



Annual Report

For

2018-2019

Shawn Martin – President

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EXECUTIVE MEMBERS 2018-2019

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

GEETF COMMITTEES FOR 2018-2019

Ad Hoc FSL Committee	Connie Hill, Chair Jeffrey Barnes Nancy D'Aurora Jennifer Field Karine Guillemette Margaret Herczeg Marie Pierre L'Arrivee Geraldine Power Shawn Martin Sue Senecal
Ad Hoc Social Committee	Lori Burroughs Miller, Chair Marcela Caro Nancy D'Aurora Caroll Ann Macsai Ashley Smith
Ad Hoc On-Site Childcare	Michaela Kargus, Chair Nancy D'Aurora Kendra Kovach Tammy Lam-Lyons Shawn Martin Jennifer McColl Jacqueline McEwen Carolyn Proulx-Wootton

Ad Hoc Special Education

Jennifer McColl, Chair
Marsha Anguish
Jennifer Boissonneault
Cheryl Coate
Kezia Cooke-Brown
Casidy Guzar
Peter Harris
Anh Hoang
Kendra Kovach
Shawn Martin
Marisa McQuay
Lorelei Parsons
Janet Reeder
Krista Robb
Kathryn Romphf
Amy VanderWal

Arts Committee

Carolyn Proulx-Wootton, Chair
Cynthia Aldred
Jeffrey Barnes
Heather Chwastiak
Monique Coretti
Lisa Glaves
Valerie Harrison
Kendra Kovach
Shawn Martin
Rebecca Moses
Judy Muir
Christine Mulholland

Awards Committee

Nancy D'Aurora, Chair
Connie Hill
Kendra Kovach
Caroll Ann Macsai
Jennifer McColl
Kataisha McQueen
Sabrina Sawyer

Constitution Committee

Shawn Martin, Chair
Jessica Crowley
Nancy D'Aurora
Teresa Rothwell
Sabrina Sawyer

ETFO Annual Meeting/Resolutions
Committee

Cory Judson, Chair
Jeffrey Barnes
Marcela Caro
Nancy D'Aurora
Shannon Hendel
Cory Judson
Michaela Kargus
Tammy Lam-Lyons
Cheryl Mann
Shawn Martin
Jennifer McColl
Carolyn Proulx-Wootton
Teresa Rothwell
Sabrina Sawyer

First Five Years Committee

Jacqueline McEwen, Co-Chair
Larissa Schmitz, Co-Chair
Samantha Bailey
Nancy D'Aurora
Lyndsay Houghtling
Michaela Kargus
Kataisha McQueen
Lacey Smith

Indigenous Partnership Committee

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

Political Action/Public Relations
Committee

Cory Judson, Chair
Jeffery Barnes
Nancy D'Aurora
Michaela Kargus
Kendra Kovach
Shawn Martin
Corey Maxted (GEDSBOT)
Jennifer McColl
Teresa Rothwell
Tammy Stoneman (DECE)

Professional Development

Kendra Kovach, Chair
Marsha Anguish
Brittany Beedham
Jennifer Cherewka
Jennifer Hinrichs
Tammy Lam-Lyons
Shawn Martin

Social Justice Committee

Anh Hoang, Chair
Beth Edwards
Mary-Jane Hutfloetz
Kendra Kovach
Shawn Martin
Jennifer McColl
George Overend

Status of Women Committee

Ellen Banbury, Co-Chair
Kataisha McQueen, Co-Chair
Nancy D'Aurora
Michaela Kargus
Kendra Kovach
Tammy Lam-Lyons
Caroll Ann Macsai
Jacqueline McEwen



GEETF ANNUAL MEETING & ELECTIONS

MAY 16, 2018

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 16, 2018

Moved by: Kendra Kovach Motion I
Seconded by: Geraldine Power

That the Agenda for May 16, 2018, be approved. Carried

3. Approval of Minutes of 2017 Annual Meeting – page 5 of Annual Report

Moved by: Carol Ann Macsai Motion II
Seconded by: Marcela Caro

That the Minutes for the 2017 Annual Meeting be approved. Carried

4. Proposed Changes to the Constitution – page 28 of Annual Report

4.1 Executive Motions

Moved by: Cory Judson Motion III
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.

Carried

Moved by: Shawn Martin Motion IV
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;

Carried

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

Motion V

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.

Carried

Moved by: Geraldine Power
Seconded by: Michaela Kargus

Motion VI

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.

Carried

4.2 Member Motions

Moved by: Michaela Kargus Motion VII
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.

Defeated

Moved by: Carolyn Proulx-Wootton Motion VIII
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.

Carried

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

THAT ARTICLE VI – LOCAL ORGANIZATION; subsection 6.3.1 be amended by addition to include the Arts Committee:

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.

Carried

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

THAT ARTICLE VI – LOCAL ORGANIZATION; subsection 6.3.1 be amended by addition of the Budget Committee.

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.

Carried

5. Approval of Reports to the GEETF 2018 GEETF AGM be approved – en bloc

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

Refer to Annual Report Table of Contents for page numbers

- 5.1 President's Report
- 5.2 First Vice President's Report
- 5.3 Second Vice President's Report
- 5.4 Secretary's Report
- 5.5 Professional Development Committee
- 5.6 Schools' Professional Development Budget
- 5.7 ETFO Annual General Meeting 2017
- 5.8 Awards/Recognition Banquet
- 5.9 First Five Years Committee
- 5.10 Health and Safety Committee
- 5.11 Indigenous Partnership Committee
- 5.12 Status of Women Committee
- 5.13 Political Action/Public Relations Committee
- 5.14 Social Justice Committee
- 5.15 Union Stewards
- 5.16 Thank you to our Union Stewards

That the Reports to the GEETF 2018 AGM be approved. Carried

6. GEETF Executive Elections Results

Election for President (Full Time Release):

Michaela Kargus – 63 votes
Shawn Martin – 93 votes
Shawn Martin elected as President

First Vice President (Full Time Release):

Nancy D’Aurora – acclaimed

Second Vice President (0.5 Release):

Cory Judson – 97 votes
Michaela Kargus – 48 votes
Cory Judson elected as Second Vice President

Secretary:

Lori Burroughs Miller – acclaimed

Health and Safety Officer:

Jennifer Orr – acclaimed

Candidates for Executive Members:

Andrew Campbell – Major Ballachey – 64 votes
Connie Hill – Ryerson Heights – 81 votes
Michaela Kargus – Russell Reid – 106 votes
Kendra Kovach – Woodman-Cainsville – 85 votes
Caroll Ann Macsai – Port Rowan – 85 votes
Jennifer McColl – Lansdowne-Costain – 87 votes
George Overend – Fairview Avenue – 67 votes
Geraldine Power – Brier Park – 81 votes
Carolyn Proulx-Wootton – Oneida Central – 91 votes
Sabrina Sawyer – Joseph Brant Learning Centre – 100 votes

Elected Executive Members:

Connie Hill – Ryerson Heights
Michaela Kargus – Russell Reid
Kendra Kovach – Woodman-Cainsville
Caroll Ann Macsai – Port Rowan
Jennifer McColl – Lansdowne-Costain
Geraldine Power – Brier Park
Carolyn Proulx-Wootton – Oneida Central
Sabrina Sawyer – Joseph Brant Learning Centre

Moved by: Ingrid Bodnar

Motion XII

Seconded by: Vicki Calcutt

That all ballots be destroyed.

Carried

7. GEETF Finances

7.1 Draft Budget for 2018 - 2019 – for information – attached

7.2 Approval of the Auditor for 2017-2018

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

That Koenig & Associates be appointed Auditor for 2017– 2018.

Carried

8. New Business

8.1 Moved by: Sabrina Sawyer Motion XIV
Seconded by: Michaela Kargus

That the Annual Meeting recommend to the GEETF Executive:

That GEETF increase steward training by one ½ day to be dedicated to skill-based equity training for stewards. The equity training will be focused specifically toward indigenous PD in alternate years.

Rationale: This motion supports the newly released Equity Action Plan from the Ministry of Education. It is an opportunity for our local to promote equity issues that are unique to our local. This motion helps expand the capacity of our steward training and endorses the workplace leaders in our local, to be trained using the equity lens of ETFO.

Budget implications: We estimate that the budget implications will be approximately \$9000 (\$7,800 for extra OT coverage, and \$1200 to implement the training).

Carried

8.2 Moved by: Sabrina Sawyer Motion XV
Seconded by: Michaela Kargus

That the Annual Meeting recommend to the GEETF Executive:

That the Terms of Reference for the Ethical Donation Screen be amended to include;

“4. 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 ensures that donations from the Local are in the spirit of being a part of the solution to the issues listed in 1-3 of the Positive Screen for donations.

Carried

8.3 Moved by: Carolyn Proulx-Wootton Motion XVI
Seconded by: Michaela Kargus

That the Annual Meeting recommend to the GEETF Executive:

That the GEETF add the language 'Children Welcome' to all invitations directed to members for after school events and meetings.

Rationale: Many members cannot attend workshops and meetings, as they are caring for their children at the end of the work day; when most events are planned. Fostering a positive children welcome environment would go a long way to ensuring members feel included, that they have equity of access and that their participation is valued. Carried

Moved by: Becky Salole Motion XVII
Seconded by: Nancy D'Aurora

That the question be called. Carried

9. Upcoming Meetings

Executive Meeting – Wednesday, June 13, 2018
Celebration Dinner – Thursday, June 21, 2018

10. Meeting dates for 2018-2019 (tentative)

Local Representative Council (Wednesdays)

November 21, 2018
March 20, 2019

Membership Meetings (Wednesdays)

October 24, 2018
May 15, 2019

Executive Meetings (Wednesdays)

September 12, 2018	February 13, 2019
October 10, 2018	March 6, 2019
November 7, 2018	April 10, 2019
December 12, 2018	May 8, 2019
January 9, 2019	June 12, 2019

Celebration Dinner – Thursday, June 20, 2019 - Tentative

11. Questions & Answers – nil

12. Adjournment

Moved by: Danielle Skokun

Motion XVIII

Seconded by: Jennifer Cherewka

That the May 16, 2018 GEETF Annual Meeting & Elections be adjourned.

Carried

Grand Erie Elementary Teachers' Federation
 Monthly Financial Statement
 April, 2019

Balance in Chequing as of March 31, 2019			\$271,436.47	
<u>Income For April, 2019</u>			\$30,472.14	
Release Rebates	29962.14			
Fee Rebates	0.00			
Interest / Sundry	\$0.00			
Other Income	\$0.00			
Other Rebates*	<u>\$510.00</u>	<u>\$30,472.14</u>	\$301,908.61	
Total Expenditures for April, 2019			<u>\$61,868.18</u>	
Balance in Chequing as of April 30, 2019			<u>\$240,040.43</u>	
Amount in Guaranteed Investment Certificates				\$200,000.00
Amount in Chequing Account				<u>\$240,040.43</u>
				<u>\$440,040.43</u>

	Budgeted Amount	Spent this Month	Spent to Date	Balance Remaining
A] Office Expenses				
Building Costs	\$36,000	1,492.17	27,853.89	8,146.11
Utilities	7,000	639.78	4,247.42	2,752.58
Telephones	3,500	238.21	2,389.56	1,110.44
Internet	1,500	90.39	1,144.07	355.93
Office Supplies	4,000	808.04	5,351.57	-1,351.57
Office Miscellaneous	1,000	26.95	654.91	345.09
Office Insurance	1,200	0.00	288.36	911.64
Kitchen	1,000	295.79	1,070.57	-70.57
Office Equipment/Maint.	5,000	0.00	317.52	4,682.48
Building Maintenance/Cleaning	3,000	398.74	5,214.21	-2,214.21
Bank Charges	500	88.93	383.50	116.50
Honoraria	1,000	0.00	1,000.00	0.00
Auditor	3,136	0.00	3,135.75	0.25
Mileage	14,000	1,376.35	9,718.46	4,281.54
Dependent Care	500	50.00	360.00	140.00
Executive Assistant	55,000	5,303.65	41,591.95	13,408.05
B] Engaging Members				
Training for Members	\$10,000	395.41	4,655.49	5,344.51
Executive Development	3,000	492.80	2,796.47	203.53
Awards	2,500	66.11	155.83	2,344.17
Celebration Banquet	9,000	0.00	675.00	8,325.00
Status of Women	19,435	145.30	8,530.63	10,904.37
Beginning Teacher	3,000	0.00	172.55	2,827.45
Arts Committee	5,000	1,061.56	3,640.42	1,359.58

Ad Hoc Committees	2,500	216.59	828.87	1,671.13
Ad Hoc Committees - FSL	1,500	523.33	727.39	772.61
Ad Hoc Committees - Social	1,500	0.00	0.00	1,500.00
ETFO Annual Meeting	8,000	0.00	9,863.34	-1,863.34

C] Professional Development

Professional Development	\$7,000	1,379.39	3,594.40	3,405.60
First 5 Years Committee	9,000	-170.18	2,304.48	6,695.52
Executive Retreat	9,000	0.00	7,149.98	1,850.02
Pension Workshop	1,000	364.73	222.87	777.13

D] Advocates for Members

President's Release	\$68,000	11,711.34	52,309.84	15,690.16
First Vice President Release	64,000	11,041.72	49,306.46	14,693.54
Second Vice President Release	50,000	5,520.86	24,653.24	25,346.76
Released Officers' Misc.	4,000	211.42	2,082.66	1,917.34
Executive Meetings	18,000	180.28	9,925.21	8,074.79
CBC	15,000	1,406.61	3,738.31	11,261.69
Member Services/Grievances	2,000	0.00	995.77	1,004.23
Union Steward Training/Support	35,000	7,490.74	26,652.78	8,347.22

E] Communicates with Members

General Meetings	\$5,000	73.87	1,962.55	3,037.45
Representative Council Meetings	\$1,000	0.00	881.02	118.98
Goodwill	\$2,500	110.00	603.05	1,896.95

F] Advocates for Public Education and Social Change

Political Action/PR	\$10,000	4,911.34	10,061.69	-61.69
Indigenous Partnerships	8,000	2,150.00	6,576.50	1,423.50
Strike/Community Support	5,000	0.00	494.05	4,505.95
Social Justice	6,000	1,265.96	3,418.81	2,581.19

H] Contingency

	1,000.00	0.00	0.00	1,000.00
	521,347.00	61,358.18	343,701.40	179,569.60

* \$500 was received for the First 5 Years Committee

* \$10 was received for the Arts Committee

30-Apr-19

9-May-19

GEETF 2019 - 2020 Budget (DRAFT)

	2018/2019	2019/2020	
Income			
1 Fee Rebates	\$318,392	\$331,983	Rebates are based on number of FTE members.
2 Release Rebates	134,155	134,963	ETFO allocation for release in each local.
3 Interest/Sundry	1,500	1,000	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	28,000	Local levy of \$26/member per year.
6 TOTAL INCOME	\$500,047	\$514,946	
Transfers			
7 Transfer from Previous Years	\$23,224	\$11,174	Discretionary funding from previous years' surpluses.
8 TOTAL FUNDS AVAILABLE	\$523,271	\$526,120	Sum of income and transfers to fund this year's expenses.
Expenses			
A) Office Expenses			
9 Building Costs	\$36,000	\$36,000	Mortgage, taxes and fees for GEETF office.
10 Utilities	7,000	6,000	Heat and hydro for GEETF office.
11 Telephones	3,500	3,500	Office and cell phones.
12 Internet	1,500	1,500	Internet costs to maintain GEETF website.
13 Office Supplies	4,000	4,500	Office supplies expenses.
14 Office Misc.	1,000	1,000	Office expenses not including supplies (i.e. online surveys).
15 Office Insurance	1,200	1,200	Office insurance expenses.
16 Kitchen	1,000	1,200	Miscellaneous kitchen supplies.
17 Office Equipment/Maint.	5,000	5,000	Maintenance and replacement of office equipment.
18 Building Maintenance/Cleaning	3,000	3,500	Cleaning and building maintenance expenses.
19 Bank Charges	500	500	Bank service charges and cheque reorders.
20 Honoraria	1,000	1,000	Honoraria for Executive.
21 Auditor	3,136	3,200	Review Engagement costs to audit GEETF financial records.
22 Mileage	14,000	14,000	Mileage for GEETF business.
23 Dependent Care	500	1,000	Reimbursement for child and elder care.
24 Executive Assistant	55,000	55,000	Executive Assistant remuneration and benefits costs.
25 Total Office Expenses	\$137,336	\$138,100	
B) Engaging Members			
26 Training	\$10,000	\$5,000	Union development training for members.
27 Executive Development	3,000	3,000	Development opportunities for local leadership.
28 Awards	2,500	2,500	Cost of awards presented at the Celebration Banquet.
29 Celebration Banquet	9,000	9,000	Celebration Banquet costs (i.e. hall rental, gifts, decorations).
30 Status of Women*	19,435	16,019	Status of Women Committee programs.
31 Beginning Teacher	3,000	3,000	Expenses to inservice new hires (i.e. NTIP, local PD)
32 Arts Committee	5,000	7,000	Arts Committee Expenses.
33 Ad Hoc Committees	2,500	2,500	Ad hoc committee expenses.
34 Ad Hoc Committees - FSL	1,500	1,500	Ad hoc FSL Committee expenses.
35 Ad Hoc Committees - Social	1,500	1,500	Ad hoc Social Committee expenses.
36 ETFO Annual Meeting	8,000	10,000	Costs for GEETF delegation to attend ETFO Annual Meeting.
37 Total Meetings Expenses	\$65,435	\$61,019	

C] Professional Development

38 Professional Development	\$7,000	\$8,000	Funds to offer Local PD events and for committee expenses.
39 First 5 Years Committee	9,000	9,000	Programs for GEETF members in their first five years.
40 Executive Retreat	9,000	1	Funds to provide an Executive Planning Retreat.
41 Pension Workshop	1,000	1,000	Funds to run a pension workshop.
42 Total Professional Development	\$26,000	\$18,001	

D] Advocates for Members

43 President's Release	\$68,000	\$69,000	Cost to release President (A2 year 0 + responsibility allowance).
44 First Vice President Release	64,000	65,000	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	18,000	18,000	Release for Executive Committee members and meeting costs.
48 CBC	15,000	25,000	Collective Bargaining Committee costs.
49 Member Services/Grievances	2,000	2,500	Professional relations services for members as needed.
50 Union Steward Training/Support	35,000	35,000	Expenses for release time of Union Stewards and meeting costs.
51 Total Advocates for Members	\$256,000	\$268,500	

E] Communicates with Members

52 General Meetings	\$5,000	\$5,000	General membership meetings expenses.
53 Representative Council Meetings	1,000	1,000	Representative Council meeting expenses.
54 Goodwill	2,500	2,500	Goodwill acknowledgements throughout the year.
55 Total Communicates with Members	\$8,500	\$8,500	

F] Advocates for Public Education and Social Change

56 Political Action/PR	\$10,000	\$8,000	Political Action Committee programs.
57 Labour Council Fees	\$0	\$4,000	Membership fees paid to the Brantford and District Labour Council
58 Indigenous Partnerships	8,000	8,000	Partnership with First Nations teachers and other FNMI events.
59 Strike/Community Support	5,000	5,000	Support for non-GEETF workers & humanitarian efforts.
60 Social Justice	6,000	6,000	Social Justice Committee programs.
61 Total Advocates for Public Education and Social Change	\$29,000	\$31,000	

62 H] Contingency	\$1,000	\$1,000	Funds available for unexpected expenses.
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63 TOTAL EXPENSES	\$523,271	\$526,120	
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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 - 2018-2019

On June 7, 2018 Ontario voters elected a Progressive Conservative government led by Premier Doug Ford. Given a mandate to reduce Ontario's deficit and 'find efficiencies', the Ford government began cutting government services soon after election day. The cuts and restructuring currently underway will likely continue throughout their mandate. Education is the second largest investment of the Ontario government after Health Care. Despite a promise that no teacher will lose their job as the government makes changes to Education, several school boards across Ontario announced massive teacher surpluses and redundancies. Our OSSTF colleagues will see their class size average increase from 22 to 28 students. In elementary, the junior and intermediate average class size increased slightly. The Grand Erie District School Board's decision to surplus our system support members, except for consultants and coordinators, resulted in 71 GEETF members declared surplus and 21 declared redundant. We remain hopeful that the government will provide funding to school boards that will allow for the rehiring of many support positions. A return of at least some of the support positions plus member retirements will hopefully ensure that all 21 of our members declared redundant will be back in the classroom this September.

Along with an overall reduction in Education funding, the Ford government has reduced funding for social services. Many of these service cuts will negatively impact members' working conditions and our ability to meet the diverse needs of students. Reductions in funding to services such as OHIP, the Ontario Autism Program, the Ontario child advocate and other programs will result in fewer supports for teachers and students as class sizes increase and more special education students are integrated.

The Ford government states that it is consulting with citizens as changes are made to our public services. Parents were clear that they did not want a change to the current kindergarten model. The government heard the outcry. For the 2019-2020 school year changes to kindergarten have not been made. However, there is no guarantee that the government won't change kindergarten program delivery in the future. Ontarians made it clear that class sizes in elementary should not be increased. The government respected the will of citizens and only increased the junior/intermediate classes by, as the Minister of Education stated, one student on average. However, class sizes in secondary schools will increase dramatically.

ETFO members are keeping up the pressure on the Ford government. The April 6th rally at Queen's Park for public education was attended by over 30,000 citizens. Teachers across the province are wearing red on Fridays as part of 'Wear Red for Ed.'

To activate members in political action, Member Engagement training for Union Stewards took place in all locals. ETFO President Sam Hammond and Vice President Karen Campbell along with Donna Howey provided training in Grand Erie. Following the training, union stewards presented ETFO's action plan to members who were asked to commit to engaging in personal political action based on their interests and comfort level.

This school year saw school board trustee elections. The GEETF hosted two trustee forums where those running for Grand Erie trustee addressed our members and answered questions.

In preparation for negotiations, ETFO surveyed the membership and has established our list of Central Table bargaining items. Local presidents approved the list of Central bargaining items on May 9th. Locally, our Collective Bargaining Committee has met several times to prepare for local bargaining.

The Ministry of Education announced that there will be a revised Mathematics curriculum that will reflect the government's focus on fundamentals. A revised Physical Education curriculum will be released next school year following public consultations on the Human Growth and Development expectations. At the start of this school year, teachers were told to teach the 1998 health curriculum, under threat of a 'snitch line' where parents could report teachers who disobeyed the government and taught the 2015 curriculum. ETFO challenged the government's decision to roll back curriculum 20 years. The Court ruled in favour of the government regarding who determines curriculum but did reaffirm that teachers may exercise their professional judgement. Schools must be inclusive, accepting and supportive environments for children.

This school year began with an updated online report card platform for use in Grand Erie. Inadequate training, short timelines and system shutdowns resulted in great difficulties and stress for many members.

The one issue that created much disruption and stress for the membership was the ongoing fail-to-fill problem. Unfilled occasional teachers, DECEs and EAs resulted in disruption of scheduled preparation time, loss of FSL and special education services, and increased safety issues. Preparation time teachers and LRTs were directed to cover classes that did not have an occasional teacher. In January, Grand Erie cancelled all daytime board professional development to mitigate the 'no fill' problem.

On a final positive note, ETFO's campaign to draw public and government attention to the increase in student violence did result in some positive steps. Boards received \$10,000 to implement an online system for members to complete violent incident and safe schools incident reports. This integrated system makes reporting easier and quicker for members and is a more reliable tracking system than the paper-based system used previously. As well, the Ministry of Labour issued a guide to workplace violence in schools. The recommendations in this document, along with orders issued by the Ministry of Labour, are resulting in school boards taking more action to address and reduce violent incidences. ETFO's position is that student violence is unacceptable. Boards and members must not just accept violent behaviours. They must be reported consistently and properly addressed. Teachers have the right to work, and students have the right to learn, in a safe environment.

As this school year draws to a close, I take this opportunity to thank the membership for all the support you provide your colleagues, your solidarity in the face of budget cuts and reduced services, and the extra distance you go for the students in your care. Our solidarity and mobilization have stood the test of past challenges to our working conditions and threats to public Education. We will soon be entering into the negotiation of collective agreements. Our passion for Education, care for one another, organization and our solidarity will carry us through the upcoming challenges, as they have always done.

Respectfully Submitted,

Shawn Martin
President GEETF

FIRST VICE PRESIDENT'S REPORT

As I sit to write this report, I find it hard to believe that I have now been in the role of Collective Agreement Officer/First Vice President for three and a half years. The time has certainly passed quickly! Although the learning curve is now much less steep, there is always something new to learn. I am grateful for your support as I continue to learn, so that I may better support and represent you.

The 2018-2019 school year started very positively. We saw our GEETF membership rise to 1169 members, with the hiring of over 50 new contract teachers this year. This increase in staffing was a result of increased enrollment in some areas of the Board, due to construction of new homes. Growth is expected to continue in these areas, which should continue to have a positive impact on staffing in those areas of the Board.

Unfortunately, at the end of the 2018-2019 year, our staffing has been negatively impacted for the upcoming 2019-2020 school year, as a direct result of the uncertainty created by the lack of information regarding the funding that will be available to school boards. The funding situation, which is still not resolved at the writing of this report, resulted in the Board making the decision to declare all of our System Support Staff, except for Teacher Consultants and Coordinators, Surplus to Program. In addition to the funding shortfall, the Government increased the Junior/Intermediate class size average from 24.15 to 24.5, which reduced the overall number of Junior/Intermediate classes. These two factors resulted in 57 teachers receiving surplus notices, and 22 teachers being declared redundant. I am optimistic that once the funding has been finalized, new system support jobs will be created, which will allow our redundant teachers to be recalled.

For a second year, our students continued to benefit from the 4 Self-Contained Special Education Classrooms, and the 6 Itinerant LRT positions that were created in 2017-2018 with the funding made available through the Central Agreement Contract Extension Local Priorities Fund. As these funds will expire with our Collective Agreement at the end of August 2019, the Itinerant LRT positions are collapsed for next year. In addition to the Local Priorities Fund, the class size cap of 28 in Kindergarten which was established in the Extension Agreement has made our kindergarten classes more manageable than they were in the past. Of course, there is always room for improvement. As this government continues with public consultations regarding the current Kindergarten delivery model beyond the 2019-2020 school year, ETFO continues to advocate for the continuation of the current model.

As a result of the **Haldimand East ARC**, a new school, Mapleview Public School, was constructed in Dunnville, and Grandview Central School and Fairview Avenue School in Dunnville were closed. Occupancy of the new school was expected for September 1, 2018. However, due to construction delays, the staff and students of Grandview Central School and Fairview Avenue School began the school year combined at the Fairview Avenue School location. Mapleview Public School was opened to staff and students November 12, 2019.

The **South-East Norfolk Arc** initially recommended that Elgin Avenue Public School be renovated, and once renovations were completed, that West Lynn Public School would close, with the staff and students moving into the renovated Elgin Avenue School for the 2019-2020 school year. However, due to rising construction costs, this plan was delayed last year, and

renovations at Elgin Avenue School did not begin. Instead, the Board changed its initial recommendation: they are seeking additional funds from the Ministry of Education, and based on the funding decision, will determine the next steps.

The upcoming school year will bring adventure, and perhaps uncertainty and anxiety, as the current Collective Agreement expires August 31, 2019 and we bargain a new collective agreement. Preparation for Central Bargaining began last November, with an ETFO all-member survey. The results of this survey were used to create the ETFO Central Bargaining Goals, which will form the basis of Central Table negotiations for collective agreement provisions which will pertain to all ETFO teachers in the province. Useful and instructive information pertaining to the central bargaining process, the central bargaining goals, and the history of ETFO collective bargaining can be found at etfocb.ca.

Local bargaining preparations began in October 2018, when we elected our Collective Bargaining Committee (CBC) at the Fall Membership meeting. The GEETF CBC members are: Nancy D'Aurora-Chief Negotiator; Shawn Martin-President; Cory Judson-Second Vice President, and six (6) elected members: Lori Burroughs Miller, Michaela Kargus, Kendra Kovach, Jennifer Orr, Carolyn-Proulx-Wootton and Teresa Rothwell. The local CBC will have met six (6) times by the end of June 2019, to begin the process of preparing a local preliminary submission. The bulk of the committee's work will begin early in the 2019-2020 school. GEETF members will have opportunities to provide input into local bargaining goals through a local survey, focus groups and presentations to the CBC. The work of the CBC is one of the most important jobs that the Local does on behalf of its members.

As the next school year may include challenging times as we work through the bargaining process under the umbrella of a government that has made it clear they don't value the world class education system that we have in Ontario, I would like to thank all the members of the CBC for their on-going commitment and dedication to serving the membership in this capacity. I also thank all of you in advance, as we face this up-coming round of bargaining. We must stay "United, Inclusive, Strong" in the face of any struggles that we may be facing. If we have learned from our past, we know that we must stay together and united in solidarity, and we must ALL defend and protect what many before us worked hard to achieve. We must stand together as governments, under the veil of "fiscal responsibility" attempt to strip our classrooms, schools, and Collective Agreements.

Respectfully submitted,

Nancy D'Aurora
First Vice President

SECOND VICE PRESIDENT'S REPORT

The 2018/2019 school year marks the first year of my second term as your GEETF Second Vice President. This year has been dominated by working with local members, our provincial organization, politicians, the broader labour community, and our allies in fighting back against the cuts and messaging coming from the new Ontario Government. At the same time, ongoing efforts to improve communication and service to members continues to be a priority as demonstrated through school visits, small group union steward meetings, and support for retiring members. The treasurer role also continues to play a major part of the Second Vice President portfolio. Our local remains in a strong financial position.

Planning is underway for the 2019 ETFO Annual Meeting where once again we will be represented by 14 of our members from August 12th to 15th, 2019, in Toronto. This is an election year for the Elementary Teachers' Federation of Ontario. This means that this summer's Annual Meeting takes on greater significance as we elect the team that will guide us through central bargaining and ongoing developments with our provincial government.

After last year's successful introduction of small group union steward meetings, we have maintained this strategy to connect with our stewards. While inclement weather and other scheduling challenges have impacted on these meetings, the overwhelming response from our stewards has been that these gatherings are beneficial and should continue. Much of the conversation at these meetings has been focused on the political situation and upcoming negotiations. These meetings provided an opportunity for stewards to share information about site-specific concerns.

I continue to serve as an executive officer of the Brantford and District Labour Council after being re-elected at the May AGM. This year I brought a motion forward to Labour Council to support the introduction of a Labour/Social Justice Film Festival. As a result, the BDLC hosted successful screenings of the films, "Backpack Full of Cash," "Pride," and "Migrant Dreams." Donations were collected at the screenings to support Operation Backpack, Pride Haldimand-Norfolk and Brantford Pride, as well as a soccer tournament for migrant workers in Norfolk County. Our labour council also held another successful Labour Day Soapbox Derby and a Day of Mourning Ceremony at Fordview Park in Brantford. The BDLC is working to support students in the Grand Erie District School Board and the Brant Haldimand Norfolk Catholic District School Board by organizing a campaign to provide backpacks full of supplies to 100 students in need, in the fall of 2019.

This school year there have been a number of political actions to support our efforts and those of our allies. This included appearing in both television and print media on subjects that include the Health and Physical Education Curriculum as well as math in elementary education. I spoke at a rally in Hamilton in the Fall about the early cuts to education from the new government, I participated in a province-wide "Power of Many Conference" organized by the Ontario Federation of Labour, and I spoke to social work students at Laurier University in Brantford about politics and education. On March 7th, 2019, I attended a rally at Queen's Park with thousands of others to protest changes to the Ontario Autism Program and on April 6th, along with other local education affiliates, I helped organize six full buses that departed Grand Erie communities to join over 30,000 educators and allies on the lawn of Queen's Park to demonstrate against cuts to public education. On May 9th, 2019, along with the support of our

Political Action/Public Relations Committee, I helped to organize a Rally for Education outside a PC Party fundraiser in Port Dover.

I continue to serve on the ETFO Provincial Political Action Standing Committee. At meetings this year, we strategized about provincial and local responses to government actions and we made recommendations to our provincial organization about provincial political action.

As your Second Vice President, I work with others to advance the interests of our members and our local. This includes making use of the relationships that I have with sitting MPPs, using social media platforms to inform and amplify messaging and relationship building with allies.

In our local, I chair the Political Action/Public Relations Committee, the ETFO Annual Meeting Resolutions Committee, and the Budget Committee. I am a member of our local Collective Bargaining Committee where we are working to prepare for the upcoming round of local bargaining. I have participated on the GEDSB Equity and Inclusive Schools Committee and the board Staffing Committee. Along with our other released officers, I regularly attend GEDSB Board Meetings and the Annual Trustee Dinner. This year I assisted the Board to plan an Equity Conference by arranging for ETFO workshops.

Finally, I attended ETFO Leadership, the annual ETFO Collective Bargaining Conference, ETFO Union School, the OTIP Benefits Conference, ETFO Social Media Training, and ETFO Rep Council. These activities provided me with valuable information to assist our members as Second Vice President.

Respectfully Submitted,

Cory Judson
Second Vice President

SECRETARY'S REPORT

The Grand Erie Elementary Teachers' Federation Executive met regularly during the 2018-2019 school year. The Executive also had a two day orientation planning session in October.

The Grand Erie Elementary Teachers' Federation also held Local Representative Council meetings during this school year in which Union Stewards and Executive members are brought together to discuss the business of the Local.

The General Membership Meeting was held in the fall of 2018.

Respectfully submitted,

Lori Burroughs Miller
Secretary

PROPOSED RESOLUTIONS TO AMEND THE GEETF CONSTITUTION – 2019

EXECUTIVE RESOLUTIONS TO AMEND THE GEETF CONSTITUTION 2019

Motion I

Moved by: Cory Judson
Seconded by: Geraldine Power

THAT Article VI – LOCAL ORGANIZATION, Section 2 – Local Representative Council, be amended by addition of a new subsection 6.2.9 (c) to read:

6.2.9 (c) approving the submission of GEETF resolutions to the Federation Annual Meeting.

Rationale: Approving local resolutions to the ETFO Annual Meeting is a responsibility of Representative Council that is outlined in Article XI of the GEETF Constitution. This should be listed as one of the responsibilities of Representative Council.

Motion II

Moved by: Kendra Kovach
Seconded by: Connie Hill

THAT Article VI – LOCAL ORGANIZATION, Section 3 – Committees, section 6.3.2 be amended to read:

6.3.2 Ad Hoc committees required to carry out the work of the Local may be established or dissolved by the Executive, Local Representative Council meetings or by General Meetings as necessary. Local representatives to Ad Hoc committees of the Grand Erie District School Board shall be determined by the Table Executive.

Rationale: Current wording delineates how ad hoc committees may be established but not how they are dissolved. The assemblies empowered to establish as hoc committees should also have the authority to dissolve committees when needed.

Motion III

Moved by: Shawn Martin
Seconded by: Carolyn Proulx-Wootton

THAT Article VI – LOCAL ORGANIZATION, Section 5 – Executive Assistant, article 6.5.2 be amended to read:

6.5.2 Conditions of employment for the Executive Assistant shall be outlined in an Employment Service Contract between the Local and the Executive Assistant. The Employment Service Contract will be negotiated between the Executive Assistant and the President. Remuneration and hours of the Executive Assistant shall be determined by the Table Executive and reviewed annually.

Rationale: Current wording does not reflect actual practice. Proposed wording describes the method by which the conditions of employment for the GEETF Executive Assistant are established.

Motion IV

Moved by: Cory Judson
Seconded by: Carolyn Proulx-Wootton

THAT Article VII – ORGANIZATIONAL DUTIES, Section 1 – Duties of the Table Executive, article 7.1.6 be deleted.

Rationale: Forwarding the Local financial statement to ETFO Provincial is a responsibility of the Treasurer in article 7.2.4 (g). The Table Executive does not forward the Local financial statements to ETFO Provincial. Deleting this article clarifies that this duty is only the responsibility of the Treasurer.

Motion V

Moved by: Lori Burroughs Miller
Seconded by: Kendra Kovach

THAT Article VII – ORGANIZATIONAL DUTIES, Section 1 – Duties of the Table Executive, article 7.1.7 be deleted and moved as a new subsection as 7.2.1 (t) Duties of the President.

Rationale: It is the duty of the President to ensure that the annual report of the Local be sent to the Federation provincial office. This has not been the responsibility of the Table Executive.

Motion VI

Moved by: Carol Ann Macsai
Seconded by: Michaela Kargus

THAT Article VII – ORGANIZATIONAL DUTIES, Section 1 – Duties of the Table Executive, article 7.1.16 be amended to read:

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

Rationale: Current wording delineates how ad hoc committees may be established but not how they are dissolved. The Table Executive needs to have the authority to both establish and dissolve task forces, work groups and ad hoc committees.

Motion VII

Moved by: Jennifer Orr
Seconded by: Sabrina Sawyer

THAT Article VII – ORGANIZATIONAL DUTIES, Section 2 – Duties of Officers, article 7.2.8 Duties of Union Stewards be amended to read:

7.2.8 (b) convey concerns and questions from the membership to the Local office;
(c) to attend Representative Council meetings;

Rationale: Subsection (b) outlines two unrelated duties. This amendment separates these two duties into two different subsections.

Motion VIII

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

THAT the title of Article IX – ELECTIONS be amended to read:

ARTICLE IX – ELECTION OF TABLE EXECUTIVE

Rationale: Article IX outlines only the election of the Executive Committee. The current title implies that this article includes procedures for all Local elections.

Motion IX

Moved by: Connie Hill
Seconded by: Carol Ann Macsai

THAT Article IX – ELECTIONS, Section 3 – Election Procedures, article 9.3.6 be amended to read:

9.3.6 Only Active Members of the Local shall vote.

Rationale: Article 5.1.2 outlines the rights of an Active Member. Adding the word ‘Active’ to this section of the Constitution clarifies that only Active Members have the right to vote, and that Associate Members and Honorary Life Members do not have this right.

MEMBERSHIP RESOLUTIONS TO AMEND THE GEETF CONSTITUTION 2019

Motion X

Moved by: Nancy D'Aurora

Seconded by: Kendra Kovach

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

Section 4 – Collective Bargaining Committee

MEMBERSHIP OF THE CBC

6.4.1 The committee shall consist of the President, First Vice President, Second Vice President, and six (6) members from the Local. The First Vice President shall be the Chair of the Collective Bargaining Committee. A Secretary shall be elected by the CBC from its membership.

ELECTIONS

6.4.2 The Chief Negotiator shall be the First Vice President.

6.4.3 Six (6) members will be elected following ratification of a Collective Agreement.

6.4.4 The timing of the CBC election shall be determined by the Table Executive of the Local.

6.4.5 The CBC election shall take place at a Membership meeting of the Local. The First Vice President will chair the election portion of the Membership meeting.

6.4.6 Nominations for membership on the CBC must be received by the First Vice President no later than fifteen (15) school days prior to the date of the CBC election. Notwithstanding the foregoing, nominations duly moved and seconded and with the consent of the nominee, shall be accepted at the Membership meeting.

6.4.7 Candidates may address the Membership meeting. A prepared script may be presented if the candidate is unable to attend the meeting. Speeches and prepared scripts are limited to two (2) minutes in length.

6.4.8 The election shall be by secret ballot. Three (3) Table Executive members, not seeking election to the CBC, will count the ballots. The six (6) candidates who receive the highest number of votes shall be declared elected. Only the names of the successful candidates will be reported to the membership.

6.4.9 The vote shall be on one ballot and members may vote for up to six (6) candidates. The successful candidates shall be the six (6) who receive the highest number of votes. Should there be a tie which would result in more than six (6) 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).

6.4.10 The doors will be tiled during the CBC election.

6.4.11 In the event that positions are not filled through the election process, or if the number of CBC members decreases below a total of nine (9), the Table Executive shall appoint members to fill the complement.

6.4.12 In the event an elected member is unable to fulfill his/her duties, the Table Executive shall appoint a member to fill the vacant position as soon as possible.

Rationale: The Collective Bargaining Committee is the only GEETF committee that holds elections for membership. It is the responsibility of the membership to determine the composition and the election procedures of the CBC Committee. Local committee Terms of Reference may be amended by the Executive Committee at any time as outlined in Article 7.1.19. Changes to the composition or to the election procedures of the CBC should be determined by the membership at large and subject to an enriched majority vote. Moving these two sections of the CBC Terms of Reference into the Constitution would achieve these goals.

Motion XI

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

THAT Article VII – ORGANIZATIONAL DUTIES, Section 2 – Duties of Officers, article 7.2.1 Duties of the President be amended by the addition of a new subsection to read:

7.2.1 (u) determine the timing of Executive Committee meetings;

Rationale: It is the duty of the President to determine the dates and timing of Executive Committee meetings. The minimum number of five meetings is outlined in article 7.1.3. Additional meetings may be called by the Executive Committee as outlined in article 7.1.4.

Motion XII

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

THAT Article VII – ORGANIZATIONAL DUTIES, Section 2 – Duties of Officers, article 7.2.1 Duties of the President be amended by the addition of a new subsection to read:

7.2.1 (v) determine and organize training for Union Stewards.

Rationale: The duty to ensure Union Stewards receive required training, and the timing of such training, is the responsibility of the President and should be indicated under the constitutional duties of the President.

Motion XIII

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

THAT Article VII – ORGANIZATIONAL DUTIES, Section 2 – Duties of Officers, article 7.2.4 Duties of the Treasurer be amended to read:

7.2.4 (i) present a projected Budget and Financial Report at the Annual Meeting;

Rationale: When the membership is getting information about a projected budget, they should be made fully aware of the actual spending of the local. This is not our current practice and therefore members are not seeing what is spent, over spent, how much, or extra payments that were not included in the budget.

Motion XIV

Moved by: Michaela Kargus
Seconded by: Jennifer McColl

THAT Article VII – ORGANIZATIONAL DUTIES, Section 2 – Duties of Officers, article 7.2.4 Duties of the Treasurer be amended to read:

7.2.4 (m) present a Financial Report and make a motion to approve the Local Budget at the first Membership Meeting of the fiscal year.

Rationale: When the membership is being asked to vote to approve a projected budget, they should be presented with a full picture of the actual spending of the local. This practice is consistent with ETFO practice, where all expenditures and payments are shown to the membership.

Motion XV

Moved by: Michaela Kargus
Seconded by: Jennifer McColl

THAT Article VII – ORGANIZATIONAL DUTIES, Section 3 – Duties of Committees, article 7.3.1 be amended to read:

7.3.1 (h) to prepare and present reports to all Table Executive and Membership meetings.

Rationale: It is common for the General Membership Meeting and the Local Representative Council to be held quite closely together. Many of the committees may have had very few meetings and the additional reports can be repetitive.

Motion XVI

Moved by: Jennifer McColl
Seconded by: Michaela Kargus

THAT Article VII – ORGANIZATIONAL DUTIES, Section 3 – Duties of Committees, article 7.3.1 be amended to read:

7.3.1 (h) to prepare a written report to be included in the agenda at all Table Executive, Local Representative Council and Membership meetings.

Rationale: this provides members with hearing difficulties or processing issues the opportunity to better participate in the process. This will also help make our meeting more efficient and show we value member's time.

Motion XVII

Moved by: Michaela Kargus
Seconded by: Sabrina Sawyer

THAT Article VIII – MEETINGS, Section 1 – General Membership Meetings, article 8.1.3 be amended to read:

8.1.3 The final budget for the current year shall be approved by the membership at the October Membership Meeting following the presentation of a Financial Report of the Local spending of the previous year.

Rationale: When the membership is getting information about a projected budget they should be made fully aware of the actual spending of the local. This is not our current practice and therefore members are not seeing what is spent, over spent, how much, or extra payments that were not included in the budget.

Motion XVIII

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

THAT Article VIII – MEETINGS, Section 1 – General Membership Meetings, be amended by the addition of a new article to read:

8.1.4 Motions to be introduced at a General Membership Meeting must be submitted to the GEETF office no later than eight (8) days prior to the General Membership Meeting where the motion may be moved. Such a motion shall be distributed to each worksite no later than five (5) days prior to the General Membership Meeting where the motion may be introduced.

Rationale: Similar to the practice of providing the membership with advance notice of motions to amend the Local Constitution, the membership should have advance notice of all motions to be introduced at a General Membership Meeting. Members should not be called upon to consider motions unexpectedly.

Motion XIX

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

THAT Article VIII – MEETINGS, Section 2 – Annual Meeting, article 8.2.2 be amended by the addition of a new subsection to read:

8.2.2 (e) receive a financial report of the local.

Rationale: When the membership is getting information about a projected budget, they should be made fully aware of the actual spending of the local.

Motion XX

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

THAT Article X – DELEGATES TO THE PROVINCIAL ANNUAL MEETING section 10.1 be amended to read:

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

- (i) The President, First Vice President and Second Vice-President shall attend.
- (ii) Local members at large to complete the complement, at least two (2) of whom shall be in their first five (5) years of teaching.
If more than the required number of members to complete the complement are submitted, lots will be drawn as follows:

The first draw of lots shall include the names of self-identified members of an ETFO-designated group. Up to three (3) names shall be randomly selected. The number of names to be included in the draw of self-identified members shall be reduced by the number of Released Officer(s) who self-identify as a member of an ETFO-designated group. If the number of names submitted is less than the required number of names to be drawn, 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. The number of names to be included in the draw of GEETF members of ETFO Provincial Standing Committees shall be reduced by the number of Released Officer(s) who are a member of an ETFO Provincial Standing Committee. If the number of names submitted is fewer than two (2) there shall be no draw of lots and the name(s) 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: Amending the first and second draw of names to include the number of Released Officers who self-identify as one of ETFO's designated groups, or who are a member of an ETFO Standing Committee, allows greater opportunity for all GEETF members to attend the ETFO Annual Meeting. Released Officers are members of the delegation, and should be considered when determining delegates who self-identify or are a member of a Standing Committee.

Motion XXI

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

THAT a section called 'Standing Rules' be added after the Bylaws or Constitution and Bylaws outlining our locals meeting practices.

- 1) Notwithstanding a duly moved and seconded resolution, that the GEETF Table Executive meet the second Wednesday of each month from September to June calling the meeting to order at 1300hrs.
- 2) Notwithstanding a motion to change the orders of the day, that the GEETF Table Executive Agenda be organized in the following way:
 - 1) Approval of Minutes
 - 2) Approval of Agenda
 - 3) Committee Reports
 - 4) Released Officer's Reports
 - 5) Receipt of Financial Report
 - 6) New Business
- 3) Cancellation of a GEETF Table Executive Meeting can only be made by a duly moved and seconded motion by Table Executive members.
- 4) That GEETF Table Executive motions be duly moved, seconded and carried with simple majority vote via email in the case where a decision is needed imminently to protect the operationalization of the Local.

Rationale: "Standing rules as understood in this book except in the case of conventions are rules

- 1) which are related to the details of the administration of a society rather than to parliamentary procedure, and
- 2) which can be adopted or changed upon the same conditions as any ordinary act of the society. An example of such a standing rule might be one setting the hour at which meetings begin, or one relating to the maintenance of a guest register. Standing rules are generally not adopted at the time a society is organized but individually if and when a need arises." Page 18, Robert's Rules of Order Newly Revised, 11th Edition, 2011, Henry M. Robert III.

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 2018

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 13th to 16th, 2018.

Grand Erie delegates in attendance were:

Jeffrey Barnes	Lise Beauchamp
Nancy D'Aurora	Shannon Hendel
Cory Judson	Michaela Kargus
Hayley Lapierre	Caroll Ann Macsai
Cheryl Mann	Shawn Martin
Ashley Packham	Carolyn Proulx-Wootton
Teresa Rothwell	Sabrina Sawyer

There were 123 resolutions in total that made it into the Annual Meeting Resolutions Booklet for the 2018 meeting, plus additional new business resolutions that were added throughout the week. Grand Erie had six resolutions in the booklet. Two of our resolutions passed which were, "That ETFO lobby the Ministry of Education to direct district school boards to refrain from combining Full-Day Kindergarten (FDK) and Grade 1 classes and "That ETFO lobby the Ministry of Education to ensure that each district school board hire an Arts consultant."

The four-day Annual Meeting began with an opening address from President Sam Hammond. President Hammond informed the delegation that ETFO is concerned about the direction of the provincial government and that members who choose to exercise their professional judgement to teach the elements included in the updated 2015 Health and Physical Education curriculum will be supported and rigorously defended should this judgement be called into question. A rally was held at Queen's Park on the Tuesday to demonstrate our support for the updated curriculum.

Other speakers over the course of the week included the Presidents of the Ontario and Canadian Teachers' Federations. Candy Palmater was this year's social justice speaker. She spoke passionately about her background and about the need for teachers to realize that they are doing incredible work and that they need to look after themselves as well. Official Opposition Leader, Andrea Horwath addressed the delegation, telling ETFO that the NDP will continue to work with us to defend and strengthen public education in Ontario.

Overall, it was a productive week and a thank you goes out to our 14 members who represented our membership very effectively.

Respectfully Submitted,

Cory Judson
Second Vice President

AWARDS/RECOGNITION BANQUET

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

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

- Anti-poverty
- Arts
- Environment
- Humanitarian

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

The award recipients for the 2017-2018 school year were:

<u>ANTI-POVERTY</u>	Shannon Hendel	Agnes G. Hodge Public School
<u>ARTS</u>	Joseph Atanas Mark Imgrund	Central Public School Central Public School
<u>ENVIRONMENT</u>	Melissa Gibson Heather Gould Duane Gray Angela Hart Jennifer Richardson	Grandview Central Public School Grandview Central Public School Russell Reid Public School Grandview Central Public School Walter Gretzky Elementary School

HONORARY LIFE MEMBER

Susan Swackhammer

LOCAL LEADERSHIP/ADVOCACY AWARDS

Marcela Caro	Langton Public School
Kendra Kovach	Woodman-Cainsville School
Carolyn Proulx-Wootton	Oneida Central Public School
Christopher Smith	Paris Central Public School

The 2017-2018 Recognition Banquet was held on Thursday, June 21, 2018 at the Petofi Hungarian Cultural Club. There were a total of 125 people in attendance. A total of 31 retirees were invited to receive our gift of a cranberry glass apple as well as Congratulatory Certificates from GEETF, and to be acknowledged by their staff and colleagues. Congratulatory Certificates from the Ministry of Education were mailed to the retirees following the banquet.

Respectfully submitted,

Jeannette Dodds
Executive Assistant

AD HOC FSL COMMITTEE

Ad Hoc FSL Committee Members:

Jeffrey Barnes
Jennifer Field
Margaret Herczeg
Marie Pierre L'Arrivee
Geraldine Power

Nancy D'Aurora
Karine Guillemette
Connie Hill, Chair
Shawn Martin
Sue Senecal

The GEETF Ad Hoc FSL Committee planned several activities this year to support our FSL teacher colleagues and we were excited to note some increase in the number of French teachers who participated in our events this year. The Committee was pleased to host two ETFO "Presenters on the Road" workshops as well as two resource sharing events for our FSL members. At the first of these, the Google Docs sharing platform that was developed in 2017-2018 was promoted. Feedback from this year's events was that these activities were relevant and useful for the attendees. The goal of this Committee continues to be creating networking opportunities, resource sharing and social opportunities for FSL teachers in our local. Committee members are looking forward to seeing even more FSL teachers in attendance at our events next year.

If you would like to join the Ad Hoc FSL Committee, please contact connie.hill-farrell@granderie.ca

Respectfully submitted,

Connie Hill
Chair

AD HOC ON-SITE CHILDCARE

Ad Hoc On-Site Childcare Committee Members:

Nancy D'Aurora	Michaela Kargus, Chair
Kendra Kovach	Tammy Lam-Lyons
Shawn Martin	Jennifer McColl
Jacqueline McEwen	Carolyn Proulx-Wootton

The On-Site Childcare Committee met several times this year. Our work over the past months has been driven by the following Executive Committee motions:

1. That the Ad-Hoc Childcare Committee prepare an all member survey to determine the interest and need for on-site childcare, to be approved at the December 2018 Executive meeting and subsequently administered by the GEETF Executive by the end of March 2019.
2. That following the October 24, 2018 GEETF Membership Meeting, the Ad-Hoc On-Site Childcare Committee continue to operate, in order to analyze the results of the childcare survey, and further investigate on-site child care options, with regular reports to the GEETF Executive, in order to determine how best to operationalize any suggested recommendations.
3. That the GEETF provide on-site childcare for the May 2019 GEETF Annual General Meeting as a pilot project.

The Committee created and conducted an all member survey, with the very generous help of our union stewards. The Committee received 693 completed surveys.

The Committee met during a half day release in April to compile the results of the survey.

The Executive Committee passed a motion to extend the mandate of the On-Site Childcare Committee to analyze the data from the survey, and to prepare a report for the Executive Committee meeting in September.

The Committee made the necessary arrangements to provide on-site childcare at the Annual Meeting on May 22, 2019.

Respectfully submitted,

Michaela Kargus
Chair

AD HOC SOCIAL COMMITTEE

Ad Hoc Social Committee Members:

Lori Burroughs Miller, Chair
Nancy D'Aurora
Ashely Smith

Marcela Caro
Caroll Ann Macsai

The Social Committee was not as active this year as it had intended to be. We have new members who are enthusiastically looking forward to the next school year!

The Social Committee did partner with the Arts Committee on a couple of events this spring.

New members for this committee are welcome. If you would like to join the Ad Hoc Social Committee, please contact me.

Respectfully submitted,

Lori Burroughs Miller
Chair

AD HOC SPECIAL EDUCATION COMMITTEE

Ad Hoc Special Education Committee Members:

Marsha Anguish	Jennifer Boissonneault
Cheryl Coate	Kezia Cooke-Brown
Casidy Guzar	Peter Harris
Anh Hoang	Kendra Kovach
Shawn Martin	Jennifer McColl, Chair
Marisa McQuay	Lorelei Parsons
Janet Reeder	Krista Robb
Kathryn Romphf	Amy VanderWal

As the newest ad-hoc committee, the Special Education Committee met three times this year. We have set our terms of reference and developed short and long term goals for the committee. We will be focusing our efforts on supporting teachers of students with special needs, advocating for members' needs (specifically those who teach in self-contained classrooms and learning resource teachers), and encouraging collaboration with our other local union affiliates who we work closely with every day, to support students. We had much interest in our committee at our original meeting, and hope to keep the momentum going for the 2019-20 school year.

Respectfully submitted,

Jennifer McColl
Chair

ARTS COMMITTEE

This year has brought many developments to our Committee and its work. The Arts Committee is comprised of the following members:

Cynthia Aldred	Jeffrey Barnes
Monique Coretti	Heather Chwastiak
Valerie Harrison	Judy Muir
Lisa Glaves	Rebecca Moses
Christine Mulholland	Kendra Kovach
Carolyn Proulx-Wootton, Chair	Shawn Martin

This is the first year that the Arts Committee operated as a local standing committee. The Arts Committee held four meetings this school year. As a committee, we are incredibly fortunate to have members who have such incredible specialized arts expertise and bring this expertise to table. Below is a listing of the work the Arts Committee accomplished this year.

1. **Learn How to Play the Ukulele Workshop**, presented by Monique Coretti and Carolyn Proulx-Wootton.

This was a beginner's workshop where members received a ukulele and paid a fee which they could claim through their school's PD funds.

2. **Primary Music Workshop**, presented by Heather Chwastiak and Susan Drayson at Elgin Avenue Public School on February 19, 2019.

This was an extremely well attended workshop that provided members with many music strategies.

3. **Ukulele Playing Group** presented by Monique Coretti and Carolyn Proulx-Wootton.

This group met seven times over the course of this school year, providing a supportive place to play together.

4. **Local Vocals Choir**, led by conductor Andrea Schweyer, accompanied by Christine Mulholland.

The choir met for a total of seven sessions throughout the spring preparing a preview song for the Annual Meeting and a short concert at the Awards Retirement Dinner in June.

5. The Arts Committee put forth a **provincial Annual Meeting resolution** which was presented and approved at our local Rep Council. The wording of the resolution is:

“That ETFO develop and deliver a provincial conference that supports members who teach music, drama, dance and visual arts.”

Rationale: Support for Arts education is inconsistent across Ontario. Some boards do not recognize Arts specialist teachers and they have little to no opportunity to network and learn from each other. Arts education has never been more important to students.

The resolution will be presented by Carolyn Proulx-Wootton and Jeffrey Barnes at the ETFO Provincial Meeting in August 2019.

6. **More Than A Play Workshop**, presented by drama specialist Larry Swartz on May 29, 2019. The ETFO resource booklet, *More Than A Play*, was provided in English or French for participants.
7. Committee members Heather Chwastiak and Jeffrey Barnes initiated sharing **Arts resources on the Office 360** platform on behalf of the Arts Committee.
8. The Arts Committee partnered with the Indigenous Partnership Committee and provided \$200 towards the **Moccasin Workshop**.
9. A **sign making workshop** was hosted at Finders Keepers in late winter, coordinated by Arts Committee member Rebecca Moses.
10. A **dance workshop** is being planned for June, facilitated by Christine Mulholland to take place in Hagersville.
11. Plans for **paint night workshop** are in the works for June with the intention that the Arts committee partner with the Social Committee.

Based on the huge success of our planning this year, the Arts Committee began planning for the 2019-2020 school year. Our plans include:

1. A continuation of the choir initiative and ukulele playing group;
2. Learn how to play the ukulele workshops in Norfolk, Haldimand and Brant;
3. Drama and dance workshops focusing on presenters from C.O.D.E., Shadow Dance, Charlevoix and teaching intermediate students;
4. A bus trip into Toronto to see highly acclaimed musical *Hamilton*;
5. More focus on visual arts workshops for our members;
6. Networking elementary and secondary arts teachers together – building community to better support each other.

Respectfully submitted,

Carolyn Proulx-Wootton
Chair

FIRST FIVE YEARS COMMITTEE

First Five Years Committee Members:

Samantha Bailey	Nancy D'Aurora
Lyndsay Houghtling	Michaela Kargus
Jacqueline McEwen, Co-Chair	Kataisha McQueen
Larissa Schmitz, Co-Chair	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. We 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 had to be put on "pause" due to Board policy regarding Professional Development, and as a result didn't happen for this school year. However, we have full intentions of trying to run this conference again in the coming school year (board permitting), this time to include an Indigenous component as well as a Union 101 and Work/Life balance opportunities.

To engage our new membership, we focused a lot of our efforts into social opportunities for our members. Early on in the school year we planned a bowling night where a few new faces turned out and gave us the chance to find out what new members needed. In April, we hosted our annual bus trip to the Blue Jays game. This trip had a low turnout, possibly due to a similar trip offered by the school board. Going forward, we will plan a new member engagement trip to change the pace and hopefully reach some new members.

The Office 365 group continues to operate, so members can share report card comments by uploading them to the group. In the new school year, we would like to pilot the use of Remind or text blast to better communicate with our members in the hopes of relieving some of the 'email overkill' we receive on a daily basis.

Regarding PD and engagement sessions, the Committee offers job shadowing opportunities to members who find themselves in new roles for the upcoming school year. These opportunities allow members in their first five years to connect and learn from seasoned members and help them develop and explore new ideas and strategies. Thinking ahead to next year, the Committee provides a TPA workshop offered through ETFO Provincial. This workshop allows members get a better understanding of the TPA process especially for those expecting their Teacher Performance Appraisal in the coming school year. Finally, we offer members the experience of rafting down the Grand River through our "Float into Summer" rafting trip that takes place at the end of May.

It has been an exciting year and the Committee is looking forward to seeing what the 2019-2020 school year will bring the Committee and members in their first five years!

Respectfully submitted,

Jacquie McEwen
Chair

HEALTH AND SAFETY COMMITTEE

I continue to be your GEETF representative on the Joint Occupational Health and Safety Committee (JOHSC). I attend the monthly meetings to ensure our concerns and perspectives on Healthy and Safety issues are heard. I report back to the GEETF Executive at monthly meetings and to the membership during Local Rep Council or general meetings. I am always willing to take your concerns and recommendations to next JOHSC meeting, and I am glad to say that individual members have been directly contacting me for assistance with issues. I review all workplace violence and incident reports, as well as health and safety concern forms. I encourage our members to contact me if they have any questions or concerns.

Items of interest

- The Annual Health and Safety Report, released by the Board, continues to show that student aggression and workplace violence are the largest areas of concern.
- The new workplace violence and incident reporting form is finally on one form through the Staff Portal!
- The Board would not fully implement truncated safety plans, but the Ministry of Labour did support the use of these in a school where a concern was brought to them and from which orders were issued.
- Changes are being made to the Workplace Violence policy, which will then trickle down to the school level. This will include the 'posting' of a Workplace Violence Map to ensure all workers are aware of potential risky situations or locations, and a 'forced' sign-in for all visitors to ensure they see this map.
- **Workplace Violence in School Boards: A Guide to the Law** can still be accessed on line at <https://.ontario.ca/document/workplace-violence-school-boards-guide-law>. Worker members on the JOHSC are pushing for the Board to use this document it as a guide, not as a guideline!
- Beginning in September, 2019, all monthly inspection reports will be completed online. This will help with creating and completing work orders more efficiently, and the tracking of on-going issues.
- Each school is to come up with a plan to alert all people of a lockdown, such as in situations when the PA system isn't working or can't be heard, as well as the all clear.
- Please check out the minutes from the JOHSC monthly meetings on your Health and Safety bulletin board.
- Report all incidents and concerns immediately as you may be held responsible for not reporting when another worker gets hurt!

Respectfully submitted,

Jennifer Orr
Certified GEETF Member on the JOHSC

INDIGENOUS PARTNERSHIP COMMITTEE

Indigenous Partnership Committee Members:

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

The GEETF Indigenous Partnerships Committee (IPC) 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.

62. i. Make age-appropriate curriculum on residential schools, Treaties, and Aboriginal peoples' historical and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade Twelve students.

63. i. Developing and implementing Kindergarten to Grade Twelve curriculum and learning resources on Aboriginal peoples in Canadian history, and the history and legacy of residential schools.

ii. Sharing information and best practices on teaching curriculum related to residential schools and Aboriginal history.

iii. Building student capacity for intercultural understanding, empathy, and mutual respect.

iv. Identifying teacher-training needs relating to the above.

The IPC participated in the protest at Will Bouma's office this winter, calling on our local MP and MPP to address the cuts to Indigenous Education funding, both for programming and further revisions to the curriculum.

In our own effort to meet the Call to Action #63 (ii), "Sharing information and best practices in teaching curriculum related to residential schools and Aboriginal history," the Committee offered an evening workshop, "Cornhusk Dolls", with Betts Doxtator. Teachers received supports, not only how to bring the art of Cornhusk Dolls into the classroom, but how to discuss and explicitly teach and discuss humility in the classroom.

Under Call #63 (iii) The IPC is supporting students/teachers from areas of the school board outside Brantford with subsidized busing to attend the Sharing Our Voices event on June 20th, 2019. Numbers are still to be determined at the time of print for this report.

The IPC partnered with the Arts Committee in sending 24 teachers to the Rumble presentation at the Sanderson Centre. Rumble is a documentary outlining the Indigenous contribution to the history of Blues and Rock Music.

Workshops

In an effort to meet Calls #63 (ii, iii, iv), The IPC offered two ETFO workshops this year:

Cornhusk Dolls with Elizabeth Doxtator: delivered on April 1, 2019.

In partnership with the Arts committee, *Moccasin Making*: delivered on March 23, 2019, with Nikki Shawana.

Due to a number of record snow days, workshops were rescheduled a number of times. Please accept our apologies.

National Aboriginal Day

The IPC has been planning an event to support National Aboriginal Day on June 20, 2019 at the Sanderson Centre.

We have a sold out show booked with a strong line up of students and classes demonstrating their commitment to “Walking Together”, sharing their vision of Reconciliation for Canada in the future. Chief Stacey Laforme, Chief Ava Hill, Director Brenda Blancher, Chair of the Trustees, Greg Anderson and President Shawn Martin will all be joining us that day.

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

As the Chairperson of the IPC, I would personally like to thank our Executive Assistant, Jeanette Dodds, for being our right hand person and always doing everything she can to make our events run seamlessly. G’chi Miigwech Jeannette!

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!

Appreciation to the Arts Committee for sharing this journey in supporting our members this year. Looking forward to 2019-2020.

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

Sabrina Sawyer

Chair

POLITICAL ACTION/PUBLIC RELATIONS COMMITTEE

Political Action/Public Relations Committee Members:

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

This year the Political Action/Public Relations committee was active in helping to promote the work and advance the interests of public elementary teachers in Grand Erie.

Brantford and District Labour Council

The Political Action/Public Relations Committee continues to support 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 Brantford and District Labour Council, and this year the GEETF also had five regular delegates attend council meetings. PA/PR worked in solidarity with other labour affiliates for community initiatives that included Labour Cares, The Day of Mourning, and a Labour/Social Justice Film Festival. The PA/PR Committee also supported the annual Brantford and District Labour Council's Health and Safety Dinner and the Soap Box Derby, Labour Day event in Brantford.

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 that occurred on May 7th, 2019. PA/PR also provided financial support to Send a Kid to Camp through Brantford Parks and Recreation, to the Family Literacy Committee of Brant for "Let's Read," and to the R.I.S.E. group in Simcoe for their anti-poverty initiatives. Finally, the committee made donations to food banks in Hagersville and Waterford.

Events/Advocacy/Public Relation

The PA/PR Committee organized All-Candidates Forums for Grand Erie trustee candidates during the 2018 municipal election campaign. The committee also created and distributed a candidate questionnaire for all of the candidates, to learn their positions on issues important to our members.

The PA/PR Committee supported members of the committee to attend the March 25th, 2019, Power of Many Conference in Toronto to organize in response to the actions of the Doug Ford government.

The PA/PR Committee supported the GEETF's participation in Remembrance Day Ceremonies in Brantford, Brant, Haldimand, Norfolk, Six Nations, and New Credit.

On April 8th, 2019, PA/PR hosted the 11th Annual GEETF and GEDSB Trustee Dinner. Issues discussed included no-fills in our schools, cuts to education from the Ontario government, and the Grand Erie inclement weather policy.

The PA/PR Committee organized a Rally for Education in Port Dover on May 9th, 2019, where Doug Ford was attending a fundraising dinner with Toby Barrett; other labour and community groups were also in attendance at this protest.

The PA/PR Committee will be participating in Haldimand-Norfolk Pride Day on May 25th, 2019, in Dunnville and Brantford Pride on June 15th, 2019. Financial sponsorship was provided for each event.

Respectfully submitted,

Cory Judson
Chair

PROFESSIONAL DEVELOPMENT COMMITTEE

Professional Development Committee Members:

Marsha Anguish
Jennifer Cherewka
Kendra Kovach, Chair
Shawn Martin

Brittany Beedham
Jennifer Hinrichs
Tammy Lam-Lyons

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:

- OneNote
- What to Do, When it Feels Like a Zoo! (Classroom Management)
- Voice Care
- This is Wat it Muss Be Like (Learning Disabilities)
- Music: You Can Teach It, You Can Play It, But You Don't Have to Sing It
- Coding and Next Steps after Coding
- Resume Writing
- Interview Skills
- Artful Math (Crayola)

The Committee wishes to thank our outstanding Executive Assistant, Jeannette Dodds, for all her hard work supporting the Professional Development Committee. Her efforts are appreciated more than words can express.

Many thanks to the amazing Professional Development Committee members for their dedication of time, effort, and knowledge in planning and hosting events. Thank you to all GEETF members that attended the PD workshops. Please continue to inform us of your professional learning needs. Emails can be sent to kendra.kovach@granderie.ca.

Best wishes for a relaxing summer and a successful 2019/2020 school year. We look forward to seeing you at next year's events.

Respectfully submitted,

Kendra Kovach
Chair

SOCIAL JUSTICE COMMITTEE

Social Justice Committee Members:

Beth Edwards
Mary Jane Hutfloetz
Shawn Martin

Anh Hoang, Chair
Kendra Kovach
George Overend

Donations:

The Social Justice Committee made donations to the following organizations:

- Labour Cares (\$200)
- Brantford Pride (\$250)
- Earth Day (\$ 1000, matched by ETFO)
- Family Literacy Committee of Brant (\$250)
- Social Justice books (\$20)
- Grand Erie Boys' Conference (\$1000)
- R.I.S.E.- Anti-Poverty Group Initiative (\$500)
- Sexual Assault Centre of Brant-Taylor the Turtle (\$250)
- Boys' Conference (\$1000)
- Haldimand Norfolk Pride

Events:

This year we continued to support local families through Labour Cares with the donation of \$200 to purchase nutritious produce. Our committee members joined with other GEETF committee members and local organizations to hand out the produce at St. Andrew's Church. Our efforts and contributions are needed and appreciated therefore we will continue to support this cause.

"Random Acts of Kindness" continues to circulate in our schools to foster supportive environments for our members. We would like to thank Cory Judson, our Second Vice President, for his continual support with this initiative and the purchasing of Tim Horton's gift cards.

The Social Justice Committee members are pleased to continue our partnership with the Political Action/Public Relations Committee to sponsor and participate in the Brantford Pride and Haldimand Norfolk Pride events.

This year we were pleased to partner with OSSTF to host the Black History Curriculum Workshop to Grand Erie elementary, secondary teachers and occasional teachers. We received very positive feedback from our participants; therefore we will continue to partner with OSSTF for future workshops and events.

As in previous years, The Social Justice Committee contributed \$1000 to the Grand Erie Boys' Conference. Some of our members assisted in the event on May 17, 2019.

GEETF Lending Library:

The GEETF Lending Library is kept at the GEETF office. The Lending Library contains books and resources that can be signed out and returned at members' convenience using the board courier. Each social justice book includes lesson plans and activity ideas. The GEETF Lending Library will continue to be promoted through emails and featured in the President's newsletter to remind our members of this great resource. Many thanks to our President, Shawn Martin, our Second Vice President, Cory Judson and our amazing Executive Assistant, Jeannette Dodds for helping us with this project.

Supporting Environmental Stewardship in Grand Erie:

This year, a total of \$2000 in Earth Day funding was provided to four schools. The local contribution was \$1000 and this was matched by ETFO Provincial incentive funding. The Committee supported Teeterville Public School with their "Sweet Gum" shade tree. Cobblestone School received funding for a "Water Table" for their Earth Day project. We contributed to Waterford School's Kindergarten Family Fun Night. Walsh Public School received funding for their school trip to Ripley's Aquarium.

I would like to thank our fantastic Social Justice Committee members for their dedication of time, ideas and hard work in planning and hosting events.

A very special thank you to our amazing Executive Assistant, Jeannette Dodds, for all her support and hard work this year.

Respectfully submitted,

Anh Hoang,
Chair

STATUS OF WOMEN COMMITTEE

Status of Women Committee Members 2018-2019

Ellen Banbury, Co-Chair
Michaela Kargus
Tammy Lam-Lyons
Jacqueline McEwen

Nancy D'Aurora
Kendra Kovach
Caroll Ann Macsai
Kataisha McQueen, Co-Chair

Donations:

The Status of Women Committee purchased a copy of 'Strong is the New Pretty' by Kate T. Parker for each elementary school in the Grand Erie District School Board.

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

- Nova Vita (\$500)
- Sexual Assault Centre of Brant (\$500)*
- Haldimand Norfolk Women's Services (\$500)
- Ganhohkwasra Family Assault Support Services – Etiya'takenhas Shelter (\$500)**
- Haldimand Norfolk REACH (\$500)
- Sexual Assault/Domestic Violence Care Centre, Brantford General Hospital***

*ETFO matched the donation of \$500

**ETFO matched the donation of \$500 and gave an additional \$2500

*** ETFO gave a donation of \$500

Workshops and Training:

Kataisha McQueen attended the ETFO Leadership Conference in September. She brought back resources for the Status of Women Committee.

On March 28-30, 2019, the Status of Women Committee sponsored five members (Ellen Banbury, Kataisha McQueen, Marcela Caro, Hayley Lapierre, and Shannon Hendel) from GEETF to attend Women in Action Part Two at Hockley Valley Resort. The conference was organized by Peel and Upper Grand locals. The participants networked with other ETFO members, developed their leadership skills and learned about opportunities for leadership within the Federation. It was a wonderful learning experience to encourage leadership and participation.

On April 15, 2019, the Status of Women Committee sponsored a Pregnancy and Parental Leave Workshop. This workshop was facilitated by ETFO staff member Lorna Larmour. 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 24, 2018.

On December 7, 2018, the Status of Women Committee sponsored Pizza & Pottery at Boston Pizza and Crock-a-Doodle. The participants completed a pottery project that was fired and then picked up at the GEETF office.

On Friday, March 1, 2019, the Status of Women Committee sponsored a Purse Bingo held at the Arlington Hotel in Paris to celebrate International Women's Day. The event was very successful with fifty (50) participants. All proceeds from ticket sales were given to Haldimand & Norfolk Women's Services (\$1560). The event qualified for ETFO local incentive funding for International Women's Day events. Hopefully this will become an annual event.

On June 11 and 12, 2019, the Status of Women Committee is sponsoring the Grade Eight Girls Leadership Camp. Committee member Tammy Lam-Lyons organizes this very important event. Every year, incentive funding from ETFO helps make this event possible. The event takes place at the YMCA Camp in St. Clements, Ontario. Up to forty (40) grade eight girls may attend.

We would like to thank the amazing and positive Committee members for their engagement and hard work, contributing to a successful year for our Committee.

We also thank Jeannette Dodds for her assistance to the Status of Women Committee.

Respectfully submitted,

Ellen Banbury, Co-Chair
Kataisha McQueen, Co-Chair

UNION STEWARDS

Thank you to all our Union Stewards. Without your commitment to ensuring that the rights of colleagues are safeguarded, our working conditions would suffer. The Union Steward monitors the implementation of the Collective Agreement in the workplace, ensures that health and safety issues are addressed, answers member questions, relays concerns to the local office, shares information from the Federation with members, and plays a vital role in keeping members connected to their Local and to ETFO. In addition to all the work that Stewards normally do, this year they attended Membership Engagement training at the GEETF office, then arranged to share that training with their colleagues. As we face the challenges posed by the Ford government and upcoming collective bargaining, our Stewards will be even more essential.

In addition to Member Engagement training, the GEETF held one Union Steward training session in the fall. We would normally arrange a spring training session however Member Engagement training took place in late March. It is expected that Union Stewards will be attending several meetings next school year as we engage in local and provincial bargaining.

Topics of discussion and training at the spring session included:

- The 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

Small group Union Steward meetings took place in various locations across the local where Stewards met with the GEETF Released Officers to share information and discuss issues in their schools.

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

Union Stewards provide an essential voluntary service for our membership. Your service and dedication are very much appreciated.

Respectfully submitted,

Shawn Martin
GEETF President

THANK YOU TO OUR UNION STEWARDS FOR 2018-2019

<i>School/Worksite</i>	<i>Name</i>
Agnes G. Hodge	Shannon Hendel
Banbury Heights	Cynthia Corpse
Bellview	Tammy Lam-Lyons
Bloomsburg	Kim Harvey-Harris
Boston	Bobbi Ryerse/Jillian Adams
Branlyn	Meghan Smith
Brier Park	Geraldine Power
Brantford School Support Centre (TRC)	Sabrina Sawyer
Burford District Elementary	Scott Wood
Caledonia Centennial	Alicia Corcoran
Cedarland	Lauren Lockhart/Danielle Skokun
Centennial – Grand Woodlands	Krista Robb
Central	Cara Forrest
Cobblestone Elementary	Margaret Herczeg
Confederation	Jacqueline McEwen
Courtland	Cory Antonioli
Delhi	Wendy Lauwerier
Dufferin	Lindsay Guy
Echo Place	Thomas Roberts
Elgin Ave.	Heather Chwastiak
Glen Morris	Jonathon Reid
Graham Bell – Victoria	Lisa Metcalf
Grandview	Lisa Marshall
Greenbrier	Caroline Taylor
Hagersville	Tannis Wilhelmus
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 2018-2019

<i>School/Worksite</i>	<i>Name</i>
Lakewood	Lori Burroughs Miller
Langton	Marcela Caro/Elizabeth Richardson
Lansdowne – Costain	Jennifer McColl
Lynndale Heights	Christine Kazakevicius
Major Ballachey	Andrew Campbell
Mapleview	Ange Hart
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	Lyndie Kennedy
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
Walpole North	Zackary Ambridge
Walsh	Darin Townsend
Walter Gretzky	Kataisha McQueen
Waterford	Melissa Wouters
West Lynn	Andrea Ongena
Woodman – Cainsville	Kira Germann/Jade Jarvis