
	+ Thanked the members of the committee whose terms had ended and discussed to process for re-applying to the committee.

## Recommendations to the 2022 Annual Meeting:

Nil.

Respectfully submitted,

Stephen Gartshore, Chairperson

SG:DH:CS

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE NEW MEMBERS STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Jordan Smith Thames Valley Teacher Local (Chairperson)

Lyndsay Houghtling Grand Erie Teacher Local

Kameni Jaikissoon Rainbow Teachers Local

Sara Savoia Simcoe County Occasional Teacher Local

George Shaikh Hamilton-Wentworth Occasional Teacher Local

Phyllis Hession-White ETFO Staff Liaison

## Committee Activities 2021-2022

The New Members Committee met on November 5, 2021 and February 18, 2022. The committee discussed and analyzed issues pertaining to new members.

During the first meeting, the committee:

* + reviewed the committee’s Terms of Reference;
	+ selected J. Smith to chair the New Members Committee;
	+ reviewed the role of a committee member and the ETFO Conflict of Interest Policy;
	+ reviewed the ETFO *Reference Book* and *Welcome to ETFO* book and discussed items in it of particular interest to the New Members Committee;
	+ reviewed a number of ETFO resources available to support new members;
	+ reflected on the previous year’s Annual Meeting resolutions and started the discussion around possible resolutions for this summer’s Annual Meeting;
	+ discussed local initiatives to engage new members and shared how New Teacher Induction Program (NTIP) runs in each local;
	+ reviewed feedback from the Fall Leadership New Member Chair Training and made suggestions for next year; and
	+ discussed methods of communication used to communicate to new members.

During the second meeting, the committee:

* + reviewed the committee’s Terms of Reference;
	+ shared updates and ideas from local New Member Committees;
	+ discussed how NTIP programs continue to be put on hold in locals due to the failure to fill issues due to the COVID-19 pandemic; and
	+ read the Ontario College of Teachers *Transition to Teaching 2021 s*tudy and reported the trends in education.

On February 23, J. Smith, chairperson of the New Members Committee, attended the provincial Executive meeting. The Chairperson’s report reviewed the activities of the of the committee as well as issues facing new members. The opportunity to provide the provincial Executive with insight into the difficulties our newer members face was invaluable.

## Recommendation to the 2022 Annual Meeting:

THAT Article XI, Local Organizations, Section 2, Governance, be amended by the addition of a new subsection following 11.2.12 to read:

“1.0 Each local shall endeavor to have a New Members Committee.”

Respectfully submitted, Jordan Smith, Chairperson

JS:PHW:LS

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE OCCASIONAL TEACHER STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Paula Carmichael Upper Canada Occasional Teacher Local (Chairperson)

Marsha Auxilly Waterloo Region Occasional Teacher Local

Aloysius Okafor Peel Occasional Teacher Local

Tamara Shortt Ontario North East Occasional Teacher Local

Lara Waterhouse Trillium Lakelands Occasional Teacher Local

Kelly Hayes ETFO Staff Liaison

**Committee Activities 2021-2022**

Meetings took place on November 19, 2021, January 24, 2022, and June 16, 2022 (evening teleconference). At the first meeting on November 19, 2021, Paula Carmichael was selected as Chairperson.

Discussions took place on the following issues: Uncertified Teachers

Committee members discussed the impact of uncertified teachers on the system and on the ability to have members released for union work. Members discussed that district school boards need to make employment more attractive for occasional teachers to want to work (positive work environment, treated fairly, etc.). It was identified that cost of living, housing, and food are some of the issues when occasional teachers are choosing a district school board.

Committee members discussed the current practice that many boards are currently hiring ‘non-certified teachers’ (e.g., parents, teenagers, teacher candidates, etc.) to fill in vacancies and that many boards end up not filling vacancies at all. This is a dangerous practice, for all involved (especially teacher candidates, in particular) should an allegation be made.

Collective Bargaining

Committee members discussed the idea of a grid for occasional teachers. Some occasional teachers have chosen to be career occasional teachers and should be paid more, as their years of experience grows, rather than staying at the same rate of pay as a beginning occasional teacher. There is also a discrepancy of $30 per hour across the province for daily occasional teachers.

Daily occasional teachers salaries should also be tied to the grid, given they have the same qualifications as permanent teachers. Discussion was had that a focus on hiring practices in bargaining is needed.

Committee members felt that occasional teacher bargaining issues are often not heard and that issues related to occasional teachers are pushed aside. Executive Liaison D. Mastin clarified there are two sets of negotiations with the government: the first, an agreed list of what will be bargained; and the second, bargaining the finer points of items on the list. D. Mastin explained how thorough and complex the entire bargaining process is. Committee members discussed the idea of a primer for occasional teachers on bargaining to highlight the process and the importance of filling out the survey.

Mastin gave context to the role of bargaining as it pertains to negotiating the hiring processes for occasional teachers. Regulation 274 was a central bargaining item. With the new round of bargaining, ETFO needs to determine if hiring processes should be on the central list or local list. Maintaining all the information on the central list could pose risks; if it is not addressed, there may not be the opportunity to bargain it locally.

Committee members discussed the importance of contract teacher support for occasional teacher issues during the bargaining process and the need for solidarity. Discussion took place around newer occasional teachers filling out the bargaining survey and not fully understanding the bargaining process and the issues. Discussion was also had on the possibility of a new process for standing committees to have more input into bargaining process.

Personal Protective Equipment for Occasional Teachers

Committee members discussed which district school boards have agreed to members wearing superior personal protective equipment (PPEs). It is more of a local issue as district school boards are not all following the same practices.

Stress and Mental Health

Committee members discussed the lack of access occasional teachers have to the Employee Assistance Program (EAP). Some locals have bargained it into their local agreements.

Occasional Teacher Climate

Occasional teacher safety and concerns related to the current COVID-19 pandemic was acknowledged, addressed, and discussed by committee members. Many occasional teachers do not feel safe accepting jobs in a large number of schools. Occasional teachers prefer to stay at one or two schools for safety in relation to COVID-19. This exacerbates the occasional teacher shortage, but it is important to understand and address the safety issues.

The treatment of occasional teachers by boards has created a negative environment. Many occasional teachers are not made to feel welcome in the board or in some schools. Some boards are also pressuring occasional teachers into ensuring their annually required number of days are filled, otherwise, they may not remain on the occasional teacher list. This situation creates for additional pressures and stress on occasional teachers.

Many occasional teachers are leaving the profession due to working conditions, negativity, and feelings of being unsafe. Boards need to determine other avenues to offer incentives for occasional teachers to accept job offers and to increase retention.

Importance of Occasional Teachers: Campaign

Committee members addressed the importance and need for contract teachers to be educated on the importance of occasional teachers. This discussion was also extended to include other union members, parents, community members, and school boards. All of these groups need to be working together to understand the important and necessary role of Occasional Teachers.

National Search Engine

Committee members discussed the benefit of having an accessible search engine at the national level that would assist in comparing collective agreement language (such as language currently being used in British Columbia regarding grid rate pay for long- term occasional teachers within educator sectors across the country.

## Recommendation to the 2022 Annual Meeting:

1. That ETFO develop both a public relations campaign, and an internal educational campaign, on the role and importance of certified occasional teachers.

Respectfully submitted,

Paula Carmichael, Chairperson

PC:KH:MN

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE OCCUPATIONAL HEALTH AND SAFETY STANDING COMMITTEE

## Terms of Reference:

* To advise and make recommendations to the Executive on health and safety issues.
* To make recommendations to the Executive to raise member awareness of health and safety issues in schools.
* To provide advice on the promotion of member participation in health and safety training.
* To provide advice for assistance to health and safety representatives who sit on joint occupational health and safety committees.

## Committee Members

Antonella Ciampa Greater Essex County Teacher Local (Chairperson)

Jennifer Barry Lakehead Teacher Local

Amanda Baxter Grand Erie Occasional Teacher Local

Anastasia Georgas Peel Teacher Local

Kristyn Owers Elementary Teachers of Toronto Local

Elizabeth Mitchell ETFO Staff Liaison

**Committee Activities 2021-2022**

The Occupational Health and Safety Committee met on November 26, 2021 and February 4, 2022, both of which were held on Zoom. Vice-President, Shirley Bell, joined both meetings to bring greetings on behalf of the provincial Executive.

During the first meeting, committee members reviewed the committee’s Terms of Reference and selected A. Ciampa to chair the Occupational Health and Safety Committee.

Deputy General Secretary, Lisa Mastrobuono, joined the committee to share information about vaccination policies and labour relations. The tools through which unions could improve working conditions and assert the rights of workers were shared.

Health and Safety Services staff provided updates regarding programs and other initiatives, including the updated COVID-19 guide for local leaders and health and safety representatives. ETFO’s efforts at the Provincial Working Group on Health and Safety to advocate for safer working conditions in schools were discussed.

The success of advocacy and lobbying at the local level to improve health and safety conditions, for example, allowing workers to procure and wear superior PPE, was discussed. The outcome of worksite visits by inspectors from the Ministry of Labour, Training and Skills Development (MLTSD) were discussed, along with some positive outcomes from education workers engaging in work refusals.

At the second meeting, the changes in government COVID-19 guidance for schools was discussed. Health and Safety Services staff highlighted the supplement to the ETFO COVID-19 guide. An update on initiatives to address workplace violence in schools was shared. There was a discussion of the gendered nature of workplace violence as well as the possible long-term impact of the disruptions of the COVID-19 pandemic on the levels of violence in schools. Health and Safety Services programs addressing these issues were shared.

In May, A. Ciampa, chairperson, presented a report on the work of the standing committee to the provincial Executive.

## Recommendations to the 2022 Annual Meeting:

1. THAT Article XI, Local Organizations, Section 2, Governance, be amended by the addition of a new subsection following 11.2.12 to read:

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

1. THAT ETFO, through OTF, lobby the Ministry of Education for Boards to embed, in their workplace violence policy, a requirement and obligation to investigate and respond to all incidents or complaints of workplace violence.

Respectfully submitted, Antonella Ciampa, Chairperson

AC:EM:SS

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE PENSION STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Jeannie Chong Durham Catholic DECE Local

Craig Everest Thames Valley Teacher Local

Shane Gibson Kawartha Pine Ridge Teacher Local

Christopher Hoffman Peel Teacher Local

Sarah MacKay Hastings-Prince Edward Teacher Local

Mark Butt ETFO Staff Liaison

**Committee Activities 2021 - 2022**

The committee participated in two virtual (zoom) meetings. The first meeting was held on November 24, 2021. Executive Liaison Shirley Bell brought greetings from the ETFO Executive and reviewed the Terms of Reference and Guidelines for ETFO Committee Members.

At the first meeting the committee elected Shane Gibson to the position of committee Chairperson.

The committee reviewed the OTPP Mid-Year Report. They talked about ways to promote interest for younger members and the importance for younger members to understand how their pension works and how much it will be. Committee suggested that a pension workshop be provided at the new Presidents training in the fall. The committee looked at the newly updated OTPP website and discussed the importance of getting members to access the website and make use of the information provided.

The committee then reviewed the OMERS Mid-Year Report. They talked about the political aspect of OMERS, and how the various participating groups have different interests and agendas. The committee reviewed the plan changes from last year and discussed some of the proposed changes for the future.

The second meeting was held on April 11, 2022. Executive Liaison Shirley Bell brought greetings from the ETFO Executive and discussed the political situation and upcoming elections in Ontario.

The committee then reviewed the OTPP 2021 Annual Report highlighting that the plan was fully funded for the ninth consecutive year with 241.6 billion in net assets and a record 5.5 billion value added beyond their benchmark. The committee discussed the plans commitment to net zero emissions by 2025 and the importance of promoting this to the membership.

The committee then reviewed the OMERS 2021 Annual Report and discussed how successful the plan was this year with a one-year net investment return of 15.7%, equivalent to $16.4 billion of net investment income. The plan outperformed their absolute benchmark of 6.6% by more than $9 billion dollars. Committee discussed the plan update to allow all non-full-time employees who work for an OMERS employer, who are currently not OMERS members, to join at any time on or after January 1, 2023.

The committee discussed the OFL desire to make pensions an election issue with a platform of pensions for everyone and the importance of pensions and benefits for gig workers.

## Recommendations to the 2022 Annual Meeting:

Nil.

Respectfully submitted, Shane Gibson, Chairperson

SG:MB:CS

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE POLITICAL ACTION STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Brian Pak Hang Tsui York Region Teacher Local (Chairperson)

Cory Huybregts Ottawa-Carleton Occasional Teacher Local

Christina McKibbon Greater Essex County Teacher Local

Stephen Skoutajan Ottawa-Carleton Teacher Local

Hasina Taylor Thames Valley Teacher Local

Federico Carvajal ETFO Staff Liaison

## Committee Activities 2021-2022

The committee met three times, twice over videoconference and once in-person. The committee elected Brian Tsui as the new Chairperson. The committee discussed the impact of the ongoing COVID-19 pandemic on public education and the inadequate response from the government.

The committee discussed the impact of hybrid learning on members and students and ways to show opposition to this learning model. The committee also discussed the rising cost of living and the impact on members, particularly those just starting their careers.

The committee discussed ETFO’s provincial election strategy and provided feedback on how to engage members effectively ahead of the June 2 election.

Vice-President Monica Rusnak, Executive Liaison, attended all three meetings of the committee. She thanked the members of the committee for their ongoing work, especially during such a pivotal year leading to the provincial election.

The committee also received updates from Staff Liaison Federico Carvajal on legislative changes impacting public education, including Bill 13, which made significant changes to the governance of the Ontario College of Teachers. Staff also provided the committee with updates on the Fall fiscal update and the 2022 provincial budget.

The committee recommended four resolutions to the Annual Meeting.

## Recommendations to the 2022 Annual Meeting:

1. THAT ETFO lobby the Ministry of Education and the Ministry of Finance to establish a provincial educator tax credit without the need to document expenses and collect receipts.
2. THAT ETFO, through Canadian Teachers’ Federation, lobby the Department of Finance to modify the educator supply tax credit such that every educator can automatically receive a $1,000 federal tax credit, at a tax rate of 25 per cent, without the need to document expenses and collect receipts.
3. THAT Policy Statements be amended by the addition of a new Section to read: “1.0 Hybrid Learning
	1. That ETFO oppose hybrid teaching models, which expect members to simultaneously teach in person as well as virtually to students.
	2. Members should be responsible for only one model of instruction and programming.”
4. THAT Position Statements, 10.0, Political Action, be amended by the addition of a new Section to read:

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

Respectfully submitted, Brian Tsui, Chairperson

BT:FC:CC

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE PROFESSIONAL LEARNING/CURRICULUM STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Cristol Bailey Rainy River Teacher Local (Chairperson)

Debra Besner York Region Teacher Local

Sarah Gohm Niagara Teacher Local

Jennifer Lasoski Greater Essex County Teacher Local

Elizabeth Weisdorf York Region Teacher Local

Tara Zwolinski ETFO Staff Liaison

**Committee Activities 2021-2022**

The committee met on December 7, 2021, and January 26, 2022.

At the first meeting, meeting, C. Bailey was elected as committee chairperson. ETFO staff presented updates regarding recent work from the Professional Learning/ Curriculum Services.

At the second meeting, the committee shared the challenges of deep professional learning due to the lack of job-embedded learning. This has increased workload for members and increased stress, and burnout. The lack of job-embedded learning has made the implementation of new curriculum, opportunities to have courageous conversations to advance equity and inclusive pedagogies, and the flexibility to shift between in-person and virtual learning, in response to the pandemic, and has equated to unprecedented learning for staff during personal time. This weak implementation system, and lack of professional development, does not consider building professional capacity amongst members and the long-term goals for student's well-being and learning.

At both meetings, Vice-President M. Rusnak brought greetings and shared updates regarding the upcoming Provincial election and the importance of raising awareness with colleagues and contacts. The committee also discussed current issues regarding professional learning and curriculum, such as: the new Ministry of Education Virtual Learning Environment (VLE); Education Quality and Accountability Office (EQAO) testing; learning recovery; new report card programs; and the significant challenges of hybrid learning.

## Recommendations to the 2022 Annual Meeting:

Nil.

Respectfully submitted, Cristol Bailey, Chairperson

CB:TZ:MR

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE PROFESSIONAL RELATIONS AND DISCIPLINE STANDING COMMITTEE

## Terms of Reference:

* To advise the Executive and recommend programs to educate, assist, and inform members about the prevention of professional difficulties and how to respond when dealing with professional concerns.
* To act in accordance with the disciplinary procedures for alleged violations of

*Article VI: Code of Professional Conduct* of the *ETFO Constitution*.

* To advise the Executive and make recommendations on matters that impact on the professional lives of members.

## Committee Members

Jennifer Deck Kawartha Pine Ridge Occasional Teacher Local (Chairperson)

Andrew Aloe Upper Grand Occasional Teacher Local

Tamara DuFour Hamilton-Wentworth DECE Local

Sophie Kroesen Toronto Occasional Teacher Local

Shanlee Linton Lakehead Teacher Local

Jennifer Mitchell ETFO Staff Liaison

**Committee Activities 2021-2022**

The committee met on November 25, 2021, January 25 and March 29, 2022. At the first meeting, committee members reviewed the *Guidelines for ETFO Committee Members, 2021-*2022 and were provided with an overview of the work of the committee. Vice President Monica Rusnak, Executive Liaison, brought greetings to the committee from President Karen Brown and the Executive. She thanked members of the committee for their commitment. She commented on the committee’s terms of reference and their role to review complaints, as well as make recommendations to the Executive. She then highlighted the conflict-of-interest section in the committee guidelines. Over the course of the year, the committee reviewed and discussed Articles VI and VII of the *ETFO Constitution*, as well as the disciplinary procedures for violation of the *Code of Professional Conduct*. They made recommendations to the Executive confidentially.

Information was provided about ongoing Professional Relations Services (PRS) work occurring at ETFO. PRS staff made welcome calls to new local Presidents at the beginning of the school year. ETFO PRS staff offered online programs. They included webinars throughout the year, conferences, courses, and workshops. There were discussions about updated PRS Matters bulletins and fact sheets, and a new fact sheet,

*Reflecting on Conduct, Dealing with Conflict Among Members*. PRS staff continued to respond to calls from local leaders and members on issues such as performance appraisals, leaves of absence, workplace accommodations, long term disability, Workplace Safety and Insurance Board claims, pandemic related concerns, responding to allegations after being contacted by the police or Children’s Aid Society, the Ontario College of Teachers (OCT) or the College of Early Childhood Educators (CECE). Both OCT and CECE proceedings continued to occur in a virtual context.

Changes related to the OCT were discussed. In late 2021, the OCT published its *Professional Advisory on Anti-Black Racism* and posted a related video online. The deadline to extend temporary certificates was changed from December 31, 2021 to June 30, 2022. The Math Proficiency Test is no longer a requirement for certification. The implementation of the Sexual Abuse Prevention Program (SAPP) began in January 2022. As a result of Bill 13, *Supporting People and Businesses Act,* beginning in January 2022 members who previously had their membership status listed as “retired” or “suspended for non-payment of fees” will see their membership status updated to “OCT – Inactive/Non-practising” on the public register. The new OCT Council began their duties effective January 2022.

An update on the CECE was also discussed. Changes to the *Language Fluency Policy* provides additional options for applicants to satisfy the language fluency requirement for registration. The CECE intends to launch its SAPP in 2022. With regards to the continuous professional learning (CPL) program, the CECE aimed to unveil a new simplified CPL portfolio approach in spring 2022.

PRS issues that emerged in locals included: trustees passing motions to implement a mandatory vaccination policy, unvaccinated members being placed on administrative unpaid non-disciplinary leave, a large number of jobs remaining unfilled, as well as a lack of support in classrooms, increasing violence, and member burnout. Some members have been devastated by allegations they have faced. It has been an additional challenge for members assigned to home without pay during the investigation process. Members in occasional assignments were concerned about being able to remain on the list when unable to obtain work to fulfill the minimum number of required days to work annually, particularly in the context of the pandemic. Some boards have shown flexibility to keep members on the list depending on circumstances. Members who were trained internationally are learning to deal with the different approach to education in Ontario, especially around relationships. Locals continue to support member-to-member conflicts.

## Recommendations to the 2022 Annual Meeting:

Nil.

Respectfully submitted, Jennifer Deck, Chairperson

JD:JM:SC

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE SPECIAL EDUCATION STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Deborah Weston Peel Teacher Local (Chairperson)

Adrienne Plumley Elementary Teachers of Toronto

Matthew Carroll Rainbow Teacher Local

Julia Johnson Avon Maitland Teacher Local

Peter Lindsay Upper Canada Teacher Local

Kalpana Makan ETFO Staff Liaison

**Committee Activities 2021-2022**

The committee convened virtually on November 26, 2021 and February 7, 2022.

Committee members introduced themselves and reviewed the standing committee guidelines, standing committee Terms of Reference, the process for recommendations to the Executive, conflict of interest guidelines and member’s obligation to disclose any conflict, and the chairperson’s responsibility within the committee group and their responsibility presenting at the spring provincial Executive meeting.

ETFO staff provided an update on the ‘Right to Read’ complaint to the Ontario Human Rights Commission (OHRC) and informed committee members that the final report would be released late February 2022. Committee members were apprised of the December 2021 release of the K-12 Education Standard Committee recommendations. Staff provided information to the committee members on the Ministry of Education's curriculum reform process and highlighted the report from the Auditor General’s report, The *Value for Money Audit - Curriculum Development, Implementation, and Delivery,* December 2020.

Committee members discussed the impact of the inclusionary model in schools across the province.

The committee determined Chairperson D. Weston, and other committee members attending the 2022 Annual Meeting, would support resolutions by other equity-seeking committees and members.

ETFO staff acknowledged committee members whose terms have ended and thanked them for their expertise, time, and commitment to ETFO.

## Recommendations to the 2022 Annual Meeting:

Nil.

Respectfully submitted, Deborah Weston, Chairperson

DW:KMM:MR

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE STATUS OF WOMEN STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Susan Thorpe Upper Canada Occasional Teacher Local (Chairperson) Vickita Bhatt Peel Teacher Local

Natasha Burford Elementary Teachers of Toronto Local Margaret Chung Limestone Teacher Local

Michaela Kargus Grand Erie Teacher Local Alice Te ETFO Staff Liaison

## Committee Activities 2021-2022

The committee met two times during the year on November 30, 2021 and January 28, 2022.

The committee’s activities during 2021-2022 included the following:

* selected Chairperson Susan Thorpe on November 30, 2021;
* discussed the Women’s Caucus at Annual Meeting 2021 and the resolutions related to women’s programs during the Caucus;
* shared content of the Local Status of Women Chairs Leadership Training sessions and discussed ways in which the local status of women chairs can be better supported as well as strategies for networking and community building;
* explored newer sections of the Equity and Women’s Services (EWS) Report to Annual Meeting 2021 which included data collected on members who identify as women and members as racialized;
* discussed building opportunities for women to network either through structured spaces such as local status chairs group and other women’s union groups;
* conversed on how women’s representation and participation have shifted in the last 20 years of ETFO provincial by examining some data that stretches back to the last 20 years, specifically in Annual Meeting participation; and
* shared information about ETFO WP programs and budgeting implications for this last year.

## Recommendations to the 2022 Annual Meeting:

Status of Women Standing Committee members discussed the six percent resolution and language implications. It was decided that this motion will be brought back to the 2022 Annual Meeting.

The committee revisited and will bring forward one (1) resolution brought from the 2021 Annual Meeting and amended:

That Article XI, Local Organizations, be amended by the addition of a new section to read:

“1.0 Local Programs for Women; and

1.1 Each local shall endeavour to allocate a percentage of their budget to programs for members who identify as women.”

Respectfully submitted, Susan Thorpe, Chairperson

ST:AT:EYO

**Elementary Teachers’ Federation of Ontario (ETFO)** Fédération des enseignantes et des enseignants de l’élémentaire de l’Ontario (FEEO)

136 Isabella Street, Toronto, ON M4Y 0B5 Tel: 416-962-3836 Toll Free: 1-888-838-3836 etfo.ca

# REPORT TO THE 2022 ANNUAL MEETING OF THE TEACHER EDUCATION/FACULTY LIAISON STANDING COMMITTEE

## Terms of Reference:

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

## Committee Members

Dale Napier Thames Valley Teacher Local (Chairperson)

Amrit Bains Ottawa-Carleton Teacher Local

David Berger Kawartha Pine Ridge Teacher Local

Stephane Charron Limestone Teacher Local

Ellen D’Heureux Elementary Teachers of Toronto Local

Erin Freeman York Region Teacher Local

Sai Amrita Kaul York Region Teach Local

Wendy Rolph Near North Teach Local

Corinne Scarfo Lakehead Teacher Local

Stacy Sullivan Rainbow Occasional Teacher Local

Katrina Tedja-Fleming Halton Teacher Local

Wes Vickers Greater Essex County Teacher Local

Lianne Wyatt Niagara Occasional Teacher Local

Zaiba Beg ETFO Staff Liaison

**Committee Activities 2021-2022**

The Teacher Education/Faculty Liaison Committee (TEFLC) met three times this year. The first two meetings were held virtually due to Public Health restrictions during the ongoing COVID-19 pandemic.

At the November 1, 2021 virtual meeting, Dale Napier was acclaimed as the chairperson. As the Executive Liaison, First Vice-President David Mastin welcomed members and acknowledged the continued challenges faced during the pandemic as they support and advocate for teacher candidates and associate teachers through their

committee work. ETFO staff provided updates related to funds for resources for faculty of education libraries and teacher candidates, the Faculty of Education Awards and the ongoing booking of Federation Days. TEFLC learned about the Ontario Teachers’

Federation’s (OTF) plan for a pilot project which focused on supporting the integrity of preservice programs. Members learned about updates to ETFO’s Anti-Black Racism Strategy as well as the new ETFO bursary of $12,500 which will be granted to two Black educators (1 General, 1 WP) who are entering a preservice program at a faculty of education.

Issues related to the Math Proficiency Test (MPT), the OCT Sexual Abuse Prevention Program (SAPP), as well as Temporary Teaching Certificates were discussed. Teacher Education Liaison Committee (TELC) Reports from each delegate, from each faculty of education were also shared.

The TEFLC made a recommendation to the ETFO Executive that, ETFO bring to the attention of OTF, the need for teacher candidates at Lakehead University’s Faculty of Education, Orillia campus to be supported through the establishment of a TELC.

ETFO filled vacancies for representatives for Brock University, University of Windsor and Laurentian University in late November 2021.

At the February 4, 2022 meeting, the TEFLC met virtually. D. Mastin spoke to TEFLC members about the positive news ETFO received on February 3, 2022 regarding the Bill 115 Charter Challenge and the significance of Justice Lederer’s remedy decision. The committee was thanked for their recommendation to the Executive related to the needs of teacher candidates at the Lakehead University’s Faculty of Education, Orillia campus.

Committee members applauded the December court decision related to the elimination of the MPT requirement. Other important issues discussed included the expansion of the eligibility criteria for Temporary Certificates to include Year 1 teacher candidates until December 2023. Members expressed concerns about teacher shortages and

unfilled vacancies as well as OCT’s continued recognition of remote teaching as a valid practicum experience.

Following the meeting, members attended the annual OTF/Affiliates Symposium, *Mental Health: The Enduring Pandemic* presented virtually on February 4-5, 2022.

The May 6, 2022 meeting was held in-person at the ETFO Provincial office. D. Mastin provided greetings from the Executive, thanking members for the many commitments they fulfill in their roles on TELCs across 13 faculties of education. He shared messages about ETFO’s priority work related to mobilizing members before the provincial election given many implications for the education system.

ETFO staff updates included highlights from regular Teacher Education Work Group (TESWG) meetings. The committee also reviewed and discussed the Teacher Education Application Service (TEAS) Statistics for 2022. Committee members explored critical issues related to Teacher Education and the growing teacher shortage as well as

the increased need to recruit and support more members in associate teacher roles.

With the upcoming provincial election, members learned more about the ETFO Mobilize 2022 campaign. ETFO staff shared information related to the government’s actions which have eroded opportunities for sustained professional learning and curriculum supports.

D. Berger (Trent University), A. Bains (University of Ottawa), S. Kaul (York University), and C. Scarfo (Lakehead University, Thunder Bay) in their role as ETFO chairpersons of their TELCs attended the OTF’s Teacher Education Committee meetings for 2021- 2022 representing ETFO throughout the year.

## Recommendations to the 2022 Annual Meeting:

Nil.

Respectfully submitted, Dale Napier, Chairperson

DN:ZB:MF

Website: Etfo.ca

Facebook: @etfoprovincialoffice

Twitter: @etfoeducators

Instagram: @etfoeducators

#ETFOAM2022

Elementary Teachers’ Federation of Ontario (ETFO)

136 Isabella Street Toronto, ON Canada M4Y 0B5

416-962-3836 1-888-383-3836