



Annual Report

For

2020-2021

Shawn Martin – President

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EXECUTIVE MEMBERS 2020-2021

President	Shawn Martin
First Vice President	Nancy D'Aurora
Second Vice President	Carolyn Proulx-Wootton
Secretary	Kendra Kovach
Health & Safety	Jennifer Orr
Executive Members	Heather Chwastiak Lyndsay Houghtling Cory Judson Michaela Kargus Hayley Lapierre Jennifer McColl Jacqueline McEwen Teresa Rothwell

GEETF COMMITTEES FOR 2020-2021

Ad Hoc Labour Organizing Committee	Michaela Kargus, Co-Chair Carolyn Proulx-Wootton, Co-Chair Lise Beauchamp Kendra Kovach Lorelei Parsons
Ad Hoc Social Committee	Hayley Lapierre, Chair Kendra Kovach Jennifer McColl
Ad Hoc Special Education	Jennifer McColl, Chair Anh Hoang Kendra Kovach Shawn Martin Marisa McQuay Lorelei Parsons Janet Reeder Krista Robb Kathryn Romphf Stephanie Slaman Amy VanderWal

Arts Committee
Heather Chwastiak, Co-Chair
Carolyn Proulx-Wootton, Co-Chair
Cynthia Aldred
Miranda Atrooshi
Monique Coretti
Lisa Graves
Kendra Kovach
Shawn Martin
Rebecca Moses
Christine Mulholland

Awards Committee
Nancy D'Aurora, Chair
Wanda Backus-Kelly
Jennifer McColl

Collective Bargaining Committee
Nancy D'Aurora, Chair
Lori Burroughs Miller
Cory Judson
Michaela Kargus
Kendra Kovach
Shawn Martin
Jennifer Orr
Carolyn Proulx-Wootton
Teresa Rothwell

Constitution Committee
Shawn Martin, Chair
Lisa Andrews
Nancy D'Aurora
Cory Judson
Jennifer McColl
Carolyn Proulx-Wootton
Teresa Rothwell

ETFO Annual Meeting/Resolutions
Committee
Carolyn Proulx-Wootton, Chair
Lisa Andrews
Nancy D'Aurora
Johanna Gordon
Lyndsay Houghtling
Cory Judson
Michaela Kargus
Kendra Kovach
Caroll Ann Macsai
Cheryl Mann
Shawn Martin
Jennifer McColl
Jacqueline McEwen

First Five Years Teachers' Committee Lyndsay Houghtling, Chair
Nancy D'Aurora
Michaela Kargus
Jacqueline McEwen
Leah Smith
Lacey Smith

Indigenous Partnership Committee Connie Hill, Co-Chair
Joseph Tice, Co-Chair
Anh Hoang
Marianne Johnson (DECE)
Lyndsay Houghtling
Wendy Kelly (EA)
Kendra Kovach
Tammy Lam-Lyons
Suzie Miller
Christine Mulholland
Michelle Swyers
Teresa Rothwell

Political Action/Public Relations Committee Michaela Kargus, Chair
Lisa Andrews
Lori Burroughs Miller
Heather Chwastiak
Nancy D'Aurora
Jillian Heffernan
Lyndsay Houghtling
Cory Judson
Michaela Kargus
Kendra Kovach
Hayley Lapierre
Shawn Martin
Corey Maxted (GEDSBOT)
Jennifer McColl
Jacqueline McEwen
Teresa Rothwell
Tammy Stoneman (DECE)

Professional Development Kendra Kovach, Chair
Brittany Beedham
Lori Burroughs Miller
Jennifer Cherewka
Jennifer Hinrichs
Tammy Lam-Lyons
Shawn Martin
Tannis Wilhelmus

Social Justice Committee

Anh Hoang, Chair
Beth Edwards
Michaela Kargus
Kendra Kovach
Shawn Martin
Jennifer McColl
George Overend
Carolyn Proulx-Wootton

Status of Women Committee

Jacqueline McEwen, Chair
Heather Chwastiak
Nancy D'Aurora
Lyndsay Houghtling
Michaela Kargus
Kendra Kovach
Tammy Lam-Lyons
Hayley Lapierre
Caroll Ann Macsai
Carolyn Proulx-Wootton



GEETF POSTPONED 2019-20 ANNUAL MEETING
&
THE 2020-21 GENERAL MEMBERSHIP MEETING

OCTOBER 21, 2020

MINUTES

4:30 pm ~ Start of Meeting – via Zoom Video Conference

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.

ETFO Land Acknowledgment Statement

In the Spirit of Truth and Reconciliation, the Elementary Teachers' Federation of Ontario acknowledges that we are gathered today on the customary and traditional lands of the Indigenous Peoples of this territory.

Call for volunteer Human Rights Officer.

1. Call to Order and Welcome – President, Shawn Martin
2. Approval of Agenda for October 21, 2020

Moved by: Cory Judson Motion I
Seconded by: Caroll Ann Macsai

That the Agenda for October 21, 2020 as amended be approved. Carried

3. Approval of Minutes of May 22, 2019 Annual Meeting – page 6 of Annual Report

Moved by: Heather Chwastiak Motion II
Seconded by: Nancy D'Aurora

That the Minutes of the May 22, 2019 Annual Meeting be approved.

Carried

4. Approval of Changes to the Constitution – page 34 of Annual Report

4.1 Executive Resolutions to Amend the GEETF Constitution 2020

Moved by: Kendra Kovach Motion III
Seconded by: Jacqueline McEwen

THAT UNDER THE HEADING 'Definitions', be amended by addition to read:

✓ 'Days' refer to the 194 instructional days of the Grand Erie District School Board, including Professional Activity Days.

Rationale: It should be made clear to the reader of the Constitution that a 'day' is defined as an instructional or PA Day of the Grand Erie District School Board.

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

Carried

Moved by: Shawn Martin Motion IV
Seconded by: Hayley Lapierre

THAT ARTICLE VI – LOCAL ORGANIZATION, Section 2 – Local Representative Council, article 6.2.4 be amended to read:

6.2.4 Additional meetings of the Local Representative Council may be called by a majority vote of the Table Executive or upon written request of twenty (20) members of the Local Representative Council.

Rationale: The addition of the words 'by a majority vote' clarifies that a majority vote of Executive Committee members is required to call for an additional Representative Council meeting.

Current Wording: 6.2.4 Additional meetings of the Local Representative Council may be called by the Table Executive or upon written request of twenty (20) members of the Local Representative Council.

Carried

Moved by: Jennifer McColl
Seconded by: Michaela Kargus

Motion V

THAT ARTICLE VI – LOCAL ORGANIZATION, Section 2 – Local Representative Council, article 6.2.7 be amended to read:

6.2.7 If the Union Steward of a worksite is unable to attend a meeting of the Local Representative Council, an alternate who is a member of the GEETF from that worksite may attend the meeting as a voting member.

Rationale: The addition of the words, ‘who is a member of the GEETF’ clarifies that only a GEETF member may substitute for a Union Steward at Representative Council.

Current Wording: 6.2.7 If the Union Steward of a worksite is unable to attend a meeting of the Local Representative Council, an alternate from that worksite may attend the meeting as a voting member.

Carried

Moved by: Nancy D’Aurora
Seconded by: Carolyn Proulx-Wootton

Motion VI

THAT ARTICLE VI – LOCAL ORGANIZATION, Section 2 – Local Representative Council, article 6.2.8 be amended to read:

6.2.8 If a Union Steward is a member of the Table Executive, an alternate from his/her worksite who is a member of the GEETF may attend the Local Representative Council as a voting member.

Rationale: The addition of the words, ‘who is a member of the GEETF’ clarifies that only a GEETF member may substitute for a Union Steward who is a member of the Table Executive.

Current Wording: 6.2.8 If a Union Steward is a member of the Table Executive, an alternate from his/her worksite may attend the Local Representative Council as a voting member.

Carried

Moved by: Shawn Martin
Seconded by: Cory Judson

Motion VII

THAT ARTICLE VI – LOCAL ORGANIZATION, Section 3 – Committees, article 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.

Rationale: There is a significant difference between an ad hoc committee established by the Local and one established by the Grand Erie District School Board. The Local has neither the authority to establish, nor the ability to determine, the composition of a Board ad hoc committee. Such authority rests with the Board. GEETF representation on a Board committee is outlined under ‘Duties of the President’, article 7.2.1 (m).

Current Wording: 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.

Carried

Moved by: Shawn Martin
Seconded by: Jennifer Orr

Motion VIII

THAT ARTICLE VII – ORGANIZATIONAL DUTIES, Section 1 – Duties of the Table Executive, article 7.1.6 be amended to read:

7.1.6 make recommendations to the President for appointments to Board Ad Hoc committees, subject to ad hoc committee terms of reference established by the Board.

Rationale: The Table Executive should have the authority to make recommendations on GEETF representation to Board ad hoc committees. The Local is limited by the terms of reference established by the Board for a Board ad hoc committee. Based on the Board ad hoc committee terms of reference, the Table Executive may make recommendations to the President if members in addition to the President should represent the GEETF on a Board ad hoc committee.

Current Wording: 7.1.6 approve appointments to Board Ad Hoc committees;

Carried

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

Motion IX

THAT ARTICLE VII – ORGANIZATIONAL DUTIES, Duties of Union Stewards, article 7.2.8 (c) be amended to read:

7.2.8 (c) attend Local Representative Council Meetings;

Rationale: The addition of the word 'Local' clarifies that this article refers to local meetings of the Representative Council rather than provincial Representative Council meetings.

Current Wording: 7.2.8 Union Stewards shall: (c) attend Representative Council Meetings;

Carried

Moved by: Cory Judson
Seconded by: Teresa Rothwell

Motion X

THAT ARTICLE XII – AMENDMENTS TO THE LOCAL CONSTITUTION, article 12.1 be amended to read:

12.1 Proposed amendments to the Local Constitution must be submitted to the Chair of the Constitution Committee no later than forty (40) school days prior to any membership meeting.

Rationale: The current 45 days prior to a membership meeting is unnecessarily long. Forty days is a sufficient amount of time to prepare proposed amendments.

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

Carried

4.2 Member Resolutions to Amend the GEETF Constitution 2020

The mover withdrew this motion.

Moved by: Shawn Martin

Motion XI

Seconded by:

THAT ARTICLE VII – ORGANIZATIONAL DUTIES, Duties of the First Vice President, article 7.2.2 (d) be amended to read:

7.2.2 (d) safeguard the terms and conditions as outlined in the Central and Local Collective Agreements;

Rationale: The Collective Agreement of members includes both the Central and Local terms. This change in wording clarifies that the First Vice President safeguards the terms of both the Central and Local agreements.

Current Wording: (d) safeguard the terms and conditions as outlined in the Collective Agreement;

Motion not introduced.

THAT ARTICLE X – ELECTION OF A UNION STEWARD, be amended by the addition of a new article to read:

Section 1 – Eligibility

10.1 A member in good standing of the Local may be nominated to stand for elected office.

Section 2 – Nominations

10.2 Members shall be notified by the GEETF Office for nominations no later than May 31 of each year.

10.3 The deadline for receipt of nominations to the current Union Steward shall be June 10.

Section 3 – Election Procedures

10.4 An election shall only be called when there is more than one nomination form submitted.

10.5 The candidate will be selected at a Union Meeting held prior to June 17 called by the Union Steward.

- 10.6 The election shall be by secret ballot at the conclusion of the Union Meeting.
- 10.7 Each candidate may appoint one scrutineer to observe the counting of the ballots for that candidate's election.
- 10.8 The vote count for the position will be announced at the conclusion of the meeting.
- 10.9 Only GEETF members are entitled to vote.
- 10.10 The ballots will be destroyed immediately following the elections.
- 10.11 Where two (2) or more candidates are presented for a position as steward, voting shall be by successive ballots for the position until a candidate has received at least fifty (50) percent plus one (1) of the ballots cast.
- 10.12 Should two members wish to share the role-equally, this can be mutually agreed upon and submitted dually to the office for the term of the following school year.

Section 4 – Filling of Vacancies for a Union Steward

- 10.13 Should the shared position of Steward become vacant during a term; the position shall be filled by the partnered Steward until an election is deemed necessary.
- 10.14 Should the position of Steward become vacant during a term, the call for a steward for the remainder of the term will be made to the staff.
- 10.15 Volunteers shall submit their names to the First Vice President no later than seven (7) days after the call for names has been made.
- 10.16 The First Vice President shall determine if an election is necessary.
- 10.17 Should an election be deemed necessary; it shall take place no later than the next scheduled staff meeting within thirty (30) days.
- 10.18 In the event that there is an amalgamation of staff between buildings, or reallocation of placements for staff locations, the two or more stewards, will be given the opportunity to withdraw from their role as steward, share the position of steward (limited to two (2)) or call for an election.
- 10.19 The successful candidate shall be the nominee who receives a simple majority of the votes cast.

5. 2019-20 GEETF Annual Report

Moved by: Heather Chwastiak Motion XII
Seconded by: Teresa Rothwell

That the GEETF Annual Meeting receives the 2019-20 Annual Report.

Carried

6. GEETF Finances

6.1 Approval of the Auditor for 2020-2021

Moved by: Carolyn Proulx-Wootton Motion XIII
Seconded by: Hayley Lapierre

That GEETF approve the appointment of Koenig & Associates for the financial audit of the 2020-2021 fiscal year.

Carried

7. Approval of the Minutes from October 30, 2019 General Membership Meeting

Moved by: Kendra Kovach Motion XIV
Seconded by: Lori Burroughs Miller

That the Minutes of the October 30, 2019 General Membership Meeting be approved.

Carried

8. Approval of 2020-2021 Draft Budget – attached – Carolyn Proulx-Wootton

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

That budget line 40 "Executive Retreat" be reduced from \$9000 to \$1. Carried

Amendment to Motion XV

Moved by: Hayley Lapierre Motion XVI
Seconded by: Jennifer McColl

That budget line 40 "Executive Retreat" be decreased from \$9000 to \$1000.

Defeated

Moved by: Nancy D'Aurora
Seconded by: Jennifer Orr

Motion XVII

That budget line 49 "CBC" be reduced from \$20,000 to \$10,000.

Carried

Moved by: Carolyn Proulx-Wootton
Seconded by: Teresa Rothwell

Motion XVIII

That the 2020-2021 Budget as amended be approved.

Carried

9. Committee Reports

- Due to the delayed start of the first Executive Meeting of the newly elected Executive, Committees have not held their first meetings.

10. President's Report – Shawn Martin

10.1 GEETF Update

- 1] Ongoing issues related to the opening of schools and staffing shortages have dominated the work of the Local. Boards across the province are facing serious staffing shortages and some are resorting to hiring non-qualified teachers. These shortages are causing frequent loss of preparation time due to no-fills, delays in prep time pay back, and a lack of EA support.
- 2] The no-fill crisis is continuing to have a very negative impact on members and on the system. Frequent loss of preparation time added to the pressure's members are already facing, is bringing people to the brink. Fail to fill OT assignments lead to frequent loss of FSL instruction, loss of LRT support, and all the issues connected to prep time pay back. Locally, no-fills make it almost impossible for the Local to provide release time to members to attend Executive meetings, bargaining meetings, in-school Health & Safety inspections, attending daytime PD, ETFO Provincial events or to release Union Stewards for training. The Local is working with the Board to mitigate no-fills as we do not wish to add to prep time loss for members. The Board has hired more occasional teachers, but due to staffing requirements of the Virtual Academy, recently hired OTs have been placed in the VA and are not available for daily OT work.

- 3] Our Board created a Virtual Academy for online students, so members are not delivering a hybrid model of both in-class and virtual instruction simultaneously. Grand Erie in-school teachers face the challenge of offering some form of instruction to absent students. The Ministry plan for synchronous learning (PPM164) states that when a student is absent for three or more days in a given week, the student will receive synchronous learning. This expectation is completely unrealistic as it sets up a 'hybrid' model when students are absent. Members have been advised to work with the parents of absent students to come to a customized solution. The Board is not expecting members to meet the expectations of PPM164 with absent students.
- 4] Members teaching in the Virtual Academy are facing numerous issues including students who have never logged in to Brightspace, students who attend infrequently, an inability to accurately assess student learning, parent interference, changing expectations, spending too much time outside of the instructional day to make this work, physical stress caused by poor ergonomics and eye strain, spending far too much time supporting parents with technology issues, difficulty providing special education supports, lack of training and tech support, lack of resources and no additional funding for the VA.

10.2 ETFO Update

- 1] In-person parent-teacher interviews are not encouraged by the Ministry. The guidance document on school reopening was clear around limiting visitors to the school. Interviews "should be conducted remotely by video or by telephone." In-person meetings should continue to be very limited.
- 2] The Ministry raised the issue of staff shortages to unions and sent a letter to OTF requesting a suspension of the 50-day rule for retirees. The Ministry has heard from boards who are concerned about a shortage in November when current retirees hit their 50-day max. The Affiliates raised the issue of safety as a possible factor for why some occasional teacher/retirees may be declining assignments.
- 3] The issue of not doing TPAs/NTIP appraisals has been raised by the Affiliates as well as OPC with the Ministry. Evaluations are an additional stressor to an already overstressed system. It is unfair and impractical to assess teaching in learning environments that are completely unfamiliar.
- 4] The Affiliates asked the Ministry to reconsider the decision on the implementation of the new mathematics curriculum. It is adding another layer of stress and burden to our members.
- 5] The Affiliates raised the issue of the reporting protocols for COVID outbreaks in schools. The Ministry was asked if consideration could be given to sharing the room number in schools where breakouts occur.

- 6] All Affiliates have taken action to try get the Ministry of Labour to support enhanced and clear safety measures in the workplace. To date, Affiliates have not been successful. The Ministry of Labour supports the Ministry of Education's position that the plan for the reopening of schools is safe because it has the approval of public health authorities. The Ministry of Labour won't agree to a system-wide approach to dealing with health and safety concerns related to COVID and has taken the position that only individual worker complaints would be investigated. It is highly unlikely that a Ministry of Labour inspector would support a claim of unsafe working conditions if the school board has implemented all COVID measures required by public health.
- 7] ETFO Representative Council took place on October 6-7. President Hamond thanked members for going above and beyond, outlined major criticisms with the Ontario government plan to reopen schools, and summarized the frustrations experienced with the Ministries of Labour and Education to ensure safer working conditions and the process for reporting unsafe work. ETFO will begin a public relations campaign on the need for more funding to enhance safety. There is no update on the Bill 115 remedy other than a statement of facts have been agreed to and there will be a future meeting with legal counsel.

10.3 GEDSB Update

- 1] A shift in students who will either move to in-person learning or into the Virtual Academy takes place on November 2nd. Several schools will face a reorganization based on changes in student enrollment. School boards are facing the issue of an increasing number of students who are being home schooled, which may result in a loss of funding of millions of dollars to boards. Our Board is asking staff to work with parents to customize a program that works for families in order to avoid further declines in student enrollment.
- 2] The Board is expecting in-class teachers to take steps to prepare their students to 'pivot' to distance learning if needed. Members are being asked to do more teaching using Brightspace in class to get their students used to using the virtual learning environment in case of outbreaks and closures.
- 3] At the October 5, 2020 Board meeting, trustees were presented with a report from the Modified School Year Calendar Ad Hoc Committee. Shawn represented the GEETF as a member of this committee. Trustees were provided with findings and were asked to consider establishing a working group to 'manage the logistics of establishing a pilot Balanced Year school for the 2021-22 school year'. Following the report, trustees agreed with the committee's findings and recommended the establishment of a working group to manage the logistics of creating the pilot for the 2022-23 school year.

10.4 Questions for the President

- a) Updated PPE requirements state that members must wear a mask at all times except while alone, eating in the staff room, or outside maintaining 2 metres distance from others. Why, if we are two metres away and wearing our shield, must we wear a mask? – The GEETF is not asked for our input into PPE decisions. Local union leaders may only comment on the PPE documents, but not on PPE requirements because those are set by local public health authorities and the Ministry of Health.
- b) How are members to conduct parent/teacher interviews? Are members expected to use their own cell phones? – Members should use the school internet and set up Teams meetings with parents. If this option isn't possible for a parent, members can call the parent using the school phone. The availability of the school phone line may be an issue and staff may need to coordinate its use. Principals should be providing more direction as we approach the date. The Local has yet to discuss with the Board the afternoon on November 13th when members may take this as lieu time due to working the evening before. This lieu time is outlined in the Collective Agreement so it is the expectation of the Local that members will be entitled to the afternoon free of duties just as has been the case in past years.
- c) Masks at school are supposed to be Level 1. The mask boxes do not state they are level 1. – This issue was raised with the Board in early September. The Board stated that they would amend the school reopening documents to remove the Level 1 description. This amendment did not happen. The Board purchased the quality of masks required by the Ministry. Masks were checked by the JOHSC and the Committee confirms masks have three layers and do not have a chemical on them that is a known carcinogen.
- d) What is the status of the 'seven-day rule' for touching items made of paper? We were told to leave these items for a week before handling them. – Senior admin stated that this is not a requirement and that staff and students need to wash hands before and after handling shared paper items.
- e) In some schools, masks are handed to members. They do not have access to the box so how can we know where masks are from? – If you have concerns about the mask allocation process, ask your principal to see that box. If a member is not satisfied with the principal's response, please contact Jennifer Orr and she will investigate. Boards have made accommodations for members who require a mask of greater quality.
- f) Teachers are running out of hand soap. Who is responsible for ensuring that there is soap in the classroom? – The Board is to provide soap. The Board does not want students bringing in soap. Teachers need to let their principal know when more soap is required. If a soap shortage continues, please let Shawn or Jennifer know.

11. First Vice President's Report – Nancy D'Aurora

11.1 Prep Time/Supervision

- Please monitor any missed prep time. Individual teachers should track their own missed prep time on the template that was sent by your Union Steward (even if the principal is keeping a record). Accurate data will be critical if we must file a grievance.
- The Collective Agreement clearly states that the maximum supervision per cycle is 80 minutes. If you are asked to cover a duty for student safety because of a no-fill, ask the principal what duty will be covered for you instead, in that same five-day cycle, so that you are not doing more than 80 minutes. It should NOT be the absent teacher that makes up the duty.

11.2 Staffing

- We have hired 38 new contract teachers since the summer.
- Our current GEETF membership is approximately 1150 teachers.
- Staffing and reorganization will be an ongoing process this year, with three transition periods for students to switch from in-person to on-line and vice versa.
- The second round of reorganization will take effect November 2. There will be some reorganization necessary to both in-person and on-line classes. It should not be as extensive as the previous re-organization in September. Schools should know of any necessary reorganization by October 26.
- The next reorganization dates will take effect January 4 and March 22, with the parent survey being sent a few weeks before those dates.

11.3 Collective Agreement/Collective Bargaining

- There have been four bargaining sessions since the June: June 16, July 8, September 18, and September 29. The next session is November 6.
- We have reached agreement on many "housekeeping" items, and some other items.
- The CB Committee is meeting prior to our next bargaining session to review our submission and perhaps pare down our remaining items to bring forward.
- No Central Agreement items come into effect until the Local agreement is ratified, this includes the salary increases for last year and this year, and the funding for almost nine additional support teachers.

11.4 Grievances

- A Step 3 presentation to the Director will take place on October 29 for a policy grievance filed last June: in May 2020 GEDSB did not replace a DECE in a Kindergarten class.

11.5 Benefits

- Benefits were reset as of September 1, 2020.

11.6 ARC Updates – nil

11.7 Questions for the First Vice President

- Could we still see changes in our schools due to reorg? – Yes, it is possible depending on what class sizes were like before this. Classes all depend on the class caps. Principals will receive reorganizations by October 23.
- Do we need to meet as a Staffing Committee? – If there are changes to your org then you may request a meeting. There is no obligation in the CA for the principal to say yes.

12. Second Vice President's Report – Carolyn Proulx-Wootton

12.1 GEETF

- I began in the role of Second Vice President on October 5, 2020. Since that time, I have sent out retirement workshop communications, answered questions from members about their planned or anticipated retirements, and assisted members in ensuring that they received their sick day gratuity payout.
- ETFO has offered an incentive funding opportunity for up to \$2000 for locals who partner with a local equity seeking organization. I will be preparing to submit a proposal on our behalf.
- I will be attending an ETFO Treasurer's training planned for November 10th.
- I will be participating in ETFO Collective Bargaining Academy to better represent our Local needs at the bargaining table. I continue to participate on our local Collective Bargaining Committee.
- Next week, the Released Officer team will be meeting with our bank in order to change signing authority on our accounts.
- Thursday is ECE Appreciation Day. I encourage you to extend appreciation to our fellow DECE colleagues.

12.2 ETFO Annual Meeting

- Shortly members will be receiving a call to submit their names to become a ETFO Annual Meeting delegate. Attending the ETFO Annual Meeting is a great way for members to participate in the union democracy of the bigger ETFO union family. Please keep your eyes open for this opportunity as it will be shared with Stewards and then fanned out to members at their worksites.

12.3 Questions for the Second Vice President – nil

13. Health & Safety Updates – Jennifer Orr

- We do a really good job of keeping our Stewards up to date on Health and Safety issues.
- This year I have the list of all site reps. I will be sending them all an email to keep them up to date on everything going on and give them a way to contact me.

14. New Business – nil

15. Meeting dates for 2020-2021

Local Representative Council (Wednesdays) – Tentative

November 25, 2020

February 17, 2021

Membership Meetings (Wednesdays) – Tentative

May 19, 2021

Executive Meetings (Wednesdays) – Tentative

November 11, 2020

March 10, 2021

December 9, 2020

April 14, 2021

January 13, 2021

May 12, 2021

February 10, 2021

June 9, 2021

Celebration Dinner – Tentative

Wednesday, June 16, 2021 in honour of our 2019-20 and 2020-21 Retirees.

16. Adjourned

PROPOSED RESOLUTIONS TO AMEND THE OCTOBER 2020 GEETF CONSTITUTION

EXECUTIVE RESOLUTIONS TO AMEND THE OCTOBER 2020 GEETF CONSTITUTION

Motion I

Moved by: Shawn Martin
Seconded by: Jacqueline McEwen

THAT ARTICLE IV – MEMBERSHIP, Section 2 – Associate Membership, 4.2.3 be amended to read:

4.2.3 Associate Membership may include:

- a) members of other affiliates of OTF;
- b) teachers **or Native language instructors** employed in private schools, provincial schools, federal government schools, **First Nation or Council schools;**
- c) employees of the Federation **or locals;**
- d) teachers employed at a college or university;
- e) former members in good standing who are currently not employed by a school board;
- f) former members in good standing who have been declared redundant and are not employed by a school board. This membership shall only be held for two years **past the date declared redundant;**
- g) former members or persons engaged in a professional capacity related to education;**
- h) former members who were on LTD and whose contract with an employer has been terminated **(this membership shall only be for two (2) years);**
- i) exchange teachers employed as elementary teachers by a public school board;
- j) retired members who were members of the Federation or its predecessors; **and**
- k) students attending a teacher education institution in Ontario.

Rationale: Article 4.2.2 states that the criteria for Associate Membership in the GEETF is defined in article IV of the Federation Constitution. Criteria in article 4.2.3 differ from the criteria in the ETFO Constitution.

Current Wording: 4.2.3 Associate Membership may include:

- a) members of other affiliates of OTF;
- b) teachers employed in private schools, provincial schools or federal government schools;
- c) employees of the Federation;
- d) teachers employed at a college or university;
- e) former members in good standing who are currently not employed by a school board;

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- f) former members in good standing who have been declared redundant and are not employed by a school board. This membership shall only be held for two (2) years;
 - g) former members who were on LTD and whose contract with an employer has been terminated. This membership shall only be held for two (2) years;
 - h) exchange teachers employed as elementary teachers by a public school board;
 - i) retired members who were members of the Federation or its predecessors;
 - j) students attending a teacher education institution in Ontario.
-

Motion II

Moved by: Shawn Martin
Seconded by: Kendra Kovach

THAT ARTICLE V – RIGHTS AND PRIVILEGES OF MEMBERS, Section 1 – Rights and Privileges of Active Membership be amended to read:

5.1.2 The rights of an Active Member shall be:

- a) to hold office in the Local and in the Federation. No active member may increase their percentage of contract by election to hold office in a local released position;
- b) to attend, **participate and vote at** general meetings of the Local;
- c) to participate in the vote on the preliminary submission in the collective bargaining process;
- d) to participate in all votes related to collective bargaining;
- e) to participate in any general membership votes;
- f) to serve on committees, taskforces and workgroups of the Local in accordance with applicable Terms of Reference;**
- g) to serve as a Chair or co-Chair of a committee, taskforce or workgroup of the Local in accordance with applicable Terms of Reference;**
- h) to request Local support through the grievance process;
- i) to request Local support in any problem directly related to professional duties;
- j) to request Federation support in any problem related to professional duties;
- k) to serve as a delegate to the ETFO Annual Meeting;
- l) to serve as a delegate to the Brantford and District Labour Council.

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Rationale: The amended wording more clearly states the rights of an Active Member. Subsection (b) adds to the rights of an Active Member beyond just attending a general meeting. The amended wording expands on the rights of an Active Member with respect to committees.

Current Wording: 5.1.2 The rights of an Active Member shall be:

- a) to hold office in the Local and in the Federation. No active member may increase his or her percentage of contract by election to hold office in a released position;
- b) to attend general meetings of the Local;
- c) to participate in the vote on the preliminary submission in the collective bargaining process;
- d) to participate in all votes related to collective bargaining;
- e) to participate in any general membership votes;
- f) to request Local support in the grievance process;
- g) to request Local support in any problem directly related to professional duties;
- h) to request Federation support in any problem directly related to professional duties;
- i) to serve as a delegate to the ETFO Annual Meeting;
- j) to serve as a delegate to the Brantford and District Labour Council.

Motion III

Moved by: Nancy D'Aurora
Seconded by: Heather Chwastiak

THAT ARTICLE VI – LOCAL ORGANIZATION, Section 2 – Local Representative Council, article 6.2.3 be amended to read:

6.2.3 The Local Representative Council shall meet at least two (2) times per year (once in November and once in February or March).

Rationale: It may be necessary to hold meetings outside of the Local office for various reasons, such as requiring a virtual meeting or seeking a larger venue.

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

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Motion IV

Moved by: Teresa Rothwell
Seconded by: Lyndsay Houghtling

THAT ARTICLE VI - LOCAL ORGANIZATION, Section 3 – Committees, 6.3.1 be amended to read:

6.3.1 There shall be the following standing committees:

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

Rationale: In recognition of the diversity of the Indigenous communities we partner with, it is motioned that the Indigenous Partnership Committee become the Indigenous Partnerships Committee.

Current Wording: 6.3.1 There shall be the following standing committees:

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

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Motion V

Moved by: Shawn Martin
Seconded by: Heather Chwastiak

THAT ARTICLE VII – Section 2 - Duties of Officers, 7.2.1 (m) Duties of the President be amended to read:

7.2.1 (m) **may** represent the Local on **a Board committee subject to the Terms of Reference of the committee;**

Rationale: The President may be invited as a member of a Board committee if a representative of the GEETF is included in the committee composition. Board committee Terms of Reference are approved by the Board of Trustees. Additional consideration for the selection of the GEETF representative is included in Article 7.1.6.

Current Wording: 7.2.1 (m) represent the Local ~~and its members on GEDSB committees;~~

Motion VI

Moved by: Shawn Martin
Seconded by: Heather Chwastiak

THAT ARTICLE VII – Section 2 - Duties of Officers, 7.2.2 (q) Duties of the First Vice President be amended to read:

7.2.2 (q) **may** represent the Local on **a Board committee subject to the Terms of Reference of the committee;**

Rationale: The First Vice President may be invited as a member of a Board committee if a representative of the GEETF is included in the committee composition. Board committee Terms of Reference are approved by the Board of Trustees. Additional consideration for the selection of the GEETF representative is included in Article 7.1.6.

Current Wording: 7.2.2 (q) represent the Local ~~and its members on GEDSB committees;~~

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Motion VII

Moved by: Shawn Martin
Seconded by: Heather Chwastiak

THAT ARTICLE VII – Section 2 - Duties of Officers, 7.2.3 (j) Duties of the Second Vice President be amended by addition to read:

7.2.3 (j) **may** represent the Local on **a Board committee subject to the Terms of Reference of the committee;**

Rationale: The Second Vice President may be invited as a member of a Board committee if a representative of the GEETF is included in the committee composition. Board committee Terms of Reference are approved by the Board of Trustees. Additional consideration for the selection of the GEETF representative is included in Article 7.1.6.

Current Wording: 7.2.3 (j) represent the Local ~~and its members on GEDSB committees;~~

Motion VIII

Moved by: Nancy D'Aurora
Seconded by: Jennifer McColl

THAT ARTICLE VIII – MEETINGS, Section 2 – Annual Meeting, be amended to read:

8.2.1 The Annual Meeting of the members of the Local shall be held in May.

Rationale: Deleting the requirement to hold a dinner following the Annual Meeting provides flexibility to the Local in case the meeting cannot be held in-person. It is a long standing practice of the Local to include a dinner for members, and this practice may continue without specifying such a requirement in the Constitution.

Current Wording: 8.2.1 The Annual Meeting of the members of the Local shall be held in May. ~~It shall be a business meeting followed by a dinner.~~

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Motion I

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

THAT ARTICLE VI – LOCAL ORGANIZATION, Section 3 – Committees be amended by the addition of a new subsection to read:

6.3.5 The Chair or co-Chair of a Local committee, taskforce or workgroup must be a GEETF member.

Rationale: Local committees welcome the contributions of those who are not GEETF members. Such individuals serve as an additional resource, either as a member of a committee, or as a person invited for a specified period. Non-GEETF members do not hold voting rights for monetary motions. Committee Chairs work in cooperation with the Local office to execute committee business. It is appropriate and practical that only a GEETF member holds the Chair or co-Chair position to assist members with committee procedures and to liaise with the Local office.

Motion II

Moved by: Lyndsay Houghtling
Seconded by: Hailey Lapierre

THAT ARTICLE VI – LOCAL ORGANIZATION, Section 3 – Committees, be amended by the addition of a new subsection to read:

6.3.5 Committees shall be chaired by a GEETF member.

Rationale:

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Motion III

Moved by: Lyndsay Houghtling
Seconded by: Hailey Lapierre

THAT ARTICLE VI – LOCAL ORGANIZATION, Section 3 – Committees, be amended by the addition of a new subsection to read:

6.3.6 Where a committee has two co-Chairs, one Chair must be a GEETF member. A non-member from another bargaining unit may be elected as a co-Chair when the non-member is an invited member of the committee with relevant experiences in the committee area and mandate. Non-member co-Chairs must be approved by the Executive Committee.

Rationale:

Motion IV

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

THAT ARTICLE VII – ORGANIZATIONAL DUTIES, Section 1 – Duties of the Table Executive, 7.1.15 be deleted.

Rationale: Released Officers are elected to serve the membership and perform duties outlined in Article VII of the Constitution. In addition to the Released Officers, the Constitution requires the Local to employ an Executive Assistant. The Released Officers and Executive Assistant administer the work of the Local. The role of the Executive Committee is outlined in article 7.2.7 which states that Executive Committee members 'consider, respond, and provide input into Local management and affairs.' Under the duties of the President outlined in article 7.2.1, the Constitution states that the President administers the affairs of the Local office and staff and carries out the business of the Local between Executive Meetings. Article 7.1.15 conflicts with other articles in the Constitution and does not accurately describe the duties of the Executive Committee.

Current Wording: ~~7.1.15 administer the affairs of the Local between meetings;~~

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Motion V

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

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

7.2.8 Union Stewards shall:

- a) be the representative of the Local and the Federation at **worksites**;
- b) inform members of the business related to the Local and the Federation;
- c) convey concerns and questions from the membership to the Local office;
- d) attend Local Representative Council meetings;
- e) vote as a member of the Local Representative Council;
- f) promote Local and Federation activities;
- g) attend and participate in meetings of the Local.

Rationale: Current language limits the representative responsibilities of Union Stewards to staff meetings. Union Stewards represent members at all times. The Local Constitution cannot include language that violates our local Collective Agreement which states that members are expected to attend staff meetings. Subsection (a), as written, implies that the Union Steward must attend every staff meeting. There are two concepts included in this subsection – to represent and to inform. The two responsibilities should be outlined by two separate subsections.

Current Wording: 7.2.8 Union Stewards shall:

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

MEMBER RESOLUTIONS TO AMEND THE OCTOBER 2020 GEETF CONSTITUTION

Motions VI-XII to be moved en bloc.

Rationale for motions VI-XII: This past election the GEETF was put in the position of using electronic voting due to Covid-19 restrictions. This was a significant change to our regular practice. Despite the deviation from the constitution, this change had some very positive outcomes. The change allowed all of our members to access the election and have a say in their leadership. We saw a significant increase in the number of members participating in the election because of this change. While this change was considered very carefully by the executive, it has proven to increase member engagement and reduce the barriers to participation experienced by many members. For these reasons, the following motions aim to change the voting practice from an in-person election to a more inclusive online format.

Motion VI

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

THAT ARTICLE VIII – MEETINGS, Section 2 – Annual Meeting, 8.2.2 (b) be deleted:

Current Wording: The Annual Meeting shall:

- a) receive the annual reports of the officers and committees of the Local;
- ~~b) elect the Table Executive Members for the next term during election years;~~
- c) appoint the Chartered Accountant for the next year;
- d) consider resolutions affecting the Local Constitution;
- e) receive a financial report of the local.

MEMBER RESOLUTIONS TO AMEND THE OCTOBER 2020 GEETF CONSTITUTION

Motion VII

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

THAT ARTICLE IX – ELECTION OF TABLE EXECUTIVE, Section 2 – Nominations, 9.2.3 be amended to read:

9.2.3 Notwithstanding the above, nominations for non-released positions, duly moved and seconded and with the consent of the nominee, shall be accepted **by the Chair of the Elections Committee up to forty-eight (48) hours before the election for that position opens.**

Current Wording: 9.2.3 Notwithstanding the above, nominations for non-released positions duly moved and seconded and with the consent of the nominee, shall be accepted **at the Annual Meeting.**

Motion VIII

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

THAT ARTICLE IX – ELECTION OF TABLE EXECUTIVE, Section 3 – Election Procedures, 9.3.1 be amended to read:

9.3.1 **The Executive of the Local shall be elected through an electronic ballot in the spring of an election year.**

Current Wording: 9.3.1 The Executive of the Local shall be elected **at the Annual Meeting.**

MEMBER RESOLUTIONS TO AMEND THE OCTOBER 2020 GEETF CONSTITUTION

Motion IX

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

THAT ARTICLE IX – ELECTION OF TABLE EXECUTIVE, Section 3 – Election Procedures, 9.3.4 be amended to read:

9.3.4 Each candidate may appoint one scrutineer **to review the voting information from the online voting company.**

Current Wording: 9.3.4 Each candidate may appoint one scrutineer to **observe the counting of the ballots for that candidate's election.**

Motion X

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

THAT ARTICLE IX – ELECTION OF TABLE EXECUTIVE, Section 3 – Election Procedures, 9.3.5 be amended to read:

9.3.5 The vote count for all elected positions shall be released to the members, **via email,** following each ballot.

Current Wording: 9.3.5 The vote count for all elected positions shall be released to the members **present** following each ballot **and be published in the minutes of the Annual Meeting.**

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Motion XI

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

THAT ARTICLE IX – ELECTION OF TABLE EXECUTIVE, Section 3 – Election Procedures, 9.3.7 be amended to read:

9.3.7 The Chair of the Elections Committee shall call for nominations **by email before nominations close for each position.**

Current Wording: 9.3.7 The Chair of the Elections Committee shall call for nominations **from the floor.**

Motion XII

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

THAT ARTICLE IX – ELECTION OF TABLE EXECUTIVE, Section 3 – Election Procedures, 9.3.14 be deleted:

Current Wording: **9.3.14 The ballots will be destroyed by motion of the Annual Meeting immediately following the elections.**

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Motion XIII

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

THAT ARTICLE IX – ELECTION OF TABLE EXECUTIVE, Section 3 – Election Procedures, be amended by the addition of a new subsection to read:

9.3.16 In the event that an in-person election is not possible due to circumstances beyond the control of the Local, the Elections Committee shall present alternative election procedures to the Table Executive for approval.

Rationale: The Local faced a dilemma in 2020 when it was not possible to follow the election process outlined in the Constitution due to the pandemic. This motion provides flexibility to the Local if faced with any situation that prevents an in-person election. Unless the Local is facing extraordinary circumstances, the election of the Table Executive would be held in-person in accordance with procedures in Article IX.

Motion XIV

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

THAT ARTICLE XIII – FINANCES, 13.10 be amended to read:

13.10 That at the close of the GEETF fiscal year, all budget line balances are considered returned unencumbered to the general operating fund. Such balances will be used for funding the following year's budget subject to Article XIII. Funds remaining unspent in the Status Committee budget at the close of the fiscal year will be added to the Status Committee's following year allocation. **Funds remaining unspent in the Collective Bargaining budget category at the close of the fiscal year will be added to a Local Defense Fund. The Local Defense Fund may be accessed through an Executive motion for the local defense of public education.**

Rationale: Currently unspent money in the Collective Bargaining category is returned to the GEETF general operating fund. The establishment of a Local Defense Fund will earmark these funds specifically for the purpose of the local defense of education. During the most recent strike action, some locals with an established Local Defense Fund, were able to augment their local actions because of these savings.

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

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Motion XV

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

THAT ARTICLE XIII – FINANCES be amended by a new subsection to read:

13.12 A local Levy shall not be collected from the membership in the fiscal year immediately following a fiscal year ending with a combined closing balance greater than \$400,000 in bank accounts and Guaranteed Investment Certificates.

Rationale: Over many years, the Local has amassed a significant savings. The June 30, 2020 audited financial statements show a combined balance in Guaranteed Investment Certificates and the chequing account of \$492,113. It is unnecessary to continue to collect additional fees from the membership when the cash balance exceeds \$400,000.

PRESIDENT'S REPORT – 2020-2021

The 2020-21 school year began like no other in the history of Education in Ontario. The Ford government closed schools during the 2019-20 school year from March Break until the end of the school year in response to the COVID-19 crisis. In June of 2020, the Ford government issued a document, *Approach to Reopening Schools for the 2020-2021 School Year* and in August, the government issued Policy/Program Memorandum 164 (PPM164) that provided direction to boards for expectations of synchronous learning. The Grand Erie District School Board issued their school reopening document, *School Re-Opening – Staff Guide, September 2020* that provided details and direction to staff. The Board kept parents informed and updated on new procedures through the GEDSB website. In addition to all the new measures that never provided the level of safety expected by members or the public, the Ford government went ahead with the implementation of a new elementary Mathematics curriculum.

ETFO members faced a multitude of issues caused by COVID-19 on the school system. Readjusting an entire Education system is no simple task. Every stakeholder was challenged to find solutions to never before imagined problems. The system was not designed to be as flexible and responsive as it was forced to be. Long-standing systemic weaknesses were clearly exposed. Our members showed great resolve to 'make it work' while trying to safeguard their own health and safety. The school re-opening process, and most of the first term, were characterized by ever changing directions from Public Health. Member anxiety was heightened by inconsistent and changeable directions and issues caused by wearing face masks and shields as personal protective equipment. Due to discomfort and safety issues caused by wearing the face shield that was provided by the employer, by late September members were permitted to wear safety goggles instead.

The school year began with the reallocation of one Professional Activity Day so members could attend COVID-19 health and safety training over three days during the week before Labour Day. Students returned in-person under a staggered re-entry system after a two-day delay when students were not in school on September 8 and 9. Students with the last name starting with A to L attended school in-person on September 10 and 14. Students with last names M to Z attended in-person on September 11 and 15. All in-person students began attending school starting September 16.

Ontario schools remained opened until Christmas Break, but did not re-open until later in the new year. Grand Erie schools re-opened on February 8, 2021. The GEETF office was open when schools were open. Released officers worked from home during the times that schools and the GEETF office were closed. Members were permitted to work from their school instead of at home if they chose. When schools re-opened in February, the Ministry mandated face masks for grade one to three students, and optional masking for kindergarten students. GEDSB trustees voted to enforce masking on kindergarten students at this time.

Despite constant calls upon the government from many stakeholders in Public Education, including all Education-sector unions to provide better health and safety measures, the Ministry of Labour supported the Ministry of Education's position that the plan for the reopening of schools was safe because it had the approval of public health authorities. The Ministry of Labour would not accept a system-wide approach to dealing with the health concerns and took the position that if an individual worker felt unsafe, the worker would need to file a complaint or do a work refusal, depending on the circumstances. Ministry of Labour inspectors were not supportive of claims of unsafe working conditions if it was found that the school board

implemented all measures outlined by Public Health. The Ford government maintained that schools were safe, and that they would not hesitate to take every action to keep schools safe. Government statements were not considered truthful or reassuring by most members.

Ongoing issues related to the opening of schools dominated the work of the Local in the fall of 2020. Many school boards across Ontario faced serious staffing shortages resulting in frequent loss of preparation time due to fail-to-fill Occasional Teaching positions, delays in the repayment of missed preparation time, and a lack of required Educational Assistant support. Throughout the school year, the GEETF ran committee meetings and member events online through the Zoom platform.

The lack of occasional teachers, the need to fill positions in the VLA and Public Health requirements for staff to isolate at home created a no-fill crisis that made it almost impossible for the Local to provide release time to members to attend Executive and Collective Bargaining meetings or to provide Union Steward training. The Board was not able to provide any release for daytime professional development. This resulted in members having to attend PD events virtually after school. OTF and the Ontario Government, as co-sponsors of the OTPP, agreed to temporarily increase the 50-day re-employment rule to 95 days until June 30, 2021 to help alleviate the shortage of occasional teachers. The government also permitted non-qualified individuals to supply teach, including students in Teacher College practicum placements.

The newly elected GEETF Executive Committee held its first meeting on October 14 following a delay in Local elections. It was decided by the prior Executive Committee (2018-20 term), that due to the inability to gather members for an in-person 2020 Annual Meeting and elections, an online vote was held in September and Executive terms were extended until October 5, 2020.

Following several Collective Bargaining sessions in the fall, the Local and the GEDSB arrived at a Tentative Agreement on December 3, 2020 that was ratified by the membership on January 9, 2021.

Due to COVID concerns and the need for personal health accommodations, the Board operated a virtual learning environment. In addition to in-person teaching and learning, families were given the opportunity to enrol their children into the newly created Virtual Learning Academy (VLA). The Board redeployed members to teach students virtually. Members assigned to the VLA were either those requiring a personal medical accommodation or those declared unofficially 'surplus' to their school depending on enrolment numbers of in-person students. Members assigned to teaching in the VLA remained 'attached' to their school, and were not formally declared surplus, as defined by the Collective Agreement. VLA teachers were considered temporarily reassigned.

Because of the large number of students enrolled in the VLA, the need to accommodate members, and the Board's desire to keep in-person class sizes lower than normal to allow for more physical distancing of students, approximately 100 members taught in the VLA during the school year. Parents were given the opportunity on two occasions during the year to enroll their child in the VLA or return to in-person learning. During the first 'turn around date' in November, some members returned to in-person teaching in their home school when enough VLA students returned to in-person learning, or vice versa.

In September, planning for the Virtual Learning Academy continued. Members had to wait to be told what their online assignments were as the Board worked to establish the Virtual Academy. The original plan gave families opt in/opt out dates for the VLA on October 13, 2020, January 4, and March 22, 2021. Due to lessons learned during the first reorganization, later in the fall the Board decided to reduce the planned three opportunities to just two opt in/opt out dates, one in October and the final one in February.

Members face numerous issues teaching in the VLA. In addition to the many technical problems encountered personally by members, a great deal of time was spent by members helping parents to solve their technical issues. Members were faced with students who attended infrequently or who rarely logged in to Brightspace, challenges with collecting authentic assessment, parent interference, often changing expectations, physical stress caused by poor ergonomics, difficulty providing special education supports, lack of training and tech support, lack of information to complete report cards and lack of resources. Members were not provided with additional funding to support their virtual teaching. The lack of necessary resources led to serious challenges in delivering instruction and caused physical issues such as eye strain.

The issue of providing service to absent in-person students arose in the fall and became more problematic as the school year continued. Over time, the number of students not registered in the VLA or attending in-person learning increased. By October, over 500 elementary students were no longer registered in a school. To encourage the return of absent students, the Board directed principals to reach out to families to entice them to accept a learn-at-home option where students were provided photocopied work packages, or they accessed asynchronous learning through their class Brightspace. The number of student work packages asked of members increased over time and added to workload and stress. A potential loss of Board funding also played a part in the desire to have students return to school.

Because members and students spent so much time engaged in online teaching and learning, the Board decided to change inclement day requirements for members. Prior to this year, members were not expected to provide work to students on an inclement weather day. Starting this year, members were directed to provide asynchronous activities to their class through Brightspace. The activities were voluntary and not to be assessed.

The GEDSB allocated additional funding and dipped into reserves to provide more teaching and custodial staff, the purchase of air purifiers and other filtration upgrades, and other health and safety measures. The Board received funding of over \$10 million in April that has been planned for making upgrades to some HVAC systems, closing in open-concept classrooms, purchasing air filtering machines and the construction of some outdoor learning spaces.

The Ministry plan for synchronous learning (PPM164) states that when a student is absent for three or more days in a given week, the student is to receive almost the same learning opportunities as students enrolled in the VLA. If this PPM had been fully implemented, it would have imposed a 'hybrid' model where members would be expected to teach both in-person and to students learning virtually simultaneously. The Local successfully prevented almost all members from having to teach in a 'hybrid' learning model. Due to the unreasonable workload issues created by this model, it was not implemented in Grand Erie, with one exception. The Local and ETFO agreed to the Board's request to implement the 'hybrid' model for self-contained Special Education classrooms. This was due to the relatively low number of students in a self-contained class, EA and other staff support, the highly customized learning

environment, and exceptional needs that would not have been met in a 'regular' virtual classroom.

During the fall, the Ministry placed pressure on school boards to ensure that in-class teachers were prepared to 'pivot' to distance learning if necessary. Members were directed to do more teaching using their class Brightspace to prepare students for the virtual learning environment due to class or school closures.

The Ford government revoked Regulation 274 effective October 29, 2020. School boards were provided interim hiring practices but had to develop and implement their own hiring policies by March 31, 2021. ETFO took strong action, both legally and through public awareness campaigns, to push back against a return to unfair hiring practices. The negotiation of occasional teacher collective agreements was delayed considerably due to efforts to restore at least some of the fair hiring provisions that were taken away upon the revocation of Regulation 274. At the time of writing this report, many OT agreements remain unsettled.

The Ministry of Education, based on advice from the Chief Medical Officer of Health, deferred March Break for the 2020-21 school year to the week of April 12, 2021.

The Ford government extended emergency orders into May and directed school boards to pivot to online learning again this school year starting the day after the delayed March Break. Starting April 19, 2021, all in-person classes moved to remote learning. Only special education students with pervasive needs who could not learn online, and who met the criteria, returned to in-person learning following the break in April. Classroom teachers, prep time teachers and some Learning Resource Teachers returned to in-person teaching if they were responsible for a student who returned. At the time of writing this report, it is not certain when schools will reopen.

During the spring staffing process, the potential of the continuation of some form of online teaching and learning was discussed. At the time of writing this report, there are no plans to re-establish a Virtual Learning Academy. Spring staffing is following its normal process as if there will be no VLA. If required in September, the Board's plan is to set up a few virtual classrooms in schools that have the space for a virtual teacher to be based. These virtual classrooms plan to be located in 'hubs', schools that have the available space for a virtual teacher to work in a classroom. Online students and teachers will form part of the school's complement.

Member access to COVID vaccines became an issue due to distribution delays in Ontario compared to other jurisdictions. At first, in April, only a select number of members who work directly with special education students became eligible to register with the local health unit for a vaccine appointment. By late April, all members became eligible to register for a vaccine appointment and the province continued to lower the age for the general public to be eligible.

At the time of writing this report, there remain many unanswered questions for all connected to Public Education. Members do not know for certain when their schools will reopen. We are not aware of how many students may opt for online learning next school year and how they will be accommodated. Public Education faces several challenges caused directly by poor management and lack of sensible planning by the Ford government. The government's desire to offer some form of online learning to students as a permanent choice is disturbing and may usher in privatization. Planned future underfunding for Public Education will likely result in cuts to services and a lack of resources to address health and safety issues if the COVID crisis continues into next school year. Members are facing a very uncertain future at this point but remain hopeful that the situation will begin to improve soon.

Respectfully Submitted,

Shawn Martin
President GEETF

FIRST VICE PRESIDENT'S REPORT

When I look back at everything that has happened during the past school year, I am certain this past year will remain etched in our professional memory for many years to come. I am also hopeful that no other school year will compare to this one, for all the challenges that were faced by our GEETF members.

Let me start with the positive news: Local Collective Bargaining finally began in June of 2020. After six bargaining sessions with the Board throughout the fall, we reached a Local Tentative Agreement for the 2019-2022 Collective Agreement in the late hours of December 3, 2020. The Local Tentative Agreement was brought to the membership and was ratified January 9, 2021. As with any round of bargaining, progress can be slow, and we never get everything we want. However, your Collective Bargaining Committee was happy to bring you improvements to the Collective Agreement, such as improved language regarding Bereavement Leave, a Letter of Understanding requiring consultation for new technology, and the ability to work at home on the two Reporting and Assessment PA Days. There are many more items that we will continue to pursue in the next round of bargaining. Preparations will start early next year, with the election of the new Collective Bargaining Committee at the October Membership Meeting.

Once we ratified the Local Collective Agreement, some of the terms of the Central Agreement came into effect, including the retroactive 1% salary increases for 2019-2020 and 2020-2021, and the Student Supports Fund. The Student Supports fund has allowed 16.5 new GEETF contract positions to be put in place for the 2021-2022 school year, including four Itinerant Literacy/Numeracy Intervention Teachers, one ELL Itinerant Teacher, one Early Years Intervention Teacher, one Self-Contained Multi-Handicap Special Education class, and an additional 9.5 LRTs. This funding is only in place for the 2021-2022 school year unless the government renews the funding next year.

Beginning in June of last year, the word of the day, if not the hour, became “pivot.” We were expected to be ready at a moment’s notice to change and transition. This began last summer when the Ministry of Education directed school boards to prepare three possible school re-opening scenarios. After spending weeks of the summer holiday doing just that, the decision was taken out of the hands of the individual boards, with the Ministry direction that all boards would provide an on-line learning option, or Virtual Learning Academy (VLA), as it became known in Grand Erie.

In Grand Erie, this meant a decision for a last-minute school re-organization the last week of August, instead of waiting until mid-September, to move approximately 2500 students from in-person learning to on-line learning. This “pivot” required changes to staffing, and the declaration of surplus for almost 70 teachers who were temporarily re-assigned to the VLA. In order to complete the school re-organizations on short notice, the start of the school year was staggered the first week of September, with in-person classes beginning fully on September 14. Online classes began September 21.

To address safety concerns for student physical distancing, GEDSB was as responsive as they could be within their budget constraints, by lowering the Kindergarten cap to 25 students, and the Junior/Intermediate class average to 23.5. This still did not allow the suggested two metres of physical distancing, but in most schools, it did lower class sizes.

The staffing of the VLA presented problems, as there were not enough teachers to provide dedicated prep teachers to the VLA, with the exception of Core FSL teachers for grades 7 and 8. This resulted in teachers in the VLA “carving” their prep time out of the instructional day, and Kindergarten to Grade 6 teachers having to provide instruction in all subject areas in fewer instructional minutes. The GEETF filed a grievance and is awaiting an arbitration date.

A second school re-organization took effect November 2, as more parents chose online learning for their children. This resulted in approximately another 25 teachers being declared surplus and moving to teach in the VLA.

Luckily, the Board decided not to proceed with two other planned transition points, and as of January 29, there were no more student transitions between in-person and online learning, and no further school reorganizations required for the rest of the school year.

However, by January 4, all schools in Ontario were moved to online learning. In Grand Erie, this lasted five weeks, and we returned to in-person learning on February 8.

When you read the President’s Report, Shawn fills in the gap of what has been happening from our return to in-person learning on February 8, to present day and the writing of this report. There have been many other occasions over those three months when GEETF members have been expected to pivot and transition. You have done so, as you always do, with extreme professionalism, and with your students at the heart of everything you do. They will remember you for this for years to come.

Looking ahead to next year, when we all hope for the “normal” to come back into our lives, both personal and professional, we are still faced with uncertainty. The Ministry of Education has recently announced that they still expect every Board to offer some sort of remote-learning option for the entirety of the next school year. In Grand Erie it will not be a dedicated VLA as we have known it this past year. However, the details have still to be finalized, as it will be dependent on how many parents will choose that option for their children. More than likely it will be that virtual classes will be added to schools where enrollment is not at capacity, and there is space to house teachers. We do know that once again the Ministry has left things late, as our staffing process has already begun. Likely, we will find ourselves having to “pivot” once again, in order to put such a plan in place for September.

As we get through these last few weeks of 2020-2021, be proud of what you have done to get through this year. Be proud of what you have done to support your students. Be proud of how you have supported your colleagues through this difficult year. As always, the GEETF is here to advocate on your behalf and support you through whatever the next school year might bring.

As we move forward to the end of this school year, we are still not certain what the 2020-2021 school year will bring. Undoubtedly, the next school year will present challenging times as we work through what our schools will look like in September. The GEETF will be here to support members through whatever the next year brings. I would like to thank you all in advance for your dedication and steadfast determination to always work in the best interest of your students. No matter what we might face during the 2020-2021 school year, we will work together to handle any challenges and struggles that may be presented to us.

Respectfully submitted,

Nancy D’Aurora
First Vice President

SECOND VICE PRESIDENT'S REPORT

It has been a year of many firsts. In so many ways we have leapt from the frying pan and into the fire. We started the school year with incredible uncertainty as we entered the classroom quite literally holding our collective breath. Terms like quarantine, VLA, lockdown 2.0, isolation, sanitization, close contacts, lockdown 3.0 and pivot became all too real, familiar, and hit home this year. It takes a lot of heart and emotional energy to be a teacher but never has our profession faced a year like this. Educators are carrying the heaviest load on record. We have put on brave faces for our students, reassured our parent community, been there for colleagues, taken exposure risks to our personal and family's health, all while waiting for the paid nurses, smaller class sizes, better smelling PPE and HEPA filtered air units to show up. All of this while we get kicked again and again by the current Ford government. From me to you - thank you for what you have done and for your unwavering commitment to our students and to each other. I continue to be here to respond to your concerns and advocate for you so please continue to reach out to me and the GEETF office with your questions, comments, and needs.

Due to the pandemic, events like the Soap Box Derby, Labour Cares and in-person Pride events have been put on hold or turned into online events, but I have been staying connected with other labour organizations through my virtual participation in the Brantford and District Labour Council. And as a GEETF delegate to the Brantford and District Labour Council I will be virtually attending the Canadian Labour Congress Convention in June 2021. From finishing our Collective Bargaining Committee work, negotiations with our collective bargaining team through to the ratification of our Local Collective Agreement and onto my participation on the local Political Action/Public Relations, Arts, Social Justice, Organizing and Status of Women Committees, it has been Zoom events all around. The work continues even if the in-person meetings are not happening.

In a bid to further support members, I prepared a member survey, in consultation with your Released Officer team, to seek direction and data from you about your working conditions this year. Two surveys were created to specifically address the different working conditions of teachers who are working in bricks and mortar schools and in the Virtual Learning Academy.

As part of my role as Second Vice President I am working with your Local Released Officer team to provide our retirees, from both last year and this year, a virtual event deserving of their contributions and service as Educators. Plans are in progress. I continue to support our members with their questions and concerns as they prepare to retire including information on their benefit options. In March, I coordinated and hosted a local pension workshop by ETFO for members in their last five years to answer their retirement questions. Our ETFO Pension workshop had approximately forty-seven members attend. Approximately twenty-seven members attended our OTIP Walk into Retirement workshop.

As your Treasurer, I participated in the ETFO Provincial Treasurer's Training in November 2020. Shortly after this training I began to convert our bookkeeping system from Excel to QuickBooks. This conversion was done in consultation with Koenig and Associates who we have contracted with in the past for our review engagement audit. While the process was labour intensive, this change will have benefits for years to come. This work took place between November 2020 to February 2021. I have also applied for incentive funding opportunities offered by ETFO Provincial, for which we were qualified. As Treasurer, I account for our members' Local Federation dues, and I can report we are in great financial health.

I have undertaken several Union-focused professional development initiatives this year including the ETFO Collective Bargaining Academy, Beyond the Basics, the Collective Bargaining Conference, Provincial Representative Council, and the Political Action Conference in order to best educate myself and advocate for your interests.

We are at a critical junction in the funding of public education in Ontario. We need to prepare, in every way, to make publicly funded Education a top-of-mind provincial election issue. We look no further than the province of Manitoba and the centralization of Education through eliminating school board trustees to the current Ford government's plans to offer ongoing virtual school through contracts with TVO. The forces to dismantle Public Education are knocking at the door and it is time for us to counter these actions for our students today and for future generations to come.

Respectfully Submitted,

Carolyn Proulx-Wootton
Second Vice President

SECRETARY'S REPORT

Following the fall elections, the Grand Erie Elementary Teachers' Federation Executive met regularly during the 2020-2021 school year virtually due to the COVID-19 pandemic. In addition, the Local Representative Council meetings and the GEETF Annual Meeting were also held virtually.

Respectfully submitted,

Kendra Kovach
GEETF Secretary

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 printout 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 adjust (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 are encouraged to call the GEETF office if they are uncertain on how to proceed with a P.D. request or its reimbursement.

Respectfully submitted,

Jeannette Dodds
Executive Assistant

ETFO ANNUAL MEETING 2020

Grand Erie had a total of thirteen members for the ETFO Annual Meeting. The meeting was held virtually through Zoom on August 18th and 19th.

Grand Erie delegates in attendance were:

Marcela Caro	Nancy D'Aurora
Connie Hill	Lyndsay Houghtling
Cory Judson	Michaela Kargus
Kendra Kovach	Caroll Ann Macsai
Cheryl Mann	Shawn Martin
Jacqueline McEwen	Carolyn Proulx-Wootton
Teresa Rothwell	

The 2020 ETFO Annual Meeting was held virtually over two days as a result of the COVID-19 restrictions and efforts to control the spread of the virus. Grand Erie was represented by a team of ten delegates and three alternates. Our delegation was lower by two members as a result of ETFO working to operationalize an online meeting.

The meeting began with an opening address from President Sam Hammond. President Hammond spoke to the challenging round of Central bargaining that our union experienced and the resolve, activism, and professionalism that our members demonstrated throughout this process. He also spoke to the incredible work done by our members since the pandemic shutdown to hold our Public Education system together and to advocate for a safe return to schools.

There were 84 resolutions in total that made it into the Annual Meeting Resolutions Booklet for the 2019 meeting, plus additional new business resolutions that were added for debate on the second day of the meeting. Grand Erie had one resolution in the booklet, "THAT ETFO use electronic voting devices for all election vote counting," but the resolution did not make it to the floor for debate.

There was an election held to fill the vacancy on the Provincial Executive created by the retirement of Adelina Cecchin from Greater Essex. Elementary Teachers of Toronto Member Yvette Blackburn was the successful candidate in this election.

While challenging and unusual, the 600+ delegates engaged in spirited debate and passed a provincial budget that allows our organization to offer the same high level of service and support to our members.

Respectfully Submitted,

Cory Judson
Second Vice President

AWARDS/CELEBRATION 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) receives a commemorative scroll in addition to a donation to the project or related group. Unfortunately, due to COVID-19 the annual Celebration Banquet in June of 2020 was cancelled.

At this annual event we also honour our members who have retired. Although unable to celebrate the career of our 26 members who retired in 2019-2020 in-person, the Grand Erie Elementary Teachers' Federation remained committed to honouring the outstanding contributions of our members who retired. Retirees were invited to receive a gift of their choice from options provided, as well as Congratulatory Certificates from the Ministry of Education to be acknowledged by their staff and colleagues.

Respectfully submitted,

Jeannette Dodds
Executive Assistant

AD HOC LABOUR ORGANIZING COMMITTEE

Ad Hoc Labour Organizing Committee Members:

Lise Beauchamp	Michaela Kargus, Co-Chair
Kendra Kovach	Lorelei Parsons
Carolyn Proulx-Wootton, Co Chair	

This committee met three times since it was established by Executive motion. We discussed the principles of labour organizing and how this could work in Grand Erie. We viewed training videos together and met with our ETFO Regional Organizer, Joel Smith.

Respectfully submitted,

Michaela Kargus
Co-Chair

AD HOC SOCIAL COMMITTEE

Ad Hoc Social Committee Members:

Kendra Kovach
Jennifer McColl

Hayley Lapierre, Chair

This winter, the GEETF Ad Hoc Social Committee hosted a book club. The book chosen was *Feeding My Mother* by Jann Arden. While our attendance was low, it was a great opportunity for members to get together and share their experiences. We planned other events, but due to the constant COVID restrictions, many events have been put on hold. We are looking forward to next year when we hope to be able to get together in new and creative ways to build our social connections. If you have any suggestions for social events that this committee can host, please let us know!

Respectfully submitted,

Hayley Lapierre
Chair

AD HOC SPECIAL EDUCATION COMMITTEE

Ad Hoc Special Education Committee Members:

Anh Hoang	Kendra Kovach
Shawn Martin	Jennifer McColl, Chair
Marisa McQuay	Lorelei Parsons
Krista Robb	Kathryn Romphf
Lindsay Sheppard	Stephanie Slaman
Amy VanderWal	

The Ad Hoc Special Education Committee has continued our planning for student awards which we hope to go forward with next school year. We have also discussed ways to recognize self-contained teachers who have been teaching in a hybrid model this year. The committee hopes to host some workshops early next year on topics related to special education that would benefit all teachers.

Respectfully submitted,

Jennifer McColl
Chair

ARTS COMMITTEE

The Arts Committee began as a local standing committee in 2018. In its third year of operations, the Arts Committee held eight meetings, brought forth many new initiatives, and held seven virtual workshops.

Initiatives

Picasso's Closet & Instrument Lending Library: A lending library was established with the purchase of 13 large Tubano drums that can be signed out by members. In April, the lending library was renamed "Picasso's Closet" and was expanded to include consumable art materials for members' professional use.

Shared arts resources: A shared folder in OneDrive was established for gathering royalty-free Arts resources for access to GEETF members. Several members have added content.

Arts mailing list: The Arts Committee sends Arts-related news and resources to a current 132 members on a mailing list. Email Heather Chwastiak to be added to the list.

Ukulele playing group: Presented by Monique Coretti and Catherine Gorecki, this group met virtually six times, providing a supportive place to play together.

ETFO Arts Conference: Heather Chwastiak and Carolyn Proulx-Wootton attended the first ever annual ETFO Arts Conference on April 24. This event is the fruition of a motion brought to the 2019 ETFO Annual Meeting by Carolyn Proulx-Wootton and Jeffrey Barnes. Attendees heard from an inspiring keynote speaker who has been an innovator in teaching music remotely for 30 years. A virtual choir performance was created of the song "Wavin' Flag" by Somali Canadian singer-songwriter, K'naan.

Workshops

1. *Teaching Music Through A Pandemic* with Percussionist Specialist Lucas Coffey.
2. *How to Create, Run and Produce a Virtual Choir YouTube Performance*.
3. *Pencil Crayon Drawing* workshop with Amie Talbot.
4. *Teacher Appreciation Art Class* by Art with Heart Studio with presenter Nikki Campbell (bleeding tissue paper and Sharpie art on canvas).
5. *Learn How to Play the Ukulele* workshop for beginners with Monique Coretti and Catherine Gorecki.

6. *Teacher Appreciation Art Class with Pieceful Arts* with presenter Suzanne Earls (mosaic craft).
7. *Teacher Appreciation Art Class with Art with Heart Studio* with presenter Nikki Campbell (tactile painting).

Respectfully Submitted,

Heather Chwastiak
Carolyn Proulx-Wootton
Co-Chairs

FIRST FIVE YEARS TEACHERS' COMMITTEE

First Five Years Teachers' Committee Members:

Nancy D'Aurora
Michaela Kargus
Lacey Smith

Lyndsay Houghtling, Chair
Jacqueline McEwen
Leah Smith

The current COVID-19 pandemic limited the events that the First Five Years Teachers' Committee planned on hosting this year. Our social events fell through, but we did host a successful webinar series in the winter/spring that included the topics of Brightspace and tech tools, Supporting LGBTQ+ and BIPOC students, Union 101 (cancelled), and Report Card/IEP writing, with one of these workshops still to come. The First Five Years Teachers' Committee looks forward to offering similar events and new ideas to meet the needs of our newer members next year.

Respectfully submitted,

Lyndsay Houghtling
Chair

HEALTH AND SAFETY COMMITTEE

As your elected Health and Safety representative, I serve as the GEETF member on the Board Joint Occupational Health and Safety Committee. I attend the JOHSC monthly meetings where I bring membership concerns and perspectives on health and safety issues to the Board. Issues are brought to me by individual GEETF members and our Local Executive. I provide a monthly report to the GEETF Executive Committee. I report to the membership at Local Representative Council and General Membership meetings. Each worksite has a GEETF Health and Safety representative. I work in cooperation with site reps and keep our site rep volunteers informed through email updates. As your representative, I review all workplace violence reports as well as accident/injury reports that are submitted and I review the following reports: air quality testing, asbestos removal, designated substance surveys and Ministry of Labour. When a member refuses unsafe work, I am called in to assist in the process to find solutions to make the workplace safer. Please encourage members to contact me if they have health and safety questions or concerns.

Items of interest from the past year:

- Staff are required to wear Board-provided PPE (face masks and eye protection) properly. These PPE items fall under the same rules as hard hats and work boots for construction workers. The Ministry of Labour has the authority to issue \$750 fines to employees who are not in compliance.
- COVID reporting on the Board website is in compliance with Ministry expectations. Worker members on the JOHSC made a request that the Board add a running total of cases, so the current data is more transparent. To date, we have not received a response from the Board on this request.
- The Board agreed to conduct a voluntary, anonymous mental health survey of all staff. Worker members on the JOHSC will investigate existing surveys from experts on mental health for possible use.
- Indoor Air Quality (IAQ) upgrades are detailed in the April minutes of the JOHSC. Pending upgrades will be completed this summer. Some upgrades include new HVAC units and blue light enhancements. Stickers will be placed on HVAC units when air filters are changed so it is easier to know what has been completed and when.
- Worker members are in the process of streamlining the workplace violence reporting tool. A goal is to include details of the debriefing process in response to an incident. The purpose of this process is to address member concerns that completing the workplace violence report is in fact useful and that effective action is being taken to address reported issues.

- Many members are working under less-than-ideal conditions. One of these conditions is poor ergonomics. As a result, an ergonomics section has been added to the Board's Health and Safety website.

The website now includes:

1. How to set up a workstation that properly fits the user;
2. Helpful exercises that can be done at the workstation; and
3. an office ergonomic checklist.

<https://staff.granderie.ca/index.php/departments/health-and-safety/ergonomics>

- Please follow the established steps when bringing forth health and safety concerns. The first step is to make school administration aware of concerns, either verbally or through email. An email provides documentation that the concern was communicated. You can BCC me in the email if you like. If progress to resolve the complaint isn't made, or further guidance is needed, please send me an email. If the issue has not be resolved within five days of making the administrator aware of the issue, the next step is to complete the Board's Health and Safety Concern form. These forms come to the JOHSC.

We are in this together. Kindness for one another and self-care are needed during challenging times. Please stay healthy and safe.

Respectfully submitted,

Jennifer Orr
Certified GEETF Member on the JOHSC

INDIGENOUS PARTNERSHIP COMMITTEE

Indigenous Partnership Committee Members:

Connie Hill, Co-Chair
Lyndsay Houghtling
Wendy Kelly
Tammy Lam-Lyons
Christine Mulholland
Michelle Swyers

Anh Hoang
Marianne Johnson
Kendra Kovach
Suzie Miller
Teresa Rothwell
Joseph Tice, Co-Chair

The Indigenous Partnership Committee offers opportunities for our members to learn about Indigenous cultures and to support teachers to develop confidence in teaching Indigenous perspectives.

It has again been an unusual year! This year, our committee contributed \$500 in grocery items to provide food to the Land Defenders at 1492 Land Back Lane. Our committee hosted three amazing workshops via the Zoom platform for members. We held a very enjoyable Mitten-Making workshop with local artist and artisan Nikki Shawana. Another workshop was one where Kevin “Bubba” Martin presented “Haudenosaunee Knowledge, Sharing of Culture, Tradition, and Spirituality.” This workshop was a presentation of useful mental health information and the special relationship of Indigenous Peoples to water. Ojibway Storyteller Aaron Bell entertained us with a wonderful performance and provided tips on how to use storytelling with students. Sadly, this was to be Aaron’s final performance. As Chair of the IPC and on behalf of the committee, I wish to express grief at the passing of Aaron Bell and to recognize his unique contributions to our community through the Arts.

In June, we hope to provide members with the opportunity to view the annual “Sharing Our Voices” presentation in celebration of National Indigenous Peoples day. This year’s event is entitled “We Are the Water.” Due to its virtual format, we anticipate that many more members will be able to view the event than in past years.

If you are interested in joining this committee, please contact the GEETF office.

Yours in Solidarity,

Connie Hill
Co-Chair

POLITICAL ACTION/PUBLIC RELATIONS COMMITTEE

Political Action/Public Relations Committee Members:

Lisa Andrews	Lori Burroughs Miller
Heather Chwastiak	Nancy D'Aurora
Jillian Heffernan	Lyndsay Houghtling
Cory Judson	Michaela Kargus, Chair
Kendra Kovach	Hayley Lapierre
Shawn Martin	Corey Maxted
Jennifer McColl	Jacqueline McEwen
Carolyn Proulx-Wootton	Teresa Rothwell
Tammy Stoneman	

In an unprecedented year, this committee has continued to meet and advance the Political Action and Public Relations of our Local. Thank you to the committee for all their hard work and commitment. Here are a few of the highlights from our year.

Labour Cares

Due to public health restrictions, the annual Labour Cares food-sharing event is unable to happen this year. The committee has committed to making donations to local food banks and food sharing organizations in the absence of this event.

Remembrance Day

A Remembrance Day in COVID times is unlike any we have seen before. This year our PA/PR Committee made a total of \$300 in donations to three local Legions who have not received our support in the past. The Legion branches supported this year were The Royal Canadian Legion 125 in Delhi, The Royal Canadian Legion 142 in Dunnville and The Royal Canadian Legion 463 in Oakland.

Kids Help Phone

The committee received correspondence from The Kids Help Phone. Historically we have purchased radio ads in our area promoting the Kids Help Phone. We renewed this commitment, and 10 radio ads aired in the days leading up to Christmas on 92.1 FM in Brantford and MYFM in Norfolk. The Grand Erie Elementary Teachers' Federation was mentioned in the ads.

Family Day Ad

The committee sponsored an ad in the Caledonia Sachem. This ad was created by committee member Teresa Rothwell which thanked parents for their efforts as partners in education this year.

Social Media

The committee established a working group, comprised of Jillian Heffernan, Heather Chwastiak, Michaela Kargus and Carolyn Proulx-Wootton, to investigate how our social media was being used and how we can increase our use of social media platforms. The working group met with Denise Hammond from ETFO and is working to establish a plan for the upcoming year. A Canva Pro subscription was purchased to aid in the creation of content.

Correspondence

A letter was written on behalf of the GEETF to local MPPs, Will Bouma and Toby Barrett, outlining our objection to the Provincial Budget because of the lack of necessary Education funding included.

A letter was also sent to our local school board trustees, regrettably cancelling our Trustee Dinner, and restating the importance of the relationship we have established with our trustees.

Political Action

Members of the committee shared information about events they have participated in around the province. Phone Zaps, and education forums were a few of the highlights. We met with our ETFO Regional Organizer, Joel Smith, and discussed some of the preparations coming next year as we lead up to a provincial election.

Brantford District Labour Council

We are very excited to announce that the GEETF Second Vice President, Carolyn Proulx-Wootton, will be representing the Brantford District Labour Council as a delegate to the Canadian Labour Congress Convention. All local union partners expressed the large impact that COVID-19 has had on the safety and working conditions of their members.

SWAG

At the time of writing this report, we are working out a plan to get a small, GEETF branded item to every member of our local. Expect to see beautiful things this September.

Respectfully submitted,

Michaela Kargus
Chair

PROFESSIONAL DEVELOPMENT COMMITTEE

Professional Development Committee Members:

Brittany Beedham
Jennifer Cherewka
Kendra Kovach, Chair
Shawn Martin

Lori Burroughs Miller
Jennifer Hinrichs
Tammy Lam-Lyons
Tannis Wilhelmus

The GEETF Professional Development Committee's goal is to provide professional learning opportunities that interest our members. Plans are made with member needs and requests in mind.

From conversations with members, it was decided that this was not the best year to ask members to spend additional time online. Therefore, the only workshops that ran this year were the "Resume Writing" and "Interview Skills" workshops via Zoom.

The Committee wishes to thank our outstanding Executive Assistant Jeannette Dodds for all of her hard work on behalf of our Committees. Her efforts are greatly appreciated by our Committee and our members. Many thanks to the amazing Committee members for their dedication of time, effort and knowledge in planning and hosting events. Please continue to inform us of your professional learning needs.

Best wishes for the upcoming year and we look forward to providing professional development opportunities as we have in the past.

Respectfully submitted,

Kendra Kovach
Chair

SOCIAL JUSTICE COMMITTEE

Social Justice Committee Members:

Beth Edwards	Anh Hoang, Chair
Michaela Kargus	Kendra Kovach
Shawn Martin	Jennifer McColl
George Overend	Carolyn Proulx-Wootton

Events:

The Social Justice Committee has successfully organized and hosted three equity workshops virtually in partnership with ETFO. We received positive feedback from our members who have attended the workshops. The workshops were:

- *Name It: Understanding Anti-Black Racism in Ontario Education*, presented by Chad Mills on January 20, 2021.
- *Race and Education: The Water We Swim In*, presented by Wai-Kin Chan on January 28, 2021.
- *Busting Myths and Misconceptions About Indigenous Peoples*, presented by Don Kemball on February 4, 2021.

The Social Justice Committee applied and received \$2000 in ETFO incentive funding, 'Working with Equity Seeking Groups,' to support Gender Journey Brant with their Trans Day of Remembrance. The Committee will continue to support Gender Journey Brant in their next goal of developing a website for their organization. We are also looking into the possibility of having them present a workshop to our members.

The Committee supported the R.I.S.E. group with a \$500 donation. ETFO matched our donation through the Anti-Poverty Group funding program.

A total of \$1900 in funding was provided to four schools including Elgin Avenue, West Lynn, St. George-German, and Langton to support their environmental activities.

The Committee compiled a list of local businesses from various areas of our Local to support through our program, Random Acts of Kindness, during this difficult time. Members were asked to nominate a colleague for a Random Act of Kindness gift card. Winners were chosen by a draw. The Committee allocated a maximum of \$600 (30 gift cards x \$20). Nominations were due May 20. A draw for gift cards was set for May 27.

Food4Kids Brant-Haldimand provides bags of food to go home with kids for the weekend. This year they are providing gift cards. The Social Justice Committee donated \$1000 to support their cause. The Committee plans to extend our connection with this next year.

Due to COVID measures, we were not able to support Pride events the way we did in previous years. We are in the process of seeking directions from Brantford Pride and Pride Haldimand Norfolk to see how we can support them this year. We collaborated with the Board through Safe and Inclusive Schools to have the Pride flag displayed at each Grand Erie school.

Due to COVID-19, the GEETF Lending Library was not used this year. Next year, members will be reminded that the GEETF Lending Library is available for use in their class and is an excellent resource that is very teacher friendly. The Committee works in cooperation with the GEDSB Safe and Inclusive Schools and Elementary Program to provide social justice and equity resources and workshops to teachers.

I would like to thank our dedicated Social Justice Committee members for their dedication and ongoing support this year.

A very special thank you to our amazing Executive Assistant, Jeannette Dodds, for her tremendous support for us to continue our work during this unprecedented time.

Respectfully submitted,

Anh Hoang
Chair

STATUS OF WOMEN COMMITTEE

Status of Women Committee Members:

Heather Chwastiak
Lyndsay Houghtling
Kendra Kovach
Hayley Lapierre
Jacqueline McEwen

Nancy D'Aurora
Michaela Kargus
Tammy Lam-Lyons
Caroll Ann Macsai
Carolyn Proulx-Wootton

Donations:

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

- Nova Vita Domestic Violence Prevention Services - \$500
- Ganohkwasra Family Assault Support Services - \$500
- Sexual Assault Centre of Brant - \$500
- Haldimand and Norfolk Women's Services - \$500
- Haldimand -Norfolk REACH - \$500

On November 27, 2020, an additional donation of \$500 was given to Nova Vita Domestic Violence Prevention Services in lieu of our traditional Basketeers Program. This change was necessary due to COVID-19 protocols that were in place at the time.

Workshops, Events and Training:

In the fall of 2020, Jacqueline McEwen attended the ETFO Fall Leadership Conference Status of Women Committee Chair Training. This event was held virtually on Zoom. Jacqueline brought back resources and ideas to the Committee.

On March 5, 2021, the Status of Women Committee hosted "Hand Her the Mic – Laughing Together While Staying 6 Feet Apart", a virtual comedy night where attendees were provided with ETFO swag, a comedy show and snacks to enjoy throughout the show. This event was the first part of our International Women's Day event.

On April 8, 2021, the Status of Women Committee hosted a Pregnancy and Parental Leave Workshop in a virtual format. This workshop was presented by ETFO staff member Tracy Blodgett.

The Status of Women Committee had planned to host Women in Action Parts 1 & 2 at the Pillar and Post in Niagara-on-the-Lake, ON. Due to current restrictions, this event had to be postponed until November 2021. The Committee recently learned that an in-person event may not be possible at that time and are currently examining more options.

Part two of our International Women's Day event will take place on May 12, 2021 where we will host "You 2.0 – Your Plan to Play Bigger, Emerge Stronger and Shine Post Pandemic." The keynote speaker for this workshop will be Judy Riege of Connected Leaders. Participants will learn how to build the beginning of a plan to see, feel and know their next best moves post pandemic.

The Status of Women Committee is also in the preliminary steps of hosting a Girls' Leadership in Hockey event in partnership with Paris Minor Hockey. The participants will receive leadership training with Judy Riege and get ice time and training opportunities with female coaches. Due to COVID-19 restrictions, we are still looking into the possibilities for this to run before June or early in the fall of 2021.

On May 5-6, 2021 Carolyn Proulx-Wootton and Michaela Kargus attended the CTF Women's Symposium virtually.

Despite the many complications that have arisen under the pandemic, the Status of Women Committee has remained positive, innovative, and dedicated to bringing opportunities to our female identifying members.

Respectfully submitted,

Jacqueline McEwen
Chair

UNION STEWARDS

There simply aren't words to describe what members have endured this year and continue to face because of the COVID-19 crisis. Last year, our Union Stewards went above and beyond as they faced a strike year and then the beginning impacts of the pandemic. This year, our Union Stewards continued to go above and beyond to support members under the most challenging conditions our membership has ever faced. I can't thank our Union Stewards enough for all they do. I have no idea what the future brings, but I know our Union Stewards will be there for us, just as they have been during these most difficult of times.

Our Stewards share information, answer questions, work to find solutions and help keep working conditions as positive as possible in our schools. Leadership, dedication, organizational skills, tact, monitoring the implementation of our Collective Agreement and care for colleagues are just some of what our members offer who volunteer as Union Steward. For school communities and our Local to function properly, we depend on them.

The GEETF did not provide Union Steward training this school year because of the ongoing disruption caused by the lack of daily occasional teachers, the inability to gather in-person and the decision to not ask Stewards to spend more time online to attend virtual training. The Local kept in regular communication with our Stewards, but due to COVID-19 measures, Released Officers could not make school visits.

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

Each year, our Union Stewards provide an essential voluntary service for our membership. The 2019-20 and 2020-21 school years put more demands on our membership and on Union Stewards than I believe at any other period of time in the history of Public Education in Ontario. The gains we make as a collective, and the safeguards that every member enjoys, would not be possible without the commitment of our Stewards. On behalf of the entire GEETF membership, thank you for the amazing work you do for all of us.

Respectfully submitted,

Shawn Martin
GEETF President

THANK YOU TO OUR UNION STEWARDS FOR 2020-2021

<i>School/Worksite</i>	<i>Name</i>
Agnes G. Hodge	Louise Nicholas
Banbury Heights	Cynthia Corpse/Kendel Ince
Bellview	Tammy Lam-Lyons
Bloomsburg	Kim Harvey-Harris
Boston	Roberta Ryerse
Branlyn	
Brier Park	Derek Sturgeon
Burford District Elementary	Scott Wood
Caledonia Centennial	Alicia Corcoran
Cedarland	Alexander Doumani
Centennial – Grand Woodlands	Mark Soden
Central	Cara Forrest
Cobblestone Elementary	Margaret Herczeg/Gerry Foreman
Courtland	Cory Antonioli
Delhi	Kristin Mawhiney
Echo Place	Thomas Roberts
École Confédération	Jacqueline McEwen
École Dufferin	Lindsay Guy
Elgin Ave.	Heather Chwastiak
Glen Morris	Jonathon Reid
Graham Bell – Victoria	Lisa Metcalf
Grandview	Lisa Marshall
Greenbrier	Caroline Taylor
Hagersville	Kaitlyn Newhouse
Houghton	Isabel Katsarov
J.L. Mitchener	Elizabeth Cavers/Teresa Rothwell
James Hillier	Mark Kronwald
Jarvis	Tannis Wilhelmus
King George	Jaclyn Balkwill
Lakewood	Lori Burroughs Miller/Lindsey Beck
Langton	Elizabeth Richardson
Lansdowne – Costain	Jennifer McColl
Lynndale Heights	Christine Kazakevicius
Major Ballachey	Andrew Campbell/Anh Hoang/Marsha Anguish
Mapleview	George Overend
Mount Pleasant	Nancy Bazilli/Jennifer Guest
North Ward	Peter Harris
Oakland – Scotland	Erin Janssen
Oneida	Carolyn Proulx-Wootton/Virginia McKelvey
Onondaga – Brant	Christopher Bailey
Paris Central	Shannon Hendel
Port Rowan	Caroll Ann Macsai
Prince Charles	Kendra Kovach
Princess Elizabeth	Apryl Cornwell
Rainham	Lise Beauchamp
River Heights	Lyndie Kennedy/Dave Willitts

THANK YOU TO OUR UNION STEWARDS FOR 2020-2021

<i>School/Worksite</i>	<i>Name</i>
Russell Reid	Lyndsay Houghtling
Ryerson Heights	Connie Hill
St. George-German	Sandra Beedham
Seneca Central	Amy Martin
Teeterville	Samantha Shaw
Thompson Creek	Grant McDonnell
Walpole North	Shirlee Vervaecke-Beckham
Walsh	Darin Townsend
Walter Gretzky	Kataisha McQueen
Waterford	Melissa Wouters
West Lynn	Andrea Ongena
Woodman – Cainsville	Jade Jarvis/Carrie Robinson
Joseph Brant Learning Centre (JBLC)	Kristy Hawkins
Teacher Resource Centre (TRC)	Wanda Backus-Kelly

Grand Erie Elementary Teachers' Federation

Monthly Financial Statement

April, 2021

For information only

Balance in Chequing as of March 31, 2021	\$311,068.42			
Income For April, 2021				
Release Rebates	\$30,529.98			
Fee Rebates	0.00			
Interest / Sundry	0.00			
Other Income	0.00			
Local Levy	0.00			
Other Rebates	0.00	<u>\$30,529.98</u>	\$341,598.40	
Total Expenditures for April, 2021			<u>38,560.20</u>	
Balance in Chequing as of April 30, 2021			<u>\$330,570.39</u>	
Amount in Guaranteed Investment Certificates				\$320,000.00
Amount in Chequing Account				<u>330,570.39</u>
				<u>\$650,570.39</u>

Owned Asset, property 49 Dalkeith Drive, Unit 1 and 2, Brantford

	Budgeted Amount	Spent this Month	Spent to Date	Balance Remaining
A] Office Expenses				
Auditor	3,300	0.00	3,305.25	-5.25
Bank Charges	500	7.50	86.97	413.03
Building Costs	28,000	917.11	20,932.23	7,067.77
Building Maintenance/Cleaning	4,000	355.61	3,289.95	710.05
Dependent Care	1,000	0.00	60.00	940.00
Executive Assistant	56,000	5,419.15	41,721.32	14,278.68
Honoraria	1,000	0.00	1,000.00	0.00
Internet	1,700	90.39	1,059.23	640.77
Kitchen	1,500	90.20	423.29	1,076.71
Mileage	15,000	0.00	1,227.20	13,772.80
Office Equipment/Maint.	3,000	0.00	1,125.42	1,874.58
Office Insurance	1,300	0.00	0.00	1,300.00
Office Miscellaneous	1,500	32.74	1,145.81	354.19
Office Supplies	6,000	0.00	1,525.52	4,474.48
Telephones	4,500	227.81	1,775.29	2,724.71
Utilities	6,000	226.43	2,631.34	3,368.66
Office Expenses Total	134,300	7,366.94	81,308.82	52,991.18
B] Engaging Members				
Ad Hoc Committees	2,500	0.00	0.00	2,500.00
Ad Hoc Committees - FSL	1,500	0.00	-500.00	2,000.00
Ad Hoc Committees - Social	1,500	0.00	32.28	1,467.72
Arts Committee	7,000	0.00	547.81	6,452.19
Awards	2,500	0.00	630.95	1,869.05
Beginning Teacher	3,000	0.00	0.00	3,000.00
Celebration Banquet	20,000	0.00	0.00	20,000.00
ETFO Annual Meeting	4,000	0.00	1,300.00	2,700.00

Executive Development	3,000	0.00	295.71	2,704.29
Status of Women	24,059	0.00	1,942.09	22,116.91
Training for Members	5000.00	0.00	100.00	4,900.00
Engaging Members Total	74059.00	0.00	4348.84	69,710.16

C] Professional Development

Executive Retreat	1	0.00	0.00	1.00
First 5 Years Committee	9,000	187.88	1,027.69	7,972.31
Pension Workshop	1,000	0.00	0.00	1,000.00
Professional Development	8000.00	365.48	873.54	7,126.46
Professional Development Total	18001.00	553.36	1901.23	16,099.77

D] Advocates for Members

CBC	10,000	263.71	6,197.19	3,802.81
Executive Meetings	18,000	0.00	793.18	17,206.82
First Vice President Release	69,000	11,500.81	74,219.04	-5,219.04
Member Services/Grievances	2,000	0.00	36.05	1,963.95
President's Release	73,000	12,194.18	78,678.13	-5,678.13
Released Officer Development	3,000	0.00	0.00	3,000.00
Released Officers' Misc.	4,500	114.76	253.95	4,246.05
Second Vice President Release	50,000	5,252.73	37,109.52	12,890.48
Union Steward Training/Support	40,000	263.71	1,582.26	38,417.74
Advocates for Members Total	269,500	29,589.90	198,869.32	70,630.68

E] Communicates with Members

General Meetings	10,000	0.00	1,649.48	8,350.52
Goodwill	2500.00	50.00	1,935.00	565.00
Representative Council Meetings	1000.00	0.00	0.00	1,000.00
Communicates with Members Total	13500.00	50.00	3,584.48	9,915.52

F] Advocates for Public Education and Social Change

Indigenous Partnerships	10,000	0.00	432.29	9,567.71
Labour Council Fees	4,000	0.00	0.00	4,000.00
Political Action/PR	8,000.00	500.00	1,304.63	6,695.37
Social Justice	6,000	0.00	-922.79	6,922.79
Strike/Community Support	5,000	500.00	500.00	4,500.00
Adv. for Pub. Ed. and Social Change Total	33,000	1,000.00	1,314.13	31,685.87

G] Contingency

	1,000.00	0.00	0.00	1,000.00
Total for Contingency	1,000.00	0.00	0.00	1,000.00

Column Totals of A to G	\$543,360.00	\$38,560.20	\$291,326.82	\$252,033.18
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01-May-21



GEETF Draft Budget 2021-2022

14-May-21

	2020/2021	2021/2022		
Income				
1	Fee Rebates	\$335,121.00	\$335,000.00	Rebates are based on FTE members
2	Release Rebates	\$138,118.00	\$139,000.00	ETFO allocation for release in each local
3	Interest/Sundry	\$1,504.00	\$1,000.00	Interest earned on GICs
4	Other Income	\$19,000.00	\$19,000.00	Misc. income received during the year (i.e. OTIP Service Agreement funding)
5	Local Levy	\$28,000.00	\$28,500.00	Local levy of \$26/ member per year
6	TOTAL INCOME	\$521,743.00	\$522,500.00	

Transfers

7	Transfer from Previous Years	\$21,617.00	\$92,300.00	Discretionary funding from previous years' surpluses
8	TOTAL FUNDS AVAILABLE	\$543,360.00	\$614,800.00	Sum of income and transfers to fund this year's expenses

Expenses

A) Office Expenses

9	Building Costs	\$28,000.00	\$28,000.00	Taxes and condo fees for the GEETF Building
10	Utilities	\$6,000.00	\$6,000.00	Heat and hydro for GEETF office
11	Telephones	\$4,500.00	\$3,500.00	Office and cell phones
12	Internet	\$1,700.00	\$1,600.00	Internet costs and maintaining the GEETF website
13	Office Supplies	\$6,000.00	\$5,000.00	Office supplies expenses
14	Office Misc.	\$1,500.00	\$1,500.00	Office expenses not including supplies (i.e. online surveys)
15	Office Insurance	\$1,300.00	\$1,400.00	Office insurance expenses
16	Kitchen	\$1,500.00	\$1,500.00	Miscellaneous kitchen supplies
17	Office Equipment/Maint.	\$3,000.00	\$10,000.00	Maintenance and replacement of office equipment
18	Building Maintenance/Cleaning	\$4,000.00	\$4,500.00	Cleaning and building maintenance expenses
19	Bank Charges	\$500.00	\$500.00	Bank service charges and cheque reorders
20	Honoraria	\$1,000.00	\$1,000.00	Honoraria for Executive
21	Auditor	\$3,300.00	\$3,500.00	Review Engagement costs to audit GEETF financial records
22	Mileage	\$15,000.00	\$15,000.00	Mileage for GEETF business
23	Dependent Care	\$1,000.00	\$1,000.00	Reimbursement for dependent care
24	Executive Assistant	\$56,000.00	\$58,000.00	Executive Assistant remuneration and benefits costs
25	Total Office Expenses	\$134,300.00	\$142,000.00	

B) Engaging Members

26	Training	\$5,000.00	\$5,000.00	Union development training for members
27	Executive Development	\$3,000.00	\$3,000.00	Development opportunities for non-released Executive members
28	Awards	\$2,500.00	\$2,500.00	Cost of awards presented at the Celebration Banquet
29	Celebration Banquet	\$20,000.00	\$20,000.00	Celebration Banquet costs (i.e. hall rental, gifts, decorations)
30	Status of Women*	\$24,059.00	\$33,000.00	Status of Women Committee programs
31	Beginning Teacher	\$3,000.00	\$3,000.00	Expenses to Inservice new hires (i.e. NTIP, local PD)
32	Arts Committee	\$7,000.00	\$8,500.00	Arts Committee expenses
33	Ad Hoc Committees	\$2,500.00	\$2,500.00	Ad hoc Committee expenses
34	Ad Hoc Committees - FSL	\$1,500.00	\$1,500.00	Ad hoc FSL Committee expenses
35	Ad Hoc Committees - Social	\$1,500.00	\$1,500.00	Ad hoc Social Committee expenses
36	Ad Hoc Committees - Special Education	new for 2021-22	\$1,500.00	Ad hoc Special Education Committee expenses
37	ETFO Annual Meeting	\$4,000.00	\$5,000.00	Costs for GEETF delegation to attend ETFO Annual Meeting
38	Member Recognition	new for 2021-22	\$30,000.00	provides a recognition item for each member
39	Total Meetings Expenses	\$74,059.00	\$117,000.00	

C] Professional Development

40	Professional Development	\$8,000.00	\$8,000.00	Funds to offer Local PD events and for committee expenses
41	First 5 Years Committee	\$9,000.00	\$9,000.00	Programs for GEETF members in their first five years
42	Pension Workshop	\$1,000.00	\$1,000.00	Funds to run a pension workshop
43	Total Professional Development	\$18,000.00	\$18,000.00	

D] Advocates for Members

44	President's Release	\$73,000.00	\$75,000.00	Cost to release President (A2 year 0 + responsibility allowance)
45	First Vice President Release	\$69,000.00	\$71,000.00	Cost to release First Vice President (A2 year 0 + responsibility allowance)
46	Second Vice President Release	\$50,000.00	\$50,000.00	Costs to release Second Vice President (actual 0.5 salary +allowance)
47	Released Officers' Misc.	\$4,500.00	\$4,500.00	Miscellaneous expenses incurred by released officers
48	Executive Meetings	\$18,000.00	\$18,000.00	Release for Executive Committee members and meeting costs
49	Executive Strategic Planning	\$1.00	\$4,000.00	Funds to provide Executive strategic planning
50	CBC	\$10,000.00	\$3,500.00	Collective Bargaining Committee Costs
51	Member Services/Grievances	\$2,000.00	\$2,000.00	Professional relations services for members as needed
52	Union Steward Training/Support	\$40,000.00	\$42,000.00	Expenses for release time for Union Stewards and meeting costs
53	Released Officers Development	\$3,000.00	\$3,000.00	Development opportunities for Released Officers
54	Total Advocates for Members	\$269,501.00	\$273,000.00	

E] Communicates with Members

55	General Meetings	\$10,000.00	\$7,000.00	General Membership meeting expenses
56	Representative Council Meetings	\$1,000.00	\$1,500.00	Representative Council meeting expenses
57	Goodwill	\$2,500.00	\$2,500.00	Goodwill acknowledgments throughout the year
58	Total Communicates with Members	\$13,500.00	\$11,000.00	

F] Advocates for Public Education and Social Change

59	Political Action/PR	\$8,000.00	\$14,000.00	Political Action/Public Relations Committee programs
60	Labour Council Fees	\$4,000.00	\$4,000.00	Membership fees paid to the Brantford and District Labour Council
61	Indigenous Partnerships	\$10,000.00	\$10,000.00	Support partnerships, learning and events with an Indigenous or Metis focus
62	Strike/Community Support	\$5,000.00	\$5,000.00	Support for non-GEETF workers & humanitarian efforts
63	Social Justice	\$6,000.00	\$6,000.00	Social Justice Committee programs
64	Total Advocates for Public Education and Social Change	\$33,000.00	\$39,000.00	

H] Contingency

65	H] Contingency	\$1,000.00	\$6,000.00	Funds available for unexpected expenses
66	TOTAL EXPENSES	\$543,360.00	\$614,800	

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 are to be budgeted for spending in future years.

Line 51, new for 2020-21, released officers development

Line 17, office equipment and maintenance to include improved audio/visual for hybrid in person/zoom meetings, possible smartboard

Line 30 Status of Women Committee current spending indicated for May 2021 incorporates anticipated spending for 2020-21 year

Line 30 Status of Women Committee, 6 percent of fee rebates minus first VP (335,000-70,500= 264500 x 0.06= 15,870 +projected unspent of 17059 = \$32,929)

Line 4 Other income has been OTIP through OTIP Service agreement

Line 1 - 2021-22 fee rebate based on ETFO fee rebate calculation in November 2020

Line 36, new for 2021-22, Ad-Hoc Special Education Committee