



Annual Report

For

2016-2017

Shawn Martin – President

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EXECUTIVE MEMBERS 2016-2017

President	Shawn Martin
First Vice President	Nancy D'Aurora
Second Vice President	Cory Judson
Secretary	Lori Burroughs-Miller
Treasurer	Geraldine Turkoski
Health & Safety	Jennifer Orr
Executive Members	Michaela Kargus Caroll Ann Macsai Jennifer McColl George Overend Carolyn Proulx-Wootton Sabrina Sawyer Steve Thorkildsen

GEETF COMMITTEES FOR 2016-2017

Awards Committee	Lori Burroughs-Miller, Chair
ETFO Annual Meeting	Cory Judson, Chair
Constitution Committee	Shawn Martin, Chair Nancy D'Aurora Cory Judson
First Five Years Committee	Jacqueline McEwen, Chair Jeffrey Barnes Brittany Beedham Emilie Brown Nancy D'Aurora Lisa DeGraaf Michaela Kargus Kataisha McQueen Ashley Packham Larissa Schmitz Lacey Smith
Indigenous Partnership Committee	Jeffery Barnes Angela Hart Connie Hill Kendra Kovach Tammy Lam Suzie Miller Sabrina Sawyer, Chair Caroline VanEvery-Albert

Political Action Committee	Cory Judson, Chair Nancy D'Aurora Kendra Kovach Shawn Martin Corey Maxted (GEOT) Jennifer McColl Lorelei Parsons Teresa Rothwell Geraldine Turkoski Adam Walker
Professional Development	Steve Thorkildsen, Chair Brittany Beedham Jennifer Cherewka Jennifer Hinrichs Kendra Kovach Tammy Lam Cheryl Mann
Social Justice Committee	Anh Hoang, Chair Katie Conners Beth Edwards Kendra Kovach Shawn Martin Jennifer McColl George Overend Lorelei Parsons Kelly Pulham
Status of Women Committee	Caroll Ann Macsai, Chair Ellen Banbury Lisa DeGraaf Vanessa Jurkus Tammy Lam Lauren Lockhart Jacqueline McEwen Kataisha McQueen



GRAND ERIE ELEMENTARY TEACHERS' FEDERATION

ANNUAL MEETING & ELECTIONS 2016

MAY 18, 2016

MINUTES

ETFO Human Rights Statement

The Elementary Teachers' Federation of Ontario is committed to:

- providing an environment for members that is free from harassment and discrimination at all provincial or local Federation sponsored activities;
- fostering the goodwill and trust necessary to protect the rights of all individuals within the organization;
- neither tolerating nor condoning behaviour that undermines the dignity or self-esteem of individuals or the integrity of relationships; and
- promoting mutual respect, understanding and co-operation as the basis of interaction among all members.

Harassment and discrimination on the basis of a prohibited ground are violations of the Ontario Human Rights Code and are illegal. The Elementary Teachers' Federation of Ontario will not tolerate any form of harassment or discrimination, as defined by the Ontario Human Rights Code, at provincial or local Federation sponsored activities.

FNMI Statement

The Elementary Teachers' Federation of Ontario acknowledges and thanks the First Peoples of this territory and other Indigenous peoples for sharing this land in order for us to continue our work today

1. Call to Order and Welcome – President, Dave Peters

2. Approval of Agenda for May 18, 2016

Moved by: Margaret Herczeg Motion I
Seconded by: Steve Thorkildsen

That the Agenda for May 18, 2016 be approved. Carried

3. Approval of Minutes of 2015 Annual Meeting - page 4 of Annual Report

Moved by: Caroll Ann Macsai Motion II
Seconded by: Sabrina Sawyer

That the Minutes of the 2015 Annual Meeting be approved. Carried

4. Approval of Changes to the Constitution

Moved by: Lori Burroughs Motion III
Seconded by: George Overend

THAT ARTICLE IV - MEMBERSHIP; Subsection 4.2.2 be amended by substitution to read:

Eligibility for associate membership in the Local is as defined in Article IV of the Federation Constitution.

Rationale: This motion aligns Article IV of the GEETF Constitution with the correct article in the ETFO Constitution. Carried

Moved by: Nancy D'Aurora Motion IV
Seconded by: Michaela Kargus

THAT ARTICLE V - RIGHTS AND PRIVILEGES OF MEMBERSHIP; Subsection 5.1.2 (d) be amended by deletion to read:

d) to participate in all votes related to collective bargaining;

Rationale: Due to recent changes in Ontario legislation, current wording referring to legislation is out of date. Carried

THE CREATION OF AN ADDITIONAL 0.5 RELEASED OFFICER

Motions III to XI will be moved en bloc.

General rationale for motions III to XI: These motions outline the proposed updated titles and duties of the three released officers. The motions update the duties of the other members of the Executive and Union Stewards. These motions remove the repetitive wording that outlines the need to comply with Local and Federation obligations and to attend meetings.

Moved by: Dave Peters Motion V
Seconded by: Kelly Pulham

THAT ARTICLE VI - LOCAL ORGANIZATION; Subsection 6.1.1 be amended by substitution to read:

The Local Table Executive shall include the following positions:

- a) President (full-time release)
- b) First Vice President (full-time release)
- c) Second Vice President (0.5 release)
- d) Treasurer
- e) Secretary
- f) Health & Safety Officer
- g) seven (7) Executive Members

Rationale: This motion would alter the composition of the Executive Committee. It provides for an additional 0.5 released position, renames some of the titles of the released officers, and changes the number of Executive Members at-large from the current five to seven.

THAT ARTICLE VII - ORGANIZATIONAL DUTIES be amended by substitution to read: The Local, its officers, committees, and Union Stewards shall carry out their duties and responsibilities in accordance with Local and Federation Constitutions, By-Laws, policies, procedures, and directives.

Section 1 - Duties of the Table Executive
The Table Executive shall:

7.1.1 attend and participate in meetings of the Local

Rationale: The change to the wording of the opening paragraph removes the need to outline the duty of members in various capacities to comply with ETFO and GEETF requirements in each subsequent subsection. Adding the wording in 7.1.1 also removes the need to repeat the obligation of members to attend meetings in each subsection of the article.

THAT ARTICLE VII - ORGANIZATIONAL DUTIES; Subsection 2 - Duties of Officers be amended by substitution to read:

7.2.1 Duties of the President

The President shall:

- a) be the official spokesperson for the Local ;
- b) act as a signing officer of the Local;
- c) act as an ex-officio member of all Local committees;
- d) serve as a Delegate at the Federation Annual Meeting;
- e) serve as a member of the Federation Representative Council;
- f) preside at meetings of the Table Executive and Local Representative Council;
- g) inform and advise members of issues relating to the Local and to education;
- h) administer the Local office and staff;
- i) carry out the business of the Local between meetings of the Table Executive;
- j) carry on all official correspondence of the Local;
- k) liaise with Federation, GEDSB Senior Administration, school administrators, community groups, and other ETFO locals;
- l) approve Local communications ;
- m) represent the Local and its members on GEDSB committees;
- n) attend meetings of the GEDSB;
- o) make school visits;
- p) prepare a budget in consultation with the Local Budget Committee for membership approval;
- q) serve as a member of the Collective Bargaining Committee;
- r) address member and Local grievances;
- s) address health and safety of the membership.

7.2.2 Duties of the First Vice President

The First Vice President shall:

- a) assume the duties of the President upon the request of or upon the absence of the President;
- b) be the Chair of the Collective Bargaining Committee;
- c) be the chief negotiator for the Local;
- d) safeguard the terms and conditions as outlined in the Collective Agreement;
- e) be the grievance officer;
- f) serve as a Delegate at the Federation Annual Meeting;
- g) inform and advise members about issues relating to the Local and to education;
- h) carry out the business of the Local between Table Executive Meetings;
- i) liaise with Federation, GEDSB Senior Administration, school administrators, community groups, and other ETFO locals;
- j) advocate for members;
- k) make school visits;
- l) prepare a budget in consultation with the Local Budget Committee for membership approval;
- m) address attendance management and workplace accommodation issues;
- n) administer the LTD plan;
- o) attend meetings of the GEDSB;
- p) act as a signing officer of the Local;
- q) represent the Local and its members on GEDSB committees;
- r) perform other duties as requested by the President;
- s) be the Collective Agreement Officer.

7.2.3 Duties of the Second Vice President

The Second Vice President shall:

- a) assume the duties of the First Vice President upon the request of or upon the absence of the First Vice President;
- b) assume the duties of the President should the First Vice President be unable to fulfill the duties of the position of President as outlined in 7.2.2 (a);
- c) prepare a budget in consultation with the Local Budget Committee for membership approval;
- d) be a member of the Collective Bargaining Committee;
- e) address retirement issues;
- f) make school visits;
- g) attend meetings of the GEDSB;
- h) serve as a Delegate at the Federation Annual Meeting;
- i) represent the Local and its members on GEDSB committees;
- j) be the Chair of the Annual Meeting Resolutions Committee;
- k) receive, review and submit GEETF resolutions to the ETFO Annual Meeting;
- l) arrange and facilitate the participation of GEETF members to the ETFO Annual Meeting;
- m) perform other duties as requested by the President.

7.2.4 Duties of the Treasurer

The Treasurer shall:

- a) be the Chair of the Budget Committee

- b) chair Budget meetings;
- c) be a signing officer of the Local;
- d) keep accurate and detailed financial records of the Local in accordance with ETFO guidelines;
- e) present a monthly financial report for approval at each Executive Meeting;
- f) ensure that the 'Review Engagement' of the Local's financial records is completed according to ETFO requirements and in time for approval at the first Executive Meeting of the school year;
- g) forward annual financial statements to the Federation in accordance with ETFO requirements;
- h) prepare an annual budget in consultation with the Budget Committee for the ensuing fiscal year;
- i) present a projected Budget at the Annual Meeting;
- j) deposit, disperse, and account for funds that are on deposit in the name of the Grand Erie Elementary Teachers' Federation in accordance with Federation policy and Local authorization;
- k) accurately reply to correspondence for the Treasurer, file all financial records, and pay Local debts and obligations in a prompt and timely manner;
- l) make adjustments to the projected Budget as updated information is received by the Local;
- m) present and make a motion to approve the Local Budget at the first Membership Meeting of the fiscal year.

7.2.5 Duties of the Secretary

The Secretary shall:

- a) record and maintain accurate records of all meetings of the Table Executive, Local Representative Council and General Membership of the Local;
- b) ensure that attendance at all meetings is taken.

7.2.6 Duties of the Health and Safety Officer

The Health and Safety Officer shall:

- a) represent the Local on the Joint Occupational Health and Safety Committee;
- b) update the Local President on issues of health and safety as needed.

7.2.7 Duties of Executive Members

The seven (7) Executive Members who are elected to fill the complement of the Table Executive Committee shall:

- a) act as a liaison between standing committees of the Local and the Table Executive;
- b) chair the first committee meeting at which time the committee shall elect a Chair;
- c) consider, respond, and provide input into Local management and affairs.

7.2.8 Duties of Union Stewards

Union Stewards shall:

- a) be the representative of the Local and the Federation at school staff meetings, informing members of the business related to the Local and the Federation;
- b) convey concerns and questions from the membership to the Local office and to attend Representative Council Meetings;
- c) vote as a member of the Local Representative Council;

- d) promote Local and Federation activities;
- e) attend and participate in meetings of the Local.

Rationale: This motion outlines the roles and duties of the Executive and the Union Stewards.

MOTION VI

THAT ARTICLE IX- ELECTIONS; Subsection 9.3.9 be amended by substitution to read: The Executive of the Local shall be elected in the following order: President, First Vice President, Second Vice President, Treasurer, Secretary, Health and Safety Officer, the seven (7) Executive Members.

Rationale: This motion updates the titles in the order of elected Table Executive positions.

MOTION VII

THAT ARTICLE IX - ELECTIONS; Subsection 9.3.10 be amended by substitution to read:

Where two (2) or more candidates are presented for a position on the Table Executive, voting shall be by successive ballots for each position until a candidate has received at least fifty (50) percent plus one (1) of the ballots cast. The candidate who receives the least number of votes on a ballot shall be dropped from the succeeding ballot. The vote for Executive Members shall be on one ballot and members may vote for up to seven (7) candidates. The successful candidates shall be the seven (7) who receive the highest number of votes. Should there be a tie which would result in more than seven (7) candidates being elected, a subsequent ballot containing only the names of the tied candidates shall be used to elect the successful candidate(s) for the remaining vacancy(ies).

Rationale: This motion changes the number of Executive Members from the current five to seven.

MOTION VIII

THAT ARTICLE IX - ELECTIONS; Subsection 9.4.1 be amended by substitution to read: 9.4.1 Should the position of Second Vice President or a non-released Table Officer become vacant during a term, the position shall be filled by a member of the Table Executive.

Rationale: In case the Second Vice President, the Treasurer, Secretary or Health and Safety Officer position becomes vacant during a term, an election as outlined in Section 4 of Article IX will be held to fill the position.

MOTION IX

THAT ARTICLE X - DELEGATES TO THE PROVINCIAL ANNUAL MEETING;
Subsection 10.1 (i) be amended by substitution to read:

- (i) The President, First Vice President and Second Vice President shall attend.
 - (ii) The Treasurer shall be given preference to attend.
- [renumber current (ii) as (iii)]

Rationale: This motion updates the names of the positions that are expected to attend the ETFO Annual Meeting. The Treasurer gets preference to attend due to budgeting considerations.

MOTION X

THAT ARTICLE XIII - FINANCES; Subsection 13.3 be amended by substitution to read:
The Budget Committee shall be comprised of the Treasurer, President, First Vice President and the Second Vice President.

Rationale: This motion updates the names of the positions who comprise the Budget Committee.

MOTION XI

THAT ARTICLE XIII - FINANCES; Subsection 13.8 (b) be amended to read:
b) in the amount of one hundred dollars (\$100) per year be paid to each Table Executive Member, excluding the President, First Vice President, Second Vice President and Treasurer.

Rationale: This motion updates the titles of the positions that are entitled to a \$100/year honorarium. Carried

Moved by: Steve Thorkildsen Motion VI
Seconded by: Geraldine Turkoski

THAT ARTICLE VI - LOCAL ORGANIZATION; Subsection 6.1.2 be deleted.

Rationale: A stipulated amount of release time outlined in the Constitution is unnecessary as training opportunities may be made available by Executive motion and in accordance with the Budget. Also, the current wording does not align with the proposed changes to released positions. Carried

Moved by: Dave Peters
Seconded by: Carroll Ann Macsai

Motion VII

THAT ARTICLE VI - LOCAL ORGANIZATION; Subsection 6.1.3 be amended by substitution to read:

Released officers are entitled to have five (5) compensatory lieu days pro-rated to release time per school year. Such time shall not abut a Board-designated holiday, a statutory holiday, or summer, March or Christmas Break.

Rationale: With the creation of a new 0.5 released officer, this motion would entitle a part-time released officer to half the number of lieu days as full-time released officers (i.e. the President and the First Vice President).

Carried

MOTION XIV

Moved by: Jennifer Orr
Seconded by: Carolyn Proulx-Wootton

Motion VIII

THAT ARTICLE VI - LOCAL ORGANIZATION; Subsection 6.1.9 be amended by substitution to read:

Table Officers are Table Executive members who are elected by the membership and who hold a specific portfolio as indicated by positions (a) to (f) in article 6.1.1.

Rationale: This motion outlines that the term 'Table Officers' are those Executive members who are elected to a position for which specified duties are outlined in the Constitution. Current wording does not include released executive positions. Released officers are members of the 'Table Officers'.

Carried

THE SIMPLIFICATION OF THE CONSTITUTION BY REMOVING BY-LAWS AND SEPARATING THE COMMITTEES TERMS OF REFERENCE FROM THE CONSTITUTION

Motions XV to XIX will be moved en bloc.

Moved by: Dave Peters
Seconded by: Shawn Martin

Motion IX

MOTION XV

THAT ARTICLE VI - LOCAL ORGANIZATION be amended by substitution to read:

6.3.3 Each committee shall have Terms of Reference.

6.3.4 Terms of Reference may be amended by Executive approval.

Rationale: Currently the Terms of Reference for committees form the by-laws of the Constitution and may only be amended as outlined in Article XII. This process is unnecessarily slow, requires membership approval, and requires a two-thirds vote of members present. Committees are requested to review and make any needed changes to their Terms of Reference once a year, normally at the start of the school year. Current requirements mean that changes needed to be made early in the school year cannot take place until the end of the

school year. These motions remove all references to 'by-laws' from the Constitution and separate out the committee Terms of Reference from the Constitution. Terms of Reference and other operational information may be compiled into a policy and procedures handbook.

MOTION XVI

THAT ARTICLE VII - ORGANIZATIONAL DUTIES; Subsection 7.1.18 be amended by addition to read:

7.1.19 approve changes to committee Terms of Reference.

Rationale: If Motion XV is carried then it will be an additional responsibility of the Executive to approve any changes to the Terms of Reference for committees. Changes made to committee Terms of Reference will no longer be made by the membership and will take place immediately upon Executive motion to approve changes.

MOTION XVII

THAT ARTICLE XII - AMENDMENTS TO THE LOCAL CONSTITUTION AND BY-LAWS be amended by substitution to read:

ARTICLE XII - AMENDMENTS TO THE LOCAL CONSTITUTION

12.1 Proposed amendments to the Local Constitution must be submitted to the Chair of the Constitution Committee no later than forty-five (45) school days prior to any membership meeting.

12.2 The Executive shall distribute all proposed amendments to each work site no later than twenty (20) school days prior to the Local Annual Meeting.

12.3 The Constitution shall be amended if two-thirds (2/3) of the members present at the Annual Meeting vote in favour of the proposed amendment.

Rationale: This motion removes by-laws from the article title and in 12.3 and adds the words 'no later than'. Current wording states a specific date when the need is really for a date 'no later than' the number of school days indicated.

MOTION XVIII

THAT ARTICLE VIII - MEETINGS; Subsection 8.2.2 (d) be amended by deletion to read:
(d) consider resolutions affecting the Local Constitution.

Rationale: This motion removes reference to By-Laws.

MOTION XIX

THAT ARTICLE VII - ORGANIZATIONAL DUTIES; Subsection 7.4.1 (a) be amended by deletion to read:

a) to abide by the Constitution of the Local.

Rationale: This motion removes reference to By-Laws.

Carried

Moved by: Dave Peters
Seconded by: Kelly Pulham

Motion X

THAT ARTICLE XIII - FINANCES; Subsection 13.11 be amended by substitution to read:
In recognition of the responsibilities assumed by the President, First Vice President and Second Vice President, an annual allowance shall be paid as follows:

President	12% of A4 Year 10 salary
First Vice President	8% of A4 Year 10 salary
Second Vice President	4% of A4 Year 10 salary

Rationale: With the addition of the 0.5 released officer and the reorganization of the released officers, an updated responsibility allowance that reflects those changes is required.

Carried

Moved by: Dave Peters
Seconded by: Kelly Pulham

Motion XI

THAT ARTICLE IX ELECTIONS be amended by addition to read:

9.2.5 Notwithstanding the above, effective only for the 2016 GEETF Election, a member who has been duly nominated for the position of Second Vice President may be nominated from the floor to run for the position of President or Collective Agreement Officer if the position of Second Vice President (0.5 release) is not created.

Rationale: In the event that the additional 0.5 release position is not created, a member who was duly nominated according to required timelines (see article 9.2.4) would not be able to run for any released position. This motion would allow member(s) who put forth their nomination to run for any release position at the election.

Carried

Moved by: Kelly Pulham
Seconded by: Dave Peters

Motion XII

GEETF Indigenous Partnership Committee

TERMS OF REFERENCE

1. To offer opportunities for GEETF members to learn about Indigenous perspectives, histories and cultures.
2. To promote professional and personal growth in understanding of Indigenous perspectives and Indigenous education.
3. To support the development of confidence in teaching about Indigenous perspectives.

COMMITTEE COMPOSITION

The committee will be composed of GEETF members. It is important to ensure the inclusion of GEETF members who identify as First Nations, Metis or Inuit.

1. A chair shall be selected by the committee.
2. A GEETF Executive Liaison will be on the committee.

3. The number of members deemed to be necessary to carry out the business of the committee.
4. Non GEETF members may be invited to contribute to the committee as allies.

DUTIES OF THE CHAIR

The Chair of the Committee shall:

1. Ensure the maintenance of committee minutes and related documents.
2. Liaise with other committees and outside groups as necessary.
3. Ensure reports are made at Executive, Representative Council and Membership meetings.
4. Be responsible for the committee's budget.

Carried

Moved by: Karen Peters
 Seconded by: Michelle Saunders

Motion XIII

THAT ARTICLE VI – Local Organization; Subsection 6.1.4 be amended by deletion to read:
 Of the thirteen (13) Table Executive positions, a minimum of four (4) shall be held by women.
 Current Wording

6.1.4 At least one of the released executive positions shall be held by a woman. Of the thirteen (13) Table Executive positions, a minimum of four (4) shall be held by women.

Rationale: ETFO's Constitution states in Article 11.2.2 "The local constitution shall ensure leadership positions for women on the executive." The proposed change ensures a minimum of four (4) women will be elected and hold leadership positions on the Table Executive. Being a member of the Local's Table Executive is a leadership position within our local.

Defeated

Moved by: Kataisha McQueen
 Seconded by: Michaela Kargus

Motion XIV

THAT Motion XIII be amended to read "THAT ARTICLE VI – Local Organization; Subsection 6.1.4 be amended by deletion to read: Of the thirteen (13) Table Executive positions, a minimum of six (6) shall be held by women.

Carried

Moved by: Johanna Gordon
 Seconded by: Bruce Kanters

Motion XV

THAT Motion XIII be referred to the Constitution Committee and be reported on at the 2017 GEETF Annual Meeting.

Defeated

Note: After much discussion among the GEETF Membership, the amendment of Motion XIII was defeated.

5. Approval of Reports – refer to page number of Annual Report

Moved by: Caroll Ann Macsai
Seconded by: Jennifer Orr

Motion XVI

That the Approval of Reports to the 2016 GEETF AGM be approved.

- 5.1 President's Report – page 11
- 5.2 Collective Agreement Officer's Report – page 13
- 5.3 Secretary's Report – page 15
- 5.4 Professional Development Committee – page 31
- 5.5 Schools' Professional Development Budget – page 32
- 5.6 ETFO Annual General Meeting 2015 – page 33
- 5.7 Awards/Recognition Banquet – page 35
- 5.8 First Five Years Committee – page 36
- 5.9 Health and Safety Committee – page 37
- 5.10 Status of Women Committee – page 38
- 5.11 Political Action/Public Relations Committee – page 40
- 5.12 Social Justice Committee – page 42
- 5.13 Union Stewards – page 44
- 5.14 Thank you to our Union Stewards – page 46

Carried

6. GEETF Executive Elections Results

Election for President:

Shawn Martin – 98 votes
Cory Judson – 59 votes
Shawn Martin elected at President

First Vice President ~ Nancy D'Aurora – acclaimed

Second Vice President (First round):

Leslie Hunter-Duvar – 34 (dropped from ballot)
Michaela Kargus – 51
Cory Judson – 69

Second Vice President (Second round):

Cory Judson – 86
Michaela Kargus – 64
Cory Judson elected as Second Vice President

Treasurer ~ Geraldine Turkoski – acclaimed

Secretary ~ Lori Burroughs – acclaimed

Health & Safety Officer ~ Jennifer Orr – acclaimed

Executive Members:

Michaela Kargus, Russell Reid
Caroll Ann Macsai, Port Rowan
Jennifer McColl, King George
George Overend, Fairview/Thompson Creek
Carolyn Proulx-Wootton, Branlyn
Sabrina Sawyer, Lansdowne
Steve Thorkildsen, Prince Charles

7. New Business

7.1 Approval of the Auditor for 2015-2016

Moved by: Shawn Martin Motion XVII
Seconded by: Geraldine Turkoski

That the firm of Koenig & Associates be appointed Auditor. Carried

7.2 Upcoming Meetings

Executive Meeting – Wednesday, June 15, 2016
Celebration Dinner – Wednesday, June 22, 2016

7.3 Meeting dates for 2016-2017(tentative)

Local Representative Council (Wednesdays)

November 16, 2016
March 22, 2017

Membership Meetings (Wednesdays)

October 19, 2016
May 17, 2017

Executive Meetings (Wednesdays)

September 14, 2016	February 15, 2017
October 12, 2016	March 8, 2017
November 9, 2016	April 12, 2017
December 14, 2016	May 10, 2017
January 18, 2017	June 14, 2017

Celebration Dinner – Wednesday, June 21, 2017 - Tentative

8. Questions & Answers

9. Adjourned

Grand Erie Elementary Teachers' Federation
 Monthly Financial Statement
 April, 2017

Balance in Chequing as of March 31, 2017	\$202,423.55			
<u>Income for April, 2017</u>				
Release Rebates	0.00			
Fee Rebates	0.00			
Interest / Sundry	\$0.00			
Other Income*	\$7,409.35			
Other Rebates**	<u>\$7.00</u>	<u>\$7,416.35</u>	\$209,839.90	
Total Expenditures for April, 2017			<u>\$21,789.49</u>	
Balance in Chequing as of April 30, 2017			<u>\$188,050.41</u>	
Amount in Guaranteed Investment Certificates				\$150,000.00
Amount in Chequing Account				<u>\$188,050.41</u>
				<u>\$338,050.41</u>

	Budgeted Amount	Spent this Month	Spent to Date	Balance Remaining
A) Office Expenses				
Building Costs	\$35,000	1,667.36	22,035.94	12,964.06
Utilities	6,000	679.35	5,443.89	556.11
Telephones	5,500	242.18	2,644.75	2,855.25
Internet	2,000	70.95	900.85	1,099.15
Office Supplies	3,000	1,292.54	4,249.64	-1,249.64
Office Miscellaneous	1,000	51.98	588.66	411.34
Office Insurance	2,000	0.00	0.00	2,000.00
Kitchen	1,000	64.34	488.06	511.94
Office Equipment/Maint.	12,000	0.00	12,193.52	-193.52
Building Maintenance/Cleaning	2,500	0.00	2,338.99	161.01
Bank Charges	700	6.00	185.91	514.09
Honoraria	3,000	0.00	2,900.00	100.00
Auditor	2,900	0.00	2,994.50	-94.50
Mileage	18,000	601.40	7,877.61	10,122.39
Dependent Care	500	0.00	0.00	500.00
Secretary	58,000	5,384.45	46,846.05	11,153.95
B) Engaging Members				
Training for Members	\$5,000	0.00	2,458.81	2,541.19
Executive Development	3,500	625.47	3,275.43	224.57
Awards	1,800	13.18	13.18	1,786.82
Celebration Banquet	8,000	122.18	241.25	7,758.75
Status of Women	15,937	-4,700.00	2,624.53	13,312.47
Beginning Teacher	3,000	0.00	54.43	2,945.57
Ad Hoc Committees	3,000	423.40	337.58	2,662.42
ETFO Annual Meeting	7,500	0.00	6,017.21	1,482.79

C] Professional Development				
Professional Development	\$6,000	808.50	4,844.44	1,155.56
First 5 Years Committee	\$8,000	-1,780.92	3,675.00	4,325.00
Executive Retreat	\$4,000	0.00	3,710.81	289.19
Pension Workshop	\$1,000	0.00	0.00	1,000.00
D] Advocates for Members				
President's Release	\$68,363	0.00	50,114.03	18,248.97
First Vice President Release	63,000	0.00	48,261.07	14,738.93
Second Vice President Release	50,000	0.00	17,661.44	32,338.56
Released Officers' Misc.	4,000	38.06	2,819.62	1,180.38
Executive Meetings	20,000	1,022.63	10,951.62	9,048.38
CBC	5,000	442.17	633.74	4,366.26
Member Services/Grievances	2,000	0.00	127.40	1,872.60
Union Steward Training/Support	40,000	5,496.69	23,972.99	16,027.01
E] Communicates with Members				
General Meetings	\$2,000	0.00	1,261.41	738.59
Representative Council Meetings	\$1,000	237.00	237.00	763.00
Goodwill	\$3,500	0.00	742.91	2,757.09
F] Advocates for Public Education and Social Change				
Political Action/PR	\$9,000	69.51	5,738.37	3,261.63
Indigenous Partnerships	7,000	158.26	-1,491.22	8,491.22
Strike/Community Support	5,000	0.00	1,500.00	3,500.00
Social Justice	6,000	1,436.46	3,408.92	2,591.08
H] Contingency				
	1,000.00	0.00	0.00	1,000.00
	<u>506,700.00</u>	<u>14,473.14</u>	<u>304,880.34</u>	<u>201,819.66</u>

*Other income is a credit to First Five (\$2,319.35) and to Status (\$4,990).

**Rebates include a reimbursement for bank charges.

Apr-17

PRESIDENT'S REPORT - 2016-2017

As the first year of my term as President of the Grand Erie Elementary Teachers' Federation comes to a close, I thank all of those who have given so much of their time and talent to making our Local the wonderful place it is. The dedication and support of our membership is what makes the impressive variety of workshops, events and networking possible.

Back in the spring of 2016 we said our farewells to Dave Peters, our past President, thanking him for his years of dedication and support to the GEETF. We created a new half-time position and restructured our released officers' titles and job descriptions. Cory Judson was elected as our first Second Vice President. Nancy D'Aurora was acclaimed as our First Vice President. And I was elected as your President. Geraldine Turkoski was elected as Treasurer, Lori Burroughs was acclaimed as Secretary, and Jennifer Orr was acclaimed as our Health & Safety Representative. Steve Thorkildsen, Caroll Ann Macsai, Jennifer McColl, George Overend, Sabrina Sawyer, Carolyn Proulx-Wootton, and Michaela Kargus were elected as Executive members.

We started out the year with an Executive Retreat as a team building and direction setting meeting for our newly-elected Executive. We reviewed the operations of the GEETF and set the direction for the year. We established three new ad hoc committees: the FSL, Social, and Arts. All three of these new committees have hosted several events this year.

There were several significant events and issues during this school year. The all-member vote on the Extension Agreement, which provided extra funding for special education supports and a modest pay increase to ETFO members, had the greatest impact on bargaining this year. Our Collective Agreements are now effective until August of 2019.

Aggression and violence by students in our schools, and in fact reported widely by all ETFO locals, was front and centre in the news. ETFO responded by launching a call to action that demands a comprehensive approach to children's mental health, more funding to support special education, better compliance with Joint Health and Safety Act provisions including a thorough reporting of incidents, a stronger Health and Safety culture, and more training within school boards. More support for teachers and students was made possible by additional funding through the Extension Agreement.

Members were very pleased by ETFO's victory in the courts against Bill 115. The measures taken by the government in 2012 to strip our Collective Agreements of several benefits and to restrict our bargaining rights was found to be in violation of the *Charter of Rights and Freedoms*. Negotiations continue to determine a remedy for our membership based on our successful court challenge.

Across Ontario, ETFO locals transitioned into the new Employee Life & Health Trust from their previous local benefits plan. The transition dates were staggered over the year. Grand Erie was delayed twice but did make the transition on April 1st, 2017. As to be expected with any new large scale plan, implementation of the new ELHT did not come without its issues. As with any change, we will need to get accustomed to our new benefits and new benefit carrier over time.

The GEETF Political Action Committee hosted a successful Community Forum in May to bring together teachers, school board administration and the community to discuss issues of importance in education. Guest speakers informed participants on the issues of children's mental health, strategies to integrate indigenous people's histories and values in curriculum delivery and school culture, and the power of kindness. Table discussions took place and a sharing of ideas followed.

Along with the many Board Staffing Committee meetings that take place where the Federation provides input, released officers met the Board to discuss the serious need to act on the higher than normal number of no-fills this school year. Unfilled occasional teacher, DECE and EA positions caused much inconvenience and safety issues for the membership this year. Plans to mitigate the problem were developed. Member safety and working conditions will always be front and centre.

As the first year of my two-year term ends, I thank the membership for their confidence in me and for the opportunity to serve as President. The support I receive from our released officers, and all the members who volunteer their time to plan and attend GEETF events, allows me the time to advocate and get improvements our membership needs and deserves to continue to provide quality education in Grand Erie. And last, but certainly not least, I thank our Executive Assistant, Maggie Bailey-Bomberry for all the essential work she does to keep the GEETF on track.

In Solidarity,
and Respectfully Submitted,

Shawn Martin
President GEETF

FIRST VICE PRESIDENT'S REPORT

At the GEETF Membership Meeting in May 2016, the membership voted to add an additional half-time released Second Vice President, and to retitle Collective Agreement Officer as First Vice President. Even though the title of the position has changed, the primary emphasis of the First Vice President's portfolio continues to be collective agreement related issues.

At the beginning of the 2016-2017 year, the focus for the upcoming year was to have been preparation for the next round of local collective bargaining, as our current Collective Agreement was set to expire at the end of August, 2017. That focus shifted, starting in October, when the Ontario Provincial Government approached ETFO regarding the possibility of a contract extension. After several bargaining sessions with the Government, ETFO presented a Tentative Contract Extension to the membership in February. In March, the proposed Contract Extension was ratified by 81% of members. Due to the ratified Contract Extension, there will not be any local bargaining until the end of the extended contract, which is August 31, 2019.

The two-year Contract Extension embeds language into the Central Agreement regarding class size caps for Kindergarten classes of 30 in the first year, and 29 in the second year; reduces Junior/Intermediate class size averages to 24.5, for those locals that were above that average; includes a \$504,000 Special Education Investment to create new Special Education positions; and includes \$370,000 Priority Funding, to be used for Early Years special education support, Indigenous student support, support for wellbeing and at-risk students, and support for English language learners. At the time of writing this report, your GEETF released officers were still in discussions with the Board as to how exactly these funds would be allocated.

Throughout the 2016-2017 year, all ETFO locals in Ontario have been transitioning to a Provincial Benefit Plan. In Grand Erie, we were twice delayed in our transition, but have now officially become part of the ELHT (Employee Life and Health Trust), as of April 1, 2017. Being part of a Provincial Plan has offered some gains for our members: the plan is fully funded for 1.0 FTE members, members on a Statutory Leave, and members on the first 24 months of LTD coverage.

The staffing process for the 2017-2018 school year is well under way. This year we were very fortunate to have none of our GEETF members declared redundant. With the addition of two new transfer options in our last Collective Agreement, our members now have a variety of opportunities for changing positions, beyond the posting process. These options saw 11 teachers apply for a Voluntary Transfer, and 26 teachers express interest in the Mutual Exchange/Transfer. The first vacancy list had 29 English postings, and 11 FSL postings. The second vacancy list should also see a large number of postings, as teachers accept positions in a new school, leaving their current position open.

Three Accommodation Reviews were finalized this year. As a result of the **Haldimand East ARC**, Anna Melick Memorial School will close in June, 2017, with the students and staff transitioning to Thompson Creek for September, 2017; Fairview Avenue School will be torn down and a new school will be constructed in its place for September, 2018; Grandview Central School will close in June, 2018, and its students and staff will transition to the new school at the Fairview Avenue site for September 2018.

In the **North Brant ARC**, students currently enrolled in French Immersion in Burford District Elementary School, will transition to Paris Central School after grade 5, for grades 6-8 French Immersion.

For the **SouthEast Norfolk ARC**, trustees voted to keep Elgin Avenue Public School open, and apply for capital funding for renovations, for a September, 2018 opening. Lynndale Heights School will also remain open. Once the renovated Elgin Avenue Public School is ready, West Lynn School will close. Walsh Public School and Lakewood Elementary School were also part of the South East ARC process. To alleviate the space issues relating to the Walsh Public School Dual Track French Immersion program, Lakewood Elementary School will also become a Dual Track French Immersion K-8 school in September, 2017, with a re-assignment of the Walsh Public School boundaries.

Respectfully submitted,

Nancy D'Aurora
First Vice President

SECOND VICE PRESIDENT'S REPORT

At the 2016 GEETF Annual Meeting, a motion was passed to create a half-time released Second Vice President Position for our Local. I was elected at that same meeting to this position by the membership. The primary roles of this new position were to improve and increase service to members, including timely access to information, enhancing community connections and engagement, and fulfilling the necessary political action requirements.

In 2016, I was responsible for organizing the GEETF delegation to the ETFO Annual Meeting. Planning is currently underway for the 2017 ETFO Annual Meeting. Another responsibility was engaging in school visits, mostly for Haldimand schools. I am responsible for the retirement portfolio and I have assisted our members in this regard.

The Second Vice President role includes providing support to local committees such as the Indigenous Partnerships Committee, Social Justice, Professional Development, and the new Ad Hoc Arts Committee. This year a Building Better Schools Newsletter was created to build rapport with parents and the greater community, as well as organizing the first Grand Erie Community Forum on Education to demonstrate our leadership in education, and our commitment to improving our schools.

In 2016, I was elected to the Executive Board of the Brantford and District Labour Council. In May, I attended the Canadian Labour Congress Convention in Toronto as part of the largest ever ETFO delegation. I attended the Broadbent Institute's Progress Summit in Ottawa, worked with Anti-Poverty Advocates in Brantford, and attended the Remembrance Day Ceremony in Simcoe.

As your Second Vice President, I have gone to Queen's Park with our local President, Shawn Martin, to speak to issues such as violence in schools and the need for more special education and mental health supports. Further, I have had discussions with both of our local MPPs and many other elected officials from across the province from all of the political parties about issues in education. I have worked with local leaders in education to advocate on behalf of the GEETF with our Grand Erie trustees and senior administration. This included regular meetings, our annual trustee dinner, and many impromptu discussions. This school year I worked to advance our ETFO Building Better Schools Agenda through print and television media and through other avenues mentioned in this report.

Respectfully Submitted,

Cory Judson
Second Vice President

SECRETARY'S REPORT

The Grand Erie Elementary Teachers' Federation held monthly Executive meetings to conduct business on behalf of the members.

In October 2016, the Executive met for a full day to discuss the goals for the upcoming two year term.

Membership, Annual meetings, Local Representative's Council, and Union Steward training were also held throughout the school year. The GEETF Banquet will be held in June and all members are encouraged to attend.

Respectfully submitted,

Lori Burroughs Miller
Secretary

PROPOSED MOTIONS TO AMEND THE GEETF CONSTITUTION – 2017

- ❖ **Motions I to VI are proposed and moved by the Executive.**
 - ❖ **Motions VII through XIV are moved by the Executive and will be voted en bloc as these motions would move the duties of Treasurer to the duties of the Second Vice President. The current Treasurer position would become a Table Officer to maintain the current number of Executive members.**
 - ❖ **Motion XV is a member motion.**
-

Moved by: Cory Judson
Seconded by: Shawn Martin

Motion I

THAT ARTICLE VI – LOCAL ORGANIZATION; subsection 6.2.3 be amended by addition to read:

6.2.3 The Local Representative Council shall meet at least two (2) times per year (once in November and once in February or March). These meetings will be held in the Local Office.

Rationale: Adding the month of February as an option allows for the scheduling of the meeting to approve GEETF resolutions to the ETFO Annual Meeting. If there are no resolutions to consider, then the Representative's Council Meeting could take place in March.

Current Wording: 6.2.3 The Local Representative Council shall meet at least two (2) times per year (once in November and once in March). These meetings will be held in the Local Office.

Moved by: Nancy D'Aurora
Seconded by: Sabrina Sawyer

Motion II

THAT ARTICLE VI – LOCAL ORGANIZATION; subsection 6.4.3 be amended by substitution to read:

6.4.3 Such funding shall be calculated as six (6) percent of Fee Rebates minus the amount budgeted for the First Vice President.

Rationale: This motion reflects the correct title of the First Vice President, rather than the previous title, Collective Agreement Officer.

Current Wording: 6.4.3 Such funding shall be calculated as six (6) percent of Fee Rebates minus the amount budgeted for the Collective Agreement Officer release.

Moved by: Jennifer Orr
Seconded by: Cory Judson

Motion III

THAT ARTICLE VII – ORGANIZATIONAL DUTIES; subsection 7.1.16 be amended by addition to read:

7.1.16 approve the establishment of task forces, work groups and GEETF ad hoc committees;

Rationale: The Executive also approves the establishment of GEETF ad hoc committees.

Current Wording: 7.1.16 approve the establishment of task force/work groups;

Moved by: Shawn Martin
Seconded by: Jennifer Orr

Motion IV

THAT ARTICLE - ORGANIZATIONAL DUTIES; subsection 7.2.4 (b) be deleted.

Rationale: 7.2.4 (a) already states that the Treasurer is the Chair of the Budget Committee and does not need to be repeated in (b).

Current Wording: 7.2.4 Duties of the Treasurer

The Treasurer shall:

- a) be the Chair of the Budget Committee;
 - b) chair Budget meetings;
-

Moved by: Nancy D'Aurora
Seconded by: Sabrina Sawyer

Motion V

THAT ARTICLE IX – ELECTIONS; subsection 9.3.10 be amended by substitution to read:

Where two (2) or more candidates are presented for a position on the Table Executive, voting shall be by successive ballots for each position until a candidate has received at least fifty (50) percent plus one (1) of the ballots cast. The candidate who receives the least number of votes on a ballot shall be dropped from the succeeding ballot. The vote for Executive Members shall be on one ballot and members may vote for up to seven (7) candidates. The successful candidates shall be the seven (7) who receive the highest number of votes. Should there be a tie which would result in more than seven (7) candidates being elected, a subsequent ballot containing the names of the candidates who received the largest number of tied votes for the final position(s) shall be used to elect the successful candidate(s) for the remaining vacancy (ies).

Rationale: This motion clarifies the procedure for determining the tie break in an election. This language aligns with the election tie break language in the CBC Terms of Reference.

Current Wording: 9.3.10 Where two (2) or more candidates are presented for a position on the Table Executive, voting shall be by successive ballots for each position until a candidate has received at least

fifty (50) percent plus one (1) of the ballots cast. The candidate who receives the least number of votes on a ballot shall be dropped from the succeeding ballot. The vote for Executive Members shall be on one ballot and members may vote for up to seven (7) candidates. The successful candidates shall be the seven (7) who receive the highest number of votes. Should there be a tie which would result in more than seven (7) candidates being elected, a subsequent ballot containing only the names of the tied candidates shall be used to elect the successful candidate(s) for the remaining vacancy(ies).

Moved by: Cory Judson
Seconded by: Sabrina Sawyer

Motion VI

THAT ARTICLE X – DELEGATES TO THE PROVINCIAL ANNUAL MEETING; Subsection 10.1 (iii) be amended by substitution to read:

10.1 Up to five (5) alternates shall attend the Federation Annual Meeting in addition to the number of delegates assigned to the Local by ETFO. Applications to attend the ETFO Annual Meeting shall be due no later than December 1st. The delegation shall be determined by the Table Executive in December using the following criteria:

- (i) The President, First Vice President and Second Vice-President shall attend.
- (ii) The Treasurer shall be given preference to attend.
- (iii) Local members at large to complete the complement, at least two (2) of whom shall be in their first five (5) years of teaching.

If more than the required number of members to complete the complement are submitted, lots will be drawn as follows:

The first draw of lots shall include the names of self-identified members of an ETFO designated group. Three (3) names shall be randomly selected. If the number of names submitted is fewer than four (4) there shall be no draw of lots and those names shall be part of the complement.

The second draw of lots shall include the names of members of ETFO Provincial Standing Committees. Two (2) names shall be randomly selected. If the number of names submitted is fewer than three (3) there shall be no draw of lots and that name shall be part of the complement.

The third draw of lots shall include the names of members not already selected to complete the complement. Priority shall be given to two (2) first time attendees.

A waiting list shall be determined by the names drawn from the third lot that exceed the required number of names to form a complete delegation. The order of the waiting list shall be determined by the same order in which names were randomly drawn.

Rationale: This motion would allow members to apply to attend the ETFO Annual Meeting later in the school year and self-identify through a confidential process. To ensure a balance that recognizes the diversity of our membership, a defined limit on the number of members who are given priority to attend the ETFO AGM is required. This amendment would guarantee priority and inclusion of up to two ETFO Standing Committee members, members in their first five years, members who have not previously attended, and members who self-identify within designated groups, while maintaining the diversity and equal access of all GEETF members.

Current Wording: 10.1 Up to five (5) alternates shall attend the Federation Annual Meeting in addition to the number of delegates assigned to the Local by the Federation. The Table Executive shall determine the delegation using the following criteria:

- (i) The President, First Vice President and Second Vice-President shall attend.
- (ii) The Treasurer shall be given preference to attend.
- (iii) Local members at large to complete the complement, at least two (2) of whom shall be in their first five (5) years of teaching. Priority will be given to first time attendees, self-identified members of designated groups and members of ETFO Provincial Standing Committees. Lots will be drawn if necessary.

Motions to Move the Duties of Treasurer to the Second Vice President – VII to XIV shall be voted en bloc.

Moved by: Shawn Martin
Seconded by: Nancy D'Aurora

Motion VII

THAT ARTICLE VI – LOCAL ORGANIZATION; subsection 6.1.1 (d) be deleted and that subsection 6.1.1 (g) be amended by substitution to read:

6.1.1 (g) Eight (8) Executive Members.

MUTATIS MUTANDIS

Rationale: After analysis of the first year of the new 0.5 released Second Vice President position, it was felt that additional responsibilities could be added to this position. It was determined to be in the organization's best interests to have the responsibility of Treasurer fall under the duties of a released officer for expediency and efficiency. This motion would eliminate the position of Treasurer on the Executive, but would maintain the same number of Table Executive positions.

Current Wording: 6.1.1 The Local Table Executive shall include the following positions:

- a) President (full-time release);
- b) First Vice President (full time release);
- c) Second Vice President (0.5 release);
- d) Treasurer;
- e) Secretary;
- f) Health and Safety Officer;
- g) Seven (7) Executive Members;

Motion XIII

THAT ARTICLE VII – ORGANIZATIONAL DUTIES; subsection 7.2.3 be amended by addition to read:

7.2.3 (c) be the Treasurer as outlined in 7.2.4

Rationale: This motion adds the responsibility of Treasurer to the duties of the Second Vice President.

Current Wording: 7.2.3 Duties of the Second Vice President

The Second Vice President shall:

- a) assume the duties of the First Vice President upon the request of or upon the absence of the First Vice President;
- b) assume the duties of the President should the First Vice President be unable to fulfill the duties of the position of President as outlined in 7.2.2 (a);
- c) prepare a budget in consultation with the Local Budget Committee for membership approval; d) be a member of the Collective Bargaining Committee;
- e) address retirement issues;
- f) make school visits;
- g) attend meetings of the GEDSB;
- h) serve as a Delegate at the Federation Annual Meeting;
- i) represent the Local and its members on GEDSB committees;
- j) be the Chair of the Annual Meeting Resolutions Committee;
- k) receive, review and submit GEETF resolutions to the ETFO Annual Meeting;
- l) arrange and facilitate the participation of GEETF members to the ETFO Annual Meeting;
- m) perform other duties as requested by the President.

Motion IX

THAT ARTICLE VII – ORGANIZATIONAL DUTIES; subsection 7.2.7 be amended by substitution to read:

7.2.7 Duties of Executive Members

The Eight (8) Executive Members who are elected to fill the complement of the Table Executive Committee Shall:

- a) act as a liaison between standing committees of the Local and the Table Executive;
- b) chair the first committee meeting at which time the committee shall elect a Chair;
- c) consider, respond, and provide input into Local management and affairs.

Rationale: This motion reflects the changes to the complement of the Table Executive as proposed in Motion VII.

Current Wording: 7.2.7 Duties of Executive Members

The seven (7) Executive Members who are elected to fill the complement of the Table Executive Committee shall:

- a) act as a liaison between standing committees of the Local and the Table Executive;
 - b) chair the first committee meeting at which time the committee shall elect a Chair;
 - c) consider, respond, and provide input into Local management and affairs.
-

Motion X

THAT ARTICLE IX – ELECTIONS; subsection 9.3.9 be amended by substitution to read:

9.3.9 The Executive of the Local shall be elected in the following order: President, First Vice President, Second Vice President, Secretary, Health and Safety Officer, and Eight (8) Executive members.

Rationale: This motion reflects the changes to the complement of the Table Executive proposed in Motion VII.

Current Wording: 9.3.9 The Executive of the Local shall be elected in the following order: President, First Vice President, Second Vice President, Treasurer, Secretary, Health and Safety Officer, seven (7) Executive members.

Motion XI

THAT ARTICLE X – DELEGATES TO THE PROVINCIAL ANNUAL MEETING be amended by the deletion of 10.1 (ii)

Rationale: This motion reflects the changes to the complement of the Table Executive as proposed in Motion VII.

Current Wording: 10.1 Up to five (5) alternates shall attend the Federation Annual Meeting in addition to the number of delegates assigned to the Local by the Federation. The Table Executive shall determine the delegation using the following criteria:

- (i) The President, First Vice President and Second Vice-President shall attend.
- (ii) The Treasurer shall be given preference to attend.
- (iii) Local members at large to complete the complement, at least two (2) of whom shall be in their first five (5) years of teaching. Priority will be given to first time attendees, self-identified members of designated groups and members of ETFO Provincial Standing Committees. Lots will be drawn if necessary.

Motion XII

THAT ARTICLE XIII – FINANCES; subsection 13.3 be amended by substitution to read:

13.3 The Budget Committee shall be comprised of the President, First Vice President, Second Vice President, and one additional member of the table executive.

Rationale: This motion would reflect changes made to the complement of the Table Executive as proposed in Motion VII while continuing to honour the number of members on the Budget Committee and ensuring that one member of the Committee is not a released officer.

Current Wording: 13.3 The budget committee shall be comprised of the Treasurer, President, First Vice President and Second Vice President.

Motion XIII

THAT ARTICLE XIII – FINANCES; subsection 13.8 (a) be deleted.

Rationale: Assigning the duties of Treasurer to the Second Vice President eliminates the need to provide an honorarium for Treasurer duties.

Current Wording: 13.8 That an honorarium:

- (a) in the amount of two thousand dollars per year (\$2000 /year) be paid to the Treasurer each fiscal year;
 - (b) in the amount of one hundred dollars per year (\$100/year) be paid to each Table Executive member, excluding the President, First Vice President, Second Vice President and Treasurer.
-

Motion XIV

THAT ARTICLE XIII – FINANCES; subsection 13.8 (b) be amended by deletion to read:

13.8 (b) That an honorarium in the amount of one hundred dollars per year (\$100/year) be paid to each Table Executive member, excluding the President, First Vice President, and Second Vice President.

Rationale: This motion reflects that changes that have been made to the complement of the table executive.

Current Wording: 13.8 That an honorarium:

- (a) in the amount of two thousand dollars per year (\$2000 /year) be paid to the Treasurer each fiscal year;
 - (b) in the amount of one hundred dollars per year (\$100/year) be paid to each Table Executive member, excluding the President, First Vice President, Second Vice President and Treasurer.
-

Moved by: Caroll Ann Macsai
Seconded by: Kataisha McQueen

Motion XV

THAT ARTICLE VI – LOCAL ORGANIZATION; subsection 6.4.3 be amended by substitution to read:
6.4.3 Such funding shall be calculated as six (6) percent of (Fee Rebates minus (the amount budgeted for the First Vice President minus the responsibility allowance paid to the First Vice President as outlined in article 13.11)).

Rationale: This motion would increase funding for the Status Committee. The amount of the responsibility allowance for the First Vice President is currently deducted from the Fee Rebates before the six percent is applied. This motion would calculate the six percent on Fee Rebates less the amount budgeted for the First Vice President not including the responsibility allowance.

Current Wording: 6.4.3 Such funding shall be calculated as six (6) percent of Fee Rebates minus the amount budgeted for the Collective Agreement Officer release.

PROFESSIONAL DEVELOPMENT COMMITTEE

Committee Members 2016-2017

Joseph Archer	Brittany Beedham
Jennifer Cherewka	Jennifer Hinrichs
Kendra Kovach	Tammy Lam
Cheryl Mann	Steve Thorkildsen (Chair)

The GEETF Professional Development Committee's goal is to provide professional learning opportunities that engage our members. Plans are made with member needs in mind. This year, we have found much success as we've expanded our utilization of local teachers as workshop presenters. We continue to find great treasures within Grand Erie! The following is a summary of the workshops delivered by the Professional Development Committee this year:

- More than a Play – Bob Barton – ETFO Staff
- Teaching the Ukulele – Cheryl Amy – former GEDSB Teacher and Principal
- Shadow Dancing – Valerie Harrison – GEETF member
- Exploring Music and Movement Part 1 – Judy Muir – GEETF member
- Professional Judgement - Jim Giles – ETFO Staff
- Math Manipulatives – GEDSB Math Coaches
- Power to Play – Partnering with GEETF DECEs
- Making Books with Children – Louise Granahan – ETFO Presenters on the Road
- Wampum Belts and Geometry – Ben Thomas – GEETF member
- Resume Writing – Monique Goold – GEDSB Principal
- Interview Skills – Monique Goold – GEDSB Principal
- Exploring Music and Movement Part 2 – Judy Muir – GEETF member
- Deeper and Deeper – Exploring Rocks and Minerals – Mining Matters Educational Organization

As I say good-bye to this committee, to GEETF and to my teaching career, I want to sincerely thank our outstanding Executive Assistant, Maggie Bailey-Bomberry for all her hard work on behalf of our committee. Much appreciation also goes out to the amazing P.D. Committee members for their dedication of time, effort and knowledge in planning and hosting the events. To all the teachers who have attended the various workshops, thank you for the opportunity to work on your behalf. Please continue to attend these workshops and even consider presenting. We need you!

Respectfully submitted,

Steve Thorkildsen
Chair

SCHOOL'S PROFESSIONAL DEVELOPMENT BUDGET

The funds allocated yearly to each elementary school are negotiated in the GEETF Collective Agreement. The current amount of \$108,000 is allocated on a staff per capita basis and administered at each school by a committee of teachers and the school administrator. All expenses approved at the school level by their P.D. Committee must also be approved by the GEETF Office before our Board makes payment.

Members continue to take advantage of the use of P.D. Funds for a one time reimbursement to members of up to \$350 for completion of an AQ Course. Please see your Union Steward for specific parameters around this initiative that began in the 2014-2015 school year. We encourage our P.D. school committees to deplete their yearly allotment; however, any monies left at the end of August are rolled over and added to the next school year's allotment.

During the 2014-2015 school year GEETF introduced a new GEETF PD Criteria that serves as an "umbrella" to the schools' criteria. Schools have their own "*Criteria for School Use of P.D. Funds*" kept on file at the school. We request that Stewards also send a copy of their criteria to the GEETF Office for our files. The criteria should be reviewed yearly to ensure that it conforms to the current use of the funds.

Our office does not have access to the Board's SDS Accounting System so we cannot access it to determine the status of a school's account. However, the Administrator and Secretary of each school can do so, and we encourage Union Stewards to ask for this to be done every two months. The print out will allow you to check that charges have not been taken from your account in error. Once the Board completes their year-end (August), they cannot go back and make adjustments (credit, debit) to a school's P.D. budget.

The Board requires original receipts for all expenses except mileage. They will not allow the administrator's VISA to be used to prepay conferences or purchases of resource material. As well, the school's petty cash fund cannot be used for these expenses. The only expense that can be prepaid is the registration for a conference, but the process for this must be started at least three weeks prior to the date of the conference/workshop.

The Union Steward is chair of his/her school's P.D. Committee and the work involved in receiving, approving, documenting and forwarding the forms necessary is appreciated. New Union Stewards, in particular, are encouraged to call the GEETF Office if they are uncertain how to proceed with a P.D. request or its reimbursement.

Respectfully submitted,

Maggie Bailey-Bomberry

ETFO ANNUAL MEETING 2016

Grand Erie had a total of nine delegates and five alternates for the ETFO Annual Meeting. The meeting was held at the Sheraton Centre in Toronto from August 15 to 18, 2016.

Grand Erie delegates in attendance were:

Nancy D'Aurora	Kimberley Eng
Robert Hull	Tara Hutchinson
Cory Judson	Michaela Kargus
Tammy Lam	Caroll Ann Macsai
Shawn Martin	Jacqueline McEwen
Kataisha McQueen	Sabrina Sawyer
Mark Smith	Steve Thorkildsen

The 2016 ETFO Annual meeting opened with an address from President Sam Hammond. Sam spoke about our connections to the Labour Movement, including the OFL and the CLC and he expressed solidarity to other working people in the fight for fairer working conditions. Sam finished his address by taking the time to highlight our Charter Challenge victory over Bill 115. Later presentations came from OFL President Chris Buckley and UNIFOR President, Jerry Dias. Both spoke to the need for a united labour movement to challenge government austerity measures and to ensure that workers in all sectors are protected. Mr. Buckley encouraged everyone to attend a rally on October 1, 2016 at Queen's Park to press the government to adopt measures in the Changing Workplaces review that addresses outdated labour laws in Ontario.

Dennis Edney, an outspoken advocate for Human Rights, particularly in the area of rule of law as it relates to the War on Terror was the social justice speaker. Mr. Edney is a defense lawyer who is council for Omar Khadr. He described the situation of those at Guantanamo Bay, including Omar Khadr and the various methods of torture that have been applied. Other speakers over the course of the four days included Francine LeBlanc-Label, President of the Ontario Teachers' Federation and Heather Smith, President of the Canadian Teachers' Federation.

At the Annual Dinner, outgoing General Secretary Victoria Reaume was honoured. The organization welcomed Sharon O'Halloran as the new ETFO General Secretary.

There were a number of resolutions passed over the course of the meeting that included ETFO providing resources to locals to send delegates to the 2017 Canadian Labour Congress Convention in Toronto, that New Member Committee Chairs be included in Fall Leadership Training, and that ETFO through OTF lobby the Ministry of Education to endorse the Mental Health Commission of Canada's Mental Health First Aid Program. There were many other resolutions that were passed and information about those resolutions is available at the GEETF office.

Throughout the meeting, it was presented that the finances of the organization continue to be managed effectively and that our defense fund, which is the fund that ETFO calls upon to defend members in times of job action, is in a sound financial position, sitting at just over \$150M dollars

Respectfully Submitted,

Cory Judson
Second Vice President

AWARDS/RECOGNITION BANQUET

The intent of the GEETF Awards is to recognize innovative projects which improve/enhance the lives of children.

Up to two awards (GEETF membership not required for one) may be awarded each year in each of the following categories:

- the arts
- environment
- humanitarian
- anti-poverty

Each recipient (or group) received a commemorative scroll in addition to a donation to the project or related group.

The award recipients for the 2015-2016 school year were:

HUMANITARIAN Sheri Cober Delhi Public School

HUMANITARIAN Ellen McCleary Branlyn Community School

LOCAL LEADERSHIP/ADVOCACY AWARDS

Beth Edwards	Joseph Brant Learning Centre
Anh Hoang	Joseph Brant Learning Centre
Jacquie McEwen	Fairview School
Sabrina Sawyer	Lansdowne-Costain Public School

The 2015-2016 Recognition Banquet was held on Wednesday, June 22, 2016 at the Petofi Hungarian Cultural Club. There were a total of 152 people in attendance. A total of 36 retirees were invited to receive our gift of a cranberry glass apple as well as Congratulatory Certificates from the Ministry of Education and to be acknowledged by their staff and colleagues.

Respectfully submitted,

Maggie Bailey-Bomberry

FIRST FIVE YEARS COMMITTEE

Committee Members 2016-2017

Jeffrey Barnes	Brittany Beedham
Emilie Brown	Nancy D'Aurora
Lisa DeGraaf	Michaela Kargus
Jacqueline McEwen (Chair)	Kataisha McQueen
Ashley Packham	Larissa Schmitz
Lacey Smith	

This year the First Five Years Committee saw some new faces, and with that came new ideas and energy! Welcome to all our new members and our new Executive Liaison!

In September, the Committee sat down to look at the results of a First Five Years members' survey sent out to members to ask what types of activities, PD and resources they would like to see in the upcoming year. From this, we were able to map out a tentative plan for the year including a variety of social and professional development activities. Some of the social events that the Committee hosted early in the school year were a bowling night, and a social at Zander's.

In the new year, the Committee committed to hosting a workshop around Assessment that took place in March and brought in a presenter from ETFO Provincial to facilitate this. Social events weren't lacking in the new year either. The committee hosted a Paint Night at Cuppa Refills in Port Dover in early April as well as a trip to see the Toronto Blue Jays on April 29, 2017. To finish up the year, the committee is hosting a "Float into Summer" rafting trip where members and their families can raft down the Grand River courtesy of Grand River Rafting.

The Committee is also offering job shadowing opportunities this spring to members who find themselves in new roles for the upcoming school year. These opportunities will allow members in their first five years to connect and learn from seasoned members, as well as help them develop and explore new ideas and strategies.

With many new members joining the committee this year with many new ideas, the First Five Years Committee is excited to see what the 2017-2018 school year will bring to GEETF members in their first five years!

Respectfully submitted,

Jacquie McEwen
Chair

HEALTH AND SAFETY COMMITTEE

I continue to be the GEETF representative on the GEDSB Joint Occupational Health and Safety Committee. In this role, I attend monthly JOHSC meetings, bring forth concerns of our members, review accident/injury and workplace violence reports, go over testing results, complete annual recertification, and address member concerns that are brought directly to me. This year I have also worked closely with our Local President, Shawn Martin, to ensure that the Ministry of Labour's mandated review of the Terms of Reference for multi-site agreements, was completed. This focused on maintaining the hard work of our previous leaders, maintaining member protections that have been in place, and understanding new implications of changes that the Ministry wants to see in all revised agreements.

In the future, I would like to see improvements in training for our members who work with special needs students. I would also like to see all principals complete their Basic Certification in health and safety. The other piece that has dropped off over the years, is setting aside time at staff meetings for health and safety training, discussions and concerns. On-line videos and having items posted somewhere (bulletin board or staff portal) is not enough, especially when I see all the stats for injuries due to student aggression and workplace violence.

In the Fall, please make use of that half PD day to complete some of your H&S training. Completing this training is extremely important for worker safety. As workers we have rights, but also obligations, to work safely and prevent unsafe situations.

Other points of interest for our members' health and safety in the workplace:

- Starting in September, monthly site inspections will require that an OT is booked for a half day to cover the GEETF member who is the Site Rep. This is new; this will stop inspections from taking place on personal or prep time, or taking precious LRT time away from students. Completing on-line monthly inspections is still being talked about, but IT issues have not been resolved as of yet.
- Know how to access MSDS (GHS) information on-line, or using the thumb drive provided to each building.
- Reporting accidents, incidents, injuries, and workplace violence is very important. You may need to fill out multiple forms for one incident. Please know that the Safe Schools paperwork does not get shared with anyone. If you do not report your issues, nothing can change. If you need help, please e-mail me, Shawn Martin, Hilary Sutton or Lena Latreille.
- Reduce clutter in your class, keep items away from the heaters, don't hang stuff from the ceiling, watch for areas that are leaking, watch where you're stepping and carry light loads! Keep informed about what's going on in your building; ask questions!

Respectfully Submitted,

Jennifer Orr
Certified GEETF Member on the JOHSC

INDIGENOUS PARTNERSHIP COMMITTEE

Committee Members 2016/2017

Jeffery Barnes
Kendra Kovach
Suzie Miller
Caroline VanEvery-Albert

Angela Hart
Tammy Lam
Sabrina Sawyer (Chair)
Connie Hill

The GEETF Indigenous Partnerships Committee offers opportunities for GEETF members to learn and explore Indigenous perspectives, histories and cultures. We support and promote professional and personal growth in understanding Indigenous perspectives and education. Overall, we support the development of confidence and capacity for our members in teaching about Indigenous perspectives.

Truth and Reconciliation

Calls to Action # 62, 63, and 64 deal directly with the Federal/Provincial government and education. Jeff Barnes and Connie Hill both wrote letters on behalf of the Indigenous Partnership Committee calling on our local MP and MPP to adopt these Calls to Action immediately. Both Dave Levac and Phil McColeman responded. Dave Levac forwarded the letter to Premier Kathleen Wynne and Phil McColeman forwarded our letter to Carolyn Bennet, Minister of Indigenous Affairs.

In our own effort to meet the Call to Action #63 (ii), "Sharing information and best practices in teaching curriculum related to residential schools and Aboriginal history", we offered an evening virtual tour of the Mohawk Residential School to GEETF members on May 4, 2017, but due to minimal registration the event had to be cancelled.

Under Call #63 (ii) we supported by funding Agnes Hodge School's teaching staff to have a tour of the Mohawk Residential School and host their staff meeting in the building (\$250.00). As well, we supported Graham Bell to do the same for their school staff (\$130.00).

Sharing Circles

On November 30, 2016, Sabrina Sawyer and Suzie Miller hosted a sharing circle to support teachers in using classroom resources available through the Indigenous Education office in their classrooms. We had over 20 participants and was well received.

Workshops

In an effort to meet Calls #63 (ii, iii, iv), the Committee offered two ETFO workshops this year. *Engaging Aboriginal Families and Communities* was delivered by Towana Brooks from YRDSB on October 20, 2016. *Deconstructing Stereotypes* was delivered by Sheila Maracle from the HWCDSB on March 30, 2017.

We offered a PD workshop on Wampum Belts, delivered by our own GEETF member Ben Thomas, on March 20, 2017.

National Aboriginal Day

With ETFO incentive funding to support community partnerships the Committee has been planning an event to support National Aboriginal Day on June 20, 2017 at the Sanderson Centre.

We have a sold out show that will showcase Santee Smith, Old Mush Singers, Metis Fiddler Quartet, Lacey Hill, The Jonathan Family dancers and a number of student dance performances and art displays. We have a joint initiative between Oliver M. Smith school and Agnes Hodge performing their Music Monday number. Students from Princess Elizabeth School are making an appearance to showcase their N'we Jinan video. It will be quite the event and one which will culminate all of the fantastic work the Committee has done over the year.

As the Chair of the Committee, I would personally like to thank our Executive Assistant, Maggie Bailey-Bomberry, for being my right hand person and always doing everything she can to make our events run seamlessly. G'chi Miigwech Maggie!

I would also like to thank the members of the Committee for continuing the work that we all feel so passionately about. It is a small committee, but we are mighty!

Nia:wen, Marsi, , Nya:weh, Miigwech,

Sabrina Sawyer
Chair

STATUS OF WOMEN COMMITTEE

Status of Women Committee Members 2016-2017

Ellen Banbury	Jessica Crowley
Lisa DeGraaf	Vanessa Jurkus
Tammy Lam	Lauren Lockhart
Caroll Ann Macsai	Jacqueline McEwen
Kataisha McQueen	

Donations:

The Status of Women Committee made donations to the following organizations:

- Brant Sexual Assault Centre (\$500)*
- Ganohkwasra Family Assault Support (\$500)*
- Haldimand Norfolk REACH (\$500)
- Haldimand Norfolk Women's Services (\$500)
- Nova Vita (\$500)*
- Welcome In (\$500)

*Each of these organizations were matched by a donation from ETFO.

Workshops and Training

Caroll Ann Macsai attended the ETFO Leadership Conference on September 29, 2016 and brought back resources for the committee.

On November 24, 2017, the Status of Women Committee sponsored a Pottery & Pizza workshop (Boston Pizza and Crock a Doodle). The participants completed a pottery project that was fired and then picked up at the GEETF office. Thank you to Jessica Crowley for sending out examples of pottery choices.

On February 22-24, 2017, Tammy Lam, Ellen Banbury and Jacqueline McEwen attended the "And Still We Rise" Women's Leadership Conference. They heard inspiring speakers and attended wonderful workshops. All women teachers should try to attend this excellent Conference in Toronto at the Royal York Hotel. Cost is only \$50!

On April 6, 2017, the Status of Women Committee sponsored a Pregnancy and Parental Leave Workshop. The workshop was facilitated by ETFO staff member, Lorna Larmour. Tammy Lam and Jacqueline McEwen hosted the event. All participants received a Pregnancy and Parental information booklet.

Events

On October 1 and 2, 2016, the Status of Women Committee sponsored a “Glamping” event. This was an overnight camping and ecological event. Long Point Eco Adventures provided a memorable camping atmosphere. Katie Hashimoto spoke on ecological issues the next day. Thank you to Tammy Lam and Lauren Lockhart for organizing this.

In October, the Status of Women Committee asked the membership for donations to Brantford and Area Basketeer Program. Grand Erie Teachers once again showed their generosity and 17 baskets were assembled to support women staying at area shelters. Thank you to Vanessa Jurkus for buying the clear wrap, tape, etc. Many thanks to the committee members who wrapped and decorated these gift baskets on November 19, 2017.

On March 8, International Women’s Day, The Status of Women Committee sponsored an International Women’s Day Movie Night. Ellen Banbury created delicious cupcakes to compliment the food and goodies for this event. The film viewed was Girl Rising. It was very eye-opening to see how girls, 11 years old and under, survived very unfortunate circumstances. Thanks to Lauren Lockhart for providing her laptop. Thank you to all of the Status members for this successful evening!

On April 28, 29, and 30, 2017, the Status of Women Committee sponsored a Women’s Retreat in Grand Bend, at the Oakwood Inn. The Omyogastudio provided workshop instructors for the participants. A Movie Night was held on Saturday night with the help of Lauren Lockhart. Kassandra Heath was the artist who guided the participants on Sunday with a Paint Morning. The retreat refreshed the participants by letting them network, attend wellness activities, and to grow personally in a safe and relaxing location.

On June 8, 2017 the Status of Women Committee will be co-sponsoring the grade 7/8 Boys’ Conference with a \$1000.00 donation.

On June 13 and 14, 2017, the Status of Women Committee is sponsoring a Grade Eight Girls’ Leadership Camp. The event is booked at the St. Clements YMCA. Up to 40 grade eight girls may attend. The Status of Women Committee will chaperone the event.

I would like to thank the amazing and positive committee members for their engagement and hard work. I would like to thank Maggie Bailey-Bomberry for her assistance with the Status of Women Committee.

Respectfully submitted,

Caroll Ann Macsai,
Chair

POLITICAL ACTION/PUBLIC RELATIONS COMMITTEE

Members 2016 – 2017

Nancy D'Aurora	Cory Judson
Kendra Kovach	Shawn Martin
Corey Maxted	Jennifer McColl
Lorelei Parsons	Teresa Rothwell
Geraldine Turkoski	Adam Walker

This year the Political Action/Public Relations Committee was focused on growing the profile of Grand Erie elementary teachers and the Grand Erie Elementary Teachers' Federation within our communities, through activities that promoted our members and our organization. The Committee was also active in building relationships within the broader labour community and ensuring that the voice of elementary teachers in Grand Erie was represented.

Brantford and District Labour Council

For the fifth year in a row the Political Action/Public Relations committee supported the full participation of the Grand Erie Elementary Teachers' Federation in the Brantford and District Labour Council. GEETF was represented around the executive table of this organization and the Committee worked in solidarity with other labour affiliates for community initiatives that included Labour Cares, and The Day of Mourning. The Political Action/Public Relations Committee also supported the annual Brantford and District Labour Council's Health and Safety Dinner, the BDLC Christmas Open House and the Labour Day event in Brantford. Cory Judson and Geraldine Turkoski attended the Canadian Labour Congress Biennial Convention in May.

Community Donations

The committee was happy to support Brant Food for Thought by sponsoring a table and by sending representatives to their Breakfast for Champions fundraising event. The Political Action/Public Relations Committee also provided financial support to Send a Kid to Camp through Brantford Parks and Recreation, the Cayuga Food Bank, and the Waterford and District Food Cupboard.

Events/Advocacy/Public Relation

The Political Action/Public Relations Committee supported purchasing wreaths that were included as part of Remembrance Day Ceremonies in Brantford, Simcoe, and Paris.

The committee supported the creation of a Building Better Schools parent and community newsletter to highlight the work of GEETF members, community resources, issues in education, and the six building blocks of the Building Better Schools Education Agenda. On May 1, 2017, the committee assisted in hosting an education forum as part of Education Week at the Mohawk Park Pavilion. On Saturday May 6, 2017, the Political Action/Public Relations Committee hosted an Education Week display at the Lynden Park Mall focused on Building Better Schools.

On February 27, 2017, the Political Action/Public Relations Committee hosted the Annual GEETF and GEDSB Trustee Dinner. Issues discussed included violence in schools, technology, and The Arts in Grand Erie.

In June, The Political Action/Public Relations Committee will be partnering with the Social Justice Committee to sponsor and participate in the Brantford Pride Picnic. The committee purchased a flag that includes the GEETF logo as well as a rainbow design to use at events including Pride events.

This year the Political Action/Public Relations Committee purchased 75 t-shirts that display the GEETF logo to be used by GEETF members to promote the organization.

Respectfully submitted,

Cory Judson
Chair

SOCIAL JUSTICE COMMITTEE

Social Justice Committee Members:

Beth Edwards	Katie Conners
Anh Hoang (Chair)	Kendra Kovach
Shawn Martin	Jennifer McColl
George Overend	Lorelei Parsons

Donations:

The Social Justice Committee made donations to the following organizations:

- Labour Cares (\$250)
- Wish Closet- Bellview (\$150)
- Wish Closet- Major Ballachey (\$150)
- Brantford Pride (\$250)
- Coldest Night (\$300)
- Earth Day (\$1000, matched by a donation from ETFO)
- Book Club (\$202.35)
- Family Literacy (\$200)
- Grand Erie Boy's Conference (\$1000)

Events:

In November, the Social Justice Committee donated \$250 towards the purchase of nutritious produce to support local families through Labour Cares. Our committee members joined force with the Political Action/Public Relations Committee and local organizations to hand out the produce at St. Andrew's Church.

The Social Justice Committee purchased Tim Horton's gift cards to be passed on to Union Stewards to pass one "Random Acts of Kindness" to our members at each school. We have received great feedback from GEETF members for this initiative. We will continue with the "Random Acts of Kindness" campaign. A special thank you to Cory Judson, our Second Vice President, for helping us continue our efforts in creating a supportive environment for everyone in the workplace.

The Social Justice Committee, jointly with the Political Action/Public Relations Committee, purchased 60 copies of the book "Morris Micklewhite and the Tangerine Dress" to be donated to all schools in Grand Erie. We hope that this resource will support our colleagues in addressing identity and other social justice related topics.

In June, some of our members will take part in supporting the Grand Erie Boys' Conference. The Social Justice Committee will continue to donate \$1000 for this event. The Social Justice Committee will be partnering with the Political Action/Public Relations Committee to sponsor and participate in the Brantford Pride event in June.

Supporting Environmental Stewardship in Grand Erie:

This year a total of \$2000 Earth Day funding was provided to seven schools. Local contribution was \$1000 and was matched by the Provincial Office through incentive funding. We were able to support Ecole Confederation with their Eco team project. The project included a presentation about recycling, planting sugar maple trees for shade, as well as reminding students about the heritage of our Ontario First Nations' use of sugar maples.

King George School received our support for their Eco event that included gloves for community garbage pick up, local guest speakers, concert, dinner and environmentally friendly prizes.

We supported Langton School for their Eco-Fair with local conservationists, energy providers and local food producers. Classes and community members will walk through the fair and learn to conserve resources. They will also have guest speakers and purchase gloves for a school/town wide clean up on Earth Day.

Caledonia Centennial School received support for their plant a tree event. We supported Waterford for their Canvas backpacks for FDK initiative to spread earth friendly messages and promote an alternative to plastic bags.

Centennial-Grand Woodlands received funding for speaker Derek Forgie to spread his words/actions and facilitate future Each Day and Eco School initiatives. We also supported Thomson Creek for speaker Loretta Penny to address social justice along with environmental justice.

I would like to thank the committee members for their time, enthusiasm, and hard work. I would also like to thank our extraordinary Executive Assistant, Maggie Bailey-Bomberry, for her continued support.

Respectfully submitted,

Anh Hoang
Chair

UNION STEWARDS

Our Union Stewards play a vital role in keeping members connected to the GEETF and to ETFO. This year, in addition to all the work that stewards normally do, they were asked to keep colleagues informed on the details of the Provincial Extension Agreement and the all-member vote which took place in March.

This year did not include local bargaining so the focus was on training and keeping stewards informed on the issues. There were two Union Steward Training Days – one in October and one in March. This year we decided to try Union Steward training in two locations – one afternoon at the GEETF office for Brantford area stewards, and one afternoon at the Waterford Legion, for Haldimand and Norfolk stewards. This model worked out well. Haldimand-Norfolk stewards indicated approval of this training model.

Topics of discussion and information included:

- Role of the Union Steward
- The Collective Agreement
- Health & Safety
- Professional Judgement
- GEETF and ETFO Programs for Members
- Wellness and Mental Health
- Unfilled Jobs
- Reporting Violence and Injuries
- Extension Agreement

All Stewards are members of the GEETF Representative Council which meets twice each school year to discuss current issues, review the work of our committees, and provide direction to the Released Officers and to the Executive.

The members' acceptance of the Extension Agreement means that collective agreements expire in 2019. We are in a period that is an unusually longer stretch of time between local bargaining. This is an opportunity for Stewards and members to become familiar with the details of our Collective Agreement, to ensure that members' working conditions, especially our health and safety, are upheld, and to strengthen the implementation of our professional judgement. We are very thankful for the essential work that our Union Stewards have done, complete daily, and will continue to offer us in the future. Your service to our Federation is so very much appreciated.

Respectfully submitted,

Shawn Martin
President

THANK YOU TO OUR UNION STEWARDS FOR 2016-2017

<i>School/Worksite</i>	<i>Name</i>
Agnes G. Hodge	Shannon Hendel
Anna Melick	Grant McDonnell
Banbury Heights	Kendel Ince
Bellview	Jennifer Boissoneault
Cobblestone Elementary	Margaret Herczeg
Bloomsburg	Kim Harvey-Harris
Boston	Kelly Pulham/Bobbi Ryerse
Branlyn	Meghan Smith
Brier Park	Geraldine Turkoski
Brantford School Support Centre (TRC)	Carrie Sawicki
Burford District Elementary	Scott Wood
Caledonia Centennial	Alicia Corcoran
Cedarland	Valerie Harrison/Danielle Skokun
Centennial/Grand Woodlands	Krista Robb
Central	Cara Forrest
Confederation	Jacque McEwen
Courtland	Cory Antonioli
Delhi	Wendy Lauwerier
Dufferin	Lindsay Guy
Elgin Ave.	Wanda Backus-Kelly
Fairview Ave.	Anne Mageran
Glen Morris	Jonathon Reid
Graham Bell/Victoria	Lisa Metcalf
Grandview Brantford	Lisa Marshall
Grandview Central	Ange Hart
Greenbrier	Sue-Anne Schroeder
Hagersville	Kimberley Eng
Houghton	Isabel Katsarov
J.L. Mitchener	Anita Ricker
James Hillier	Mark Kronwald
Jarvis	Jennifer McNeill
Joseph Brant Learning Centre	Julie Hamm/ Kristy Hawkins
King George	Karen Michael/Jaclyn Balkwill

THANK YOU TO OUR UNION STEWARDS FOR 2016-2017

<i>School/Worksite</i>	<i>Name</i>
Lakewood	Karen Peters/Lori Burroughs-Miller
Langton	Jared Bolibruk
Lansdowne-Costain	Sabrina Sawyer/Kim Havens
Lynndale Heights	Christine Kazakevicius
Major Ballachey	Andrew Campbell
Mount Pleasant	Scott Archer
North Ward	Lisa Andrews
Oakland/Scotland	Karen England
Onondaga/Brant	Christopher Bailey
Oneida	Carolyn Proulx-Wootton
Paris Central	Christopher Smith
Port Rowan	Caroll Ann Macsai
Prince Charles	Steve Thorkildsen
Princess Elizabeth	Kristen Mahwhiney
Rainham	Lise Beauchamp
River Heights	Paul Lacey
Russell Reid/Coronation	Michaela Kargus/Lucy Lemmon
Ryerson Heights	Connie Hill
St. George-German	Sandra Beedham
Seneca Central	Amy Martin
Teeterville	Samantha Shaw
Thompson Creek	Elizabeth Porter
Walpole North	Jillian Keenan
Walsh	Darin Townsend
Walter Gretzky	Robert Hull
Waterford	Melissa Wouters
West Lynn	Andrea Ongena
Woodman-Cainsville	Jackie Pitt
Echo Place	Thomas Roberts