



Annual Report

For

2014-2015

Donna Howey - President

TABLE OF CONTENTS

GEETF Executive Members 2014-2015	2
GEETF Committee Members 2014-2015	2
GEETF Minutes of May 21, 2014 Annual Meeting	4
Financial Statement April 2015 for information	10
President's Report	12
Collective Agreement Officer's Report	14
Secretary's Report	18
Constitution Committee Proposed Changes	19
Professional Development Committee	22
School's Professional Development Budget	23
ETFO Annual General Meeting 2014	24
Awards/Recognition Banquet	26
First Five Years Committee	27
Health and Safety Committee	28
Status of Women Committee	29
Political Action/Public Relations Committee	32
Social Justice Committee	34
Union Stewards	36
Thank You to Union Stewards 2014-2015	38

GRAND ERIE ELEMENTARY TEACHERS' FEDERATION

EXECUTIVE MEMBERS 2014-2015

President	Donna Howey
Collective Agreement Officer	Dave Peters
1 st Vice President	Caroll Ann Macsai
Deputy Collective Agreement Officer	Nancy D'Aurora
2 nd Vice President	Geraldine Turkoski
Secretary	Lori Burroughs
Treasurer	Shawn Martin
Health & Safety	Jennifer Orr
Executive Members	Jennifer Flintoft
	Cory Judson
	George Overend
	Kelly Pulham
	Steve Thorkildsen

GEETF COMMITTEES FOR 2014-2015

Awards Committee	Dave Peters, Chair
ETFO Annual Meeting	Caroll Ann Macsai, Chair
Constitution Committee	Shawn Martin, Chair
Professional Development	Brent Hachborn, Chair Julie Hamm Steve Thorkildsen Jennifer Cherewka Eleanor Pardoe
Political Action Committee	Cory Judson, Chair Lori Burroughs Nancy D'Aurora Donna Howey Cory Maxted (GEOT) Lorelei Parsons Dave Peters Geraldine Turkoski Adam Walker

First Five Years Committee

Dave Peters, Chair
Jeffrey Barnes
Brittany Beedham
Marcela Caro
Nancy D'Aurora
Alex Doumani
Julie Hamm
Christine Kazakevicius
Dawn Lindsay
Jacqueline McEwan
Ashley Packham
Kelly Pulham
Kelly Zawalsky

Status of Women Committee

Caroll Ann Macsai, Chair
Ellen Banbury
Jennifer Flintoft
Donna Howey
Kataisha McQueen

Social Justice Committee

Anh Hoang, Chair
Beth Edwards
Donna Howey
George Overend
Kelly Pulham



GRAND ERIE ELEMENTARY TEACHERS' FEDERATION

ANNUAL MEETING 2014

MAY 21, 2014 – GEETF OFFICE

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.

Timed Item: 5:00 pm ~ Presentation of Donations by the Status of Women Committee

1. Call to Order and Welcome – President, Donna Howey

2. Approval of Agenda for May 21, 2014

Moved by: Jan Scheidt

Motion I

Seconded by: Jessica Crowley

That the Agenda for May 21, 2014 be approved.

Carried

3. Approval of Minutes of 2013 Annual Meeting - page 4 of Annual Report

Moved by: Brent Hachborn

Motion II

Seconded by: Steve Thorkildsen

That the Minutes of the 2013 Annual Meeting be approved.

Carried

4. GEETF Executive Election

Moved by: Geraldine Turkoski

Motion III

Seconded by: Laura Lea

That the ballots for the First Vice President be destroyed.

Carried

Moved by: Shirley Coburn
Seconded by: Jenn Boissonneault

Motion IV

That Cory Judson be nominated for the position of Executive Member.

Carried

2014-2016 Executive

President – Donna Howey
Collective Agreement Officer – Dave Peters
First Vice President – Carol Ann Macsai
Deputy Collective Agreement Officer – Nancy D'Aurora
Second Vice President – Geraldine Turkoski
Treasurer – Shawn Martin
Secretary – Lori Burroughs Miller
Health and Safety Officer – Jennifer Orr
Executive Members: Jennifer Flintoft
Cory Judson
George Overend
Kelly Pulham
Steve Thorkildsen

5. Greetings from ETFO First Vice President – Susan Swackhammer
7. Video Presentation
8. Approval of Changes to the Constitution – page 20 of Annual Report

Moved by: Geraldine Turkoski
Seconded by: Kelly Pulham

Motion V

THAT ARTICLE VII - ORGANIZATIONAL DUTIES; Subsections 7.1.14 and 7.1.15 be amended by substitution to read:

7.1.14 consider supporting the candidacy of any Local member in good standing for Federation Executive;

7.1.15 consider approving financial support for the candidacy of any Local member in good standing for Federation Executive; Carried

Rationale: Current wording implies that the Table Executive must approve both the candidacy of members running for Federation Executive and requests for financial support of the members running for Federation Executive. This motion makes the wording clear that such requests by members will be considered and possibly approved by the Table Executive.

Current Wording

7.1.14 approve candidacy for Federation Executive of any Local member in good standing;

7.1.15 approve funds to support the candidacy for Federation Executive of any Local member in good standing;

Moved by: Jennifer Orr
Seconded by: Lori Burroughs

Motion VI

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

7.4.1 (c) to prepare and submit written reports to the Executive Assistant no later than April 30 for inclusion in the annual report of the Local; Carried

MUTATIS MUTANDIS (all uses of the title 'professional secretary' be replaced with 'Executive Assistant' in the Constitution).

Rationale: This motion changes the title of the GEETF professional secretary to 'Executive Assistant' and extends the due date for committee reports that are to be included in the annual report of the Annual meeting. The statement 'mutatis mutandis' directs that all uses of the term 'professional secretary' will be changed to 'Executive Assistant' in the Constitution.

Current Wording

7.4.1 (c) to prepare and submit written reports to the professional secretary no later than April 15 for inclusion in the annual report of the Local;

Moved by: Lori Burroughs
VII
Seconded by: Steve Thorkildsen

Motion

THAT ARTICLE VII - ORGANIZATIONAL DUTIES; Subsection 7.4.1 be amended by addition to read:

7.4.1 (i) to manage the committee budget. Carried

Rationale: Each committee is responsible for managing its own committee budget and this should be stated under the duties of committees.

Moved by: Cory Judson
Seconded by: Lori Burroughs

Motion VIII

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

(ii) 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. Carried

Rationale: This motion would allow for greater ability to ensure that specific members be able to attend the ETFO Annual Meeting, including those members who represent committees that have motion(s) to present to the Annual Meeting.

Current Wording

(ii) Local members at large to complete the complement, at least two (2) of whom shall be in their first five years of teaching. Lots will be drawn if necessary.

Moved by: Steve Thorkildsen
Seconded by: Jennifer Orr

Motion IX

THAT ARTICLE XIII - FINANCES; Subsection 13.4 be amended by substitution to read:

13.5 (iv) shall be sent to all work sites no later than ten (10) school days prior to the October Membership Meeting; Carried

Rationale: References to the number of days throughout the Constitution is in school days rather than calendar days. This addition makes this section clear and brings it in alignment with the rest of the Constitution.

Current Wording

13.5 (iv) shall be sent to all worksites no later than ten (10) days prior to the October Membership Meeting;

Moved by: Donna Howey
Seconded by: Dave Peters

Motion X

THAT ARTICLE XIII - FINANCES; Subsection 13.10 be amended by substitution to read:

13.10 That at the close of the GEETF fiscal year, all budget line balances are considered returned unencumbered to the general operating fund. Such balances will be used for funding the following year's budget subject to Art. XIII. Funds remaining unspent in the Status Committee budget at the close of the fiscal year will be added to the Status Committee's following year allocatio Carried

Rationale: The wording of this motion more accurately outlines current practice. At the end of each fiscal year (currently June 30th), all amounts, both negative and positive balances, of each line in the budget are considered returned unencumbered to the general operating funds. These funds are then accessed to cover the following year's expenses. Current wording implies that any amounts unspent are then added to the following year's budget line 'Contingency' which is not the case. The Contingency line is determined by the Budget Committee and the requirements of Art. XIII. This motion would maintain the provision that the underspent balance remaining in the Status Committee be added to that committee's budget the following year. But this motion removes the same provision for the CBC budget line as the CBC budget should be determined yearly by the budget process.

Current Wording

13.10 That unexpended funds from any committee budget line, excluding CBC and the Status Committee, be transferred to the contingency budget line for the following budget year. Expenditure from the contingency budget line shall require prior approval by the Executive.

Moved by: Kelly Pulham
Seconded by: Geraldine Turkoski

Motion XI

THAT ARTICLE XIII - FINANCES; Subsection 13.7 be amended by substitution to read:

13.7 Expenditures from the Contingency budget line shall require approval of the Executive.
Carried

Current Wording

13.7 Unspent funds in the CBC budget line shall be carried forward and added to the following year's budget line for CBC. Unspent funds in the Status Committee budget line shall be carried forward and added to the following year's budget line for the Status Committee.

Rationale: Motion 7 is tied to Motion 6. If the changes proposed by Motion 6 are carried then subsection 13.7 will no longer be required or relevant. This replacement wording maintains the provision that any expenditures paid by the Contingency budget line be approved by the Executive. This requirement is currently outlined in 13.10 but this provision would be lost if motion 5 is carried.

9. Treasurer's Report

- 9.1 Draft Budget 2014-2015 – page 10 of Annual Report – information only
- 9.2 Financial Statement April 2014 – page 12 of Annual Report – information only
- 9.3 Appointment of Auditor for 2013-2014 fiscal year

Moved by: Geraldine Turkoski
Seconded by: Kelly Pulham

Motion XII

That Koenig & Associates be appointed Auditor for the 2013-2014 fiscal year.
Carried

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

- 10.1 President's Report – page 14
- 10.2 Collective Agreement Officer's Report – page 16
- 10.3 Secretary's Report – page 19
- 10.4 Professional Development Committee – page 23
- 10.5 Schools' Professional Development Budget – page 24
- 10.6 Aboriginal Initiatives Committee – page 25
- 10.7 ETFO Annual General Meeting 2012 – page 26
- 10.8 Awards/Recognition Banquet 2012 – page 28
- 10.9 First Five Years Committee – page 29
- 10.10 Health and Safety Committee – page 30
- 10.11 Status of Women Committee – page 31
- 10.12 Political Action/Public Relations Committee – page 33
- 10.13 Social Justice Committee – page 35
- 10.14 Union Stewards – page 37
- 10.15 Thank you to our Union Stewards – page 38

Moved by: Jan Schiedt
Seconded by: Steve Thorkildsen

Motion XIII

That 10.1 through 10.15 be approved as written in the 2013/2014 Annual Report.
Carried

11. New Business

11.1 Upcoming Meetings

Union Steward Training – Monday, May 26 & Wednesday May 28, 2014
Executive Meeting – Wednesday, June 11, 2014
Celebration Dinner – Wednesday, June 18, 2014

11.2 Meeting dates for 2014-2015 (tentative)

Local Representative Council (Wednesdays)

November 26, 2014
March 25, 2015

Membership Meetings (Wednesdays)

October 22, 2014
May 20, 2015

Executive Meetings (Wednesdays)

September 10, 2014	February 11, 2015
October 8, 2014	March 11, 2015
November 12, 2014	April 8, 2015
December 10, 2014	May 6, 2015
January 14, 2015	June 10, 2015

Celebration Dinner – Wednesday, June 17, 2015 - Tentative

11.3 Teacher Resource Giveaways

12. Questions & Answers

13. Adjournment

Moved by: Jennifer Orr
Seconded by: Margaret Herczeg

Motion XIV

That the meeting be adjourned.

Carried

Grand Erie Elementary Teachers' Federation
 Monthly Financial Statement
 April, 2015

Balance as of March 31, 2015		\$235,436.67
<u>Income for April, 2015</u>		
Release Rebates	\$0.00	
Fee Rebates	\$0.00	
Interest / Sundry	\$0.00	
Other Income	\$0.00	
Other Rebates	<u>\$0.00</u>	<u>\$0.00</u> \$235,436.67
Total Expenditures for April, 2015		<u>\$13,154.42</u>
Balance as of April 30, 2015		<u><u>\$222,282.25</u></u>

Amount in Guaranteed Investment Certificates	\$50,000.00
Amount in Chequing Account	<u>\$222,282.25</u>
	<u><u>\$272,282.25</u></u>

	Budgeted Amount	Spent this Month	Spent to Date	Balance Remaining
A) Office Expenses				
Building Costs	\$42,000	1,224.10	27,083.11	14,916.89
Utilities	\$6,500	947.61	5,691.68	808.32
Telephones	\$5,000	795.19	5,458.99	-458.99
Internet	\$2,000	115.20	950.40	1,049.60
Office Supplies	\$3,000	281.42	3,132.71	-132.71
Office Insurance	\$1,700	0.00	0.00	1,700.00
Kitchen	\$1,000	85.94	630.43	369.57
Office Equipment/Maint.	\$8,000	612.00	5,206.38	2,793.62
Building Maintenance/Cleaning	\$2,500	152.55	1,952.47	547.53
Bank Charges	\$680	0.00	508.26	171.74
Honoraria	\$3,000	0.00	2,000.00	1,000.00
Auditor	\$2,700	0.00	2,712.00	-12.00
Mileage	\$14,000	383.00	11,159.69	2,840.31
Dependent Care	\$500	0.00	0.00	500.00
Secretary	\$56,500	3,938.72	45,981.67	10,518.33
B) Engaging Members				
Training for Members	\$5,000	0.00	1,506.94	3,493.06
Executive Development	\$3,500	359.26	875.30	2,624.70
Awards	\$1,600	0.00	118.68	1,481.32
Celebration Banquet	\$7,500	0.00	-1,074.21	8,574.21
Status of Women	\$22,620	802.28	9,436.39	13,183.61
Beginning Teacher	\$4,000	0.00	0.00	4,000.00
Ad Hoc Committees	\$500	0.00	104.37	395.63
ETFO Annual Meeting	\$7,500	0.00	6,282.70	1,217.30

C] Professional Development

Professional Development	\$6,000	803.13	-1,045.24	7,045.24
First 5 Years Committee	\$2,500	0.00	44.12	2,455.88
Executive Retreat	\$8,000	0.00	6,450.46	1,549.54
Pension Workshop	\$1,000	401.15	401.15	598.85

D] Advocates for Members

President's Release	\$63,000	0.00	48,868.05	14,131.95
CAO Release	\$61,000	0.00	45,653.24	15,346.76
Released Officers' Misc.	\$3,500	231.65	3,209.41	290.59
Executive Meetings	\$15,000	145.74	10,174.95	4,825.05
CBC	\$5,000	534.00	7,122.17	-2,122.17
Member Services/Grievances	\$2,000	0.00	0.00	2,000.00
Union Steward Training/Support	\$38,000	0.00	26,318.05	11,681.95

E] Communicates with Members

General Meetings	\$3,000	0.00	782.00	2,218.00
Representative Council Meetings	\$1,000	237.49	300.93	699.07
Goodwill	\$3,500	30.00	1,608.87	1,891.13

**F] Advocates for Public Education
and Social Change**

Political Action/PR	\$8,000	953.27	4,868.71	3,131.29
Aboriginal Initiative	\$2,500	0.00	626.51	1,873.49
Strike/Community Support	\$5,000	0.00	1,800.00	3,200.00
Social Justice	\$6,000	35.76	1,109.84	4,890.16

G] Contingency

	2,000.00	-5,660.01	-5,660.01	7,660.01
	<u>437,300.00</u>	<u>7,409.45</u>	<u>282,351.17</u>	<u>154,948.83</u>

PRESIDENT'S REPORT - 2014-2015

I have been honoured to serve as the President of the Grand Erie ETFO Local and I am proud of the support and leadership shown by so many Grand Erie teachers, in so many capacities. Thanks and commendation to our Executive members, our Union Stewards, our Committee members and the countless GEETF members who participate in the work of ETFO through the work they do with students and in their communities. Grand Erie teachers live ETFO's priorities every day with their students. So many GEETF members have inspired me with stories of how their students are learning about the environment, social issues, and healthy equal relationships. These are just a few examples amongst many of ways I see GEETF members living ETFO values. It has been a real pleasure getting to know teachers at all of our Grand Erie Schools over the past six school years. I look forward to further strengthening the ties amongst us in the years to come.

At our GEETF office, we function both independently and as a team. Collective Agreement Officer Dave Peters, Executive Assistant Maggie Bailey, and myself as President; each of us has our distinct roles and responsibilities. We also need to communicate closely to coordinate our actions in order to provide for our Local effectively. I rely on the respect and support that we show to each other and to our GEETF members. Many thanks to Dave and Maggie. I have every confidence that, together we are prepared to face whatever challenges may confront us.

The challenges certainly will come. A year ago, Ontario teachers were concerned about their fate should Tim Hudak become the Premier. Today, we are getting to know the true colours of a Liberal majority government. Bill 122 was passed quickly, creating a defined two tier bargaining system. Our 2012-2014 "contract", such as it was, expired just before this school year started. As I write this report, we are days away from being in a legal strike position and the concessions on the Central Table are showing us the Liberal's pattern of behaviour. And still, the Bill 115 Charter Challenge is yet to see a hearing!

The court system may move slowly but teachers are expected to keep a brisk pace and carry a heavy workload. Ministry and Board directed teacher work like learning cycles, EQAO, SIM, and District Reviews, ensure there is not a lull in the year. The 2014-2015 school year, has presented Grand Erie teachers with many challenges and changes. I know that teachers have adjusted to the new social studies and French curriculum, completed many forms of on-line training, participated in a variety of collaborative professional activities and have learned as much as possible about supporting student mental health in the classroom. Teaching is a rewarding job. We accept that it is hard work. However, it was an injustice that this year, it was teachers that had to pay for the GEDSB's poorly executed transition to Power Teacher. Teachers paid in many ways. They paid with loss of their own personal time, countless hours of figuring out how this new system functions, experiencing many frustrations, experiencing unnecessary reporting stress and a new feature of adjusting to new report card systems - eye strain.

Beyond eye strain, many health and safety issues are of concern. Student aggression is an issue that threatens teachers' wellness – both physically and mentally. Safety plans are common place now. Class evacuation is a safety strategy that in some classes needs to be implemented so frequently that teachers are concerned about loss of learning time. Appropriate reporting and effective response is an issue that I continue to advocate for on behalf of members. I am deeply concerned about the negative impact on teachers of cumulative prolonged exposure to known psycho-social risk factors. I am committed to achieving safe, fair and equitable workplaces for Grand Erie teachers. I am committed to ensuring teacher professionalism is upheld and teacher workload is manageable. I know that it is extremely challenging to influence such a large system, but my resolve remains strong. I will act as a tireless advocate for teachers and for public education. Together, through our union, we stand up for our values and our profession. Together, we are the Grand Erie Elementary Teachers' Federation. As our GEETF Executive put it simply, "We are teachers supporting teachers".

Respectfully Submitted,

Donna Howey
President GEETF

COLLECTIVE AGREEMENT OFFICER'S REPORT

Each school year presents GEETF members with new challenges. 2014-2015 was no different. The greatest change and challenge was the implementation of Bill 122, or "The School Boards Collective Bargaining Act" and the effect on the bargaining process. Bargaining this year gave a whole new meaning to "slow and deliberate"! Toward the end of the year, things became interesting for ETFO members across the province.

Much of the fall involved the ETFO bargaining team in discussions with both the government and OPSBA (Ontario Public School Boards Association – the organization that represents the school boards and trustees) - the "other side". These discussions were held to establish, as per the new legislation, items that would be able to be discussed for bargaining at the Central table and items that were going to be included for discussions at the Local table. Due to the new legislation, and the fact that OPSBA was a new "official" entity at the provincial bargaining table, these discussions progressed at a snail's pace, although I am not entirely sure this is fair to snails!

ETFO led the way provincially in terms of working tirelessly to establish both the Central list, and a comprehensive list of local items to be discussed. Other affiliates had given up hope of establishing a central list, instead choosing to apply to the Labour Relations Board to establish the list for central discussion, which is allowed in the new legislation as a means to solve any deadlock over establishing a list. In early December, ETFO was successful in finalizing a central list – the first affiliate to do so. At least one of the other affiliates recognized the value in working to establish a central list and chose to withdraw their request to the Labour Relations Board and miraculously was able to establish their own central list a couple of days later.

With the separation of central and local items, ETFO and the Government/OPSBA were able, in early 2015, to begin preliminary discussions at the Central table. With the strategy of assessing the tone and tenure of Central discussions, all ETFO locals were asked to hold off in terms of local bargaining. Through January and February, Central discussions progressed with both sides seeming to be able to discuss concepts in a respectful manner. Locals were given the approval to begin bargaining toward the end of February, although here in Grand Erie, the first date we were able to set was March 10, 2015.

Then things changed. On March 3, 2015, the Government/OPSBA team presented ETFO with a submission that was absolutely offensive. It was so full of strips that it would have set elementary teachers back several decades. (Later in the month, the President of OPSBA, Michael Barrett was quoted saying that this offer was not full of strips, as ETFO had suggested, but rather that it was really just "adjusting back" collective agreements!?) It was a full-out attack on workload and professional autonomy. ETFO's Central team promptly left the bargaining table, informing the Government/OPSBA side that we would return and participate in real bargaining when the Government/OPSBA team was ready to remove the strips and begin reasonable discussions. On March 23 and 24, 2015, both sides met, with no change to the Government's position. Shortly thereafter, on March 31st, ETFO requested conciliation.

Conciliation was granted, the two sides met again, but no real progress occurred, resulting in ETFO requesting and begin granted a “No Board Report”. The result of the “No Board” Report was that it placed ETFO in a legal strike position as of May 10, 2015 (having had a province-wide 95% strike vote at the beginning of the process). At the time of writing this report, this date had not yet arrived, but ETFO is gearing up for job action after that date.

With all this going on, local bargaining was supposed to carry on, and at the date of this report, is carrying on. The Collective Bargaining Committee met on many occasions to prepare a preliminary submission, based on the information collected from members through a variety of means. Once a list of items was established at the Central table, and Central bargaining had commenced, local bargaining was given the go ahead. The GEETF was able to establish only two dates prior to this report. At the first meeting, we were only able to establish ground rules and one future date for bargaining. At the second meeting, both sides presented their submissions, and two additional dates were agreed upon – essentially, no real bargaining has taken place at this time. We hope that meaningful bargaining will occur at the two future dates – May 25 and June 3, 2015.

With all the challenges faced, I am able to report that that we continue to enjoy a mostly positive and respectful working relationship with the Grand Erie District School Board. We continued to work with senior management to maintain positive interactions with respect to Labour/Management relations. We were happy to be able to collaboratively solve problems, and work toward solutions that are mutually beneficial. A very positive example of this relationship is the fact that, after many years of suggesting, the Board finally agreed that administrative changes could be announced before the first vacancy list was released, on or before May 1, 2015. We are saddened to know that both Mike McDonald (April 30, 2015) and John Forbeck (August 31, 2015) have ended their time with the GEDSB and retired. We wish them both well and hope that their replacements continue to foster the positive working relationship that was established over the past couple of years.

In terms of staffing for the 2014-2015 school year, we were again able to hire over forty elementary teachers for the year. Unfortunately, as with the previous year, we did end up with redundancies declared for the 2015-2016 year. As is evident by the fact that we hired teachers for the current year, we were able to place all surplus and redundant teachers before the beginning of this school year. Although we had 17.5 FTE surplus teachers and 35 FTE redundant teachers this month, we hope that we will be able to place them back into the fold again for the 2015-2016 school year. With a large number of vacancies on the first vacancy list (60.5 FTE), retirements that continue to be submitted, and the new positions that are the result of administrative promotions, we hope that all GEETF members will be able to find themselves back in positions before the end of this school year.

Changes in our schools continue to occur in terms of Accommodation and Review. The Haldimand East Accommodation Review Committee was struck in the fall of 2014, and will continue into the fall of 2015. Also announced at a Board meeting in May was the commencement of another ARC, expected to begin in January 2016. This ARC will happen in Norfolk East. These ARCs are generally a result of enrollment issues and

projected funding changes for schools that are below capacity levels. Another factor that may affect not only the Norfolk East schools, but schools in the Burford area, the Paris area, Brantford, and Caledonia is potential changing boundaries and/or school closures due to the fast-growing French immersion programs, both single-track and dual track programs.

I want to thank the membership for the support they have given both Donna and I as we continue the important work of the Local. I want to also thank all Union Stewards who have had to carry a huge burden of keeping their members informed and collecting information that is an essential part of the business that the GEETF provides to members. We are aware that there is an ever-increasing amount of information being passed along through stewards – believe it or not, we do try to minimize the amount that we send out! I particularly want to thank all the stewards new to the role this year. It is a steep learning curve, and I want them to know that they are always welcome to call and ask questions – it is through the continued dialogue that we can learn from each other.

The Collective Bargaining Committee members also get my thanks and admiration for their dedication and commitment. The work of the CBC is crucial to build and defend the Collective Agreement so that all GEETF members are protected in their daily work. Having ten members with varying backgrounds and opinions can be difficult when working together. I am pleased to say that this group of ten found a way to work together, respect each other's ideas and opinions, and developed a preliminary submission of which all GEETF members could be proud.

I also want to thank Donna and Maggie. I am so fortunate to watch these two women work on behalf of GEETF members! Donna, with her passion and dedication to our members, is amazing to watch work. She shows dogged determination in everything she does on behalf of GEETF members and never gives up, even when all appears lost. We are truly fortunate to have her as our President! And I honestly don't know where we would be without Maggie. She is undoubtedly the backbone of this organization. I can tell you that Maggie is also our resident archivist – there is rarely a time when I can't count on her to remember and find an important item that is needed. Between both Donna and Maggie, the GEETF is in good hands.

And finally, I would be remiss if I didn't thank my wife, Karen, who is also a member. When Donna and I toured the schools again this year, I know that many GEETF members looked forward to – no, not Donna and I – the treats that Karen would bake for every school, without fail. I have to say though that Karen's value is so much more than that of a baker. She is often a sounding board and a voice of reason. She has an uncanny ability to help me to see things and consider things that I don't always arrive at easily. I also have to thank her for her understanding when I am late for dinner for the nth time, or away for one or more days at meetings in Toronto or other locations, and she has to pick up the slack with the yard work or parental duties. Without her support and dedication, I could not continue in this role.

“It seems that each year I finish this report by suggesting that “this” year we need to stand together in solidarity more than the last, and that we must do this to protect what I believe to be the best job in the world. I realize as I move into my fourth year in the role

as the Collective Agreement Office that this is no longer a year-by-year concern, but the continual reality of our profession. We must ALL defend and protect what many before us worked hard to create. We must stand together as governments, under the veil of “fiscal responsibility” attempt to strip our classrooms, schools, and our Collective Agreements, ignoring what we all know – less money for education does not result in better education! It is not that we teachers don’t understand the economic realities that face our school system – we just want to be part of the discussion to help find a solution. Let’s all work together in solidarity and strength to protect our right to work in our buildings with pride and dignity, hopeful that we will be appropriately recognized for our commitment to the children of our communities.”

The above paragraph was the last paragraph from my 2013-2014 report. It is eerie that the only real change I could make to it would be that next year will be my fifth year in this role. Or perhaps it is a sad commentary on the circumstance we find ourselves in yet again. Clearly we have to believe that we are indeed the protectors of public education, and that we must realize that if we want our classrooms and schools to be the places we know they can be, we are going to have to stand together to make this happen. This ideal is reflected in ETFO’s “Building Better Schools” campaign. Whatever this next few, or several, months bring, I believe that together we can achieve our goals. It won’t be easy, but nothing worthwhile ever is – pretty sure my parents taught me that. What I do know is that if we stand strong, stand united, that when it is all said and done, we will be able to be proud of what we will accomplish.
Respectfully submitted,

Dave Peters
Collective Agreement Officer

SECRETARY'S REPORT

The Grand Erie Elementary Teachers' Federation held monthly Executive meetings to conduct business on behalf of the members. In October, the Executive met for a day and a half to develop a strategic plan for our Local. This process is still on going. Membership Annual meetings, Local Representative's Council, and Union Steward training was 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

CONSTITUTION COMMITTEE PROPOSED CHANGES - 2015

MOTION I

THAT, in the Terms of Reference for the Standing Committees of the Grand Erie Elementary Teachers' Federation the Political Action/Public Education Committee name be changed to read: **"Political Action/Public Relations Committee"**.

Rationale: This is the actual name of the committee as identified in GEETF Constitution Section 3 – Committees. This change is a housekeeping item.

Current Wording

Political Action/Public Education Committee

MOTION II

THAT number 2 of the Political Action/Public Relations Terms of Reference be amended by substitution to read:

- 2. To provide support (financial and otherwise) that aligns with the committee's mandate.**

Rationale: Number 2 of the Political Action/Public Relations Terms of Reference currently refers to work now completed by the GEETF Social Justice Committee.

Current Wording

2. To make members aware of social justice issues in order to foster a broad-based response at the local and provincial levels.

MOTION III

THAT the Political Action/Public Relations Terms of Reference, Composition of Committee: be amended by substitution to read:

Membership on the committee shall adhere to the GEETF Constitution and shall include:

- 1. A Chair selected by the committee.**
- 2. An Executive liaison.**
- 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 resource personnel as deemed necessary.

Rationale: This better reflects the desired practice of the current committee.

Current Wording

1. The Committee will consist of 4-6 members. Sub Committees will be formed on an ad hoc basis.

MOTION IV

THAT the GEETF Conflict of Interest Guidelines be added to the GEETF Constitution as APPENDIX A and become part of the GEETF Bylaws.

Rationale: ARTICLE VII – ORGANIZATIONAL DUTIES states that, “The Local, its officers and committees, shall carry out their duties and responsibilities in accordance with both the Local and Federation constitutions, by-laws, policies, procedures and directives.” The GEETF Executive has approved the GEETF Conflict of Interest Guidelines. Adding these guidelines as an appendix to the GEETF Constitution will ensure that they are readily available to provide direction to GEETF members.

APPENDIX A

GEETF Conflict of Interest Guidelines

1. A conflict of interest or potential conflict of interest may arise in a variety of situations, including, but not limited to:
 - a. where a member’s private and/or financial interests are in conflict with his/her duty to GEETF or its members;
 - b. where a member’s political interest or local’s political interest is in conflict with his/her duty to GEETF or its members;
 - c. where a member makes a decision or acts in a manner that is not in the best interest of GEETF or its members;
 - d. where a member, or a member of their immediate family, personally contracts with GEETF.
2. A member who believes that he/she has a conflict of interest, or potential conflict of interest, in a matter that is before a GEETF meeting shall, if present at a meeting, disclose the general nature of the conflict of interest.
3. A member who has disclosed a conflict of interest, or potential conflict of interest, shall consider:
 - a. abstaining from voting or participating in the consideration of the matter that is before the meeting; or,
 - b. withdrawing from the meeting.

4. In the event that a member has reasonable grounds to believe that another member may be in a conflict of interest, or a potential conflict of interest, the member shall, if that conflict has not been disclosed, request that the potential conflict be considered by the Chair of the GEETF meeting. The Chair may, after consideration of the potential conflict of interest;
 - a. take action to disclose the conflict of interest before the meeting and/or may rule any agenda item out of order; or
 - b. the Committee/Executive may, with a two-thirds vote, determine if an member should abstain from voting or participating in the consideration of the matter and/or whether a member should withdraw from the meeting.

PROFESSIONAL DEVELOPMENT COMMITTEE

Committee Members 2014-2015

Jennifer Cherewka
Brent Hachborn
Julie Hamm
Eleanor Pardoe
Steve Thorkildsen

Cedarland Public School
Central Public School
Joseph Brant Learning Centre
J.L. Mitchener
Prince Charles Public School

The GEETF Professional Development Committee's goal is to continue to provide the professional learning opportunities that our members are interested in. Plans are made with member needs and requests in mind (based on survey results, emails, and phone calls to the office). The following is a summary of the workshops held by the Professional Development Committee this year:

- Music for Primary Prep. Teachers with Cheryl Amy
- Ukulele Workshop with Cheryl Amy
- Music for Junior Intermediate Teachers with Cheryl Amy
- Funding for ELK Teachers and DECEs book clubs
- Rocks and Minerals Workshop with Mining Matters
- Interview Workshop
- Resume Writing Workshop
- Using Cuisenaire Rods for Teaching Math with James Cottam and Beth Edwards

The committee wishes to thank our outstanding Executive Assistant, Maggie Bailey for all of her hard work on behalf of our committee. Her efforts are certainly appreciated by our committee and our members.

On a personal note, thank you to all the teachers who attend and who have attended the various workshop with GEETF. Thank you for the opportunity to work on your behalf. HUGE THANKS to the amazing committee members for their dedication of time and knowledge. Best wishes for continued success!

Respectfully submitted,

Brent Hachborn

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.

New for the 2014-2015 school year, and continuing, is 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 new initiative. 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.

This 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

ETFO ANNUAL MEETING 2014

Grand Erie took a total of nine delegates and five alternates to the ETFO Annual General Meeting. This meeting was held at the Westin Harbour Castle Hotel, in Toronto, from August 11 to 14, 2014.

Grand Erie delegates in attendance were:

Kimberley Eng	Brent Hachborn
Donna Howey	Robert Hull
Cory Judson	Natalie Kitchen
Caroll Ann Macsai	Kataisha McQueen
Lorelei Parsons	David Peters
Michelle Saunders	Mark Smith
Steve Thorkildsen	Adam Walker

Monday, August 11th General Sessions I and II: 4:00 – 5:30 p.m. and 6:45 – 9:00 p.m.

Orders of the day included:

- Introduction of Parliamentarian Team
- Operating Procedures
- Minutes of 2013
- President Sam Hammond's Address
- Resolutions: Priorities and Constitution
- Presentation of 2014 – 2015 Budget by First Vice-President Susan Swackhammer
- Questions on the 2014 – 2015 Budget
- Resolutions: Constitution and Bylaws
- Speaker Hassan Yussuff, President, Canadian Labour Congress
- Resolutions: Return to resolutions not previously dealt with under items 5, 8.

Tuesday, August 12th General Sessions III and IV: 8:45 – 12:00 p.m. and 1:00 – 5:30 p.m.

Orders of the day included:

- Auditor's Report
- Report of General Secretary Victoria Réaume
- Questions on the Report
- Resolutions: Return to resolutions not previously dealt with under items 5, 8, and Budget
- Speaker Andrea Horwath, Leader, Ontario New Democratic Party
- Resolutions: Return to previous resolutions not dealt with under items 5, 8, 14.
- Award Presentation
- Resolutions: Return to resolutions not previously dealt with under items 5, 8, 14, 18.
- Speaker Julie Pauletig, President, Ontario Teachers' Federation

- Resolutions: Return to resolutions not previously dealt with under items 5, 8, 14, 18.
- New Business motions

First Vice-President Susan Swackhammer graciously hosted a dinner for the GEETF delegation in her suite. It was a lovely evening of good conversation and relaxation.

Wednesday, August 13th General Sessions V and VI: 8:45 – 12:00 p.m. and 1:00 – 4:00 p.m.

Orders of the day included:

- Announcements
- Speaker The Honourable Kathleen Wynne, Premier of Ontario
- Resolutions: Action
- Speaker Dianne Woloschuk, President, Canadian Teachers' Federation
- Introduction of Committee Chairpersons
- Resolutions: Return to resolutions not previously dealt with under items 5, 8, 14, 18, 21, 24.
- Social Justice Speaker, Diane Redsky, Project Director of Task Force on Trafficking of Women and Girls in Canada, Canadian Women's Foundation
- Resolutions: Return to resolutions not previously dealt with under items 5, 8, 14, 18, 21, 24.
- New Business Motions

Wednesday evening, at the banquet, Jim White was honoured for his many years of dedication to the union and for his work as chair of the Annual General Meeting Committee. A dance followed.

Thursday, August 14th General Session VII: 8:45 a.m. – 2:00 p.m.

Orders of the day included:

- Budget Final Review and Approval by First Vice-President Susan Swackhammer
- Remarks from President Sam Hammond and Introduction of 2013-2015 Executive
- Resolutions: Return to resolutions not previously dealt with
- New Business Motions
- Courtesy Statements
- Adjournment

If you have never been a delegate at the ETFO Annual General Meeting, please consider applying in the future. Being a delegate is a great way to learn about your union, to be more informed as a teacher, and to create new friendships in the best teachers' union, ETFO.

Respectfully Submitted,

Caroll Ann Macsai

First Vice-President, GEETF

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 2014-2015 school year were:

<u>ARTS</u>	Randy Ongena Cindi Sharp	Delhi Public School Walpole North Elementary School
<u>THE ENVIRONMENT</u>	Sam (Stan) Mann	Delhi Public School
<u>HUMANITARIAN</u>	Anna Ardiel Katie Conners	Grandview Public School North Ward School
<u>ANTI-POVERTY</u>	Kerry Newstead Richard Knuckle	Walter Gretzky Elementary School Walter Gretzky Elementary School

LOCAL LEADERSHIP/ADVOCACY AWARDS

Margaret Herczeg	Cobblestone Elementary School
Robert Hull	Walter Gretzky Elementary School
Grant McDonnell	Anna Melick Memorial School
Jennifer Orr	Seneca Central Public School

The 2013-2014 Recognition Banquet was held on Wednesday, June 18, 2014 at the Petofi Hungarian Cultural Club. There were a total of 162 people in attendance. A total of 30 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

FIRST FIVE YEARS COMMITTEE

The First Five Years Committee got off to a very slow start this year, but ended the year with a flurry of activity and is now a committee with new members, new Co-Chairs, and new energy!

Although essentially inactive until after the new year, the First Five Years Committee since then has planned a couple of opportunities for members in the first five years of their career. Beginning March 7, 2015, followed by the next two Thursdays, the First Five Years Committee, in conjunction with the PD Committee will present a three-part workshop, "Surviving While Smiling" to members in their first five years. This workshop, developed and presented by ETFO staff is "a dynamic three-part series full of practical ideas and strategies to help members develop positive learning environments in their classrooms." The First Five Committee is covering the cost of the workshop (\$50) for GEETF members. In addition to the cost of the workshop, the participants will receive meals, a wonderful binder of course materials, and the book, "The Heart and Art of Teaching and Learning (Practical ideas and resources for beginning teachers)".

In addition, the First Five Committee is also providing for "Job Shadowing" opportunities for members in their first five years, or members who are going into a new position. These opportunities will allow First Five members to connect with a teacher that may have a wealth of experience in the area for which the first five member is looking for ideas and/or strategies.

There were many new members to the committee this year. A special acknowledgement goes to Julie Hamm and Jacquie McEwan, who will be the Co-Chairs for the end of this year and next year.

Respectfully submitted,

Dave Peters

HEALTH AND SAFETY COMMITTEE

As your GEETF representative on the GEDSB Joint Occupational Health and Safety Committee, I attend the monthly meetings in order to understand current or possible upcoming issues that could impact our members during the course of a work day. I also take your health and safety concerns forward to the committee.

I am still trying make a difference for our members` health and safety in the workplace. The mental health of our members should be in the forefront of the Board`s priorities. There have been some great PD opportunities in regards to students` mental health need, now there needs to be support for us. The largest physical safety issue for our members remains student aggression. BMS training should be offered to all our members at a time when they can participate. Having time during the work day to complete all health and safety related training continues to be a concern. I am a little worried that this is going to be a continuing issue as the Boards are looking at ways to control our prep time, and remove language that refers to work day length.

The following is a list of some other interesting details that pertain to our members` health and safety in the workplace:

- ✓ An annual review and input for the following Board policies was completed: H&S policy HR4, Harassment HR5 and Work Place Violence HR8. As a result, the reporting forms for workplace violence are more user friendly. There are tick boxes, places for comments, and the principal portion has a list of suggestions/recommendations for course of action.
- ✓ Worker members on the JOHSC are requesting input as a committee to any policies that impact employee safety and health, not just the above mentioned.
- ✓ A goal has been set to have all monthly school inspections be completed on-line using ebase, starting in September 2015. Technology can be spotty I know, but when schools are sending in their monthly inspections through ebase, work orders are not only generated, but can be tracked, as the program transfers items from one month to the next. Items should get resolved more quickly!
- ✓ Know where the MSDS binder is in your school, and be aware that these sheets will be changing, as will labels. WHMIS will need to be updated to a Globally Harmonized System (GHS).
- ✓ Keep reporting accidents, injuries, and workplace violence. If it`s not reported, nothing can change. If you need help, please e-mail me, Donna Howey, Hilary Sutton or Lena Latreille.

Respectfully Submitted,

Jennifer Orr

Certified GEETF Member on the JOHSC

STATUS OF WOMEN COMMITTEE

Status of Women Committee Members 2014-2015

Ellen Banbury
Donna Howey
Kataisha McQueen

Jennifer Flintoft
Caroll Ann Macsai

Donations

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

- Brant Sexual Assault Centre (\$500)*
- Family Literacy Committee (\$200)
- Ganohkwasra Family Assault Support (\$500)*
- Hospital Activity Book for Children (\$247.47)
- Kids Can Fly (\$500)
- Nova Vita (\$500)*
- Out of the Cold (\$500)
- Taylor the Turtle (\$1000)

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

Local Incentive Funding

The Status of Women Committee offered financial support of up to \$250 for GEETF teachers to purchase curriculum resources and/or learning experiences that are in line with the mandate of the Status of Women Committee. The following teachers applied for funding:

- | | |
|-----------------|----------------|
| •Heather Pond | West Lynn PS |
| •Samantha Shaw | Teeterville PS |
| •Linda Ayres | Houghton PS |
| •Kathryn Romphf | Agnes Hodge PS |
| •Debra Dobson | Delhi PS |
| •Tammy Lam | Bellview PS |

Workshops and Training

Kataisha McQueen attended the ETFO Leadership Conference on October 16 & 17, 2014. She brought back resources for the Status of Women Committee. Training on white privilege was provided.

On February 25, 2015, the GEDSB Equity Speaker Series presented a workshop entitled "Exploring Equity Through the Arts." The Status of Women Committee

supported this event by purchasing four of Hannah Beach's dance resource kits that were distributed as draw prizes at the event.

The Status of Women Committee sponsored one Pregnancy and Parental Workshop on Thursday, April 16, 2015. Phyllis Hession-White, from ETFO, facilitated the workshop. The Status of Women Committee provided the participants with a meal and the Pregnancy and Parental information booklet.

Events

In September, the Status of Women Committee sent out a survey to the Grand Erie members. This survey collected information about the needs and priorities of the women teachers. A draw for five \$50 Chapters' Gift cards was an incentive to complete the survey.

In October, the Status of Women Committee asked the membership for donations to the Brantford and area Basketeer Program. Grand Erie Teachers once again showed their generosity. Many baskets full of kitchen, bedroom, personal items, and gift certificates were sent to support women staying at area shelters. Thanks to Ellen Banbury, Kira Germann and Donna Howey for assembling the baskets.

The Status of Women Committee sponsored two "Let's Get Organized to Make Life Easier!" workshops:

- Robin Callens presented the Home-Work-Life Organization workshop on February 12, 2015.
- Norma Bingham presented the Organizing Your Electronic Data workshop on February 26, 2015.

The Status of Women Committee sponsored a Talent and Karaoke Fun Night on Friday, March 6, 2015 at the Brantford Arts Block. Much work and organizing was completed by President Donna Howey, Executive Assistant, Maggie Bailey, and Jennifer Flintoft. An amazing table of Mediterranean food was provided by Sue Nassar. Lydia Erwig-Straughan provided comic entertainment. Grand Erie teachers provided excellent karaoke and audience participation.

Caroll Ann Macsai and Executive Assistant, Maggie Bailey, organized the 2nd Grand Erie Status of Women Retreat, held on May 1st to May 3rd, at the Oakwood Inn, in Grand Bend. Twenty-three teachers went on the retreat. Michelle Saunders volunteered and organized the Golf activity. The Om Yoga Studio provided wellness activities including Yoga, Zumba, and Mindfulness. Dr. Jennifer Pate was the guest speaker on Sunday morning. Her presentation was about her life and passion for environmental issues. The retreat refreshed the participants by letting them relax, network, attend wellness activities, and to grow personally in a safe and lovely location.

A Grade 7/8 Boys' Conference will be co-sponsored by the Status of Women Committee on June 4, 2015. Lakewood, Fairview Ave, and James Hillier schools will participate this year. The Committee will also provide funding for a Healthy Relationship workshop provided by Child Youth Workers to the girls of the same schools.

I would like to thank the committee members for their engagement and hard work. The Status of Women Committee benefitted very much from these dedicated women teachers.

I would like to thank our Executive Assistant, Maggie Bailey, for her continued support and hard work to finalize all undertakings of the Status of Women Committee.

Lastly, I would like to thank President Donna Howey for her insight, knowledge and dedication to the Status of Women Committee.

Respectfully submitted,

Caroll Ann Macsai,
Chair

POLITICAL ACTION/PUBLIC RELATIONS COMMITTEE

Members 2014 - 2015

Lori Burroughs	Nancy D'Aurora
Donna Howey	Cory Judson
Corey Maxted (GEOT)	Lorelei Parsons
Dave Peters	Geraldine Turkoski
Adam Walker	

This year the Political Action/Public Relations Ccommittee was focused on engaging with education stakeholders, working with our allies in labour, and interacting with the public to grow trust and support for our members.

Brantford and District Labour Council

For the third year in a row the committee supported the full participation of the Grand Erie Elementary Teachers' Federation in the Brantford and District Labour Council. We worked in solidarity with other labour affiliates for various community initiatives. In particular, when a local food security event had to be cancelled, the PA/PR Committee in conjunction with the Social Justice Committee led the way in coordinating a new event titled, "Labour Cares". This event brought together labour affiliates to support food security by providing local produce and baked goods to families in need in Brantford. The PA/PR Committee also supported the annual Brantford and District Labour Council's Labour Day Event.

Community Donations

Our committee was happy to support the organizations; Brant Food For Thought, Brantford Firefighters for their Comedy Night, Caledonia and District Food Bank, Simcoe Caring Cupboard, and the CRS Food Bank. Our committee believes that by supporting and building partnerships with other organizations, the goals of our organization are advanced.

Events/Advocacy

In March we hosted the annual GEETF dinner with the Grand Erie District School Board Trustees. This provided an opportunity for a face to face meeting to welcome returning and newly elected trustees to discuss issues and ideas that are important to our members. Meaningful discussions were had around the issues of technology, class composition, and special education services.

In May, the PA/PR Committee hosted a Math display at the Lynden Park Mall in Brantford as part of the 2015 Education Week. Three classroom teachers were released to develop interactive activities for children and their families to engage in at the mall. Demonstrating the knowledge of best practices in teaching math by our members helps to build public confidence in our abilities and our system. GEETF branding was also put on display with new stand up banners that include the slogan, “Teachers Supporting Teachers” that were purchased by the committee.

Respectfully submitted,

Cory Judson
Chair

SOCIAL JUSTICE COMMITTEE

Social Justice Committee Members:

Donna Howey
George Overend
Beth Edwards

Anh Hoang
Kelly Pulham

Donations

The Social Justice Committee donated \$250 to the Labour Cares event for nutritious produce in support of our local community members in need. A donation of \$1,000 was made to support the Grand Erie Boy's Conference to help educate grade 7 and 8 students about gender equity. Our committee was happy to spend \$725 on supporting schools with the Social Justice Begins with Me resource this year. We have also spent \$75 on Positive Space Posters/pictures for every school and \$305 towards I can Dance resources. As previous years, we continued to support Brantford Pride with a donation of \$500.

Social Justice Book Club

This year we have decided to link our Social Justice Book Club to the texts from the Social Justice Begins with Me resource to create more interest. Beth did an amazing job organizing and facilitating discussions at each meeting. At the beginning of the year, we had about 14 people show interest in joining the book club. After the first meeting, we had difficulty with poor weather, staff meetings on Tuesday nights, schedules and our attendance dwindled.

The meetings were excellent opportunities to share resources including picture books, novels, websites, experiences, ideas, conversations, and inspiration. These were captured in meeting notes and shared with all of the original 14 people who showed interest.

The April meeting had us thinking about ways to share ideas in a way that is useful and that connects the ideas to the curriculum. One teacher has shared ideas on her Twitter account that has been retweeted by the Board. She will pursue an idea she has to share learning amongst teachers in a newsletter format. We are open to other ideas!

At the last meeting, Beth will use the funds provided by the Social Justice Committee to purchase picture books for the participating teachers. We will discuss plans to move forward with connecting social justice issues with student engagement, inquiry, citizenship, subject areas, critical thinking and real life reasons for writing, math and communication.

Supporting Environmental Stewardship in Grand Erie

Once again a total of \$1000 in Earth Day funding was provided to schools to support their environmental initiatives. Local contributions were matched by ETFO Provincial Office through incentive funding. Waterford Public School purchased reusable bags for

their school community members. Centennial-Grand Woodlands School did Geo-Caching. Bellview School purchased trees to be planted in their school yard. Cobblestone School purchased plants for their garden. West Lynn School bought soils, composts, worms and trees for their school. Branlyn Community School incorporated a Nature in the Classroom program for several classes.

Events

In November we hosted the Social Justice Begins with Me workshop to provide teachers with information and resources to support their efforts in educating their students in social justice issues. Five members' names were drawn at the end of the workshop to receive the kits.

We reflected on ways to promote connectivity and support one another, particularly in areas that will strengthen and promote mental health and resilience in our workplace. Our president, Donna Howey sent out the Mental Health Continuum Model with her Fall Newsletter. Our committee members will model, "Random Acts of Kindness" and hand out the card to be passed on. We hope that Random Acts of Kindness will circulate and create a more supportive environment for everyone in the workplace.

Respectfully submitted,

Anh Hoang
Chair

UNION STEWARDS

Stewards are the ETFO link in every Grand Erie Elementary school. Stewards ensure contractual conditions are upheld in the school, direct members to information and support as needed, and help to ensure that GEETF released officers are in touch with members' concerns. Many thanks to all GEETF members who served as stewards this year. Thanks for communicating messages, gathering information, forwarding emails, distributing mailings, and maintaining a federation bulletin board. Thanks also for ensuring that teachers know about issues and campaigns ETFO is supporting to further the objects of our organization.

Stewards have one day of release time provided that can be used at the steward's discretion. As well, during the 2014-2015 school year, stewards were released on three separate occasions for training purposes. On the afternoons of September 15th and 18th, 2014, GEETF Stewards received training and information on a variety of things impacting teachers' working lives – pay stubs, timetables, diagnostic assessments, performance appraisal, Health and Safety training, collective agreement highlights and our revised criteria and process for the use of our school-based PD Fund.

The afternoons of January 26 and 28, 2015, stewards attended a second training session where they were provided with a variety of information items, a bargaining update, and they received the updated ETFO Steward Manual.

On the afternoons of May 27 and 28, 2015, stewards will be attend a training session where bargaining will certainly need to be discussed, along with staffing issues and scheduling requirements for the upcoming school year.

Stewards, by virtue of their role, are members of the GEETF Local Representative Council. Rep Council business meetings are held at least twice yearly. This year, two GEETF Local Rep Council meetings were held. On November 19, 2014, the meeting included information about our school visits, the ETFO MOU Task Force reports, Ministry Of Labour orders to Grand Erie, and the ETFO Central Table Strike Vote. GEETF Rep Council members put forward and passed a resolution recommending that the GEETF Executive donate to the "Light a Smile" program. At the March 25, 2015 GEETF Local Rep Council meeting, stewards completed a brief survey on workload issues. Information and updates were provided related to bargaining, staffing and an upcoming GEDSB accommodation review which will impact Haldimand schools. At this meeting, a GEETF Rep Council member put forward a resolution that the GEETF Executive provide stewards with training on welcoming and supporting LGBTQ families in our schools. I am pleased to see the active participation of our GEETF Rep Council members is growing. Rep Council motions are one way that stewards can engage in our Local and influence the work of our GEETF Executive.

Stewards were called to an additional meeting on Tuesday May 5, 2015 to receive information about Stage One of our strike action related to the Central Bargaining Table. We are ever so thankful for our stewards as we work through whatever is necessary to achieve a fair outcome in bargaining.

Stewards help to build solidarity and commitment to teacher well-being in the work place. Thank you so much for your service to your colleagues and your union.

Respectfully submitted,

Donna Howey
President

THANK YOU TO OUR UNION STEWARDS FOR 2014-2015

<i>School/Worksite</i>	<i>Name</i>
Agnes G. Hodge	Shannon Hendel
Anna Melick	Grant McDonnell
Banbury Heights	Tara Cronkwright/Todd Murray
Bellview	Jennifer Boissoneault
Cobblestone Elementary	Margaret Herczeg
Bloomsburg	Kim Harvey-Harris
Boston	Bobbi Ryerse
Branlyn	Lori Karolyi
Brier Park	Geraldine Turkoski
Brantford School Support Centre (TRC)	Stephanie Morris
Burford District Elementary	Scott Wood
Caledonia Centennial	Cheryl Miles
Cedarland	Danielle Skokun/Valerie Harrison
Centennial/Grand Woodlands	Krista Robb
Central	Dana Arsenault
Courtland	Cory Antonioli
Delhi	Wendy Lauwerier
Doverwood	Karen Peters
Dufferin	Lindsay Mew
Elgin Ave.	Nicole Auld
Ecole Fairview	Shawn Martin
Fairview Ave.	Anne Mageran
Glen Morris	Jonathon Reid
Graham Bell/Victoria	Lisa Metcalf
Grandview Brantford	Christopher Smith
Grandview Central	Joanne Kiers
Greenbrier	Sue-Anne Schroeder
Hagersville	Sandra Mattice
Houghton	Linda Ayres
J.L. Mitchener	Eleanor Pardoe
James Hillier	Kathryn Stuart-Metcalf
Jarvis	Emily Buckle
Joseph Brant Learning Centre	Julie Hamm
King George	Jaclyn Balkwill

THANK YOU TO OUR UNION STEWARDS FOR 2014-2015

<i>School/Worksite</i>	<i>Name</i>
Langton	Tracey Reese
Lansdowne-Costain	Sabrina Sawyer
Lynndale Heights	Rebecca Wiebe
Major Ballachey	Andrew Campbell
Mount Pleasant	Scott Archer/Nancy Bazilli
North Ward	Nancy D'Aurora
Oakland/Scotland	Laura Gurney
Onondaga/Brant	Christopher Bailey
Oneida	Mike Henderson
Paris Central	Heidi Gibbs
Port Rowan	Caroll Ann Macsai
Prince Charles	Steve Thorkildsen
Princess Elizabeth	Cory Judson
Rainham	Lise Beauchamp
River Heights	Paul Lacey
Russell Reid/Coronation	Michaela Kargus
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