



Annual Report

For

2021-2022

Shawn Martin – President

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EXECUTIVE MEMBERS 2021-2022

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 2021-2022

Ad Hoc FSL Committee	Lyndsay Houghtling, Chair Nancy D'Aurora Connie Hill Shawn Martin Traydese Roth Lacey Smith Heidi Soules
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 Monique Coretti, Co-Chair Cynthia Aldred Miranda Atrooshi Lisa Graves Kendra Kovach Rebecca Moses Carolyn Proulx-Wootton
Awards Committee	Nancy D'Aurora, Chair Wanda Backus-Kelly Jennifer McColl
Budget Committee	Carolyn Proulx-Wootton, Chair Nancy D'Aurora Cory Judson Hailey Lapierre Shawn Martin
Collective Bargaining Committee	Nancy D'Aurora, Chair Kimberley Eng Lyndsay Houghtling Cory Judson Michaela Kargus Shawn Martin Jacqueline McEwen Jennifer Orr Carolyn Proulx-Wootton
Constitution Committee	Shawn Martin, Chair Nancy D'Aurora Carolyn Proulx-Wootton Teresa Rothwell
ETFO Annual Meeting/Resolutions Committee	Carolyn Proulx-Wootton, Chair Heather Chwastiak Nancy D'Aurora Johanna Gordon Lyndsay Houghtling Cory Judson Michaela Kargus Cheryl Mann Shawn Martin Jacqueline McEwen Ashley Packham Teresa Rothwell

First Five Years Teachers' Committee
Lyndsay Houghtling, Chair
Nancy D'Aurora
Amanda Davies
Rebecca Heagy (GEDSBOT)
Kassandra Kaufman
Jacqueline McEwen
Jenna Schott
Leah Smith
Lacey Smith
Jennifer Swan

Indigenous Partnerships Committee
Connie Hill, Chair
Kerry Hnatko
Anh Hoang
Lyndsay Houghtling
Mary-Jane Hutfloetz
Marianne Johnson (DECE)
Wendy Kelly (EA)
Kendra Kovach
Tammy Lam-Lyons
Suzie Miller
Teresa Rothwell
Michelle Swyers
Joseph Tice

Political Action/Public Relations
Committee
Michaela Kargus, Chair
Lisa Andrews
Heather Chwastiak
Nancy D'Aurora
Jillian Heffernan
Lyndsay Houghtling
Cory Judson
Kendra Kovach
Hayley Lapierre
Shawn Martin
Corey Maxted (GEDSBOT)
Jennifer McColl
Jacqueline McEwen
Marisa McQuay
Brooke Morris
Ashley Packham
Lorelei Parsons
Carolyn Proulx-Wootton
Teresa Rothwell
Roberta Ryerse
Tammy Stoneman (DECE)
Tyler Van Leeuwen

Professional Development

Kendra Kovach, Chair
Brittany Beedham
Jennifer Cherewka
Jennifer Hinrichs
Tammy Lam-Lyons
Shawn Martin
Tannis Wilhelmus

Social Justice Committee

Anh Hoang, Chair
Beth Edwards
Johanna Gordon
Mary-Jane Hutfloetz
Michaela Kargus
Kendra Kovach
Shawn Martin
Rebecca Moses
George Overend
Carolyn Proulx-Wootton

Status of Women Committee

Jacqueline McEwen, Chair
Lori Burroughs Miller
Heather Chwastiak
Lyndsay Houghtling
Michaela Kargus
Kendra Kovach
Tammy Lam-Lyons
Carolyn Proulx-Wootton



GEETF ANNUAL MEETING

MAY 19, 2021

MINUTES

Lanny Fleming, Upper Grand Local, will act as Parliamentarian for the GEETF Annual Meeting.

5:00 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 May 19, 2021

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

That the amended Agenda for May 19, 2021 be approved.	Carried
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3. Approval of Minutes of GEETF Postponed 2019-20 Annual Meeting & The 2020-21 General Membership Meeting – page 6 of Annual Report

Moved by: Carol Ann Macsai Motion II
Seconded by: Carolyn Proulx-Wootton

That the Minutes of the GEETF Postponed 2019-20 Annual Meeting & The 2020-21 General Membership Meeting be approved.

Carried

4. Approval of Changes to Amend the October 2020 GEETF Constitution – page 21 of Annual Report

4.1 Executive Motions

Moved by: Shawn Martin Motion III
Seconded by: Jennifer McColl

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;
- 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.

Carried

Moved by: Shawn Martin
Seconded by: Kendra Kovach

Motion IV

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.

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.

Carried

Moved by: Nancy D'Aurora Motion V
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.

Carried

Moved by: Teresa Rothwell
Seconded by: Lyndsay Houghtling

Motion VI

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 Partnerships
- ✓ 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

Carried

Motions VII, VIII, and IX be moved en bloc.

Moved by: Shawn Martin Motion VII
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;**

Carried

Moved by: Shawn Martin Motion VIII
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;**

Carried

Moved by: Shawn Martin
Seconded by: Heather Chwastiak

Motion IX

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;~~

Carried

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

Motion X

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.~~

Carried

4.2 Member Motions

Moved by: Nancy D'Aurora Motion XI
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.

Defeated

Moved by: Lyndsay Houghtling Motion XII
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:

Carried

Moved by: Lyndsay Houghtling
Seconded by: Hailey Lapierre

Motion XIII

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:

Defeated

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

Motion XIV

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;

Defeated

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

Motion XV

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.

Carried

Rationale for motions XVI-XXII: 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.

Moved by: Michaela Kargus Motion XVI
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.

Defeated

Moved by Michaela Kargus Motion XVII
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.**

Defeated

Moved by: Carolyn Proulx-Wootton Motion XVIII
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.**

Defeated

Moved by: Carolyn Proulx-Wootton Motion XIX
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.**

Withdrawn

Moved by: Carolyn Proulx-Wootton Motion XX
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.**

Withdrawn

Moved by: Michaela Kargus Motion XXI
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.**

Withdrawn

Moved by: Michaela Kargus Motion XXII
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.**

Withdrawn

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

Motion XXIII

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.

Carried

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

Motion XXIV

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.

Withdrawn

Moved by: Cory Judson Motion XXV
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.

Carried

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

That Motion XXV be referred to the Executive for study and report to the fall 2021 GEETF General Membership Meeting.

Defeated

Amendment to Motion XXVI

Moved by: Michaela Kargus Motion XXVII
Seconded by: Heather Chwastiak

That Motion XXV be referred to the Released Officers for study and report to the fall 2021 GEETF General Membership Meeting.

Amendment Carried

Vote on accepting the amendment to refer to the Released Officers was defeated.

5. 2020-21 GEETF Annual Report

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

Motion XXVIII

That the GEETF Annual Meeting receives the 2020-21 Annual Report.

Carried

6. GEETF Finances

6.1 Approval of the Auditor for 2021-2022

Moved by: Carolyn Proulx-Wootton
Seconded by: Lyndsay Houghtling

Motion XXIX

That Koenig & Associates be appointed Auditor for 2021 – 2022.

Carried

6.2 Draft Budget for 2021-2022 – for information – attached

7. Questions & Answers

- a) Would our President commit to opposing hybrid learning in self-contained Special Education classrooms? Answer given was 'yes'.
- b) Would our President commit to opposing paper packages? Answer given was 'yes', that plans for the 2021-22 school year are happening now and a repeat of providing paper packages is, and will be, strongly opposed.

8. New Business – nil

9. Upcoming Meetings

Executive Meeting – Wednesday, June 9, 2021
Celebration Banquet – Wednesday, June 16, 2021

10. Meeting dates for 2021-2022 (tentative)

Local Representative Council (Wednesdays)

November 24, 2021
February 16, 2022 or March 23, 2022 (depending on ETFO A.M. Motions)

Membership Meetings (Wednesdays)

October 20, 2021
May 18, 2021

Executive Meetings (Wednesdays) – Tentative

September 15, 2021	February 9, 2022
October 13, 2021	March 9, 2022
November 10, 2021	April 13, 2022
December 8, 2021	May 11, 2022
January 12, 2022	June 8, 2022

Celebration Dinner – Wednesday, June 15, 2022 - Tentative

11. Adjourned

Moved by: Teresa Rothwell Motion XXX
Seconded by: Tannis Wilhelmus

That the GEETF Annual Meeting be adjourned. Carried

PROPOSED RESOLUTIONS TO AMEND THE MAY 2021 LOCAL CONSTITUTION

EXECUTIVE RESOLUTIONS TO AMEND THE MAY 2021 LOCAL CONSTITUTION

Motion I

Moved by: Carolyn Proulx-Wootton
Seconded by: Jacqueline McEwen

THAT ARTICLE VII – ORGANIZATIONAL DUTIES, Section 2 – Duties of Officers, 7.2.3 Duties of the Second Vice President be amended by addition to read:

7.2.3 (o) support the work of local committees;

Rationale: The Second Vice President of the Local has been supporting the work of Local committees over the last few years. This motion would reflect the current practice. It is important that our local committees have support to help do the work for the membership.

Motion II

Moved by: Carolyn Proulx-Wootton
Seconded by: Lyndsay Houghtling

THAT ARTICLE VII – ORGANIZATIONAL DUTIES, Section 2 – Duties of Officers, 7.2.6 Duties of the Health and Safety Officer be amended by addition to read:

7.2.6 (c) to provide advocacy and education to members about their rights and responsibilities in relation to health and safety.

Rationale: Our local Health and Safety Officer is already providing members with advocacy and education about their rights and responsibilities in relation to health and safety. During the pandemic this has been strongly emphasized. This motion will reflect current practice.

Current Wording: 7.2.6 Duties of the Health and Safety Officer

The Health and Safety Officer shall:

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

EXECUTIVE RESOLUTIONS TO AMEND THE MAY 2021 LOCAL CONSTITUTION

Motion III

Moved by: Carolyn Proulx-Wootton
Seconded by: Heather Chwastiak

THAT ARTICLE VII – ORGANIZATIONAL DUTIES, Section 3 – Duties of Committees, 7.3.1 (d) be amended to read:

7.3.1 (d) to prepare a Committee budget proposal to the Chair of the Budget Committee no later than April 15;

Rationale: Currently Committee budget proposals are submitted to the Budget Committee Chair through email. Committee chairs do not present their budget proposals. This change will reflect current practice.

Current Wording: 7.3.1 (d) to prepare and present a Committee budget proposal to the Chair of the Budget Committee no later than April 15;

Motion IV

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

THAT ARTICLE XI – RESOLUTIONS TO THE FEDERATION ANNUAL MEETING, be amended by the addition of a new subsection:

11.2 A member who does not qualify to attend Local Representative Council may attend the Representative Council Meeting during which the member's proposed resolution(s) to the Federation Annual Meeting is/are presented and debated. The member may speak to their resolution(s) and answer questions. The member may be present only during the time when the member's motion(s) is/are introduced, debated, and voted upon.

Rationale: Current wording is unclear regarding the rights of a member who is not a representative of Representative Council to introduce, enter into debate, answer questions and be present during a vote on their motion(s) for the ETFO Annual Meeting. This additional article would clarify that any member who submits a resolution to the local Annual Meeting Resolutions Committee may attend the part of the Representative Council meeting where the member's motion(s) is/are presented. The member may attend the meeting to move or second, speak to their motion(s), answer questions, and be present during the voting process. The member may have the right to vote on their motion(s), subject to Article VI, section 2 – Local Representative Council.

MEMBER RESOLUTIONS TO AMEND THE MAY 2021 LOCAL CONSTITUTION

Motions V – VIII to be moved en bloc

Rationale for motions V – VIII: 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 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 V

Moved by: Michaela Kargus
Seconded by: Ashley Packham

THAT ARTICLE VI – LOCAL ORGANIZATION, Section 1 – Table Executive, 6.1.4 be amended to read:

6.1.4 The Table Executive of the Local shall be elected prior to the Annual Meeting.

Current Wording: 6.1.4 The Table Executive of the Local shall be elected at the Annual Meeting.

Motion VI

Moved by: Michaela Kargus
Seconded by: Ashley Packham

THAT ARTICLE VIII – MEETINGS, Section 2 – Annual Meeting, 8.2.2 (b) The Annual Meeting shall be amended to read:

8.2.2 (b) Formally introduce, to the membership, the newly elected slate of Table Executive Members during election years;

Current Wording: 8.2.2 (b) elect the Table Executive Members for the next term during election years;

MEMBER RESOLUTIONS TO AMEND THE MAY 2021 LOCAL CONSTITUTION

Motion VII

Moved by: Michaela Kargus
Seconded by: Ashley Packham

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

- 9.2.1 Members shall be notified of the request for nominations no later than sixty (60) days prior to the Annual Meeting.
- 9.2.2 The deadline for receipt of nominations shall be March 15.
- 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 for forty-eight (48) hours before the election period for each Table Executive position.
- 9.2.4 Nominations for released positions can only be accepted in the event that no nominations for the released position(s) have been submitted by March 15.

Current Wording:

Section 2 – Nominations

- 9.2.1 Members shall be notified of the request for nominations no later than thirty (30) days prior to the Annual Meeting.
- 9.2.2 The deadline for receipt of nominations shall be April 15.
- 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.
- 9.2.4 Nominations from the floor for released positions can only be accepted in the event that no nominations for the released position(s) have been submitted by April 15th.

MEMBER RESOLUTIONS TO AMEND THE MAY 2021 LOCAL CONSTITUTION

Motion VIII

Moved by: Michaela Kargus
Seconded by: Ashley Packham

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

Section 3 – Election Procedures

- 9.3.1 The Executive of the Local shall be elected through an electronic ballot prior to the Annual Meeting.
- 9.3.2 Candidates shall have the opportunity to address the membership through a video recorded speech before the election.
- 9.3.3 The election shall be by secret ballot.
- 9.3.4 Each candidate may appoint one scrutineer to observe the counting of the ballots for that candidate's election.
- 9.3.5 The vote count for all elected positions shall be released to the members, via email, following each ballot.
- 9.3.6 Only Active Members of the Local shall vote.
- 9.3.7 The Chair of the Elections Committee shall call for nominations by email before nominations close for each position.
- 9.3.8 The Chair of the Elections Committee shall present the Slate of Officers.
- 9.3.9 The Executive of the Local shall be elected in the following order: President, First Vice President, Second Vice President, Secretary, Health and Safety Officer, eight (8) Executive members.
- 9.3.10 Where two (2) or more candidates are presented for a position on the Table Executive, voting shall be by successive ballots for each position until a candidate has received at least fifty (50) percent plus one (1) of the ballots cast. The candidate who receives the least number of votes on a ballot shall be dropped from the succeeding ballot. The vote for Executive Members shall be on one ballot and members may vote for up to eight (8) candidates. The successful candidates shall be the eight (8) who receive the highest number of votes. Should there be a tie which would result in more than eight (8) candidates being elected, a subsequent ballot containing the names of the candidates who received the largest number of tied votes for the final position(s) shall be used to elect the successful candidate(s) for the remaining vacancy (ies).

MEMBER RESOLUTIONS TO AMEND THE MAY 2021 LOCAL CONSTITUTION

- 9.3.11 An unsuccessful candidate may seek another position on the Table Executive for which the member is eligible.
- 9.3.12 No member may hold more than one Table Executive position.
- 9.3.13 Candidates must follow all requirements of the Campaign Guidelines and Procedures. Such guidelines and procedures shall be determined by the Elections Committee and approved by the Executive.

Current Wording:

Section 3 – Election Procedures

- 9.3.1 The Executive of the Local shall be elected at the Annual Meeting.
- 9.3.2 Candidates shall have the opportunity to address the Annual Meeting before election.
- 9.3.3 The election shall be by secret ballot.
- 9.3.4 Each candidate may appoint one scrutineer to observe the counting of the ballots for that candidate's election.
- 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.
- 9.3.6 Only Active Members of the Local shall vote.
- 9.3.7 The Chair of the Elections Committee shall call for nominations from the floor.
- 9.3.8 The Chair of the Elections Committee shall present the Slate of Officers.
- 9.3.9 The Executive of the Local shall be elected in the following order: President, First Vice President, Second Vice President, Secretary, Health and Safety Officer, eight (8) Executive members.
- 9.3.10 Where two (2) or more candidates are presented for a position on the Table Executive, voting shall be by successive ballots for each position until a candidate has received at least fifty (50) percent plus one (1) of the ballots cast. The candidate who receives the least number of votes on a ballot shall be dropped from the succeeding ballot. The vote for Executive Members shall be on one ballot and members may vote for up to eight (8) candidates. The successful candidates shall be the eight (8) who receive the highest number of votes. Should there be a tie which would result in more than eight (8) candidates being elected, a subsequent ballot containing the names of the candidates who received the largest number of tied votes for the final position(s) shall be used to elect the successful candidate(s) for the remaining vacancy (ies).

MEMBER RESOLUTIONS TO AMEND THE MAY 2021 LOCAL CONSTITUTION

- 9.3.11 An unsuccessful candidate may seek another position on the Table Executive for which the member is eligible.
- 9.3.12 No member may hold more than one Table Executive position.
- 9.3.13 The doors shall be tiled during the election.
- 9.3.14 The ballots will be destroyed by motion of the Annual Meeting immediately following the elections.
- 9.3.15 Candidates must follow all requirements of the Campaign Guidelines and Procedures. Such guidelines and procedures shall be determined by the Elections Committee and approved by the Executive.
- 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.
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Motion IX

Moved by: Carolyn Proulx-Wootton
Seconded by: Lyndsay Houghtling

THAT ARTICLE VI – LOCAL ORGANIZATION, Section 1 – Table Executive, 6.1.1 (e) be amended by addition to read:

6.1.1 (e) Health and Safety Officer (up to two days of release per month);

Rationale: Both before and during the pandemic the importance of the role of our Health and Safety Officer has been emphasized. From increased incidents of classroom violence to concerns about air quality, COVID-19 infection and workplace safety, our Local Health and Safety Officer needs the ability to assist members, through Local release as needed for up to two days per month, to prepare a work refusal and educate and assist members to make their worksites safe.

Current Wording: 6.1.1 e) Health and Safety Officer;

MEMBER RESOLUTIONS TO AMEND THE MAY 2021 LOCAL CONSTITUTION

Motion X

Moved by: Carolyn Proulx-Wootton
Seconded by: Heather Chwastiak

THAT ARTICLE VII – ORGANIZATIONAL DUTIES, Section 1 – Duties of the Table Executive be amended by the addition of a new subsection to read:

7.1.19 Maintain confidential correspondence on GEETF provided email account.

Rationale: The current practice is that the GEETF Executive corresponds with the GEETF office through Board email. This practice is not secure. The Board owns the Board email system and is within its rights to monitor that system. The cost of maintaining a GEETF provided email account for Executive members will be low to zero. Our current email system provides for the creation of up to twenty email addresses

Motion XI

Moved by: Carolyn Proulx-Wootton
Seconded by: Jacqueline McEwen

THAT ARTICLE VII – ORGANIZATIONAL DUTIES, Section 2 – Duties of Officers, 7.2.3 Duties of the Second Vice President be amended by addition to read:

7.2.3 (p) manage and maintain the social media presence of the local on social media platforms.

Rationale: Currently no Released Officer has this responsibility in their constitutional responsibilities. Social media in 2022, is an important and viable means of communicating messages to not only our members but also to other education stakeholders such as our parent communities and with other members of organized labour.

MEMBER RESOLUTIONS TO AMEND THE MAY 2021 LOCAL CONSTITUTION

Motion XII

Moved by: Carolyn Proulx-Wootton
Seconded by: Roberta Ryerse

THAT a new article be added as – ELECTION OF A UNION STEWARD

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.

MEMBER RESOLUTIONS TO AMEND THE MAY 2021 LOCAL CONSTITUTION

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.

*If this motion passes current article 10, would become article 11, current article 11 would become article 12, current article 12 would become article 13.

Rationale: At present, our Constitution offers a process for the election of the Table Executive and Released Officers. Our Constitution is silent on the election of a Union Steward. This new article addition will provide a process for our membership.

PRESIDENT'S REPORT

With the return to in-person learning on the first day of school in September, the GEETF office resumed in-person staff operations. Members were provided with updated school reopening instructions on the September 2nd PD Day prior to the start of classes. The GEETF office remained open when all members were teaching in-person. However, few in-person meetings or events took place until in-person activities started to take place again in late April.

Members were expected to have their online learning Brightspace classroom 'shells' up and running by the start of the school year, ensuring students were prepared in case students, the entire class, school, school board or province pivoted to online learning. The requirement to maintain a virtual classroom through Brightspace became burdensome for members as the requirement remained in place during the first term and into the winter, following a two-week delayed return to in-person learning on January 18th.

In September, the government directed school boards to require all visitors and employees to complete a daily COVID-19 online screening for symptoms. Boards were directed to determine the COVID-19 vaccination status of employees. This requirement was concerning for members, especially those who did not wish to provide personal medical information to their employer, questioned the legality of this requirement, and felt that none of the attestation answer options matched their personal situation. This dynamic was not a local-specific issue as President Brown remarked that ETFO received a large volume of calls from members concerned about their board's vaccine attestation requirements. The main issues related to the attestation were tight timelines given to boards, lack of information, some boards (including Grand Erie) not providing employees with a choice to decline disclosure, threats of unpaid leaves, confidentiality concerns, and breach of rights. Board employees who did not respond 'fully vaccinated' were directed to do twice weekly rapid antigen testing. The GEETF worked with the Board to support members not willing to comply with vaccine disclosure and testing.

Due to ongoing COVID-19 cases throughout the year, a variety of accommodations for absent students, including use of the 'hybrid' model in self-contained special education classes, remained in place as students and staff were absent due to illness or isolating. Vaccination status and timing of contact tracing impacted isolation protocols which led to students and staff returning to school on varying dates, thereby necessitating customized teaching and learning models. The provision of providing only asynchronous work was used to avoid a hybrid model in most cases.

ETFO began seeking member input in October on Central Bargaining goals. The Central list of bargaining items was informed by member surveys. Members elected a new local Collective Bargaining Committee at the October Membership Meeting. The membership and the Board ratified the 2018-2022 Local Tentative Agreement in January. Preparations for upcoming local bargaining began in the spring.

By November, the Local resumed some in-person committee meetings and workshops with health and safety protocols in place. Several small group Union Steward informal meetings took place at various restaurants in the fall and were attended by Executive Committee members. The Board resumed some in-person professional development with release time in November. However, in-person events did not last long as the 'omicron variant' caused an increase in infections from mid-December into spring. The increase in staff absences due to increasing infection rates exacerbated the fail-to-fill occasional teacher (no-fill) issue. No-fills remained unacceptably high throughout the school year. This had a serious negative impact on members and on the system. Daily preparation time was frequently cancelled, missed preparation time pay back was challenging to arrange and often delayed, planning time teachers and learning resource teachers were unable to maintain their programs, and no-fills resulted in a lack of services when members in central support positions were called to cover classes. Professional development and training during the instructional day with release time was severely limited due to high no-fills. The GEDSB began to hire itinerant long term occasional teachers who were assigned to two or three schools. This initiative was successful and greatly appreciated by members and school administrators. The Local was unable to release Union Stewards for training as was the case in years when no-fills were lower or not a concern. The Local was able to release some members at times during the year when fail-to-fill assignments were relatively lower.

The President and First Vice President presented to new members at in-person New Teacher Induction Program (NTIP) sessions in November and March. Members in NTIP received in-service on an overview of ETFO and the GEETF, an introduction to our Collective Agreement, and professional boundaries. The pause on Teacher Performance Reviews (TPAs) was lifted by November. Some members completed their TPA this school year while others did not. Efforts were made to reduce the backlog of TPAs. However, due to high no-fills and ongoing issues in schools, not every principal was able to complete TPAs so some members will not be up to date in their evaluation cycle.

In November, new COVID-19 testing measures were implemented in schools. Members subject to rapid antigen testing requirements were directed to provide verification of negative test results three times per week. Rapid antigen tests were deployed to schools for staff and student use.

In 2020, the GEDSB established a Balanced School Year Calendar Ad Hoc Committee to make recommendations regarding a balanced year calendar pilot, also known as 'year-round schooling', at one or more schools. Following several committee meetings, parent surveys, and debate by trustees, the Board decided not to proceed with a pilot. This school year, members in potentially impacted schools expressed concern about their school moving to a balanced year calendar.

Members were gladdened by the arrival of the Christmas Break. Predictions of not returning to in-person teaching following the break came true as the government pivoted schools to online learning until January 14, 2022. GEDSB schools were closed to all students except those who chose to return to their in-person self-contained Special Education classes. Members had the option of teaching from their school or from home. In January, Education sector unions called on the government to convene an advisory table of all education stakeholders to develop a clear action plan for reopening schools. Affiliates stated that specific benchmarks must be in place for triggering moves between virtual and face-to-face learning. The Ford government did not agree to this request.

Updated student enrollment numbers were provided at the January 11th Board meeting. Elementary enrollment was down by over 500 students compared to the prior year. This was a result of many students being home-schooled or not registering.

When members returned to in-person teaching on January 18th, student and staff absences and the resulting no-fills remained high. Members in central staff and support positions were reassigned to work in schools where they were available to teach classes that did not receive an occasional teacher. This deployment resulted in members in central support roles unable to complete their normal duties despite a reduction in their scope and number. The Board did not provide members with clear expectations on maintaining their classroom Brightspace with asynchronous work for absent students. Due to high student absenteeism following the return to in-person learning, it was agreed that members would provide asynchronous learning as a short-term accommodation to students absent due to medical reasons until mid-February. For students not returning in-person due to non-medical reasons, the Board provided accommodations to relieve this teaching responsibility from classroom teachers. Some students were placed in already existing virtual classrooms that had space for more students, the Board added two virtual classes, and members were given access to online lessons in a VLE (Virtual Learning Environment). As student absences declined from winter and early spring highs, and the Board accommodating students who did not return to in-person learning, members resumed use of their professional judgement to support students temporarily absent due to illness or isolation. The Board worked with families to encourage a return of students to in-person learning.

Released Officers resumed in-person school visits in April. In preparation for the June provincial election, Union Stewards attended a 'Steward Plus One' political action training session in April where Stewards invited another ETFO member on staff. Stewards and their 'plus one' shared their training with their school staff to mobilize for the June Ontario provincial election.

Members responsible for implementing EQAO assessments were provided with a half day of release time to participate in virtual training. EQAO provided optional training sessions as well. This year's digitized assessment is a significant change from prior years.

Fail-to-fill occasional teacher assignments remained high into May. Members continued to not consistently receive their scheduled preparation time. In many schools, it was very challenging for principals to arrange missed preparation time pay back. The Board reported a significant spending over budget for occasional teacher costs. Due to program needs, such as preparing EQAO training, the Board returned members in system support roles to their positions in March after deploying them to schools to cover no-fills starting in January. As of May, the Board is committed to ensuring all missed preparation time has been repaid to members before the end of the school year.

Instructions issued by the Chief Medical Officer of Health related to vaccination disclosure policies were revoked across all sectors effective March 14, 2022. Effective March 21, 2022, masks were no longer required for students, staff and visitors in schools, in school board offices and on student transportation. Eye protection for staff, cohorting, distancing, and daily on-site confirmation of screening were no longer required. As some students and staff chose to continue to wear masks and eye protection, the government continued to provide PPE. The Board revoked masking policies at the March 28th Board meeting.

At the time of writing this report in May of 2022, it is the hope of GEETF members that employee absences continue to decrease to normal levels as COVID-19 infection rates and the need to isolate decrease. As the number of absences continue to fall, members will receive their scheduled preparation time more consistently and arrangements can be made to ensure all missed preparation time is repaid before the end of the school year.

On a personal note, it has truly been an honour to have served as your local President these past six unforgettable years. Each of us faced problems and devised solutions that no one could have predicted, or even believed possible, prior to 2020. As I retire after 30 years in Education, I wish you the best, truly hope that the worst of the pandemic behind us, and that a bright future awaits us all.

Respectfully Submitted,

Shawn Martin
President GEETF

FIRST VICE PRESIDENT'S REPORT

The 2021-2022 school year has been another year when we have had to navigate the ever-changing landscape of the COVID reality, with the continued expectation for educators to pivot to evolving protocols, and on-line learning. It is my sincere hope that the next school year we will all be able to return to a much more “normal” way of life, both professionally and personally.

Staffing is one of the largest parts of my portfolio as First Vice President. I am happy to report that due to various pockets of growth in our Board, in particular West Brant, Caledonia and Paris, this year the GEDSB hired more than 60 new contract teachers. Since June of last year, there have been more than 100 postings for contract positions.

In addition, due to the Supports for Students Funding that was negotiated in the last Central Agreement, this past year we added 9.5 Full-Time Equivalent (FTE) Learning Resource Teacher (LRT) positions, one Special Education Self-Contained class, and six System Positions. These added positions reflected two years of funding. Going forward for 2022-2023, the Board is only funded for about half of this year's funding, which resulted in 2.5 FTE LRT positions, and six System Positions. Any further Support for Students Funding beyond the 2022-2023 will be determined through Central Bargaining.

Remote Learning was once again offered as an option this past year. The model of delivery changed from a separate VLA as was the model in 2020-2021, to Remote Hubs established this year, in six locations: Centennial Grand-Woodlands, Elgin Avenue, Graham Bell-Victoria, Grandview, Glenn Morris, and North Ward schools. By the end of February there were 24 remote classes in total.

For the 2022-2023 school year, there will be eight remote classes, with only two hub schools: Graham Bell-Victoria and Grandview. These remote positions were posted on Vacancy List # 1, along with 49 other postings.

Once again, this year the issue of no-fills continued to result in classes needing to be covered internally, thereby impacting teacher preparation time. The continued waves of absenteeism made it difficult to ensure that preparation time was able to be paid back quickly. As we approach the end of the school year, and no-fills continue to lessen, we are hopeful that all preparation time is going to be paid back, according to the timelines in our Collective Agreement. The Board is very cognizant of their responsibility in this matter.

The current 2019-2022 Collective Agreement expires August 31, 2022. Preparation for Central and Local bargaining is under way. The Central Table List was approved by local presidents. The Central Bargaining Goals can be found on the etfocb.ca website. Local bargaining goals will be established based on the priorities that will be identified from a local member survey. Until a new Collective Agreement is ratified, all current Collective Agreement conditions remain in place, including the pay grid. For 2022-2023, it will be the same as the current year. Your Local Collective Bargaining Committee was elected at the October 2021 Membership Meeting. The Committee members that will lead the Local through this process are the President, the First Vice President (Chief Negotiator), the Second Vice President, Kimberley Eng, Lyndsay Houghtling, Cory Judson, Michaela Kargus, Jacqueline McEwen and Jennifer Orr.

Due to the continual growth in West Brant, last year the Ministry of Education approved the construction of a new school. The goal is for the new school to be ready for the 2024-2025 school year. In the meantime, any students that fall under the catchment area of the new school will attend Agnes Hodge School, until the new school is opened.

Branlyn and Banbury Schools have been affected by a boundary change that will take effect for the 2022-2023 school year, to maximize available space at Branlyn School. Approximately 30 students will be impacted and will move from Banbury School to Branlyn School.

Once again, you have risen to all the challenges that have been placed ahead of you this past year. You have gone above and beyond your “normal” working conditions, in order to support your students through these difficult times. Be proud of your accomplishments. Enjoy the last few weeks of the year with your students. As of July 1, please take the time to focus on your own mental and physical well-being, in whatever way brings you joy.

Respectfully submitted,

Nancy D'Aurora
First Vice President

SECOND VICE PRESIDENT'S REPORT

This year has been one quite unlike another. As educators we are teaching our students, filling in their vast learning gaps, being handed new curriculum, riding the wake of additional school shutdowns while we collectively experience COVID in waves. In addition, many of us are doing this without our prep time which is exhausting. 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.

The Treasurer role continues to play a major part of the Second Vice President portfolio. I transitioned our local finances from Excel to QuickBooks during our 2020-21 fiscal year and this marks the second year we have been using this software. QuickBooks allows me to generate very detailed entries and up to the day financial reports. It has also been shown to assist and expedite the auditing process. This year I accessed new incentive funding opportunities offered by ETFO Provincial including the Health and Safety training for Workers (WP) and Arts Incentive funding which allowed the Arts Committee to run two in-person arts events. We ended last year with greater than \$400,000 in bank accounts and Guaranteed Investment Certificates therefore the local levy was not deducted from member's pay. This year our Local received a large increase to our Municipal Property Assessment Corporation (MPAC) assessment. A higher MPAC assessment puts our Local at an increased property tax rate risk on our local owned property. I prepared an MPAC assessment appeal. The outcome of this appeal is not yet known as we are in the ninety-day processing period. At the direction of the GEETF Executive, I procured three competitive quotes for the work of our annual review engagement. Our current auditor was unable to provide services this year. Steps have been taken to appoint a new auditor and I look to the membership at this Annual Meeting to approve a new accounting practitioner who will act as our review engagement firm. We continue to be in a very solid financial position.

Planning is underway for the 2022 ETFO Annual Meeting where we will be represented by up to fifteen of our members from August 15 to 18, 2022 in Toronto. A copy of the submitted resolutions can be seen at <https://www.etfo.ca/about-us/annual-meeting/annual-meeting-documents> This upcoming meeting will mark the return of an in-person format for the ETFO Annual Meeting. Over the last two years the ETFO Annual Meeting has taken place in a virtual format; however, this year our team will descend on Toronto and join over six hundred delegates from across Ontario for four days of debate and interaction regarding policies and practices that govern ETFO.

This past fall I began to meet with our Stewards across Haldimand, Norfolk, and Brant in small group meetings. In these meetings we were able to identify issues and gaps happening in schools. This was the first in-person check in with GEETF since before the pandemic had started. School visits by the Released Officers resumed over the course of the late winter and spring. Much of the conversation at these meetings has been focused on the upcoming election, the next round of negotiations, missed prep and prep payback.

As the Second Vice President, I continue to take a leadership role regarding political action and advocacy working as a member of the Brantford and District Labour Council, liaising with Education sector stakeholders, politicians and political parties, and community leaders. This includes making use of the relationship that I have with sitting MPPs, using social media platforms to inform and amplify messaging and relationship building with allies. This work has been of great importance as we prepare for the upcoming provincial election where electing an education friendly government has never been more important to the work we do as Educators. Our Local has endorsed both Harvey Bischof, NDP Candidate for Brantford-Brant and Sarah Lowe, NDP Candidate for Haldimand-Norfolk for the upcoming provincial election on June 2nd.

In our Local, I chair the ETFO Annual Meeting Resolutions Committee and the Budget Committee. I am a member of our Local Collective Bargaining Committee, the Political Action/Public Relations Committee, the Arts Committee, the Social Justice Committee, the Constitutional Committee, and the Status of Women Committee. I have participated on the Board Staffing Committee, and I sit on the Labour Management Committee. I regularly attend GEDSB Board Meetings which continue to run virtually. I continue to offer and provide support to our Local committees including supporting the Status of Women's Committee fall conference, organizing for committee speakers, negotiating food and venue contracts, sourcing items for committee work, organizing food pick-up for Labour Cares and submitting incentive funding applications. In addition, this year I prepared a Scholarships Study and Report to the GEETF Executive that will be given further consideration at the September 2022 Executive.

I have undertaken several Union-focused professional development initiatives this year including ETFO Leadership, Local Leaders Virtual Academy, Regional Collective Bargaining Training, ETFO Union School 2, the Political Action Conference, Indigenous Women's Mentorship Program, Professional Relations Leadership Training, the OTIP Benefits Conference, the Ontario Federation of Labour Convention and ETFO Rep Council. These activities provide me with valuable information, training and teach me how to best advocate for your interests.

As we stand in the doorway of a provincial election weeks away, we are at a critical junction that will determine the funding path of Public Education in Ontario. And in the same breath, our membership has never felt so tired and exhausted due to our working conditions, making mobilization efforts around the election very hard. Thank you for what you do, and continue to do, for your students and for each other. Please reach out to me if I can support you in any way. We are always stronger together.

Respectfully Submitted,

Carolyn Proulx-Wootton
Second Vice President

SECRETARY'S REPORT

The Grand Erie Elementary Teachers' Federation Executive met regularly during to 2021-2022 school year. Due to the ongoing pandemic these meetings were conducted virtually. Both Local Representative Council meetings were also held virtually. The GEETF Annual Meeting marked the return to in-person meetings.

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 2021

Grand Erie had a total of twelve members for the ETFO Annual Meeting. The meeting was held on August 16th and 19th, 2021. Grand Erie delegates in attendance were:

Lisa Andrews	Kendra Kovach
Jennifer McColl	Cheryl Mann
Jaqueline McEwen	Shawn Martin
Carol Ann Macsai	Michaela Kargus
Lyndsay Houghtling	Nancy D'Aurora
Cory Judson	Carolyn Proulx-Wootton

The 2021 ETFO Annual Meeting was held virtually over three days as a result of COVID-19 restrictions and efforts to control the spread of the virus. Grand Erie was represented by a team of ten delegates and two alternates. Our delegation was lower by one member from the previous year as a result of ETFO working to operationalize an online meeting.

Eight Member led caucus meetings took place on topics such as Black Members and Allies, Health and Safety, Women's Caucus and French as a Second Language. This was a Provincial Executive election year. Two local Grand Erie members, Cory Judson and Carolyn Proulx-Wootton ran for the ETFO Provincial Executive however they were not successful. The following slate of ETFO officers were elected for the 2021-2023 term:

President: Karen Brown, Toronto

First Vice President: David Mastin, Durham

Vice Presidents: Shirley Bell, Kawartha Pine Ridge
Monica Rusnak, Ontario North East

OTF Table Officer: Nathan Core, Waterloo Region

Executive:

Gail Bannister-Clarke, Peel	Gundi Barbour, Upper Grand
Amy Chevis, Simcoe County	Andrew Chittka, Bluewater
Juan-Yahya Gairey, Peel	Shideh Houshmandi, Hamilton-Wentworth
Mario Spagnuolo, Greater Essex	Julie Stanley, Bluewater
Sylvia van Campen, Upper Canada	

There were ninety resolutions in total that made it into the Annual Meeting Resolutions Booklet for the 2021 meeting. Two Grand Erie motions were adopted by the membership in attendance.

1. ***“That ETFO provide incentive funding for the total amount of up to \$20,000 that locals can apply for to host art events for members.”***

Our Local has recently applied and received funding under the Art Incentive funding to support an Arts Committee event.

2. ***“That ETFO provide a dedicated space in VOICE magazine to highlight work being done in northern and rural locals.”***

In the winter issue, Voice published the first article in a series highlighting work being done in northern and rural locals. Written by Kenora teacher Jarod Milko, this article focuses on Indigenous and outdoor education. This series will continue in issues that follow.

While challenging and unusual, the 650+ 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,

Carolyn Proulx-Wootton
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) received a commemorative scroll in addition to a donation to the project or related group.

At the GEETF June 16, 2021 Virtual Celebration Event, we were finally able to recognize our GEETF Award Winners from the 2019-2020 school year.

The Award recipients were:

<u>ANTI-POVERTY</u>	Palwinder Kaur	Grand Erie Learning Alternatives Punjabi Teacher
<u>ENVIRONMENT</u>	Julie Pragnell Michelle Stewart	Waterford Public School Bloomsburg Public School
<u>HUMANITARIAN</u>	North Ward Public School Staff	

For the 2020-2021 school year, there were no GEETF Awards nominees.

2020-2021 PRESIDENT'S LOCAL LEADERSHIP/ADVOCACY AWARD

Kristy Hawkins Joseph Brant Learning Centre

Each recipient (or group) receives a commemorative scroll in addition to a donation to the project or related group. Due to COVID-19 the annual Celebration Banquet in June of 2021 was held virtually.

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 and our 24 members who retired in 2020-2021 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 FSL COMMITTEE

Ad Hoc FSL Committee Members:

Nancy D'Aurora
Lyndsay Houghtling
Traydese Roth
Heidi Soules

Connie Hill
Shawn Martin
Lacey Smith

The Ad-Hoc FSL Committee began by hosting a Virtual Games Night in December to share online resources and games that teachers can play with their students. The committee ran a Make & Take event on Monday May 16th at Waterford District High School. We are looking forward to similar events and workshops for next year.

Respectfully Submitted,

Lyndsay Houghtling
Chair

AD HOC SOCIAL COMMITTEE

Ad Hoc Social Committee Members:

Kendra Kovach
Jennifer McColl

Hayley Lapierre, Chair

Over the course of this school year, the Social Committee worked with the Arts Committee on three events. We helped to sponsor the following three 'Teachers' Night Out' events:

- New Limburg Brewery in Nixon with performance from Felicia McMinn on Friday, October 15th.
- Old Town Hall in Waterford with performance from Benjamin Dakota Rogers on Thursday, May 5th.
- Domination Telegraph Event Centre in Paris with performance from Logan Staats on Thursday, May 12th.

We are looking forward to planning and supporting more social events in the 2022-2023. If you have any suggestions for event ideas, please reach out!

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 is looking forward to next year to build the interest in the committee and explore ways we can support our teachers through workshops and events, as well as recognizing their extraordinary efforts in supporting our students with special needs.

Respectfully submitted,

Jennifer McColl
Chair

ARTS COMMITTEE

Arts Committee Members:

Cynthia Aldred	Miranda Atrooshi
Heather Chwastiak, Co-Chair	Monique Coretti, Co-Chair
Lisa Glaves	Kendra Kovach
Rebecca Mosses	Carolyn Proulx-Wootton

Feeling the Zoom fatigue of members, but not able to offer in-person workshops for much of the year, the Arts Committee put a lot of energy into member self-care through the arts. Our first such event since the inception of the committee in 2018 was an outdoor patio event that was well attended despite stormy weather. It was so popular that two more events were organized for the spring when indoor gatherings became possible. Events in 2021-22 included:

Member Self-Care through Arts:

- Felicia McMinn at New Limburg Brewery, October 15.
- Benjamin Dakota Rogers at Waterford Old Town Hall, May 5.
- Logan Staats at The Dominion Telegraph Centre in Paris, May 12 – supported by funds from the ETFO Arts Incentive Funding, and co-sponsored by the Social Committee.

Workshops:

- *Make and Take* to explore Lino cutters, ink rollers, Model Magic, and watercolour pencils, November 2.
- *Learn to Play Ukulele*, May 17 (Brantford) and May 24 (Delhi).

Supporting Indigenous Arts in the Community:

- *The Mush Hole* at Sanderson Centre – 25 tickets were purchased, and seats filled for this contemporary dance interpretation of the experiences at the Mohawk Institute Indian Residential School.

Sharing Arts Resources:

- *Picasso's Closet* (Lending library) – a growing list of music and art materials is available for members to borrow through an online sign-up.
- Shared Digital Resources – a shared space on OneDrive has been circulated where members can add or grab royalty-free resources for use in Grand Erie classrooms.
- Arts Mailing List – approximately 140 members have subscribed to receive relevant information about workshops or teaching in the arts.

Just as music and art helped fight the loneliness and stress of isolation during the COVID-19 pandemic, the Arts Committee truly hopes that we have helped make your school year a little bit better and more enriched through the activities we have offered.

Yours in Arts,

Heather Chwastiak and Monique Coretti
Co-Chairs

FIRST FIVE YEARS TEACHERS' COMMITTEE

First Five Years Teachers' Committee Members:

Nancy D'Aurora	Amanda Davies
Rebecca Heagy	Lyndsay Houghtling, Chair
Kassandra Kaufman	Jacqueline McEwen
Jenna Schott	Lacy Smith
Leah Smith	Jennifer Swan

The First Five Years Committee opened their year by welcoming new members into our meeting as observers in the hopes of engaging new members with the Federation and introducing members to the way we run our meetings using Robert's Rules of Order. Our committee grew significantly this year. Our planned Union 101 meeting was unable to run due to lack of registration, but we are hoping to try again in the fall. We have a bowling night scheduled for Thursday May 19th. We were forced to cancel our Job Shadowing program that normally runs in May and June due to the inability to secure release time for members to participate. We are hopeful about running it next year, along with plans for a variety of workshops and a return to in-person networking events.

Respectfully submitted,

Lyndsay Houghtling
Chair

HEALTH AND SAFETY COMMITTEE

I continue to be your GEETF representative on the Joint Occupational Health and Safety Committee. I attend the monthly JOHSC meetings, representing and advocating for the health, safety, and well-being of workers. I then compile an email after each of these meetings, that summarizes key information that I can share, and send this out to our Site Reps and our Local Executive. I also prepare reports for the GEETF Executive meetings, the Union Stewards at Local Rep Council, and our members at Membership meetings. As your representative, I take your concerns, questions, and recommendations to the JOHSC meetings. I also work closely with our Released Officers and the Health and Safety department to address issues related to health and safety. I review workplace violence reports, as well as the accident/injury reports that are submitted, and other reports like: air quality testing, asbestos removal, designated substance surveys and Ministry of Labour. If a member refuses unsafe work, I am called in and I become part of the process for finding solutions to making the workplace safer. Please continue to encourage our members to contact me if they have any questions or concerns.

Items of interest from this year:

- COVID-19 continued/s to be a concern in our buildings. Staff absences, cleaning protocols, air quality concerns, and increased workloads have impacted staff health, safety, and well-being.
- Workplace Violence/Student Aggression continues to make up the majority of the reports filed by GEETF members and all other employee groups. The afternoons of the JOHSC monthly meetings are now devoted to look at these reports and follow up with schools of concern. Please continue to fill out the paperwork to help the committee advocate for change.
- Health and Safety Eblasts and Wellness Wednesday has been incorporated into the Trending weekly email.
- Health and Safety Concern form is now electronic. It can be found in eBase, making it more trackable than the paper.

Information to share with the members:

- Air filter maintenance and replacement in HVAC systems and stand-alone units is now part of regular maintenance. Stickers are to be affixed to HVAC units that show when filters have been changed.
- All ceiling tiles need to be in place (Fire Code).
- Even though COVID protocols have been amended, continue to keep clutter to a minimum; do not bring back your appliances or furniture from home.
- Check cords regularly (meet electrical safety standards on the label, do not 'daisy-chain,' ensure they are not frayed, missing ground pins or causing trip hazards).
- Please take care of yourself and limit your own work hours (before and after hours). There is a policy being developed based on, "The Right to Disconnect," but we must self-advocate just like we want our students to do!

Respectfully submitted,

Jennifer Orr

Certified GEETF Member on the JOHSC

INDIGENOUS PARTNERSHIPS COMMITTEE

Indigenous Partnerships Committee Members:

Connie Hill, Chair	Kerry Hnatko
Anh Hoang	Lyndsay Houghtling
Mary-Jane Hutfloetz	Marianne Johnson
Wendy Kelly	Kendra Kovach
Tammy Lam-Lyons	Suzie Miller
Teresa Rothwell	Michelle Swyers
Joseph Tice	

The Indigenous Partnerships Committee maintains the goals of offering opportunities for our members to learn about Indigenous cultures and to support teachers to develop confidence in teaching about Indigenous perspectives.

This year, our committee was thrilled to offer the workshop “Access Points for Indigenous Allies.” Nineteen members were in attendance. It was thought-provoking, informative and we received many useful resources to use in our classrooms. We also hosted a beading workshop via Zoom with Brytnee Brough, a local artisan and teacher, where we made beautiful earrings using a traditional beading method. The IPC presented a screening of “The Water Walker,” a film about environmental activist and water rights advocate Autumn Peltier. We were thrilled that Autumn Peltier joined us live at the beginning of the screening to speak to our members. May 19 is the first of three sessions of “Cultural Cardio,” a workshop series combining powwow dance with fitness that we are hosting in Mohawk Park with Cher Obediah, a filmmaker, writer and certified aerobics instructor from Six Nations. Each year, our committee also supports the “Sharing Our Voices” event, in honour of National Indigenous Peoples Day, which will be presented in June.

If you are interested in joining this committee or wish our support, please contact Connie.Hill-Farrell@granderie.ca.

Yours in Solidarity,

Connie Hill
Chair

POLITICAL ACTION/PUBLIC RELATIONS COMMITTEE

Political Action/Public Relations Committee Members:

Lisa Andrews	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	Marisa McQuay
Brooke Morris	Ashley Packham
Lorelei Parsons	Carolyn Proulx-Wootton
Teresa Rothwell	Roberta Ryerse
Tammy Stoneman	Tyler Van Leeuwen

In another unprecedented year, the PA/PR Committee 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

This was an outstanding year for this event! We saw an outpouring of solidarity from local unions across this area come together to support those in need in our community. We had more than \$8,500 in funds donated to the event. This allowed us to ensure that fresh fruits, vegetables, baked goods, bread, period products, diapers, formula, canned goods, and other toiletries were distributed to those in need. Funds not spent on the Labour Cares event was evenly distributed to food banks in Haldimand, Norfolk, Six Nations, and Mississaugas of the Credit First Nation.

Remembrance Day

Remembrance Day in 2021 was honoured in different ways across our area. Wreaths were laid in Caledonia, Mississaugas of the Credit First Nation, Waterford, Simcoe and Dunnville. Donations were made to each of these Legions:

- Royal Canadian Legion Branch 29 – Simcoe
- Royal Canadian Legion Branch 142 – Dunnville
- Royal Canadian Legion Branch 154 – Caledonia

Provincial Election

The focus of the second half of this school year has been on preparing and organizing for the provincial election taking place on June 2nd. The committee sent an election engagement survey and arranged for local election training run by our ETFO Regional Organizer, Joel Smith. Michaela and Carolyn attended regional election training with members from Upper Grand, Waterloo and Niagara locals. In February, the committee recommended to the GEETF Executive that we endorse NDP candidate Harvey Bischof in the riding of Brantford-Brant. This motion was approved by the Executive. We participated in a May 7th rally to kick-off the Harvey Bischof campaign and have arranged for member-to-member calls to engage our teachers in this important election.

Brantford District Labour Council

This year, we were happy to participate in an election of the new BDLC Executive that saw GEETF member Cory Judson elected as BDLC President. The Labour Council has been able to resume more of their regular activities, including the 66th Annual Soap Box Derby. This event coincided with other May Day events happening across the province, as working people and the Labour Family gear up to vote Doug Ford out of office. GEETF hosted a booth at the Soap Box Derby, and provided Education lawn signs, postcards, and buttons.

Pride Events

As COVID restrictions have eased, Pride events have returned to our area. The GEETF will be represented in Caledonia and Brantford. GEETF branded rainbow sunglasses have been purchased for these events and will be given out at our booths. Volunteers are welcome to help at either event!

Respectfully submitted,

Michaela Kargus
Chair

PROFESSIONAL DEVELOPMENT COMMITTEE

Professional Development Committee Members:

Brittany Beedham
Jennifer Hinrichs
Tammy Lam-Lyons
Tannis Wilhelmus

Jennifer Cherewka
Kendra Kovach, Chair
Shawn Martin

The GEETF Professional Development Committee has successfully organized the following virtual workshops this school year:

- *Teacher Performance Appraisal*, presented by Greg Weiler, ETFO PRS on November 8, 2021.
- *Asses or Mess: How to Make Sense of What Students Say, Do and Write*, presented by Kit Luce, ETFO Presenter on the Road on Thursday, November 25, 2021.
- *The Educator's Magic Wand: Differentiation*, presented by Lori Johnson, ETFO Presenter on the Road on December 8, 2021
- *Resume Writing*, presented by Monique Goold on April 5, 2022.
- *Interview Skills*, presented by Monique Goold on April 19, 2022.

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.

Due to ongoing pandemic restrictions, hosting virtual workshops was the only option as we prepared for the year. We are hopeful that in the future we can offer hands-on workshops that were not possible over the past two years.

The Committee wishes to thank our 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 learning in the 2022-2023 school year.

Respectfully submitted,

Kendra Kovach
Chair

SOCIAL JUSTICE COMMITTEE

Social Justice Committee Members:

Johanna Gordon
Anh Hoang, Chair
Michaela Kargus
Shawn Martin
George Overend

Beth Edwards
Mary-Jane Hutfloetz
Kendra Kovach
Rebecca Moses
Carolyn Proulx-Wootton

Events:

Labour Cares: The Social Justice Committee provided some essentials such as hats, mitts, and socks to local community members. Some of our committee members participated on the day of the event to hand out fresh produce and other essential items on November 20, 2021. It was a great turn out this year and we plan to continue to support our local community through this event.

Equity workshops: The Social Justice Committee organized a number of virtual equity workshops this year in collaboration with ETFO and Grand Erie's Safe and Inclusive Schools to provide ongoing learning and support for our members. We offered the following workshops this year:

- *Islamophobia Affects All Our Students*, presented by Sultan Rana on April 21, 2022.
- *Culturally Relevant and Responsive Pedagogy*, presented by Sangeeta McAuley on May 26, 2022.
- *LGBTQ Education Timeline*, presented by Kara Nagel on May 26, 2022.

Pride events: The Social Justice Committee continues to support pride events this year. We are collaborating with the Political Action/Public Relations Committee to sponsor a booth at each location and will spend up to \$750 for Pride events. Pride Day in Haldimand Norfolk is scheduled for Saturday, May 28th at McKinnon Park in Caledonia. Brantford Pride is scheduled for Saturday, June 18th at Mohawk Park in Brantford. Some of our committee members will also be providing support by participating in-person on the day of the events.

Earth Day: The Social Justice Committee provided funding to support the schools with their Earth Day projects as follows:

- Banbury Heights school - \$250 for pollinator garden.
- Caledonia Centennial P.S. - \$150 for an outdoor learning vegetable garden.
- Central P.S. – \$400 garden renewal project.
- Graham Bell-Victoria P.S. - \$150 for vegetables pots.
- Houghton P.S.- \$200 for a butterfly garden planter box and herb/vegetable garden.
- Lynndale Heights P.S. - \$300 for a pollinator flower garden.
- Paris Central - \$150 for a rational use of electrical energy project.
- Seneca Central P.S.- \$400 for a perennial flower garden.

Donations:

R.I.S.E.: We were able to support the R.I.S.E. group with \$500 this year with ETFO Anti-Poverty Group funding program.

Food4Kids Brant-Haldimand: This organization has been serving school communities since January 2017 to counter food insecurity for school aged children. They provide \$10 per child gift cards for families on a bi-weekly basis and provide children with healthy and nutritious meals. They are building community partnerships to support families in need. They are currently working on a tip tap program (tap to donate \$2 to fundraise) with local businesses to raise awareness and gather funds. They are hoping to have more tip tap locations, increase the monthly donor list, serve more schools on Six Nations and in the community, and bring in more volunteers. The Social Justice Committee donated \$600 to support their cause this year. We hope to continue our partnership with Food4Kids Brant-Haldimand to support children and their families in need in our local communities.

GEETF Lending Library:

The GEETF Lending Library will continue to be advertised to remind members of this great resource next school year. We continue to explore ways to make this resource more accessible to members such as turning it into an electronic resource where possible. We will continue to collaborate with Safe and Inclusive Schools and the Board through Elementary Programs to provide social justice and equity resources to teachers.

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

A very special thank you to our extraordinary Executive Assistant, Jeannette Dodds, for her tremendous support in order for us to continue our work.

Respectfully submitted,

Anh Hoang
Chair

STATUS OF WOMEN COMMITTEE

Status of Women Committee Members:

Lori Burroughs Miller
Heather Chwastiak
Michaela Kargus
Tammy Lam-Lyons
Jacqueline McEwen

Heather Chwastiak
Lyndsay Houghtling
Kendra Kovach
Hayley Lapierre
Carolyn Proulx-Wootton

Despite the ongoing COVID-19 pandemic, the Status of Women Committee in Grand Erie has remained innovative, inspired and committed to offering opportunities to our members. In the fall of 2021, Jacquie McEwen attended the virtual Status of Women Chair Training offered through the ETFO Fall Leadership Conference.

November 12-14, 2021, the Committee held our first in-person event in two years – the “Weekend in Wine Country” event hosted at the Pillar and Post in Niagara-on-the-Lake. Grand Erie members were part of a two-day conference where they listened to Brianne Ligori, author of *TGIToday*, and Blair Baker who offered the “World Cup of You” workshop. Members were grateful to be back in-person and enjoyed the flexibility, self-care, and content of the conference.

On March 4, 2022, we hosted our 2nd annual International Women’s Day Comedy Night – “Hand Her the Mic – STILL Laughing Together While Staying 6 Feet Apart”. This event was a partnership between Grand Erie and sister locals across the province.

As part of the International Women’s Day event hosted by Nova Vita, the Status of Women Committee donated to the “More Than a Bed” Campaign to help update laundry facilities. With this donation, Nova Vita surpassed their goals and can do additional upgrades.

With the Ontario election on the horizon, The Committee hosted a “Politics in the Pub” night in Port Dover on May 6 for women in Haldimand-Norfolk to discuss political strategies. Additionally, the two Women’s Canvass events on May 9 and May 30 in Brantford-Brant to support the Harvey Bischof campaign. Women who attend will receive a swag item and dinner committee planned for engaging in this canvass.

In conjunction with the Brantford District Labour Council, the Status of Women Committee supported childcare for two events to remove barriers for members to engage politically in the upcoming election.

Before the end of the school year, The Status of Women Committee will host an additional Comedy Night in partnership with our Hamilton sister local.

While there have been many uncertainties over the course of this year, the Status of Women Committee has remained dedicated to supporting the well-being of our fem-identifying members and women in our community. We look forward to continuing this work in the upcoming school year!

Respectfully submitted,

Jacquie McEwen
Committee Chair and Executive Liaison

UNION STEWARDS

Thank you to all our Union Stewards for your commitment to safeguarding the rights of colleagues and ensuring that working conditions are kept as positive as possible. Union Stewards monitor the implementation of the Collective Agreement in their workplace, ensure that health and safety issues are addressed, answer member questions, relay concerns to the local office, keep members up-to-date, and play a vital role in keeping the membership connected to their Local and to ETFO Provincial.

Members who volunteered as Union Steward this year agreed to take on a challenging task. Our membership has faced, and continues to experience, great uncertainty and ongoing disruptions. Members count on their Union Steward colleague to assist through these unprecedented times. I can't thank our Stewards enough for all they've done and continue to do in support of colleagues.

Due to the ongoing extraordinary number of no-fills this year, Union Stewards could not be released for training. However, Union Stewards did attend an after-school meeting in January, members new to the role received training with release time in November, and the Local hosted eight in-person small group Union Steward meetings with Released Officers at a variety of restaurants in our local area during the fall. Union Stewards invited an ETFO member from their school to attend 'Steward Plus One' political action training to mobilize members in their school in preparation for the June 2nd Ontario provincial election.

Thank you to our colleagues who volunteered as Union Steward, for their incredible contribution given to our Local, and the support they provided colleagues throughout the year.

Respectfully submitted,

Shawn Martin
GEETF President

THANK YOU TO OUR UNION STEWARDS FOR 2021-2022

<i>School/Worksite</i>	<i>Name</i>
Agnes G. Hodge	Corrina Dowling
Banbury Heights	Cynthia Corpse
Bellview	Tammy Lam-Lyons
Bloomsburg	Kim Harvey-Harris
Boston	Christopher Smith
Branlyn	Shelley Jozwiak/Andrea Saldarelli
Brier Park	Derek Sturgeon
Burford District Elementary	Scott Wood
Caledonia Centennial	Kelly Russell
Cedarland	Alexander Doumani
Centennial – Grand Woodlands	Mark Soden
Central	Cara Forrest
Cobblestone Elementary	Gerry Foreman
Courtland	Cory Antonioli
Delhi	Kristin Mawhiney
Echo Place	Thomas Roberts
École Confédération	Jacqueline McEwen
École Dufferin	Lindsay Guy
Elgin Ave.	Heather Chwastiak/Roberta Ryerse
Glen Morris	Jonathon Reid
Graham Bell – Victoria	Lisa Metcalf
Grandview	Lisa Marshall
Greenbrier	Caroline Taylor
Hagersville	Kaitlyn Newhouse/Matthew McGregor
Houghton	Philip Huyge/Marcela Caro
J.L. Mitchener	Elizabeth Cavers/Teresa Rothwell/Kerry Hnatko
James Hillier	Mark Kronwald
Jarvis	Dawn Lindsay/Tannis Wilhelmus
King George	Jaclyn Balkwill
Lakewood	Lindsey Beck
Langton	Elizabeth Richardson
Lansdowne – Costain	Tasha Clement
Lynndale Heights	Christine Kazakevicius
Major Ballachey	Erin King
Mapleview	George Overend
Mount Pleasant	Jennifer Guest
North Ward	Emma Marcantonio
Oakland – Scotland	Erin Janssen
Oneida	Carolyn Proulx-Wootton/Anne Snyder
Onondaga – Brant	Christopher Bailey
Paris Central	Shannon Hendel
Port Rowan	Jessica Antonioli
Prince Charles	Kendra Kovach
Princess Elizabeth	Cheryl Mann
Rainham	Lise Beauchamp

THANK YOU TO OUR UNION STEWARDS FOR 2021-2022

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

Grand Erie Elementary Teachers' Federation
Monthly Financial Statement
For the period ending April 30, 2022

	2021-22 Budget (\$)	April 2022 (\$)	Jul 2021 - April 2022 (YTD) (\$)	Balance Remaining (\$)
INCOME				
Fee Rebates	360,462		338,609	21,853
Interest/ Sundry	1,231		1,050	181
Local Levy	4,061		15,555	(11,494)
Other Income	19,000			19,000
Reimbursement for Released Officer's Release Time	142,246		89,290	52,956
Release Rebates	-		2,084	(2,084)
Transfers from Previous Year	79,501			79,501
Uncategorized Income	-			-
TOTAL INCOME	606,501	-	446,589	159,912
EXPENSES				
Advocates for Members				
CBC	3,500			3,500
Executive Meetings	18,000		6,927	11,073
First Vice President Release	71,000		51,600	19,400
Member Services/Grievances	2,000			2,000
President's Release	75,000		54,740	20,260
Released Officer Development	3,000	66	909	2,091
Released Officers' Misc.	4,500		821	3,679
Second Vice President Release	50,000		25,536	24,464
Union Steward Training/Support	42,000	2,258	8,599	33,401
Total Advocates for Members	269,000	2,324	149,132	119,868
Advocates for Public Education and Social Change				
Indigenous Partnerships	10,000	400	1,061	8,939
Labour Council Fees	1			1
Political Action/PR	14,000	750	3,277	10,723
Social Justice	6,000	375	1,243	4,757
Strike/Community Support	5,000		600	4,400
Total Advocates for Public Education and Social Change	35,001	1,525	6,181	28,820
Communicates with Members				
General Meetings	7,000			7,000
Goodwill	2,500		1,151	1,349
Representative Council Meetings	1,500			1,500
Total Communicates with Members	11,000	-	1,151	9,849
Contingency				
	2,470		1,361	1,109
Engaging Members				
Ad Hoc Committees	2,500		21	2,479
Ad Hoc Committees - FSL	1,500		21	1,479
Ad Hoc Committees - Social	1,500		434	1,066
Ad Hoc Committees - Special Education	1,500		21	1,479
Arts Committee	8,500	1,435	4,712	3,788
Awards	2,500			2,500
Beginning Teacher	3,000		2,117	883
Celebration Banquet	20,000		58	19,942
ETFO Annual Meeting	5,000	412	1,120	3,880
Executive Development	3,000			3,000
Member Recognition	30,000			30,000
Status of Women	35,030	2,100	18,584	16,446
Training	5,000		1,087	3,913
Total Engaging Members	119,030	3,947	28,174	90,856

Office Expenses				
Auditor	3,500		3,334	167
Bank charges	500	5	305	195
Building Costs	28,000	939	20,668	7,332
Building Maintenance/Cleaning	5,500	389	4,176	1,324
Dependent Care	1,000	40	40	960
Executive Assistant	63,000	5,543	47,192	15,808
Honoraria	1,000		1,000	-
Internet	1,600	90	1,482	118
Kitchen	1,500	87	790	710
Mileage	15,000		570	14,430
Office Equipment/ Maint.	10,000	470	2,437	7,563
Office Insurance	1,400			1,400
Office Misc.	1,500		1,678	(178)
Office Supplies	5,000		3,117	1,883
Telephones	3,500	280	2,545	955
Utilities	6,000	603	4,151	1,849
Total Office Expenses	148,000	8,445	93,485	54,515
Professional Development				
Executive Strategic Planning	4,000			4,000
First 5 Years Committee	9,000		53	8,947
Pension Workshop	1,000			1,000
Professional Development	8,000	300	957	7,043
Total Professional Development	22,000	300	1,010	20,990
Other Expenses				
Reconciliation Discrepancies	-			-
*Uncategorized Expense	-		212	(212)
Total Other Expenses	-	-	212	(212)
TOTAL EXPENSES	606,501	16,541	280,704	325,797

Notes:

*Uncategorized expense are cheques, written in a previous fiscal year, that have been cashed in the current fiscal year. This item is three separate cheques as of April 2022.

Balance in chequing LAST DAY OF March 2022 = 389,881.23

Amount in Guarantee Investment Certificates = 370,000.00

Combined about in GIC and Chequing Account on last day of April = 740,316.57

Total Net Expenditures in April 2022 = 16,541

Balance in chequing April 30 2022 = 370,316.57

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



GEETF Draft Budget 2022-2023

12-May-22

	2020/21 Budget	2022-2023 Draft Budget		
INCOME				
1	Fee Rebates	\$ 335,121.00	\$ 365,000.00	Rebates are based on FTE members
2	Interest/ Sundry	\$ 1,504.00	\$ 1,200.00	Interest earned on GICs
3	Local Levy	\$ 28,000.00	\$ -	Local levy of \$26/member per year
4	Other Income	\$ 19,000.00	\$ 19,000.00	Misc. income received during the year (i.e. OTIP Service agreement)
5	Reimbursement for Released Officers' Release Time	\$ 138,118.00	\$ 145,000.00	ETFO allocation for release in each local
6	Release Rebates		\$ 4,000.00	ETFO allocation for release in each local, non-released officer
7	Transfers from Previous Year	\$ 21,617.00	\$ 106,501.00	Discretionary funding from previous years' surpluses
8	Uncategorized Income	\$ -	\$ -	
9	TOTAL INCOME	\$ 543,360.00	\$ 640,701.00	
EXPENSES				
Advocates for Members				
10	CBC	\$ 10,000.00	\$ 30,000.00	Collective Bargaining Committee Costs
11	Executive Meetings	\$ 18,000.00	\$ 19,000.00	Release for Executive Committee members and meeting costs
12	First Vice President Release	\$ 69,000.00	\$ 73,000.00	Cost to release First Vice President (A2 year 0 plus responsibility allowance)
13	Member Services/Grievances	\$ 2,000.00	\$ 2,000.00	Professional relations services for members as needed
14	President's Release	\$ 73,000.00	\$ 77,000.00	Cost to release President (A2 year 0 plus responsibility allowance)
15	Released Officer Development	\$ 3,000.00	\$ 3,000.00	Development opportunities for Released Officers
16	Released Officers' Misc.	\$ 4,500.00	\$ 4,500.00	Miscellaneous expenses incurred by Released Officers
17	Second Vice President Release	\$ 50,000.00	\$ 50,000.00	Cost to release Second Vice President (actual 0.5 salary plus allowance)
18	Union Steward Training/Support	\$ 40,000.00	\$ 45,000.00	Expenses for release time for Union Stewards and meeting costs
19	Total Advocates for Members	\$ 269,501.00	\$ 303,500.00	
Advocates for Public Education and Social Change				
20	Indigenous Partnerships	\$ 10,000.00	\$ 10,000.00	Support partnerships, learning and events with an Indigenous focus
21	Labour Council Fees	\$ 4,000.00	\$ 4,000.00	Membership fees paid to the Brantford and District Labour Council
22	Political Action/PR	\$ 8,000.00	\$ 10,000.00	Political Action/Public Relations Committee programs
23	Social Justice	\$ 6,000.00	\$ 7,000.00	Social Justice Committee programs
24	Strike/Community Support	\$ 5,000.00	\$ 5,000.00	Support for non-GEETF workers & humanitarian efforts
25	Total Advocates for Public Education and Social Change	\$ 33,000.00	\$ 36,000.00	
Communicates with Members				
26	General Meetings	\$ 10,000.00	\$ 7,500.00	General Membership meeting expenses
27	Goodwill	\$ 2,500.00	\$ 3,000.00	Goodwill acknowledgements throughout the year
28	Representative Council Meetings	\$ 1,000.00	\$ 1,800.00	Representative Council meeting expenses
29	Total Communicates with Members	\$ 13,500.00	\$ 12,300.00	
30	Contingency	\$ 1,000.00	\$ 1,000.00	Funds available for unexpected expenses

Engaging Members		
31	Ad Hoc Committees	\$ 7,000.00 \$ 2,500.00 Ad hoc Committee expenses
32	Ad Hoc Committees - FSL	\$ 1,500.00 \$ 1,500.00 Ad hoc FSL Committee expenses
33	Ad Hoc Committees - Social	\$ 1,500.00 \$ 1,500.00 Ad hoc Social Committee expenses
34	Ad Hoc Committees - Special Education	\$ - \$ 1,500.00 Ad hoc Special Education Committee expenses
35	Arts Committee	\$ 7,000.00 \$ 10,000.00 Arts Committee expenses
36	Awards	\$ 2,500.00 \$ 2,500.00 Cost of awards presented at the Celebration Banquet
37	Beginning Teacher	\$ 3,000.00 \$ 3,000.00 Expenses to inservice new hires (i.e. NTIP, local PD)
38	Celebration Banquet	\$ 20,000.00 \$ 23,000.00 Celebration Banquet costs (i.e. Hall rental, gifts, decorations)
39	ETFO Annual Meeting	\$ 4,000.00 \$ 15,000.00 Costs for GEETF delegation to attend ETFO Annual Meeting
40	Executive Development	\$ 3,000.00 \$ 3,000.00 Development opportunities for non-released Executive members
41	Member Recognition	\$ - \$ 1.00 Provides a recognition item for each member
42	Status of Women	\$ 24,059.00 \$ 28,000.00 Status of Women Committee programs
43	Training	\$ 5,000.00 \$ 5,000.00 Union development training for members
44	Total Engaging Members	\$ 74,059.00 \$ 96,501.00
Office Expenses		
45	Auditor	\$ 3,300.00 \$ 4,000.00 Review engagement costs to audit GEETF financial records
46	Bank charges	\$ 500.00 \$ 500.00 Bank service charges and cheque reorders
47	Building Costs	\$ 28,000.00 \$ 30,000.00 Taxes and condo fees for the GEETF building
48	Building Maintenance/Cleaning	\$ 4,000.00 \$ 6,000.00 Cleaning and building maintenance expenses
49	Dependent Care	\$ 1,000.00 \$ 1,000.00 Reimbursement for dependent care
50	Executive Assistant	\$ 56,000.00 \$ 67,000.00 Executive Assistant remuneration and benefits costs
51	Honoraria	\$ 1,000.00 \$ 1,000.00 Honoraria for Executive
52	Internet	\$ 1,700.00 \$ 2,000.00 Internet costs and maintaining the GEETF website
53	Kitchen	\$ 1,500.00 \$ 2,000.00 Miscellaneous kitchen supplies
54	Mileage	\$ 15,000.00 \$ 18,000.00 Mileage for GEETF business
55	Office Equipment/Maint.	\$ 3,000.00 \$ 10,000.00 Maintenance and replacement of office equipment
56	Office Insurance	\$ 1,300.00 \$ 1,700.00 Office insurance expenses
57	Office Misc.	\$ 1,500.00 \$ 2,500.00 Office expenses not including supplies (i.e. online surveys)
58	Office Supplies	\$ 6,000.00 \$ 6,500.00 Office supplies expenses
59	Telephones	\$ 4,500.00 \$ 4,000.00 Office and cell phones
60	Utilities	\$ 6,000.00 \$ 6,000.00 Heat and hydro for GEETF office
61	Total Office Expenses	\$ 134,300.00 \$ 162,200.00
Professional Development		
62	Executive Strategic Planning	\$ 1.00 \$ 10,000.00 Funds to provide Executive Strategic Planning
63	First 5 Years Committee	\$ 9,000.00 \$ 10,000.00 Programs for GEETF members in their first five years
64	Pension Workshop	\$ 1,000.00 \$ 1,200.00 Funds to run a pension workshop
65	Professional Development	\$ 8,000.00 \$ 8,000.00 Funds to offer Local PD events and for committee expenses
66	Total Professional Development	\$ 18,001.00 \$ 29,200.00
Other Expenses		
67	Reconciliation Discrepancies	\$ - \$ -
68	*Uncategorized Expense	\$ - \$ -
69	Total Other Expenses	\$ - \$ -
TOTAL EXPENSES		
		\$ 543,360.00 \$ 640,701.00