



**OSSTF Toronto
District 12 Annual General Meeting
Latvian Canadian Cultural Centre
6:30 pm
June 11, 2025**

AGENDA

1. Call to Order
2. Land Acknowledgement and Anti-Harassment Statement
3. Announcements
4. PROC 101-25; PROC 102-25; PROC 103-25; PROC 104-25; PROC 105-25
5. Moment of Silence
6. Report of the District President: Michelle Teixeira
7. Report of the District Treasurer: David Pickering [pages 19-30]
8. Questions to the Reports of the District President and Treasurer
- # 6:50 PM 9. Provincial Executive Reports / Questions to the Provincial Executive Reports
- # 7:00 PM 10. On Time Motions [pages 31-34]
11. Late Motions
- ## 7:15 PM 12. Adjournment



OSSTF Toronto Teachers' Bargaining Unit Anti-Harassment Policy and Procedure

Let us not take thought for our separate interests, but let us help one another.

A member of OSSTF/FEESO has the right to a workplace and union environment free from harassment and bullying.

Harassment and discrimination are not joking matters. They have a destructive effect on the workplace environment, individual wellbeing, and union solidarity. Such actions are not only destructive, they can be illegal.

Inadvertent, hidden and systemic harassment and discrimination must be identified and addressed. The roots of systemic harassment and discrimination include but are not limited to racism, sexism, and homophobia and transphobia. OSSTF/ FEESO does not condone harassment or discrimination on the basis of age, national or ethnic origin, colour, religion, sex, gender identity, sexual orientation, race, socio-economic status or mental or physical disability.

Harassment and discrimination can take many forms and may be verbal, physical or psychological. They can involve a wide range of actions including comments, gestures or looks, pictures, messages, touching, or more aggressive actions. These acts may be indirect or overt; they may be isolated or repeated.

Acts of harassment and discrimination are always degrading, unwelcome and coercive. They are always unacceptable.

As members of OSSTF/FEESO, our goal must be to protect human rights, to promote mutual respect and trust, and to foster inclusion.

We cannot condone or tolerate intimidating, demeaning, hostile and aggressive behaviour against another member. We cannot condone these behaviours when we witness them.

As OSSTF/FEESO members, we must speak out against this conduct and stand together to protect human rights. We must take action.

OSSTF/FEESO is committed to strengthening member solidarity, and in addition to representing members' interests in the workplace, takes seriously its own responsibility to ensure that members are treated with respect and dignity at all provincially sponsored OSSTF/FEESO events and meetings.

Any member who feels targeted by harassment or discrimination must be able to speak up and know their concerns will be responded to immediately in accordance with OSSTF/FEESO Bylaws and the OSSTF Toronto Teachers' Bargaining Unit Resolution and Complaint Process.

Resolution and Complaints Process

An anti-harassment officer will be appointed for Council Meetings, the Annual General Meeting and the Branch President's Workshop. Members who believe they have been the target of harassment or discrimination at these events are encouraged to take immediate action to ensure this behaviour is stopped.

As a first step, members should make it clear to the perpetrator that the behaviour is offensive, and ask that it be stopped. This can be done personally, either in writing or verbally, or with the assistance of a third party.

If the behaviour recurs or persists, or if the members do not feel safe in approaching the perpetrator directly, they should speak with the designated officer(s) and ask for that person to act. The designated anti-harassment officers shall be appointed by the President from the group of current Health and Safety Inspectors (as appointed in accordance with by-law 4.1.2.7), and Members who have volunteered. All those acting as anti-harassment officers will have completed the Provincial OSSTF anti-harassment officer training. The anti-harassment officers will also form the Complaints and Resolutions committee.

The designated anti-harassment officer(s) will investigate the complaint promptly, including separately interviewing the parties involved and any witnesses, with a view to resolving the problem informally. During this process, the designated anti-harassment officer(s) may remove the respondent temporarily from the meeting if circumstances warrant.

The investigation shall be handled confidentially; however, all complaints will be reported by the designated anti-harassment officer(s) to the President and/ or the Vice Presidents.

If the complaint cannot be resolved informally, the complainant will be asked to put the complaint and all relevant information in writing.

If the complainant chooses to provide such a written complaint, it will be submitted to the designated staff person, Betty-Ann Samaroo at basamaroo@osstftoronto.ca in the Bargaining Unit office who will forward it to another anti-harassment officer as appointed by the President and/ or the Vice Presidents. The written complaint will be investigated fully with a view towards a resolution that is acceptable to all involved parties.

If the complainant is not satisfied with the result of the written complaint, the complaint will be forwarded to the Complaints and Resolutions committee for action. It shall be the responsibility of the Complaints and Resolutions committee to determine if the behavior falls under the definition of harassment, and decide on appropriate remedial action. While conducting the investigation, the committee will be informed by an understanding of the systemic roots of discrimination and harassment as expressed in the OSSTF/FEESO Equity Statement.

The parties involved will receive a written report stating the findings and any action taken.

At any point in the process, the Anti-Harassment officer (s) may seek the assistance of the designated secretariat member of Provincial OSSTF/ FEESO.

Resolutions may include but are not limited to apologies, mediation, warnings, temporarily limiting access, or removal/ exclusion from the meeting or event. If a decision is made to remove or exclude that member, and where this member is representing the bargaining unit, a confidential letter outlining the reasons for this decision will be sent to the president of the appropriate body. The Bargaining Unit Office shall keep a confidential file of all records and reports related to the investigation of written complaints for a period of five years.

None of the above restricts a member's right to file a complaint with the Ontario Human Rights Commission or make a complaint to police.

(Revised May, 2021)

OSSTF District 12 Toronto

Rules of Order 2024-2025

Procedures

1. The Chair shall begin the meeting at the time scheduled for Call to Order.
2. The meeting will continue until Adjournment.
3. Each person shall be recognized by, and address, the Chair in the order determined by the rules of order. They must first be recognized by the Chair using the appropriate indicator they wish to speak on.

Agenda

4. The tentative Agenda shall be set by the District President upon recommendation of the District Constitution and Steering Committee in accordance with these rules and procedures.
5. Order of Motions
 - a. On time motions will be sequenced before late motions.
 - b. On time motions will be sequenced in the following order:
 - i. Equity Motions (see definitions).
 - ii. Additional on time motions will be sequenced in the order they are received before the on-time deadline.
 - c. Late motions will be sequenced on the Agenda as an item that does not come prior to On time motions.

Timed Items

6. Regular timed items are marked with a # symbol and they interrupt the regular business on the agenda.
7. Priority timed items are marked with a ## symbol and interrupt any item, including regular timed items. They do not interrupt other Priority timed items.

Motions

8. A motion may not contravene our established bylaws or constitution, and must be actionable.
9. Unless otherwise stated, a Motion will require a mover and a seconder who are voting District Representatives and who are present at the meeting.
10. Unless otherwise stated a Motion may be debated.

Decisions by Consensus

11. Decisions can be made by consensus (i.e. not requiring a vote) if, when the Chair asks, there is no objection from any District Representative.
 - a. Motion language may be changed through universal consensus
 - b. Motions may be passed through universal consensus

Types of Motions / Debate

12. The types of motions and ways to engage in debate that shall be used at OSSTF/FEESO meetings are set forth in the Provincial Rules of Order Regulation 20, Table 2 MOTIONS & ENGAGING IN DEBATE (<https://bit.ly/OSSTFconstitution2024-25>).

Debate

13. No debate shall be held on a topic until there is a motion on the floor.
14. Prior to the vote, all main motions and amendments shall be written and presented to the Speaker or to the Motions Committee.
15. To hear from a variety of perspectives on a motion, there will be a rotation that includes speakers who will speak in the following order: in favour, in opposition, ask questions or move procedural motions, and then point of consideration.
16. The mover of a motion shall speak first to open the debate on the motion, answer questions and then shall speak once more to conclude the debate or choose to pass.
17. Members who wish to speak must first be recognized by the Speaker and should begin by stating their name, Bargaining Unit (non-executive Members) or position (executive Members), and whether they support or oppose the motion, are moving an amendment, or have other intentions.
18. Members shall not speak more than once to a motion unless they are the mover of a motion, are asking a question or have been asked by the Speaker to clarify part of their speech. No debate shall be allowed upon the explanation.
19. After a motion or an amendment has been debated, the Speaker calls the question by asking those in favour of the motion to so indicate, followed by those opposed. The Speaker then declares the motion "carried" or "defeated".

Interrupting Debate

20. A Pause indicator may be used to indicate the desire to pause the meeting. It may be used by a District Representative only when the Member:
 - a. believes the established Rules of Order are being contravened.
 - b. is experiencing an issue which is impacting their ability to participate in the meeting and within the purview of the Chair to resolve.
 - c. is experiencing an issue which requires accommodation to physically participate in the meeting.
 - d. disagrees with the ruling of the Chair and wishes to Challenge to the Chair.
 - e. has a question for the Chair about how to navigate the Rules of Order.

Time Limits

21. Speakers will have a time limit based on the indicator on which they rise.
 - a. In Favour and In Opposition shall have a 90 second limit.
 - b. Ask Questions or Move Procedure Motions shall have a 60 second limit
 - c. Responses to questions asked during debate shall have a 90 second limit.
 - d. Points of Consideration shall have a 60 second limit.
 - e. A Pause Indicator shall have a 60 time limit.
22. Timing will commence after the Member has stated their name and bargaining unit. If a member chooses to, they may state their pronouns.

Rules for Debate

23. Any Member in attendance may participate in debate.
24. The appropriate form must be used to submit motions. Motions must be submitted to Steering in writing prior to debate of the motion.
25. Only a District Representative can move, second, and vote on motions.
26. Once a Member has identified the indicator they wish to speak on they will be placed into sequence by Steering. Changing indicators changes the sequencing of speakers.

Voting

General

27. No interruptions are permitted while the vote is in progress.
28. Once the order of business has been announced by the Speaker, no further action can be taken on the previous motion except for reconsideration of a motion.
29. When a vote has been taken electronically, the results are final once they have been announced by the Speaker.

Vote Results

30. After an electronic vote, the chair will read the following, if available:
 - a. The vote percentage In Favour and In Opposition
 - b. The number of votes in Favour and In Opposition

Inconclusive Vote for Votes Taken by a Show of Hands

32. If the Speaker is in doubt about a vote taken by a show of hands, the Speaker should immediately retake the vote as an uncounted rising vote. Any District Representative who is unable to rise will be accommodated.
33. A District Representative can also request an uncounted rising vote without needing a motion to do so.
34. If after an uncounted rising vote, the Speaker is still unable to determine the result, the Speaker should take the vote a third time as a counted rising vote.
35. Once the counted rising vote count tabulations are completed, the Speaker shall announce the results to the House. After the announcement of the counted rising vote, the results are final.
36. In voting by a show of hands (including a counted rising vote), a District Representative has the right to change their vote up to the time their vote has been counted.
37. A District Representative may vote on a rising vote count not having voted previously on the issue.
38. The doors should be closed, and no one should enter or leave the House while a count is being taken.

Virtual Meetings

39. Virtual meetings may be called to replace in-person meetings at the discretion of the District Executive upon review of technologies available.
40. Registered District Representatives will receive an email that contains the meeting access link prior to the meeting.
41. The link for the meeting will be posted on the OSSTF Toronto website for any Member that wishes to attend as an observer. Observers may be asked by one of the meeting hosts to briefly turn on their camera for identification purposes.
42. Only registered District Representatives can vote during the meeting.
43. Sign in for the virtual meeting will open at least twenty minutes before the meeting call to order, as listed in the agenda.
44. Members may be asked by one of the meeting hosts to briefly turn on their camera for identification purposes.
45. Virtual Members must change their screen name to be <First Name, Last Name, Bargaining Unit>. Failure to do so, after two requests, will result in removal from the meeting. Attendees are encouraged to do so before logging onto the meeting.
46. Virtual Observers must change their screen name to be <OBS: First Name, Last Name, Bargaining Unit>. Failure to do so, after two requests, will result in removal from the meeting. Attendees are encouraged to do so before logging onto the meeting.
47. A microphone will only be un-muted when a speaker is recognized by the Chair.
48. All motions to the assembly, not carried through Universal Consensus, will be voted on through electronic means, suitably determined by the District Executive.
49. During a virtual meeting, the Chair will indicate when voting opens, the length of time the ballot will be open, and when voting has closed.
50. The Steering Committee will explain the process for moving motions and participating in debate at the beginning of each virtual General meeting.

Authority for Procedures

51. For all procedures not listed in these rules, the OSSTF/FEESO Rules of Order are the primary authority.
52. At the first District meeting of the Federation year the Rules of Order will be presented by the Constitution and Steering Committee accompanied by a motion to endorse the Rules of Order for the Federation year and up until the Rules of Order are adopted for the following Federation year at District's first meeting of the Federation year; unless subsequent amendments are proposed, the Rules of Order shall stand.
 - a. Any changes made to the Rules of Order by the Constitution and Steering Committee will be explained before the motion to endorse.

53. When the rules of order do not provide clear direction, Speakers and Steering may caucus, consult an external set of rules such as the Democratic Rules of Order and then present a ruling to the House.
54. The Steering Committee will record precedence set by the House which may be included in future, by amendment, into the Rules of Order.
55. Amendments to these Rules of Order must be provided using the correct form. They require a 2/3 vote.
 - a. If carried, the amended Rules of Order will not come into effect until the adjournment of the meeting at which they were passed.
56. These Rules will be reviewed on a regular basis by the Constitution and Steering Committee.
57. The Constitution and Steering Committee may edit this document for grammar and clarity.

Professional Conduct

58. Members and observers shall adhere to the principles of OSSTF/FEESO meeting conduct by following the rules of order approved by the House, listening to one another, only speaking when first recognized by the Speaker, directing all comments and questions through the Speaker, refraining from using profanity and may criticize an idea but never a fellow Member, including naming other Members and/or speculating on their motives. Breaches of OSSTF/FEESO meeting conduct shall be dealt with in the following order:
 - a. The Speaker will call the House to order and remind Members of meeting conduct.
 - b. The Speaker will call the Member to order and ask for either an apology or a withdrawal of the objectionable action or statement.
 - c. After the Speaker has named a Member, the objectionable action or disorderly words used by the Member shall be recorded in the Minutes and the Speaker can order one of the following penalties for removal: for a short break, the remainder of the day, the remainder of the meeting.
 - d. Any further interruption will result in a complaint being filed with Judicial Council which could result in the Member becoming ineligible to attend future provincial events.

Definitions

59. "Equity Motion" shall mean a motion concerned with issues that primarily impact groups defined by the Protected Grounds under the [Ontario Human Rights code](#), and Adult Day School Teachers as an equity seeking group.
60. Motions will be classified as the following
 - a. BYL - Bylaw motions
 - b. CON - Constitution motions
 - c. MAC - Miscellaneous Action Motions
 - d. POL - Policy motions
 - e. PROC - Procedural motions
61. "Policy motions" shall mean any stand or position taken by OSSTF Toronto in accordance with its Bylaws on matters beyond its internal legislative power.

62. "Bylaw motions" shall mean any stand or position taken by OSSTF Toronto that impacts the standing rules governing the membership of OSSTF Toronto on matters entirely within the control of OSSTF Toronto.
63. "Miscellaneous action motion" shall mean any stand or position taken by OSSTF Toronto that is within the internal legislative power of OSSTF Toronto.
64. "Late motions" shall mean any BYL, CON, MAC, or POL motion that is not considered an "On time motion".

MOTIONS & ENGAGING IN DEBATE Table

- Except for * motions in the table below, each motion requires a mover and a seconder.
- Motions are amendable and/or debatable unless specifically stated in the chart.

Classification	Characteristics	Vote Count
A) Main (motion is debated using rotational system)		
Main motion	<ol style="list-style-type: none"> 1. A main motion presents new business. It can be a change in constitutional language or an action. 2. It is made when no motion is on the Floor. 3. The vote count may differ depending on the content of the motion. 	Vote count is dependent on the type of motion and whether the motion is on time, late (2/3) or from the Floor (9/10).
B) Motions that can act upon the main motion (in rotation and does not interrupt debate)		
Amend	<ol style="list-style-type: none"> 1. This motion is used to make changes to the main motion on the Floor. 2. It is made when the main motion is on the Floor. 3. An amendment must not change the intent or topic of the original motion. 4. Once a main motion has been moved, a Member can ask for an amendment. 5. <i>Amending by Deletion</i> (removing words) 6. <i>Amending by Insertion</i> (adding words) 7. <i>Amending by Deletion and Insertion</i> 8. <i>Amending by Substitution</i> (multiple changes that require completing substituting for clarity) 9. An amendment itself can be amended only once. 10. If the amendment passes, the Speaker shall return to the main motion as amended. 11. If the amendment fails, the Speaker shall return to the original main motion. 	1/2
C) Procedural motions (in rotation and does not interrupt debate)		
Bloc-ing	<ol style="list-style-type: none"> 1. This motion is used to consider multiple motions on a similar topic together. 2. It requires a motion to bloc and a motion to approve the bloc. 3. While the initial motion to bloc is a majority vote count, the vote count for the motion to approve the bloc is based on highest vote count of the motions contained in the bloc++ 4. When motions are sequenced in a bloc, a Member can request to have (a) specific motion(s) removed if they would like the motion debated independently of the bloc. This does not require a motion and the pulled motions will be dealt with in the order they were removed. 	1/2 or more
Pulling from the Bloc	<ol style="list-style-type: none"> 4.1 When a Member has pulled a motion from a bloc, they will be sequenced to speak in debate on the motion they pulled immediately following the opening of debate by the Mover 	

Call the question	<ol style="list-style-type: none"> 1. This motion is used when a Member would like to end debate and move immediately to a vote on the motion that is currently on the Floor. 2. It is made when the main motion is on the Floor. 3. Call the question is not debatable and the Speaker will go immediately to the vote. 4. If this motion passes, the House moves immediately to the vote on the motion on the Floor. 5. If the motion fails, the House continues to debate the motion on the Floor. 6. This motion can only be used when: <ol style="list-style-type: none"> 6.1 At least two speakers IN FAVOUR and two speakers IN OPPOSITION have spoken; or 6.2 At least two speakers IN FAVOUR have spoken and there are no IN OPPOSITION in queue; or 6.3 At least two speakers IN OPPOSITION have spoken and there are no IN FAVOUR in queue; or 6.4 There are no speakers IN FAVOUR or IN OPPOSITION in queue 	2/3
Committee of the Whole	<ol style="list-style-type: none"> 1. This motion is used if the House would like to discuss a topic informally with no motion on the Floor. 2. This motion can be applied either when there is a motion on the Floor or when there is no motion on the Floor. 3. The motion must clearly state the topic to be discussed, a time limit which cannot be extended and speaking time limits if any. 4. When the time has been exhausted, the House will rise from Committee of the Whole. 	1/2
Executive Session	<ol style="list-style-type: none"> 1. This motion is used when discussion must be kept confidential to those in attendance. 2. This motion can be applied either when there is a motion on the Floor or when there is no motion on the Floor. 3. Executive session requires a motion to move into Executive Session and another motion to move out of Executive Session and to report on the Executive Session. 4. Any motion voted upon in Executive Session which requires public action needs to be included in the report that is given to move out of Executive Session. 	1/2
Postpone	<ol style="list-style-type: none"> 1. This motion postpones the motion of the floor to a specific future date or time. 2. This motion can be used before or once the main motion being postponed has hit the floor. 3. It is debatable and amendable. 	1/2
Receive, Endorse or Adopt	<p>There are several ways to deal with reports.</p> <ol style="list-style-type: none"> 1. When the Speaker calls for a report, it is considered <i>received</i>; no motion is required. 2. A Member may move a motion to <i>adopt</i> which has the effect of approving every word in the report. A motion is required. 3. A Member may move a motion to <i>endorse</i> which has the effect of approving the general directions of the report without adopting all the recommendations. A motion is required. 	<p>----</p> <p>1/2</p> <p>1/2</p>
Recess or adjourn	<ol style="list-style-type: none"> 1. A motion to recess is used to set a short break. 2. A motion to adjourn is used to either end a meeting or to end a meeting and set a new time for it to be completed. It must be set prior to the start of the next meeting of the same body. 3. These motions are amendable, debatable and can be moved as either a main motion or when another motion is on the floor. 	1/2
Refer	<ol style="list-style-type: none"> 1. This motion is used when a Member would like to refer the motion to another body for further consideration. 2. Debate is centered on the merits of the referral and not the main motion itself. 3. This motion can be applied to a main motion before it is brought before the House or once it becomes the main motion on the Floor. 4. When a motion is referred, the wording should include where the motion is being sent, instructions for the receiving body and when the receiving body will report back. 	1/2
D) Motions that Bring Something Back in front of the House (in rotation and does not interrupt debate)		
Reconsider	<ol style="list-style-type: none"> 1. This motion is used when a Member would like to bring a motion back before the House. 2. The mover must have voted on the prevailing side of the motion being reconsidered. 3. It is made when no motion is on the Floor. 4. The motion is non-debatable. 5. A motion to reconsider can be applied only once to a motion. 	1/2

Amend something Previously adopted	<ol style="list-style-type: none"> 1. This motion is used to make a change to a motion already adopted. For example, to change the agenda, the sequencing sheet or the time at which to adjourn. 	2/3
E) Requests to the Speaker (in rotation and does not interrupt debate)		
Divide the question*	<ol style="list-style-type: none"> 1. If a motion can be divided and each portion stand alone, a Member can request a division of the motion and the Speaker will instruct Steering to separate the motion. Each portion then becomes a separate motion. 2. This request does not need a mover or a seconder. 	----
Point of Consideration	<ol style="list-style-type: none"> 1. A Member can make a statement through an equity, anti-racism and/or anti-oppression lens. 2. A Member can make a statement that relates to the integrity, rights, or privileges of an individual or the assembly collectively. 3. Points of Consideration are not used to speak in favour or in opposition to the motion on the Floor. 	----
Questions	<ol style="list-style-type: none"> 1. A Member can ask a question to the mover through the Speaker. 2. A Member can ask the Speaker a question about parliamentary procedure or the effect of a motion. 	----
F) Requests to the Speaker that interrupt debate or questions		
Question and/or Point of Order	<ol style="list-style-type: none"> 1. If a Member is concerned the House is not following the Agenda and/or Sequencing Sheet, they can request clarification from the Speaker. 2. A Member can ask for a standing vote count before the next motion is moved and seconded. 3. A Member can ask a question of whether a motion is in order or not. 	1/2
Challenge a ruling	<ol style="list-style-type: none"> 1. A Member can challenge the ruling of the Speaker if they disagree with the Speaker's decision about whether the motion is in order or out of order. 2. A Member may also challenge the ruling of the Speaker if they do not agree with the Speaker's announcement of the result of a show-of-hands vote. 3. The steps are: <ol style="list-style-type: none"> A) the Member shall state "I would like to challenge the ruling." B) Once the challenge has been recognized by the Speaker, the Member explains their rationale for the challenge. Then, the Speaker explains their rationale for the ruling made. After both rationales have been presented to the House, a vote is taken to support the challenge or uphold the ruling. C) Once the challenge has been completed, the ruling may not be challenged again. <p>Note: A motion is considered out of order if:</p> <ol style="list-style-type: none"> 1. it is contrary or redundant to an existing article, bylaw, policy or procedure 2. it refers to an article, bylaw, policy or procedure that does not exist 3. it is the same or similar to a motion already dealt with by the assembly or, 4. if it is an amendment, it would change the intent too significantly. 5. if it is not actionable. 	1/2
G) Motions to Be Debated at a Future Meeting (read into record by the Speaker)		
Notice of Motion	<ol style="list-style-type: none"> 1. Notices of Motion are motions submitted in writing to Steering that will be discussed at a future meeting. They provide the House advanced notice of a motion and when it will be considered. 2. Notices of Motions will be distributed in print or electronic form, 	----

OSSTF Toronto Teachers' District Meeting Reference Guide

Indicator Cards	Purpose of Indicator	Speaking Time
Used During Debate (in the following sequence):		
IN FAVOUR Colour: Green	<ul style="list-style-type: none"> Mover initially speaking to the motion Debating in favour of a motion 	90 seconds
IN OPPOSITION Colour: Orange	<ul style="list-style-type: none"> Debating against a motion 	90 seconds
QUESTION Colour: Yellow	<ul style="list-style-type: none"> To ask a question to the mover To move a Main motion To reconsider a motion Calling for the Vote / Calling the Question (i.e. end debate) To make an amendment 	60 seconds
POINT OF CONSIDERATION Colour: Grey	During debate: <ul style="list-style-type: none"> to make a statement through an equity, anti-racism and/or anti-oppression lens. to make a statement that relates to the integrity, rights, or privileges of an individual or the assembly collectively. 	60 seconds
May Be Used Throughout District Meeting:		
PAUSE Colour: Pink	May be used by a Member only when the Member: <ul style="list-style-type: none"> believes the established Rules of Order are being contravened. is experiencing an issue which is impacting their ability to participate in the meeting and within the purview of the Chair to resolve. is experiencing an issue which requires accommodation to physically participate in the meeting. disagrees with the ruling of the Chair and wishes to Challenge to the Chair. has a question for the Chair about how to navigate the Rules of Order. 	60 seconds

**SUBMITTED PROCEDURAL MOTIONS FOR THE
OSSTF TORONTO DISTRICT ANNUAL GENERAL MEETING
JUNE 11, 2025**

PROC 101-25

District Constitution Committee

$\frac{1}{2}$

BIRT the Agenda be adopted.

PROC 102-25

District Constitution Committee

$\frac{1}{2}$

BIRT the Rules of Order as written be adopted for the Federation year 2024-2025.

PROC 103-25

District Constitution Committee

$\frac{1}{2}$

BIRT the Minutes of the June 2024 DAGM be approved.

PROC 104-25

District Constitution Committee

$\frac{1}{2}$

BIRT the Minutes of the October 2024 DGM be approved.

PROC 105-25

District Constitution Committee

$\frac{1}{2}$

BIRT the District Constitution Committee for the 2024-2025 OSSTF Toronto Annual General Meeting be authorized to edit the motions passed for spelling, grammar, sequencing and constitutional language without altering the intent of the motions.

PROC 106-25

Maryline Lanteigne (TTBU) / Solange Scott (PSSP)

$\frac{1}{2}$

BIRT CON 101-25, BYL 102-25, BYL 103-25, BYL 104-25, BYL 105-25, BYL 106-25, BYL 107-25, and BYL 108-25 be considered en bloc.

PROC 107-25

Maryline Lanteigne (TTBU) / Solange Scott (PSSP)

$\frac{2}{3}$

BIRT the resolutions contained in PROC 106-25 be approved.

OSSTF Toronto
District 12 General Meeting
4:45 p.m.
OCTOBER 17th, 2024 Minutes

1. Call to Order – Jennifer Ojalammi, Provincial Office, called the meeting to order at 4:45 PM.
2. Acknowledgement of Traditional Lands and Anti-Harassment Statement were read by Chair. Anti-Harassment Officers are Soma Srivastava & Eitan Laufer
3. Announcements were read by Chair
4. Approval of Agenda:
 - Agenda was not approved as quorum was not met
5. Approval of Minutes
 - October 20, 2022 – Minutes not approved as quorum was not met
6. Approval of Minutes
 - October 19, 2023 – Minutes not approved as quorum was not met
7. Adoption of Rules of Order
 - Quorum was not met
8. On Time Motions – As quorum was not met, motions could not be voted upon
9. Treasurer's Report: David Pickering:
 - Presented the District 12 Draft Budget 2024/25
 - Questions on the Budget - No Questions were asked
 - Related Motion - Quorum was not met
10. New Business, Late Motions and Notices of Motion:
 - NIL
11. Adjournment: – 5:07:pm

OSSTF Toronto
District 12 Annual General Meeting
Latvian Canadian Cultural Centre
June 12, 2024 Minutes

1. Call to Order by Chair Dan Earle
2. Acknowledgement of Traditional Lands and Anti-harassment Statement were read by Chair. Health & Safety Officers: Denis Da Ross and Cassandra Kirchmeirgitt
3. **PROC 101-24**
BIRT the Agenda be adopted

Carried

PROC 102-24

BIRT the Rules of Order as written be adopted for the Federation year 2023/2024

Carried

PROC 110-24

BIRT PROC 103, PROC 104, PROC 105, PROC 106, PROC 107, PROC 108
be carried en bloc

Carried

PROC 103-24

BIRT the Minutes of the November 12, 2020 OSSTF Toronto General Meeting be approved.

Carried

PROC 104-24

BIRT the Minutes of the June 17, 2021 OSSTF Toronto Annual General Meeting be approved.

Carried

PROC 105-24

BIRT the Minutes of the October 21, 2021 OSSTF Toronto District General Meeting be approved.

Carried

PROC 106-24

BIRT the Minutes of the October 20, 2022 OSSTF Toronto District General Meeting be approved.

Carried

PROC 107-24

BIRT the Minutes if June 14, 2023 OSSTF Toronto Annual General Meeting be approved.

Carried

PROC 108-24

BIRT the Minutes of the October 19, 2023 OSSTF Toronto District General Meeting be approved.

Carried

PROC 111-24

BIRT the resolutions in PROC 110-24 be approved

Carried

PROC 109-24

BIRT the District Constitution Committee for the 2023-2024 OSSTF Toronto Annual General Meeting be authorized to edit the motions passed for spelling, grammar, sequencing and constitutional language without altering the intent of the motions.

Carried

Chair moved to Timed Item# 9

9. On Time Motions

BYL 101-24

District Constitution Committee

½ BIRT Bylaw 15 be amended by the addition of District meeting voting badges are nontransferable and only valid on the day they are issued.

Carried

BYL 102-24

BIRT Bylaw 4.2.1.2 be amended by the deletion of “subject to ratification by the District Executive”.

Carried

BYL 103-24

BIRT Bylaw 6.2.1 be amended by substitution to read: Each Bargaining Unit shall notify the District Secretary/Treasurer and AMPA Coordinator of the names of all delegates and alternates no later than the third Monday in December.

Carried

BYL 104-24

BIRT Bylaw 13 be amended by the addition of :13.x All matters discussed in Executive Session shall remain absolutely confidential to those members present during the Session.”

Carried

4. Moment of Silence read by Chair
5. Report of the District President: Michelle Teixeira
 - Welcomed all 3 Bargaining Units and members of the Provencal Office
 - Thanked entire staff for all their work
 - Reported on TDSB Finance Budget
 - Spoke about making our priorities known to Trustees
 - Reported on Fund our Schools Campaign
 - Spoke about publicly funded education cuts
11. Adjournment: 7:15 pm

NOTICE OF MOTION

June 12, 2024

BIRT the Chairperson of an equity committee shall have one (1) vote at District Executive Council. The committees included will be Black, Indigenous, and Workers of Color, Human Rights, Pride, and Status of Women Committees.

Bruce Garrett, OTBU

**Ontario Secondary School Teachers' Federation
Toronto District 12
Financial Statements
June 30, 2024**

Mariya Zolotko
CPA, CA

AUDITORS' REPORT

To the Members of Toronto District 12 of the
Ontario Secondary School Teachers' Federation

Acting as the Financial Controller of the Ontario Secondary School Teachers' Federation, I have audited the accompanying financial statements of Toronto District 12 of the Ontario Secondary School Teachers' Federation (the "District"), which comprise the balance sheet as at June 30, 2024 and the statement of revenue, expenditures and accumulated surplus for the year then ended, and the summary of significant accounting policies and other explanatory information. These financial statements are the responsibility of the District's executive. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the District as at June 30, 2024 and the results of its operations for the year then ended in accordance with Canadian accounting standards for non-for-profit organizations.

Toronto, Ontario
May 13, 2025



Mariya Zolotko, CPA, CA
Financial Controller

Ontario Secondary School Teachers' Federation
Toronto District 12
Balance Sheet
June 30, 2024

	2024	2023	2022
Assets			
Current			
Cash	\$ 293,672	\$ 222,684	\$ 176,567
Accounts receivable	220,695	103,069	298,198
Prepaid expenses	3,343	-	-
	<u>\$ 517,710</u>	<u>\$ 325,753</u>	<u>\$ 474,765</u>
Liabilities and Surplus			
Current			
Accrued liabilities	\$ 19,977	\$ 19,977	\$ 89,608
Long Term			
Loan payable - OSSTF/FEESO (note 5)	20,592	22,652	24,712
Reserve			
Camille Natale fund for social justice	6,715	6,896	7,075
Dismantling anti-black racism time release levy (note 4)	137,800	111,549	-
Accumulated surplus	<u>332,626</u>	<u>164,679</u>	<u>353,370</u>
	<u>\$ 517,710</u>	<u>\$ 325,753</u>	<u>\$ 474,765</u>

Ontario Secondary School Teachers' Federation

Toronto District 12

Statement of Revenue, Expenditures and Accumulated Surplus

Year Ended June 30, 2024

	2024	2023	2022
Revenue			
Provincial funding			
Basic district rebates - 2000	\$ 1,547,274	\$ 1,536,888	\$ 1,583,653
Professional development grants - 2010	85,090	81,844	81,127
Events to engage - 2045	7,019	-	-
PAC special district program - 2050	-	-	-
District coalitions - 2052	26,875	21,875	21,875
WSIB - 2080	964	964	964
AMPA funding	57,543	49,270	-
Member levy			
District (note 3)	83,681	83,364	81,320
Dismantling anti-black racism time release levy (note 4)	-	-	61,666
Interest	2,423	3,683	2,385
Other revenue	-	-	1,207
	<u>1,810,869</u>	<u>1,777,888</u>	<u>1,834,197</u>
Expenditures			
Bargaining unit funding			
Secondary teachers	894,807	876,357	910,478
Occasional teachers	186,390	190,372	192,177
PSSP	173,019	160,703	164,323
Executive			
Time release	168,129	164,832	161,600
Expenses and mileage	1,975	1,650	213
Meetings			
District executive	2,359	1,162	619
Annual general meeting	20,717	18,347	18,138
Provincial annual assembly (AMPA)	103,401	114,365	15,802
Provincial (AMPA) campaigns	-	2,407	-
Committees and activities / programmes			
Political action	70,584	98,125	89,871
Community Forums / Member Outreach	6,710	-	-
Human rights/Status of women/PRIDE/Black, Indigenous, Workers of Colour	7,519	10,228	11,525
Finance and audit	1,599	1,555	1,121
Donations / tributes / grants	9,425	7,862	9,500
Constitution / Communications / H&S / Eco / BIWOC	2,433	1,720	3,614
Office			
Staff salaries and benefits	62,447	64,523	62,934
Parking	3,038	1,044	1,424
Building operating costs	26,395	26,381	26,348
Telephone	3,677	3,987	4,539
Equipment purchases	1,426	974	2,035
Equipment lease/maintenance	4,882	4,371	4,225
General office expenses	16,474	14,329	17,182
Contingency	4,498	-	-
	<u>1,771,904</u>	<u>1,765,294</u>	<u>1,697,668</u>
Excess of revenue over expenditures from operations	38,965	12,594	136,529
Accumulated surplus, beginning of year	164,679	353,370	301,246
Transfer to Dismantling Anti-Black Racism Reserve (note 4)	-	(59,493)	-
Adjustment to accumulated surplus, beginning of year (note 6)	209,731	(64,792)	(7,405)
	<u>374,410</u>	<u>229,085</u>	<u>293,841</u>
Distribution of surplus from prior periods			
Secondary teachers	57,653	55,334	55,334
Occasional teachers	12,524	11,679	11,679
PSSP	10,572	9,987	9,987
	<u>80,749</u>	<u>77,000</u>	<u>77,000</u>
Accumulated surplus, end of year	\$ 332,626	\$ 164,679	\$ 353,370

Ontario Secondary School Teachers' Federation
Toronto District 12
Schedule of Continuity of Reserves
Year Ended June 30, 2024

	2024	2023	2022
Camille Natale Fund for Social Justice			
Balance, beginning of year	\$ 6,896	\$ 7,075	\$ 7,005
Add: Interest income	69	71	70
	<u>6,965</u>	<u>7,146</u>	<u>7,075</u>
Less: Award and expenses	<u>250</u>	<u>250</u>	<u>-</u>
Balance, end of year	<u>\$ 6,715</u>	<u>\$ 6,896</u>	<u>\$ 7,075</u>
Dismantling Anti-Black Racism Time Release Levy			
Balance, beginning of year	\$ 111,549	\$ -	\$ -
Add: Levy collected (note 4)	75,825	74,530	-
Transfer from District 12 Operating Reserve (note 4)	-	59,493	-
	<u>187,374</u>	<u>134,023</u>	<u>-</u>
Less: Time Release and expenses (note 4)	<u>49,574</u>	<u>22,474</u>	<u>-</u>
Balance, end of year	<u>\$ 137,800</u>	<u>\$ 111,549</u>	<u>\$ -</u>

**Ontario Secondary School Teachers' Federation
Toronto District 12
Notes to the Financial Statements
June 30, 2024**

1. Organization

The Ontario Secondary School Teachers' Federation (OSSTF/FEESO) is incorporated under the laws of Ontario as a not-for-profit corporation without share capital. Toronto District 12 is an organizational unit of OSSTF/FEESO set up to represent, in federation matters, the members assigned to it under the by-laws.

2. Significant Accounting Policies

Basis of accounting

These financial statements are prepared in accordance with Canadian generally accepted accounting principles.

3. District Levy

The District levy is deducted by the Toronto District School Board from members pay at the rate of \$0.50 per pay. The levy shall be used to defray the costs of political action activities as approved by the District Executive Council. The PSSP Bargaining Unit portion of the District levy, as reported on the Statement of Revenue and Expenditures, includes an amount remitted to the District by the PSSP Bargaining Unit from the unit's funds rather than an amount deducted by the Toronto District School Board from the PSSP Bargaining Unit members pay.

4. Dismantling Anti-Black Racism Time Release Levy Reserve Fund

The Dismantling Anti-Black Racism Levy is deducted by the Toronto District School Board from members pay at the rate of \$0.45 per pay. This levy shall be used for the payment of time release of up to 30 days per year for each of four District Executive positions as well as to complete their duties related to Dismantling Anti-Black Racism.

The District has amended bylaw 5.3 at its 2023 annual general meeting indicating that funds collected from the school board from the levy implemented shall be deposited to the Dismantling Anti-Black Racism Time Release Levy Reserve Fund and the time release payments shall be made from the reserve. Expenditures approved from the reserve shall not exceed the balance available at any time.

5. Loan Payable - OSSTF

The loan payable from OSSTF/FEESO arose in fiscal 2013 when the office staff were transferred from the OSSTF/FEESO District Office Staff pension plan to the OMERS pension plan. Subsequent to the transfer, the OSSTF/FEESO District Office Staff pension plan was terminated and a deficit resulted which was paid by the provincial office on behalf of the participating Districts and Bargaining Units. The District share of the deficit was \$45,312 and repayment is being made by annual installments, on a non-interest bearing basis, of \$2,060.

6. **Comparative information**

The comparative figures included in these financial statements have been reclassified to conform to the current year presentation.

Adjustment to June 30, 2024 opening surplus includes \$209,731 additional district rebate received from OSSTF/FEESO Provincial Office for Bill 124 remedy retro pay for 2019-2023 fiscal years. Subsequent to the year end, the amount was distributed on the FTE basis to the Occasional Teachers Bargaining Unit, Professional Student Services Personnel Bargaining Unit, and Toronto Teachers' Bargaining Unit.

Draft 2 District Budget 2025-26									
June 19, 2025-04-28									
REVENUE					DISTRICT	TTBU	OTBU	PSSP	
Provincial Funding Master									
District					\$ 1,625,892.00				
TTBU									
OTBU									
PSSP									
District Political Action Levy *					\$ 83,000.00				
D12 Dismantling ABR Levy					\$ 76,000.00				
Provincial Rebates:									
... AMPA					\$ 60,000.00				
... Political Action 2050*					\$ 1,000.00				
... District Coalitions (Labour Council) 2052*					\$ 16,875.00				
... Election Readiness*					\$ 1.00				
... Excellence In Education 2055					\$ 1.00				
... Member Accessibility 2090					\$ 1.00				
... Workplace Training (Reps. / New Mems) 2010					\$ 87,691.00	\$ 62,906.89	\$ 11,491.79	\$ 13,292.33	
... New Member Workshops 2070					\$ 1.00				
... Union Training 2015					\$ 1.00				
... SIB 2080					\$ 964.00				
... Other (2043,2045,2050)					\$ 6,000.00	?	?	?	
Interest					\$ 2,500.00				
Active Retired Members					\$ 1.00				
Misc Income / Allocation from Accumulated Surplus					\$ -	\$ -	\$ -	\$ -	
Camille Natale Award					\$ 1.00				
Bargaining Unit levies						?	?	?	
TOTAL REVENUE					\$ 1,959,929.00	\$ 941,134.14	\$ 171,925.75	\$ 198,863.16	
EXPENDITURES									
Meetings									
AMPA					\$ 120,000.00				
Executive					\$ 2,000.00				
General					\$ 24,000.00				
Total Meetings					\$ 146,000.00				

Activities/Programmes					
Political Action *	\$	33,000.00			
D12 Dismantling ABR	\$	76,000.00			
Labour Council *	\$	35,000.00			
Election Readiness *	\$	1.00			
Affiliations/Coalitions *	\$	-			
Grants & Donations *	\$	3,000.00			
Community Forums/Member Outreach *	\$	6,000.00			
AMPA Campaigns	\$	-			
Camille Natale Award	\$	1.00			
Excellence in Ed.- Jim McQueen Award	\$	8,500.00			
Awards Event*	\$	-			
PPAL Workshops	\$	1,800.00			
Total Programmes	\$	163,302.00			
COMMITTEES					
Constitution Committee	\$	1,600.00			
Communications Political Action Committee*	\$	3,300.00			
Finance Committee	\$	1,600.00			
Pride Committee	\$	3,500.00			
Occupational Health and Safety Committee	\$	450.00			
Human Rights Committee	\$	2,000.00			
PAG	\$	-			
Eco Committee	\$	1,200.00			
Status of Women Committee	\$	2,400.00			
Black & Indigenous & Workers Of Colour	\$	2,000.00			
Total Committees	\$	18,050.00			
Officers Salaries and Expenses					
Executive Officers Release (Note 1)	\$	190,000.00			
Executive Liaison Expenses	\$	2,000.00			
Total Officers Salary Expenses	\$	192,000.00			
Office Expenses					
Staff Salary	\$	57,810.00			
Staff Benefits	\$	15,990.00			
Temporary Help	\$	240.00			
Bank Charges and Audit	\$	500.00			
Building Operation costs	\$	25,900.00			
Office Expenses	\$	22,600.00			
Computer Support / Licenses	\$	4,000.00			
Website/Fibre	\$	1,600.00			
Total Office Expenses	\$	128,640.00			
Contingency	\$	13.96			

OSSTF District 12
Comparative Income Statement

	Budget 07/01/2024 to 06/30/2025	Actual 07/01/2024 to 05/30/2025	Difference
REVENUE			
Provincial Office Funding			
2000 - Basic District Rebates	1,588,063.00	1,206,928.00	381,135.00
2010 - Prof. Develop. and Training	86,677.00	0.00	86,677.00
2015 - Union Training	1.00	0.00	1.00
2045 - Events to Engage	6,000.00	0.00	6,000.00
2050 - PAC Special Distr. Progra...	1,000.00	0.00	1,000.00
2052 - District Coalitions	16,875.00	21,875.00	-5,000.00
2055 - Dist Excellence in Educati...	1.00	0.00	1.00
2080 - District WSIB Funding	964.00	0.00	964.00
2090 - Member Accessibility Fun...	1.00	0.00	1.00
AMPA Funding	58,700.00	58,340.70	359.30
Election Readiness / Mobilisation	1.00	0.00	1.00
Other Provincial Office Funding	1.00	0.00	1.00
Total Provincial Office Funding	1,758,284.00	1,287,143.70	471,140.30
Member Levy			
District Political Action Levy	83,000.00	35,227.00	47,773.00
D12 Dismantling ABR levy	76,000.00	50,455.36	25,544.64
Total Member Levy	159,000.00	85,682.36	73,317.64
Other Revenue			
Interest Revenue	2,500.00	2,529.13	-29.13
Active Retired Members	1.00	0.00	1.00
Camille Natale Award Income	1.00	0.00	1.00
Miscellaneous Revenue	0.00	0.00	0.00
• Allocation From District Surplus	40,000.00	40,000.00	0.00
Total Other Revenue	42,502.00	42,529.13	-27.13
TOTAL REVENUE	1,959,786.00	1,415,355.19	544,430.81
EXPENSE			
Bargaining Unit Funding			
OTBU Funding - Funding Master	172,826.17	104,095.72	68,730.45
OTBU Funding - Other	12,549.23	0.00	12,549.23
PSSP Funding - Funding Master ...	177,379.85	107,261.94	70,117.91
PSSP Funding - Other	12,879.88	0.00	12,879.88
TTBU Funding - Funding Master	843,497.02	507,073.20	336,423.82
TTBU Funding - Other	61,247.89	4,098.50	57,149.39
Active Retired Members	0.00	0.00	0.00
Allocation To BUs From Surplus	40,000.00	40,000.00	0.00
Total Bargaining Unit Funding	1,320,380.04	762,529.36	557,850.68
Executive			
Executive Time Release	184,500.00	184,500.00	0.00
Executive Liaison Expenses	2,000.00	411.68	1,588.32
Total Executive	186,500.00	184,911.68	1,588.32
Meetings			
District Executive	2,000.00	850.00	1,150.00
District General & Annual Meetings	23,000.00	2,946.49	20,053.51
Inter-District Meetings/Training	0.00	0.00	0.00
AMPA	115,000.00	108,487.51	6,512.49
Total Meetings	140,000.00	112,284.00	27,716.00
Activities/Programmes			
Political Action	33,000.00	10,350.50	22,649.50
D12 Anti-Black Racism	76,000.00	14,418.19	61,581.81
Labour Council	35,000.00	35,000.00	0.00
Election Readiness/Mobilisation	1.00	121.96	-120.96

OSSTF District 12
Comparative Income Statement

	Budget 07/01/2024 to 06/30/2025	Actual 07/01/2024 to 05/30/2025	Difference
Affiliations/Coalitions	0.00	0.00	0.00
Grants and Donations	3,000.00	1,500.00	1,500.00
Community Forums/Member Out...	6,000.00	6,000.00	0.00
AMPA Campaigns	5,000.00	-100.00	5,100.00
Camille Natale Award	1.00	0.00	1.00
Ex in Ed - Jim McQueen Award	8,500.00	1,800.00	6,700.00
Awards Event	0.00	5,846.85	-5,846.85
Pregnancy ,Parental, Adoption L...	1,200.00	1,123.53	76.47
Total Activities/Programmes	167,702.00	76,061.03	91,640.97
Committees			
Constitution Committee	1,600.00	387.85	1,212.15
Communications PAC Committee	3,300.00	423.88	2,876.12
Finance Committee	1,600.00	1,088.02	511.98
PRIDE Committee	3,500.00	1,921.43	1,578.57
Occupational Health and Safety ...	450.00	129.98	320.02
Human Rights Committee	2,000.00	541.80	1,458.20
Status of Women Committee	2,700.00	400.00	2,300.00
Black,Indigenous ,Workers of Co...	2,000.00	1,560.25	439.75
Eco Committee	1,200.00	700.88	499.12
Total Committees	18,350.00	7,154.09	11,195.91
Office Expenses			
Staff Salaries	56,400.00	43,718.36	12,681.64
EI Expense	1,200.00	913.82	286.18
CPP Expense	2,500.00	2,672.89	-172.89
WSIB Expense	1,300.00	1,221.64	78.36
Pension Expense	4,400.00	4,033.41	366.59
Benefit Plan	6,200.00	4,685.42	1,514.58
Total Staff Benefits	15,600.00	13,527.18	2,072.82
Temporary Help	240.00	0.00	240.00
Bank Charges and Audit	500.00	133.83	366.17
Building Operations	25,900.00	25,900.00	0.00
Capital Equipment	1,250.00	551.85	698.15
Supplies	5,625.00	5,135.16	489.84
Photocopying	1,125.00	2,176.35	-1,051.35
Photocopier Leases	4,625.00	5,150.58	-525.58
Paper Purchases	600.00	588.04	11.96
Printing	125.00	474.60	-349.60
Telephone	4,000.00	3,360.69	639.31
Postage	1,250.00	1,225.13	24.87
Taxi and Courier	125.00	20.06	104.94
Parking/Management	3,250.00	782.58	2,467.42
Insurance	625.00	506.61	118.39
Total General Office Expenses	22,600.00	19,971.65	2,628.35
Computer/Network Support/Lice...	4,000.00	3,694.62	305.38
Website/Fibre	1,600.00	1,570.86	29.14
Contingency	13.96	6,239.09	-6,225.13
Total Office Expenses	126,853.96	114,755.59	12,098.37
TOTAL EXPENSE	1,959,786.00	1,257,695.75	702,090.25
NET INCOME	0.00	157,659.44	-157,659....

ETOE
AP

**SUBMITTED ON TIME MOTIONS FOR THE
OSSTF TORONTO DISTRICT ANNUAL GENERAL MEETING
JUNE 11, 2025**

BYL 101-25

^{1/2}

BIRT the chairperson of an equity committee shall have 1 vote at District Executive Council. The committees included will be Black, Indigenous, and Workers of Colour (BIWOC), Pride, Status of Women, and Human Rights.

The District Steering Committee recommends this motion be ruled out of order as it is inactionable.

CON 101-25

Maryline Lanteigne (TTBU) / Solange Scott (PSSP)

^{2/3}

BIRT Article 2-Definitions be amended by the addition of a subsection that reads:

“2.1.9.x “Executive Liaison” shall mean a member of a Bargaining Unit’s Executive who has been appointed to a Standing Committee by a Bargaining Unit President.”

Constitution, page 3

ARTICLE 2 - DEFINITIONS

2.1.9 "Executive" shall mean the OSSTF Toronto Executive.

The District Constitution Committee shall rule this out of order as contrary to Article 2.1.9, Article 5 - Organization, Bylaw 3 - Determination of Executive Members, and Bylaw 8.1.11.

BYL 102-25

Maryline Lanteigne (TTBU) / Solange Scott (PSSP)

^{1/2}

BIRT Bylaw 4.2.2 be amended by the insertion of the following subsection:

“4.2.2.X The Committee shall consist of members as follows:

4.2.2.XX an executive liaison appointed from each Bargaining Unit President

4.2.2.XXX Any member from the District”

Bylaws, page 8

BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS

4.2.2 Black, Indigenous, and Workers of Colour

The District Constitution Committee shall rule this out of order as dilatory to Bylaw

4.2.1 and Bylaw 8.1.11

BYL 103-25

Maryline Lanteigne (TTBU) / Solange Scott (PSSP)

^{1/2}

BIRT Bylaw 4.2.3 be amended by the insertion of the following:

“4.2.3.X The Committee shall consist of members as follows:

4.2.3.XX an executive liaison appointed from each Bargaining Unit President

4.2.3.XXX Any member from the District”

Bylaws, page 8

BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS

4.2.2 Communications and Political Action

The District Constitution Committee shall rule this out of order as dilatory to Bylaw 4.2.1 and Bylaw 8.1.11

BYL 104-25

Maryline Lanteigne (TTBU) / Solange Scott (PSSP)

^{1/2}

BIRT Bylaw 4.2.5 be amended by the insertion of the following:

“4.2.5.X The Committee shall consist of members as follows:

4.2.5.XX an executive liaison appointed from each Bargaining Unit President

4.2.5.XXX Any member from the District”

Bylaws, page 8

BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS

4.2.5 Eco

The District Constitution Committee shall rule this out of order as dilatory to Bylaw 4.2.1 and Bylaw 8.1.11

BYL 105-25

Maryline Lanteigne (TTBU) / Solange Scott (PSSP)

^{1/2}

BIRT Bylaw 4.2.7 be amended by the insertion of the following:

“4.2.7.X The Committee shall consist of members as follows:

4.2.7.XX an executive liaison appointed from each Bargaining Unit President

4.2.7.XXX Any member from the District”

Bylaws, page 9

BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS

4.2.7 Human Rights

The District Constitution Committee shall rule this out of order as dilatory to Bylaw 4.2.1 and Bylaw 8.1.11

BYL 106-25

Maryline Lanteigne (TTBU) / Solange Scott (PSSP)

^{1/2}

BIRT Bylaw 4.2.10 be amended by the insertion of the following:

“4.2.10.X The Committee shall consist of members as follows:

4.2.10.XX an executive liaison appointed from each Bargaining Unit President

4.2.10.XXX Any member from the District”

Bylaws, page 10

BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS

4.2.10 Pride

The District Constitution Committee shall rule this out of order as dilatory to Bylaw 4.2.1 and Bylaw 8.1.11

BYL 107-25

Maryline Lanteigne (TTBU) / Solange Scott (PSSP)

^{1/2}

BIRT Bylaw 4.2.11 be amended by the insertion of the following:

“4.2.11.X The Committee shall consist of members as follows:

4.2.11.XX an executive liaison appointed from each Bargaining Unit President

4.2.11.XXX Any member from the District”

Bylaws, page 11

BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS

4.2.11 Status of Women

The District Constitution Committee shall rule this out of order as dilatory to Bylaw 4.2.1 and Bylaw 8.1.11

BYL 108-25

Maryline Lanteigne (TTBU) / Solange Scott (PSSP)

1/2

BIRT BYLAW 8.1.11 be amended by substitution of:

“receive from each Bargaining Unit President their Executive Liaison appointments to each District Standing Committee, except in the case of the Constitution and Steering Committee, the Finance Committee and the Occupational Health and Safety Committee.”

Bylaws, page 14

BYLAW 8 - DUTIES OF THE DISTRICT EXECUTIVE

8.1 It shall be the duty of the District Executive to:

8.1.11 appoint from its members liaisons to District Standing Committees;

<p>The District Constitution Committee shall rule this out of order as contrary to Article 2.1.9, and that there is no mechanism to report back to the District Executive outlined in Bylaw 8.</p>
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District Constitution Committee Report 2024-2025

Mark Kissel & Rony Masri, District Executive Officer Liaisons

The District Constitution Committee works behind the scenes to review our District Constitution and propose amendments, propose rules of order for each year, work with Members regarding their motions to ensure that they are in order and actionable, and to provide steering support at our District General Meeting and Annual General Meeting each year.

Up to two volunteers from each Bargaining Unit are able to sit on the Committee, while no more than one person from each Bargaining Unit is nominated to help steer meetings. This year the following members were involved with this committee:

- Spyridoula Agathos, TTBU
- Louise Baldacchino, OTBU
- Alex Kavourinos, TTBU
- Aaron Liscum, TTBU
- Paulina Monlouis, PSSP
- Susy Taylor, OTBU

We would also like to thank our external Speakers who attended our meetings to provide guidance and an impartial voice to help move the business of our District forward: Provincial OSSTF/FEESO Executive Assistant Jennifer Ojalammi (District General Meeting October 2024) and OSSTF/FEESO Speakers Bank Member Amylee Patterson (District Annual General Meeting June 2025) from District 17 Simcoe County District School Board.

Yours in Federation,

Mark Kissel & Rony Masri
District Executive Officers
Liaisons, District Constitution Committee



OSSTF TORONTO

OSSTF Toronto Eco Committee Annual Report

The OSSTF Toronto Eco Committee continued this year to provide a platform for enhancing ecological learning and professional development for interested members of OSSTF Toronto. The Committee plays a vital role in advancing environmental awareness, sustainability education, and climate action within our union and schools.

This year, the Committee focused on disarmament education, organizing a professional development session for members, educators, and the public. Held in collaboration with International Physicians for the Prevention of Nuclear War, the International Campaign to Abolish Nuclear Weapons, Science for Peace, and the Canadian Voice of Women for Peace, the session explored the intersections of gender, peace, and disarmament education. Designed primarily for Ontario educators, the hands-on workshop provided participants with tools, resources, and expert insights—including contributions from Nobel Peace Prize-winning organizations—to support the integration of disarmament education into classrooms and communities. The session also examined the connections between nuclear disarmament, Indigenous justice, climate justice, and nonviolent conflict resolution.

Through dialogue, collaboration, and practical learning, the event empowered educators to foster a more peaceful, just, and sustainable future for the next generation.

Hayssam Hulays, Executive Liaison

Report on the OSSTF Human Rights Committee, 2024-2025

The 2024-2025 school year saw an increase in interest and engagement in the OSSTF Toronto Human Rights Committee. The ongoing Israeli military attacks in Gaza, as well as a proposed Antisemitism Strategy that was presented to the Board, provided for much passionate discussion. While there was some preliminary organizing for a workshop on the current status of COVID, as well as some preliminary exploration of working with a group called Chefs for Peace, in the end, the committee's culminating event for the year was a workshop by the Migrants Resource Centre of Canada on labour trafficking.

While there were no nominations for the Camille Natale Award, the HRC did have the honour of conferring the OSSTF Toronto HRC Award of Merit onto Melissa Hurst, a teacher at Greenwood Secondary School who has distinguished herself for her advocacy on the part of newcomer students.

Report on the OSSTF Toronto Communications and Political Action Committee, 2024-2025

The 2024-2025 school year marked a kind of return by CPAC to a pre-COVID level engagement. A host of new members, including the two co-chairs, brought renewed energy to the committee, which had a busy year, much of it focused on supporting the overlapping goals of the local Fund Our Schools Campaign and the Provincial Action Plan: to raise the profile of education issues with the general public, to make education issues electoral issues again, and to defeat Conservative MPPs in five key Toronto ridings where we believed they were vulnerable. Those ridings were Eglinton-Lawrence, York-South Weston, Willowdale, Scarborough Centre, and Lakeshore. The snap election call in the middle of winter proved challenging, but a record number of members turned up to canvass, distribute literature, and phone bank our members, urging them to get out and vote. In the end, we managed to flip the riding of Lakeshore, where we helped elect Lee Fairclough and defeat Christine Hogarth.

In addition to election work, CPAC supported the Migrant rights Network's campaign against changes to Canadian immigrant policies, selected district nominations for the Student Achievement Award, and participated in a "sign blitz," handing out "Fund Our Schools" signs to local businesses in the Toronto. CPAC members also received training from both our provincial office as well as our district on organizing, canvassing, and creative activism. Saman Tabasinejad from Progress Toronto joined our district training to provide some effective strategies from her organization's successful campaign to prevent the election of Anthony Furey in Don Valley West.

A highlight of the year was a delegation made by co-chair Stanley Treivas to the TDSB's Finance, Budget, and Enrolment Committee in which he presented a 4-inch stack of petitions submitted by our members calling on the TDSB to write a letter to the Ministry of Education demanding adequate funding for public education.

OSSTF District 12 PRIDE Committee Year End Report – 2024–2025

This year, the District 12 District Pride Committee made several important gains. We relocated our meeting venue to Glad Day Bookshop, in the heart of the Church and Wellesley Gay Village neighbourhood, which may have likely resulted in a significant increase in member attendance.

The **Pride Bursary**, similar to last year, continued to support site-specific projects that raise awareness about 2SLGBTQIAP+ issues. We distributed **fifteen \$100 bursaries** to support initiatives such as food-based events, student-led activities, and art installations all promoting 2SLGBTQI+ allyship. We thank all OSSTF Toronto members who contributed to awareness and activism in their communities.

We were also approved for funding from Provincial OSSTF's #2085 Advancing Human Rights account, which enabled us to distribute 45 t-shirts for the International Day of Pink April 9th, 2025.

OSSTF Toronto will host a Pride Brunch Social on the day of the **Dyke March, Saturday, June 28 at 11:00 a.m.-1:00 p.m.**, at **The Churchmouse- A Firkin Pub** on Church Street. All members are encouraged to attend and bring a friend or family member. Please refer to the poster in your package or email euham@osstftoronto.ca for more information.

We look forward to reconnecting in the 2025–2026 school year. We hope to increase member engagement and invite all interested members to join us.

Sincere thanks to everyone who supported our work this year and participated in the various initiatives planned by committee members. See you in September.

Best Regards,

Bruce Garrett, Pride Committee Chair
Esther Uhm, Executive Liaison to the Pride Committee

Black Indigenous Workers of Colour (BIWOC) Committee Year End Report

Annual General Meeting – 2025

Over the past year, the Black Indigenous Workers of Colour (BIWOC) Committee has actively participated in and organized several key events aimed at fostering community, promoting education, and celebrating the diverse histories and contributions of Black, Indigenous, and racialized peoples.

Summary of Activities:

- **Racial Justice Awards Night**

In December 2024, BIWOC members Paulina and Andrea represented our committee at the Racial Justice Awards Night organized by the Urban Alliance on Race Relations. This event was an important opportunity to support broader racial justice initiatives and connect with allied organizations working toward equity.

- **Winter Festival and Social (December 10, 2024)**

Our committee successfully hosted its inaugural Winter Festival and Social. The primary objective of this event was to engage members and create a welcoming space for social interaction, networking, and community-building during the winter season.

- **Provincial Funding for Anti-Racism and Equity Training (#2018)**

BIWOC accessed provincial funds to support participation in the Canadian Multicultural Inventor's Museum event held on May 22, 2025. This initiative focused on educating attendees and celebrating the achievements of Black, Indigenous, and racialized scientists and innovators, furthering our commitment to highlighting diverse contributions in STEM fields.

- **Blackhurst Cultural Centre Walking Tour (June 12, 2025)**

On June 12, members will take part in an immersive walking tour of one of the first areas in Toronto to form a Black Community hub hosted Blackhurst Cultural Centre. Located in Toronto's Bathurst and Bloor area, this experience offers a deep dive into Black history and culture within the city, fostering a greater understanding and appreciation of local Black community's heritage.

Looking Ahead

The BIWOC District Committee is planning a range of initiatives for the upcoming year, with a particular focus on expanding outreach efforts and providing enhanced support to members. We remain dedicated to strengthening our community ties, promoting solidarity, and advocating for equity across all our activities.

We thank all members for their continued participation and support.

Jason Boston BIWOC District Committee Chair

Esther Uhm Executive Liaison to BIWOC District Committee



OSSTF TORONTO

OSSTF Toronto Pride Committee

invites you to join us for the

PRIDE Brunch

Saturday, June 28th 2025

Time: 11:00 a.m.- 1:30 p.m.



Location: The Churchmouse a Firkin Pub
(475 Church St, Toronto, ON M4Y 2C5)

All OSSTF Toronto Members are invited.
Bring a friend, or a family member

Refreshments provided

Please **RSVP** with Executive Officer Esther Uhm at : euhm@osstftoronto.ca

