

**ETFO  
STANDING  
COMMITTEES**

**REPORT TO THE  
2019  
ANNUAL MEETING**

## **STANDING COMMITTEES**

As stated in the ETFO Constitution, Article X, Provincial Organization, Section 3 Committees, 10.3.1, ETFO has a number of standing committees.

### **Role of Standing Committees**

It is recognized that the standing committees of the Federation are an invaluable asset for ensuring that the expertise of our members and the richness of their work experiences become an integral part of the design and development of Federation programs and services. It will be the role of standing committees:

1. To develop policy recommendations for consideration by the Executive and Annual Meeting.
2. To develop program recommendations for consideration by the Executive and the Annual Meeting.
3. To provide the perspective of the member on Federation initiatives and programs.
4. To provide advice on the content, delivery and design of Federation programs.
5. To advise the Executive on matters relating to the work of the committee.
6. To liaise when appropriate with other ETFO standing committees.
7. To provide advice on issues as requested by the Executive.

### **Appointment Terms**

Members will be appointed to standing committees by the Executive for a two-year term. Members may serve up to two consecutive terms on a committee, if re-appointed. Upon completion of two consecutive terms on any standing committee, a break in service of at least one year is required prior to appointment to any standing committee. Consideration will be given to the information included on the application form.

## ETFO STANDING COMMITTEES 2019-2020

1. Annual Meeting
2. Anti-Racist Education
3. Arts
4. Awards
5. Collective Bargaining
6. Disability Issues
7. Early Years
8. Education Support Personnel/Professional Support Personnel/Designated Early Childhood Educator
9. English as a Second Language
10. Environmental
11. First Nations, Métis, Inuit Education
12. French as a Second Language
13. Human Rights
14. Intermediate Division
15. International Assistance
16. Labour
17. Lesbian, Gay, Bisexual, Transgender, and Queer or Questioning Members
18. Library
19. Men's Focus
20. New Members
21. Occasional Teacher
22. Occupational Health and Safety
23. Pension
24. Political Action
25. Professional Learning/Curriculum
26. Professional Relations and Discipline
27. Special Education
28. Status of Women
29. Teacher Education/Faculty Liaison

# REPORT TO THE 2019 ANNUAL MEETING OF THE ANNUAL MEETING COMMITTEE

## Terms of Reference

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

## Committee Members

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

## Committee Activities 2018-2019

The Annual Meeting Committee met four times this year on October 20, 2018, March 27-29, 2019, June 10, 2019 and August 11, 2019.

At the October meeting, the committee reviewed the events of the previous Annual Meeting. At the March meeting, the committee, with the assistance of the parliamentarian team, reviewed, revised and consolidated motions submitted from locals, standing committees, the Representative Council and the Executive. Confirmation of changes were received from each of the contact individuals. Equity training was provided to the parliamentarian team. The committee suggested methods to streamline resolutions by continued use of en bloc motions for housekeeping items, OTF resolutions and lobbying action resolutions. The committee discussed other possibilities of streamlining the meeting such as lobbying motions going forward to Representative Council rather than the Annual Meeting. The committee made recommendations to the Executive for the appointment of assistants and poll clerks for the 2019 Annual Meeting.

Chairperson Andrea Jackson presented a report to the Executive on the work of the committee to date at the March Executive meeting.

In June, the committee reviewed the Annual Meeting procedures with the parliamentarians and staff. Role descriptions for the committee, parliamentarians, assistants and poll clerks were finalized. The draft agenda was received.

During the August meeting, the committee finalized all procedures, clarified the roles of assistants and poll clerks and participated in their training.

**Recommendation(s) to the 2019 Annual Meeting:**

Nil.

Respectfully submitted,  
Andrea Jackson, Chairperson

AM:LL:KH

# REPORT TO THE 2019 ANNUAL MEETING OF THE ANTI-RACIST EDUCATION COMMITTEE

## Terms of Reference

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

## Committee Members

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

## Committee Activities 2018-2019

The committee met on October 29, 2018 and February 1, 2019. At the October 29 meeting, D. Jung was elected as committee chairperson.

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

The committee discussed how overt racism has become commonplace and recommended that ETFO consider highlighting The United Nations Declaration for *the International Day for the Elimination of Racial Discrimination* on ETFO social media sites to commemorate the day on March 21.

During the February 1 meeting, P. O'Connor was introduced to the committee and K. Makan thanked S. Basal for his time on the committee this year. N. Lawler shared that information about March 21 - *The International Day for the Elimination of Racial Discrimination* will continue to be highlighted on several ETFO social media platforms.

The committee discussed the idea of shareables and hashtags as a way to increase awareness and commemorate important days. K. Makan provided an example of the shareable used for ETFO's acknowledgement of the National Day of Remembrance and Action on Islamophobia and suggested using something similar to mark *The International Day for the Elimination of Racial Discrimination* in March.

K. Makan mentioned that ETFO's film on *The Lived Experience of Racialized Educators in Ontario* is complete and that a clip will be shown at the February 2019 Representative Council Meeting held in Toronto. Workshop developers will be creating content in spring and the workshop will be available to locals in the fall of 2019.

The committee determined that no resolutions will be submitted to the 2019 Annual Meeting. Chairperson D. Jung and other committee members will support resolutions submitted by other equity seeking committees and members.

K. Makan thanked committee members serving on their final term and wished them all the best for the coming year.

**Recommendation(s) to the 2019 Annual Meeting:**

Nil.

Respectfully submitted,  
Dinah Jung, Chairperson

KMM:DJ:KM

# REPORT TO THE 2019 ANNUAL MEETING OF THE ARTS COMMITTEE

## Terms of Reference

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

## Committee Members

Elisabetta De Santis	Toronto Occasional Teacher Local (Chairperson)
Nicole Calvert-McKeag	Trillium Lakelands DECE Local
Ayesatta Conteh	Elementary Teachers of Toronto
Lauren Cooke	Waterloo Occasional Teacher Local
Carolyn Proulx-Wootton	Grand Erie Teacher Local
Mike Lumb	Staff Liaison

## Committee Activities 2018-2019

The committee met twice during the 2018-2019 school year. The first meeting was held on October 25, 2018 and the second on January 24, 2019.

At the first committee meeting, E. De Santis was acclaimed chairperson. The Guidelines for Committee Members were reviewed along with the ETFO Arts Policy statements. Over the course of the two meetings, committee members were informed that the Ministry of Education under the new provincial government had dropped the Arts initiative started by the previous Liberal government to increase the focus on Arts education after years of neglect. There has been no communication from the ministry under the new and current government with respect to the Arts working group and only talk of finding efficiencies in education funding.

Committee members spent a considerable amount of time focused on how crucial it is for all components of the Arts Curriculum to remain as integral parts of the Ontario Curriculum. With the threat of removal of key elements of the Health and Physical Education Curriculum there remains a worry that the Arts Curriculum could also be seen as a frill and subject to further cuts by the provincial government. Due to a smaller circle of influence with the current provincial government, committee members looked at the need for lobbying ETFO locals and district school boards to ensure all components of the Arts remain valued, funded and taught with the proper resources. The committee discussed the possibility of having an ETFO Arts Conference to keep Arts education relevant for elementary teachers.

**Recommendation(s) to the 2019 Annual Meeting:**

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

“1.0 Each local is encouraged to have an Arts Committee.”

2. That Position Statement 3.0, Arts and Culture, be amended by the addition of a new subsection to read:

“1.0 That ETFO encourage the use of the Arts as a tool to promote health and well-being of members.”

3. “1.0 That ETFO provide a provincial conference that supports members who teach Music, Drama, Dance and Visual Arts.”

Respectfully submitted  
Elisabetta De Santis, Chairperson

ED:ML:KS:CS

## REPORT TO THE 2019 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

Helen Hobden	Halton Teacher Local (Chairperson)
Randy Drexler	Greater Essex County Teacher Local
Heather Latam	Greater Essex County Occasional Teacher Local
Carl Oliver	York Region Teacher Local
Nicole Schultz	Lambton Kent Teacher Local
Sonia Ellis-Seguin	Staff Liaison

### Committee Activities 2018-2019

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

#### **Anti- Bias Award:**

Not awarded for 2018-19.

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

Carlos Ponce Tovar, York Region Teacher Local.

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

Not awarded for 2018-19.

#### **Arts and Culture Award:**

Lisa Tonner, Waterloo Region DECE Local.

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

Julie Harber, Halton Teacher Local; Soley Pitre, Niagara Teacher Local; Brittany Boyd, Trillium Lakelands Teacher Local; Rhiannon Lewis, York Region Teacher Local; Meagan Asquith, Durham Teacher Local; Soraya Olszewski, Upper Grand Teacher Local; Sruthi Abraham, Durham Occasional Teacher Local; Jillianne Quennell, Greater Essex County Teacher Local; Meghan Noonan, Peel Teacher Local; Lauren Desarmia, Limestone Teacher Local; Riley Corbin, Lakehead Teacher Local; and Isaac Schonewille, Niagara Teacher Local.

#### **Bursaries for Members of Designated Groups:**

Jeremy Tala, a non-ETFO member.

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

April Hillis, Simcoe County DECE Local; Danielle Noel, Elementary Teachers of Toronto Local; Nisha Chatterjee, a non-ETFO member; Onika Robinson-Brown, a non-ETFO member; and Rebecca Philp-Tsujiuchi, a non-ETFO member; and Tracy Shi, Hamilton-Wentworth Occasional Teacher Local.

**Children’s Literature Award:**

Lucy Falcone, Toronto Occasional Teacher Local.

**Curriculum Development Award:**

Sabrina Sawyer, Grand Erie Teacher Local.

**Curriculum Development Award – Women’s Program:**

Diane Dempsey, Thames Valley Teacher Local.

**Doctoral Scholarship:**

Emily Caruso Parnell, Rainbow Teacher Local.

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

Natasha Rodriguez-Burford, Elementary Teachers of Toronto Local.

**Environmental Education Award**

Claire Gulliver, Thames Valley Teacher Local.

**ETFO Member Bursaries:**

Tarah Irvine, Durham DECE Local; Leigh Sanger, Peel Teacher Local; Jennifer Playford, Upper Grand Teacher Local; Kyle Minniti, Limestone Occasional Teacher Local; Scott Kirby, Greater Essex Occasional Teacher Local; and Michele Murphy, York Region Occasional Teacher Local.

**Faculty of Education Award:**

Claudia De Jong, Devon Crawford, Emma Kiy, Jonathan Clodman, Kailey Davey, Kelsey Knough, Lauren Saly, Paul Ling, Princess Marfil, Sandeep Manku and Taylor Crawford.

**FNMI Professional Learning Bursary:**

Not awarded for 2018-19

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

Not awarded for 2018-19.

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

Janza Giangrosso, a non-ETFO member; and Melody General, Algoma Teacher Local.

**Health and Safety Activist Award:**

Lisa Tonner, Waterloo Region DECE Local

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

James Gonahasa, Durham Teacher Local.

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

Phoebe Gonahasa, non-ETFO member

**Learning and Leadership Bursary:**

Sarah Mae Dalgleish, Peel Teacher Local.

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

Kara Klypycz, Waterloo Region Occasional Teacher Local.

**Master's Scholarship:**

Phillip Spalierno, York Region Teacher Local; Sierra Ainsley, Elementary Teachers of Toronto Local; Samantha Spitse, Greater Essex County Teacher Local; and Krysta Cook, Peel Teacher Local.

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

Geneviève Léspirance, Limestone Teacher Local; Annamari Pouti-Fletcher, Greater Essex County Teacher Local; Jasdeep Khaira, York Region Teacher Local; and Jacqueline Samuels, Elementary Teachers of Toronto Local.

**Member Service and Engagement Award**

Niagara Occasional Teacher Local.

**New Member Award:**

Jennifer Lasoki, Greater Essex County Occasional Teacher Local.

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

Amy Stepanek, Simcoe County Teacher Local

**Political Activist Award**

Felicia Samuel, Elementary Teachers of Toronto Local.

**Rainbow Visions Award**

Not awarded for 2018-19.

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

Ling Chiu, Elementary Teachers of Toronto Local.

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

Not awarded for 2018-19.

**Writer's Award:**

Sue Irwin, Hamilton-Wentworth Teacher Local.

**Writer's Award – Women's Program:**

Angelique Cancino-Thompson, Elementary Teachers of Toronto Local.

Information about the Awards and Scholarships Program is available at:  
<http://www.etfo.ca/AboutETFO/ProvincialOffice/Pages/AwardsandScholarships.aspx>

**Recommendation(s) to the 2019 Annual Meeting:**

Nil.

Respectfully submitted,  
Helen Hobden, Chairperson

HH:SES:TS

# REPORT TO THE 2019 ANNUAL MEETING OF THE COLLECTIVE BARGAINING COMMITTEE

## Terms of Reference

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

## Committee Members

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

## Committee Activities 2018-2019

The Committee had two meetings during the year – one was held on October 25, 2018 and another held on December 18, 2018.

During the first meeting, the Committee selected Amy Chevis as Chair. The structure and numbers of the committee was reviewed with Karen Campbell, First Vice-President. First Vice-President Campbell fielded questions from committee members. The Staff Liaison reviewed the Terms of Reference as modified by the Executive as per the Committee's recommendations in the 2017-2018 year. The Collective Bargaining Services coordinator debriefed on the Collective Bargaining service area's program offerings. Kimiko Inouye, the Collective Bargaining Researcher reviewed the draft Central Bargaining survey with the committee and provided a test run of the survey and additional feedback. The process for the development of Collective Bargaining goals was discussed.

During the second meeting, the Committee reviewed the Central Bargaining survey results and data with Kimiko Inouye. The Committee reviewed the structure of the bargaining process with First Vice-President Campbell and the committee provided feedback on the Collective Bargaining Survey Process. The committee drafted Collective Bargaining goals for the 2019 round of central collective bargaining.

**Recommendation(s) to the 2019 Annual Meeting:**

Nil.

Respectfully submitted,  
Amy Chevis, Chairperson

AC:ML:CS

# REPORT TO THE 2019 ANNUAL MEETING OF THE DISABILITY ISSUES COMMITTEE

## Terms of Reference

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

## Committee Members

Karen Spanton	Limestone Teacher Local (Chairperson)
Karen Beck	Upper Canada Teacher Local
Lesly Kapush	Lakehead Teacher Local
Sadia Khan	Peel Teacher Local
Miranda Marles	Trillium Lakelands Occasional Teacher Local
Donna Howey	Staff Liaison

## Committee Activities 2018-2019

The committee met two times during the year, on October 12, 2018 and February 11, 2019.

At the October meeting the committee elected K. Spanton from the Limestone Teacher Local as chairperson of the committee. ETFO policies and procedures related to disability issues were reviewed and discussed. Issues arising at the 2018 Annual Meeting Disability Issues Caucus were reviewed. ETFO resources in place to support member understanding of workplace accommodations for disability were reviewed. The intersection of members with disability and incidents of workplace violence/student aggression was discussed. The committee explored the ETFO website to review the ETFO educational supports and resources regarding disability issues. The ETFO e-newsletter article for the International Day of Persons with Disabilities was developed collaboratively by the committee.

At the February meeting the committee welcomed K. Beck as a new member of the committee; replacing a committee member who was unable to complete their service. The committee received an update from staff on their inquiries and input to ETFO. Arrangements have been made to host a Disability Issues Caucus at the 2019 Annual Meeting. The DISC chairperson received input for the report to the February 26, 2019 ETFO Executive meeting. The committee developed two resolutions to be submitted to the 2019 Annual Meeting.

## **Recommendation(s) to the 2019 Annual Meeting:**

1. "That all videos shown in provincial and local ETFO presentations, meetings and workshops will make use of closed captions when available."

Rationale: The use of closed captions when showing videos provides greater accessibility for ETFO members with some types of disabilities. YouTube has a closed captions function, and as such, ETFO produced videos can be shown with closed captions through the ETFO YouTube channel.

2. "That ETFO Collective Bargaining Teams consider negotiating collective agreement language to clarify members' rights to accommodations and to define the accommodation process."

Rationale: ETFO members are entitled to workplace accommodations for restrictions and limitations through the provisions of the Ontario Human Rights Code. ETFO members are often not aware of their right to accommodations. Even when members are aware, they often struggle to obtain suitable accommodations. Members' working conditions would be improved by having contractual language acknowledging the right to accommodation and defining the accommodation process that is to be followed.

Respectfully submitted,  
Karen Spanton, Chairperson

LK:DH:MMC

# REPORT TO THE 2019 ANNUAL MEETING OF THE EARLY YEARS COMMITTEE

## Terms of Reference

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

## Committee Members

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

## Committee Activities 2018-2019

The Early Years Committee met on November 30, 2018 and March 1, 2019.

During the first meeting committee members:

- reviewed the Provincial Education Consultations and discussed early years perspectives;
- discussed the *Communication of Learning: Initial Observations*, shared experiences with the writing of the Initial Observations and board supports for educators;
- shared processes in place within their district school boards for communicating with parents in the fall, in addition to the Communication of Learning: Initial Observations. Interviews occurred in one, no observations/classroom visits;
- reviewed the 5 kindergarten conferences offered over the last 3 years through Ministry funding and the fact that keynote speakers were videotaped and will be available on the [etfopley.ca](http://etfopley.ca) website to support members professional learning.
- staff provided information on a new workshop offered spring 2018, *Building and Enriching Partnerships in Kindergarten*. Fifteen workshops were offered in partnership with locals. A Kindergarten team presented the workshop, they focused on how to build, maintain and enrich partnerships and provided many strategies and ideas to proactively communicate and plan as a team;
- provided feedback and areas of need regarding documentation for a new workshop being developed on documenting learning. Ideas provided were; ways to document, why document, digital platforms used, communicating with parents and children, use of documentation for planning, barriers and finding time to share as a team.
- discussed DECE issues such as: being pulled from their classroom and used as Educational Assistants; being called on for toileting, behaviour, and one-to-one with a student, inordinate amounts of duty, and taking their lunch and breaks during

instructional time leaving the teacher alone in the classroom with the children during these times which does not support the philosophy of the program.

- Executive Staff Phyllis Hession-White provided an overview of ETFO PRS supports and resources for members specifically in Kindergarten.
- provided input into the development of a Kindergarten course being created to support members experiencing difficulties in Kindergarten. Ideas and suggestions regarding topics, strategies and processes that would be supportive were offered.

During the second meeting the committee:

- discussed the Ministry Consultation on Class Size, the ETFO submission, issues outlined in the submission and ETFO positions in regard to the current Kindergarten model with two educators and the support of the program as it is.
- discussed the various ways ETFO is reaching out to members and mobilizing them. The #HandsoffFDK campaign was discussed and committee members shared how they contributed to the social media buzz during this campaign. They shared ideas to mobilize members specifically in the early years;
- discussed the FDK Toronto Star ad, they expressed their gratitude, the importance of the signatories and the impact the ad would have for members;
- discussed the high turnover rate in kindergarten and the need for professional learning for those new to Kindergarten;
- provided Executive Staff Nicolette Lane with input about school board procedures to assist with early identification for violence prevention. They shared best practices, strategies and ideas;
- provided feedback for Executive Staff Federico Carvajal on Bill 66, specifically Section 3 which changes the child-care ratios in the after-care program restrictions;
- reviewed and provided feedback on the Primary section of the Members Sharing in Assessment Website for Executive Staff Lisa West.

**Recommendation(s) to the 2019 Annual Meeting:**

Nil.

Respectfully submitted,  
Rose MacCulloch, Chairperson

RM:JB:MF

# **REPORT TO THE 2019 ANNUAL MEETING OF THE EDUCATION SUPPORT PERSONNEL/PROFESSIONAL SUPPORT PERSONNEL/DESIGNATED EARLY CHILDHOOD EDUCATOR COMMITTEE**

## **Terms of Reference**

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

## **Committee Members**

Amy Korzack	Halton DECE Local (Chairperson)
Dawn Lorbetzkie	Renfrew County ESP Local
Tina Matthews	Trillium Lakelands DECE Local
Christine Murray	Simcoe County DECE Local
Wendy Sullivan	Renfrew County ESP Local
Derek Hulse	Staff Liaison

## **Committee Activities 2018-2019**

The Education Support Personnel/Professional Support Personnel/Designated Early Childhood Educator Committee met on November 13, 2018 and February 5, 2019. The committee discussed and analyzed issues pertaining to Education Support Personnel (ESP), Professional Support Personnel (PSP) and Designated Early Childhood Educator (DECE) members. The committee's discussions in 2018-2019 included the following:

During the first meeting the committee reviewed the committee's Terms of Reference and discussed the amount and distribution of supervision minutes within the sector, various school boards and schools. The committee further discussed expectations and the inconsistency of those expectations in regard to toileting of students.

The committee reviewed professional development funding guidelines as they pertain to locals and spent considerable time discussing how ESP, PSP and DECE members are involved in the various meetings that take place within a school and how that impacts on job performance and satisfaction. The committee also explored how ETFO approaches awards/bursaries for members children attending a post-secondary institution.

During the second meeting the committee discussed the professional profile pamphlet that is currently under development that will highlight the roles of ESP, PSP and DECE members in schools. Additionally, the committee reviewed the Reference Book for information on involvement in school training and meetings based on the concern that some members are excluded from these opportunities. The committee discussed the government announcements

and consultations as they pertain to the Full-Day Kindergarten programme. The committee looked at the issue of awards for members; and discussed the partnership resource that is slated for release in the spring of 2019.

**Recommendation(s) to the 2019 Annual Meeting:**

1. That Policy Statement, 25.0, Early Years, be amended by the addition of a new subsection to read:

“25.11 That any meeting or training at a school that concerns the design, implementation or delivery of the Full-Day Kindergarten (FDK) program include all of the educational professionals involved in the program. This shall include, but not be limited to, the teacher, Designated Early Childhood Educator (DECE), Educational Support Personnel (ESP) and Professional Support Personnel (PSP).”

Respectfully submitted,  
Amy Korzack, Chairperson

AK:DH:NM

# REPORT TO THE 2019 ANNUAL MEETING OF THE ENGLISH AS A SECOND LANGUAGE COMMITTEE

## Terms of Reference

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

## Committee Members

Robin Persad	Peel Teacher Local (Chairperson)
Kim Arfo	Peel Teacher Local
Katie Brubacher	Peel Teacher Local
Sukayna Dewji	Elementary Teachers of Toronto Local
Heather Ripmeester	Ottawa-Carleton Occasional Teacher Local
Jill Aoki-Barrett	Staff Liaison

## Committee Activities 2018-2019

The committee met face to face twice during the 2018-2019 school year. The first meeting was held on November 2, 2018 and the second on January 21, 2019.

At the November 2018 meeting, Rob Persad was elected chairperson. Emergent issues were identified and discussed which included: an increase in stress levels and anxiety of teachers as the numbers of students with no or little English continues to rise; concern around English Language Learners streamed into special education due to lack of supports and improper programming; the lack of PD for classroom teachers to support their ELLs both academically and socially; the importance of The Orientation to School Life in Steps to English Proficiency (STEP); good feedback on the STEP webcasts; French Immersion is streaming in some school boards and sometimes not accessible for ELLs; varying models of programming are found across the province, including integration and withdrawal; inconsistencies across school boards and within schools in regards to ESL teacher allocations/support; International students and funding continues to be an issue.

At the second meeting, on January 21, 2019, emergent issues identified and discussed included the need for PD followed by a mindset shift and time for teachers to be able to understand and implement ESL programming and students in ELD programs grouped as Special Ed.

**Recommendation(s) to the 2019 Annual Meeting:**

Nil.

Respectfully submitted,  
Robin Persad, Chairperson

JA:KB:KV

# REPORT TO THE 2019 ANNUAL MEETING OF THE ENVIRONMENTAL COMMITTEE

## Terms of Reference

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

## Committee Members

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

## Committee Activities 2018-2019

The Environmental Committee met twice during the 2018-2019 year, on November 20, 2018 and February 20, 2019.

At the first meeting, the committee discussed the value of having passed a motion on the floor at the 2018 Annual Meeting (AM). Said motion, in collaboration with Durham Local, stated:

“THAT ETFO, through OTF, lobby the Ontario Teachers’ Pension Plan (OTPP) to negotiate with the provincial government partners to direct asset managers to divest and refrain from new investments in fossil fuel companies.”

This motion passed on the 2018 Annual Meeting floor and was brought to the Ontario Teachers’ Federation (OTF). At the OTF table, no action was taken on this as the portfolio and OTPP naturally divests through the environmental, social and governance principles of the plan. It was further recognized that OTF acknowledges ETFO’s commitment to environmentally friendly policies and practices. The committee discussed the importance of continued advocacy around divestment while recognizing it is in the forefront for OTF. Future action on this was tabled for 2019-2020.

The committee discussed the importance of ETFO’s work with lobbying the Ministry of Education, and the federal government, through the Canadian Teachers’ Federation, regarding the importance of having potable water in all First Nations communities and schools. The committee discussed the importance of the “Say No to Nestlé” campaign and advocates to continue to support these measures. The committee recommended Autumn Peltier, a 14-year-old Anishinaabe water advocate who in 2018 spoke to the United Nations on World Water Day, as a speaker for Annual Meeting.

The committee was very pleased to hear that there is an environmental AQ course being offered by ETFO and, following a discussion with Izida Zorde, recommended that there be a focus on the environmental courses when advertising AQ courses.

At the second meeting, in consultation with Denise Hammond, the committee recognized the intersectionality with Social Justice, and overlapped the Environment and Climate Justice webpage's highlighted dates with ETFO's Social Justice Days for 2019. These dates will be recognized by ETFO through social media. The committee continued updating the webpage's information to reflect current global themes with environmentally friendly lessons and ideas for teachers.

The committee recommended a short link "environment" be a component of ETFO's website. *Natural Curiosity 2<sup>nd</sup> Edition: The Importance of Indigenous Perspectives in Children's Environmental Inquiry* is now linked on the Environment and Climate Justice webpage. Discussion around how to share grassroots environmental activities and ideas took place. The committee recommended that members use the hashtag #ETFO to share these practices and activities taking place in their classrooms.

The committee met with Federico Carvajal and discussed the impact of the current government on environmental policies provincially. The committee recommended that there continue to be a focus on best environmental practices in the Building Better Schools platform.

The committee met with Tara Zwolinski and provided feedback to incorporate in the development of ETFO's AQ Environmental Education Part 2 and Specialist courses. The committee was pleased to see the development of this specialist course. This allows movement on QECO's grid and therefore may be more desirable to members. The committee suggested that a cost reduction to the AQ Environmental Education Part 1 course be offered to ETFO members. The committee continued conversation around EcoSchools and outdoor education. The committee worked to incorporate these initiatives into the links on the Environment and Climate Justice webpage.

**Recommendation(s) to the 2019 Annual Meeting:**

Nil.

Respectfully submitted,  
Molly Brunet, Chairperson

MB:NL:DP

# REPORT TO THE 2019 ANNUAL MEETING OF THE FIRST NATIONS, MÉTIS AND INUIT (FNMI) EDUCATION COMMITTEE

## Terms of Reference

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

## Committee Members

Christina Saunders	Elementary Teachers of Toronto Local (Chairperson)
Edith Duncan	Bluewater Teacher Local
Tracy Hendrick	Near North Teacher Local
JoAnne Formanek-Gustafson	Rainy River Occasional Teacher Local
Lisa King	Hamilton-Wentworth Teacher Local
Rachel Mishenene	Staff Liaison

## Committee Activities 2018-2019

The First Nations, Métis and Inuit Education Committee met on December 14, 2018, and on February 8, 2019.

At the first meeting, Christina Saunders was the elected chairperson for 2018-2019.

The first meeting included Vice President Nancy Lawler providing an update on the FNMI committee recommendation and where at the October 2018 Executive meeting the Executive passed the following motion: (14) that the General Secretary study the language used in the current ETFO First Nations, Métis and Inuit (FNMI) Statement, with a report to the December 2018 Executive meeting. This was later completed by the Executive staff.

R. Mishenene provided an update on new and existing ETFO FNMI education programs and resources, including: the dissolution of the two ETFO FNMI Online Book Clubs due to low number of members applying and a Call for Presenters that went out for the two revised Equity and Women's Services workshops for locals (Indigenous Community Engagement and Busting Myths and Misconceptions about Indigenous Peoples).

The committee shared information on several Indigenous education resources and discussed the language around ETFO's land acknowledgement particularly the word, 'share' and discussed the unceded territories in Ontario. From this, the committee recommended that ETFO change the land acknowledgement to the following: "In the Spirit of Truth and Reconciliation, the Elementary Teachers' Federation of Ontario acknowledges that we are gathered today on the customary and traditional lands of the Indigenous Peoples of this territory." The second recommendation the committee made included changing the ETFO title, "FNMI Statement" to "ETFO Land Acknowledgement".

At the second meeting, Vice President N. Lawler provided an update on the before mentioned recommendations put forth by the committee, which were both passed by the Executive. Vice President N. Lawler also shared another recommendation that was passed by the Executive, where "ETFO specify the Indigenous land ETFO is on while in the ETFO building in ETFO Land Acknowledgement". This was later completed by the Executive staff.

R. Mishenene provided an update on the FNMI activities including: the fourth annual Leadership Symposium for FNMI women members which focused on intergenerational trauma of residential schools; the fourth annual FNMI Education Symposium for ETFO members that focused on Treaties; the Engaging Learners Through Play workshop for women members; and two new resources that would be developed and put on to the Spirit Horse webpage (Cultural Appropriation vs. Appreciation and Going Beyond A Land Acknowledgement).

The committee discussed having an application form included with members applying for the two-day Leadership Symposium for FNMI women members program. The application would invite the members to acknowledge their affiliation with an Indigenous group/organization and to provide information on how this program would support them in their role in leadership and Federation involvement.

**Recommendation(s) to the 2019 Annual Meeting:**

Nil.

Respectfully submitted,  
Christina Saunders, Chairperson

RM:CS:NT

# REPORT TO THE 2019 ANNUAL MEETING OF THE FRENCH AS A SECOND LANGUAGE COMMITTEE

## Terms of Reference

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

## Committee Members

Christina McKibbon	Greater Essex County Teacher Local (Chairperson)
Mitzy Alarcon	Peel Teacher Local
Julie Liu	Elementary Teachers of Toronto Local
Guy Pilon	Ottawa-Carleton Teacher Local
Janet-Marie Ramsaywak	Keewatin-Patricia Teacher Local
Shawna Rothgeb	Ottawa-Carleton Teacher Local (alternate)
Krista Walford	Staff Liaison

## Committee Activities 2018-2019

The committee held two face-to-face meetings. On December 17, 2018, the committee discussed the challenges faced by FSL teachers obtaining enough resources to address the new curriculum. They discussed the lack of work space for rotary FSL teachers. Committee members agreed that an AM 2019 resolution for a bi-annual FSL member conference starting in 2020-2021.

The second meeting was held on April 5th, 2019. The committee discussed and reviewed the submission to AM 2019 as well as prepared a request for an FSL Caucus at the 2019 Annual Meeting. Committee members generated a number of possible topics for discussion at the caucus including: seeking support for the FSL Standing Committee resolution; sharing and discussion of new French curriculum supports; professional development; and unique resources for FSL classrooms.

## Recommendation(s) to the 2019 Annual Meeting:

1. That ETFO provide a biennial French as a Second Language Conference beginning in 2020-2021.

Respectfully submitted,  
Christina McKibbon, Chairperson

CM:KW:DS

# REPORT TO THE 2019 ANNUAL MEETING OF THE HUMAN RIGHTS COMMITTEE

## Terms of Reference

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

## Committee Members

Kim McIntosh	Greater Essex County Teacher Local (Chairperson)
Adrianna Knight	Halton Teacher Local
Deepa Mansharamani	Limestone Teacher Local
Rosalyn Pagendam	Niagara Occasional Teacher Local
Anjana Thom	Peel Teacher Local
Pam Dogra	Staff Liaison

## Committee Activities 2018-2019

The committee met on November 2, 2018, January 25, 2019, and had a teleconference on May 1, 2019. At the November 2, 2018 meeting, K. McIntosh was appointed committee chairperson.

During the first meeting, P. Dogra reviewed the ETFO Committee Members' Guidelines, as well as the Terms of Reference for the standing committee. She also discussed the role of the committee members and the chairperson's responsibilities throughout the year.

The committee discussed the need to promote self-identification amongst ETFO members and reviewed some of the statistics listed in the Equity and Women Service's Report to the Annual Meeting. It was agreed that the information is a vital component to address the challenges and barriers experienced by members from equity-seeking groups.

At the January 25, 2019 meeting, the committee discussed the impact of the Provincial Conservative government announcements to post-secondary education. They discussed the significant impact these cuts will have on racialized and marginalized communities entering into the teaching profession, by making post-secondary education less accessible and equitable.

The committee discussed that the First Nations, Métis and Inuit (FNMI) statement is best to be developed locally and ETFO Locals should contact a university or an Elder in their area to help with the development. P. Dogra reported that ETFO provincial is developing a FNMI statement for the provincial office and locals. Some school boards do a land acknowledgment, every day over the announcements and other boards are currently developing one.

The conference call on May 1, 2019, was used to review the Annual Meeting resolutions dealing specifically with Human Rights issues.

The committee chairperson, K. McIntosh, attended Tuesday, May 7, 2019, ETFO Executive meeting and reported on the activities of the committee.

**Recommendation(s) to the 2019 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 First Nations, Métis and Inuit (FNMI) Statement at all ETFO local Federation sponsored events.”

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

“1.0 Human Rights

1.1 That ETFO encourage that the Human Rights Statement and a First Nations, Métis and Inuit (FNMI) Statement be posted/linked to all local websites;

1.2 That all locals shall endeavour to address, promote and support topics of social justice and equity pertaining to human rights.”

Respectfully submitted,  
Kim McIntosh, Chairperson

PD:KM:AJ

# REPORT TO THE 2019 ANNUAL MEETING OF THE INTERMEDIATE DIVISION COMMITTEE

## Terms of Reference

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

## Committee Members

Michaela Kargus	Grand Erie Teacher Local (Chairperson)
S. Hazeldine	Kawartha-Pine Ridge Teacher Local
A. Mackey	Ottawa-Carleton Teacher Local
A. Whalen	Upper Canada Teacher Local
T. Worthy	Limestone Teacher Local
Jason Johnston	Staff Liaison

## Committee Activities 2018-2019

The committee met on November 26, 2018 and February 11, 2019. M. Kargus was appointed as chairperson of the committee at the first meeting.

Vice-President Nancy Lawler brought greetings from the ETFO Executive, reviewed the Terms of Reference for Standing Committees, spoke to the Guidelines for ETFO Committee Members in relation to motions and recommendations, and thanked the committee for their contributions to the Federation.

The committee reviewed the passing of the Annual Meeting resolution that resulted in an Intermediate Division Conference being held bi-annually beginning in 2019-2020.

Committee members discussed intermediate division issues and possible focal points for support and planning. Initially, the committee shared their ideas about student mental health and servicing the unique needs of intermediate students and how to effectively support Ontario students and their families. The committee further discussed the importance of supporting students transition from elementary schools to secondary schools; as there is a gap in support for students in terms of IEPs, differentiated instruction, planning skills, and transition to secondary school life.

Other areas of discussion included the current pattern of responses to violent behavior. Most believe that the responses tend to be reactive instead of proactive and often the feeling of 'holding onto (the issue or student) until they get to high school,' is very problematic for several reasons. From a classroom instruction and curriculum point of view, the committee highlighted the importance of social justice and equity being taught in the intermediate division and the possible impact of the revised health and physical education curriculum impacting grade 7 and 8 students and their teacher's ability to address human development and sexual health.

The committee felt the need to address the overall wellness, stress management and general health of our members in the intermediate division. There needs to be more fun, creativity and arts education in the intermediate division, as the current focus is too narrowly defined through mathematics, language arts, academic achievement and EQAO results. Assessment and evaluation need to consider the focus of *Growing Success* and not just focus on 'preparing students for high school.'

At the second meeting, M. Kargus led the discussion on the implications of possible budget cuts in the intermediate division years. The committee noted that budget cuts would provide no relief for intermediate class sizes and the specific intermediate division needs. Class sizes remain quite large compared to secondary numbers. The committee highlighted that class composition may be a bargaining issue as many student issues reach a critical point in the intermediate grades. Some cases of triple grades (6/7/8) as well as other class composition issues, create planning, programming and support issues for intermediate teachers.

From a bargaining perspective and an organizational perspective, some proposed solutions may include the creation of more 7-12 school models. In some districts, these types of models have been successful. In other districts, they have not been successful. Overall, the committee suggested that fiscal constraints and the government's focus adversely affect the teaching, training and support for the arts. Further cuts will only complicate these and other issues. The curriculum continues to be challenging and intermediate students need more arts-focused instruction, not less. As district school boards adopt STEM initiatives (science, technology, engineering and math), ETFO must continue to advocate for the arts. If the government continues to see this initiative as a focus, STEAM would be the preferred model, that would include the Arts. This preferred model must be fully funded including the appropriate technology, equipment, training and educator supports.

M. Kargus outlined her report to the ETFO Executive. She provided the committee with details around what she planned to share and a description of the reporting format.

**Recommendation(s) to the 2019 Annual Meeting:**

Nil

MK:JJ:KM

Respectfully submitted,  
Michaela Kargus, Chairperson

# REPORT TO THE 2019 ANNUAL MEETING OF THE INTERNATIONAL ASSISTANCE COMMITTEE

## Terms of Reference

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

## Committee Members

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

## Committee Activities 2018-2019

### 2018 Project Overseas Debrief Session

Project Overseas (PO) is funded by the Elementary Teachers' Federation of Ontario (ETFO) via CTF. ETFO members work with teachers in host countries on professional learning exchanges in July. A debrief session for 2018 PO participants was held at the ETFO provincial office on Monday, October 1, 2018. Participants shared their overseas experiences and participated in a teleconference with Daniel Martin and Wes Delve from CTF.

### International Assistance Committee Meetings

The International Assistance Committee met on November 16-17, 2018; November 23-24, 2018 and by teleconference on February 19, 2019.

### International Assistance Committee Activities

The first committee meeting involved reviewing its roles and responsibilities and assessing a total of 44 PO applications. Of the 44 applications, 29 were new applicants and 15 were returning participants. The committee selected 20 new candidates who would receive phone interviews.

The second committee meeting involved conducting phone interviews, reviewing interview scores and selecting PO candidates. The committee recommended 29 new and returning PO applicants to the Executive for approval. All candidates were approved and shortlisted for CTF to conduct its final selection.

The teleconference was an opportunity for committee members to reflect on what worked and which areas needed to be improved while reviewing and selecting PO candidates.

The 16 ETFO members participating in Project Overseas 2019 are listed below. Six ETFO members, whose names are bolded, will be Team Leaders and seven of 16 members self-identify with two designated groups.

<b>NAME</b>	<b>LOCAL</b>	<b>COUNTRY</b>	<b>POSITION</b>
<b>Nicole Beaulieu</b>	<b>Upper Canada Teacher Local</b>	<b>Montserrat</b>	<b>Team Leader</b>
Sarah Benoit	Peel Teacher Local	Saint Vincent and the Grenadines	Team Member
Andrew Campbell	Grand Erie Teacher Local	Grenada	Team Member
<b>David Douglass</b>	<b>Rainbow Teacher Local</b>	<b>Ghana</b>	<b>Team Leader</b>
<b>Martine Engel</b>	<b>Lakehead Teacher Local</b>	<b>Guyana</b>	<b>Team Leader</b>
Pamela Evans	Elementary Teachers of Toronto	Ghana	Team Member
Rohan Gaghadar	Elementary Teachers of Toronto	Ghana	Team Member
Lisa Gidlow-Aldrich	York Region Teacher Local	St. Lucia	Team Member
<b>Catherine Inglis</b>	<b>Elementary Teachers of Toronto</b>	<b>Grenada</b>	<b>Team Leader</b>
Marie-France Laguë	Ottawa-Carleton Teacher Local	Togo	Team Member
Uloma Onyido	Elementary Teachers of Toronto	Uganda	Team Member
Ann Pharazyn	Lambton Kent Teacher Local	Saint Vincent and the Grenadines	Team Member
<b>Cecilie Rosairus</b>	<b>Upper Grand Teacher Local</b>	<b>Uganda</b>	<b>Team Leader</b>
<b>Gary Stewart</b>	<b>Elementary Teachers of Toronto</b>	<b>Uganda</b>	<b>Team Leader</b>
Marcia Thompson	Elementary Teachers of Toronto	Sierra Leone	Team Member
Bea Yeung	Upper Grand Teacher Local	Uganda	Team Member

**Recommendation(s) to the 2019 Annual Meeting:**

Nil.

Respectfully submitted,  
Rose Kantiono, Chairperson

RK:PB:SC

# REPORT TO THE 2019 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

Yolanda B'Dacy	Elementary Teachers of Toronto (Chairperson)
Janet Fuchek	Lakehead Teacher Local
Jennifer Hesch	Upper Grand Teacher Local
Brian Jackson	Halton Teacher Local
Jennifer Wright	Upper Canada Teacher Local
Denise Hammond	Staff Liaison

## Committee Activities 2018-2019

During 2018-2019, the Labour Committee met at the provincial office twice. The meetings occurred on November 27 and January 25.

Over the year, the committee discussed numerous labour and workers' rights issues that have arisen and resulted from the change in political priorities and direction of the newly elected Conservative government. At both meetings, members held focused discussions on ways to build and strengthen labour solidarity within the Federation and the broader labour movement and communities to defend and protect workers' rights, along with democratic unions. One of the greatest setbacks this past year was the Conservative government undoing the progress made with the former Bill 148, which provided enhancements to the minimum labour standards including sick days, personal days, an increase to the minimum wage, and access to contact information for union drives to name a few. When the Conservatives repealed Bill 148 by passing Bill 47, the employment standards were reduced, and there was no increase in January of 2019 to reach a \$15.00 hourly minimum wage. Mobilizations by community and labour activists, including ETFO members, have continued to demand a fair living wage and that the standards be reintroduced.

Vice-President Nancy Lawler brought greetings and discussed campaigns and actions organized by the Ontario Federation of Labour (OFL). The issue of Unifor formally voting to leave the Canadian Labour Congress, and thereby no longer being an affiliate of the OFL or labour councils, continued to be a topic of discussion. Lawler reported that in August of 2018 during the Unifor convention, delegates adopted the decision to remain unaffiliated to Canada's House of Labour and as a result, all Unifor members have been removed from

labour councils and other CLC affiliate bodies as non-members. The committee discussed the history of the issue, the impact, and why there was a need for trade unionists to reaffirm our commitment of unity and work to strengthen Canada's labour movement.

In consideration of the committee's Terms of Reference, members discussed ideas for engagement, solidarity, and how to build ETFO's presence, influence, and involvement in the broader labour movement. Conversations and recommendations aimed to encourage, foster and increase participation of ETFO and its partnerships with other labour affiliates, and especially in labour councils. The committee had an in-depth discussion about the need to show solidarity with students in their defence of democratic autonomous unions and stand against the Government's Student Choice Initiative that would defund and dismantle students' unions at post-secondary institutions.

The committee made the following recommendations to the Executive:

- That ETFO work to develop a union heritage moment campaign to tell the union's history and explain the gains made by ETFO to defend and improve public education through either photos or short, 50-second videos for distribution on social media.
- That ETFO creates a solidarity tool kit for locals to offer best practices for supporting labour strikes and lockouts, as well as specific ways to expand ETFO solidarity within the labour movement.
- That ETFO stands in solidarity with the Canadian Federation of Students, as well as the students' unions at college and university campuses in Ontario, in their fight with the provincial government over the "opt-out" of dues and their right to organize.

**Recommendation(s) to the 2019 Annual Meeting:**

1. That Article XI, Labour Organizations, Section 2, be amended by the addition of a new subsection to read: 1.0: Each local shall attempt to negotiate language in their Collective Agreement which would preclude members from being required to perform any duties normally and regularly performed by other board employees on strike.
2. That Article XI, Local Organizations, Section 2, Governance, be amended by the addition of a new subsection following: 11.2.12: Each local shall endeavour to have, where possible, either a Political Action and Labour Committee or a joint Political Action and Labour Committee.
3. That ETFO encourage all locals to have a section on their website dedicated to local and provincial labour actions and resources for their members.

Respectfully submitted,  
Yolanda B'Dacy, Chairperson

YB:DH

# REPORT TO THE 2019 ANNUAL MEETING OF THE LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER OR QUESTIONING COMMITTEE

## Terms of Reference

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

## Committee Members

Amanda Hardy	Peel Teacher Local (Chairperson)
David Douglass	Rainbow Teacher Local
Michael Martins	Durham Teacher Local
Andrea Sillius	James Bay Teacher Local
Melissa Sky	Waterloo Region Teacher Local
Valerie Dugale	Staff Liaison

## Committee Activities 2018-2019

The LGBTQ Committee met twice during the 2018-2019 year on December 7, 2018 and February 8, 2019.

The Committee discussed the current political climate and school environment for LGBTQ members. The government's position on the Health and Physical Education Curriculum and the parent 'snitch line' have created fear among LGBTQ members about what conversations they can have in classrooms.

Similar to what ETFO found in its 2013 LGBTQ member focus groups, principals are still the 'gate keepers' of how a school deals with LGBTQ issues and many of them fear, or do not know how to deal with, homophobic parent push-back against Gay-Straight Alliances, LGBTQ subject matter and LGBTQ educators. School boards need to do more education to assist principals. In terms of school curriculum, the challenge is to guide teachers on how to embed LGBTQ content into the curriculum. ETFO locals need to press school boards to do PA days and promote use of LGBTQ resources to educators.

Along with examining increased support for LGBTQ seniors and promoting a petition to ban conversion therapy nation-wide, the Committee wondered if Toronto Pride items could be offered to locals on a bulk-buy basis in addition to what is already offered each year. While

timelines are too short for this year, ETFO will endeavor to provide locals with order information on items designed for 2020 Toronto Pride.

In its second meeting, the Committee agreed that ETFO self-identification remains an issue with LGBTQ and specifically transgender members who are afraid of outing themselves. It felt that messaging to encourage members to self-identify should reinforce the fact that ETFO can provide support for them.

The Committee agreed that ETFO members need to be 'disrupters' to change thinking and have courageous conversations regarding homophobia and transphobia. Given the current climate where the government has disregarded human rights in the repeal of the 2015 Health and Physical Education Curriculum, members felt that ETFO should encourage local leaders to meet with their school boards to remind them that equity issues including, but not limited to, LGBTQ rights must be addressed in schools and classrooms through professional learning with staff and administrators, as per the government's Equity and Inclusive Education Strategy and Ontario Human Rights Commission laws.

The Committee provided input to the review being undertaken by staff of ETFO's LGBTQ resources, workshops and materials. It suggested that the Federation further promote the member e-newsletter as a source of information on these programs and resources.

**Recommendation(s) to the 2019 Annual Meeting:**

1. That ETFO include gender-neutral terms when addressing members at all ETFO events.
2. That ETFO locals endeavor to use non-binary language within future local agreements as per the model language in the ETFO Guide to Collective Agreement Language.

Respectfully submitted,  
Amanda Hardy, Chairperson

AH:VD:CC

# REPORT TO THE 2019 ANNUAL MEETING OF THE LIBRARY COMMITTEE

## Terms of Reference

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

## Committee Members

Johanna Gibson-Lawler	Greater Essex County Teacher Local (Chairperson)
Brigee Baily	Elementary Teachers of Toronto Local
Arifa Ghaffar	Durham Teacher Local
Deborah McCallum	Simcoe County Teacher Local
Heather Thompson	Peel Teacher Local
Stephen Mau	Staff Liaison

## Committee Activities 2018-2019

The committee met twice during the year: Friday, January 11, 2019 and Friday, February 8, 2019.

During the first meeting the committee: (a) selected Johanna Gibson-Lawler as the committee chairperson; (b) met with Executive Liaison Monica Rusnak, who reviewed the *Guidelines for ETFO Committee Members, 2018-2019* and the Terms of Reference for the committee, then discussed the outcome of the Library Committee's recommendations to the Executive from 2017-2018; (c) reviewed the work of the committee to date for the two new members; (d) engaged in a visioning exercise to explore future directions for the committee; (e) recommended that the Executive consider profiling the important role of specialist teachers in various federation publications and communications; (f) heard an update from J. Gibson-Lawler on all the news from the Ontario School Library Association (OSLA); (g) brainstormed ideas for how to support local members who are Teacher-Librarians and other actions that can be taken locally to advocate for the role; and (h) reviewed a selection of school library links that could potentially be added to the ETFO website.

During the second meeting the committee: (a) met with Executive Liaison Monica Rusnak, who explained what would happen with the committee's recommendation from the first meeting, and what would happen with a 2018 Annual Meeting Resolution related to library

resources that did not make it to the floor for debate; (b) reviewed the final, published school library links on the ETFO website; (c) heard about an important debate at the OSLA Annual General Meeting over whether to change terminology in the organization's constitution from 'Teacher-Librarian' to 'Library Worker;' (d) discussed whether to re-submit the Executive's 2018 Annual Meeting resolution on library resources to the 2019 Annual Meeting; (e) discussed succession within the committee and laid out a direction for the next year; and (f) recommended that the Executive consider funding a literature review on the impact of specialist teachers, including Teacher-Librarians.

**Recommendation(s) to the 2019 Annual Meeting:**

1. "THAT Policy Statement 73.0, School Library Programs, be amended by the addition of a new subsection to read:
  - 1.0 That the provincial government provide dedicated, enveloped funding for educational material and resources, technological or otherwise, in elementary school library learning commons."

Respectfully submitted,  
Johanna Gibson-Lawler, Chairperson

JG:SM:AA

# REPORT TO THE 2019 ANNUAL MEETING OF THE MEN'S FOCUS COMMITTEE

## Terms of Reference

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

## Committee Members

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

## Committee Activities 2018-2019

The committee met on November 28, 2018, and January 29, 2019. At the November 29, 2018 meeting, E. Stewart was appointed committee chairperson. After reviewing the ETFO Committee Members' Guidelines, the committee discussed how members could better understand the background and history of Women's Programs within ETFO. The committee indicated that the book, "*It's Elementary*", which was distributed at the 2018 Annual Meeting, is an excellent resource for explaining the history of how ETFO was formed, specifically in relation to the coming together of the Federation of Women Teachers Association of Ontario (FWTAO) and the Ontario Public School Teachers' Federation (OPSTF) to form one union. The committee felt it helped to provide background context for things such as the women's programs, and support members in having a better understanding of those founding ETFO principles. Therefore, the committee asked for an investigation on how and to whom the "*It's Elementary*" resource was distributed, and how members can access it.

Additionally, the staff liaison followed up on inquiries the committee posed at November 28, 2018 meeting outlining the communication methods used for all ETFO programs and stated that the LGBTQ programs are available to all members. the staff liaison reported that as social justice is of great importance to ETFO, as the organization endeavours to embedded equity and social justice principles into all its programs.

At the January 29, 2019 meeting, a discussion on how the resource "*It's Elementary*" was distributed and how it can be accessed on the ETFO website. A brief demonstration on how to access the website was shown to the committee, as well as highlighting additionally resources that are available to our members.

The committee reiterated that the "*It's Elementary*" resource helps to develop an understanding of the amalgamation of the predecessor organizations to form ETFO in both

the political and historical context. Committee members were satisfied with the access provided to these resources and were encouraged to share them with colleagues.

The committee was provided with an update regarding the “*Understanding Self-Care: A Health and Wellness*” conference for men. The overall priority of the 2019 conference was on men’s health and wellness with a particular focus on mental health. The conference is a biennial event that alternates from year to year between the Health and Wellness conference and the Equity and Social Justice conference.

**Recommendation(s) to the 2019 Annual Meeting:**

Nil.

Respectfully submitted,  
Edward Stewart, Chairperson

TR:ES:AJ

# REPORT TO THE 2019 ANNUAL MEETING OF THE NEW MEMBERS COMMITTEE

## Terms of Reference

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

## Committee Members

Sai Amrita Kaul	York Region Teacher Local (Chairperson)
Sabrina Carew	Limestone Teacher Local
Sara Chan	Toronto Teacher Local
Jillian Janzen	Niagara Teacher Local
Cecilia Poblete	Toronto Occasional Teacher Local
Phyllis Hession-White	Staff Liaison

## Committee Activities 2018-2019

The New Members Committee met on December 10, 2018 and February 8, 2019. The committee discussed and analyzed issues pertaining to new members.

During the first meeting the committee reviewed the committee's Terms of Reference and selected A. Kaul to chair the New Members Committee. The committee commenced by reviewing the *ETFO Reference Book* and *Welcome to ETFO* book and discussed items of particular interest to the New Members Committee. The committee also reviewed a number of ETFO resources available to support new teachers and reflected on the previous year's Annual Meeting resolutions. This led to a discussion around possible resolutions for this summer's Annual Meeting, local initiatives to engage new members and ideas on sharing how NTIP runs in each local. The committee also reviewed feedback from the Fall Leadership New Member Chair Training and made suggestions for next year.

During the second meeting the committee again reviewed the committee's Terms of Reference and shared updates and ideas from local New Member Committees. A review and discussion occurred regarding the previous year's Annual Meeting resolutions. The committee established the Annual Meeting resolutions being put forward to the 2019 Annual Meeting, discussed how NTIP programs run in each local and specifically the importance of the timing of sessions and if/when they are mandatory and also talked about supports available to occasional teachers. The committee met with K. Makan, Executive Liaison in charge of *Welcome to ETFO* resource and offered feedback from new members' perspective and read the Ontario College of Teachers *Transition to Teaching 2018* study.

On May 7, 2018 A. Kaul, Chairperson of the New Members Committee, was unable to attend in person with the provincial Executive to share the activities of the committee. A report was sent in her place. The Chairperson's report reviewed the members of the committee, issues facing our new members and discussed upcoming resolutions to the Annual Meeting. The opportunity to provide the provincial Executive with insight into the difficulties our newer members face was invaluable.

**Recommendation(s) to the 2019 Annual Meeting:**

The committee put forth a resolution to the Annual Meeting recommending a change to the format of the *Welcome to ETFO* resource for new members. As well as creating an infographic poster version of the *Welcome to ETFO* resource with QR codes allowing members with the ease of accessing the information when searching certain topics. The QR code allow information to be put up on ETFO bulletin boards in schools.

**2019 Annual Meeting Resolution:**

That ETFO eliminate the *Welcome to ETFO* resource flash drive and switch to an online model.

Respectfully submitted,  
A. Kaul, Chairperson

AK:PHW

# REPORT TO THE 2019 ANNUAL MEETING OF THE OCCASIONAL TEACHER COMMITTEE

## Terms of Reference

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

## Committee Members

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

## Committee Activities 2018-2019

The Occasional Teacher Committee met on November 12, 2018 and February 8, 2019. The committee's activities in 2018-2019 included discussions on representation of occasional teachers on Teacher Education Liaison Committees (TELC), experience credit for occasional teachers and the impact of no experience recognition for "career" occasional teachers. Additionally, the committee reviewed Bill 47 and the removal of the two PEL days that occasional teachers were able to access. The committee discussed occasional teacher access to benefits and the fact that the ETFO Math conference for occasional teachers will no longer be running. Discussion ensued about other options for occasional teachers conferences. The committee expressed concerns about the Ford government removing or significantly changing Regulation 274 and discussed having terms enshrined in the collective agreement. Changes to NTIP funding were reviewed that allow boards to exclude long-term occasional teachers and the committee further reviewed the report generated by the Fail to Fill focus group.

## Recommendation(s) to the 2019 Annual Meeting:

1. That ETFO, through OTF, lobby the Ministry of Education to restore full funding to the NTIP program and to include all induction elements for long-term occasional teachers.

2. The ETFO provide an annual professional learning/curriculum conference for occasional teachers beginning in 2020-2021.

Respectfully submitted,  
Adam Methot, Chairperson

AM:TB:SM

# REPORT TO THE 2019 ANNUAL MEETING OF THE OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

## Terms of Reference

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

## Committee Members

Isabel Landrey	Thames Valley Teacher Local (Chairperson)
Antonella Ciampa	Greater Essex County Teacher Local
Anastasia Georgas	Peel Teacher Local
Kristyn Owers	Elementary Teachers of Toronto Local
Terry White	Elementary Teachers of Toronto Local
Tracie Edward	Staff Liaison

## Committee Activities 2018-2019

The Occupational Health and Safety Committee met on November 28, 2018 and February 20, 2019. The committee discussed and analyzed issues pertaining to health and safety.

During the first meeting, committee members reviewed the committee's Terms of Reference and selected I. Landrey to chair the Occupational Health and Safety Committee. They were updated on ETFO's Health and Safety Service Area, ETFO's multi-year strategy on Violence in Schools, and the work of the Provincial Working Group on Health and Safety. They received copies of the Ministry of Labour's *Workplace Violence in School Boards: A Guide to the Law* and other correspondence. The committee discussed Ministry of Labour consultation visits, JHSC structures and inspection protocols, the Ministry of Education's funding for online incident reporting systems, the half day PD for occupational health and safety, risk assessments/re-assessments, as well as proactive strategies for informal assessment of new kindergarten students before they begin school. The deadline for the implementation of the new GHS-WHMIS was also discussed. The committee reviewed the previous year's Annual Meeting Resolutions.

During the second meeting, committee members were updated on ETFO's Health and Safety Service Area, ETFO's multi-year strategy on Violence in Schools, and the work of the Provincial Working Group on Health and Safety. They also discussed high temperature guidelines and ETFO's involvement in Asbestos Free Canada. Committee members received information about the Minister of Labour's announcement that the first part of Joint Health and

Safety Certification training could now be completed online in a reduced time frame. The Committee then developed the Annual Meeting Resolutions being put forward to the 2019 Annual Meeting.

On May 7, 2019, I. Landrey, chairperson, met with the provincial Executive. The chairperson introduced the members of the committee, reviewed health and safety issues facing our members and discussed upcoming resolutions to the Annual Meeting. The opportunity to provide the provincial Executive with insight into the difficulties our members face around Health and Safety in schools was invaluable and the connections made with other committee chairpersons were excellent.

**Recommendation(s) to the 2019 Annual Meeting:**

1. That ETFO lobby the Ministry of Education for funding to provide a one-day joint training for workers fulfilling the role of Health and Safety Representatives and district school board administrators.
2. That Policy Statement, 39.17, Health and Safety, be amended to read:  

That all schools endeavor to adopt the Multi-Workplace Joint Health and Safety Committee (MWJHSC) structure to include all bargaining groups.
3. That Article XI – Local Organizations, Section 2, Governance, 11.2 be amended with the addition of a new subsection:  

Each local should have an Occupational Health and Safety Committee.
4. That ETFO establish a new budget line to facilitate Health and Safety Chair training at the fall leadership.

Respectfully submitted,  
Isabel Landrey, Chairperson

IL:TE:DP

# REPORT TO THE 2019 ANNUAL MEETING OF THE PENSION COMMITTEE

## Terms of Reference

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

## Committee Members

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

## Committee Activities 2018-2019

The committee participated in two face-to-face meetings. The first meeting was held on November 2, 2018. Executive Liaison Monica Rusnak brought greetings from the ETFO Executive.

At the first meeting the committee reviewed data that was provided to OTPP from external actuaries based on valuation data as at August 31, 2017. Using the current rate of retirements and the data on members there is a predicted increase of 1,441 retirees entering the plan per year over the next decade. That represents an increase of over 30 per cent in expected retirements by 2028.

The committee discussed the OMERS plan and the options they are considering to address increasing costs. Possible changes were presented to plan members following a comprehensive review. The committee discussed these options and the possible impact on members in the OMERS plan.

The committee recommended to the Executive that ETFO include pension related information in an ETFO e-newsletter and a steward's mailing annually.

The second meeting was held on April 12, 2019. The committee discussed the topics that were presented at the 2019 Ontario Teachers' Federation (OTF) Pension Forum that was held on April 11, 2019. The theme of this year's forum was sustainability.

Some of the members of the committee attended the OTPP Annual Meeting on April 11, 2019. There were many questions from attendees about OTPP's investments in fossil fuels.

The representatives of the plan stated that OTPP's involvement in companies related to fossil fuels is important. As major investors in companies that produce and sell fossil fuels, OTPP has a say in the direction and priorities of these companies.

The committee noted that investments in both plans continued to perform well even though net returns were lower than the previous year. In 2018, OTPP had a net return of 2.5 per cent and OMERS' net return was reported at 2.3 per cent. The OTPP plan is fully funded for the sixth consecutive year and the OMERS plan is funded at 96 per cent.

The committee discussed ways to communicate key issues related to pensions to members. The committee recommended that ETFO include an article in the *Voice* magazine that documents the post-educating life of two or more members who have recently retired to pension.

**Recommendation(s) to the 2019 Annual Meeting:**

Nil.

Respectfully submitted,  
Shannon Brooks, Chairperson

DW:LN

# REPORT TO THE 2019 ANNUAL MEETING OF THE POLITICAL ACTION COMMITTEE

## Terms of Reference

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

## Committee Members

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

## Committee Activities 2018-2019

The committee met twice in person and once over conference call. In addition to the recommendation submitted to the Annual Meeting, the committee provided input on a wide range of issues and helped inform the political action work of ETFO. The committee discussed the impact of ETFO's campaign during the provincial election and discussed the new political climate created by a Conservative government. The committee also debriefed on ETFO's involvement in the municipal and school board trustee elections held in the fall of 2018. The committee discussed the importance of providing members with multiple avenues of engagement and to promote and support community engagement on public education issues. The committee also provided feedback on ETFO's public relations campaign. The committee focused on the importance of civic participation and the benefits of promoting initiatives such as Student Vote during the upcoming federal election. The committee discussed electoral reform and in particular proportional representation as an objective at both the provincial and federal level, in order to achieve governments that are more representative of the will of the population.

## Recommendation(s) to the 2019 Annual Meeting:

1. The committee submitted the following resolution to the 2019 Annual Meeting:

THAT Position Statement, 10.0, Political Action, be amended by the addition of a new subsection to read:

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

**Rationale:**

Canada’s “first past the post” electoral system most often elects majority governments with less than 50% of the popular vote. As a result, elected governments often do not represent the views of large portions of the electorate. Here in Ontario, winning parties often take 35 to 40% of the vote but elect large majorities of seats in the legislature with only 5 to 10% of the popular vote more than the second place challenger. When proportional electoral systems are enacted, governments tend to be more accountable to electors and encourage a more engaged and less cynical electorate.

Respectfully submitted,  
Shelly Predum, Chairperson

SP:FC:JA

# REPORT TO THE 2019 ANNUAL MEETING OF THE PROFESSIONAL DEVELOPMENT/CURRICULUM 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

Michelle Furlotte	Lakehead Teacher Local (Chairperson)
Debra Besner	York Region Teacher Local
Gordon Brill	Peel Teacher Local
Heather Megill	Upper Canada Teacher Local
Kait Rainey-Strathy	Limestone Teacher Local
Ruth Dawson	Staff Liaison

## Committee Activities 2018-2019

The committee met twice during the year on February 20, 2019 and May 2, 2019.

The committee reviewed the disposition of their recommendations to the Executive and reviewed current ETFO policy on professional development and curriculum related issues.

They discussed the negative impact of Education Quality and Accountability Office (EQAO) Assessments on members and students and developed a resolution to Annual Meeting to develop a petition against EQAO testing. They reviewed Government plans regarding a math test for students at Faculty of Educations and shared concerns about the potential negative impact on the mathematics programs offered to teacher candidates. They discussed the upcoming revision of *The Ontario Curriculum, Grades 1-8: Mathematics* and provided suggestions for revisions that would assist educators in understanding how concepts develop across grades and identifying strands that should receive greater emphasis in each grade and the type of training that should be provided by the Ministry of Education.

They shared issues related to the changes to the health curriculum and the impact on ETFO members and discussed the need for curriculum expectations related to mental health and well-being.

The committee reviewed ETFO's assessment website and provided suggestions for additional topics and materials to be included to help build the connection between the curriculum, planning and assessment and tips for providing descriptive feedback. They discussed issues around the implementation of *Policy/Program Memorandum (PPM) 159: Diagnostic*

*Assessment in Support of Student Learning* and ways that principals are circumventing the PPM.

Committee members raised issues about the unintended messages given when boards cancel professional learning programs and shared concerns about the decreasing amount of funding provided for educators ongoing professional learning in school boards and by the Ministry of Education.

They also discussed the benefits and drawbacks of different modes of professional learning (e.g., face-to-face, online, etc.) and the impact and implications for ETFO.

**Recommendation(s) to the 2019 Annual Meeting:**

1. That ETFO, through OTF, work with all Ontario affiliates to initiative a province-wide petition protesting Education Quality and Accountability Office (EQAO) testing.

Respectfully submitted,  
Michelle Furlotte, Chairperson

RD:MF:KP

# REPORT TO THE 2019 ANNUAL MEETING OF THE PROFESSIONAL RELATIONS AND DISCIPLINE COMMITTEE

## Terms of Reference

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

## Committee Members

Janet Bigham	Simcoe County Teacher Local (Chairperson)
Tamara DuFour	Hamilton Wentworth DECE Local
Shelley Jan	Peel Occasional Teacher Local
Allison Ryan	Renfrew County Teacher Local
Jamie Thom	Elementary Teachers of Toronto
Jennifer Mitchell	Staff Liaison

## Committee Activities 2018-2019

The committee met on November 30, 2018, January 25, 2019 and April 10, 2019.

Over the course of the year the committee discussed alleged violations of Article VI: Code of Professional Conduct of the ETFO Constitution. They made recommendations to the Executive confidentially.

There were a number of Professional Relations Services (PRS) issues that were discussed. The issue of toileting remains a concern in some boards, even when there are collective agreement provisions clarifying members' roles and responsibilities. The increase of violence in classrooms continues. Local leaders and health and safety inspectors continue to visit worksites to reinforce the importance of members filling out the appropriate forms/reports. Some members are feeling disempowered when it comes to addressing violence in the workplace. Members report a lack of support to address violence from students with exceptional needs.

The issue of unable to fill/failure to fill continues to be a challenge. Some members are being reassigned to cover homeroom classes. Special education support is cancelled and planning time is lost. In some Boards, there is a failure to replenish occasional supply lists in a timely manner.

Some board attendance support/management programs leave members feeling that the process is punitive, and their integrity is being questioned. Members feel that their use of sick leave is being monitored and questioned. Supporting members with attendance support/management programs can be extremely time consuming for local leaders.

Locals remain vigilant in supporting members with medical accommodations. Some boards are using doctor to doctor consultations or IME (independent medical examinations) to seek further clarification on how to support employees with medical accommodations and/or validate need to access sick leave. Some physicians are pushing back on the high number of medical notes requested by boards from members when absent from work.

Members can be significantly impacted when they are the subject of a Children's Aid Society (CAS) investigation. There are inconsistencies from board to board on which situations are reported to CAS. Addressing the lack on consistency in how employers notify members of CAS allegations would be helpful. Some boards reassign a member to home when a CAS investigation occurs while others may allow a member to remain at work while the CAS investigation takes place.

The committee also made the following recommendations to the Executive:

- that new presidents be given a copy of the Acceptable Use Policy of ETFO Computer Systems and Networks, including an Acceptable Use Policy and Guidelines for the Use of Presnet, at the new presidents' training and/or anytime a new president assumes the role;
- that current presidents be provided with a link to the Acceptable Use Policy of ETFO Computer Systems and Networks;
- that an Acceptable Use Policy and Guidelines for the Use of Presnet be developed and provided to presidents no later than Leadership 2019 and/or anytime a new president assumes the role; *and*
- that new presidents receive training on ETFO Secure at the new presidents' training and/or anytime a new president assumes the role.

**Recommendation(s) to the 2019 Annual Meeting:**

Nil.

Respectfully submitted,  
Janet Bigham, Chairperson

JB:JM

# REPORT TO THE 2019 ANNUAL MEETING OF THE SPECIAL EDUCATION COMMITTEE

## Terms of Reference

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

## Committee Members

Laurie Josevski	Durham (Chairperson)
Martha Brown	Ottawa Carleton
Elizabeth Mitchell	Halton
Adrienne Plumley	Elementary Teachers of Toronto
Thomas Widstrand	Elementary Teachers of Toronto
Rita Cohen	Staff Liaison

## Committee Activities 2018-2019

The committee met twice during the 2018-2019 school year. The first meeting was held on November 8, 2018 and the second on February 5, 2019. At the first committee meeting held on November 8, 2017, L. Josevski was acclaimed chairperson. The committee reviewed the Committee Guidelines and ETFO Special Education Policy statements. Over the course of the two meetings, Vice-President Rusnak brought greetings from the Executive. The terms of reference (pg. 140), committee guidelines and New Conflict of Interest for the Special Education Committee were reviewed.

The 2018 Annual Meeting Report was reviewed with a focus on the related motion 39. Resolution did not reach the floor at Annual Meeting. Committee discussed wording on Motion 39 and the intent versus the message. It was suggested that it be changed. This motion was presented originally at the 2017 Annual Meeting. Discussion ensued about the use of language in the motion. There remains interest in putting the motion forward due to the conversation and growing support needed in special education.

The committee discussed different ways to create standing committees with Special Education to encourage more special education advocacy in locals. The committee discussed ways to share the message before Annual Meeting and how connections can be made to Caucus.

**Recommendation(s) to the 2019 Annual Meeting:**

Nil.

Respectfully submitted,  
L. Josevski

LJ:RC:MC

## **REPORT TO THE 2019 ANNUAL MEETING OF THE STATUS OF WOMEN COMMITTEE**

### **Terms of Reference**

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

### **Committee Members**

April Elliott	Limestone Teacher Local (Chairperson)
Natasha Burford-Rodriguez	Elementary Teachers of Toronto Local
Margaret Chung	Limestone Teacher Local
Krissy Mayer-Craigie	Ottawa-Carleton Occasional Teacher Local
Lianne Wyatt	Niagara Occasional Teacher Local
Alice Te	Staff Liaison

### **Committee Activities 2018-2019**

The committee met two times during the year: November 23, 2018 and January 22, 2019. The committee discussed the Women's Caucus at Annual Meeting 2018, the experience of organizing support for designated positions for women on local executives and reviewed materials provided to local Status of Women Chairpersons at their training sessions at Leadership September 2018 and May 2019. The committee continued to support the development of ETFO women's focused posters, videos, programs and initiatives and enjoyed rich discussions of a variety of topics, including analyzing data from the Equity and Women's Services 2019 Annual Meeting Report, supporting women leaders, promoting ETFO awards and bursaries, as well as drawing attention to the issues of gender and women in the campaign on Violence in Schools.

The committee submitted a recommendation to the Executive regarding the Role of Standing Committee to include statement: *To nominate members/non-members for ETFO awards and*

*bursaries* when the Terms of References are updated in May 2019. The committee shared information and initiatives from provincial and federal organizations in both the labour movement and other affiliates concerned about the progress and well-being of women in society and continued to discuss and suggest ways of increasing the representation of women on local executives through building networks and skills of members identifying as women and their participation in ETFO Women's Programs.

**Recommendation(s) to the 2019 Annual Meeting:**

The committee will bring forward two of the resolutions brought forward from the 2018 Annual Meeting.

1. That Article XI, Local Organizations, be amended by a new section to read:
  - 1.0 Programs for Women  
Each local shall endeavor to allocate six per cent of their budget to programs for women only.
2. That any local with two or more released officers and no constitutional provisions that at least one released officer self-identify as a woman shall, at their next local general meeting that considers constitutional amendments:
  - i. put forward a constitutional amendment to ensure at least one released officer self-identify as a woman; and
  - ii. have members vote on the issue.

Respectfully submitted,  
April Elliott, Chairperson

AE:AT

# REPORT TO THE 2019 ANNUAL MEETING OF THE TEACHER EDUCATION/FACULTY LIAISON COMMITTEE

## Terms of Reference

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

## Committee Members

Dale Napier	Thames Valley Teacher Local	University of Western Ontario (Chairperson)
Amrit Bains	Ottawa-Carleton Teacher Local	University of Ottawa
David Berger	Kawartha Pine Ridge Teacher Local	Trent University
Sherri Conley	Rainbow Teacher Local	Laurentian University
Cereita Goulbourne	Peel Teacher Local	OISE/University of Toronto
Terri Anne Jackson	Durham Teacher Local	UOIT
Lyne Kelly	Near North Teacher Local	Nipissing University
Annamari Pouti-Fletcher	Greater Essex County Teacher Local	University of Windsor
Jane Roberts	Limestone Teacher Local	Queen's University
Safia Saleh	Peel Teacher Local	York University
Angela Salvatori-Corapi	Niagara Teacher Local	Brock University
Corinne Scarfo	Lakehead Teacher Local	Lakehead University
Joanne Threndyle	Waterloo Region Teacher Local	Wilfrid Laurier University
Joanne Languay	Staff Liaison	ETFO

## Committee Activities 2018-2019

The Teacher Education/Faculty Liaison Committee (TEFLC) met three times this year. The ETFO chairpersons of their TELC who also attended the OTF Teacher Education Liaison Committee meetings for 2018-2019 were C. Goulbourne (OISE/UT), A. Pouti-Fletcher (Windsor), J. Roberts (Queen's) and T. Jackson (UOIT).

Karen Campbell, Executive Liaison, welcomed the committee members. She highlighted a few things from the *Guidelines for ETFO Committee Members 2018-2019* including the responsibilities of Executive Liaison, and the "Conflict of Interest" guidelines. She updated the committee on upcoming Government consultations, the legal action around the Health and Physical Education curriculum and the remedy. Dale Napier was elected chairperson. This meeting included a report from the OTF Teacher Education Liaison Committee which included violence in schools, cuts in AQ subsidies which encouraged thousands of teachers to take mathematics AQ courses, and cuts to promised NTIP enhancements. The high usage of "Letters of Permission" by school boards remains an issue. Boards are increasingly utilizing

unqualified teachers on their supply list. As always, “Teacher Education/Faculty Liaison Committee (TEFLC) Reports” from each delegate, from each faculty of education, were shared and discussed.

At the February meeting, Karen Campbell, outlined the governance review of the OCT and the recommendations. She highlighted some concerns e.g., OTF was not consulted in the same way as other groups (e.g., Principals). We were informed that, OTF has made a submission to the OCT on this issue. “Teacher Education/Faculty Liaison Committee (TEFLC) Reports” from each delegate, from each faculty of education, were shared and discussed.

At the April meeting, the committee discussed the continued concerns with district school boards hiring uncertified teachers for occasional teacher work. J. Languay shared the OTF warning graphic that was developed outlining the risks of working as an uncertified teacher. D. Napier updated the committee on his attendance at the ETFO February Executive meeting and shared his presentation. The OTF chairs on the committee shared the latest updates from OTF including our position on the teacher candidate math test. The committee was updated on the online survey being developed through OTF for beginning teachers who have graduated from faculties of education in the past 6 years to examine if the new enhanced teacher education program better prepares them for the teaching profession. “Teacher Education/Faculty Liaison Committee (TEFLC) Reports” from each delegate, from each faculty of education, were shared and discussed.

**Recommendation(s) to the 2019 Annual Meeting:**

Nil.

Respectfully submitted,  
Dale Napier, Chairperson

DN:JL:MF