



# *Annual Report*

*For*

*2022-2023*

*Carolyn Proulx-Wootton – President*



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## EXECUTIVE MEMBERS 2022-2023

President	Carolyn Proulx-Wootton
First Vice President	Michaela Kargus
Second Vice President	Heather Chwastiak
Secretary	Roberta Ryerse
Health & Safety	Jennifer Orr
Executive Members	Lori Burroughs Miller Connie Hill Lyndsay Houghtling Hayley Lapierre Cheryl Mann Jennifer McColl Jacqueline McEwen Kataisha McQueen

## GEETF COMMITTEES FOR 2022-2023

Ad Hoc FSL Committee	Lyndsay Houghtling, Co-Chair Lacey Smith, Co-Chair Connie Hill Souher Nassar Traydese Norden Heidi Soules
Ad Hoc Social Committee	Hayley Lapierre, Chair Connie Hill Jennifer McColl
Ad Hoc Special Education	Lorelei Parsons, Chair Anh Hoang Madison Kohli Jennifer McColl Marisa McQuay Kataisha McQueen Krista Robb Lindsay Sheppard Stephanie Slaman

Arts Committee	<p>Monique Coretti, Chair  Nicole Alexander  Heather Chwastiak  Sarah Clark  Amanda Davies  Madison Kohli  Elizabeth Niec  Rebecca Moses  Carolyn Proulx-Wootton  Shannon Stillman  Taylor Webb</p>
Awards Committee	<p>Connie Hill, Chair  Lisa Andrews  Wanda Backus-Kelly  Jeffrey Barnes</p>
Budget Committee	<p>Heather Chwastiak, Chair  Michaela Kargus  Jacqueline McEwen  Kataisha McQueen  Carolyn Proulx-Wootton</p>
Collective Bargaining Committee	<p>Michaela Kargus, Chair  Heather Chwastiak  Lyndsay Houghtling  Cory Judson  Hayley Lapierre  Jennifer McColl  Jacqueline McEwen  Jennifer Orr  Carolyn Proulx-Wootton</p>
Constitution Committee	<p>Carolyn Proulx-Wootton, Chair  Heather Chwastiak  Michaela Kargus  Hayley Lapierre  Jennifer McColl  Teresa Rothwell</p>
ETFO Annual Meeting/Resolutions Committee	<p>Heather Chwastiak, Chair  Nicole Alexander  Amy Duckers  Connie Hill  Lyndsay Houghtling  Michaela Kargus</p>

Cheryl Mann  
Amy Martin  
Jennifer McColl  
Jennifer Orr  
Ashley Packham  
Carolyn Proulx-Wootton  
Teresa Rothwell  
Lacey Smith  
Tannis Wilhelmus

First Five Years Teachers' Committee Lyndsay Houghtling, Chair  
Amanda Davies  
Amber De Leebeeck  
Amy Duckers  
Leah Smith  
Lacey Smith

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

Political Action/Public Relations Committee Lori Burroughs Miller, Chair  
Heather Chwastiak  
Patricia Hammond (DECE)  
Jillian Heffernan  
Michaela Kargus  
Kathleen Kaufman (GEDSBOT)  
Patrick LaForce  
Jennifer McColl  
Jacqueline McEwen  
Marisa McQuay  
Brooke Morris  
Ashley Packham  
Carolyn Proulx-Wootton  
Teresa Rothwell  
Roberta Ryerse  
Stephanie Scott (DECE)  
Tyler Van Leeuwen

Professional Development

Jennifer McColl, Chair  
Jennifer Hinrichs  
Tannis Wilhelmus

Social Justice Committee

Marsha Anguish, Co-Chair  
Anh Hoang, Co-Chair  
Nicole Alexander  
Chelsey Bullock  
Heather Chwastiak  
Connie Hill  
Mary-Jane Hutfloetz  
Cheryl Mann  
Rebecca Moses  
Carolyn Proulx-Wootton

Status of Women Committee

Jacqueline McEwen, Chair  
Nicole Alexander  
Ingrid Blumenberg  
Lori Burroughs Miller  
Heather Chwastiak  
Andrea Coates  
Michaela Kargus  
Tammy Lam-Lyons  
Jacqueline McEwen  
Kataisha McQueen  
Souher Nassar  
Carolyn Proulx-Wootton



## GEETF ANNUAL MEETING & ELECTIONS

MAY 18, 2022

### MINUTES

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

#### **5:00 pm ~ Start of Meeting**

#### 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 the Agenda for May 18, 2022

Moved by: Michaela Kargus

Motion I

Seconded by: Cory Judson

That the Agenda as amended for May 18, 2022 be approved.

Carried



3. Approval of the Minutes of GEETF 2021 Annual Meeting – page 6 of Annual Report

Moved by: Heather Chwastiak Motion II  
Seconded by: Shawn Martin

That the Minutes of GEETF 2021 Annual Meeting be approved. Carried

4. Resolutions to Amend the May 2021 Local Constitution – page 24 of Annual Report

4.1 Executive Motions

Moved by: Carolyn Proulx-Wootton Motion III  
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.

Carried

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Moved by: Carolyn Proulx-Wootton Motion IV  
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.

Carried

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

Motion V

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;

Carried

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

Motion VI

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.

Carried

## 4.2 Member Motions

Motions VII – X to be moved en bloc

Rationale for motions VII – X: 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.

Moved by: Michaela Kargus Motion VII  
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.

Carried

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Moved by: Michaela Kargus Motion VIII  
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;

Carried

Moved by: Michaela Kargus  
Seconded by: Ashley Packham

Motion IX

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 15th.

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.

Carried

Moved by: Michaela Kargus  
Seconded by: Ashley Packham

Motion X

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).
- 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).
- 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.

Amendment to Motion X to delete 9.3.4.

Amendment adopted by unanimous consent.

Carried

Moved by: Carolyn Proulx-Wootton

Motion XI

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;

Carried

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

Motion XII

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.

Carried

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

Motion XIII

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.

Defeated



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

Motion XIV

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.

## 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.

Carried

## 5. GEETF Executive Elections

- Doors tiled between each election.

### Election for President (Full Time Release):

Cory Judson – Grandview – 57 votes

Carolyn Proulx-Wootton – Oneida Central – 171 votes

Carolyn Proulx-Wootton elected as President.

### First Vice President (Full Time Release):

Nancy D'Aurora – GEETF – withdrew nomination

Cory Judson – Grandview – 56 votes

Michaela Kargus – Russell Reid – 157 votes

Michaela Kargus elected as First Vice President.

### Second Vice President (0.5 Release)

Heather Chwastiak – Elgin Avenue – acclaimed

### Secretary:

Roberta Ryerse – Elgin Avenue – acclaimed

Health & Safety Officer

Jennifer Orr – Seneca Central – acclaimed

*The following nominations were received from the floor for Executive Member:*

Connie Hill – Ryerson Heights  
Cheryl Mann – Princess Elizabeth  
Kataisha McQueen – Walter Gretzky

*The following member withdrew their nomination for Executive Member:*

Teresa Rothwell – J. L. Mitchener

The following Executive Members were acclaimed:

Lori Burroughs Miller – Lakewood  
Connie Hill – Ryerson Heights  
Lyndsay Houghtling – Russell Reid  
Hayley Lapierre – Walsh  
Cheryl Mann – Princess Elizabeth  
Jennifer McColl – Woodman-Cainsville  
Jacqueline McEwen – École Confédération  
Kataisha McQueen – Walter Gretzky

Moved by: Kendra Kovach Motion XVI  
Seconded by: Robert Hull

That the ballots be destroyed. Carried

6. 2021-22 GEETF Annual Report

Moved by: Lisa Andrews Motion XVII  
Seconded by: Leslie Southern

That the GEETF Annual Meeting receives the 2021-22 Annual Report.

Carried

7. GEETF Finances

7.1 Approval of the Auditor for 2021-2022 and 2022-2023

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

That the Executive recommend Sautner Austin LLP conduct the review engagement of the GEETF for the 2021-2022 and 2022-2023 fiscal years.

Carried

7.2 Draft Budget for 2022-2023 – for information – attached

8. New Business

8.1 Walter Gretzky Elementary School

- Concerns regarding staffing.

9. Upcoming Meetings

Executive Meeting – Tuesday, June 7, 2022

Celebration Banquet – Wednesday, June 15, 2022

10. Meeting dates for 2022-2023 (tentative)

Local Representative Council (Wednesdays)

November 23, 2022

February 15, 2023 or March 22, 2023 (depending on ETFO A.M. Motions)

Membership Meetings (Wednesdays)

October 19, 2022

May 17, 2023

Executive Meetings (Wednesdays) – Tentative

September 14, 2022

October 12, 2022

November 9, 2022

December 7, 2022

January 11, 2023

February 8, 2023

March 8, 2023

April 12, 2023

May 10, 2023

June 7, 2023

Celebration Dinner – Wednesday, June 14, 2023 - Tentative

11. Questions & Answers – nil

12. Adjourned

## PROPOSED EXECUTIVE RESOLUTIONS TO AMEND THE MAY 2022 LOCAL CONSTITUTION

Moved by: Carolyn Proulx-Wootton  
Seconded by: Lori Burroughs Miller

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

6.3.1 There shall be the following standing committees:

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

Rationale: The Table Executive appoint an ad-hoc scholarships committee to examine the feasibility that the local offer scholarships to members and children of members. The Executive has recommended to the Budget Committee to budget funds for local scholarships. This Constitutional change would acknowledge the current Awards Committee as a standing committee and would add the work of scholarships to the committee.

## **PROPOSED EXECUTIVE RESOLUTIONS TO AMEND THE MAY 2022 LOCAL CONSTITUTION**

### **Motion II**

Moved by: Jennifer McColl  
Seconded by: Hayley Lapierre

THAT ARTICLE VI – LOCAL ORGANIZATION, Section 3 – Committees 6.3.1 be amended by striking out ‘Professional Development’ and replacing it with ‘Professional Learning’ 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 **Learning**
- ✓ Social Justice
- ✓ Status of Women

Rationale: The change from the standing committee name Professional Development to Professional Learning more accurately reflects the work of the committee.

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### **Motion III**

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

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

7.1.16 review annually the criteria for Goodwill and Awards, **Awards and Scholarships and Professional Development Funds**;

Rationale: This change will ensure the Executive re-visits the Terms of Reference annually for Scholarships and Professional Development Funds.

## **PROPOSED EXECUTIVE RESOLUTIONS TO AMEND THE MAY 2022 LOCAL CONSTITUTION**

### **Motion IV**

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

THAT ARTICLE VII – ORGANIZATIONAL DUTIES, Section 2 – Duties of Officers, 7.2.1 Duties of the President be amended by addition to read:

7.2.1 Duties of the President  
The president shall:

**w) call a meeting of the Grand Erie Elementary Teachers' Federation Building Corporation once per year.'**

Rationale: Due to recent changes to the *Ontario Not-for-Profit Corporations Act*, that we own property and consequently we are an incorporated local, the local must call a meeting of the Grand Erie Elementary Teachers' Federation Building Corporation in order to update the current list of Executive members.

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### **Motion V**

Moved by: Carolyn Proulx-Wootton  
Seconded by: Lori Burroughs Miller

THAT ARTICLE IX – ELECTION OF TABLE EXECUTIVE, Section 1 – Eligibility be amended by addition to read:

**9.2 In compliance with the *Ontario Not-for-Profit Corporations Act* a member will attest that they are not:**

- a) a person who had been found under the *Substitute Decisions Act, 1992* or under the *Mental Health Act* to be incapable of managing property;**
- b) a person who has been found to be incapable by any court in Canada or elsewhere; and**
- c) a person who has the status of bankrupt.**

Rationale: Due to recent changes to the *Ontario Not-for-Profit Corporations Act*, rules have been created on who may hold positions as a Directors/ Table Executive as they positions hold significant fiduciary responsibility. This change will ensure the local meets ONCA compliance by 2024.

## **PROPOSED EXECUTIVE RESOLUTIONS TO AMEND THE MAY 2022 LOCAL CONSTITUTION**

### **Motion VI**

Moved by: Lori Burroughs Miller

Seconded by: Jennifer Orr

THAT ARTICLE X – ELECTION OF A UNION STEWARD, be amended to read:

### **ARTICLE X – ELECTION OF A UNION STEWARD **AND ELECTION OF A SCHOOL BASED/SITE BASED HEALTH AND SAFETY REPRESENTATIVE****

#### 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 candidates 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 **or Health and Safety Representative**, 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.



## **PROPOSED EXECUTIVE RESOLUTIONS TO AMEND THE MAY 2022 LOCAL CONSTITUTION**

10.12 Should two members wish to share the role of Steward equally; this can be mutually agreed upon and submitted dually to the office for the term of the following school year. **The role of Health and Safety Representative cannot be shared.**

### **Section 4 – Filling of Vacancies for a Union Steward **and/or School Based/Site Based Health and Safety Representative****

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 **or Health and Safety Representative** become vacant during a term, the call for a Steward or **Health and Safety Representative** 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 **and Health and Safety Representatives**, will be given the opportunity to withdraw from their role as Steward **or Health and Safety Representative**, share the position of Steward (limited to two (2)) or call for an election. **The role of Health and Safety Representative cannot be shared.**

10.19 The successful candidate shall be the nominee who receives a simple majority of the votes cast.

Rationale: This Constitutional change will provide our membership with a clear process for the election of a school-based/ site based Health and Safety Representative that mirrors an existing process for the election of Union Stewards.

## PROPOSED EXECUTIVE RESOLUTIONS TO AMEND THE MAY 2022 LOCAL CONSTITUTION

### **Motion VII**

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

THAT ARTICLE XIV – FINANCES, be amended by addition to read:

- 14.8 **That an honorarium in the amount of two hundred and fifty dollars per year (\$250/year) OR one day of release be provided to each Union Steward. In the event that the role is shared, the honorarium for Co-Steward will be one hundred and twenty-five dollars per year (\$125/year) OR one half day of Release.**

Rationale: This change will reflect current local practices. Union Stewards are recognized for their time, valuable work, and commitment to the local through this honorarium.

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### **Motion VIII**

Moved by: Hayley Lapierre  
Seconded by: Heather Chwastiak

THAT ARTICLE XIV – FINANCES, 14.9 be amended by addition to read:

- 14.9 That an honorarium in the amount of ~~one hundred dollars per year (\$100/year)~~ **three hundred and fifty dollars per year (\$350/year) OR one release day and one hundred dollars per year (\$100/year)** be paid to each Table Executive member, excluding the President, First Vice President, and Second Vice President.

Rationale: This change will provide parity of recognition to the Table Executive that Stewards currently receive.

## **PROPOSED EXECUTIVE RESOLUTIONS TO AMEND THE MAY 2022 LOCAL CONSTITUTION**

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

That the local establish a Solidarity Fund from unused funds leftover in the collective bargaining budget line. This change would be accomplished by the following constitutional amendments.

THAT ARTICLE XIV – FINANCES, 14.10 be amended by addition to read:

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 at the close of the fiscal year will be added to the Solidarity Fund.**

And

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

7.1.20 **administer the local established Solidarity Fund, through Executive motion, to uphold the objects of the Local – (ARTICLE III – OBJECTS).**

Rationale: A local Solidarity Fund will accomplish planned savings for needs as they arise so that the local Executive may act when needs, as listed under the local Objects (Article III), arise – Current Constitutional wording below for reference.

### **“ARTICLE III – OBJECTS**

The objects of the Local shall be:

- 3.1 to represent members of the Grand Erie Elementary Teachers' Federation;
- 3.2 to regulate relations between employees and employer, including but not limited to securing and maintaining, through collective bargaining, the best possible terms and conditions of employment;
- 3.3 to advance the cause of education and the status of teachers of the Local;

## **PROPOSED EXECUTIVE RESOLUTIONS TO AMEND THE MAY 2022 LOCAL CONSTITUTION**

- 3.4 to promote a high standard of professional ethics and a high standard of professional competence;
- 3.5 to foster a climate of social justice in Ontario and continue a leadership role in such areas as anti-poverty, non-violence and equity;
- 3.6 to promote and protect the interests of all members of the Federation and the students in their care;
- 3.7 to co-operate with other organizations having the same or like objects;
- 3.8 to promote and defend the health and safety of members in the workplace;
- 3.9 to co-operate with the affiliates of OTF as need arises;
- 3.10 to engage members in the activities of the Federation and the Local;
- 3.11 to ensure that information from the Federation and the Local is communicated to members.”

## PRESIDENT'S REPORT

On the first day of school in September, the GEETF office resumed in-person staff operations. Three school sites were not opened to our members beginning on August 29<sup>th</sup>. I was able to negotiate extra prep time for these members for the first week of school as they only had access beginning on the Board designated holiday. We started the year with news of the Board pulling COVID-19 quarantine leave, and as we prepared to challenge that decision, the Ontario Medical Officer of Health withdrew quarantine provisions for the province.

October and November 2022 were incredibly busy with labour issues related to Bill 28. Bill 28 was repealed on November 14<sup>th</sup> as it was a violation of Charter rights. In a strong show of solidarity GEETF members walked with striking CUPE 5100 members, before, during nutritional breaks, and after school. ETFO was on the cusp of launching an all-member vote to withdraw services in a historic General Strike across Ontario and mobilizing labour across Canada. The collaboration of labour across Ontario and indeed Canada was remarkable. A tremendous thank you to the GEETF Released Officer team, our Executive and to you, our members who responded to the tsunami of activity that occurred over the month of November. As a local we stood in strong solidarity with our CUPE education worker colleagues.

The local endorsed several GEDSB trustee candidates for the fall 2022 municipal election. We released nine members and activated some retirees to support endorsed trustee candidate campaigns. Congratulations on the election of Rita Collver and Tom Waldschmidt for Brant/Norfolk, John Bradford in Brantford and Elizabeth Whiton and Elaine Thomas in Norfolk.

The local was awarded a prep time grievance settlement for missed prep time coverage in the Virtual Learning Academy over the 2019-2020 school year. Many members who taught in the Virtual Learning Academy claimed up to \$240 for teaching materials this school year.

The President and First Vice President presented to new members at the in-person New Teacher Induction Program (NTIP) sessions in October 2022 and March 2023. Members in NTIP received in-service on an overview of ETFO and the GEETF, an introduction to our Collective Agreement, and professional boundaries.

The office received upgrades to its internet service in the fall of 2022 in addition to the office being re-painted and renovated. Renovations addressed fire code violations and improved sightlines for those who work in the office. The local contracted with Brant Stereo to complete the changes needed to create a barrier free 'fusion' meeting room over the summer and offered members the option to connect remotely via zoom or in-person for committee and business meetings of the local.

In January 2023, the local launched a weekly email communication to members called, "GEETF This Week." Over 1100 members receive these emails that aim to keep members up to date on news and programs happening locally and provincially.

We have been collaborating with our local OSSTF, DECE, OT, and CUPE affiliates over the course of this school year. Leaders from these locals meet and connect, as needed. Our local is connected to the greater labour community through its membership of the Brantford and District Labour Council.

Throughout this year, the locally released team of officers have worked closely with Jennifer Orr, Health and Safety Officer, to improve member understanding regarding worker safety and worker rights. A workplace safety series was launched in *GEETF This Week*. The office supported multiple members through the process of initiating a work refusal. As members have contacted the office, I have requested multiple urgent reviews of classrooms who have far more needs than resources required to be fully functional. This set of circumstances is leading to critical educator burnout and remains a looming issue. The Ministry of Labour Workplace Violence in Education initiative completed its workplace inspections by April 2023 through planned and surprise visits across the Board. One worksite received Ministry of Labour orders.

Prep payback due to a lack of OT coverage has meant GEETF advocated for the return to designated occasional teachers (DOTs) to reduce no-fills and mitigate lost prep. By the end of October 2022, the Board had hired 23 DOTs. We have found the DOT model to mitigate missed prep for our members when there are high numbers of no-fills.

I attended Compass for Success and LRT training days with our membership as well as serving on the Board's Calendar Committee, Staffing Committee and President's Council. Your Released Officer team, at the time of writing this report, has visited nearly every one of our 58 worksites over the course of this year.

A full released day Steward training took place at GEETF and Woodland Cultural Centre over March 7<sup>th</sup> and 8<sup>th</sup>, 2023. A 'Steward Plus One' training is scheduled to take place on Tuesday, May 30, 2023 in Port Dover, Ontario. Stewards and their 'plus one' will receive important central bargaining updates to bring back to their worksites.

Ontario Regulation 144/22 ("The 2022 Round of Collective Bargaining"), was amended pursuant to subsection 41 (2) of the School Boards Collective Bargaining Act, 2014, to set the term of operation for the 2022 Round of Collective Bargaining to four years. The Government proceeded to change the term of the central agreements for this round to four years. As a result, we can now expect the terms of subsequent collective agreements to be four years long.

On May 30<sup>th</sup>, 2023 many of our members received a remedy payment for the Ontario governments passing and implementation of the 2012 *Putting Students First Act* - Bill 115 which imposed collective agreement strips on some education sector union members, including ETFO members. Members who worked full time during the 2012 and 2013 years received \$1606.00.

The local will host an ETFO Summer Academy program, "Engaging Students in What They Read: Reflecting Student Faces and Voices on our Shelves," Culturally Relevant and Responsive Pedagogy for K to 8 Educators, from Tues., July 11 - Thurs., July 13, 2023, this summer.

It has been a pleasure and an honour to serve our membership in the capacity of your President.

In Strength and Solidarity,

*Carolyn Proulx-Wootton*  
President GEETF

## FIRST VICE PRESIDENT'S REPORT

What an incredible year of learning and advocacy. My first year in this role has been so very rewarding. Working with our members returning to work from illness, assisting members with LTD and leaves of absence, to grievances and working with our Collective Bargaining team as we prepare for meeting with the Board. On top of all the aspects of my portfolio, I have thoroughly enjoyed the school visits across all three counties. Meeting in staff rooms and connecting with our members where they work, is the best way we can engage with front line staff. And finally, the everyday connections with members who call with everything from crisis to questions. Working with each of you has made my first year in this role, one for the history books.

### Prep Time/Supervision

As the staffing process has played out across the Board, In-School Staffing Committees have met to review the organization of their school. The work of these committees, while advisory, is essential to the collaborative efforts in our schools. This committee will meet again in each school, before the end of the school year, to review preparation time and supervision schedules.

### Staffing

After a school year that saw job posting 180, the GEDSB continues to anticipate increased enrollment across the school board. The staffing season began with the final process to place teachers impacted by the boundary reviews and the posting of the first vacancy list May 5<sup>th</sup>, 2023. Delays by the Ministry of Education to release the Grants for Student Needs and the Technical Paper impacted timelines. Your local has been very vocal on the cut to LRTs in 13 of our buildings. While increases to the LRT allotment in larger schools has been at topic of discussion all year, we know that the reduction of LRT in the buildings reduced to 0.5, is a cut to services for our members, students, and families.

### Collective Agreement/Collective Bargaining

At the end of this past August our current Collective Agreement expired. ETFO has been meeting with the Government since the summer of 2022. ETFO experienced a delay in settling the central list with the disputed item going to the Ontario Labour Relations Board. The final central/local list was settled early in 2023 and bargaining has continued throughout the spring. The latest updates have ETFO concerned with legislation that opens the door for government overreach over schools and property, and privatization of the education system. An announcement by the Minister of Education calling for third party mediation has many at the central table scratching their heads, as this is way ahead of the process for bargaining laid out in the School Board's Collective Bargaining Act.

Locally, we began the year with two vacancies on the Collective Bargaining Committee. The Executive reviewed the election results from last year and appointed the next two candidates in the vote count. We were pleased to welcome Jennifer McColl and Hayley Lapierre to the committee in the fall.

The Collective Bargaining team met throughout the fall to prepare the preliminary submission for ETFO, and presentation to the membership. Our preliminary submission was approved by ETFO in February and then finally by our own members in April. We have a first date to meet with the board on June 1<sup>st</sup>.

### Grievances

Late in the last school year the union and the Board reached an agreement on the term of a remedy for unpaid lost preparation time. This grievance was settled in the fall and remedy payments were paid out to affected members before the end of the calendar year.

Another grievance that was settled last year, was the issue of prep-time coverage in the VLA in September 2020. The Board and the union reached a settlement last year. The Local received a lump sum payment that was used as professional development funding for those impacted. Members entitled to this funding have until June 15<sup>th</sup> of this school year to submit a claim. The union has settled several grievances filed on behalf of individual members. These issues have been related to preparation time delivery, leave of absence denial, and just cause.

### ARC Updates

There remains a moratorium on ARC reviews, however changes to government oversight will allow the Ministry of Education to direct the sale of school board buildings and property. We have been through three Boundary Review processes this year. One in Waterford, impacting Bloomsburg, Boston, and Waterford. Another in Paris, impacting Burford, Cobblestone, Glen Morris, North Ward and Paris Central. And the third was in Brantford East, impacting Branlyn, Central, King George, Major Ballachey, and Woodman-Cainsville. This was the first time in many years that this process has been used. We will be reviewing the process and any feedback to help establish a process for future use.

### Training and Workshops

This year has been a large learning curve. I have attended ETFO - New President's Training, OTIP Conference, ETFO Leadership Conference, Stitt-Feld Handy Negotiations training, and ETFO – Intense Arbitration and Grievance Workshop. These events have been very helpful in the role I perform for the local. In addition to these workshops, I have represented our local at ETFO Representative Council in the fall, winter, and spring meetings. Each month I meet with chief negotiators from our surrounding locals to discuss things that are happening around the province.

As I look forward to next year, I know we have a lot of work to do. With all ETFO members still working without a settled Collective Agreement, it is on all of us to hold the government to account on proposed strips to our profession and the budget that supports Public Education. I want to acknowledge the hard work our members have put into their classes and students in ever more trying times. We continue to advocate for recognition of the stresses of a growing workload and dwindling supports is having on the well-being of our members. Congratulations on getting through this year and on a well-deserved summer holiday.

Respectfully submitted,

*Michaela Kargus*  
First Vice President



## SECOND VICE PRESIDENT'S REPORT

From the treasury point of view, our Local can be summed up as “active.” Using QuickBooks Online Pro, we have logged over 2500 entries to date with the last (and busiest) month of our fiscal year still to go. We work with Padgett Business Services to support our accounting and assist in the preparation of the local financial statements that will be audited by Brain Austin, CPA, CA of Sautner Austin LLP. In the fall of 2022, we began working with a new bank manager to support our daily banking. Careful investing has yielded \$8600 in interest income this fiscal year, and projected interest income of over \$26,500 anticipated for 2023-24.

In communications, the Canva Pro account is shared by all Committees and used to produce visually effective posters, flyers, and graphics. All Executive members now use a @geetf.ca email address for communications. Together with the help of our Executive Assistant, we developed a weekly email digest to summarize activities of the local and highlight important upcoming events. “*GEETF This Week*” is delivered to personal email addresses via MailChimp where the developer tools allow us to monitor its success. The number of followers on Facebook has increased by 11% and we have increased our geographic reach beyond Brantford. On Twitter, @GEETFO currently has 664 followers.

It is an election year for the ETFO Provincial Executive. Planning is underway for the 2023 ETFO Annual Meeting where we will be represented from August 14 to 17 by up to fifteen GEETF members. Over 600 delegates from across Ontario will gather in Toronto to join in deliberations on policies and procedures that govern ETFO and to participate in the democratic process of electing the Provincial Executive for the 2023-2025 term. Grand Erie ETF is bringing forward three resolutions for consideration: two related to the Ontario provincial report card, and one resolution seeking a *report and study* on teachers in their first five years. Follow the election and the annual meeting here: <https://www.etfo.ca/about-us/annual-meeting>.

The ETFO Pension workshop marked a dramatic return to meeting in-person with a record-breaking number of interested members requiring us to move the event off-site to the Rope Factory to accommodate over 100 guests. The RTIP benefits workshop also had high interest with over 65 registered members and spouses. Currently I am tracking 25 retirees scheduled for the end of the school year (data from the Board lags and we expect that number will be higher.)

In our Local, I Chair the ETFO Annual Meeting and 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. Support has been provided to committees by applying for incentive funding, consulting with Chairs, promoting events on social media, obtaining quotes, booking events, picking up and delivering materials, presenting cheques to charities, and attending as many meetings as possible for all committees. I attended all of the monthly GEDSB Board meetings in-person and have supported numerous political action protests and activities.

During my first year in the role of Second Vice President, I have taken part in union-focused professional development including: ETFO Leadership Conference, ETFO Collective Bargaining Conference, OTIP LTD and Benefits Conference, meetings of the Southern Ontario and Surrounding Area Locals (SOSAL), ETFO Political Action Conference, and all three sessions of the ETFO Representative Council.

Office renovations made for a lot of additional work but have created a space that is fresh, welcoming, and offers increased capacity and safety. With a goal to increase member engagement, the Local has embraced a return to in-person meetings and events while simultaneously working hard to reduce barriers to participation by providing a virtual option for most meetings. It has been an exciting challenge to lead the Tech Team and lead Grand Erie Teachers into the future of unionism.

Respectfully submitted,

*Heather Chwastiak*  
Second Vice President

## SECRETARY'S REPORT

The Grand Erie Elementary Teachers' Federation Executive met regularly during the 2022-2023 school year. Both Local Representative Council meetings and membership meetings were held via fusion (in-person and virtually) to mitigate barriers to participation.

Respectfully submitted,

*Roberta Ryerse*  
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 annually 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. Also, 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 their 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 2022

The Grand Erie teacher local took ten delegates and two alternates to join 677 invited ETFO members at the provincial annual meeting held in person at the Westin Harbour Castle in Toronto, August 15-18, 2022. The following members were in attendance:

Marsha Anguish	Jennifer McColl
Heather Chwastiak	Jacqueline McEwen
Monique Coretti	Ashley Packham
Lyndsay Houghtling	Carolyn Proulx-Wootton
Michaela Kargus	Lacey Smith
Cheryl Mann	Tannis Wilhelmus

Themes of equity and anti-oppression were dominant in discussions this year, particularly around accessibility for those with invisible disabilities such as hearing impairment. Speakers included:

- ETFO President, Karen Brown.
- ETFO Past President, Sam Hammond, in his new role as President of the Canadian Teachers' Federation.
- ETFO General Secretary, Sharon O-Halloran.
- ETFO First Vice-President, David Mastin presented the budget.
- Nathan Core, Ontario Teachers' Federation.
- And Jennifer Holness was the social justice speaker.

There were 150 resolutions in total that made it into the Annual Meeting Resolutions Booklet for the 2022 meeting. Grand Erie ETF brought three resolutions: one was LOST and the other two did not make it to the floor for debate. However, resolution 79 (THAT ETFO use electronic voting devices for ETFO Executive elections) was later adopted by the provincial executive. At the 2023 Annual Meeting, electronic voting will be used during the election.

At the 2022 ETFO Annual Meeting it was announced that Amy Chevis would be resigning from a role as one of the nine table executive members. This triggered the October 2022 appointment of Grand Erie's Carolyn Proulx-Wootton to the Provincial Executive as the 2021-23 election candidate with the next highest votes in the past election.

The full 2022 ETFO Annual Meeting Report can be viewed here:  
<https://www.etfo.ca/about-us/annual-meeting/annual-reports-2022>

Respectfully submitted,

*Heather Chwastiak*  
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 15, 2022 Celebration Event, we recognized our GEETF Award Winners from the 2021-2022 school year.

The Award recipients were:

ARTS                      Cynthia Aldred              Lansdowne-Costain

### 2021-2022 PRESIDENT'S LOCAL LEADERSHIP/ADVOCACY AWARD

Jennifer Orr                      Seneca Central

The 2021-2022 Recognition Banquet was held on Wednesday, June 15, 2022 at the Hellenic Community Centre. There was a total of 113 people in attendance. A total of 31 retirees were invited to receive a gift of their choice from options provided and to be acknowledged by their staff and colleagues.

Respectfully submitted,

*Jeannette Dodds*  
Executive Assistant

## AD HOC FSL COMMITTEE

### Ad Hoc FSL Committee Members:

Connie Hill  
Souher Nassar  
Lacey Smith, Co-Chair

Lyndsay Houghtling, Co-Chair  
Traydese Norden  
Heidi Soules

The Ad Hoc FSL Committee hosted a series of FSL Café events in Brantford, Waterford, and Hagersville. These events facilitated networking, communicating about resources, connecting over shared classroom experiences, and fostered mentorship opportunities. We are looking forward to hosting our final event in Paris in May. Through these events, we added a new member to our committee. We are also investigating the feasibility of hosting a DJ Delf workshop in partnership with other locals and committees. We are continuing to keep an eye out for resources to share with our membership and how we might also accommodate MLL teachers.

Respectfully submitted,

*Lyndsay Houghtling and Lacey Smith*  
Co-Chairs

## AD HOC SOCIAL COMMITTEE

### Ad Hoc Social Committee Members:

Connie Hill  
Jennifer McColl

Hayley Lapierre, Chair

The Social Committee scheduled two Zumba classes in March in Haldimand and Brant. Unfortunately, due to a low sign up the sessions were cancelled. We paired up with the Social Justice Committee to support their Social on April 20th.

The Social Committee is always looking for new members and new ideas!

Respectfully submitted,

*Hayley Lapierre*  
Chair



## AD HOC SPECIAL EDUCATION COMMITTEE

### Ad Hoc Special Education Committee Members:

Anh Hoang	Madison Kohli
Jennifer McColl	Marisa McQuay
Kataisha McQueen	Lorelei Parsons, Chair
Krista Robb	Lindsay Sheppard
Stephanie Slaman	

The Ad-Hoc Special Education Committee focused on working with ETFO AQ to offer “Teaching Students with Communication Needs (Autism Spectrum Disorder),” blended AQ course at our Local office this summer from July 4 to August 3, 2023.

This Additional Qualification course focuses on the development and the implementation of program design for students with autism spectrum disorders (ASD). In this AQ course, led by Local GEETF member, Jennifer McColl, candidates will be learning within a professional network of educators who are working through a range of strategies for student success, positive behaviour supports, the importance of using visual strategies and focusing on evidence-based pedagogy to create a safe learning environment rooted in equity and compassion.

Registration is open until June 20, 2023 and the cost is \$685.

If you are interested in registering for this course, please follow the link below:

<https://etfo-aq.ca/courses/teaching-students-with-communication-needs-autism-spectrum-disorder/>

Upon successful completion of the course, candidate information will be forwarded to the Ontario College of Teachers to be entered on their Certificate of Qualification through ETFO-AQ.

The committee looks forward to offering more opportunities in 2023-2024.

Respectfully submitted,

*Lorelei Parsons*  
Chair

## ARTS COMMITTEE

### Arts Committee Members:

Nicole Alexander	Heather Chwastiak
Sarah Clark	Monique Coretti, Chair
Amanda Davies	Madison Kohli
Elizabeth Niec	Rebecca Moses
Carolyn Proulx-Wootton	Shannon Stillman
Taylor Webb	

We all would agree that as educators, our time is precious and scarce. We would also agree that our assignments (and lives for that matter) are filled with an overwhelming number of endless tasks, planning, pressures, and undesirable stress just to name a few. Your GEETF Arts Committee comes to the rescue. Attending a creative workshop, musical playing group, or improv night will cost you some time, yet the variety of activities we offer are all designed with one purpose in mind: you and your wellness.

This exciting committee unites as art enthusiasts working to find ways to support you by offering and hosting many creative outlets throughout the year and district. We invite you to take the time and welcome you to unwind and find a little form of respite through learning a new arty or musical skill, laughing out loud, unleashing your creative juices through art making, and even potentially picking up some lesson ideas along the way.

The following activities took place this year:

### **Member Self-Care through Arts:**

- Teacher night out at Waterford Old Town Hall with talent, Maddie Ball (Sept. 29)
- Sweets and Beats: Ukulele playing group with Catherine Gorecki (12 sessions)

### **Workshops:**

- Poppy painting workshop with Jen Lados, Norfolk location (November 2).
- Poppy painting workshop with Jen Lados, Brantford location (November 3).
- Ukulele Workshop with Genevieve Rochette (November 28).
- Finder's Keepers custom boutique winter craft (December 1 & 8).
- Explorations in Improv Drama with Madison Kohli (February 10, May 26, June 16).
- Finder's Keepers custom boutique spring craft (May 25).

### **Sharing Arts Resources:**

- Distribution of 420 free buckets drums to Grand Erie teachers.
- Picasso's Closet (lending library) – a growing list of music and art materials is available for members to borrow.
- Shared Arts OneDrive – a shared space to borrow or add royalty-free resources.
- Arts Mailing List – approximately 140 members have subscribed to receive email relevant to prep teachers and The Arts in schools and community.
- Accessed \$1000 in Arts Incentive Funding from ETFO.

I wish to thank all the art committee team members for all their incredible brainstorming and valuable planning time who are highly motivated and committed to continue working for your needs in mind. I wish to thank the many facilitators, and educators who participated and made these events so special and memorable. Keep calm and ART on!

Yours in Arts,

*Monique Coretti*  
Chair

## AWARDS COMMITTEE

### Awards Committee Members:

Lisa Andrews  
Jeffrey Barnes

Wanda Backus-Kelly  
Connie Hill, Chair

This year, the Awards Committee reviewed the GEETF awards for members that are given out at the Celebration Banquet in June. We have kept the same awards as in previous years but have added the following additional awards for service to the local and to our membership: Health and Safety Activist Award, Teacher Service First Five Years Award, Member Service and Engagement Award, Outstanding Labour and Political Activism Award and the Executive Award for Distinguished Service. We feel that these awards will recognize work that raises the profile of teachers, political involvement, or projects that help teachers and our local in some way. We have also simplified the awards criteria by changing it from a rubric to a checklist and have simplified the process for members to nominate educators for the awards, by making it a Google Forms document that is easier and less time-consuming to fill out.

The Awards Committee has reviewed the nominations received and has selected award recipients as per criteria. Award nominees have been invited to attend our annual Celebration Banquet on June 14, 2023 with a guest.

Please send a message to [chill@geetf.ca](mailto:chill@geetf.ca) if you are interested in joining our committee.

Respectfully submitted,

*Connie Hill*  
Chair

## FIRST FIVE YEARS TEACHERS' COMMITTEE

### First Five Years Teachers' Committee Members:

Amanda Davies  
Amy Duckers  
Lacey Smith

Amber De Leebeeck  
Lyndsay Houghtling  
Leah Smith

The First Five Years Teachers' Committee hosted a series of social events in Brantford, Simcoe, and Hagersville; these were well attended and gave an opportunity to new members to connect and support each other through their first experiences teaching. The First Five Years Chair was released to attend the GEETF NTIP session on Monday, September 26th. As a result, we welcomed three new committee members. We hosted IEP and Alternative Assessment for Specialized Services on December 8th. In February 2023, we drew the winners of two iPads as prizes for event attendance. Two more will be given away in June. We hosted an escape room event in April 2023. We are exploring hosting a trip to a Blue Jays game in September 2023. We are exploring the establishment of a New Members banquet that would welcome new teachers into the Grand Erie Elementary Teachers Federation to begin in the 2023-2024 school year.

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. This year I have also been the worker co-chair for the JOHSC. I have been summarizing key points from these meetings and other important information and reminders, into an email that I send 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:

- 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 continue to be devoted to looking at these reports and requesting follow up with schools of concern. Please continue to fill out the paperwork to help the committee advocate for supports!
- The MOL conducted inspections across Ontario, with a focus on Workplace Violence. Eight schools were visited within our Board, one of which resulted in seven orders being issued.
- The JOHSC and the Health and Safety Department are looking at best practices in relation to these visits, communication being key.
- The Board Health and Safety Department has been 'moved' from under Facilities to Human Resources. The Superintendent responsible for Health and Safety is Jennifer Tozer.
- The JOHSC is still requesting that the Board complete a worker mental health survey.
- Health and Safety information will be compiled in Brightspace, much like the PLE's that are there.

### Information to share with the members:

- Air filter maintenance and replacement in HVAC systems and stand-alone units should be part of regular maintenance. Stickers are to be adhered to HVAC units that show when filters have been changed.
- Continue to keep clutter to a minimum.
- Do not bring your appliances or furniture from home.
- Read *GEETF This Week*, and *What's Trending*, for health and safety tips and info.
- Your mental health is very important! Stress has been shown to affect people physically. This means you need to take care of yourself, so remember it's okay to say, "No," when you're feeling the platter is overflowing, and remember to limit your own work hours (before and after hours) so that you have time to unwind with something you like to do before calling it a day.

Respectfully submitted,

*Jennifer Orr*

Certified GEETF Member on the JOHSC

## INDIGENOUS PARTNERSHIPS COMMITTEE

### Indigenous Partnerships Committee Members:

Connie Hill, Chair  
Anh Hoang  
Marianne Johnson  
Suzie Miller  
Michelle Swyers

Kerry Hnatko  
Mary-Jane Hutfloetz  
Wendy Kelly  
Teresa Rothwell  
Joseph Tice

The Indigenous Partnership 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.

We have said goodbye to two of our committee members this year, as Joe Tice and Michelle Swyers have retired. Thank you for having been a part of our committee and for your many thoughtful contributions to our discussions and planning.

This year, we presented “Cultural Cardio” sessions, with Cher Obediah, who is a local filmmaker, writer and certified aerobics instructor. Cher provided a joyful workout, fusing cardio with Powwow dance movements. She also shared knowledge and lessons that she has learned along her transformative journey, as an Indigenous woman and as an urban Indigenous youth. We learned about much more than dance movements from this amazing workshop series.

Our next event was an informal discussion and networking circle. It was well-received, so we will be planning similar discussion events in other locations in the next calendar year. We then had a beading workshop with Lisa Pye, which was fully booked up in one day! Our committee is also spearheading an exciting collaboration with several of the other GEETF committees to offer an evening of music with the talent of Layla Staats and Logan Staats, from the Six Nations. Save the date of October 12<sup>th</sup>, 2023 for this amazing event! Along with the performance, we are hoping to screen Layla’s film “Blood and Water.” We used part of our budget from this year to help to cover the performance and venue costs for this event.

The annual “Sharing Our Voices” event will be held in June for National Indigenous Peoples Day. The event will be held online again this year, as the Sanderson Centre was unavailable.

Yours in Solidarity,

*Connie Hill*  
Chair

## POLITICAL ACTION/PUBLIC RELATIONS COMMITTEE

### Political Action/Public Relations Committee Members:

Lori Burroughs Miller	Heather Chwastiak
Patricia Hammond	Jillian Heffernan
Michaela Kargus	Kathleen Kaufman
Patrick LaForce	Jennifer McColl
Jacqueline McEwen	Marisa McQuay
Brooke Morris	Ashley Packham
Carolyn Proulx-Wootton	Teresa Rothwell
Roberta Ryerse	Stephanie Scott
Tyler Van Leeuwen	

The Political Action/Public Relations (PA/PR) Committee has been very active this school year with several events, contributions to worthy causes, and active participation in different community events.

Municipal Election 2022 - The PA/PR Committee endorsed Trustee candidates for the GEDSB who were allies of public education. Through ETFO provincial we were able to secure funds to release a number of teachers to work with the Trustee candidates' campaign in October of 2022.

Labour Cares was held in November. It was once again well attended and well received by those in our Brantford community that need support. We have struck an Ad Hoc Labour Cares Committee to review what worked well and what we should change. The next Labour Cares event is scheduled for October of 2023.

We have held two Trustee events. One was in December at the Old Town Hall in Waterford and the other was at the GEETF office in April. Both events allowed the members of the PA/PR Committee and the GEETF Executive to share thoughts and perspectives on being a GEDSB educator and what goes on in the classroom.

We also held a local educator affiliate get together in April with all three of the ETFO locals, OSSTF' CUPE, and OECTA. It was great to have this opportunity to share and begin to work together. More meetings are scheduled for the 2023-2024 school year.

Although this report was written prior to these two events, the PA/PR Committee are actively supporting the two Pride events in our area – Haldimand-Norfolk Pride and Brantford Pride.

The PA/PR Committee also contributed a number of donations to local groups and will continue to.

Respectfully submitted,

*Lori Burroughs Miller*  
Chair



## PROFESSIONAL DEVELOPMENT COMMITTEE

### Professional Development Committee Members:

Jennifer Hinrichs  
Tannis Wilhelmus

Jennifer McColl, Chair

The GEETF Professional Development Committee has successfully organized the following events this year:

- Teacher Performance Appraisal, presented by Rob Smolenaars, ETFO PRS.
- Making a Difference: Supporting Positive Behaviour, presented by Terri Jackson.
- Resume Writing & Interview Skills, presented by Monique Goold.

The committee is always interested in hearing suggestions from members about future PD opportunities they would like offered in our local. If you are interested in joining our committee or are interested in sharing your talents and passions through leading a PD session, please reach out to us and let us know. We are very fortunate to be able to offer in-person, virtual, or hybrid options for our members from all reaches of our board. Stay tuned for some future PD opportunities in the fall!

Respectfully submitted,

*Jennifer McColl*  
Chair

## SOCIAL JUSTICE COMMITTEE

### Social Justice Committee Members:

Nicole Alexander	Marsha Anguish, Co-Chair
Chelsey Bullock	Heather Chwastiak
Connie Hill	Anh Hoang, Co-Chair
Mary-Jane Hutfloetz	Cheryl Mann
Rebecca Moses	Carolyn Proulx-Wootton

Our committee has grown through the year, adding six new members and voices to our work in advocating for social justice in all areas of equity, including, but not limited to, 2SLGBTQ+, ableism, anti-poverty, anti-racism, climate justice, non-violence, and peace. The following is a summary of the events, professional development, and financial support in these areas:

### Supporting Social Justice Work in Schools

- “More Than A Play” – *March* - presented by Larry Schwartz

Larry Swartz, the author of many drama resources with a social justice lens including *More Than A Play*, led participants through acting out short scripts and improvisations with a focus of inclusion, equity, and acceptance. Educators received a resource with scripts and literacy ideas to explore equity and social justice issues using critical thinking skills with junior and intermediate students in their classrooms.

- Social Justice Social – *April* – hosted by the Social Justice Committee

The Principal of Safe and Inclusive Schools, Equity Lead, Equity Champions from our schools, and community partners were invited to a meet and greet at Crabby Joe’s. With 20 in attendance, we had great discussions about what is happening already in our schools and what are the needs and visions for social justice initiatives to promote equity and climate justice. 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.

- Earth Day Funding – April

Matching the \$700 from the ETFO Earth Day Funding, we were able to provide \$1400 to schools to support Earth Day actions related to Climate Justice. We donated to eight schools (Edith Montour, Walter Gretzky, West Lynn, Elgin Avenue, Walsh, Grandview, Mount Pleasant, and Agnes G. Hodge) to support their initiatives. The projects include growing seedlings for a growing wall, creating pollinator gardens, vegetable gardens, building birdhouses, raising, and releasing Monarch butterflies, creating school garden boxes, and planting a native Redbud tree.

- Boys’ Conference – *May* – hosted by the GEDSB Elementary Occasional Teacher Local

We supported the Occasional Teachers’ Annual Boys’ Conference. Boys from three schools came to the Joseph Brant Learning Centre to learn about healthy masculinity, leadership, and ways to protect themselves, build allies, and safe ways to stand up against gender violence.

- Why Poverty – *May* - presented by Charmain Brown

Charmain Brown presented this ETFO workshop addressing the impact of poverty on our schools and in the classroom. We will look at how it impacts our teaching practice and how we can become active in addressing poverty in our communities. Teachers were provided with resources to support their teaching practice and build understanding in our schools.

### **Supporting Social Justice Work in the Community**

- R.I.S.E. – *October*

Through ETFO Anti-Poverty Group funding, we continued to support the R.I.S.E. group - RAISING awareness, IMPROVING conditions, STRIVING for SOCIAL equity, and EVALUATING actions and knowledge - with \$500 for their work with various charitable groups supporting equity and mental Health in the Haldimand area.

- Labour Cares – *November*

We continued to support this local event to address physical needs in Brantford. We provided essential items such as hats, mitts, and socks to local community members. Committee members who participated on the day of the event noted that there were greater needs this year that we did not anticipate, such as adult pull-ups and personal care items. We plan to inquire more about the needs of our community and consider providing \$10 gift cards to drug stores or grocery stores and backpacks for people to put their items in at next year's event.

- Community Legal Clinic Brant, Haldimand Norfolk – *November*

Through ETFO Working with Equity-Seeking Groups funding, we supported a year-long art project for women that explored the impact of being a mom during COVID. The \$300 donation went towards coloured pencils, acrylic paints, media paper, and other supplies, as well as refreshments for an art reception during the grand opening of Margot's Place.

- Kids Can Fly – *March*

We supported the Kids Can Fly Storybook Breakfast event held at the Hellenic Community Centre. This event was the first in-person since 2020. People were dressed up in characters from books and movies to host nearly 500 people. The focus of the event was to bring families together to experience the wonder of imagination. This event is also a major fundraiser for Kids Can Fly to support their myriad of programs including community Launchpads, Roots of Empathy program, ECE awards, etc.

- Pride events - *June*

We continue to support pride events in Caledonia and Brantford. We collaborated with the Political Action/Public Relations Committee to sponsor a booth at each location in May and June, respectfully. Some of our Social Justice Committee members will be present on the day of the event to show support.

I would like to thank our dedicated Social Justice Committee members for their commitment and work to improve awareness of social justice issues, support the work in schools and the community to improve equity and inclusion this year. We look forward to building on the momentum started this year to expand our impact to include health education, financial literacy, and literacy instruction with the *Social Justice Begins with Me* resources in our Lending Library.

A very special thank you to our extraordinary Executive Assistant, Jeannette Dodds, for her tremendous support with our work in schools and in the community!

Respectfully submitted,

Anh Hoang and Marsha Anguish  
Co-Chairs

## STATUS OF WOMEN COMMITTEE

### Status of Women Committee Members:

Nicole Alexander	Ingrid Blumenberg
Lori Burroughs Miller	Heather Chwastiak
Andrea Coates	Michaela Kargus
Tammy Lam-Lyons	Jacqueline McEwen, Chair
Kataisha McQueen	Souher Nassar
Carolyn Proulx-Wootton	

With new faces around the table this year, and the ability to meet again in-person, the Status of Women Committee began the year with a commitment to member engagement and empowerment, and a focus on self-care and equity. In September 2022, Jacquie McEwen was elected Status of Women Chair, and attended the Fall Leadership Conference at ETFO Provincial to network with other locals around the province.

At our local General Membership meeting in October, the Status of Women Committee gave donations to five local organizations that are dedicated to the safety and well-being of women and children across our three regions – Ganohkwasra Family Assault Support Services, the Sexual Assault Centre of Brant, Nova Vita Domestic Violence Prevention Services, Haldimand-Norfolk Women’s Services and Haldimand-Norfolk REACH. An additional donation was given to the Sexual Assault Centre of Brant with support from ETFO Incentive Funding to support their “Take Back the Night” event.

While our International Women’s Day event was initially planned for March 3, 2023, at Capitol 33 in Delhi; Mother Nature had other plans, and delivered us a blizzard, and as a result, it was postponed until May 12. Just a few weeks ago, the International Women’s Day Purse BINGO event welcomed 75 women members across all Grand Erie affiliates (DECE, OT, CUPE and Teacher locals) to Delhi, for a night of laughs, BINGO, and prizes. The proceeds of the ticket sales for this event went to Haldimand-Norfolk Women’s Services, and Executive Director, Jane Scheel joined us to share about the work their organization does and express their gratitude for our ongoing support.

Additionally, the committee supported five members in earning their Worker’s Health and Safety Part 1 training in Conjunction with the Brantford District Labour Council. Members spent 10 weeks working through the various modules to earn their accreditation and complete the course. The committee is proud to support the training of members in Health and Safety, given the current climate of violence in schools.

With the success of last year’s “Weekend in Wine Country,” the Status of Women Committee took note from the membership and planned another weekend retreat with a focus on leadership, equity, and Social Justice. At the “Light It Up! Women’s Retreat,” we welcomed 40 women to the Pillar and Post in Niagara-on-the-Lake, on April 21-23 to learn about equity, Haudenosaunee teachings, climate change and mindfulness. Members left feeling empowered, inspired and with self-care practices.

The Status of Women Committee is grateful to be able to offer the Girls' Leadership Camp again after a hiatus during the COVID-19 Pandemic. Twenty girls from across the three regions went to Camp Ki-Wa-Y in St. Clements, ON for two days of leadership, teamwork, and outdoor experiences. Thank you to Andrea Coates and Souher (Sue) Nassar for their commitment to this event, and for accompanying the girls for this worthwhile experience!

It has been an incredible year of working to empower fem-identifying members across Grand Erie in a variety of facets! The committee remains dedicated to doing this important work in the years to come!

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 and working conditions of colleagues at each worksite. 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. Their leadership is a cornerstone to ensure our members are protected.

Our membership has faced, and continues to experience, great exhaustion, increased and more complex student needs, inadequate student supports, increased student enrolments in many areas and increased workplace violence. 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.

Union Stewards were released for a full day of training on March 7 and March 8, 2023. The training sessions started at Woodland Cultural Centre to learn about the legacy of residential schools and our shared journey of reconciliation, then continued at the GEETF office for the remainder of the day. Topics for training included a review of the Collective Agreement, the role of the steward and health and safety reporting. Union Stewards attended two Representative Council meetings, in a fusion format, on October 18, 2022 and February 14, 2023.

At the time of writing, Union Stewards have invited an ETFO member from their school to attend 'Steward Plus One' in person training in Port Dover on May 30, 2023. This ETFO provincial training will provide important updates on the current progress of central bargaining.

Thank you to our colleagues who volunteered as Union Steward, for their leadership for our members, and the support they provided colleagues throughout the year.

In Strength and Solidarity,

*Carolyn Proulx-Wootton*  
GEETF President

## THANK YOU TO OUR UNION STEWARDS FOR 2022-2023

<i>School/Worksite</i>	<i>Name</i>
Agnes G. Hodge	Corrina Dowling
Banbury Heights	Lori Karolyi
Bellview	Sarah Pribeli
Bloomsburg	Kim Harvey-Harris
Boston	Christopher Smith
Branlyn	Shelley Jozwiak/Andrea Saldarelli
Brier Park	Derek Sturgeon
Burford District Elementary	Scott Wood
Caledonia Centennial	Patrick LaForce
Cedarland	Alexander Doumani
Centennial – Grand Woodlands	Mark Soden
Central	Cara Forrest
Cobblestone Elementary	Kristy Hawkins
Courtland	Allison Rustan
Delhi	Kristin Mawhiney
Echo Place	Thomas Roberts
École Confédération	Jacqueline McEwen
École Dufferin	Lindsay Guy
Edith Monture	Kenneth Woodley
Elgin Ave.	Shannon Antsee-Harris/Kate Stirling
Glen Morris	Jonathon Reid
Graham Bell – Victoria	Lisa Metcalf
Grandview	Lisa Marshall
Greenbrier	Caroline Taylor
Houghton	Philip Huyge/Marcela Caro
J.L. Mitchener	Kerry Hnatko
James Hillier	Mark Kronwald
Jarvis	Tannis Wilhelmus
King George	Jaclyn Balkwill
Lakewood	Lindsey Beck
Langton	Elizabeth Richardson
Lansdowne – Costain	Tasha Clement
Lynndale Heights	Christine Kazakevicius
Major Ballachey	Jade Jarvis
Mapleview	Lindsay Cayuela
Mount Pleasant	Jennifer Guest
North Ward	Danielle Skokun
Oakland – Scotland	Erin Janssen
Onondaga – Brant	Christopher Bailey
Paris Central	Shannon Hendel/Christopher Mallon
Port Rowan	Jessica Antonioli
Princess Elizabeth	Cheryl Mann
Rainham	Lise Beauchamp



## THANK YOU TO OUR UNION STEWARDS FOR 2022-2023

*School/Worksite*

*Name*

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River Heights

Dave Willitts

Russell Reid

Lyndsay Houghtling

St. George-German

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

Robert Joynt/Laura Brinks

Waterford

Melissa Wouters

West Lynn

Mike Rustan

Woodman – Cainsville

Michelle Maloney/Leanne Murphy

Joseph Brant Learning Centre (JBLC)

Lisa DeSerranno

Teacher Resource Centre (TRC)

Wanda Backus-Kelly

**Grand Erie Elementary Teachers' Federation**  
**Profit and Loss YTD Comparison**  
**April 2023**

	Total	
	April 2023	Jul. 2022 - Apr. 2023 (YTD)
<b>INCOME</b>		
4000 Fee Rebates		261,136.10
4010 Interest Income		8,594.66
4035 VLA Settlement Income		22,800.00
4040 Reimbursement for Release Time	5,561.49	66,545.17
Total Income	5,561.49	359,075.93
<b>GROSS PROFIT</b>	<b>\$ 5,561.49</b>	<b>\$ 359,075.93</b>
<b>EXPENSES</b>		
<b>Advocates for Members</b>		
5010 CBC	5,333.17	13,577.23
5020 Executive Meetings	897.35	5,793.68
5030 First Vice President Release		52,578.70
5040 President's Release		55,730.07
5050 Released Officer Development		3,699.75
5060 Released Officers' Misc.	1,172.71	5,952.74
5070 Second Vice President Release		26,289.36
5080 Union Steward Training/Support	1,021.29	8,648.63
5085 Member Services/Grievances	31.54	167.36
<b>Total Advocates for Members</b>	<b>\$ 8,456.06</b>	<b>\$ 172,437.52</b>
<b>Advocates for Public Education and Social Change</b>		
5090 Indigenous Partnerships	574.00	1,309.71
5100 Political Action/PR	0.00	4,527.24
5110 Social Justice	767.34	3,623.10
5120 Strike/Community Support		3,559.54
<b>Total Advocates for Public Education and Social Change</b>	<b>\$ 1,341.34</b>	<b>\$ 13,019.59</b>
<b>Communicates with Members</b>		
5130 General Meetings	132.73	2,127.81
5140 Goodwill	216.50	1,784.54
5145 Representative Council Meetings		1,096.50
<b>Total Communicates with Members</b>	<b>\$ 349.23</b>	<b>\$ 5,008.85</b>

**Grand Erie Elementary Teachers' Federation**  
**Profit and Loss YTD Comparison**  
**April 2023**

	Total	
	April 2023	Jul. 2022 - Apr. 2023 (YTD)
<b>Engaging Members</b>		
5170 Ad Hoc Committees - FSL	104.22	278.39
5190 Ad Hoc Committees - Special Education		121.96
5200 Arts Committee	342.07	6,215.58
5210 Awards		143.55
5220 Beginning Teacher		169.55
5230 Celebration Banquet		-75.00
5240 ETFO Annual Meeting		7,503.80
5260 Status of Women	7,507.13	16,264.99
5270 Training		1,462.25
5275 Executive Development	878.13	2,632.55
<b>Total Engaging Members</b>	<b>\$ 8,831.55</b>	<b>\$ 34,717.62</b>
<b>Office Expenses</b>		
5280 Auditor		4,633.00
5290 Bank charges	12.25	240.15
5300 Building Costs	1,355.21	9,889.40
5310 Building Maintenance/Cleaning	271.20	40,116.98
5320 Dependent Care	40.00	570.00
5330 Executive Assistant	872.34	39,689.76
5340 Honoraria	200.00	1,000.00
5350 Information Technology	147.23	4,270.30
5360 Kitchen	93.79	1,009.02
5370 Mileage	1,666.69	11,272.41
5380 Office Equipment/ Maint.	101.74	10,978.32
5400 Office Misc.		14.57
5410 Office Supplies		4,091.62
5420 Telephones	442.01	2,616.42
5430 Utilities	1,765.75	6,334.93
<b>Total Office Expenses</b>	<b>\$ 6,968.21</b>	<b>\$ 136,726.88</b>
<b>Professional Development</b>		
5440 Executive Strategic Planning		7,173.91
5450 Pension Workshop	2,315.50	2,361.96
5460 Professional Development		588.90
5465 First 5 Years Committee	200.35	1,874.99
<b>Total Professional Development</b>	<b>\$ 2,515.85</b>	<b>\$ 11,999.76</b>
<b>Total Expenses</b>	<b>\$ 28,462.24</b>	<b>\$ 373,910.22</b>

**Grand Erie Elementary Teachers' Federation  
Profit and Loss YTD Comparison  
April 2023**

Total	
April 2023	Jul. 2022 - Apr. 2023 (YTD)

**OTHER EXPENSES**

7005 VLA Settlement Expenses

**Total Other Expenses**

**PROFIT**

	747.91		3,448.61
<b>\$</b>	<b>747.91</b>	<b>\$</b>	<b>3,448.61</b>
<b>-\$</b>	<b>23,648.66</b>	<b>-\$</b>	<b>18,282.90</b>

**Assets on April 28, 2023**

Owned property asset: 49 Dalkeith Drive Units 1 & 2

GIC's totaling: \$615,000

Bank balances of \$103,362 (Main) and \$126 (Building Corp)

**Notes:**

- \* Nov.15, 2022 Executive Motion to overspend 5310 by \$26,500 for renovation project
- \* Jan. 18, 2023 Executive Motion to overspend 5310 by an additional \$4200 for HEPA Air Purifiers
- \* Jan. 18, 2023 Executive Motion to overspend 5310 by an additional \$2000 to complete renovation project

**Grand Erie Elementary Teachers' Federation**

**2023-24 DRAFT Budget**

updated May 29, 2023

		2022-23 Budget	2023-24 DRAFT	
<b>INCOME</b>				
4035	Fee Rebates	366,630	375,909	Method B: 31.5% of net fees, based on FTE 1103.76
4010	Interest/ Sundry	4,000	26,550	Anticipated interest on three GIC's
4020	Local Levy	-	-	\$28/member per year, paused when reserves > \$400,000
4030	Misc Income	19,000	19,000	OTIP service agreement
4035	VLA Settlement Income (retire this line)	22,800	-	One-time grievance settlement, complete June 30, 2023
4040	Reimbursement for RO's Release Time	143,728	145,263	Allocation from ETFO (updated May 18, 2023)
4070	Other income from ETFO	4,000	4,000	Reimbursement for additional release time
4075	Transfers from Previous Year	201,548	201,773	Discretionary funding from previous years' surpluses*
1090	Uncategorized Assets	-	-	
<b>TOTAL INCOME</b>		<b>761,706</b>	<b>772,495</b>	
<b>EXPENSES</b>				
<b>Advocates for Members</b>				
5010	CBC	55,000	55,000	Collective Bargaining Committee costs
5020	Executive Meetings	19,000	19,000	Release for Executive Members plus meeting costs
5030	First Vice President Release	73,000	73,000	Cost to release First Vice President
5040	President's Release	77,000	77,000	Cost to release President
5050	Released Officer Development	3,000	4,000	Development opportunities for released officers
5060	Released Officers' Misc.	4,500	4,000	Miscellaneous expenses incurred by released officers
5061	School Visits	new	5,000	New line to reflect spending
5070	Second Vice President Release	50,000	50,000	Cost to release 2VP (actual 0.5 salary + allowance)
5080	Union Steward Training/Support	45,000	55,000	Meetings, release time, honoraria
5081	Health & Safety Site Rep Training	new	11,500	New line to reflect priority area
5085	Member Services/Grievances	2,000	2,000	Professional relations services for members as needed
<b>Total Advocates for Members</b>		<b>328,500</b>	<b>355,500</b>	
<b>Advocates for Public Education and Social Change</b>				
5090	Indigenous Partnerships	10,000	11,000	Partnerships, learning, events with Indigenous focus
5100	Political Action/PR	10,000	12,000	Political Action / Public Relations Committee programs
5110	Social Justice	7,000	9,000	Social Justice Committee programs
5120	Strike/Community Support	5,000	5,000	Support for non-GEETF workers and humanitarian efforts
5125	Labour Council Fees	4,000	4,000	Membership fees paid to the BDLC
<b>Total Adv. for Public Ed. and Social Change</b>		<b>36,000</b>	<b>41,000</b>	
<b>Communicates with Members</b>				
5130	General Meetings	7,500	5,500	General Membership Meeting expenses
5140	Goodwill	5,000	5,000	Goodwill acknowledgement throughout the year
5145	Representative Council Meetings	1,800	1,800	Representative Council meeting expenses
<b>Total Communicates with Members</b>		<b>14,300</b>	<b>12,300</b>	
5150	<b>Contingency</b>	<b>1,000</b>	<b>1,500</b>	Funds available for unexpected expenses

**Grand Erie Elementary Teachers' Federation  
2023-24 DRAFT Budget**

updated May 29, 2023

		2022-23 Budget	2023-24 DRAFT	
<b>Engaging Members</b>				
5160	Ad Hoc Committees	2,500	2,500	Ad Hoc Committee expenses
5170	Ad Hoc Committees - FSL	1,500	1,500	Ad Hoc Committee exp. - French as a Second Language
5180	Ad Hoc Committees - Social	1,500	1,500	Ad Hoc Committee expenses - Social Committee
5190	Ad Hoc Committees - Special Education	1,500	1,500	Ad Hoc Committee expenses - Special Education
5200	Arts Committee	10,000	12,000	Arts Committee expenses
5210	Awards & Scholarships	2,500	5,000	new name for line to encompass scholarships
5220	Beginning Teacher	3,000	8,000	Expenses to inservice new hires (NTIP, local PD)
5230	Celebration Banquet	23,000	23,000	Cost to run Banquet (Hall rental, catering, gifts, décor, etc.)
5240	ETFO Annual Meeting	15,000	15,000	Costs for GEETF delegation
5250	Member Recognition	46,000	46,000	Provide a recognition item to each member
5260	Status of Women	37,406	18,175	Status of Women Committee programs
5270	Training	5,000	5,000	Union development / training for Members
5275	Executive Development	5,000	5,000	Development / training for Executive members
<b>Total Engaging Members</b>		<b>153,906</b>	<b>144,175</b>	
<b>Office Expenses</b>				
5280	Auditor & Accounting Services	5,000	5,000	Review engagement required by ETFO
5290	Bank charges	500	500	Bank service fees and cheque reorders
5300	Building Costs***	30,000	30,000	Taxes and condo fees for GEETF Building
5310	Building Maintenance/Cleaning	13,000	15,000	Cleaning and building maintenance
5320	Dependent Care	1,000	1,000	
5330	Executive Assistant	67,000	73,000	Executive Assistant remuneration and benefits
5340	Honoraria	1,000	3,720	Honoraria for Executive members
5350	Information Technology	5,000	5,500	I.T. for GEETF office, including software
5360	Kitchen	2,000	2,000	Miscellaneous kitchen supplies
5370	Mileage	18,000	18,000	Mileage for GEETF business
5380	Office Equipment/ Maint.	11,000	11,000	Maintenance and replacement of office equipment
5390	Office Insurance	1,700	1,700	Liability insurance coverage for the office
5400	Office Misc.	1,500	1,500	Miscellaneous office expenses
5410	Office Supplies	6,500	6,500	Office supplies
5420	Telephones	4,000	4,000	Land lines and cell phone expenses
5430	Utilities	6,000	10,000	Water, heat, and electricity
<b>Total Office Expenses</b>		<b>173,200</b>	<b>188,420</b>	
<b>Professional Development</b>				
5440	Executive Strategic Planning	12,800	7,600	Funds to provide strategic planing time
5450	Pension Workshop	1,200	4,000	Funds to run a pension workshop
5460	Professional Development	8,000	8,000	Funds to offer local PD events and committee expenses
5465	First 5 Years Committee	10,000	10,000	Programs to GEETF members in their first five years
<b>Total Professional Development</b>		<b>32,000</b>	<b>29,600</b>	
<b>Other Expenses</b>				
7000	Uncategorized Expense		-	
7001	Reconciliation Discrepancies	-	-	
7005	VLA Prep Settlement (retire this line)	22,800	-	
<b>Total Other Expenses</b>		<b>22,800</b>	<b>-</b>	
<b>TOTAL EXPENSES</b>		<b>761,706</b>	<b>772,495</b>	

**Notes:**

Closing balance at June 30, 2022 was \$717,154.62

35% of fee rebates (ETFO suggested minimum for reserves)

\$ 131,568.15