

**ETFO  
STANDING  
COMMITTEES**

**REPORT TO THE  
2018  
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 2017-2018

1. Annual Meeting
2. Anti-Racist Education
3. Arts
4. Awards
5. Collective Bargaining
6. Disability Issues
7. Early Years
8. Education Support Personnel/Professional Support Personnel/Designated Early Childhood Educator
9. English as a Second Language
10. Environmental
11. First Nations, Métis, Inuit Education
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 2018 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

André Mrozewski	Hastings-Prince Edward Teacher Local (Chairperson)
Andrea Jackson	York Region Teacher Local
Ruth Mackie	Rainy River Teacher Local
Susan Ritchie	Algoma Teacher Local
Uloma Onyido	Elementary Teachers of Toronto Local
Lorna Larmour	Staff Liaison
Evelyn McGrogan	Staff Liaison
Olesia Romanko	Staff Liaison

## Committee Activities 2017-2018

The Annual Meeting Committee met four times this year on October 21, 2017, March 21-23, 2018, June 1, 2018 and August 12, 2018.

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, the Representative Council and the Executive. Confirmation of changes were received from each of the contact individuals. Equity training was provided to the parliamentarian team. The committee suggested methods to streamline resolutions by the use of En Bloc motions for housekeeping items, OTF resolutions and lobbying action resolutions. The committee developed “tip sheets” for the role of credential chair, resolutions chair and steering chair to assist incoming committee members at future Annual Meetings. The committee made recommendations to the Executive for the appointment of assistants and poll clerks for the 2018 Annual Meeting.

Chairperson A. Mrozewski presented a report to the Executive on the work of the committee to date at the March Executive meeting.

In June, the committee reviewed the Annual Meeting procedures with the parliamentarians and staff. Role descriptions for the committee, parliamentarians, assistants and poll clerks were finalized. The draft agenda was received.

During the August meeting, the committee finalized all procedures, clarified the roles of assistants and poll clerks and participated in their training.

**Recommendations to the 2018 Annual Meeting:**

Nil.

Respectfully submitted,  
André Mrozewski, Chairperson

AM:LL:KH

# REPORT TO THE 2018 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 2017-2018

The committee met on November 14, 2017 and February 5, 2018. At the November 14, 2018 meeting, S. Hendricks was re-elected committee chairperson. K. Makan provided information about ETFO *Raise your Voices* Conference for Racialized Members held on Saturday, February 10 and Saturday June 2, 2018 at the ETFO provincial office. The committee reviewed the Terms of Reference and requested that the third statement in the Terms of Reference for the Anti-Racist Standing Committee be changed to read as, “To identify current societal issues in anti-racism, which should be addressed by the Federation”. This recommendation was referred to the May 2018 Executive Meeting.

Vice-President M. Rusnak brought greetings to the February 5, 2018 meeting and shared information about the logistics required to ensure that the 2017 Annual Meeting Resolution (3-6), AMR 10 be ready for implementation at the 2019-2021 Annual Meeting Provincial Executive Election. K. Makan shared details about ETFO’s 365 Black Canadian poster, curriculum resources, calendar and workshop.

The committee determined that no resolutions would be submitted to the 2018 Annual Meeting and that Chairperson S. Hendricks would support resolutions by other equity seeking committees and members.

S. Hendricks discussed her upcoming presentation to the Executive on February 28, 2018. She shared items she would like to discuss at the meeting and sought feedback from committee members.

K. Makan thanked committee members whose term would end this year and wished them all the best in coming year.

**Recommendations to the 2018 Annual Meeting:**

Nil.

Respectfully submitted,  
Samantha Hendricks, Chairperson

KM:SH:AJ

# REPORT TO THE 2018 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 learning 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

Ayesatta Conteh	Elementary Teachers of Toronto (Chairperson)
Elisabetta De Santis	Toronto Occasional Teacher Local
D. Gavin Foster	Hastings-Prince Edward Teacher Local
Betty Lee-Daigle	Greater Essex County Teacher
Laurie Provenzano	York Region Teacher Local
Mike Lumb	Staff Liaison

## Committee Activities 2017-2018

The committee met twice during the 2017-2018 school year. The first meeting was held on November 24, 2017 and the second on January 25, 2018.

At the first committee meeting held on November 24, 2017, A. Conteh was acclaimed chairperson. The committee reviewed the Committee Guidelines and ETFO Arts Policy statements. Over the course of the two meetings, an update was provided on ETFO programs related to First Nations, Métis and Inuit (FNMI) activities and the Arts with respect to ETFO Arts resources and Book Clubs.

The 2017 Annual Meeting Report was reviewed with a focus on the related motion 15 which put the idea that each local shall endeavour to have an Arts Committee. This motion was presented originally at the 2016 Annual Meeting. Discussion ensued about the use of language in the motion. There remains interest in putting the motion forward due to the conversation and growing support it has garnered at the last two Annual Meetings.

The committee discussed the possibility of holding an Arts Caucus at the 2018 Annual Meeting to collect information on the status of local Arts committees. However, it was felt there are other less costly alternatives to acquiring this information. The committee is required to identify the purpose and work of a local Arts committee.

A new Ministry vision of Arts education for Ontario was discussed at a stakeholder meeting in the fall. Committee members were excited to hear about the new Ministry of Education



curriculum refresh and to learn that the Arts are to be included. However, there has been no further feedback to date and it appears this may have been a one-time meeting.

Health and safety issues in Arts based classrooms were brought forward by committee members. Issues related to available classroom space and working conditions such as acoustics and classroom availability for instrumental music were discussed, as was the need to continue to monitor the situation in Arts classrooms. Another topic of concern related to members who are in need of hearing protection. In many cases they are provided with ear plugs that block out all sound, as opposed to musician's ear plugs that do not.

**Recommendations to the 2018 Annual Meeting:**

1. That Article XI, Local Organizations, Section 2, Governance, be amended by the addition of a new section to read:

“1.0 Each local is encouraged to have an Arts committee.”

- 2 That Position Statement 3.0, Arts and Culture, be amended by the addition of a new subsection to read:

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

Respectfully submitted  
Ayesatta Conteh, Chairperson

AC:ML:RS

## REPORT TO THE 2018 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

Heather Latam	Greater Essex County Occasional Teacher Local (Chairperson)
Helen Hobden	Halton Teacher Local
Jennifer Sims-Murray	Niagara Teacher Local
Jeremy Smith	York Region Teacher Local
Nicole Schultz	Lambton Kent Teacher Local
Jason Johnston	Staff Liaison

### Committee Activities 2017-2018

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

#### **Anti-Bias Award:**

Emily Fortney Blunt, Lambton Kent Teacher Local.

#### **Arts and Culture Award:**

Katie Tremblay-Beaton, Durham Teacher Local.

#### **Bachelor of Education Bursaries for Sons and Daughters of ETFO Members:**

Elena Baker, York Region Teacher Local; Jonathan Clodman, Elementary Teachers of Toronto; Adeline Friend, Hamilton-Wentworth Teacher Local; Valerie Lucic, York Region Teacher Local and Maria Luiza Samoilescu, Peel Teacher Local.

#### **Bev Saskoley Anti-Racist Scholarship:**

Not awarded for 2017-18.

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

Not awarded for 2017-18.

#### **Children’s Literature Award:**

Mark Gunning, Niagara Teacher Local.

#### **Curriculum Development Award:**

Ryan Richards, Toronto Teacher Local.

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

Not awarded for 2017-18.

**Doctoral Scholarship:**

Not awarded for 2017-18.

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

Not awarded for 2017-18.

**Environmental Education Award**

Kimberly Johnstone, Waterloo Region Teacher Local.

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

Padma Auger, Near North Occasional Teacher Local; Kamau Butterfield, non-ETFO member; Arifa Ghaffar, Durham Teacher Local; Katrina Howes, non-ETFO member; Natalie Kim, non-ETFO member; Sophia Royen, non-ETFO member and Deanne Wah, non-ETFO member.

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

Not awarded for 2017-18.

**ETFO Member Bursaries:**

Simone Austin, Elementary Teachers of Toronto; Sameer Bhagirathi, Toronto Occasional Teacher Local; Megan Ouellette, Elementary Teachers of Toronto and Tahera Teja, Halton Teacher Local.

**Faculty of Education Award:**

Sophia Mac (Brock University); Kelsey Couturier (Brock University – Hamilton Campus); Brianne Sherwin (Lakehead University); Christopher Paine (Laurentian University); Janna Barkman (Ontario Institute for Studies in Education); Jenny Mbamulu (Ottawa University); Justin DeMarchi (Trent University) and Katelyn Ferguson (York University).

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

Jamie Labrador, non-ETFO member and Starla Sky, non-ETFO member.

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

Jennifer Gatti, non-ETFO member.

**Health and Safety Activist Award:**

Colin Wackett, York Region Teacher Local.

**Humanitarian Award for an ETFO member:**

Carol Sheardown, York Region Occasional Teacher Local.

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

Not awarded for 2017-18.

**Master’s Scholarship:**

Brianne Beringer, Waterloo Region Teacher Local; Shannon Morgan, Halton Teacher Local; Karl Svab, Halton Teacher Local and Olivia Vaughan, Upper Grand Teacher Local.

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

Anika Agowissa-Guthrie, Lakehead Teacher Local; Dale Davis, Elementary Teachers of Toronto; Juanita Spears, Durham Teacher Local and Tammy Sikakane, York Region Teacher Local.

**Member Service and Engagement Award**

Durham Occasional Teacher Local.

**Native as a Second Language Qualification Bursary**

Not awarded for 2017-18.

**New Member Award:**

Sai Amrita Kaul, York Region Teacher Local.

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

Not awarded for 2017-18.

**Political Activist Award**

Not awarded for 2017-18.

**Rainbow Visions Award**

Not awarded for 2017-18.

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

Not awarded for 2017-18.

**Women's Studies Scholarship**

Not awarded for 2017-18.

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

Michelle Buckner, Breastfeeding Buddies Program Coordinator, Kitchener Downtown Community Health Center.

**Writer's Award:**

Nadia Hohn, Toronto Teacher Local.

**Writer's Award – Women's Program:**

Rachelle Bergen, Kawartha Pine Ridge Teacher Local.

Information about the Awards and Scholarships Program is available at:

<http://www.etfo.ca/AboutETFO/ProvincialOffice/Pages/AwardsandScholarships.aspx>

**Recommendations to the 2018 Annual Meeting:**

Nil.

Respectfully submitted,  
Heather Latam, Chairperson

HL:JJ:KM

# REPORT TO THE 2018 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
Colleen Mackin	Renfrew County ESP Local
Jada Nicklefork	Niagara Teacher Local
Sean Seccareccia	Algoma Teacher Local
Susan Ansara	Staff Liaison

## Committee Activities 2017-2018

The Committee had two meetings during the year on Friday, October 20, 2017 and Tuesday, February 22, 2018.

During the first meeting the committee:

- J. Wallage was selected as chairperson;
- Karen Campbell, First Vice-President, reviewed the structure and numbers of the committee;
- The committee reviewed the Terms of Reference and made recommendations regarding changes;
- The committee was debriefed on the survey process and proposed two recommendations;
- Kimiko Inouye, Executive Staff, reviewed the revision of the Guides to Collective Agreements. Revisions will be made to reflect change in the legislation or ETFO policy. K. Inouye also reviewed the ETFO Extranet;
- S. Ansara reviewed the plan for CB Training for the 2017-2018 school year;
- Nicolette Lane, Executive Staff, reviewed the Workplace Violence Training for Stewards; and
- The committee discussed and referred this item to the next CB Standing Committee meeting for discussion.

During second meeting, the Committee:

- Lisa Mastrobuono, Executive Staff, provided an overview of CB Training;
- Todd Rimmington, Executive Staff, provided an overview of the March 2018 Collective Bargaining Conference;
- Jerry DeQuetteville, Deputy General Secretary, provided an overview of the new bargaining process;
- S. Ansara provided an update on the class size grievances; and
- The committee will review the amalgamation language as part of the bargaining goals process for the next round.

**Recommendations to the 2018 Annual Meeting:**

1. That the Terms of Reference be amended as follows:
  - To recommend the content, method, and distribution of collective bargaining information, including the CB Survey, developed by ETFO.
  - To establish bargaining goals for ETFO locals for submission to the Representative Council for approval. (Delete for ETFO locals).
  - 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 Guides to Collective Bargaining and recommend revisions.
2. That the survey for the next round of collective bargaining include providing the survey first to the presidents and chief negotiators.
3. That a video/information package accompany the electronic survey to provide members with background information.
4. That additional "Intensive Grievance Arbitration for ETFO Leaders (GP)" workshops be offered in spring 2018 in order to allow each local to have access to this program.

Respectfully submitted,  
Jenn Wallage, Chairperson

SA:JW:NM

## REPORT TO THE 2018 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

Lesly Kapush	Lakehead Teacher Local (Chairperson)
Terri Louise Lyons	Thames Valley Teacher Local
Miranda Marles	Trillium Lakelands Occasional Teacher Local
Aviva Rosenberg	Peel Teacher Local
Karen Spanton	Limestone Teacher Local
Donna Howey	Staff Liaison

### Committee Activities 2017-2018

The committee met two times during the year, on October 30, 2017 and February 5, 2018.

At the first meeting the committee:

- elected L. Kapush from the Lakehead Teacher Local as chairperson of the committee;
- reviewed mental health sites accessed on etfo.ca under links and suggested that OTIP's Feeling Better Now website be linked;
- discussed the withdrawal of 2017 AMR 121 prior to introduction as the Executive had approved the change in ETFO practice to using the term "person with a hearing loss" instead of "hearing impaired";
- was informed that arising out of the committee's recommendation to the Executive, an article for the December issue of *Voice* was written to raise member awareness of potential hearing loss and prevention strategies for educators;
- shared information, received information and reviewed resources related to disability issues;
- provided input to the ETFO e-newsletter article for the International Day of Persons with Disabilities; and
- reviewed and discussed: the ETFO policies and procedures related to disability issues, the Disability Issues Caucus at the 2017 Annual Meeting, ETFO and school board compliance with the *Accessibility for Ontarians with Disabilities Act*, and the ELHT in relation to disability issues.

At the second meeting the committee:

- viewed the ETFO YouTube video *Well-Being in the Workplace: Taking Care of You*;
- discussed the new WSIB chronic mental stress policy;
- organized to host a Disability Issues Caucus at the 2018 Annual Meeting;
- provided suggestions for the chairperson report to the February 27, 2018 ETFO Executive meeting; and
- brainstormed committee topics to be addressed next year including disability and workplace accommodations, the intersection of disability and workplace violence/student aggression issues, hearing loss/noise exposure issues and the development of a workshop on disability issues.

**Recommendations to the 2018 Annual Meeting:**

Nil.

Respectfully submitted,  
Lesly Kapush, Chairperson

LK:DH:MMC



# REPORT TO THE 2018 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

Marlene Sutton	Hastings Prince Edward Teacher Local (Chairperson)
Jessie Daniell	Keewatin-Patricia DECE Local
Rose MacCulloch	Upper Canada Teacher Local
Deanna Pecaski-McLennan	Greater Essex Teacher Local
Trish Turner	Renfrew County Teacher Local
Jane Bennett	Staff Liaison

## Committee Activities 2017-2018

The Early Years Committee met on December 8, 2017 and February 2, 2018.

During the first meeting committee members:

- discussed the ETFO Violence in Schools survey data and shared their lived experiences with violence in the kindergarten classroom;
- discussed the importance of staff well-being and mental health which impacts student well-being and mental health and the supports available in school boards;
- reviewed the *Kindergarten Implementation and Communication of Learning: Initial Observations* document. Committee members shared their experiences and reflections with the writing of the first *Initial Observations*;
- provided input into the *ETFO Kindergarten Professional Judgement Matters Initial Observations* document which they found very helpful and supportive. DECEs appreciated PRS Matters #91 and the advice it provided;
- discussed board and school practices in regards to preparation time teachers and the inputting of comments into the Communication of Learning templates.
- reviewed the Ministry's *Communicating with Parents about Children's Learning: A Guide for Kindergarten Educators* (Draft 2, September 2017) to provide input;
- provided feedback for staff for the Ministry of Education Initiatives Working Group on the following initiatives - Full-Day Kindergarten, Early Development Instrument (EDI), Early Years Experiences Collection at Kindergarten Registration (EYE@K), Renewed Math Strategy, Community-Connected Experiential Learning, Creating Pathways to Success, Steps to English Language Proficiency (STEP) resource and Promoting Student Well-Being; and
- shared input regarding the updating of ETFO's *Building Better Schools* Platform and communications resources regarding Kindergarten. Staff will use the input for the pre-

budget brief to the Legislature and when updating *Building Better Schools* and other lobby resource documents.

During the second meeting the committee:

- discussed the continued provincial Kindergarten implementation and supports provided to members from their district school boards for the January 20 - February 20 reporting period;
- reviewed the Ministry of Educations' *Communicating with Parents about Children's Learning: A Guide for Kindergarten Educators* resource to identify provincial issues and concerns for the Ministry feedback survey;
- discussed the high turnover rate they are seeing for teachers and DECEs in kindergarten. They felt that professional learning for educators new to Kindergarten needs to be provided with a focus on the Communication of Learning, how to gather documentation, guidance on how to do the documentation, suggestions for organization of documentation and the play-based philosophy;
- shared professional learning opportunities they felt would be beneficial for kindergarten educators at this time in the implementation. Suggestions were Communication of Learning and the writing of comments, math, outdoor learning and self-regulation;
- identified the challenges boards face with the lack of OTs and DECEs and the impact on professional learning as there are many fail to fill positions; and
- discussed planning time teachers and their contributions to the Communication of Learning reports and they raised concerns about the variety of practices being used. They recognize that we are still in the implementation phase of these reports and this issue is one that needs to be monitored.

**Recommendations to the 2018 Annual Meeting:**

Nil.

Respectfully submitted,  
Marlene Sutton, Chairperson

MS:JB:DP

# **REPORT TO THE 2018 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 which 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)
Dawn Lorbetskie	Renfrew County ESP Local
Tina Matthews	Trillium Lakelands DECE Local
Christine Murray	Simcoe County DECE Local
Wendy Sullivan	Renfrew County ESP Local
Derek Hulse	Staff Liaison

## **Committee Activities 2017-2018**

The Education Support Personnel/Professional Support Personnel/Designated Early Childhood Educator Committee met on November 7, 2017 and February 1, 2018. 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 2017-2018 included the following:

During the first meeting the committee:

- reviewed the committee's Terms of Reference;
- the committee spent considerable time discussing how to raise awareness both within our organization and to the public on the diversity and equal importance of school staff that work within the education system;
- discussed class size and composition and the effect of the 2017 – 2019 extension agreement on those workload factors; and
- discussed the increasing workload and the changing of assignments and how that is undermining the professionalism of some non-teaching staff.
- these issues are resulting in excessive stress and, eventually, an increase in sick leave and LTD claims.

During the second meeting the committee:

- discussed the ETFO ALL-Member Workplace Survey Results. The committee discussed the importance of completing the proper forms following a violent incident.

An approach that proactively deals with issues at an earlier age could be one strategy that could reduce future violent incidents in the later grades. More support for the “frequent flyers” is required and if implemented could reduce the number of overall incidents;

- discussed the idea of creating a pamphlet that profiles Non-Teaching Staff in the roles that happen every day in schools along with some of the topics/concepts that could be included;
- discussed the progress of the Central Committee on Long Term Disability (LTD);
- reviewed Building Better Schools documents and provided feedback; and
- reviewed and discussed possible topics for resolutions to the 2018 Annual Meeting.

**Recommendations to the 2018 Annual Meeting:**

1. That ETFO develop and offer a course that focuses on assisting members assigned to Full Day Kindergarten. This programme will be focused on assisting members who experience difficulty with inquiry based programming, partnerships and classroom management.

Respectfully submitted,  
Amy Korzack, Chairperson

AK:DH:RS

# REPORT TO THE 2018 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

Katie Brubacher	Peel Teacher Local (Chairperson)
Kim Arfo,	Peel Teacher Local
Sukayna. Dewji	Elementary Teachers of Toronto
Robin Persad	Peel Teacher Local
Heather Ripmeester	Ottawa-Carleton Occasional Teacher Local
Jill Aoki-Barrett	Staff Liaison

## Committee Activities 2017-2018

The committee met face to face twice during the 2017-2018 school year. The first meeting was held on December 15, 2017 and the second on February 21, 2018.

At the November 2016 meeting, K. Brubacher was elected chairperson. Emergent issues were identified and discussed which included the themes under the categories of professional development (PD) including STEP, the need for members to be aware of Ministry documents available to them, ELLs being streamed into special education; shortage of OTs creates situations where ESL teachers are having to shut down programs to cover classes, students in ELD programs.

At the second meeting, on February 21, 2018, the themes of emergent issues identified and discussed included: the lack of sufficient ESL/ELD funding to properly staff and provide proper professional development; international students, ELLs in French Immersion, streaming of ELLs, ELLs being incorrectly programmed as LD students; Teaching ELLs AQ Courses; students in ELD programs.

## Recommendations to the 2018 Annual Meeting:

Nil.

Respectfully submitted,  
Katie Brubacher, Chairperson

JA:KB:ES

# REPORT TO THE 2018 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

Kimberly Maich	Greater Essex County Occasional Teacher Local (Chairperson)
Molly Brunet	Limestone Teacher Local
Catherine Floyd	York Region Teacher Local
Tammy Lam	Grand Erie Teacher Local
Patricia Sawkins	Grand Erie Occasional Teacher Local
Valerie Dugale	Staff Liaison

## Committee Activities 2017-2018

The Environmental Committee met twice during the 2017-2018 year, on December 8, 2017 and February 20, 2018.

Group members discussed the committee's 2017 motion that did not make it to the Annual Meeting floor regarding the need to lobby the Ontario Teachers' Pension Plan re: directing asset managers to divest and refrain from new investment in fossil fuel companies. The committee agreed that it was important to keep the issue in front of ETFO members, particularly newer ones, through a similar motion submitted to the 2018 Annual Meeting.

The committee also discussed the Ministry's review of the Ontario curriculum. This offers an opportunity for the Ministry to put greater emphasis on environmental education and experience in all curriculum areas in accordance with the Ministry of Education's 2008 *Standards for Environmental Education*. A motion to this effect was submitted to, and carried by, the provincial Executive.

The committee also discussed how ETFO's social media channels could provide a no-cost way to promote ideas on environmental classroom activities to members. Special days such as Earth Day, World Environmental Day, World Water Day and World Oceans Day provide such opportunities. The committee brainstormed 10 ideas for each day that ETFO could post on its website and share with members through Facebook and Twitter.

At its second meeting, the committee discussed the difficulties of getting colleagues to embrace the idea of taking students outdoors as part of curriculum studies. There appears to be resistance primarily because of the perceived time involved when there is only 40 minutes

for a session. A mindset that needs to be developed among educators to understand how easily environment can be taught as part of curriculum studies.

Members reviewed draft copy prepared by staff for a new ETFO website page on Environment and Climate Justice that incorporates classroom ideas for special environmental days discussed in the committee's first meeting. The group suggested additional online links to assist educators to find relevant information in a timely manner.

Members suggested that there be an environmental/Indigenous collaborative presenter as an Annual Meeting social justice speaker. Potential speakers include Autumn Peltier, who was interviewed for the 2018 spring edition of Voice, and her aunt, water walker Josephine Mandamin.

Rather than hold a caucus meeting at the 2018 Annual Meeting, the group discussed liaising with other caucuses to link the intersectionality of environment with their issues.

**Recommendations to the 2018 Annual Meeting:**

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,  
Kimberly Maich, Chairperson

KM:VD

# REPORT TO THE 2018 ANNUAL MEETING OF THE FIRST NATIONS, MÉTIS AND INUIT (FNMI) EDUCATION COMMITTEE

## Terms of Reference

- To provide advice on the education of ETFO members about the historical experiences, cultural norms and issues of First Nations, Métis and Inuit People.
- To provide advice on the promotion of teaching as a career for First Nations, Métis and Inuit People.
- To identify ways of supporting Native Language teachers and programs.
- To provide advice on the inclusion of First Nations, Métis and Inuit members in all aspects of ETFO and its programs.
- To provide advice on the promotion of First Nations, Métis and Inuit education issues at faculties of education.
- To provide advice on the promotion of networking, leadership and professional learning/curriculum for First Nations, Métis and Inuit members and Native Language teachers.
- To provide advice on the promotion of programs and initiatives designed to improve First Nations, Métis and Inuit student achievement.

## Committee Members

Christina Saunders	Elementary Teachers of Toronto Local (Chairperson)
Edith Duncan	Bluewater Teacher Local
Tracy Hendrick	Near North Teacher Local
Lisa King	Hamilton-Wentworth Teacher Local
Julie Savard	Thames Valley Teacher Local
Rachel Mishenene	Staff Liaison

## Committee Activities 2017-2018

The First Nations, Métis and Inuit Education Committee met on December 8, 2017 and on February 9, 2018.

At the first meeting, C. Saunders was the elected chairperson for 2017-2018.

The first meeting included Vice-President Monica Rusnak sharing information on the donations ETFO has made to the Woodland Cultural Centre's *Save the Evidence* campaign, the Lieutenant Governor's Aboriginal Summer Literacy Camps and the Lieutenant Governor Club Amick: Young Aboriginal Readers' Program, the *Walking With Our Sisters* campaign, and most recently a contribution to the Simcoe OT Local Champlain Monument work as an alternative art installation. Rusnak also shared that the Ontario College of Teachers has an Enhanced Teacher Education Program and has expanded teacher placements to go outside of Ontario and into First Nation communities.

R. Mishenene provided an update on new and existing ETFO FNMI education programs and resources, including: ETFO's *First Nations, Métis and Inuit Education Resource: Engaging Learners Through Play* workshops provided for ETFO women members, the third annual Leadership Symposium for ETFO FNMI women members, and the third annual FNMI



Education Symposium for ETFO Members. R. Mishenene also provided information on CTF's online resource, *Speak Truth To Power (STTP) Canada*.

At the second meeting, M. Rusnak provided information on the 2017 Annual Meeting motion that included ETFO opening provincial elected positions to include equity seeking positions that are for members from designated groups (including First Nations, Métis, Inuit) to run for a woman's seat or an open seat. This will be in effect during the ETFO 2019 provincial elections.

R. Mishenene shared the existing ETFO Bursaries and Scholarships for committee input. The committee reviewed and discussed three ETFO bursaries and scholarships related to FNMI persons, including the Native as a Second Language Bursary. The committee believes it would be beneficial to open the bursary to non-ETFO members to ensure that this fund is utilized and that it supports funding opportunities for Native Language teachers in Ontario.

**Recommendations to the 2018 Annual Meeting:**

Nil.

Respectfully submitted,  
Christina Saunders, Chairperson

RM:MR:CS

# REPORT TO THE 2018 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

Christina McKibbon	Greater Essex County Teacher Local (Chairperson)
Mitzy Alarcon	Peel Teacher Local
Kolette Myers	Lambton Kent Teacher Local
Janet-Marie Ramsaywak	Keewatin-Patricia Teacher Local
Rebecca Zuckerbrodt	Ottawa-Carleton Teacher Local
Peter Giuliani	Staff Liaison

## Committee Activities 2017-2018

The committee held two face-to-face meetings. On, December 15, 2017 the committee reviewed some of the issues raised in the 2017 Annual Meeting FSL caucus, as well as feedback received regarding the caucus meeting itself. In particular the topics of classroom work areas and the lack of resources were discussed. The committee also addressed the question of why the caucus itself was not held in French. Jim Giles, Executive Staff, provided a report on the recently completed resource, *Plus qu'un piece*, and the workshops associated with it. Nancy Lawler, Vice-President, provided an update of the Executive response to the three recommendations brought by the FSL committee to the Executive in February 2017. The committee discussed the recent, French Second Language- Labour Market Review Committee (FSL-LMRC) survey of new members and provided feedback on some of the questions it raised. The resource, *Ontario's New Teacher's Handbook Surviving and Thriving in the French as a Second Language Classroom* was reviewed and methods of sharing it with ETFO members were discussed.

The second meeting was held on February 9, 2018. The committee created a small article for the upcoming ETFO newsletter describing, *Ontario's New Teacher's Handbook Surviving and Thriving in the French as a Second Language Classroom* and providing links to PDFs to access it. The committee continued its discussions related to the availability of French teachers, the interview processes for French qualified teachers and occasional teachers and ways to promote French proficiency. The committee prepared a request for an FSL Caucus at the 2018 Annual Meeting. The committee also determined to support Annual Meeting resolution number 116 calling for lobbying for changes to the funding formula to provide adequate funding for dedicated classroom spaces for Arts, Music, Dance, Drama, Physical Education and French programs.

**Recommendations to the 2018 Annual Meeting:**

Nil.

Respectfully submitted,  
Christina McKibbon, Chairperson

CM:PG:RS

# REPORT TO THE 2018 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

Laurel Farrell	Upper Grand Teacher Local (Chairperson)
Deepa Mansharamani	Limestone Teacher Local
Kim McIntosh	Greater Essex County Teacher Local
Rosalyn Pagendam	Niagara Occasional Teacher Local
Krista Pedersen	Upper Grand Teacher Local
Pamela Dogra	Staff Liaison

## Committee Activities 2017-2018

Two meetings were scheduled to be held at the ETFO office. The first meeting was held on Tuesday, December 12, 2017. L. Farrell was appointed as the chairperson of the committee.

The second meeting was scheduled for Monday, January 29, 2018. A final teleconference was held on Tuesday, May 8, 2018.

During the first meeting, staff liaison P. Dogra reviewed the *Guidelines for the Committee Members* as an overview and went over the *Terms of Reference* for the standing committee. She also reviewed the role of the committee and the chair's responsibilities throughout the year.

The committee discussed the need to promote self-identification amongst ETFO members. The committee also discussed the use of stating preferred pronouns and how to encourage all members to identify which pronoun they prefer when addressing delegates at the Annual Meeting.

During the second meeting, the committee discussed the issue of how to promote the hiring of racialized members in school boards and various challenges that OT's who are racialized are having to attain LTO and permanent positions. P. Dogra shared "Ontario's Education Equity Action Plan" which includes a section on enhanced diversity in hiring and promotion of educators.

The committee discussed the use of preferred pronouns at the Annual Meeting. One of the members shared her experience of stating her preferred pronouns at the 2017 Annual Meeting for the first time. The committee discussed that although some members may not be

accustomed to stating their preferred pronouns at the microphone, the practice encourages and promotes inclusiveness and provides a safer space for all. Allowing all members to state their pronouns creates a supportive atmosphere and does not single anyone out.

On Tuesday, May 8, 2018 the Chair, L. Farrell, attended the ETFO Executive meeting and reported on the activities of the committee.

The conference call that took place on Tuesday, May 8, 2018 was used to review the Annual Meeting resolutions dealing specifically with Human Rights.

**Recommendations to the 2018 Annual Meeting:**

1. THAT Article XI, Local Organizations, Section 2, Governance, be amended by the addition of a new subsection to read:  
  
“1.0 Each local shall read the *ETFO Human Rights Statement* and the *First Nations, Métis and Inuit (FNMI) Statement* at all ETFO local Federation sponsored events.”
  
2. THAT Position Statements be amended by the addition of a new Section, Human Rights, to read:  
  
“1.0 Human Rights  
1.1 That ETFO encourage that the *Human Rights Statement* and the *First Nations, Métis and Inuit (FNMI) Statement* be posted/linked to all local websites;  
1.2 That all locals shall endeavour to address, promote and support topics of social justice and equity pertaining to human rights.”

Respectfully submitted,  
Laurel Farrell, Chairperson

LF:PD:SM

# REPORT TO THE 2018 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

Michaela Kargus	Grand Erie Teacher Local (Chairperson)
Andrew Bailey	Durham Teacher Local
Sean Hazeldine	Kawartha-Pine Ridge Teacher Local
Anik Mackey	Ottawa-Carleton Teacher Local
Tim Worthy	Limestone Teacher Local
Lisa Hammond	Staff Liaison

## Committee Activities 2017-2018

The committee met twice during the year on December 14, 2017 and February 13, 2018, and held a teleconference on June 11, 2018. M. Kargus was appointed as chairperson of the committee.

Vice-President Monika Rusnak 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:

- some refer to the intermediate division as ‘the lost or forgotten years’, referencing a lack of supports for social, academic and behavioral issues. By the time students reach the intermediate level, the gaps continue to grow;
- there is a professional development gap in the system, as most is primary and junior focused;
- response to violent behaviour continues to be reactive rather than proactive;
- the renewed math strategy is having little impact on the actual classroom program;
- principals and staffs are overwhelmed in general;
- mental health issues are rampant, despite often surfacing in the primary or junior years, yet they remain unaddressed;
- there are very few educational assistants at the intermediate level;
- transition meetings with secondary colleagues can be a demoralizing experience for members;
- parents expect increasingly more communication and many principals will not properly

- support teachers;
- discrepancies between streaming from middle school to secondary are problematic; and
- wellness professional development for teachers is treating the symptoms only, instead of addressing the overwhelming workload.

M. Kargus outlined her report to the ETFO Executive. She provided the committee with details around what she shared and a description of the reporting format.

Committee members discussed the motion brought forward by this committee to the 2016 Annual Meeting. A discussion about bringing forward the same motion with a minor amendment followed. The committee created the wording through consensus, and worked cooperatively on a rationale.

**Recommendations to the 2018 Annual Meeting:**

That ETFO provide a biennial intermediate conference beginning in 2019-2020.

Respectfully submitted,  
Michaela Kargus, Chairperson

MK:LH:PB

# REPORT TO THE 2018 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

Cheryl Sheffield	Ontario North East Teacher Local (Chairperson)
Michael Beetham	Waterloo Region Teacher Local
Angela Cote	Lambton Kent Teacher Local
Wes Delve	York Region Teacher Local
Rose Kantiono	Peel Teacher Local
Bea Yeung	Upper Grand Teacher Local
Jim Giles	Staff Liaison

## Committee Activities 2017-2018

The International Assistance Committee met on November 9-10, 2017, November 17-18, 2017 and by teleconference on February 12, 2018.

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 2017 Project Overseas participants was held at the ETFO office on Friday, September 29, 2017. Participants shared their projects and experiences. A telephone conference was conducted with Alex Davidson, Daniel Martin and Brigitte Bergeron from CTF to provide feedback from ETFO members. CTF expressed a need for French-speaking candidates to work in Francophone countries (Togo, Burkina Faso and Haiti) for 2018.

Forty-two applications were received this year for Project Overseas 2018. Of those 42 applications, 16 were returning Project Overseas alumni. Of the total number of applicants, 38 applicants identified themselves as a member of a designated group, while 15 applicants were members of a racialized group. Applicants for 2018 came from 18 different locals with 5 interviews conducted in French.



The second face-to-face meeting of the committee was devoted to 30-minute telephone interviews to short-list candidates. The committee recommended 27 applicants to the Executive, all of whom were approved. Of these, CTF selected 14 ETFO members to participate this summer and 5 ETFO members (whose names are bolded below) were selected as team leaders.

<b>NAME</b>	<b>LOCAL</b>	<b>COUNTRY</b>	<b>POSITION</b>
<b>Nicole Beaulieu</b>	<b>Upper Canada Teacher Local (French)</b>	<b>Haiti</b>	<b>Team Leader</b>
Peggy Sue Bacon	Keewatin Patricia Teacher Local	Uganda	Team Member
<b>Bruno Dallaire</b>	<b>Ontario North East Teacher Local (French)</b>	<b>Burkina Faso</b>	<b>Team Leader</b>
Charlotte Davet	Peel Teacher Local (French)	Burkina Faso	Team Member
David Douglass	Rainbow Teacher Local	Ghana	Team Member
Martine Engel	Lakehead Teacher Local	Ghana	Team Member
Natasha Feghali	Greater Essex Teacher Local (French)	Haiti	Team Member
Marie-France Jeurond	Ottawa Carlton Teacher Local (French)	Haiti	Team Member
Laurie MacKechnie	Waterloo Teacher Local	Grenada	Team Member
<b>Cheryl Sheffield</b>	<b>Ontario North East Teacher Local</b>	<b>St. Vincent</b>	<b>Team Leader</b>
<b>Gary Stewart</b>	<b>Elementary Teachers of Toronto Teacher Local</b>	<b>Sierra Leone</b>	<b>Team Leader</b>
<b>Melissa Rabess</b>	<b>Elementary Teachers of Toronto Teacher Local</b>	<b>Uganda</b>	<b>Team Leader</b>
Reed Thomas	Elementary Teachers of Toronto Teacher Local (French)	Togo	Team Member
Filomena Yamashita	Greater Essex Teacher Local	Guyana	Team Member

The third International Assistance Committee meeting was held by teleconference on February 12th. Committee members discussed the idea of suggesting an increase to the number of Project Overseas applicants to 16 since ETFO's membership is growing and applications to Project Overseas continues to grow each year.

**Recommendations to the 2018 Annual Meeting:**

That ETFO increase its annual participation in CTF's Project Overseas program from 14 to 16 members.

Respectfully submitted,  
Cheryl Sheffield, Chairperson

JG:MF

# REPORT TO THE 2018 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

Devon K. Moore	Upper Grand Teacher Local (Chairperson)
Janet Fraser	Ottawa-Carleton Teacher Local
Janet Fuchek	Lakehead Teacher Local
Brian Jackson	Halton Teacher Local
Jeffrey Pelich	Waterloo Region Teacher Local
Kelly Hayes	Staff Liaison

## Committee Activities 2017-2018

During 2017-2018, the Labour Committee met twice. The meetings were held on Friday, December 8, 2017 and Friday, February 9, 2018. D. Moore was appointed as the chairperson of the committee.

Discussion included an update on Kids Union School. It has been a very successful program with much positive feedback from delegates and their kids.

Committee members were happy to hear that a training session was offered at Leadership 2017 on Labour Councils. They hope something similar will be offered in 2018.

A review of the Ontario Federation of Labour (OFL) Convention 2017 took place. One member attended the convention for the first time and spoke about it having a positive impact on her, specifically because of how it showed her the larger labour picture and how ETFO fits in to it. Members commented on the great work of the released team of

Chris Buckley, Patty Coates and Ahmed Gaied over the past two years. Committee members also brought up the issue of the vests and suggested ETFO spend more money on a hoodie that members would wear again, rather than spending money on a vest which members will never wear again.

A discussion took place around the Catholic school system and working toward one school system. Members were in agreement that the philosophy of one school system needs to be brought up in a more aggressive and public way. The committee felt that the labour movement should not be accepting inequalities in hiring practices, access to employment or

discrimination of workers (e.g., marital status, LGBTQ rights) from a system funded through public funds.

Members discussed Labour Day and the increasing number of locals involved in Labour Day marches, picnics, displays, booths and celebrations. It is important to have resources highlighting the accomplishments of ETFO and the labour movement that could be given to participants at Labour Day events. One union produced “superhero” capes for children with the union logo on the cape. These were given out on Labour Day to kids and kids are still seen across the province wearing the capes at various events. A Labour Day Kit would be useful for locals to access.

K. Hayes handed out the ETFO and Labour Council Participation Report from April 2017, which came from a recommendation from the Labour Standing Committee.

Vice-President Monica Rusnak brought greetings and discussed Ontario Federation of Labour (OFL)/Canadian Labour Congress (CLC) funding, as well as various other labour issues.

The CLC/UNIFOR issue was a hot topic of discussion at the meeting. The committee discussed the history of the issue, the impact on Labour Councils and stipulations from the CLC on the return of UNIFOR to the CLC.

Vice-President Rusnak gave updates to the committee on the Ontario Federation of Labour (OFL) and UNIFOR disaffiliation.

Ongoing updates and information from ETFO provincial to locals is important on this issue. Particularly during this time, some ways/suggestions for ETFO locals to support Labour Councils would be great to send out to locals, such as:

- Affiliate to Labour Councils (multiple if possible).
- Pay full dues by members (not FTE).
- Encourage all delegates to get involved with local events.
- Support local ETFO delegates in running for Labour Council elections.
- Offer local ETFO office for meetings/events free of charge.

Vice-President Rusnak gave an update on the committee’s recommendations from the December meeting.

### **Recommendations to the 2018 Annual Meeting:**

1. 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.
  - 1.3 That ETFO be committed to championing a living wage within the education industry and broader community.
2. That ETFO not reimburse any expenses incurred through the use of crowdsourcing

apps, including but not limited to, Uber, Airbnb and Homeaway, when on Federation business, effective September 1, 2017.

Respectfully submitted,  
Devon K. Moore, Chairperson

KH:MR:DKM:EYO

# **REPORT TO THE 2018 ANNUAL MEETING OF THE LESBIAN, GAY, BISEXUAL, TRANSGENDER, 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, intersex, queer or questioning people and the experiences of lesbian, gay, bisexual, transgender, intersex, queer or questioning members.
- To advise and make recommendations to the Executive of strategies to raise members' awareness about lesbian, gay, bisexual, transgender, intersex, queer or questioning communities concerns.
- To identify and recommend ways of supporting lesbian, gay, bisexual, transgender, intersex, queer or questioning members at the provincial and local levels.
- To recommend strategies and resources which address homophobia, biphobia, transphobia and heterosexism.

## **Committee Members**

Lyla MacAulay	Elementary Teachers of Toronto Local (Chairperson)
Amanda Hardy	Peel Teacher Local
Andres Musta	Durham Teacher Local
Andrea Sillius	James Bay Teacher Local
Melissa Sky	Waterloo Region Teacher Local
Michelle Leonard	Staff Liaison

## **Committee Activities 2017-2018**

The LGBTQ Committee met twice during the year on December 8, 2017 and January 19, 2018.

At its first meeting, the committee discussed concerns about the lack of representation of ETFO members from outside of the Greater Toronto Area on the LGBTQ committee. Participants discussed ways to encourage applications from a greater variety of locals. The use of the term "comrade" was considered for unions to use as an alternative to gendered terms like "brothers and sisters". The committee was made aware of a flyer for a Durham Teacher Local event that went viral, gaining international media attention and prompting a discussion of acronyms used to refer to the Queer community.

At its second meeting, committee members revisited a discussion about the diversity of members on ETFO's Provincial Standing Committees. The committee considered the language used in release letters for Standing Committees to ensure privacy for LGBTQ members not yet out in their Boards but wanting to participate in ETFO programs for queer members. Suggestions for ETFO's participation in Pride Toronto 2018 were provided to staff. Participants deliberated on resolutions to be debated at the 2018 ETFO Annual Meeting including gender-neutral terms, non-binary language use in collective agreements, an alternative mechanism for self-identification and lobbying the Ministry for training of teacher

candidates. Lastly, the committee revisited the method that ETFO uses for making donations and developing partnerships with community groups.

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

The committee made the following recommendation to the provincial executive:

1. That ETFO email all local chairs of committees with an equity focus asking them to encourage their members to apply to provincial standing committees.

**Recommendations to the 2018 Annual Meeting:**

1. That ETFO discontinue the use of gendered terms such as “brothers” and “sisters” in favour of more inclusive, gender-neutral terms of solidarity.
2. That ETFO, through OTF, lobby the Ministry of Education to provide teacher candidates with information and training on the protection of LGBTQ teachers in Ontario schools.
3. That ETFO update the self-identification process, including but not limited to the identification section of the Event Management System form and annual survey to members, to include a yes and no box for each of the self-identification categories.
4. That ETFO locals endeavor to use non-binary language within future local agreements as per the model language in the ETFO Guide to Collective Agreement Language.

Respectfully submitted,  
Lyla MacAulay, Chairperson

LM:ML:RS

# REPORT TO THE 2018 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 2017-2018

The committee met twice during the year: Friday, December 1, 2017 and Friday, March 2, 2018.

During the first meeting the committee:

- reviewed the Guidelines for ETFO Committee Members 2017-2018;
- selected J. Gibson-Lawler as the committee chairperson;
- met with Vice-President Nancy Lawler, who provided a report on what happened with the two library-related Annual Meeting 2017 Resolutions (AMR #41 and AMR #79) and outlined what was known to date about the education platforms of the main political parties ahead of the 2018 Provincial Election;
- heard from Chairperson J. Gibson-Lawler that ETFO was the recipient of the 2018 Ontario School Library Association Award for Special Achievement in recognition of the Federation's advocacy efforts on behalf of Teacher-Librarians;
- reviewed the Library Committee Terms of Reference;
- heard a report from J. Gibson-Lawler about the Ontario Library Association's Library Day at Queen's Park;

- had a discussion about submitting resolutions for Annual Meeting 2018, but instead decided to focus its efforts this year on direct actions that could be taken to advocate for school library learning commons programs, e.g. the creation of a school library web page on [www.etfo.ca](http://www.etfo.ca); and
- was informed by J. Gibson-Lawler of some upcoming school library advocacy events taking place at the Ontario Library Association's Super Conference 2018.

During the second meeting the committee:

- heard an update from J. Gibson-Lawler about events at the Ontario Library Association's Super Conference 2018, including ETFO receiving the Ontario School Library Association's *Award for Special Achievement*;
- recommended that the Executive consider the creation of a Teacher-Librarian resource page on the ETFO website;
- recommended that the Executive consider the creation of a resource video on the importance of school library programs in the 21st century to reside on the ETFO website;
- recommended that the Executive consider the creation of an ETFO-branded book club on Teacher-Librarianship on the TVO *Teach Ontario* website; and
- heard a report from Chairperson J. Gibson-Lawler about her presentation to the members of the Provincial Executive at the February 26-28, 2018 meeting.

**Recommendations to the 2018 Annual Meeting:**

Nil.

Respectfully submitted,  
Johanna Gibson-Lawler, Chairperson

JG:SM:AA



# REPORT TO THE 2018 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

Martin Kay	Halton Teacher Local (Chairperson)
Shane Gibson	Kawartha Pine Ridge Teacher Local
Ken Gee	Limestone Occasional Teacher Local
Paul Oberoi	York Region Teacher Local
Edward Stewart	Upper Canada Teacher Local
Todd Rimmington	Staff Liaison

## Committee Activities 2017-2018

The committee met twice during the year, on November 29, 2017 and January 26, 2018.

At the November 29, 2017 meeting, M. Kay was acclaimed as the committee chairperson. After reviewing the Guidelines for ETFO Committee Members, the committee reviewed and discussed ETFO communications regarding allegations. Staff shared the multitude of ways in which the "Legal Assistance Card for Members" is distributed including the inclusion of the card electronically on the ETFO provincial website. Staff also outlined all of the supports available to members facing allegations.

Additionally, at the first meeting there was considerable discussion regarding women's programming and rationale. A request was made to staff to present findings on the history and rationale behind women's programming and funding.

At the second meeting held January 26, 2018, the committee went through a number of articles and resources related to the historical establishment and current context of the 6% allocation of the ETFO budget for women's programs and the rationale for women's programs in general. The committee recognized the ongoing need for women's programs and agreed to review the scope of ETFO's programs to see if they can identify any potential gaps in programming to meet the needs of male members.

The concern that the committee initially had related to male member access to programs may be attributed to how programs are advertised. Upon reviewing the array of programs that ETFO offers to all members, the committee indicated there were a number of open programs of which they were not aware, but they had seen offered as a women's program. Staff is investigating the union's communication methods that ETFO uses to advertise provincial programs.

The committee asked if ETFO offers programs for allies. Staff will investigate if programs for allies exist or if there are components of open programs that are intended to help develop a greater understanding of women's programs and equity issues.

The committee had questions regarding male participation levels in ETFO programs and if barriers exist that may limit male participation. The committee indicated that a possible barrier to males attending ETFO programs is the limited number of males on a school staff. Due to the low percentage of male educators in elementary education, it is not uncommon that there is only one male educator in a school. As such, the committee felt that male members may be less inclined to participate if they don't have another male colleague on staff who might attend the ETFO event with them.

**Recommendations to the 2018 Annual Meeting:**

Nil.

Respectfully submitted,  
Martin Kay, Chairperson

MK:TR:CS

# REPORT TO THE 2018 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

Steve Dell	Durham Teachers Local (Chairperson)
Sabrina Carew	Limestone Teachers Local
Jillian Janzen	Niagara Teachers Local
Sai Amrita Kaul	York Region Teachers Local
Phyllis Hession-White	Staff Liaison
Monica Rusnak	Executive Liaison

## Committee Activities 2017-2018

The New Members Committee met on December 8, 2017 and February 9, 2018. The committee discussed and analyzed issues pertaining to new members.

During the first meeting the committee:

- reviewed the committee's Terms of Reference;
- selected S. Dell from the Durham 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 2018 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
- looked at the Ontario College of Teachers Transition to Teaching 2017.

On February 27, 2018 Steve Dell, Chairperson of the New Members Committee, met with the provincial Executive to share the activities of the committee. The Chairperson reviewed 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.

**Recommendations to the 2018 Annual Meeting:**

1. THAT Article XI, Local Organizations, Section 2, Governance, be amended by the addition of a new subsection to read:  
“1.0 That each local shall endeavor to undertake initiatives that engage members in their first five (5) years.”

Rationale: The intent of this motion is to respect the autonomy of each local in choosing the initiative(s) that best serves the needs of their newest members.

Respectfully submitted,  
Steve Dell, Chairperson

SD:PHW:NC

# REPORT TO THE 2018 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

Amanda Anderson	Bluewater Occasional Teacher Local (Chairperson)
Sue Beltrano	Algoma Occasional Teacher Local
Rod Marijan	Peel Occasional Teacher Local
Adam Methot	Lakehead Occasional Teacher Local
Karen Walker	Durham Occasional Teacher Local
Tracy Blodgett	Staff Liaison

## Committee Activities 2017-2018

The Occasional Teacher Committee met on November 6, 2017, January 29, 2018 and had a conference call on February 27, 2018. The committee's activities in 2017-2018 included discussions of the following:

- the potential implications of Bill 148 on occasional teachers;
- access to benefits for occasional teachers;
- the challenges faced by occasional teacher locals in collecting data from the board callout systems for collective bargaining purposes;
- the use of emergency supply teachers;
- the current trend of significant "fail to fills", the complex reasons for the trend and the work being done by the ETFO Fail to Fill focus group;
- occasional teacher contributions to *Voice* and the occasional teacher website;
- student YouTube videos about getting teachers fired. YouTube is removing them when they become aware but they keep reappearing;
- central and local bargaining clarifications; specifically, seeking clarity around what is central and what is local and a mechanism for discussing items the board deems "monetary"; and
- items for consideration in the next round of bargaining related to grid pay, assigned to home during investigations, days to long-term occasional status and paid professional learning.

**Recommendations to the 2018 Annual Meeting:**

1. That ETFO, through OTF, lobby the Ministry of Education to make new employee orientation sessions mandatory for each school board, and that Union representatives be included in the planning and delivery of the sessions.

Respectfully submitted,  
Amanda Anderson, Chairperson

AA:TB:SM

# REPORT TO THE 2018 ANNUAL MEETING OF THE OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

## Terms of Reference

- To advise and make recommendations to the Executive on health and safety
- 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

Isabel Landrey	Thames Valley Teacher Local (Chairperson)
Jennifer Barry	Lakehead Teacher Local
Sherri Madore	Renfrew Teacher Local
Terry White	Elementary Teachers of Toronto
Tracy DiConstanzo	Niagara Occasional Teacher Local
Phyllis Hession-White	Staff Liaison

## Committee Activities 2017-2018

The Occupational Health and Safety Committee met on December 15, 2017 and February 26, 2018. The committee discussed and analyzed issues pertaining to health and safety.

During the first meeting, committee members:

- reviewed the committee's Terms of Reference;
- selected I. Landrey to chair the Occupational Health and Safety Committee;
- were updated on ETFO's multi-year strategy on Violence in the Workplace; information was shared about *ETFO Takes Action on Violence Campaign* and committee members were shown modules and videos. Committee members were provided with opportunities to discuss and ask questions;
- were given the *Work Place Violence* poster and the list of definitions used in schools relating to violence;
- were provided with an update on the Provincial Working Group; and
- shared the *Joint Health and Safety (JHSC) Online Assessment Tool* (which can be used before the Ministry of Labour comes to the worksite).

During the second meeting, committee members:

- reviewed the committee's Terms of Reference;
- discussed the previous year's Annual Meeting Resolutions;

- established the Annual Meeting Resolutions being put forward to the 2018 Annual Meeting;
- discussed providing the committee with the OHS Green Books;
- reviewed changes to Bill 177, highlighting changes to the ACT;
- were updated on the *ETFO Acts on Violence Strategy* and informed on upcoming release of wallet cards and videos;
- discussed the Provincial Working Group and the initiative to make all levels work with the same definitions and understanding of violence; and
- discussed safety concerns around the Occasional Teacher fail to fill.

On May 8, 2018, I. Landrey, chairperson, met with the provincial Executive to share the activities of the committee. The chairperson introduced the members of the committee, reviewed health and safety issues facing our members and discussed upcoming resolutions to the Annual Meeting. The opportunity to provide the provincial Executive with insight into the difficulties our members face around health and safety in schools was invaluable and the connections made with other committee chairpersons were excellent.

**Recommendations to the 2018 Annual Meeting:**

1. That Policy Statement, 39.0, Health and Safety, be amended with the addition of a new section to read:

That all schools endeavor to adopt the Multi-Workplace Joint Health and Safety Committee (MWJHSC) structure.

2. That ETFO through the OTF and the 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.
3. That ETFO lobby the Ministry of Education for funding to provide more face-to-face joint training for ETFO Health and Safety representatives and school board administrations.

Respectfully submitted,  
Isabel Landrey, Chairperson

IL:PHW:NC



# REPORT TO THE 2018 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

Shannon Brooks	Limestone Teacher Local (Chairperson)
Lee-Ann Matteau	Algoma Teacher Local
Sabrina Pennesi	Elementary Teachers of Toronto Local
Kim Ryckman	Avon Maitland Teacher Local
Cindy Wynter-Francis	Ottawa-Carleton Teacher Local
Dave Wing	Staff Liaison

## Committee Activities 2017-2018

The committee participated in two face-to-face meetings. The first meeting was held on November 29, 2017. Vice-President Liaison Nancy Lawler brought greetings from the ETFO Executive. Vice-President N. Lawler spoke about the importance of promoting pension issues and the value to members when they gain knowledge of their pension early in their career.

The committee reviewed the content on the Ontario Teachers' Pension Plan (OTPP) and Ontario Municipal Employees Retirement System (OMERS) websites. The committee looked at the benefits of registering for an *Ontario Teachers' Account* on the OTPP website. After registering for an account, members can perform tasks such as confirm that their earned credit is correct, update or change personal information and apply for their pension when ready to retire. The committee also reviewed the information found under the Life and Career Events tab in the members only section. The committee noted that the OMERS website offers many of the same features as the OTPP site. Members have the opportunity to register for a *MyOMERS* account which is similar to the OTPP *My Teacher Account*.

The committee discussed ways to communicate the importance of locals providing pension related information to members and links to their respective pension website. Other opportunities like general meetings and steward training could also be venues where pension information could be highlighted.

The second meeting was held on April 13, 2018. The committee discussed the number of members who are registered for an online teachers account. 67.8 per cent of active members have an online account according to data provided by the Ontario Teachers' Pension Plan (OTPP). Only 37.6 per cent of occasional teachers are web registered.

The committee noted that investments in both plans performed very well in 2017. OTPP had a net return of 9.7 per cent and OMERS' net return was reported at 11.5 per cent. The OTPP plan is fully funded and the OMERS plan is funded at 94 per cent.

The OTPP report states that the plan has total assets of \$189.5 billion. OMERS reports that by the end of 2017, their plan assets total \$95 billion. OTPP's report also indicates that the surplus of over \$11 billion will be placed in a contingency fund.

In addition to the positive investment numbers at OTPP, the committee reviewed the enhancements to the plan effective January 2018. The contribution rate for members was reduced by 1.1 per cent. Full inflation was restored for those who retired after 2009. Pensioners who retired after 2009 will receive a one-time increase in January 2018 to restore their pension to the level they would have been at had full inflation protection been in effect each year since they retired.

The committee reviewed the current version of the ETFO pension presentation. This popular workshop is delivered in locals across the province each year.

**Recommendations to the 2018 Annual Meeting:**

Nil.

Respectfully submitted,  
Shannon Brooks, Chairperson

DW:LN

# REPORT TO THE 2018 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)
Wendy Goodes	Kawartha Pine Ridge Teacher Local
Cory Judson	Grand Erie Teacher Local
Velma Morgan	Elementary Teachers of Toronto Local
Shelly Predum	Algoma Teacher Local
James Taylor	Staff Liaison

## Committee Activities 2017-2018

The committee made the following recommendation to the Executive:

1. That ETFO establish a clear mechanism for members to suggest political action events at the Annual Meeting.

The committee discussed ways of including a political action or social justice activity in Annual Meeting and settled on a recommendation to the executive to develop a mechanism for members to make suggestions to meet a timely issue. 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, as well as the importance of engaging in the upcoming local and school board elections for 2018. The committee discussed the gendered nature of violence in schools and made suggestions for how to broaden the conversation around violence in schools. One theme throughout the

year was the Annual Meeting Task Force to study the use of the PA/PR fund. The committee was provided updates and contributed to the discussion around how to address the recommendations of the task force.

**Recommendation to the 2018 Annual Meeting:**

Nil.

Respectfully submitted,  
Chris Hoffman, Chairperson

CH:JT:VO

# REPORT TO THE 2018 ANNUAL MEETING OF THE PROFESSIONAL DEVELOPMENT/CURRICULUM COMMITTEE

## Terms of Reference

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

## Committee Members

Sophie Kroesen	Toronto Occasional Teacher Local (Chairperson)
Susan Bingham	Ottawa-Carleton Teacher Local
Michelle Furlotte	Lakehead Teacher Local
Kait Rainey-Strathy	Limestone Teacher Local
Shelly Vohra	Peel Teacher Local
Ruth Dawson	Staff Liaison

## Committee Activities 2017-2018

The committee met twice during the year on February 21, 2018 and April 26, 2018. 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 for topics to include in a new ETFO program on positive behaviour;
- provided input on the format and components that could be included in an ETFO workshop on positive behavior;
- discussed the ongoing impact of ministry and board initiatives on members and suggested initiatives that could be reduced or halted;
- discussed the proposed curriculum and assessment refresh announced by the government in the fall of 2017;
- discussed the implementation of Ontario's Renewed Mathematics Strategy and shared issues that have arisen across the province throughout the second year;
- reviewed survey findings of the Renewed Math Strategy survey and provided feedback and insights to share with the Ministry;
- provided suggestions on the implementation of coding in the elementary classroom and equity issues related to funding for the technology;
- reviewed the Ministry's Well-Being Strategy and provided suggestions on how to support student and staff well-being at the school level;

- reviewed the *Ontario: A Learning Province Findings and Recommendations* about assessment and reporting in Ontario and shared suggestions for professional learning to support members; and
- discussed issues related to increasing teacher workload and the continued erosion of professional autonomy in instruction and assessment practices.

**Recommendations to the 2018 Annual Meeting:**

1. That ETFO work with all Ontario affiliates to initiative a province-wide petition protesting Education Quality and Accountability Office (EQAO) testing.

Respectfully submitted,  
Sophie Kroesen, Chairperson

RD:SK:KH

# REPORT TO THE 2018 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

Allison Ryan	Renfrew County Teacher Local (Chairperson)
Andrew Aloe	Upper Grand Occasional Teacher Local
Janet Bigham	Simcoe County Teacher Local
Tania Kerr	Hamilton-Wentworth Teacher Local
Patti Monteith	Waterloo Teacher Local
Jamie Thom	Elementary Teachers of Toronto
Jennifer Mitchell	Staff Liaison

## Committee Activities 2017-2018

The committee met on October 10, 2017 and February 27, 2018.

Over the course of the year the committee discussed alleged violations of Article VI: Code of Professional Conduct of the ETFO Constitution. They made recommendations to the Executive confidentially.

The following Professional Relations Services (PRS) issues were also discussed:

- full day Kindergarten and reporting;
- the inappropriate use of social media;
- teacher performance appraisals;
- the high number of 'fail to fill' jobs and the impact it is having on professional development opportunities within the work day in some boards. Respectful conversations around this issue are necessary so as not to imply that it is an occasional teacher matter versus a contract teacher matter. The implications are far reaching for all of our members;
- Behaviour Management System (BMS) training and Crisis Prevention and Intervention (CPI) training;
- medical issues including sick leave, attendance management programs and independent medical examinations (IMEs);
- professional judgement; and
- the mental health of our members.

**Recommendation to the 2018 Annual Meeting:**

1. That ETFO lobby the Ministry of Education to create a Kindergarten through Grade 8 report card comment bank accessible to teachers in the province of Ontario.

Respectfully submitted,  
Allison Ryan, Chairperson

AR:JM



# REPORT TO THE 2018 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

Elizabeth Anne Mitchell	Halton Teacher Local (Chairperson)
Martha Brown	Ottawa-Carleton Teacher Local
Laurie Josevski	Durham Occasional Teacher Local
Wendy Lauwerier	Grand Erie Teacher Local
Thomas Widstrand	Elementary Teachers of Toronto Local
Nancy Baldree	Staff Liaison

## Committee Activities 2017-2018

Two meetings, November 27, 2017 and March 2, 2018, were held in Toronto.

The committee's activities and discussions included the following:

- Review of the committee's Terms of Reference;
- Review and discussion of the ETFO Special Education Policy;
- Review and discussion of the committee's 2017 Report to the Annual Meeting;
- Debrief of information gathered at the Annual Meeting Special Education Caucus, by the members who attended, including issues identified as areas of concern;
- Provided input to inform the Building Better Schools campaign;
- Provided input to inform an update to ETFO's special education position paper;
- Discussed ministry resources related to special education;
- Reviewed well-being and children's mental health reports;
- Provided input on problems of practice related to IEPs;
- Discussed concerns related to Care and/or Treatment, Custody and Correctional (CTCC) programs;
- Provided input into draft special education survey questions; and
- Raised concerns with insufficient funding for school board compliance with the Accessibility for Ontarians with Disabilities Act (AODA).

**Recommendations to the 2018 Annual Meeting:**

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,  
Elizabeth Anne Mitchell, Chairperson

EM:NB:JR

# REPORT TO THE 2018 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
Alice Te	Staff Liaison

## Committee Activities 2017-2018

The committee met three times during the year: November 6, 2017, January 29, 2018 and a teleconference meeting on June 11, 2018.

The committee's activities during 2017-2018 included the following:

- discussed the Women's Caucus at Annual Meeting 2017, the experience of organizing support for designated positions for women on local executives, and the passage of the new policy on women's equality;
- reviewed materials provided to local Status of Women Chairpersons at their training sessions at Leadership September 2017 and May 2018;
- reviewed and continued to support the development of ETFO Women's focused posters, videos, programs and initiatives; and

- continued to discuss and suggest ways of increasing the representation of women on local executives through building networks and skills of members identifying as women and their participation in ETFO Women's Programs.

**Recommendations to the 2018 Annual Meeting:**

The committee will bring forward two of the three resolutions brought forward from the 2017 Annual Meeting.

Resolution 17

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

1.0 Programs for Women

Each local shall endeavor to allocate six per cent of their budget to programs for women only.

Resolution 122

That any local with two or more released officers and no constitutional provisions that at least one released officer self-identify as a woman shall, at their next local general meeting that considers constitutional amendments:

- i. put forward a constitutional amendment to ensure at least one released officer self-identify as a woman; and
- ii. have members vote on the issue.

Respectfully submitted,  
April Elliott, Chairperson

AT:AE:AJ

# REPORT TO THE 2018 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

Angela Salvatori-Corapi	Niagara Teacher Local	Brock University (Chairperson)
Amrit Bains	Ottawa-Carleton Teacher Local	University of Ottawa
David Berger	Kawartha Pine Ridge Teacher Local	Trent University
Sherri Conley	Rainbow Teacher Local	Laurentian University
Cereita Goulbourne	Peel Teacher Local	OISE/University of Toronto
Terri Anne Jackson	Durham Teacher Local	UOIT
Dale Napier	Thames Valley Teacher Local	University of Western Ontario
Michelle Passmore/ Lyne Kelly	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
Safia Saleh	Peel Teacher Local	York University
Corinne Scarfo	Lakehead Teacher Local	Lakehead University
Joanne Threndyle	Waterloo Region Teacher Local	Wilfrid Laurier University
Joanne Languay	Staff Liaison	ETFO

## Committee Activities 2017-2018

The Teacher Education/Faculty Liaison Committee (TEFLC) met three times this year. The ETFO chairpersons of their TELC who also attended the OTF Teacher Education Liaison Committee meetings for 2017-2018 were T. Jackson (UOIT), M. Passmore/L. Kelly (Nipissing), A. Pouti-Fletcher (Windsor) and J. Roberts (Queen's).

At the October meeting, an orientation meeting was held for members new to the committee. Karen Campbell, First Vice-President, welcomed the new members and extended thanks to returning members. She provided an overview of the role and responsibility that the First Vice-President plays as the Executive Liaison for the TEFLC and the role that the TEFLC plays. Angela Salvatori-Corapi was elected chairperson. A reminder was made with respect to teacher candidates not accepting Occasional Teacher work until they are fully certified by the OCT. "A Practical Vision for Associate Teaching and the Practicum in Ontario" was shared including how to start discussions at the TELCs about the vision. The committee discussed

the ETFO Faculty of Education award. This is the second year the award is self-nominating. There is now an online application site for awards. The application due date changed from April 30th to February 1st allowing more time for the selection to be made and the facilities to receive the information.

At the January meeting, a Brock research report was shared on the challenges of attaining equitable representation in teacher education for various groups, including first-generation students, students with disabilities, students of Aboriginal descent and other rationalized minorities. Research shows there are many gaps in practices from university to university and monitoring processes should be consistent throughout the system. The committee discussed the Professional Boundaries workshop. Ideally, year one candidates should attend the workshop before they go on their first practicum. The committee discussed the concern of teacher candidates experiencing student violence while on practicum. The committee had a fulsome discussion on hiring, and specifically the hiring of French-qualified teachers with the expansion of French Immersion (FI) programming occurring in many district school boards. There are implications and resulting pressures with the expansion of the FI program.

At the May meeting, First Vice-President K. Campbell updated the committee on the historic announcement of ETFO endorsing the NDP for the upcoming provincial election and the background of that decision. It is part of the strategy to engage members in the election and the party that best aligned with the ETFO "Building Better Schools" platform. The OCT "Transition to Teaching 2017" report was shared with the committee. The report indicates a lower rate of unemployment compared to the past years. An increase in hiring is anticipated over the next few years. All of the current members of the ETFO TEFLC will be returning next year.

**Recommendations to the 2018 Annual Meeting:**

Nil.

Respectfully submitted,  
Angela Salvatori-Corapi, Chairperson

ASC:JL:MF