



# *Annual Report*

*For*

*2017-2018*

*Shawn Martin – President*

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## EXECUTIVE MEMBERS 2017-2018

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

## GEETF COMMITTEES FOR 2017-2018

Awards Committee	Nancy D'Aurora, Chair Connie Hill Kendra Kovach Caroll Ann Macsai Jennifer McColl Kataisha McQueen Sabrina Sawyer
Ad Hoc Arts Committee	Carolyn Proulx-Wootton, Chair Valerie Harrison Kendra Kovach Shawn Martin Rebecca Moses
Ad Hoc FSL Committee	Shawn Martin, Chair Jeffrey Barnes Lise Beauchamp Nancy D'Aurora Karine Guillemette Margaret Herczeg Kendel Ince Marie Pierre L'Arrivee Geraldine Power Sue Senecal
Ad Hoc Social Committee	Lori Burroughs Miller, Chair Nancy D'Aurora Kendra Kovach George Overend

ETFO Annual Meeting	Cory Judson, Chair
Constitution Committee	Shawn Martin, Chair Lori Burroughs Miller Nancy D'Aurora Cory Judson Michaela Kargus Jennifer Orr
First Five Years Committee	Jacqueline McEwen, Co-Chair Larissa Schmitz, Co-Chair Jeffrey Barnes Nancy D'Aurora Michaela Kargus Kataisha McQueen Lacey Smith
Indigenous Partnership Committee	Sabrina Sawyer, Chair Jeffery Barnes Angela Hart Connie Hill Anh Hoang Kendra Kovach Tammy Lam Suzie Miller Christine Mulholland
Political Action Committee	Cory Judson, Chair Jeffery Barnes Nancy D'Aurora Kendra Kovach Shawn Martin Corey Maxted (GEOT) Jennifer McColl Lorelei Parsons Teresa Rothwell Tammy Stoneman (DECE)
Professional Development	Kendra Kovach, Chair Brittany Beedham Jennifer Cherewka Jennifer Hinrichs Tammy Lam Shawn Martin

Social Justice Committee

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

Status of Women Committee

Tammy Lam, Co-Chair  
Caroll Ann Macsai, Co-Chair  
Ellen Banbury  
Nancy D'Aurora  
Lisa DeGraaf  
Vanessa Jurkus  
Michaela Kargus  
Kendra Kovach  
Lauren Lockhart  
Jacqueline McEwen  
Kataisha McQueen



## GEETF ANNUAL MEETING

MAY 17, 2017

### 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, Shawn Martin

2. Approval of Agenda for May 17, 2017

Moved by: Geraldine Turkoski Motion I  
Seconded by: Kataisha McQueen

That the Agenda for May 17, 2017 be approved. Carried

3. Approval of Minutes of 2016 Annual Meeting – page 4 of Annual Report

Moved by: Sabrina Sawyer Motion II  
Seconded by: Jan Schiedt

That the Minutes of the 2016 Annual Meeting be approved. Carried

4. Special Presentation

GEETF President, Shawn Martin, honoured ETFO First Vice President, Former GEETF President and GEETF member, Susan Swackhammer on her upcoming retirement. Susan gifted the local with a piece of art by artist Maxine Noel. This piece of art will hang in the Board room.

5. Approval of Changes to the Constitution – page 25 of Annual Report

Caroll Ann Macsai raised a Point of Order. She challenged the validity of Motions VII to XIV (as presented in the Annual Report), claiming that they were introduced in contradiction to the GEETF Constitution Article XII, 12.1.

The Chair of the Annual Meeting, Shawn Martin, ruled that he would not uphold the Point of Order raised by the member. The Chair's rationale was that he, as Chair of Constitution Committee, did in fact have the proposal the member was questioning months before the 45-day deadline. Shawn Martin was in touch with ETFO Provincial to discuss this concern.

Chair, Shawn Martin, also stated that as GEETF past practice since 1998, the Chair of the Constitution Committee would receive the ideas and with the assistance of the committee, wordsmith the amendments. The Constitution does not state that exact wording must be submitted to the Constitution Chair. The exacting wording must be distributed to each worksite at least 20 days prior to the Annual Meeting to comply with Article XII, 12.2.

The GEETF Executive gave the green light to a number of motions in March and April in order to comply with Article XII, 12.2.

The Chair called the question on whether the members present would uphold his ruling. The vote was thirty-four (34) in favour of upholding the Chair's ruling, and three (3) opposed.

- ❖ **Motions I to VI are proposed and moved by the Executive.**
- ❖ **Motions VII through XIV were moved by the Executive and were 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.**

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Moved by: Cory Judson Motion III  
Seconded by: Shawn Martin

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.

Carried

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Moved by: Nancy D’Aurora Motion IV  
Seconded by: Sabrina Sawyer

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.

Carried

Moved by: Jennifer Orr  
Seconded by: Cory Judson

Motion V

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;

Carried

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Moved by: Shawn Martin  
Seconded by: Jennifer Orr

Motion VI

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;

Withdrawn

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

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 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).

Carried

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Moved by: Cory Judson  
Seconded by: Sabrina Sawyer

Motion VIII

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 1<sup>st</sup>. 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 is 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.

Carried

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**Motions to move the duties of Treasurer to the Second Vice President – X to XVII were voted en bloc.**

Moved by: Jan Scheidt Motion IX  
Seconded by: Tammy Lam

Motion to call the question. Defeated

This motion was defeated, and debate continued.

Moved by: Shawn Martin Motion X  
Seconded by: Nancy D’Aurora

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 XI

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.

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.

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 XIV

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 XV

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.

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Motion XVI

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 XVII

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.

Carried

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Moved by: Caroll Ann Macsai  
Seconded by: Kataisha McQueen

Motion XVIII

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.

Defeated

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

- 6.1 President’s Report – page 19
- 6.2 First Vice President’s Report – page 21
- 6.3 Second Vice President’s Report – page 23
- 6.4 Secretary’s Report – page 24
- 6.5 Professional Development Committee – page 33
- 6.6 Schools’ Professional Development Budget – page 34
- 6.7 ETFO Annual General Meeting 2016 – page 35
- 6.8 Awards/Recognition Banquet – page 37
- 6.9 First Five Years Committee – page 38
- 6.10 Health and Safety Committee – page 39
- 6.11 Indigenous Partnership Committee – page 40
- 6.12 Status of Women Committee – page 42
- 6.13 Political Action/Public Relations Committee – page 44
- 6.14 Social Justice Committee – page 46
- 6.15 Union Stewards – page 48
- 6.16 Thank you to our Union Stewards – page 49

Moved by: Steve Thorkildsen Motion XIX  
Seconded by: Jan Scheidt

That the reports be approved. Carried

7. New Business

7.1 Approval of the Auditor for 2016-2017

Moved by: Geraldine Turkoski Motion XX  
Seconded by: Jan Scheidt

That GEETF approve the selection of Koenig & Associates as the Auditor for 2016-2017. Carried

7.2 Draft Budget for 2017-2018 – for information – attached

7.3 Upcoming Meetings

Executive Meeting – Wednesday, June 14, 2017  
Celebration Dinner – Thursday, June 22, 2017

7.4 Meeting dates for 2017-2018 (tentative)

Local Representative Council (Wednesdays)

November 22, 2017

March 21, 2018

Membership Meetings (Wednesdays)

October 25, 2017

May 16, 2018

Executive Meetings (Wednesdays)

September 13, 2017

February 14, 2018

October 11, 2017

March 7, 2018

November 8, 2017

April 11, 2018

December 13, 2017

May 9, 2018

January 10, 2018

June 13, 2018

Celebration Dinner – Thursday, June 21, 2018 - Tentative

8. Questions & Answers – nil

9. Adjourned

Grand Erie Elementary Teachers' Federation Monthly Financial Statement April, 2018
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Balance in Chequing as of March 31, 2018	\$208,270.89		
<u>Income For April, 2018</u>	<u>\$34,485.17</u>		
Release Rebates	34415.17		
Fee Rebates	0.00		
Interest / Sundry	\$0.00		
Other Income*	\$70.00		
Other Rebates	<u>\$0.00</u>	<u>\$34,485.17</u>	\$242,756.06
Total Expenditures for April, 2018			<u>\$59,608.70</u>
Balance in Chequing as of April 30, 2018			<u>\$183,147.36</u>
Amount in Guaranteed Investment Certificates			\$200,000.00
Amount in Chequing Account			<u>\$183,147.36</u>
			<u>\$383,147.36</u>

	Budgeted Amount	Spent this Month	Spent to Date	Balance Remaining
<b>A) Office Expenses</b>				
Building Costs	\$35,000	1,628.53	27,090.56	7,909.44
Utilities	7,000	558.44	4,907.57	2,092.43
Telephones	4,000	239.02	2,044.85	1,955.15
Internet	1,500	67.79	1,052.40	447.60
Office Supplies	3,500	1,083.22	3,950.38	-450.38
Office Miscellaneous	1,000	53.47	541.49	458.51
Office Insurance	900	0.00	0.00	900.00
Kitchen	1,000	139.42	642.86	357.14
Office Equipment/Maint.	9,000	741.24	5,622.43	3,377.57
Building Maintenance/Cleaning	3,600	0.00	1,804.61	1,795.39
Bank Charges	500	35.00	139.50	360.50
Honoraria	2,900	0.00	1,000.00	1,900.00
Auditor	3,000	0.00	2,938.00	62.00
Mileage	16,000	0.00	5,695.50	10,304.50
Dependent Care	500	0.00	0.00	500.00
Executive Assistant	62,600	5,338.13	51,661.54	10,938.46
<b>B) Engaging Members</b>				
Training for Members	\$5,000	1,016.88	2,160.76	2,839.24
Executive Development	3,500	752.02	2,154.29	1,345.71
Awards	1,800	0.00	21.47	1,778.53
Celebration Banquet	8,000	0.00	43.88	7,956.12
Status of Women	14,520	8,054.04	12,351.50	2,168.50
Beginning Teacher	3,000	0.00	0.00	3,000.00
Ad Hoc Committees	4,000	150.00	1,981.24	2,018.76
ETFO Annual Meeting	7,500	0.00	7,669.71	-169.71

**C] Professional Development**

Professional Development	\$8,000	150.00	2,465.16	5,534.84
First 5 Years Committee	\$8,000	1,530.50	5,259.58	2,740.42
Executive Retreat	\$1	0.00	0.00	1.00
Pension Workshop	\$1,000	0.00	0.00	1,000.00

**D] Advocates for Members**

President's Release	\$66,000	11,540.64	50,290.68	15,709.32
First Vice President Release	62,000	10,877.64	47,415.95	14,584.05
Second Vice President Release	50,000	5,438.82	23,709.49	26,290.51
Released Officers' Misc.	4,000	1,126.25	3,509.04	490.96
Executive Meetings	20,000	407.67	9,275.76	10,724.24
CBC	1,500	0.00	0.00	1,500.00
Member Services/Grievances	2,000	0.00	134.83	1,865.17
Union Steward Training/Support	40,000	6,558.07	27,863.69	12,136.31

**E] Communicates with Members**

General Meetings	\$2,000	85.88	585.88	1,414.12
Representative Council Meetings	\$1,000	0.00	223.25	776.75
Goodwill	\$3,500	700.00	1,142.66	2,357.34

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

Political Action/PR	\$9,000	971.76	2,793.93	6,206.07
Indigenous Partnerships	7,000	44.27	1,088.58	5,911.42
Strike/Community Support	8,500	0.00	7,600.00	900.00
Social Justice	6,000	250.00	1,768.73	4,231.27

**H] Contingency**

	1,000.00	0.00	0.00	1,000.00
	<u>499,821.00</u>	<u>59,538.70</u>	<u>320,601.75</u>	<u>178,219.25</u>

\* \$70.00 was collected for rental fees from the Grand Erie OT Local

Apr-18

## GEETF 2018-19 DRAFT Budget

	2017/ 2018	2018/2019	
<b>Income</b>			
1 Fee Rebates	\$299,327	\$302,000	Rebates are based on number of FTE members.
2 Release Rebates	130,873	131,000	ETFO allocation for release in each local.
3 Interest/Sundry	1,200	1,500	Interest earned on GICs.
4 Other Income	19,000	19,000	Misc. income received during the year (i.e. OTIP funding).
5 Local Levy	27,000	27,000	Local levy of \$26/member per year.
6 <b>TOTAL INCOME</b>	<b>\$477,400</b>	<b>\$480,500</b>	
<b>Transfers</b>			
7 Transfer from Previous Years	\$21,921	\$17,000	Discretionary funding from previous years' surpluses.
8 <b>TOTAL FUNDS AVAILABLE</b>	<b>\$499,321</b>	<b>\$497,500</b>	Sum of income and transfers to fund this year's expenses.
<b>Expenses</b>			
<b>A) Office Expenses</b>			
9 Building Costs	\$35,000	\$36,000	Mortgage, taxes and fees for GEETF office.
10 Utilities	7,000	7,000	Heat and hydro for GEETF office.
11 Telephones	4,000	3,500	Office and cell phones.
12 Internet	1,500	1,500	Internet costs to maintain GEETF website.
13 Office Supplies	3,500	4,000	Office supplies expenses.
14 Office Misc.	1,000	1,000	Office expenses not including supplies (i.e. online surveys).
15 Office Insurance	900	900	Office insurance expenses.
16 Kitchen	1,000	1,000	Miscellaneous kitchen supplies.
17 Office Equipment/Maint.	9,000	5,000	Maintenance and replacement of office equipment.
18 Building Maintenance/Cleaning	3,600	3,000	Cleaning and building maintenance expenses.
19 Bank Charges	500	500	Bank service charges and cheque reorders.
20 Honoraria	2,900	1,000	Honoraria for Executive.
21 Auditor	3,000	3,300	Review Engagement costs to audit GEETF financial records.
22 Mileage	16,000	14,000	Mileage for GEETF business.
23 Dependent Care	500	500	Reimbursement for child and elder care.
24 Executive Assistant	62,600	55,000	Executive Assistant remuneration and benefits costs.
25 <b>Total Office Expenses</b>	<b>\$152,000</b>	<b>\$137,200</b>	
<b>B) Engaging Members</b>			
26 Training	\$5,000	\$5,000	Union development training for members.
27 Executive Development	3,500	3,000	Development opportunities for local leadership.
28 Awards	1,800	1,800	Cost of awards presented at the Celebration Banquet.
29 Celebration Banquet	8,000	8,500	Celebration Banquet costs (i.e. hall rental, gifts, decorations).
30 Status of Women*	14,520	15,000	Status of Women Committee programs.
31 Beginning Teacher	3,000	3,000	Expenses to inservice new hires (i.e. NTIP, local PD)
32 Ad Hoc Committees	4,000	1,000	Ad hoc committee expenses.
33 Ad Hoc Committees - Arts	N/A	1,500	Ad hoc Arts Committee expenses.
34 Ad Hoc Committees - FSL	N/A	1,500	Ad hoc FSL Committee expenses.
35 Ad Hoc Committees - Social	N/A	1,500	Ad hoc Social Committee expenses.
36 ETFO Annual Meeting	7,500	8,000	Costs for GEETF delegation to attend ETFO Annual Meeting.
37 <b>Total Meetings Expenses</b>	<b>\$47,320</b>	<b>\$49,800</b>	

**C) Professional Development**

38 Professional Development	\$8,000	\$7,000	Funds to offer Local PD events and for committee expenses.
39 First 5 Years Committee	8,000	9,000	Programs for GEETF members in their first five years.
40 Executive Retreat	1	4,000	Funds to provide an Executive Planning Retreat.
41 Pension Workshop	1,000	1,000	Funds to run a pension workshop.
42 Total Professional Development	\$17,001	\$21,000	

**D) Advocates for Members**

43 President's Release	\$66,000	\$67,000	Cost to release President (A2 year 0 + responsibility allowance).
44 First Vice President Release	62,000	63,000	Cost to release First Vice President (at A2 year 0 + allowance).
45 Second Vice President Release	50,000	50,000	Costs to release Second VP (actual 0.5 salary + allowance).
46 Released Officers' Misc.	4,000	4,000	Miscellaneous expenses incurred by released officers.
47 Executive Meetings	20,000	18,000	Release for Executive Committee members and meeting costs.
48 CBC	1,500	15,000	Collective Bargaining Committee costs.
49 Member Services/Grievances	2,000	2,000	Professional relations services for members as needed.
50 Union Steward Training/Support	40,000	35,000	Expenses for release time of Union Stewards and meeting costs.
51 Total Advocates for Members	\$245,500	\$254,000	

**E) Communicates with Members**

52 General Meetings	\$2,000	\$2,000	General membership meetings expenses.
53 Representative Council Meetings	1,000	1,000	Representative Council meeting expenses.
54 Goodwill	3,500	2,500	Goodwill acknowledgements throughout the year.
55 Total Communicates with Members	\$6,500	\$5,500	

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

56 Political Action/PR	\$9,000	\$10,000	Political Action Committee programs.
57 Indigenous Partnerships	7,000	8,000	Partnership with First Nations teachers and other FNMI events.
58 Strike/Community Support	8,500	5,000	Support for non-GEETF workers & humanitarian efforts.
59 Social Justice	6,000	6,000	Social Justice Committee programs.
60 Total Advocates for Public Education and Social Change	\$30,500	\$29,000	

61 H) Contingency	\$1,000	\$1,000	Funds available for unexpected expenses.
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62 TOTAL EXPENSES	\$499,821	\$497,500	
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**Notes to Budget**

\*The GEETF Constitution requires that unspent funds in the previous year of the Status of Women Committee budget be added to the Status budget line in the subsequent year. Amounts unspent in all other budget lines (less overspent lines) are considered surplus and may be budgetted for spending in future years.

## PRESIDENT'S REPORT - 2017-2018

First of all, I wish to thank all of our colleagues who have given so much of their time, commitment and talent to our membership. It is because of the dedication, creativity and hard work of our members that the GEETF can offer the variety of workshops, events and networking that we do.

This year saw the departure of Maggie Bailey-Bomberry who was the GEETF Executive Assistant for the past 12 years. We welcomed Jeannette Dodds in March to this role and we look forward to many years of support from Jeannette.

The term began in 2016 with the goal of getting three new ad hoc committees up and running: FSL, Social and Arts. All three of these new committees hosted several events this year and last year. I look forward to seeing what these committees continue to provide GEETF members in the future.

There were several significant events and issues faced this school year. Following discussions with the Board on how to best implement the additional funding provided by Extension of our Collective Agreement, the Board hired Itinerant teachers to offer more support to early years, English Language Learners and Indigenous students. The Board also added four additional self-contained Special Education classes. Our Collective Agreements are in effect until August 2019.

This year saw further increases in unfilled occasional teacher, DECE and EA assignments. The 'no-fill' issue remains at the top of concerns with GEETF members. I worked in collaboration with the OT President to present the Board with options to address this issue. Some steps were taken but more is needed, as the fail-to-fill problem continues to result in overall disorganization, reduced educational services for students and serious safety issues in our schools.

ETFO members were disappointed to learn that the Ontario government has made deals with education worker unions and groups who did not object to the strips of collective agreements through Bill 115 and who were not part of the Charter challenge. The measures taken by the government in 2012, through Bill 115 were found to be in violation of the *Charter of Rights and Freedoms*. Negotiations continue in hopes of getting an acceptable remedy for ETFO members, especially in light of these disappointing revelations.

Aggression and violence by students in our schools remained front and centre as teachers across Ontario continued to share horror stories of violence, aggression and general disrespect by students. ETFO released three videos, instructing teachers on how to report violence. Workgroups comprised of representatives from the ministries of Labour and Education visited school boards to review current reporting practices and to report back on how boards must improve their procedures, to ensure safer working and learning conditions. ETFO released the results of an all-member survey on violence in our schools. What we all know was made clear: student aggression and violence has been on the rise in recent years; the methods of addressing the violence so far, have been mainly ineffective; the problem is Ontario-wide, and it needs to be solved now.

Kindergarten teachers were faced with a new report card called the Communication of Learning. Teachers are to write an initial Observations report which coincides with grade 1 to 8 Progress Reports. The two *Communication of Learning* reports are sent home when report cards go home.

As I write this report, Ontario is only a few weeks away from the Provincial General Election. ETFO updated *Building Better Schools*, the vision we have for public education, which advocates for fair funding and the merging of the Catholic and public system into one public school system for English language students and another for French language students. Regardless of the government that Ontario voters elect, GEETF members will be prepared to take on any challenge that may come our way.

I thank the membership for the opportunity to serve as your local President these past two years. I complete my first term in the hope that you have felt the same level of support and appreciation that I have received from you.

In Solidarity,  
and Respectfully Submitted,

*Shawn Martin*  
President GEETF

## FIRST VICE PRESIDENT'S REPORT – REVISED May 22, 2018

The main focus of the First Vice President's portfolio centers around the Collective Agreement, and collective bargaining. Due to the 2-year Central Agreement Contract Extension that came into effect September 1, 2017, and expires August 31, 2019, this past year has not seen any collective bargaining. That will all change next year, as we will elect a new Collective Bargaining Committee at our fall General Meeting, in preparation for the next round of bargaining when our current Central and Local Collective Agreements expire.

As part of the Central Agreement Contract Extension, our members saw a 1% salary increase as of September 1, 2017 and received a 0.5% lump sum payment on October 31, 2018. A further 1% increase will happen September 1, 2018. Kindergarten classes were capped at 30 for the 2017-2018 school year, and they will be capped at 29 for 2018-2019. The Central Agreement Contract Extension also included \$504,000 for Special Education Investment, and \$370,000 Priority Funding. With this investment focused on Special Education, in Grand Erie, we added 4 new Special Education Self-Contained classrooms, and 6 Itinerant LRT positions to provide support for Early Years Well-Being, Differentiated Instruction, Indigenous Students and English Language Learners. The funding for these new positions continues for the 2018-2019 school year.

The ongoing saga of the Bill 115 remedy continues since the introduction of Bill 115 in September 2012. The introduction of Bill 115, which legislated a collective agreement and took away the right of fair collective bargaining, resulted in ETFO filing a Charter Challenge in October 2012. In April 2016, ETFO's Charter Challenge of Bill 115 was won, and the negotiation of a remedy began between ETFO and the Government. A remedy offer was presented by the Government in the Spring of 2017. In June of 2017, the ETFO Executive, after consultation with local provincial presidents and chief negotiators, did not accept the proposed remedy put forth by the Government. ETFO returned to the Ontario Superior Court of Justice for a decision. After an attempt at mediation in December 2017, no resolution was achieved, as the Government refused to change their offer, stating there was no more money available. In March 2018, ETFO discovered that secret deals had been struck with other affiliates, (OECTA, AEFO, Principals/Vice-Principal) which resulted in millions of dollars of payouts to those groups, who were non-applicants to the Charter Challenge. Because of these "backroom deals" which demonstrate that there was in fact more money available, in April 2018, ETFO and OSSTF filed unfair labour complaints with the OLRB. Almost 6 years after filing the Charter Challenge, we are still waiting for a fair and equitable remedy.

Locally, we have now been part of the ETFO ELHT Provincial Benefit Plan since April 1, 2017. After a number of glitches with the transfer of data from the Board's system to the OTIP system, it appears that, for the most part, those issues have been resolved. Of course, there are always exceptions!

On March 1, 2018, we once again saw a change to our Long-Term Disability Plan (LTD), with an increase in our premiums, and a reduction in our coverage to 55%. This was due to the increased usage across the province, which required these changes in order to maintain the plan. As part of our LTD premiums, we have access to a variety of extra programs, such as PosAction Plus Counselling, Feeling Better Now Online Mental Health Program, and CAREPath Cancer Assistance Program. Please contact me if you would like further information about these programs.

Since June of 2017, there were 116 individual postings for jobs, due to the addition of teachers through Contract Extension Funding, school re-organization, staff movement, and retirements through the school year. This resulted in more than 45 new contract teachers joining the GEETF in the 2017-2018 school year.

Staffing for 2018-2019 has begun and is looking very positive for our GEETF members. For the second year, we have had no redundancies in the elementary panel, and 15 FTE surplus declarations (22 teachers). The first Vacancy List was released April 30, with 37 full-time and 11 half-time positions posted. The second Vacancy List should also see a large number of postings, as teachers will have accepted new positions, leaving vacancies in their current school.

As a result of the **Haldimand East ARC**, September 1, 2017, saw the staff and students from Anna Melick Memorial school move to Thompson Creek School. A four-classroom addition was built onto Thompson Creek School in order to accommodate the increased enrollment, due to the closure of Anna Melick Memorial school at the end of the 2016-2017 school year.

The closures of Grandview Central School and Fairview Avenue Public School in Dunnville at the end of the 2017-2018 school year are also the result of the **Haldimand East ARC**. On April 21, 2018, both schools held successful, well-attended Open Houses to celebrate the legacy and history of their schools. A new school, which is yet unnamed, is under construction on the site of the current Fairview Avenue Public School. Construction is expected to be completed in early July. Starting September 1, 2018, this new school will amalgamate the students and staff from both Grandview Central and Fairview Avenue Public Schools.

For the **South-East Norfolk ARC**, Elgin Avenue Public School will be closed to staff and students for the 2018-2019 school year, as it undergoes extensive renovations. During the 2018-2019 school year, the students and staff from Elgin Avenue Public School will be temporarily housed at Lynndale Heights Elementary School. For the 2019-2020 school year, the students and teachers from Elgin Avenue Public School will return to their newly renovated school. The South-East Norfolk ARC also determined that West Lynn Public School would close effective the 2019-2020 school year, and the students and staff from West Lynn Public School will move to the newly renovated Elgin Avenue Public School.

Respectfully submitted,

Nancy D'Aurora  
First Vice President

## SECOND VICE PRESIDENT'S REPORT

The 2017/2018 school year has been the second year of the Second Vice President half-time release position, that I was elected to serve at our GEETF AGM in May of 2016. The role continues to evolve: increasing service to members; providing greater opportunities to engage with our union stewards; enhancing community connections; expanding our influence within the Labour community; and fulfilling necessary political action requirements; including preparing for the June 7<sup>th</sup> Ontario General Election, have been key components of the role. As well, as per the changes to our Local Constitution at the 2017 GEETF Annual General Meeting, the role of Treasurer was added to my portfolio for the 2017/2018 school year.

In 2017, I was responsible for organizing the Grand Erie delegation to the ETFO Annual Meeting. Planning is underway for the 2018 ETFO Annual Meeting where once again we will be represented by 14 of our members from August 13 to 16, 2018 in Toronto. It is a non-election year for ETFO. This year, we hosted a workshop on Robert's Rules of Order on May 3<sup>rd</sup> to ensure that our delegation is most effectively prepared for the Annual Meeting.

This school year I initiated a new form of engagement with our Union Stewards, through small group meetings that were held in the geographical area where our members' schools are located. I assisted with training of our stewards, including providing information about using our professional judgement and sharing and discussing the results of the ETFO Violence Survey. As well, I was busy supporting members through the retirement process in 2017/2018. Questions about the process for retiring, post-retirement benefits, and retirement gratuity come up most frequently in these discussions.

I have continued to serve as an executive officer of the Brantford and District Labour Council. My recommendation that the Annual Day of Mourning in April be more inclusive of our various communities was adopted for 2018. I plan to seek re-election for the BDLC Executive at their May AGM. In the Fall, I supported the striking college faculty on their picket line in Brantford. I attended a rally at Queen's Park in support of Bill 148 and I participated in actions to support Tim Horton's employees who were facing sanctions from their employers following Ontario's minimum wage increase.

In November, I attended the Ontario Federation of Labour Convention in Toronto as part of our ETFO delegation. At that convention, a resolution for the OFL to endorse the NDP for the Ontario General Election was adopted. I participated in a follow-up Town Hall in Hamilton as the OFL works to follow through on this resolution. I have been active in supporting education friendly candidates for the provincial election. As well, I am a member of the ETFO Provincial Political Action Standing Committee where I have worked to ensure that our provincial political action activities are most effective and in the interests of our members.

The Second Vice President role also includes providing support to local committees. This year, this support has included assisting the Social Justice Committee in working to establish a lending library for our members. This library will be available to members starting in the 2018/2019 school year. I have met with anti-poverty advocates in Brantford and Simcoe regarding their activities and areas where we can assist as a Local.

Along with Grand Erie OT President, Kevin Utley I presented a cheque for \$1000 from ETFO to support the R.I.S.E Group's anti-poverty work in Norfolk County. This year we expanded our presence at Remembrance Day Ceremonies across Grand Erie. I attended the ceremony in Simcoe that included participation from Ontario Lieutenant Governor, Elizabeth Dowdeswell.

As your Second Vice President, I have advocated for safer workplaces, a review of the education funding formula, and other important education issues with Members of Provincial Parliament, our school board trustees, and in traditional and social media. Finally, I have attended ETFO Leadership, the annual Collective Bargaining Conference, ETFO Community Engagement Training, and ETFO Rep Council. These activities have provided me with valuable information to assist our members and prepare for collective bargaining in 2018/2019.

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.

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 – 2018

## EXECUTIVE MOTIONS TO AMEND THE GEETF CONSTITUTION 2018

### Motion I

Moved by: Cory Judson  
Seconded by: Kendra Kovach

THAT ARTICLE V – RIGHTS AND PRIVILEGES OF MEMBERSHIP; subsection 5.1.2 be amended by addition to read:

*j) to serve as a delegate to the Brantford and District Labour Council.*

Rationale: Since formally joining the Brantford and District Labour Council, our organization has been allotted up to 9 delegate spots at the Labour Council. Over the years we have had members who have served as delegates, but we have not had any formal language in our Constitution that outlines the selection process or duties of delegates. Adding this language makes it clear to our membership that they have the opportunity to serve as a delegate to Labour Council.

Current Wording: This would be new language added to the Constitution.

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### Motion II

Moved by: Shawn Martin  
Seconded by: Geraldine Power

THAT ARTICLE VII – ORGANIZATIONAL DUTIES; subsection 7.3.1 (g) be amended by substitution to read:

7.3.1 (g) to review their committee terms of reference as needed and recommend to the Table Executive any changes for approval;

Rationale: This wording correctly reflects the current practice permitting committees to recommend changes to their terms of reference at any time in the year, and as often as needed. Recommendations for changes are made to the Executive for approval as outlined in Article 7.1.19 of Section 1 – Duties of the Table Executive.

Current Wording: 7.3.1 The duties of the Committees shall be:  
g) to review annually the terms of reference for their committees and recommend to the Table Executive any changes for approval at the Annual Meeting;

### Motion III

Moved by: Cory Judson  
Seconded by: Nancy D'Aurora

That ARTICLE VII – ORGANIZATIONAL DUTIES; Section 1 – Duties of the Table Executive be amended by addition to read:

*7.1.20 approve GEETF delegates to the Brantford and District Labour Council.*

Rationale: The Grand Erie Elementary Teachers' Federation is eligible to have up to 9 delegates to the Brantford and District Labour Council. While we have had members serve as delegates, we do not have formal language that outlines the process to become a delegate. Adding this language creates a process to approve GEETF delegates. Criteria for selecting delegates will be developed by the Political Action/Public Relations Committee, for approval by the Executive Committee.

Current Wording: This would be new language added to the Constitution.

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### Motion IV

Moved by: Geraldine Power  
Seconded by: Michaela Kargus

THAT ARTICLE X – DELEGATES TO THE PROVINCIAL ANNUAL MEETING; subsection 10.2 be amended by substitution to read:

10.2 Delegates shall be determined no later than December 20 of each year.

Rationale: Article 10.1 was amended at the 2017 GEETF Annual Meeting to change the due date for members to apply to attend the ETFO Annual Meeting as a delegate by December 1st. This motion aligns this article to the process of delegate selection outlined in Article 10.1.

Current Wording: 10.2 Delegates shall be determined no later than October 31 of each year.

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## **MEMBERSHIP MOTIONS TO AMEND THE GEETF CONSTITUTION 2018**

### Motion V

Moved by: Michaela Kargus  
Seconded by: Sabrina Sawyer

THAT ARTICLE VI – LOCAL ORGANIZATION; be amended by the addition of a new section to read:

#### Section 6 – Donations

6.6.1 Where the GEETF Executive or a Standing Committee gives a financial contribution to a social justice/political/labour or charity organization, the donor group should endeavour to engage with the receiving group in a meaningful way, where possible.

Rationale: This motion endeavours to ensure that we are not merely handing out monetary donations which by definition is charity but are seeking ways to be a part of the solution which is justice based and solution focused.

Current Wording: This would be new language added to the Constitution.

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#### Motion VI

Moved by: Carolyn Proulx-Wootton  
Seconded by: Sabrina Sawyer

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

13.3 The budget committee shall be comprised of the President, First Vice President, Second Vice President and two additional members of the Table Executive.

Rationale: The budget committee currently consists of the President, First Vice President, Second Vice President and one member of the Table Executive. The addition of a second member of the Table Executive would be beneficial in order to break a tie vote with an odd number of members.

Current Wording: 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.

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#### Motion VII

Moved by: Carolyn Proulx-Wootton  
Seconded by: Kendra Kovach

THAT ARTICLE VI – LOCAL ORGANIZATION; subsection 6.3.1 be amended by addition to read:

There shall be the following standing committees:

- ✓ Annual Meeting/Resolutions
- ✓ Arts
- ✓ Collective Bargaining
- ✓ Constitution
- ✓ Elections
- ✓ First Five Years
- ✓ Indigenous Partnerships
- ✓ Political Action/Public Relations
- ✓ Professional Development
- ✓ Social Justice
- ✓ Status of Women

Rationale: The Ad Hoc Arts Committee has developed into a vibrant active working group providing Arts education opportunities to our members. In the absence of dedicated Arts funding for an Arts Consultant in Grand Erie, this committee is providing much needed leadership in the Arts.

Motion VIII

Moved by: Carolyn Proulx-Wootton  
Seconded by: Michaela Kargus

THAT ARTICLE VI – LOCAL ORGANIZATION; subsection 6.3.1 be amended by addition to read:

There shall be the following standing committees:

- ✓ Annual Meeting/Resolutions
- ✓ Budget Committee
- ✓ Collective Bargaining
- ✓ Constitution
- ✓ Elections
- ✓ First Five Years
- ✓ Indigenous Partnerships
- ✓ Political Action/Public Relations
- ✓ Professional Development
- ✓ Social Justice
- ✓ Status of Women

Rationale: The Budget Committee is mentioned in multiple sections of the Constitution yet is not listed as an official standing committee. The addition of Budget Committee to the list of standing committees reflects past and current practice.

## 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,

*Jeannette Dodds*  
Executive Assistant

## ETFO ANNUAL MEETING 2017

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 14 to 17, 2017.

### Grand Erie delegates in attendance were:

Jenn Boissonneault	Marcelo Caro
Marc Cobb	Nancy D'Aurora
Cory Judson	Michaela Kargus
Kendra Kovach	Tammy Lam
Shawn Martin	Kataisha McQueen
Carolyn Proulx-Wootton	Sabrina Sawyer
Curtis Scrubb	Tannis Wilhelmus

At the 2017 ETFO Annual Meeting there was a special recognition given to our past GEETF President and outgoing ETFO First Vice President, Susan Swackhammer. The Annual Dinner included a tribute video that highlighted some of Susan's work with an emphasis on her equity leadership.

There were many resolutions passed at the Annual Meeting. This included changing the composition of the provincial executive, by re-allocating two positions for equity seeking groups while maintaining a 14-member provincial executive starting in 2019, the creation of an ETFO provincial health and safety service area, and a change to Local fee rebates to 31.5% of net fees, phased in as follows (2018/19 30.5%, 2019/20 31%, 2020/21 31.5%).

In ETFO President Sam Hammond's closing address to the Annual Meeting, he highlighted the need for the government to establish an external education funding formula review. He also spoke to the important contribution social justice speaker Nahanni Fontaine made to our understanding of issues related to murdered and missing Indigenous women and girls.

Sam Hammond also thanked Canadian Teachers' Federation president Mark Ramsankar for reminding us about the threat of privatization and he thanked Ontario Teachers' Federation president Mike Fould's for his acknowledgement of ETFO's campaign to address the incidence of school violence. Hammond committed to ensuring that ETFO would continue to make school violence a Federation priority in the upcoming year.

Respectfully Submitted,

*Cory Judson*  
Second Vice President

## AD-HOC ARTS COMMITTEE

### Ad-Hoc Arts Committee Members:

Valerie Harrison  
Shawn Martin  
Carolyn Proulx-Wootton, Chair

Kendra Kovach  
Rebecca Moses

### Events

The 2017-2018 year was filled with dynamic arts events. The committee's budget was \$1000 and with the volume of events, the Arts Committee partnered with the Professional Development Committee, as well as requesting additional funds from the Executive to realize its plans. The committee met four times to plan out the following events:

Ukulele Workshop – attended by over 25 members with a large waiting list. Participants paid \$25 and received a ukulele as well as a primer on how to get started. We partnered with the PD committee on this event.

An Art Sharing Night, Are You Afraid of the Arts? – visual arts shared by local teachers.

Ukulele Playing Group – attended by approximately 15 teachers. This group will meet again later in May.

Zumba Workshop – lots of member interest in Zumba as a tool to teach dance, however, this workshop was cancelled due to low enrolment.

Annie, the Musical, Mirvish Theatre, Toronto Ontario – bus trip.

Dance Workshop, facilitated by Christine Mulholland – close to 20 members signed up for the workshop where they learned various square and group dances and formats.

If the Arts Committee is successful in achieving Standing Committee status, the committee would like to plan some of the following opportunities for the 2018-2019 school year:

- Another Ukulele Workshop and continue to host the playing group.
- Purchase a keyboard and start a choir/singing group led by a professional conductor.
- Bring in various visual artists to teach their work.
- Bring in a drama specialist, such as Larry Schwartz or someone comparable, to give teachers plays, tools and drama exercises to work with.
- More dance workshops, facilitated by local teachers, doing amazing things in their classrooms.
- Bring in two Orff Music Educators who specialize in teaching and creating music with young children.
- A possible photography workshop.

If you would like to join the arts committee, please contact [carolyn.proulx-wootton@granderie.ca](mailto:carolyn.proulx-wootton@granderie.ca)

Respectfully submitted,

*Carolyn Proulx-Wootton*

## AD HOC FSL COMMITTEE

### Ad Hoc FSL Committee Members:

Jeffrey Barnes	Lise Beauchamp
Nancy D'Aurora	Karine Guillemette
Margaret Herczeg	Kendel Ince
Marie Pierre L'Arrivee	Geraldine Power
Shawn Martin, Chair	Sue Senecal

The GEETF Ad Hoc FSL Committee met several times this year to plan activities to support our FSL teacher colleagues. The goal of this Committee is to create networking opportunities for FSL teachers, develop a method for teachers to share resources, and to provide social activities during which FSL teachers may network and speak in French with one another. The Committee offered such events but found that we couldn't get enough member interest to participate. It is the hope that next year more of our FSL members will take advantage of the opportunities provided to network with their colleagues. The Committee created a Google Docs sharing platform that can be promoted and further developed next year.

Respectfully submitted,

*Shawn Martin*

## AD HOC SOCIAL COMMITTEE

### Ad Hoc Social Committee Members:

Lori Burroughs Miller, Chair	Nancy D'Aurora
Kendra Kovach	George Overend

The Social Committee held its first event in March. A group of 26 attended a Hamilton Bulldogs game. It was a great time and a follow-up survey by those who attended was conducted. The attendees agreed that they would like to attend more Bulldog games next year.

New members for this committee are welcome. Please contact me.

Respectfully submitted,

*Lori Burroughs Miller*

## 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 2016-2017 school year were:

<u>ANTI-POVERTY</u>	Vanessa Jurkus	Greenbrier Public School
<u>ARTS</u>	Judy Muir	Agnes G. Hodge Public School
<u>ENVIRONMENT</u>	Guilia Giancola Chantal St. Denis Suzanne Johnson Virgina McKelvey	Ecole Confederation Ecole Confederation Oneida Central Public School Oneida Central Public School
<u>HUMANITARIAN</u>	Joshua Malig	Centennial Grand Woodlands School
<u>LOCAL LEADERSHIP/ADVOCACY AWARDS</u>		
	Norma Bingham Mark Kronwald Grant McDonnell Samantha Shaw	Teacher Resource Centre James Hillier Public School Anna Melick Memorial School Teeterville Public School

The 2016-2017 Recognition Banquet was held on Wednesday, June 22, 2017 at the Petofi Hungarian Cultural Club. There were a total of 178 people in attendance. A total of 29 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,

*Jeannette Dodds*  
Executive Assistant

## FIRST FIVE YEARS COMMITTEE

### Committee Members 2017-2018

Jacqueline McEwen, Co-Chair	Larissa Schmitz, Co-Chair
Jeffrey Barnes	Nancy D'Aurora
Michaela Kargus	Kataisha McQueen
Lacey Smith	

This year the First Five Years Committee met in September with enthusiasm and new ideas for the coming year! We looked at the previous year's plans and suggestions from members and designed the First Five Years Mini Conference, brainstormed new ideas for social outings and looked at new ways to engage our membership!

The Mini Conference provided a half-day release day for members to attend in either Brantford at the GEETF Office or in Simcoe at the Simcoe Public Library. The agenda for the conference included a session entitled "Union 101" where our President and First Vice President of the Local shared information with our members, regarding the roles and responsibilities of the union in relation to new members. Additionally, there were sessions focused on Work/Life balance and Assessment/Inquiry. In the Work/Life Balance session Jordan Iorio, a Work-Life Balance Coach, shared strategies on how to maintain a healthy work/life balance when you are new to the teaching profession. Further, members looked at the Assessment and Inquiry websites to familiarize themselves with the online resources available to them through ETFO.

Social opportunities are important for new members to begin to network with others who are in their first five years and the Committee recognizes this. In February, the Committee hosted a social event at the Escape Key where members were challenged to solve puzzles, find clues and escape the locked room within the 60-minute time limit! For the third year, we are inviting members to see the Toronto Blue Jays which took place on May 12, 2018. For the second year, the Committee is hosting a "Float into the Summer" rafting trip where members and their families can raft down the Grand River courtesy of Grand River Rafting.

Our Executive Liaison, Michaela Kargus created a survey to gain some insight into the needs of members in their first five years. She and other members of the Committee sat down with new members and talked about what they would like to see from the committee and what their perceptions are about the role of their union. From these conversations we found that members in their first five years were feeling the need for more supports in their classrooms for students with special learning and behavioural needs. They would especially like more resources, particularly hands on and French resources. They would also like more workshops in the areas of planning and assessment, French immersion, Core, and kindergarten.

To further facilitate member engagement, a First Five Years group was created through Office 365 where members can receive email updates about upcoming PD opportunities from the Local and ETFO Provincial. In addition to, participate in idea sharing and pose questions to other members of the group. Lots of questions about ETFO workshops and a member's ability to participate were answered through this platform.

As for PD at the end of the year, the Committee is offering job shadowing opportunities to members who find themselves in new roles for the upcoming school year. These opportunities will allow members in their First 5 to connect and learn from seasoned members and help them develop and explore new ideas/strategies.

It has been an exciting year and the Committee is looking forward to seeing what the 2018-2019 school year will bring for the Committee and members in their First five years!

Respectfully submitted,

*Jacquie McEwen*  
Chair

## HEALTH AND SAFETY COMMITTEE

I am your GEETF representative on the Joint Occupational Health and Safety Committee. I attend the monthly meetings with the intent of representing our concerns, and perspectives on Healthy and Safety Issues. I report back to the GEETF Executive at monthly meetings and gather concerns from those meetings along with recommendations to take to the next JOHSC meeting. I review all workplace violence reports, as well as the accident/injury reports that are submitted. I encourage GEETF members to contact me should they have any questions or concerns.

### Items of interest from this year

- New Terms of Reference for the Joint Committee were approved by the Ministry of Labour (coverage for monthly inspections is to be addressed, and whole school to be inspected every month)
- Annual Health and Safety Report continues to show that student aggression and workplace violence are the largest areas of concern
- The 'flowchart' for what form to fill out for which situation has been updated and is available on the staff portal (remember, Safe Schools forms don't get shared with the committee)

### MOL Round Table Discussion on March 6, 2018

The purpose of this meeting was to provide feedback on local union's concerns in regards to Workplace Violence in the Grand Erie District School Board. The Ministry of Labour (MOL) took this information, along with other round table discussions from across the province, and created a document, "Workplace Violence in School boards: A Guide to the Law. This can be accessed on line at: <https://.ontario.ca/document/workplace-violence-school-boards-guide-law>

The following are suggestions/observations that were shared by the unions:

- Need to have full day health and safety training that is not on-line, and shared with all employee groups, including administration, so that the same message is received by all.
- More money for student support services, including assessment as the wait lists are huge, and currently staffing is what determines whether a child is seen or not, not actual student needs.
- Input from classroom teachers and EA's when developing and adjusting student plans
- Continuity of services from one year to the next (set up referrals for next school year, just like how staffing a school happens).
- All vice-principals should have their basic health and safety certification before becoming a principal.
- 'Exemplars' for principals on how to fill out a WV report.
- Standardized forms for reporting across the province, just like report cards.

The MOL feels that there is no such thing as over reporting. In fact, the MOL shared that they believe workplace violence is under-reported for all elementary teachers. All employees must report these incidents, regardless of whether the school board wants to call the incidents student aggression, or workplace violence. It could come back on the employee who failed to report, particularly if someone else gets injured by the same student/situation.

It is my hope that more 'help' is coming from the Ministries of Labour, Education and Health.

Respectfully submitted,

*Jennifer Orr*

Certified GEETF Member on the JOHSC

## INDIGENOUS PARTNERSHIP COMMITTEE

### Committee Members 2017-2018

Jeffery Barnes	Angela Hart
Connie Hill	Anh Hoang
Kendra Kovach	Tammy Lam
Suzie Miller	Christine Mulholland
Sabrina Sawyer, Chair	

The GEETF Indigenous Partnership Committee aims to offer opportunities for GEETF members to learn and explore Indigenous perspectives, histories and cultures. We wish to support and promote professional and personal growth in understanding Indigenous perspectives and education. Overall, we endeavour to 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. In our own effort to meet the Call to Action #63 (iii), "*Building student capacity for intercultural understanding, empathy, and mutual respect*"; we offered a PD session on April 30, 2018, *Indigenous PD in Action*. The evening was designed to have non-Indigenous teachers share their best practices with other non-Indigenous teachers, based on Professional Development for Indigenous Education they had received and implemented into their own classrooms.

Under Call #63 (iv) "*Identifying teacher-training needs relating to the above*"; The Indigenous Partnership Committee offered an ETFO workshop on March 29, 2018, *Re-think, Reconnect, Re-imagine, on White Privilege*. "An exploratory look at White privilege and builds awareness and understanding of what educators can do to rethink their own privilege." Due to low registration this workshop was postponed until 2019.

### Orange Shirt Day

This was the second official year of honouring Orange Shirt Day, September 29, 2017. Next fall will be the third official Orange Shirt Day for the GEDSB. In an attempt to alleviate the stress of ordering shirts for the board, and GEETF; the Indigenous Partnership Committee investigated and collaborated with the Woodland Cultural Centre to pre-order shirts. Orders were due May 4, 2018. Orange Shirt Day will be acknowledged on September 28, 2018 in the schools next fall.

### National Indigenous Peoples Day

With incentive funding to support community partnerships through ETFO, the GEETF Indigenous Partnership Committee planning the second annual event to support National Indigenous Peoples Day, on June 20, 2018 at the Sanderson Centre.

We will have another sold out show booked with a number of school performances under the theme, “*Imagine a Canada*”, thanks to the National Centre of Truth and Reconciliation. We have a joint initiative between Oliver M. Smith School and Agnes G. Hodge. Lloyd S. King will be bringing their big drum group, the hand drum group, choirs and ukulele groups. It will be wonderful. Kevin Lamoureux, the Education Lead from the National Centre of Truth and Reconciliation, will be joining us to co-host the event as well.

It will be quite the event, and one we are looking forward to culminating all of the fantastic work this committee has done over the year.

As the Chairperson of the committee, I would personally like to thank our Executive Assistants, Maggie Bailey-Bomberry, and Jeannette Dodds for being my right-hand people and always doing everything they can to make our events run seamlessly. G’chi Miigwech!

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

## POLITICAL ACTION/PUBLIC RELATIONS COMMITTEE

### Political Action/Public Relations Committee Members 2017 – 2018

Jeffrey Barnes	Nancy D'Aurora
Cory Judson, Chair	Kendra Kovach
Shawn Martin	Corey Maxted
Jennifer McColl	Lorelei Parsons
Teresa Rothwell	Tammy Stoneman

This year the Political Action/Public Relations committee was focused on activities that helped to demonstrate the Grand Erie Elementary Teachers' Federation's commitment to community engagement, that advanced our issues and concerns at the local and provincial levels, and that supported our relationship with the broader Labour community. We were pleased to have Tammy Stoneman from the Grand Erie DECEs join our PA/PR Committee this year as a liaison from the DECE Local.

### Brantford and District Labour Council

For the sixth year in a row the PA/PR committee supported the full participation of the Grand Erie Elementary Teachers' Federation in the Brantford and District Labour Council. The GEETF was represented around the executive table of the BDLC and PA/PR worked in solidarity with other labour affiliates for community initiatives that included Labour Cares and The Day of Mourning. The PA/PR 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 Nancy D'Aurora attended the Ontario Federation of Labour Convention in November.

### 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 and used the remaining funds from Labour Cares to make a donation to The Caring Cupboard food bank in Simcoe.

### Events/Advocacy/Public Relation

The PA/PR Committee supported the GEETF's participation in 6 Remembrance Day Ceremonies in various communities within Grand Erie.

On April 9th, PA/PR hosted the 10<sup>th</sup> Annual GEETF and GEDSB Trustee Dinner. Issues discussed included violence in schools, no-fills in our schools, and The Arts in Grand Erie.

The PA/PR Committee will be participating in Dunnville Pride on May 26, 2018 and Brantford Pride on June 16, 2018 and providing financial sponsorship for each event.

The PA/PR Committee recommended that the GEETF Executive endorse Brant NDP Candidate, Alex Felsky. The GEETF executive accepted this recommendation. The committee will be encouraging members to vote in the June 7, 2018 Ontario General Election.

Respectfully submitted,

*Cory Judson*  
Chair

## PROFESSIONAL DEVELOPMENT COMMITTEE

### Committee Members 2017-2018

Brittany Beedham	St. George-German School
Jennifer Cherewka	Cedarland Public School
Jennifer Hinrichs	Bellview School
Kendra Kovach, Chair	Woodman-Cainsville School
Tammy Lam	Bellview School
Shawn Martin	GEETF Office

The goal of the GEETF Professional Development Committee is to provide professional learning opportunities that members are interested in. Plans are made with member needs and requests in mind.

The following is a summary of the workshops hosted by the Professional Development Committee this year:

- Crayola Workshop
- Volleyball Skills
- Science and Social Studies in a Combined Grade Classroom
- Web Tools for Creative Classrooms
- Interview Skills and Resume Writing

More workshop opportunities were planned for this year. Unfortunately, they were cancelled due to low member enrollment.

The Committee wishes to thank our outstanding Executive Assistants: Maggie Bailey-Bomberry and Jeannette Dodds for their hard work to support the Professional Development Committee. Their efforts are greatly appreciated.

Many thanks to the amazing Professional Development Committee members for their dedication of time, effort and knowledge in planning and hosting events. Thanks to all the GEETF members that attended or signed up for PD workshops. Please continue to inform us of your professional learning needs. Best wishes for the upcoming year.

Respectfully submitted,

*Kendra Kovach*  
Chair

## SOCIAL JUSTICE COMMITTEE

### Social Justice Committee Members:

Beth Edwards  
George Overend  
Kendra Kovach  
Katie Conners

Anh Hoang, Chair  
Shawn Martin  
Jennifer McColl

### Donations

The Social Justice Committee made donations to the following organizations:

- Labour Cares (\$200)
- Brantford Pride (\$250)
- Coldest Night (\$500)
- Earth Day (\$1000, matched by ETFO)
- Family Literacy (\$500)
- Social Justice books and resources (\$500)
- Grocery Carts Program (\$250)
- Grand Erie Boy's Conference (\$1000)

### Events

The Social Justice Committee continues to support local families at the annual Labour Cares event with a contribution of \$200 towards nutritious produce. Our committee members joined with other GEETF committee members and local organizations to distribute the produce at St. Andrew's United Church. As usual, GEETF received great feedback and gratitude for our efforts in supporting local families in need.

Due to positive feedback from our members, we continue to purchase Tim Horton's gift cards to be passed on to Union Stewards for the "Random Acts of Kindness" initiative at each school. We hope that the "Random Acts of Kindness" will continue to circulate and create a supportive environment for everyone in the workplace. Once again, we would like to thank Cory Judson, our Second Vice President, for helping us with the purchasing and distribution of the gift cards.

In February, committee members participated in the "Coldest Night of the Year" walk. The Social Justice Committee also donated \$500 towards this event. The committee plans to continue to support this important annual event in 2018/2019.

In June, some of our members will continue to take part in supporting the Grand Erie Boys' Conference. As in previous years, The Social Justice Committee will 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.

## GEETF Lending Library

The Social Justice Committee was not able to host any workshops this year due to low interest. The committee is working on providing our members with resources that will support their daily work, with an emphasis on social justice issues. The Social Justice Committee purchased \$500 in social justice resources including two "Social Justice Begins with Me" kits. The GEETF Lending Library will be at our GEETF office for our members to access at their convenience. Books and resources can be signed out and returned using the board courier to the GEETF office. The Social Justice books and resources will be displayed in the main meeting room at the GEETF Office. Information on classroom applications and ideas will be attached to each resource. The GEETF Lending Library will be advertised through emails and featured in the President's newsletter.

## Supporting Environmental Stewardship in Grand Erie

This year a total of \$2000 in Earth Day funding was provided to six schools. The Local contribution, from the Social Justice Committee was \$1000. These funds were matched by the ETFO through Earth Day Incentive Funding. We were able to support Jarvis Public School for a tree to shade their Outdoor Classroom. Oneida Central received funding for Frank Glew presentation at their school. We contributed to Bloomsburg's Heritage Trail Initiative. Walpole North Elementary School received funding for Canadian Raptor Conservatory Birds of Prey presentation. We supported James Hillier Public School with their regeneration of their front gardens. Onondaga Brant Public School received funding for their participation in Brant Earth Day.

I would like to thank the amazingly positive committee members for their enthusiasm and hard work.

A very special thank you to our awesome former Executive Assistant, Maggie Bailey-Bomberry, for her tremendous support and hard work. She is greatly missed and we wish her the very best in her new endeavour.

Last but not least, I would like to thank our new Executive Assistant, Jeannette Dodds, for her optimism and timely support.

Respectfully submitted,

*Anh Hoang,*  
Chair

## STATUS OF WOMEN COMMITTEE

### Status of Women Committee Members 2017-2018

Ellen Banbury	Nancy D'Aurora
Lisa DeGraaf	Vanessa Jurkus
Michaela Kargus	Kendra Kovach
Tammy Lam, Co-Chair	Lauren Lockhart
Caroll Ann Macsai, Co-Chair	Kataisha McQueen
Jacqueline McEwen	

### Donations:

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

- Brant Sexual Assault Centre (\$500)\*
- Ganhohkwasra Family Assault Support (\$500)\*
- Haldimand Norfolk REACH (\$500)
- Haldimand Norfolk Women's Services (\$500)
- Nova Vita (\$500)\*
- Welcome In (\$500)
- The Closet Door (\$200)

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

### Workshops and Training

Caroll Ann Macsai attended the ETFO Leadership Conference on September 20, 2017. She brought back resources for the Status of Women Committee.

On November 30, 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.

### And Still We Rise

On February 21 to 23, 2018 the "And Still We Rise" Women's Leadership Conference took place in Toronto. 400 women teachers heard inspiring speakers and attended wonderful workshops. From Oneida P.S., the following teachers attended: Laura Lee Mattice, Hilary Houwer, and Anna Zandburg. All women teachers should endeavour to attend this excellent conference at the Royal York Hotel. The cost to members is subsidized at only \$50!

On April 25, 2018, the Status of Women Committee sponsored a Pregnancy and Parental Leave Workshop. This workshop was facilitated by ETFO staff member, Lorna Larmour. Tammy Lam and Nancy D'Aurora hosted the event. All participants received a Pregnancy and Parental Leave information booklet.

## Events

In October, the Status of Women Committee asked the membership for donations to the Brantford and Area Basketeer Program sponsored by Nova Vita. Grand Erie Teachers once again showed their generosity. Twenty-two baskets were assembled to support women staying at the area shelters. Many thanks to the committee members who wrapped and decorated these gift baskets on November 25, 2017.

On April 20, 21, and 22, 2018, the Status of Women Committee sponsored "Women in Action I". This leadership workshop was held in Niagara Falls at the Four Points Sheraton Fallsview. The ETFO presenters were Yolanda B'Dacy and Kavita Chandoo. Many of the Status of Women Committee members attended, including Co-Chair Tammy Lam. Kataisha McQueen was released as the point person for the event. It was a wonderful learning experience to encourage leadership.

On May 18, 2018 the Status of Women Committee will be co-sponsoring the annual grade 7/8 Boys' Conference with a \$1000 donation.

On June 12 and 13, 2018 the Status of Women Committee is sponsoring the Grade Eight Girls Leadership Camp. Co-Chair, Tammy Lam, organizes this very important event. Every year, incentive funding from ETFO helps to make this event possible. The event takes place at the YMCA Camp in St. Clements, Ontario. Up to 40 grade eight girls may attend.

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 and Jeannette Dodds for their assistance with the Status of Women Committee.

Yours respectfully,

Caroll Ann Macsai  
Co-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 collect data regarding how unfilled occasional teacher assignments were handled in their school.

There were two Union Steward training days – one in the fall and one in the spring. Again, this year we held Union Steward training in two locations – one afternoon at the GEETF office for Brantford area stewards, and one afternoon in Simcoe, for Haldimand and Norfolk stewards.

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
- Sharing the Results of ETFO Survey

Small group Union Steward meetings took place in various locations across the local where stewards met with the GEETF Second Vice President to share information about issues in their schools.

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.

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 local and to our membership is very much appreciated.

Respectfully submitted,

*Shawn Martin*  
GEETF President

## THANK YOU TO OUR UNION STEWARDS FOR 2017-2018

<i>School/Worksite</i>	<i>Name</i>
Agnes G. Hodge	Shannon Hendel
Banbury Heights	Kendel Ince
Bellview	Jennifer Boissoneault/Tammy Lam
Bloomsburg	Kim Harvey-Harris
Boston	Bobbi Ryerse
Branlyn	Meghan Smith
Brier Park	Geraldine Power
Brantford School Support Centre (TRC)	Carrie Sawicki
Burford District Elementary	Scott Wood
Caledonia Centennial	Kelly Ashby/Elizabeth Niec
Cedarland	Lauren Lockhart/Danielle Skokun
Centennial – Grand Woodlands	Krista Robb
Central	Cara Forrest
Cobblestone Elementary	Margaret Herczeg
Confederation	Larissa Schmitz
Courtland	Cory Antonioli
Delhi	Wendy Lauwerier
Dufferin	Lindsay Guy
Echo Place	Thomas Roberts
Elgin Ave.	Wanda Backus-Kelly
Fairview Ave.	George Overend
Glen Morris	Jonathon Reid
Graham Bell – Victoria	Lisa Metcalf
Grandview Brantford	Lisa Marshall
Grandview Central	Ange Hart
Greenbrier	Caroline Taylor
Hagersville	Kimberley Eng
Houghton	Isabel Katsarov
J.L. Mitchener	Anita Ricker
James Hillier	Mark Kronwald
Jarvis	Jennifer McNeill
Joseph Brant Learning Centre	Kristy Hawkins
King George	Jaclyn Balkwill/Carrie Heintzman

THANK YOU TO OUR UNION STEWARDS FOR 2017-2018

<i>School/Worksite</i>	<i>Name</i>
Lakewood	Lori Burroughs Miller
Langton	Marcela Caro
Lansdowne – Costain	Jennifer McColl
Lynndale Heights	Christine Kazakevicius
Major Ballachey	Andrew Campbell
Mount Pleasant	Scott Archer
North Ward	Lisa Andrews
Oakland – Scotland	Erin Janssen
Oneida	Carolyn Proulx-Wootton
Onondaga – Brant	Christopher Bailey
Paris Central	Christopher Smith
Port Rowan	Caroll Ann Macsai
Prince Charles	Alex Doumani
Princess Elizabeth	Cheryl Mann
Rainham	Lise Beauchamp
River Heights	Paul Lacey
Russell Reid – Coronation	Lucy Lemmon
Ryerson Heights	Connie Hill
St. George-German	Sandra Beedham
Seneca Central	Amy Martin
Teeterville	Samantha Shaw
Thompson Creek	Grant McDonnell/Elizabeth Porter
Walpole North	Jillian Keenan
Walsh	Darin Townsend
Walter Gretzky	Kataisha McQueen
Waterford	Melissa Wouters
West Lynn	Andrea Ongena
Woodman – Cainsville	Kendra Kovach/Jennifer Ricker