ETFO

STANDING COMMITTEES

# REPORT TO THE

# 2017

# ANNUAL MEETING

STANDING COMMITTEES

As stated in the ETFO Constitution, Article X, Provincial Organization, Section 3 Committees, 10.3.1, ETFO has a number of standing committees.

# Role of Standing Committees

It is recognized that the standing committees of the Federation are an invaluable asset for ensuring that the expertise of our members and the richness of their work experiences become an integral part of the design and development of Federation programs and services. It will be the role of standing committees:

1. To develop policy recommendations for consideration by the Executive and Annual Meeting.

2. To develop program recommendations for consideration by the Executive and the Annual Meeting.

3. To provide the perspective of the member on Federation initiatives and programs.

4. To provide advice on the content, delivery and design of Federation programs.

5. To advise the Executive on matters relating to the work of the committee.

6. To liaise when appropriate with other ETFO standing committees.

7. To provide advice on issues as requested by the Executive.

# Appointment Terms

Members will be appointed to standing committees by the Executive for a two-year term. Members may serve up to two consecutive terms on a committee, if re-appointed. Upon completion of two consecutive terms on any standing committee, a break in service of at least one year is required prior to appointment to any standing committee.

Consideration will be given to the information included on the application form.

ETFO STANDING COMMITTEES 2016-2017

1. Aboriginal Education
2. Annual Meeting
3. Anti-Racist Education
4. Arts
5. Awards
6. Collective Bargaining
7. Disability Issues
8. Early Years
9. Education Support Personnel/Professional Support Personnel/Designated Early Childhood Educator
10. English as a Second Language
11. Environmental
12. French as a Second Language
13. Human Rights
14. Intermediate Division
15. International Assistance
16. Labour
17. Lesbian, Gay, Bisexual, Transgender, and Queer or Questioning Members
18. Library
19. Men’s Focus
20. New Members
21. Occasional Teacher
22. Occupational Health and Safety
23. Pension
24. Political Action
25. Professional Learning/Curriculum
26. Professional Relations and Discipline
27. Special Education
28. Status of Women
29. Teacher Education/Faculty Liaison

**REPORT TO THE 2017 ANNUAL MEETING OF THE**

**ABORIGINAL EDUCATION COMMITTEE**

**Terms of Reference**

* To provide advice on the education of ETFO members about the historical experiences, cultural norms, and issues of Aboriginal People.
* To provide advice on the promotion of teaching as a career for Aboriginal People.
* To identify ways of supporting native language teachers and programs.
* To provide advice on the inclusion of Aboriginal members in all aspects of the ETFO and its programs.
* To provide advice on the promotion of Aboriginal education issues at faculties of education.
* To provide advice on the promotion of networking, leadership, and professional development for Aboriginal members and Native language teachers.
* To provide advice on the promotion of programs and initiatives designed to improve Aboriginal student achievement.

**Committee Members**

Julie Savard - Thames Valley Teacher Local (Chairperson)

Joan Hill-Keast - Ottawa-Carleton Occasional Teacher Local

Christina Saunders - Elementary Teachers of Toronto Teacher Local

Natalie Corbin - Lakehead Teacher Local

Majolaine LaPointe - Kawartha Pine Ridge Teacher Local

Rachel Mishenene - Staff Liaison

**Committee Activities 2016-2017**

The Aboriginal Education Committee held three meetings on December, 2, 2016, March 3, 2017 and April 10, 2017.

At the first meeting Julie Savard was elected chairperson for 2016-2017. Vice-President Nancy Lawler gave an update on the committee’s 2015-2016 recommendation to the Executive: “That ETFO replace the term Aboriginal in the self-identification box with the following three separate designated groups: First Nation, Métis and Inuit.” This recommendation was approved and will be included in all future registration information. She also provided an update on the committee’s recommendation: “That ETFO rename the Aboriginal Education Committee to the First Nation, Métis and Inuit Education Committee.” This resolution will be forwarded to the Annual Meeting for consideration.

R. Mishenene provided updates on ETFO FNMI initiatives and resources. The committee congratulated ETFO member, Sabrina Sawyer, who was selected to be on the CTF Aboriginal Education Committee.

At the second meeting N. Lawler shared information on the 2016 Lieutenant Governor’s Indigenous Summer Reading Camps Report and advised that ETFO donates $45,000 annually to this program and the Lieutenant Governor Club Amick: Young Aboriginal Readers’ Program. R. Mishenene advised that ETFO is participating in two workgroups: the Ontario Ministry’s Truth and Reconciliation Joint Implementation Working Group and the National Centre for Truth & Reconciliation Education Roundtable.

The committee discussed terminology related to First Nations, Métis and Inuit people and agreed that First Nations, Métis and Inuit was appropriate for ETFO to use in the self-identification section or in the development of new resources and agreed that individuals should be respected for their personal preference when self-identifying and should also see their cultural group reflected in terminology.

The committee also discussed the lack of resources that are accessible to second language teachers, including French, French Immersion and Native Language instructors. The committee made one recommendation to the Executive: That ETFO lobby the Ministry of Education to allocate funds for translation of new and/or existing First Nations, Métis and Inuit resources written in English to French and Native languages.

At the final meeting N. Lawler gave an update on the 2016 Annual Meeting motion, “That ETFO lobby all district school boards regarding team names and mascots.” President Sam Hammond sent a letter to the Minister of Education supporting this motion and the response was positive.

**Recommendations to the 2017 Annual Meeting:**

1. That Article X, Provincial Organization, Section 3, Committees, 10.3.1.1. be amended to read:

“10.3.1.1 First Nation, Métis and Inuit Education Committee.”

Respectfully submitted,

Julie Savard, Chairperson

JS:RM:NT

REPORT TO THE 2017 ANNUAL MEETING OF THE

ANNUAL MEETING COMMITTEE

# Terms of Reference

* To receive nominations in writing from the General Secretary for Executive positions and to forward a list of nominees to the membership.
* To review the procedures to be used in the elections at the Annual Meeting.
* To develop a draft agenda for the Annual Meeting for the approval of the Executive.
* To receive and review resolutions submitted to the Annual Meeting and prepare the Annual Meeting Booklet for distribution to the membership.
* To prepare the Annual Meeting Workbook for distribution to the Annual Meeting.
* To review operating procedures for the Annual Meeting.
* To receive applications for the position of assistant and poll clerk and to recommend appointments to the Executive.
* To facilitate the operation of the Annual Meeting.

# Committee Members

Ann Pharazyn - Lambton Kent Teacher Local (Chairperson)

Andrea Jackson - York Region Teacher Local

Ruth Mackie - Rainy River Teacher Local

André Mrozewski - Hastings-Prince Edward Teacher Local

Uloma Onyido - Elementary Teachers of Toronto Local

Lorna Larmour - Staff Liaison

Evelyn McGrogan - Staff Liaison

Olesia Romanko - Staff Liaison

# Committee Activities 2016-2017

The Annual Meeting Committee met four times this year on October 22, 2016, March 6-7, 2017, May 29, 2017 and August 13, 2017.

At the October meeting the committee reviewed the events of the previous Annual Meeting.

At the March meeting the committee, with the assistance of the parliamentarian team, reviewed, revised and consolidated motions submitted from locals, standing committees, representative council and the Executive. The committee also made recommendations to the Executive for the appointment of assistants and poll clerks for the 2017 Annual Meeting. At the March Executive meeting, Chairperson Ann Pharazyn presented a report to the Executive on the work of the committee to date.

In May the committee reviewed the Annual Meeting procedures with the parliamentarians and staff. Role descriptions for the committee, parliamentarians, assistants and poll clerks were finalized. Election procedures were reviewed. Equity training was provided to the parliamentarian team.

During the August meeting the committee finalized all procedures and clarified the roles of assistants and poll clerks.

# Recommendations to the 2017 Annual Meeting:

Nil.

Respectfully submitted,

Ann Pharazyn, Chairperson

AP:LL:KH

**REPORT TO THE 2017 ANNUAL MEETING OF THE   
ANTI-RACIST EDUCATION COMMITTEE**

**Terms of Reference**

* To identify ways for ETFO to sensitize members to cultural, racial and linguistic diversity with an anti-racist focus.
* To identify ways to promote teaching as a career and educational leadership opportunities for racialized members.
* To identify issues in anti-racism, which should be addressed by the Federation.

**Committee Members**

Samantha Hendricks - York Region Teacher Local (Chairperson)

Shukri Farah - Elementary Teachers of Toronto Local

Dinah Jung - Lakehead Teacher Local

Christine O’Gilvie - Elementary Teachers of Toronto Local

Darryl Pandoo - Elementary Teachers of Toronto Local

Kalpana Makan - Staff Liaison

**Committee Activities 2016-2017**

The committee met on November 29, 2016 and February 13, 2017. Greetings were brought by Vice-President N. Lawler. S. Hendricks was re-elected the committee chairperson, and new member D. Jung was welcomed by the committee. The committee discussed the development of a short film, illustrating the lived experiences of racialized teachers and the creation of a workshop to support ETFO members in combating racial prejudice and stereotypes in the educational system. The film will be released during the 2019-2020 school year.

The committee was informed that the Executive has approved the development of an annual *Racialized Members Networking* conference to begin in the 2017-2018 school year.

At the February 13, 2017 meeting committee members were provided with copies of ETFO’s Black History month poster highlighting Black Canadians who have received the *Order of Ontario.* The committee discussed in detail previous resolutions to the

Annual Meeting and decided that they would submit a motion to the 2017 Annual Meeting that seeks to highlight the desire for a diverse provincial executive.

**Recommendations to the 2017 Annual Meeting:**

1. That, effective for the 2019-2021 term of office, Article X, Provincial Organization, Section 1, Executive, 10.1.1, be amended to read:

“10.1.1 The Executive shall consist of sixteen (16) members and shall include:  
10.1.1.1  president;  
10.1.1.2  first vice-president;  
10.1.1.3  two (2) vice-presidents, one (1) of the positions shall be open

to women only;

10.1.1.4  the Federation representative to the Ontario Teachers’ Federation

(OTF table officer); and

10.1.1.5  Executive members, as necessary to complete the Executive, two

(2) positions shall be open, one (1) of which will be open only to women members who self-identify from one or more of the following designated groups (First Nations, Métis and Inuit members; members with a disability; lesbian, gay, bisexual or transgender members; or racialized members); and one (1) shall be open to any member who self-identifies from one or more of the following designated groups (First Nations, Métis and Inuit members; members with a disability; lesbian, gay, bisexual or transgender members; or racialized members).”

1. That Bylaw III, Elections, 3.2.3, be amended to read:

“3.2.3  Executive members, as necessary to complete the sixteen (16) member

Executive, two (2) positions shall be open, one (1) of which will be open only to women members who self-identify from one or more of the following designated groups (First Nations, Métis and Inuit members; members with a disability; lesbian, gay, bisexual or transgender members; or racialized members); and one (1) shall be open to any member who self-identifies from one or more of the following designated groups (First Nations, Métis and Inuit members; members with a disability; lesbian, gay, bisexual or transgender members; or racialized members).”

1. That Bylaw VI, Procedure to Fill a Vacancy on the Executive, 6.7.2, be amended by the addition of a new section to read:

“1.0 A vacancy in a position designated for women shall be open to women

candidates only.

* 1. A vacancy in a position for members who self-identify from one or more of the four designated groups shall be open to all members.”

1. That Bylaw VI, Procedure to Fill a Vacancy on the Executive, 6.8.2, be amended by the addition of a new section to read:

“1.0 A vacancy in a position designated for women shall be open to women candidates only.

1.1 Executive members, as necessary to complete the Executive, two (2) positions shall be open, one (1) of which will be open only to women members who self-identify from one or more of the following designated groups (First Nations, Métis and Inuit members; members with a disability; lesbian, gay, bisexual or transgender members; or racialized members); and one (1) shall be open to any member who self-identifies from one or more of the following designated groups (First Nations, Métis, and Inuit members; members with a disability; lesbian, gay, bisexual or transgender members; or racialized members).”

Respectfully submitted,

Samantha Hendricks, Chairperson

SH:KM:AJ

REPORT TO THE 2017 ANNUAL MEETING OF THE

ARTS COMMITTEE

# Terms of Reference

* To identify issues regarding Arts education in elementary schools.
* To advise the Executive on supporting and advocating Arts initiatives in school communities.
* To provide advice on the content, delivery, and design of professional development to support members in the Arts.
* To recommend policy recommendations related to professional development and curriculum in the Arts, for consideration by the Executive and the Annual Meeting.
* To identify strategies that will strengthen the role of Arts educators and Arts education in elementary schools.

# Committee Members

D. Gavin Foster Hastings‐Prince Edward Teacher Local (Chairperson)

Ayesatta Conteh Elementary Teachers of Toronto

Elisabetta De Santis Toronto Occasional Teacher Local

Betty Lee-Daigle Greater Essex County Teacher

Laurie Provenzano York Region Teacher Local

Janet Millar Grant Staff Liaison

# Committee Activities 2016-2017

The committee met twice during the 2016-2017 school year. The first meeting was held on November 17, 2016 and the second on February 3, 2017.

At the first committee meeting held on November 17, 2016 meeting, D. Gavin Foster was acclaimed chairperson. The committee reviewed the Committee Guidelines and ETFO Arts Policy statements. An update was provided on ETFO programs related to First Nations, Métis and Inuit (FNMI) activities and the Arts, including Spirit Horse, as well as ETFO Arts Book Clubs.

The Annual Meeting Report was reviewed with a focus on the related motion presented at the 2016 Annual Meeting. Discussion ensued about the use of language in the motion. There remains interest in the recommendation that was defeated at the 2015-2016 Annual Meeting.

The committee discussed the possibility of holding an Arts Caucus at the 2017 Annual Meeting to collect information on the status of local Arts committees. Future discussion by the committee is required to identify the purpose and work of a local Arts committee.

Committee members were provided with the *Arts Education for the Development of the Whole Child* research Arts education paper compiled on behalf of ETFO. Committee members were asked to review the findings and further discussion is planned for upcoming meetings. Jim Giles, ETFO Executive Staff, traced the history of Arts resource work at ETFO, including the creation of the committee and highlighted additional ETFO resources and programs, including *Danny the King of the Basement* and *More Than A Play*. Additional ETFO professional learning materials were discussed, including *ETFO Arts* and *The Revised ETFO Arts* publications and Arts related workshops.

Several barriers to Arts education were discussed including loss of timetabling for the Arts, Ministry and Board focus on Numeracy and Literacy and the cost to addressing needs in Arts education. In addition, this lack of focus on the Arts was linked to the current focus on student well-being and the role of the Arts in building resiliency in elementary students. It was felt that further efforts need to be made to educate members in the difference between Arts education and Integrated Arts. Further discussion of local Arts issues and concerns as well as local Arts committees will be carried forward to next meeting.

Health and safety concerns associated with Arts in the classroom were also raised and further discussion will be carried forward.

# Recommendations to the 2017 Annual Meeting:

1. That Position Statements, 3.0, Arts and Culture, be amended by the addition of a new section to read:

“3.3 That ETFO encourage the use of the Arts as a tool to promote health and well-being for members.”

Respectfully submitted

D. Gavin Foster, Chairperson

DGF:JMG:MR

**REPORT TO THE 2017 ANNUAL MEETING OF THE**

**AWARDS COMMITTEE**

**Terms of Reference**

* To recommend award recipients to the Executive.
* To examine the awards criteria, procedures and make recommendations.
* To recommend an awards budget to the Annual Meeting.
* To recommend the addition or deletion of awards to the Annual Meeting.
* To submit resolutions concerning awards to the Annual Meeting.

**Committee Members**

Elaine Thomson Thames Valley Teacher Local (Chairperson)

Natasa Pasic-Knezevic Peel Teacher Local

Nicole Schultz Lambton Kent Teacher Local

Jennifer Sims Murray Niagara Teacher Local

Jeremy Smith York Region Teacher Local

Jason Johnston Staff Liaison

**Committee Activities 2016-2017**

The committee met three times during the year and recommended the following as recipients of ETFO Awards:

**Aboriginal Women in Education Bursary – Women’s Program:**

Jolene Allan, Thames Valley Teacher Local; Cindy Biancaniello, non-ETFO member; Jennifer LaFontaine, non-ETFO member; Michelle Sandy, non-ETFO member

**Aboriginal Women Scholarship – Women’s Program:**

Alyssa Hoey, non-member; Sarah McPherson, non-member

**Anti-Bias Award:**

Lisa Dampier, Lakehead Teacher Local

**Arts and Culture Award**:

Patricia Heath, Elementary Teachers of Toronto Local

**Bev Saskoley Anti-Racist Scholarship:**

Not awarded for 2016-17.

**Bev Saskoley Anti-Racist Scholarship – Women’s Program:**

Not awarded for 2016-17.

**Children’s Literature Award:**

Not awarded for 2016-17.

**Curriculum Development Award:**

Not awarded for 2016-17.

**Curriculum Development Award – Women’s Program:**

Katie Tremblay-Beaton, Durham Teacher Local

**Doctoral Scholarship:**

Cory Jobb, Hamilton-Wentworth DECE Local

**Doctoral Scholarship – Women’s Program**:

Katherine Brubacher, Peel Teacher Local

**Environmental Education Award**

Lana Maingot, Kawartha Pine Ridge Teacher Local

**ETFO Bursaries for Members of Designated Groups:**

Maria Rosa D'Oria, non-ETFO member; Monicke Hanson, Elementary Teachers of Toronto Local

**ETFO Bursaries for Members of Designated Groups – Women’s Program:**

Arifa Ghaffar, Durham Teacher Local

**ETFO Bursaries for Sons and Daughters of ETFO Members**:

Krista Camick, York Region Teacher Local; Devina Chaudhary, York Region Teacher Local; Jessica Cohen, York Region Teacher Local; Joseph Graham, Renfrew Teacher Local; Evan Hulse, York Region Teacher Local; Lauren Kailan, Elementary Teachers of Toronto Local; Alanna Kitching, Halton Teacher Local; Andrew Mallory, Upper Canada Teacher Local; Michelle Marchiori, Elementary Teachers of Toronto Local; Sabrina Suleman, York Region Teacher Local; Markus Trence, Upper Grand Teacher Local

**ETFO Member Bursaries:**

Marina Petrovic, Halton Teacher Local

**Faculty of Education Award:**

Jennifer Dockx (Brock University); Serena Romeo (Lakehead University); Latisha Di Benedetto (Lakehead University – Orillia Campus); Taylor Kowch (Laurentian University); Elisabeth MacGillivray (Nipissing University); Brianne Tyson (Ontario Institute for Studies in Education); Alexandra Minuk (Queen’s University); Mark Minuk (Trent University); Samantha Zolis (University of Ontario Institute of Technology); Dyoni Smith-Page (Wilfrid Laurier University); Jachelle Simone Peters (York University)

**Health and Safety Activist Award**:

Jennifer Elliott, Simcoe County Teacher Local

**Humanitarian Award for an ETFO member**:

Lindsay Leonard, Ontario North East Teacher Local

**Humanitarian Award for a non-ETFO member:**

Not awarded for 2016-17.

**Master’s Scholarship**:

Candice Brown, Ottawa-Carleton Occasional Teacher Local; Krista Harris, Peel Teacher Local; Tracey Sears, Simcoe County DECE Local; Devon Zacharopoulos, Elementary Teachers of Toronto Local

**Master’s Scholarship – Women’s Program**:

Wendy Bateman, Hastings-Prince Edward Teacher Local; Judith Bean, Waterloo Region Teacher Local; Velvet Lacasse, Elementary Teachers of Toronto Local; Deirdre Mitchell, Peel Teacher Local

**Member Service and Engagement Award**

Bluewater Occasional Teacher Local

**Native as a Second Language Qualification Bursary**

Not awarded for 2016-17.

**New Member Award**:

Not awarded for 2016-17.

**Outstanding Role Model for Women Award – Women’s Program**

Lucy Wolverton, Peel Occasional Teacher Local

**Rainbow Visions Award**

Gordon Dunbar, Upper Grand Teacher Local

**Women Who Develop Special Projects in Science and Technology Award – Women’s Program**:

Not awarded for 2016-17.

**Women’s Studies Scholarship**

Not awarded for 2016-17.

**Women Working in Social Activism on Behalf of Women and Children – Women’s Program:**

Not awarded for 2016-17.

**Writer’s Award**:

Amanda Yuill, Toronto Occasional Teacher Local

**Writer’s Award – Women’s Program**:

Martha Davis, Elementary Teachers of Toronto Local

Information about the Awards and Scholarships Program is available at:

http://www.etfo.ca/aboutetfo/awardsandscholarships/pages/default.aspx

**Recommendations to the 2017 Annual Meeting**:

Nil.

Respectfully submitted,

Elaine Thomson, Chairperson

ET:JJ:SM

**REPORT TO THE 2017 ANNUAL MEETING OF THE**

**COLLECTIVE BARGAINING COMMITTEE**

**Terms of Reference**

* To recommend the content, method, and distribution of collective bargaining information developed by ETFO.
* To establish bargaining goals for ETFO locals for submission to the Representative Council for approval.
* To recommend training programs for present and future chief negotiators, presidents and collective bargaining committee members.
* To recommend programs for those involved in the implementation of the locals’ collective agreements (such as grievance officers and stewards).
* To identify bargaining resources to be developed by ETFO.
* To review the Model Agreement and recommend revisions.

**Committee Members**

Jenn Wallage - Waterloo Region DECE Local (Chairperson)

Amy Chevis - Simcoe County Occasional Teacher Local

Joanna MacArthur - Elementary Teachers of Toronto Local

Colleen Mackin - Renfrew County ESP Local

Donnie Millls - Simcoe County Teacher Local

Jada Nicklefork - Niagara Teacher Local

Sean Seccareccia - Algoma Teacher Local

Susan Ansara - Staff Liaison

**Committee Activities 2016-2017**

The committee had five meetings during the year on September 13, 2016,

September 22, 2016 (via conference call), December 1, 2016, December 19, 2016 (via conference call) and February 21, 2017.

During the first meeting the committee reviewed the Occasional Teacher, Teacher, DECE and ESP/PSP Model Agreements with K. Inouye and the collective bargaining training with C. Walker.

During the second meeting the committee engaged in a teleconference discussion to review the ESP/PSP Guide to Agreement Language.

During the third meeting of the committee L. Mastrobuono provided a detailed analysis of the member survey. The committee reviewed the survey results and developed the 2017 Bargaining Goals.

During the fourth meeting the committee engaged in a teleconference discussion to review the draft 2017 Central Bargaining Goals developed by the committee on December 1, 2016 and the input provided by collective bargaining staff regarding those draft goals.

During the fifth meeting the committee agreed that the first meeting of next year would contain the following agenda items:

* discussion of emergency Representative Council Meeting January 19, 2017 regarding proposed Collective Agreement extension;
* discussion of the proposed Collective Agreement extension and the impact/influence on the Provincial Collective Bargaining Committee;
* discussion of items to be addressed at the fall Collective Bargaining Committee;
* discussion regarding potential recommendations to the Executive and/or Resolutions for Annual Meeting.

**Recommendations to the 2017 Annual Meeting:**

Nil.

Respectfully submitted,

Jenn Wallage, Chairperson

JW:SA:ARM

**REPORT TO THE 2017 ANNUAL MEETING OF THE**

**DISABILITY ISSUES COMMITTEE**

**Terms of Reference**

* To advise the Executive and recommend policy and procedures relating to disability issues.
* To advise the Executive and recommend strategies which support teachers to cope with disabling conditions both physical and mental.
* To advise the Executive on the promotion of education among ETFO members about disabilities.

**Committee Members**

Aviva Rosenberg - Peel Teacher Local (Chairperson)

Lesly Kapush - Lakehead Teacher Local

Terri Louise Lyons - Thames Valley Teacher Local

Miranda Marles - Trillium Lakelands Occasional Teacher Local

Karen Spanton - Limestone Teacher Local

Donna Howey - Staff Liaison

**Committee Activities 2016-2017**

The committee met two times during the year, on November 7, 2016 and February 6, 2017.

At the first meeting the committee:

* elected Aviva Rosenberg from the Peel Teacher Local as chairperson of the committee;
* discussed three recommendations put forth to the Executive from 2015-2016 and were briefed on the disposition of the recommendations;
* discussed the two 2016 Annual Meeting resolutions put forth that were not entered on the floor;
* provided input to the ETFO e-newsletter article for the International Day of Persons with Disabilities;
* provided input regarding the short series of Public Service Announcement (PSA) videos that ETFO will develop in the 2017-2018 budget year on the topic of destigmatizing mental health issues and encouraging members to take action; and
* reviewed and discussed the 2016-2017 ETFO Reference Book, the International Day of Persons with Disabilities, and the ETFO Guide to Collective Agreement Language in relation to disabilities and accommodation at work, the 2016 Annual Meeting resolutions and the three recommendations to the Executive.

At the second meeting the committee discussed:

* the disposition of the recommendations to the Executive;
* one Annual Meeting resolution;
* the Ontario Human Rights Commission (OHRC) Policy on Ableism and Discrimination on Disability;
* the Canadian Standards Association (CSA) Standards for Psychological Health and Safety in the Workplace; and
* suggestions for the chairperson to share the intersection of attendance management programs and disability, the CTF Resource – Mental Health Stigma and possible areas of focus for 2017-2018 in her report to the March 2017 Executive meeting.

All committee members will be continuing their terms with the Disability Issues Standing Committee in 2017-2018.

During the year the following recommendations were made to the provincial Executive:

* that ETFO compile a list of resources for mental health and wellbeing, as well as disability issues for ETFO members, which can be easily accessed from the main page of the ETFO website;
* that ETFO create a mental health webinar to educate members about their own mental health and well-being; and
* that an article for *Voice* be written to raise member awareness of potential hearing loss and prevention strategies for educators.

**Recommendations to the 2017 Annual Meeting:**

1. That on a go forward basis, ETFO replace the term “hearing impaired” with the term “person with a hearing loss” in all Federation communications and resources.

Respectfully submitted,

Aviva Rosenberg, Chairperson

AR:DH:MM

**REPORT TO THE 2017 ANNUAL MEETING OF**

**THE EARLY YEARS COMMITTEE**

# **Terms of Reference**

* To advise the Executive on current early years issues.
* To advise the Executive and recommend strategies which promote quality early years programs.
* To advise the Executive and recommend current documents and resources that impact on early years programs.

# **Committee Members**

James Maxwell Brown - Kawartha Pine Ridge Teacher Local (Chairperson)

Jessie Daniell - Keewatin-Patricia DECE Local

Rose MacCulloch - Upper Canada Teacher Local

Deanna Pecaski-McLennan - Greater Essex Teacher Local

Marlene Sutton - Hastings Prince Edward Teacher Local

Jane Bennett - Staff Liaison

# **Committee Activities 2016-2017**

The Early Years Committee met on November 18, 2016 and January 27, 2017.

During the first meeting committee members:

* discussed the ETFO Central Agreement FDK and DECE workgroups that were established as a part of the agreement and the work that has happened to date;
* reviewed the committee’s 2016 Annual Meeting resolution, which did not reach the floor;
* identified continued issues in Kindergarten in regards to planning time as a team and for DECE members, violence in the early years and mental health for staff and students;
* discussed the Ministry’s implementation *of the Kindergarten Program (2016)* and *Kindergarten Addendum to Growing Success* and shared their experiences with the implementation and the lack of professional learning which was concerning;
* shared examples of the technology they use to communicate with parents and discussed the positives and negatives of methods and how to use it safely; and
* provided feedback for the Ministry of Education Student Well-Being Engagement survey. Staff shared their feedback for submission to the Ministry. It was noted that the focus should be on student and staff well-being.

During the second meeting the committee:

* discussed the *Kindergarten Program (2016) and Kindergarten Addendum to Growing Success* implementation and supports provided;
* shared information about the opportunities provided in their boards for the half PD and half release days each board was given to support the implementation;
* discussed the inconsistent messaging in regards to the planning time teachers and their input into the Communication of Learning;
* discussed the number of newcomers to Canada and challenges identified by educators including lack of supports, resources, information and translators provided from their boards;
* reviewed ETFO resources and workshops available to locals to address these challenges;
* reviewed the *Kindergarten Professional Judgement Matters* document;
* acknowledged ETFO’s advocacy work in regards to school boards and locals determining whether they would go ahead with the reports in January or wait until June;
* acknowledged the focus ETFO has placed on violence in schools and the prevalence of violence in Kindergarten;
* discussed the issue of “runners”, specifically addressing what happens if a student leaves the building, who runs after the child, who to notify and how to notify them, and the need for safety plans;
* discussed K/1 classrooms and the challenges teachers are experiencing with how to reconcile a play-based approach and academics, the flow of the day to accommodate time for Kindergarten and Grade 1 and the pressure from administrators in regards to PM Benchmarks and DRA levels; and
* identified health and safety concerns in regards to noise in Kindergarten classrooms which is affecting the health and safety of members who are reporting hearing loss, nodules on vocal chords and issues with their voices when they are talking.

**Recommendations to the 2016 Annual Meeting:**

Nil.

Respectfully submitted,

James Brown, Chairperson

JB:JB:JA

REPORT TO THE 2017 ANNUAL MEETING OF THE

EDUCATION SUPPORT PERSONNEL/PROFESSIONAL SUPPORT PERSONNEL/DESIGNATED EARLY CHILDHOOD EDUCATOR COMMITTEE

# Terms of Reference

* To advise the Executive on legislation, board policies and other issues that impact ESP/PSP/DECE members.
* To advise the Executive and recommend strategies to support ESP/PSP/DECE members.
* To advise the Executive and recommend strategies which promote member participation in ETFO and its programs.
* To advise the Executive and recommend resources and programs which will support ESP/PSP/DECE members.

# Committee Members

Amy Korzack - Halton DECE Local (Chairperson)

Drazena Hidalgo - Hamilton-Wentworth DECE Local  
Tina Matthews - Trillium Lakelands DECE Local

Ruth Ann McKie - Renfrew County ESP Local

Wendy Sullivan - Renfrew County ESP Local

Derek Hulse - Staff Liaison

# Committee Activities 2016-2017

The Education Support Personnel/Professional Support Personnel/Designated Early Childhood Educator Committee met on November 10, 2016 and February 2, 2017. The committee discussed and analyzed issues pertaining to Education Support Personnel (ESP), Professional Support Personnel (PSP) and Designated Early Childhood Educator (DECE) members. The committee’s discussions in 2016-2017 included the following:

During the first meeting the committee:

* reviewed the committee’s Terms of Reference;
* reviewed the basics of the funding formula as it relates to the grants that generate staff and explained restricted/“sweatered” money as it relates to classroom funding and special education funding;
* discussed how locals would be able to access funding information from school boards;
* discussed the implementation of the new kindergarten report cards with particular emphasis on how it may affect DECE workload;
* discussed the increasing workload on members and how that increase is at odds with being an hourly employee; and
* expressed concern with members wanting to continue to be viewed as professionals but how they may be viewed when they leave a school at the end of their paid time.

During the second meeting the committee:

* discussed staffing requirements of school boards as it relates to the number of DECEs, ESPs or PSPs assigned to schools and generated through the funding model and regulatory obligations;
* discussed how best to approach the issue of under-staffing in some roles and what steps ETFO may take to increase staffing support for classrooms;
* reviewed the process for setting the Collective Bargaining (CB) Goals and discussed how the CB Goals impact the Central Bargaining discussions and looked at the pros/cons of those discussions;
* discussed the process being used to look at Long Term Disability (LTD) coverage for ETFO’s non-teacher bargaining units; and
* reviewed and discussed possible topics for resolutions to the 2017 Annual Meeting.

# Recommendations to the 2017 Annual Meeting:

1. That ETFO develop and offer a course at the Federation's expense that focuses on assisting members assigned in FDK classrooms. This program will be focused on inquiry-based program support, partnership support and classroom management support.

Respectfully submitted,

Amy Korzack, Chairperson

AK:DH:NM

## REPORT TO THE 2017 ANNUAL MEETING OF THE

## ENGLISH AS A SECOND LANGUAGE COMMITTEE

### Terms of Reference

* To advise and make recommendations to the Executive on English as a Second Language (ESL) issues.
* To identify ways of supporting members in the delivery of English as a Second Language (ESL) programming in elementary schools.
* To review policy, procedures and legislation and make recommendations to the Executive regarding equitable practices for English language learners (ELLs).
* To advise the Executive and recommend strategies which promote quality English as a Second Language (ESL) programs.

### Committee Members

Zaiba Beg - Peel Teacher Local (Chairperson)

Jennifer Graham - Avon Maitland Teacher Local

Kathryn Holst - Ottawa-Carleton Teacher Local

Shideh Houshmandi - Niagara Occasional Teacher Local

Robin Persad - Peel Teacher Local

Jill Aoki-Barrett - Staff Liaison

**Committee Activities 2016-2017**

The committee met face to face twice during the 2016-2017 school year. The first meeting was held on November 4, 2016 and the second on January 24, 2017.

At the November 2016 meeting, Zaiba Beg was acclaimed chairperson. Emergent issues were identified and discussed which included the themes under the categories of professional development (PD), STEP, collaborative work to support English language learners (ELLs) and creating frameworks, which could serve as guidelines to help schools plan for English language learners.

At the second meeting on January 24, 2017, the themes of emergent issues identified and discussed included ELLs and EQAO, international students, STEP as a planning tool and the necessity of PD.

Supports to teachers of ELLs seem to be lacking in many boards. The lack of PD opportunities, planning time and administration support was reported.

**Recommendations to the 2017 Annual Meeting:**

Nil.

Respectfully submitted, Zaiba Beg, Chairperson

ZB:JA:ES

REPORT TO THE 2017 ANNUAL MEETING OF THE

ENVIRONMENTAL COMMITTEE

# Terms of Reference

* To identify ways ETFO can support green initiatives.
* To recommend action on issues related to the environment.
* To provide advice on the promotion of programs and initiatives on environmental awareness.
* To provide advice on the promotion of environmental education.

# Committee Members

Stephanie Trepanier - Hamilton-Wentworth Teacher Local (Chairperson)

Anne Dahmer - Waterloo Region Teacher Local

Kimberley Fry - Toronto Occasional Teacher Local

Pam Miller - Elementary Teachers of Toronto Local

Patricia Sawkins - Grand Erie Occasional Teacher Local

Valerie Dugale - Staff Liaison

# Committee Activities 2016-2017

The Environmental Committee met twice during the 2016-2017 year, on February 14, 2017 and April 12, 2017.

At its first meeting, the committee reviewed the section on education contained in the Toronto and York Region District Labour Council’s *Greenprint for Greater Toronto*.

Members agreed that the core curriculum should be revamped to include environmental analysis across subject areas in accordance with the Ontario Ministry of Education’s 2008 *Standards for Environmental Education*. They noted that there is language in some curriculum but more is needed to address environmental sustainability and stewardship. Math has no environmental expectations, opportunities or supports and yet it is a key focus for classrooms. It recommended that ETFO lobby the Ministry of Education to include an explicit focus and supports for outdoor and environmental education and experience in all strands of mathematics in accordance with the Ministry of Education’s 2008 *Standards for Environmental Education*.

The committee put forward a recommendation that ETFO consider inviting a social justice speaker to the Annual Meeting to address environmental justice. Members also discussed the merits of the Leap Manifesto.

At its second meeting, the committee discussed the positive feedback that members have received regarding the spring issue of *Voice* devoted to climate justice. It was suggested that the *Voice* editor consider a short, follow-up article on how to take action on climate change in schools.

The committee also discussed ETFO support, including funding and publicity, for the Climate Justice March held in Toronto on April 29, 2017.

In preparation for the 2017 Annual Meeting, the committee set out an agenda for an Environmental Caucus to be held for members.

# Recommendations to the 2017 Annual Meeting:

1. That Policy Statement 32.0, Environmental Education, 32.3 be amended and an additional section be added to read:

“32.3 That district school boards and schools shall play a leadership role in modelling environmentally friendly practices for students. That district school boards implement programs and procedures to provide teachers, administrators and other school personnel with professional development, curriculum materials and outdoor and field studies that explore the breadth of causes and consequences of human impact on the planet as well as potential solutions that address the root causes of the crisis.”

1. That ETFO, through OTF, lobby the Ontario Teachers’ Pension Plan (OTPP) to negotiate with the provincial government partners to direct asset managers to divest and refrain from new investment in fossil fuel companies.

Respectfully submitted,

Stephanie Trepannier, Chairperson

ST:VD

**REPORT TO THE 2017 ANNUAL MEETING OF THE**

**FRENCH AS A SECOND LANGUAGE COMMITTEE**

**Terms of Reference**

* To advise and make recommendations to the Executive on strategies, which raise awareness and sensitize ETFO and its membership about French as a Second Language (FSL) issues and French language services.
* To identify ways of supporting FSL teachers and programs.
* To provide advice on the promotion of teaching FSL as a career.
* To monitor changes in legislation and make recommendations to the Executive to communicate with the Ministry of Education and boards about FSL issues.

**Committee Members**

Kolette Myers Lambton Kent Teacher Local (Chairperson)

Antonella Ciampa Greater Essex County Teacher Local

Angela Coccimiglio Algoma Teacher Local

Christina McKibbon Greater Essex County Teacher Local

Rebecca Zuckerbrodt Ottawa Carleton Teacher Local

Peter Giuliani Staff Liaison

**Committee Activities 2016-2017**

The committee held two face-to-face meetings. On, November 18, 2016 the committee reviewed many of the issues raised in the 2016 Annual Meeting FSL caucus. In particular, the topics of classroom space, class composition, special education needs and resources were discussed. The committee looked specifically at the new upcoming resource, *More Than a Play,* which was created by ETFO in partnership with the Association des enseignantes et des enseignants franco-ontariens (AEFO).

The second meeting was held on February 10, 2017. There was extensive discussion about the need for more FSL resources and the lack of special education support delivered in the French language. The matter of how to communicate student progress in French when considering an IEP was also a topic of lengthy discussion.

The committee prepared a request for an FSL Caucus at the 2017 Annual Meeting.

The committee made the following recommendations to ETFO Executive:

* that the Executive investigate opportunities to work with AEFO to improve resources for French teachers;
* that ETFO survey local presidents to determine which Boards provide special education support services to FSL students in French rather than English; and
* that ETFO review the professional judgment rights of teachers to clearly indicate when a student is struggling to succeed academically even if meeting IEP.

**Recommendations to the 2017 Annual Meeting:**

Nil.

Respectfully submitted,

Kolette Myers, Chairperson

KM:KW:PG:RS

**REPORT TO THE 2017 ANNUAL MEETING OF THE**

**HUMAN RIGHTS COMMITTEE**

**Terms of Reference**

* To identify and recommend strategies to assist ETFO, its locals and members in promoting awareness of and respect for human rights issues.
* To identify ways of promoting teaching as a career for members of groups currently under-represented in the profession.
* To identify ways of promoting greater participation of members who belong to equity-seeking groups in all areas of ETFO.

**Committee Members**

Delani Nilmini Ratwatte - Peel Teacher Local (Chairperson)

Laurel Farrell - Upper Grand Teacher Local

Kim McIntosh - Greater Essex County Teacher Local

Krista Pedersen - Upper Grand Teacher Local

Arifa Ghaffar - Durham Teacher Local

Pamela Dogra - Staff Liaison

**Committee Activities 2016-2017**

There were two meetings scheduled to be held at the ETFO office: December 2, 2016 and February 10, 2017. A final teleconference was held on May 18, 2017.

During the first meeting Nilmini Ratwatte was appointed chairperson. P. Dogra reviewed the *Guidelines for Committee Members*, the terms of reference for the standing committee and upcoming programs related to Human Rights and the practice of embedding equity into ETFO programs. In addition, the committee discussed the need for diverse representation among educational workers and promoting teaching as a career. The committee discussed ways in which school boards, faculties of education and ETFO can support and promote people from equity seeking groups to become teachers to better reflect the diverse student population. Committee members shared their local experiences as teachers and identified the need for equity seeking groups to be represented in the education sector.

During the second meeting, committee members discussed the importance of locals engaging in women’s issues and human rights issues through local committees and discussed how to encourage locals to move forward progressive conversations. The committee also discussed the importance of women taking on leadership positions within the union. Committee members continued to discuss the importance of reading the ETFO Human Rights Statement and FMNI Statement at ETFO events. The committee developed and forwarded two resolutions to the Annual Meeting.

On March 1, 2017 Chairperson Nilmini Ratwatte attended the ETFO Executive meeting and reported on the activities of the committee.

The conference call that took place on May 18, 2017 was used to review the Annual Meeting resolutions dealing specifically with Human Rights.

**Recommendations to the 2017 Annual Meeting:**

1. That ETFO encourage that the Human Rights Statement and the First Nations, Metis and Inuit (FMNI) Statement be posted/linked to all local websites.
2. That Article X, Provincial Organization, Section 1, Executive, 10.1.1.5, be amended for the 2019 election to read:

“10.1.1.5 Executive members, as necessary to complete the Executive;

10.1.1.5.1 three (3) of the positions shall be only open to women members;

10.1.1.5.2 one (1) of the positions shall be only open to women members who are also First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members;

10.1.1.5.3 one (1) of the positions shall be only open to members who are First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members.”

1. That Bylaw III, Elections, 3.2.3, be amended to read:

“3.2.3 Executive members, as necessary to complete the fourteen (14) member Executive;

3.2.3.1 three (3) of the positions shall be only open to women members;

3.2.3.2 one (1) of the positions shall be only open to women members

who are also First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members;

3.2.3.3 one (1) of the positions shall be only open to members who are First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members.”

1. That Bylaw VI, Procedure to Fill a Vacancy on the Executive, 6.7.2, be amended to read:

“6.7.2 a vacancy in an equity position shall be only open to designated members; 6.7.2.1. a vacancy in an equity position for women shall be only open to women members;

6.7.2.2 a vacancy in an equity position for women members who are also

First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members shall be only open to women members who are also First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members;

6.7.2.3 a vacancy in an equity position for members who are First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members shall be only open to members who are First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members.”

1. That Bylaw VI, Procedure to Fill a Vacancy on the Executive, 6.8.2, be amended to read:

“6.8.2 a vacancy in an equity position shall be only open to designated members;

6.8.2.1 a vacancy in an equity position for women shall be only open to women members;

6.8.2.2 a vacancy in an equity position for women members who are also

First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members shall be only open to women members who are also First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members;

6.8.2.3 a vacancy in an equity position for members who are First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members shall be only open to members who are First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members.”

1. That all Locals shall endeavour to have a Human Rights Standing Committee to ensure work is being done on topics of social justice and equity pertaining to human rights by the 2018 ETFO Annual Meeting.

Respectfully submitted,

Delani Nilmini Ratwatte, Chairperson

NR:PD:JR

**REPORT TO THE 2017 ANNUAL MEETING OF THE**

## INTERMEDIATE DIVISION COMMITTEE

### Terms of Reference

* To advise the Executive on current issues affecting intermediate division teachers.
* To advise the Executive and recommend strategies to respond to emerging trends and patterns in the education of students in the intermediate division.
* To advise the Executive and recommend strategies on the promotion of quality teaching and learning in the intermediate grades.

### Committee Members

Tim Worthy - Limestone Teacher Local (Chairperson)

Andrew Bailey - Durham Teacher Local

Michaela Kargus - Grand Erie Teacher Local

Adrianna Knight - Halton Teacher Local

Carl Oliver - York Region Teacher Local

Lisa Hammond - Staff Liaison

Joanne Myers - Staff Liaison

**Committee Activities 2016 – 2017**

The committee met twice during the year on December 9, 2016 and March 31, 2017. Tim Worthy was appointed as chairperson of the committee.

Executive Liaison Nancy Lawler brought greetings from the ETFO Executive, reviewed the Terms of Reference for Standing Committees, and spoke to the Guidelines for ETFO Committee Members in relation to motions and recommendations.

The committee took part in a brainstorming activity and discussion based on the needs and priorities of intermediate members. A list of priorities and issues are listed below:

1. Professional Activity Days are usually organized with top-down delivery models. This is problematic when the whole staff is in one room and the planning activities are not personalized for specific divisions.
2. Staff meetings need to be more collaborative with differentiated planning and time to network with grade partners. Planning time is often last on the agenda when it should be first.
3. Boards and principals are continuously jumping from one initiative to the next with little to no follow through. It is frustrating and the learning is rarely sustainable.
4. Boards are buying new diagnostic tests and piloting them. Some of these new tests require more work and more time for the teachers.
5. Many boards have only one approved diagnostic assessment so there is no choice for the teachers.
6. There is a lack of resources and professional learning opportunities for intermediate teachers.
7. The collapse of rotary in schools has been detrimental to members and to students. The loss of specialist teachers in schools continues to be an issue.
8. Student mental health issues are not being supported by school administration or the board. This continues to be a growing concern. There are serious concerns about the teacher’s role. Teachers should only be expected to “identify the situation not rectify the situation.” Trained experts are needed to support teachers and students.
9. Intermediate teachers are expected to be grading on a percent scale yet all achievement charts are based on a 1 to 4 level scale.

T. Worthy outlined his report to the ETFO Executive. He provided the committee with details around what he shared and a description of the new reporting format.

T. Worthy led the committee in a fulsome discussion about ETFO’s intermediate conference, “Innovate, Integrate, Motivate!” held on January 27 and 28, 2017, at the ETFO Office. Members shared their experiences of the conference as either participants or presenters. Much time was spent reviewing the participants’ feedback from the conference, which was very helpful to the committee in support of its impression that the conference was very successful. The feedback supported the committee’s belief that intermediate teachers appreciate events that focus on their distinct needs, and that there is an appetite for future conferences.

**Recommendations to the 2017 Annual Meeting:**

Nil.

Respectfully submitted,

Tim Worthy, Chairperson

## TW:LH:NM

REPORT TO THE 2017 ANNUAL MEETING OF THE

INTERNATIONAL ASSISTANCE COMMITTEE

# Terms of Reference

* To select candidates for Project Overseas for recommendation to the Executive.
* To advise the Executive on the promotion of member participation in Project Overseas and international work.
* To advise the Executive and recommend budget allocations for Project Overseas.
* To advise the Executive and make recommendations on the budget for other international education assistance programs and initiatives.
* To advise the Executive and recommend policy on ETFO’s participation in international development.
* To advise the Executive and make recommendations on international development activities of CTF, EI, and other organizations.

# Committee Members

Bruno Dallaire - Ontario North East Teacher Local (Chairperson)

Michael Beetham - Waterloo Region Teacher Local

Angela Cote - Lambton Kent Teacher Local

Wes Delve - York Region Teacher Local

Cheryl Sheffield - Ontario North East Teacher Local

Bea Yeung - Upper Grand Teacher Local

Jim Giles - Staff Liaison

# Committee Activities 2016-2017

The International Assistance Committee met on November 17-18, 2016, November

25-26, 2016 and by teleconference on February 21, 2017.

Project Overseas is a program under which educators from across Canada volunteer their time in the summer to work with co-tutors in host countries to present professional learning workshops to teachers in host countries A Debrief for 2016 Project Overseas participants was held at the ETFO office on October 14, 2016. Participants shared their projects and experiences. A telephone conference was also conducted with Alex Davidson from the Canadian Teachers’ Federation (CTF) so ETFO members could provide valuable feedback from the summer.

The International Assistance Committee continues to use a rubric for scoring applications. Committee members are sent the scoring rubrics ahead of time for reviewing applications. This process ensures that committee members score written applications holistically. A similar rubric is also used for telephone interviews. A prepared “one-minute” question is part of the telephone interviews, followed by six or more standard questions, developed in both English and French. Thirty-two applications were received this year for Project Overseas 2017. Of those 32 applications, 10 were returning Project Overseas alumni. Of the total number of applicants, 29 applicants identified themselves as a member of a designated group, while 13 applicants were members of a racialized group.

The second face-to-face meeting of the committee was devoted to 30 minute telephone interviews to short-list candidates. Applicants for 2017 came from 15 different locals with seven interviews conducted in French. The committee recommended 23 applicants to the Executive, all of whom were approved. Of these, CTF selected 14 ETFO members to participate this summer and six ETFO members (whose names are bolded below) were selected as team leaders.

NAME – LOCAL – COUNTRY - POSITION

Alvarine Aldridge - Elementary Teachers of Toronto – Gyana - Team Leader

Nicole Beaulieu - Upper Canada Teacher Local - Haiti - Team Leader

Olive Creary-Satchell - Elementary Teachers of Toronto – Dominica - Team Leader

Martine Engel - Lakehead Teacher Local – Dominica - Team Member

Lindsay Freedman - Peel Teacher Local - Ghana (YP) - Team Leader

Connie Furtney - Lambton Kent Teacher Local - Uganda Mbale - Team Leader

Carol Gaghadar - Elementary Teachers of Toronto - Uganda Masaka - Team Member

Lotje Hives - Near North Teacher Local - Ghana (YP) - Team Member

Rachid Kherraji - Trillium Lakelands Teacher Local – Haiti - Team Member

Cecilie Rosairus - Upper Grand Teacher Local - Ghana (Nkabom) - Team Member

Raul Selberg - Elementary Teachers of Toronto - St. Vincent - Team Member

Gary Stewart - Elementary Teachers of Toronto - Sierra Leone - Team Member

Fancesca Vonella - Greater Essex Teacher Local - Uganda Masaka - Team Leader

Filomena Yamashita - Greater Essex Teacher Local - Haiti - Team Member

The third International Assistance Committee meeting was held by teleconference. Discussion focused on finalizing interview questions for the 2017 selection of candidates and how to bring continued awareness of Project Overseas to ETFO members.

# Recommendations to the 2017 Annual Meeting:

Nil.

Respectfully submitted,

Bruno Dallaire, Chairperson

BD:JG:MF

**REPORT TO THE 2017 ANNUAL MEETING OF THE**

**LABOUR COMMITTEE**

**Terms of Reference**

* To advise the Executive on ways of enhancing the profile of ETFO within the broader labour movement.
* To advise the Executive and recommend strategies to increase the participation of ETFO within the broader labour movement.
* To advise the Executive and recommend strategies to increase participation of ETFO locals in local labour councils.
* To make recommendations to the Executive regarding the embedding of labour education into ETFO events, programs and activities.

**Committee Members**

Jeffrey Pelich Waterloo Region Teacher Local (Chairperson)

Janet Fraser Ottawa-Carleton Teacher Local

Janet Fuchek Lakehead Teacher Local

Angie Inglis Durham Teacher Local

Devon K. Moore Upper Grand Teacher Local

Kelly Hayes Staff Liaison

**Committee Activities 2016-2017**

During 2016-2017, the Labour Committee met twiceJeffrey Pelich was appointed as the chairperson of the committee.

At the first meeting the committee introduced themselves and shared their backgrounds and interest in labour issues and did a thorough review of 2016 Annual Meeting resolution outcomes which came from the committee, as well as recommendations the committee gave to the Executive in 2016-2017.

K. Hayes gave an update on the success of the Kids’ Union School pilot program which took place at the 2016 Annual Meeting and gave a briefing on the labour council discussion which took place at the Representative Council.

The committee discussed the importance of the history of ETFO, with ideas about a one-page document ETFO can hand out to new teachers or post on the website. K. Hayes will look into this further. Discussion also took place around the Canadian Labour Congress (CLC) convention. Committee members talked about the morning caucuses and how effective they were at bringing ETFO delegates together as a team. They stressed the importance of having an organized delegation. Members also felt it was important to continue sending out regular updates to CLC delegates leading up to the convention. In addition, a discussion took place around crowdsourcing and the issue of unregulated businesses, labour issues and safety. The committee thought it was important for ETFO to take a strong stand on industry regulation. By the end of the meeting, three (3) Annual Meeting resolutions were developed.

During the second meeting, committee members each gave a report on labour/labour council activities happening in their locals. Discussion took place on the planning of Community Forums, Town Halls, the Canadian Hearing Society (CHS) strike, Day of Mourning and local mobilization strategies.

K. Hayes gave an update on the Labour Council report which was an idea originating from this committee. A short presentation on labour councils was given at representative council in February, followed by a discussion with participants on the challenges and best practices of participating in labour councils. The report was presented at the May Executive meeting and distributed to local presidents at May Representative Council.

**Recommendations to the 2017 Annual Meeting:**

1. That ETFO not reimburse any expenses incurred through the use of crowdsourcing apps, including but not limited to, Uber, Airb&b and Homeaway, when on Federation business, effective September 1, 2017.
2. That ETFO develop and pay the expenses for a one day conference for ETFO labour council delegates from across the province to take place during the work week.
3. That That Position Statements be amended by the addition of a new section to read:

**“1.0** **Living Wage**

1.1 That all full-time and part-time ETFO employees be paid a living wage.

1.2 That all contractors and sub-contractors hired by ETFO pay their employees a living wage.”

Respectfully submitted,

Jeffrey Pelich, Chairperson

KH:NL:JF:EYO

REPORT TO THE 2017 ANNUAL MEETING OF THE

**LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND QUEER OR QUESTIONING MEMBERS** COMMITTEE

**Terms of Reference**

* To provide advice on the education of ETFO members about the histories and cultures of lesbian, gay, bisexual, transgender, queer or questioning people and the experiences of lesbian, gay, bisexual, transgender, queer or questioning members.
* To advise and make recommendations to the Executive of strategies which raise awareness and sensitize ETFO and its membership about lesbian, gay, bisexual, transgender, queer or questioning issues.
* To identify and recommend ways of supporting lesbian, gay, bisexual, transgender, queer or questioning members at the provincial and local levels.
* To recommend strategies and resources which address homophobia and heterosexism.

**Committee Members**

Lyla MacAulay - Elementary Teachers of Toronto Local (Chairperson)

Andrea Sillius - James Bay Teacher Local

Amanda Hardy - Peel Teacher Local

Joy Lachica - Elementary Teachers of Toronto Local

Andres Musta - Durham Teacher Local

Michelle Leonard - Staff Liaison

**Committee Activities 2016-2017**

The LGBTQ Committee met twice during the year on December 9, 2016 and February 7, 2017.

At its first meeting the committee discussed the frequency of self-identification of ETFO members, given the data available in the Equity and Women’s Services Annual Report. Participants discussed ways to encourage more members to self-identify.

The committee also discussed the importance of recognizing the realities of Intersex members. This discussion included a look at the committee’s mandate and contemplation of whether the committee’s name and terms of reference needed adjustment. The committee discussed existing resources and programs such as the MyGSA sticker, the LGBTQ conference, as well as ETFO’s participation in Pride Toronto and made suggestions.

At its second meeting, the committee suggested ways to increase traffic to the @ETFOPink Twitter channel and discussed community partnerships. Participants suggested modifications to the committee’s terms of reference and recommended encouraging members to self-identify.

The chairperson thanked members for their service to the committee and the Federation.

**Recommendations to the 2017 Annual Meeting:**

1. That Article X, Provincial Organization, Section 1, Executive, 10.1.1.5, be amended for the 2019 election to read:

“10.1.1.5 Executive members, as necessary to complete the Executive;

10.1.1.5.1 three (3) of the positions shall be only open to women members;

10.1.1.5.2 one (1) of the positions shall be only open to women members who are also First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members;

10.1.1.5.3 one (1) of the positions shall be only open to members who are First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members.”

1. That Bylaw III, Elections, 3.2.3, be amended to read:

“3.2.3 Executive members, as necessary to complete the fourteen (14) member Executive;

3.2.3.1 three (3) of the positions shall be only open to women members;

3.2.3.2 one (1) of the positions shall be only open to women members who are also First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members; and

3.2.3.3 one (1) of the positions shall be only open to members who are First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members.”

1. That Bylaw VI, Procedure to Fill a Vacancy on the Executive, 6.7.2, be amended to read:

“6.7.2 a vacancy in an equity position shall be only open to designated members;

6.7.2.1. a vacancy in an equity position for women shall be only open to women members;

6.7.2.2 a vacancy in an equity position for women members who are also First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members shall be only open to women members who are also First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members;

6.7.2.3 a vacancy in an equity position for members who are First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members shall be only open to members who are First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members.”

1. That Bylaw VI, Procedure to Fill a Vacancy on the Executive, 6.8.2, be amended to read:

“6.8.2 a vacancy in an equity position shall be only open to designated members;

6.8.2.1 a vacancy in an equity position for women shall be only open to women members;

6.8.2.2 a vacancy in an equity position for women members who are also First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members shall be only open to women members who are also First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members; and

6.8.2.3 a vacancy in an equity position for members who are First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members shall be only open to members who are First Nations, Métis or Inuit, members with a disability, lesbian, gay, bisexual, transgender, intersex, queer or questioning members or racialized members.”

Respectfully submitted,

Lyla MacAulay, Chairperson

LM:ML:KH

## REPORT TO THE 2017 ANNUAL MEETING OF THE

## LIBRARY COMMITTEE

**Terms of Reference**

* To advise the Executive on the current issues facing Teacher-Librarians in elementary schools.
* To identify for the Executive the variety of roles and working conditions of elementary Teacher-Librarians from board to board.
* To advise the Executive on promoting the vision of the school library learning commons and the crucial role of Teacher-Librarians in elementary schools.
* To advise the Executive and recommend strategies that will strengthen the role of elementary Teacher-Librarians as specialist teachers of literacy, information literacy, and the integration of information-communication technologies (ICTs) into the curriculum.
* To advise the Executive and recommend programs and resources which will support Teacher-Librarians.

**Committee Members**

Johanna Gibson-Lawler - Greater Essex County Teacher Local (Chairperson)

Karen Churcher - Lambton Kent Occasional Teacher Local

Michael Mayes-Stewart - Trillium Lakelands Teacher Local

Deborah McCallum - Simcoe County Teacher Local

Heather Thompson - Peel Teacher Local

Stephen Mau - Staff Liaison

**Committee Activities 2016-2017**

The committee met twice during the year and once via teleconference.

During the first meeting the committee:

* reviewed the Guidelines for ETFO Committee Members 2016-2017;
* selected Johanna Gibson-Lawler as the committee chairperson;
* reviewed the activity of the committee during the 2015-2016 school year;
* met with Executive Liaison K. Campbell, asked questions about how provincial Executive dealt with the committee’s recommendations from the previous school year, and had a broad discussion about the role of the teacher-librarian;
* reviewed the Library Committee Terms of Reference;
* discussed the use of Makerspaces in the Library Learning Commons;
* discussed how to leverage ETFO’s *Building Better Schools* platform in advocating on behalf of teacher-librarians;
* worked on an online survey of teacher local presidents approved by provincial Executive;
* discussed a number of initiatives by the Ontario School Library Association (OSLA): the release of a School Inquiry Process Poster, the redeveloped *Together for Learning* website, and an initiative to compile a database of Librarianship AQ instructors to share information from the OSLA; and
* discussed the importance of school librarians forming relationships with local public librarians to avoid duplicate expenses for periodical and e-book databases.

During the second meeting the committee:

* reviewed and amended an online survey of teacher local presidents; and
* discussed the process for approving and distributing the survey.

During the third meeting the committee:

* received an update on two library motions that were brought to the October 2016 Representative Council by the Greater Essex County Teacher Local;
* met with Executive Liaison K. Campbell who explained how provincial Executive had dealt with two Representative Council motions;
* reviewed the raw data from the online survey of teacher local presidents and compiled an executive summary of the results;
* engaged in a strategy discussion on how to leverage the teacher-librarian position using *Building Better Schools*;
* researched online references to the *Library Learning Commons* philosophy in Ontario on Ministry of Education and school board websites; and
* heard a report on the Ontario School Library Association 2017 AGM from J. Gibson-Lawler.

**Recommendations to the 2017 Annual Meeting:**

Nil.

Respectfully submitted,

Johanna Gibson-Lawler, Chairperson

JG:SM:AA

## REPORT TO THE 2017 ANNUAL MEETING OF THE

## MEN’S FOCUS COMMITTEE

**Terms of Reference**

* To provide advice to the Executive on developing policies, procedures, and initiatives relating to males in elementary education.
* To advise the Executive on ways to support the role of males as educators.
* To discuss issues pertaining to male educators.

**Committee Members**

Shane Gibson - Kawartha Pine Ridge Teacher Local (Chairperson)

Ken Gee - Limestone Occasional Teacher Local

Martin Kay - Halton Teacher Local

Edward Stewart - Upper Canada Teacher

Steve Thorkildsen - Grand Erie Teacher Local

Todd Rimmington - Staff Liaison

**Committee Activities 2016-2017**

The committee met twice during the year, on November 28, 2016 and February 10, 2017.

During the first meeting the committee:

* selected Shane Gibson, Kawartha Pine Ridge Teacher Local, as the committee chairperson;
* reviewed the *Guidelines for ETFO Committee Members 2016-2017*;
* reviewed the minutes from the committee during the 2015-16 school year;
* reviewed a list of all ETFO programs to help facilitate brainstorming of potential programs and supports that may assist male educators;
* reviewed information from the 2015 “Social Justice and Equity Conference for Male Educators”, and recommended to the Executive that ETFO offer an Equity and Health and Wellness Conference for male educators to be initially offered in the 2017-2018 budget year and then held on a biennial basis with the conference utilizing one full day of release time;
* received a report from T. Rimmington outlining all of the supports available to members facing allegations and reviewed ETFO Lobbying Efforts Regarding CAS processes; and
* discussed the stressors for male educators going through the allegation process due to the perception of an immediate presumption of guilt by the school community, which is related to the negative stereotypes of male educators teaching elementary aged students.

During the second meeting the committee:

* discussed ETFO communications processes regarding allegations;
* recommended to the Executive that the Executive investigate ways in delivering the “Legal Assistance for Members” card (e.g. Voice magazine, delivery to local leaders, steward mailing) yearly to all members; and
* recommended to the Executive that the Executive investigate the feasibility of providing an electronic downloadable “Legal Assistance for Members” cards for members.

**Recommendations to the 2017 Annual Meeting:**

Nil.

Respectfully submitted,

Shane Gibson, Chairperson

SG:TR:ARM

**REPORT TO THE 2017 ANNUAL MEETING OF THE**

**NEW MEMBERS COMMITTEE**

### Terms of Reference

* To advise the Executive as to the perspective of new members on Federation initiatives.
* To advise the Executive and recommend strategies which support members new to the education profession and the Federation.
* To advise the Executive and recommend ways to encourage new members to become involved in the Federation.
* To advise the Executive and recommend strategies to educate new members on their role and responsibilities as members of the Federation.

### Committee Members

Shawna Rothgeb - Ottawa-Carleton Teacher Local (Chairperson)

Tammy Axt - Peel Teacher Local

Steve Dell - Durham Teacher Local

Cecilia Poblete - Toronto Occasional Teacher Local

Courtney Watson - Ottawa-Carleton Occasional Teacher Local

Phyllis Hession-White - Staff Liaison

### Committee Activities 2016-2017

The New Members Committee met on November 8, 2016 and February 10, 2017. The

committee discussed and analyzed issues pertaining to new members.

During the first meeting the committee:

* reviewed the committee’s Terms of Reference;
* selected Shawna Rothgeb from the Ottawa Carleton Teacher Local to chair the

New Members Committee;

* reviewed the ETFO Reference Book and Welcome to ETFO book and discussed items in it of particular interest to the New Members Committee;
* reviewed a number of ETFO resources available to support new teachers;
* reflected on the previous year’s Annual Meeting resolutions and started the discussion around possible resolutions for this summer’s Annual Meeting;
* discussed local initiatives to engage new members and shared how NTIP runs in each local; and
* reviewed feedback from the Fall Leadership New Member Chair Training and made suggestions for next year.

During the second meeting the committee:

* reviewed the committee’s Terms of Reference;
* shared updates and ideas from local New Member Committees;
* discussed the previous year’s Annual Meeting resolutions;
* established the Annual Meeting resolutions being put forward to the 2017 Annual

Meeting;

* discussed how NTIP programs run in each local and specifically the

importance of the timing of sessions and if/when they are mandatory and also talked about supports available to occasional teachers;

* shared the new Kindergarten Communication of Learning Professional Judgement Matters and the latest PRS Matters bulletins; and
* shared information about New Member awards and bursaries.

On April 17, 2017 Shawna Rothgeb, chairperson of the New Members Committee, met with the provincial Executive to share the activities of the committee. The Chairperson introduced the members of the committee, reviewed issues facing our new members and discussed upcoming resolutions to the Annual Meeting. The opportunity to provide the provincial Executive with insight into the difficulties our newer members face was invaluable and the connections made with other committee chairpersons were excellent.

### Recommendation to the 2017 Annual Meeting:

1. That policy statement 30.3 be changed to include “new Canadians”.

Respectfully submitted,

Shawna Rothgeb, Chairperson

SR:PHW:NC

**Report to the 2017 Annual meeting Of the**

**Occasional Teacher Committee**

**Terms of Reference**

* To advise the Executive on the perspective of occasional teachers on Federation initiatives.
* To advise the Executive on legislation, board policies and other issues, which impact occasional teachers.
* To advise the Executive and recommend strategies which support members who are occasional teachers.
* To advise the Executive and recommend ways to encourage occasional teachers to become involved in the Federation.
* To advise the Executive and recommend programs and resources which will support occasional teachers.

**Committee Members**

Rod Marijan - Peel Occasional Teacher Local (Chairperson)

Scott Maudsley - Toronto Occasional Teacher Local

Amanda Anderson - Bluewater Occasional Teacher Local

Adam Methot - Lakehead Occasional Teacher Local

Carol Waffler - Upper Grand Occasional Teacher Local

Kelly Holley - Staff Liaison

**Committee Activities 2016-2017**

The Occasional Teacher Committee met on November 29, 2016 and on January 30, 2017. The committee’s activities in 2006-2017 included discussions of the following:

* the importance of investigating an affordable benefit plan for occasional teachers;
* the negotiated funding for professional development on health and safety training for occasional teachers, the utilization of these funds by locals and the importance of accessing the funding prior to August 31, 2017;
* the use of applications (apps) for smart phones for daily teaching jobs and determined that there is a cost for the apps and that they may create an unfair advantage;
* the bargaining goals for occasional teachers based on the survey and the definition of a meaningful salary increase for occasional teachers, which would include the need for all occasional teacher locals to be tied to the teacher local salary grid, the actual calculation of the daily rate itself and compensating daily occasional teachers assigned to home. Local occasional teacher leaders have details to help define meaningful salary increases for their members;
* Regulation 274 and options for improvement and suggested that boards should be replenishing Long Term Occasional (LTO) lists at least once per year, and preferably more than once per year;
* boards maintaining a sufficient number of occasional teachers on the LTO list;
* the elimination of the LTO list and a move from an LTO list to a Permanent to Hire list, where LTO’s would be hired from the occasional teacher roster by seniority and permanent jobs would be hired from the Permanent to Hire list; and
* workload concerns with regard to LTO’s and reporting and discussed the increased workload that LTO’s sometimes experience in regard to volume (this can result in LTO’s feeling pressured to fill the entire box on the report card as they are trying to obtain permanent work).

**Recommendations to the 2017 Annual Meeting:**

1. That ETFO consider approving expenses for accommodation and dinner the evening prior to an event if it is deemed likely that the travel time on the morning of the event would be in excess of two hours.

Respectfully submitted,

Rod Marijan, Chairperson

REPORT TO THE 2017 ANNUAL MEETING OF THE

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

# Terms of Reference

* To advise and make recommendations to the Executive on health and safety issues.
* To make recommendations to the Executive to raise member awareness of health and safety issues in schools.
* To provide advice on the promotion of member participation in health and safety training.
* To provide advice for assistance for health and safety representatives who sit on joint occupational health and safety committees.

# Committee Members

Adam Ziegler - Waterloo Region Teacher Local (Chairperson)

Jennifer Barry - Lakehead Teacher Local

Tracy DiCostanzo - Niagara Occasional Teacher Local

Isabel Landrey - Thames Valley Teacher Local

Sherri Madore - Renfrew County Teacher Local

Valence Young - Staff Liaison

# Committee Activities for 2016-2017

The committee scheduled two meetings for November 4, 2016 and February 22, 2017.

The committee discussed reporting and response requirements for workplace violence and serious student incidents, as well as and the effective use of incident and injury data for documenting trends, protecting members and planning prevention.

The committee reviewed the Bill 132 (An Act to amend various statutes with respect to sexual violence, sexual harassment, domestic violence and related matters) in the context of its implications for workplace harassment policies under the *Occupational Health and Safety Act.*

The committee remains concerned about workplace mental health issues noting that illness related to mental health is a leading source of Long Term Disability claims.

The committee continued to consider the unique circumstances of Occasional Teachers, in particular the need to have information about emergency procedures and safety plan information about specific students.

The committee discussed the use of effective reporting, labour management discussion and Joint Health and Safety recommendations to help resolve specific situations such as snow removal and ice management, and pest control.

The committee discussed the effects of high noise levels in various school settings and the related risks of voice and hearing damage. Examples of international standards and guidance on the acoustic design of schools were reviewed.

The committee discussed effects of poor indoor air quality on teaching, learning, and health with emphasis on ineffective heating and ventilation systems, temperature extremes and mould growth.

The committee expressed concerns about the potential risks of radon gas exposure in some public buildings including schools and the benefits of radon testing and remediation to help to control the incidence of radon exposure among staff and students. Radon is a leading cause of lung cancer in Canada and the risks of occupational exposure are not well understood.

# Recommendations to the 2017Annual Meeting:

1. That ETFO, through OTF and OFL, lobby the Ontario government to require through regulation, that public buildings, including schools, be tested for radon gas with remediation as may be required; and that new public buildings, including schools, be equipped with protective devices for radon control.

Respectfully submitted,

Adam Ziegler, Chairperson

VY:AZ:ARM

**REPORT TO THE 2017 ANNUAL MEETING OF THE**

**PENSION COMMITTEE**

**Terms of Reference**

* To study pension and related issues that impact on active and retired members of the Ontario Teachers’ Pension Plan (OTPP) and the Ontario Municipal Employees Retirement System (OMERS).
* To study the communication of pension information to ETFO members.
* To advise and make recommendations to the Executive on pension issues.
* To advise the Executive on the promotion of education among ETFO members about pensions or pension related issues.

**Committee Members**

Cindy Wynter-Francis Ottawa Carleton Teacher Local (Chairperson)

Norma Coleman Peel Teacher Local

Carrie Nethery Upper Grand Teacher Local

Nancy Pigden Simcoe County Teacher Local

Kim Rykman Avon Maitland Teacher Local

Dave Wing Staff Liaison

**Committee Activities 2016-2017**

The committee participated in two face-to-face meetings. The first meeting was held on December 9, 2016. Executive Liaison Karen Campbell brought greetings from the ETFO Executive and discussed strategies for pension information to be shared with members, including at stewards meetings. She described the role of governors discussing pension issues through the Ontario Teachers’ Federation (OTF). The members of the committee discussed the need to continue efforts to engage members about pension issues throughout their career. They discussed the importance of members understanding the significance of buying back pension credit after returning from pregnancy, parental and other leaves.

Committee members were then provided with an update on communication tools available to members of the Ontario Municipal Employees Retirement System (OMERS) and the Ontario Teachers’ Pension Plan (OTPP). They reviewed the *myOMERS* and *iAccess Web* online tools. They also viewed electronic versions of the OMERS and the

OTPP member magazines, the various pension links on the ETFO website and were told about the application available to embed in local websites.

The second meeting was held on April 28, 2017. The committee members discussed perusing local websites to look for pension information. Members of the committee mentioned how it was difficult to find the information on some web pages, and others reported that the websites they looked at did not have a link or pension related information. In addition, some local websites were housing the pension plan information under “Retirement”. This could be problematic since newer teachers may not look in that section of the website. The committee will plan how to examine the pension related content on local websites in more detail at the next meeting in the fall.

On the topic of engaging members throughout their career on pension issues, the committee discussed the concept of ETFO creating a pension workshop for teachers in their first five years. The committee felt that newer teachers need information on aspects of their pension like leave buy backs and beneficiary designation early in their career.

The committee looked at the performances for 2016 of the Ontario Teachers’ Pension Plan (OTPP) and the Ontario Municipal Employees Retirement System (OMERS). Both plans had strong investment returns for 2106. OMERS had a return rate of 10.3% and OTPP’s rate was 4.2%.

Committee members discussed how the number of retirees continues to increase in the ratio of working members to retired members.

Norma Coleman, Carrie Nethery and Nancy Pigden completed their term as members of the Pension Committee. Members of the committee thanked them for their commitment and contributions, and wished them well on their future endeavours.

**Recommendations to the 2017 Annual Meeting:**

Nil.

Respectfully submitted,

Cindy Wynter-Francis, Chairperson

CWF:DW:JR

**REPORT TO THE 2017 ANNUAL MEETING OF THE**

**POLITICAL ACTION COMMITTEE**

**Terms of Reference**

* To advise the ETFO Executive and make recommendations to enhance the profile of political issues within the Federation.
* To recommend strategies that will foster and encourage greater political involvement by ETFO members.
* To recommend strategies to deal with issues at all levels of government.\
* To make recommendations regarding ETFO's participation at meetings and conventions of political parties.
* To analyze the policies of political parties and other organizations interested in education.
* To make recommendations designed to strengthen ETFO's partnership with other teacher federations, labour groups and social action groups in order to foster a broad-based response to social justice issues at the provincial and local levels.
* To recommend resource material, training material and communications strategies to support effective political action.
* To act upon the recommendation or direction of the Executive.

**Committee Members**

Chris Hoffman - Peel Teacher Local (Chairperson)

Velma Morgan - Elementary Teachers of Toronto Local  
Shelly Predum - Algoma Teacher Local  
Mary Fowler - Durham Teacher Local  
David Buddell - Halton Teacher Local

James Taylor - Staff Liaison

**Committee Activities 2016-2017**

The committee made the following recommendation to the Executive:

* That ETFO support and endorse the People’s Climate March on April 29, 2017.

Beyond the recommendations forwarded to the Executive and Annual Meeting, the committee provided input on a wide range of issues that were brought forward by staff and informed the work of ETFO. These included the engagement of members in provincial elections given the new funding rules, fall 2017 training session for local political action chairs, sharing information between the committee and local PAC chairs including the survey of local PAC activities. The committee also provided input on the public relations campaign and local community forums, including feedback from the January community forum training. The committee provided criteria suggestions for the activist award that was created after a committee recommendation in 2015-2016.

**Recommendations to the 2017 Annual Meeting:**

1. That ETFO hold a social justice action at the Annual Meeting over a lunch recess in non-election years.

Respectfully submitted,

Chris Hoffman, Chairperson

CH:JT:VO

**REPORT TO THE 2017 ANNUAL MEETING OF THE**

**PROFESSIONAL DEVELOPMNET/CURRICULUM COMMITTEE**

**Terms of Reference**

* To advise the Executive and recommend policy related to professional development, curriculum and assessment.
* To advise the Executive and recommend initiatives for members of the Federation related to professional development, curriculum and assessment.
* To advise the Executive and recommend content, delivery and design of Federation professional development, curriculum and assessment programs.
* To advise the Executive on matters relating to the professional development work of the committee.

**Committee Members**

Margaret Chung - Limestone Teacher Local (Chairperson)

Susan Bingham - Ottawa-Carleton Teacher Local

Michelle Furlotte - Lakehead Teacher Local

Sophie Kroesen - Toronto Occasional Teacher Local

Shelly Vohra - Peel Teacher Local

Ruth Dawson - Staff Liaison

**Committee Activities 2016-2017**

The committee met twice during the year on February 22, 2017 and May 1, 2017. At these meetings the committee:

* reviewed the disposition of their recommendations to the Executive;
* reviewed current ETFO policy on professional development and curriculum related issues;
* shared suggestions regarding possible revisions to the Annual Learning Plan;
* discussed the concept of collaborative professionalism as outlined in *Policy/Program Memorandum 159* and related issues for ETFO to monitor;
* debriefed the Professional Learning Chair Training and made suggestions for the 2017 program;
* reviewed the ETFO Professional Learning/Curriculum partnership document and provided suggestions for the timing of communication about programs with local professional learning chairs;
* provided feedback on the Ministry of Education policy on Experiential Learning to better reflect elementary connections;
* discussed the implementation of the Ontario’s Renewed Mathematics Strategy and raised issues that have arisen across the province throughout the first year;
* provided feedback on ETFO resources for professional judgement; and
* shared issues related to increasing teacher workload and the continued erosion of professional autonomy in instruction and assessment practices.

**Recommendations to the 2017 Annual Meeting:**

1. That ETFO will create and distribute an all member petition to lobby the government to limit the scope of all EQAO elementary testing to a random sample.
2. That ETFO, through OTF, lobby all Ontario affiliates to participate in a province-wide petition to limit the scope of all EQAO testing to random sampling.

Respectfully submitted,

Margaret Chung, Chairperson

RD:MC:KH

**REPORT TO THE 2017 ANNUAL MEETING OF THE**

**PROFESSIONAL RELATIONS AND DISCIPLINE COMMITTEE**

**Terms of Reference**

* To advise the Executive and recommend programs to educate, assist and inform members about the prevention of professional difficulties and how to respond when dealing with professional concerns.
* To act in accordance with the disciplinary procedures for alleged violations of Article VI: Code of Professional Conduct of the ETFO Constitution.
* To advise the Executive and make recommendations on matters that impact on the professional lives of members.

**Committee Members**

Andrew Aloe Upper Grand Occasional Teacher Local (Chairperson)

Janet Bigham Simcoe County Teacher Local

Tania Kerr Hamilton Wentworth Teacher Local

Patti Monteith Waterloo Teacher Local

Allison Ryan Renfrew County Teacher Local

Mario Spagnuolo Greater Essex County Teacher Local

Jennifer Mitchell Staff Liaison

Susan Thede Staff Liaison

**Committee Activities 2016-2017**

The committee met on December 2, 2016, February 23, 2017 and March 31, 2017.

The committee discussed and recommended to the Executive several confidential alleged violations of Article VI: Code of Professional Conduct of the ETFO Constitution. The following issues were also discussed:

* Bill 37 “Protecting Students Act” (a memo was sent to local Presidents in December);
* FDK and the Learning Template;
* the process for filing a complaint;
* the need to update the flyer “Contemplating a Complaint Under the ETFO Code of Professional Conduct” to include a comment about how a complainant shouldn’t communicate with a respondent in person, by phone, or electronic communication and vice versa;
* the distribution of an updated “Contemplating a Complaint Under the ETFO Code of Professional Conduct” through a Stewards mailing;
* mental health concerns; and
* the need to update and re-issue a PRS bulletin on mental health.

**Recommendations to the 2017 Annual Meeting:**

1. That ETFO lobby through the Ministry of Education to create a K-8 Report Card comment bank accessible to teachers in the province of Ontario.

Respectfully submitted,

Andrew Aloe, Chairperson

AA:JM

REPORT TO THE 2017 ANNUAL MEETING OF THE

SPECIAL EDUCATION COMMITTEE

# Terms of Reference

* To provide advice to the Executive on special education issues and their impact on members.
* To provide advice to the Executive on the promotion of the education of students with special needs.
* To provide advice to the Executive on the content, delivery, and design of special education programs.
* To review policy, procedures, and legislation related to special education and make recommendations to the Executive.

# Committee Members

Thomas Widstrand - Elementary Teachers of Toronto Local (Chairperson)

Martha Brown - Ottawa-Carleton Teacher Local

Laurie Josevski - Durham Occasional Teacher Local

Wendy Lauwerier - Grand Erie Teacher Local

Elizabeth Anne Mitchell - Halton Teacher Local

Nancy Baldree - Staff Liaison

# Committee Activities 2016-2017

Two meetings were held in Toronto on November 4, 2016 and February 3, 2017. The committee’s activities and discussions included the following:

* a review of the committee’s Terms of Reference;
* a review and discussion of the ETFO Special Education Policy;
* a review and discussion of the committee’s 2016 Report to the Annual Meeting;
* a review and discussion of the defeat of the 2016 Annual Meeting resolution;
* a debrief of the Annual Meeting Special Education Caucus, including issues identified as areas of concern;
* discussion of workplace violence, special education requirements of Faculty of Education’s new two-year program, changes to autism supports for students, Section 23 programs and third party protocols;
* input on the issue of student well-being; and
* discussion of the role of special education committees in locals.

# Recommendations to the 2017 Annual Meeting:

1. That policy statement 75.0, Special Education - General, be amended by the addition of a new subsection to read:

“1.0 That policies of inclusion be implemented by the Ministry of Education with adequate funding for staffing, training and resources.”

Respectfully submitted,

Thomas Widstrand, Chairperson

TW:NB:SM

REPORT TO THE 2017 ANNUAL MEETING OF THE   
STATUS OF WOMEN COMMITTEE

# Terms of Reference

* To advise the Executive on ways of enhancing the status of women in the teaching profession and in society.
* To advise the Executive on ways of enhancing the profile of local ETFO status of women committees.
* To advise the Executive on the training and provision of support for local status of women chairpersons.
* To develop policy recommendations for the Executive and the Annual Meeting to assist locals to establish policies within district school boards that are relevant to women’s issues.
* To provide advice on the content, delivery, and design of status of women programs for locals.
* To make recommendations to the Executive for possible action on issues related to the status of women.
* To make recommendations to the Executive on outreach to community-based women’s organizations.
* To advise the Executive on how to include women members in all aspects of ETFO’s organization and programs.
* To advise the Executive on how to promote opportunities for networking, leadership, and professional development for women members.

# Committee Members

April Elliott Limestone Teacher Local (Chairperson)

Liz Ashworth Upper Grand Teacher Local

Olive Creary-Satchell Elementary Teachers of Toronto Local

Krissy Mayer-Craigie Ottawa-Carleton Occasional Teacher Local

Lianne Wyatt Niagara Occasional Teacher Local

Carol Zavitz Staff Liaison

# Committee Activities 2016-2017

The committee met on November 11, 2016 and February 2, 2017, and had a teleconference on June 15, 2017. The committee’s activities during 2016-2017 included the following:

* a discussion of the Women’s Caucus at Annual Meeting, the experience of organizing support for designated positions for women on local executives, and the passage of the new policy on women’s equality;
* a review of materials provided to local status of women chairpersons at their training sessions at Leadership 2016;
* a review of the Women’s History Month video, which was produced as a result of the committee’s recommendation last year, and recommend that ETFO alternate videos with posters to recognize Women’s History Month in the future;
* a suggestion for a session on mentoring for the status chairpersons’ workshop;
* a continued discussion on ways of increasing the representation of women on local executives;
* a recommendation of the piloting of a closed *Facebook* group for local status of women committee chairpersons; and
* a discussion of the health and safety issues surrounding inadequate access to washroom facilities and how ETFO could give profile to the issues.

# Recommendations to the 2017 Annual Meeting:

1. That Article XI, Local Organizations, be amended by a new section to read:

“1.0 Programs for Women.

1.0 Each local shall endeavour to allocate six (6) per cent of their budget to programs for women only.”

1. That Article XI, Local Organizations, Section 3, Annual Meeting, Section 11.3.2, be amended by the addition of a new subsection to read:

“1.0 Ensure the secretary or designate keep a record of female and male speakers.”

1. That any local executive with two (2) or more released officers and no constitutional provisions that at least one (1) released officer self-identify as a woman:
2. at their next local general meeting that considers constitutional amendments, put forward a constitutional amendment to ensure at least one released officer self-identify as a woman; and
3. have members vote on the issue.

Respectfully submitted,

April Elliott, Chairperson

AE:CZ:AJ

## REPORT TO THE 2017 ANNUAL MEETING OF THE

## TEACHER EDUCATION/FACULTY LIAISON COMMITTEE

### Terms of Reference

* To provide advice on the promotion of the role of the Federation in pre-service education.
* To facilitate the entry of new graduates into the profession.
* To monitor the activities of the College of Teachers and other organizations as they relate to teacher education.
* To communicate to faculties of education trends impacting on the profession.
* To ensure that teacher candidates are made aware of professional ethics and teachers’ rights and responsibilities during their pre-service years.

### Committee Members

Juliet Robinson Ottawa-Carleton Teacher Local University of Ottawa (Chairperson)

David Ball Durham Teacher Local UOIT

Sherri Conley Rainbow Teacher Local Laurentian University

Cereita Goulbourne Peel Teacher Local OISE/University of Toronto

Marsha Jones Kawartha Pine Ridge OT Local Trent University

Leah Kearney Elementary Teachers of Toronto York University

Iris Maxwell Lakehead Teacher Local Lakehead University

Dale Napier Thames Valley Teacher Local University of Western Ontario

Michelle Passmore Near North Teacher Local Nipissing University

Annamari Pouti-Fletcher Greater Essex County Teacher Local University of Windsor

Jane Roberts Limestone Teacher Local Queen’s University

Angela Salvatori-Corapi Niagara Teacher Local Brock University

Joanne Threndyle Waterloo Region Teacher Local Wilfrid Laurier University

Joanne Languay Staff Liaison ETFO

### Committee Activities 2016-2017

The Teacher Education/Faculty Liaison Committee (TEFLC) met three times this year.

At the October meeting, an orientation meeting was held for members new to the committee. S. Swackhammer, Executive Liaison and First-Vice President, welcomed the new members and extended thanks to returning members. She provided an overview of the role and responsibility that the Executive Liaison plays as the Executive representative for the TEFLC and the role that the TEFLC plays. Juliet Robinson was elected chairperson. S. Swackhammer discussed the importance of keeping timing in mind with respect to the rotation of chairpersons on the OTF Teacher Education Committee in order to avoid a new person having to assume the dual role of OTF and TELC chairperson in their first year on the committee. The committee discussed the new processes for the Faculty of Education award. The main changes to the award are that it is self-nominating and the ETFO awards committee selects the award recipients. A letter to the Ministry of Education by OTF Staff Officer L. Amato was shared with the committee addressing the disadvantage that one year off-shore programs pose to Ontario teachers who must complete a 4-semester certification program before being eligible to teach. J. Languay shared some of the unintended impacts of the two-year program and the need for an impact analysis/evaluation of the entire program.

At the February meeting, S. Swackhammer thanked the committee for their work. J. Languay shared the rotation of the chairpersons for 2017-2018, as well as the April 30th deadline for the Faculty of Education award. The committee discussed the issues brought forward to the January 26, 2017 Teacher Education Discussion (TED) Table. The committee reviewed the guidelines for Federation Day workshops and presentations. TEFLC members were reminded that the teacher candidates’ duty to report to CAS falls under the same regulations as teachers. Committee members were forwarded the ETFO PRS Matters, “A Member’s Duty to Report – Child and Family Services Act”.

At the May meeting, First Vice President S. Swackhammer gave feedback about the importance of Federation Day and effective format for both presenters and teacher candidates. The committee looked at the ETFO workshops available for teacher candidates. The OTF Teacher Education Staff Work Group are hoping to work with the Ministry of Teaching Standards and Policies branch and the Ministry of Advanced Education and Skills Development to secure support for the OTF and Affiliates practical vision for associate teaching. The Teacher Education Application Service (TEAS) statistics reflect a slight increase of 500 applicants to faculties over last year. The committee looked at the OCT *Transition to Teaching 2016* report and the number of the projected retirees vs. graduates in the next four years and its impact on the job market. Thanks were extended to the five members representing 19 years of service to the teacher education committee, who will not be returning next year.

**Recommendations to the 2017 Annual Meeting:**

Nil.

Respectfully submitted,

Juliet Robinson, Chairperson

JR:JL:MF