



**OSSTF Toronto
District 12 Annual General Meeting
Latvian Canadian Cultural Centre
6:00 pm
June 10, 2026**

TENTATIVE AGENDA

1. Call to Order
2. Land Acknowledgement and Anti-Harassment Statement
3. Announcements
4. PROC 101-26; PROC 102-26; PROC 103-26; PROC 104-26; PROC 105-26.
5. Moment of Silence
6. Report of the District President: Michelle Teixeira
7. Report of the District Treasurer: David Pickering
8. Questions to the Reports of the District President and Treasurer
9. Provincial Executive Reports / Questions to the Provincial Executive Reports
- # 6:30pm 10. On Time Motions
11. Late Motions
- ## 7:00pm 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

Approved Rules of Order 2025-2026

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 the Ontario Secondary School Teachers' Federation District 12 established Articles or Bylaws in our Constitution, or the laws of Ontario or Canada.
9. Motions must be actionable.
10. Unless otherwise stated, a Motion will require a mover and a seconder who are voting District Representatives and who are present at the meeting.
11. Unless otherwise stated a Motion may be debated.

Decisions by Consensus

12. 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

13. 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

Debate

14. No debate shall be held on a topic until there is a motion on the floor.
15. Prior to the vote, all main motions and amendments shall be written and presented to the Speaker or to the Motions Committee.
16. 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.
17. 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.
18. 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.
19. 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.
20. 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".

Time Limits

21. Speakers will have a time limit based on the indicator on which they rise.
 - a. The mover shall have a 90 second limit to open debate.
 - b. In Favour and In Opposition shall have a 90 second limit.
 - c. Ask Questions or Move Procedure Motions shall have a 60 second limit
 - d. Responses to questions asked during debate shall have a 90 second limit.
 - e. Points of Consideration shall have a 60 second limit.
 - f. 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.

Pause Meeting Procedure

27. 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.

Voting

General

28. No interruptions are permitted while the vote is in progress.
29. 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.
30. When a vote has been taken electronically, the results are final once they have been announced by the Speaker.

Vote Results

31. 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. 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.
52. At the first District meeting of the Federation year, the Rules of Order will be presented by the District 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. The Steering Committee will record precedence set by the House which may be included in future, by amendment, into the Rules of Order.
54. 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.
55. These Rules will be reviewed on a regular basis by the District Constitution and Steering Committee.
56. The District Constitution and Steering Committee may edit this document for grammar and clarity.

Professional Conduct

57. 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

58. "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.
59. 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
60. "Policy motions" shall mean any stand or position taken by OSSTF Toronto in accordance with its Bylaws on matters beyond its internal legislative power.
61. "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.

62. "Miscellaneous action motion" shall mean any stand or position taken by OSSTF Toronto that is within the internal legislative power of OSSTF Toronto.
63. "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' Annual General Meeting Reference Guide

Indicator Cards	Purpose of Indicator	Speaking Time
<i>Used During Debate (in the following sequence):</i>		
IN FAVOUR Colour: Green	<ul style="list-style-type: none"> Mover initially speaking to the motion Debating in favour of a motion 	<i>90 seconds</i>
IN OPPOSITION Colour: Orange	<ul style="list-style-type: none"> Debating against a motion 	<i>90 seconds</i>
QUESTION Colour: Yellow	<ul style="list-style-type: none"> To ask a question to the mover 	<i>60 seconds</i>
	<ul style="list-style-type: none"> To move a Main motion To reconsider a motion Calling for the Vote / Calling the Question (i.e. end debate) 	
	<ul style="list-style-type: none"> To make an amendment 	
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. 	<i>45 seconds</i>
<i>May Be Used Throughout the Meeting:</i>		
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. 	<i>45 seconds</i>

Procedural Motions
OSSTF Toronto District Annual General Meeting
June 10, 2026

PROC 101-26

District Constitution Committee

1/2

BIRT the proposed Agenda for the OSSTF District 12 Annual General Meeting be approved as presented.

PROC 102-26

District Constitution Committee

1/2

BIRT the Minutes of the October 2024 OSSTF District 12 General Meeting be approved as presented.

PROC 103-26

District Constitution Committee

1/2

BIRT the Minutes of the June 2025 OSSTF District 12 Annual General Meeting be approved as presented.

PROC 104-26

District Constitution Committee

1/2

BIRT the Minutes of the October 2025 OSSTF District 12 General Meeting be approved as presented.

PROC 105-26

District Constitution Committee

1/2

BIRT the District Constitution Committee for the 2026 OSSTF District 12 Annual General Meeting be authorized to edit the resolutions passed for spelling, grammar, sequencing, and constitutional language without altering the intent of the resolutions.

PROC 106-26

Maryline Lanteigne, TTBU/Solange Scott, PSSP

1/2

BIRT CON 101-26, CON 102-26, CON 103-26, CON 104-26, CON 105-26, CON 106-26, BYL 101-26, BYL 102-26, BYL 103-26, BYL104-26, BYL 105-26, BYL 106-26, BYL 107-26, BYL 108-26, BYL 109-26, BYL 110-26, BYL 111-26, BYL 112-26, BYL 113-26, and BYL 114-26 be considered en bloc.

The District Constitution Committee advises that this motion be ruled out of order, as it contains motions that the District Constitution Committee has recommended as out of order.

PROC 107-26

Maryline Lanteigne, TTBU/Solange Scott, PSSP

2/3

BIRT the resolutions contained in PROC 107-26 be approved.

The District Constitution Committee advises that this motion be ruled out of order, as it contains motions that the District Constitution Committee has recommended as out of order.

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
6:30 pm
June 11, 2025**

Minutes

1. Meeting was called to order at 6:30pm
2. Land Acknowledgement and Ant-Harassment Statements were read.
3. Announcements were read.
4. Proc Motions

PROC 101-25

BIRT the Agenda be adopted.

Amendment #1

BIRT that PROC 101-25 from the Agenda that on time motion (line item #10) be moved to the top of the agenda.

Amendment to Amendment #1

BIRT that PROC 101-25 from the agenda be amended to #10 be a timed item @ 6:49pm. *Carried*

10. BYL 101-25 was read by the Chair

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.

Challenge to the chair on the Agenda being passed.

Pause Card: Indication if Agenda was passed.

- Steering verified that the Agenda was not passed.
- Challenge was abandoned by the Chair

BIRT that the agenda be adopted as amended.

12. The meeting was adjourned at 7:15pm.

**OSSTF TORONTO
DISTRICT 12 GENERAL MEETING
OCTOBER 16th, 2025
4:45pm
Draft Minutes**

1. Call to Order at 4:45pm.
2. Acknowledgement of Traditional Lands and Anti-Harassment Statement was read.
3. Announcements were made.
4. Approval of Agenda

Be It Resolved That (BIRT) the Agenda be adopted as printed. *Carried*
5. Approval of Minutes of: Oct 17, 2024

Be It Resolved That (BIRT) the Minutes of the District General Meeting of October 17, 2024 be approved as printed. *Carried*
6. Adoption of Rules of Order

Be It Resolved That (BIRT) the District 12 Rules of Order be adopted as written for the Federation year 2025/26. *Carried*
7. On-Time Motions

None

8. Treasurer's Report: David Pickering

- Presentation of District 12 Budget 2025-26
- Questions on the Budget questions were addressed
- Approval of the Budget

Be It Resolved That (BIRT) the OSSTF District 12 Toronto Budget 2025-26 be approved as presented.

Carried

9. New Business, Late Motions and Notices of Motion.

None

10. Adjournment 5:20pm

On Time Motions
OSSTF Toronto District Annual General Meeting
June 10, 2026

CON 101-26

Notice of Motion District AGM 2025

2/3

BIRT Article 2-Definitions be amended by the addition of a subsection that reads:
“2.1.X. “District Executive Liaison” shall mean a District Executive member appointed to a District Standing Committee by a Bargaining Unit President.”

The District Constitution Committee recommends this motion be ruled out of order as contrary to District 12 Constitution Article 5.1, Bylaw 3.1, Bylaw 8.1.11, as well as Provincial OSSTF Regulation 18.1.2, as there is no timeframe reference in the motion in which to appoint this position. Further, this motion was not accompanied by a reasonable cost estimate, per Bylaw 13.4.1.

Constitution, page 3
ARTICLE 2 – DEFINITIONS

CON 102-26

Notice of Motion District AGM 2025

2/3

BIRT Article 2-Definitions be amended by the deletion of “Executive” and insertion of:
2.1.9 “District Executive” shall mean the OSSTF Toronto District 12 Executive, including the appointed executive members to District Standing Committees.

The District Constitution Committee recommends this motion be ruled out of order as contrary to District 12 Constitution Article 3.1, Article 5.1, Bylaw 8.1.11, as well as Provincial OSSTF Regulation 18.1.2, as this makes reference to something that does not exist. Further, this motion was not accompanied by a reasonable cost estimate, per Bylaw 13.4.1.

Constitution, page 3
ARTICLE 2 – DEFINITIONS

CON 103-26

Notice of Motion District AGM 2025

2/3

BIRT Article 2 definitions be amended by the addition of a subsection that reads:
2.1.20 TTBU President shall mean the elected president of the TTBU.

The District Constitution Committee recommends this motion be ruled out of order as it is dilatory to Provincial OSSTF Regulation 18.1.2. and contrary to District 12 Bylaw 3.1.2.

Constitution, page 3
ARTICLE 2 – DEFINITIONS

CON 104-26

Notice of Motion District AGM 2025
2/3

BIRT Article 2 definitions be amended by the addition of a subsection that reads:
2.1.21 OTBU President shall mean the elected president of the OTBU.

The District Constitution Committee recommends this motion be ruled out of order as it is dilatory to Provincial OSSTF Regulation 18.1.2. and contrary to District 12 Bylaw 3.1.4.

Constitution, page 3
ARTICLE 2 – DEFINITIONS

CON 105-26

Notice of Motion District AGM 2025
2/3

BIRT Article 2 definitions be amended by the addition of a subsection that reads:
2.1.22 PSSP President shall mean the elected president of the PSSP.

The District Constitution Committee recommends this motion be ruled out of order as it is dilatory to Provincial OSSTF Regulation 18.1.2. and contrary to District 12 Bylaw 3.1.3.

Constitution, page 3
ARTICLE 2 – DEFINITIONS

CON 106-26

Notice of Motion District AGM 2025
2/3

BIRT Article 2 definitions be amended by the addition of a subsection that reads:
2.1.23 District Standing Committees shall mean those committees outlined in Bylaw 4 and open to the participation of the D12 OSSTF Toronto membership.

The District Constitution Committee recommends this motion be ruled out of order as contrary to District 12 Bylaw 4.2.1.

Constitution, page 3
ARTICLE 2 – DEFINITIONS

BYL 101-26

Notice of Motion District AGM 2025
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 one District Executive Liaison appointed by the TTBU President
4.2.2.XX one District Executive Liaison appointed by the OTBU President
4.2.2.XX one District Executive Liaison appointed by the PSSP President
4.2.2.XX Any member from the District

The District Constitution Committee recommends this motion be ruled out of order as contrary to District 12 Article 5.1, Bylaw 3.1, and Bylaw 4.2.1. Further, this motion was not accompanied by a reasonable cost estimate, per Bylaw 13.4.1.

Bylaws, page 8
BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS
4.2.2 Black, Indigenous, and Workers of Colour

BYL 102-26

Notice of Motion District AGM 2025
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 one District Executive Liaison appointed by the TTBU President
4.2.3.XX one District Executive Liaison appointed by the OTBU President
4.2.3.XX one District Executive Liaison appointed by the PSSP President
4.2.3.XX Any member from the District”

The District Constitution Committee recommends this motion be ruled out of order as contrary to District 12 Article 5.1, Bylaw 3.1, and Bylaw 4.2.1. Further, this motion was not accompanied by a reasonable cost estimate, per Bylaw 13.4.1.

Bylaws, page 8

BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS

4.2.3 Communications and Political Action

BYL 103-26

Notice of Motion District AGM 2025

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 one District Executive Liaison appointed by the TTBU President

4.2.5.XX one District Executive Liaison appointed by the OTBU President

4.2.5.XX one District Executive Liaison appointed by the PSSP President

4.2.5.XX Any member from the District”

<p>The District Constitution Committee recommends this motion be ruled out of order as contrary to District 12 Article 5.1, Bylaw 3.1, and Bylaw 4.2.1. Further, this motion was not accompanied by a reasonable cost estimate, per Bylaw 13.4.1.</p>

Bylaws, page 8

BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS

4.2.5 Eco

BYL 104-26

Notice of Motion District AGM 2025

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 one District Executive Liaison appointed by the TTBU President

4.2.7.XX one District Executive Liaison appointed by the OTBU President

4.2.7.XX one District Executive Liaison appointed by the PSSP President

4.2.7.XXX Any member from the District”

<p>The District Constitution Committee recommends this motion be ruled out of order as contrary to District 12 Article 5.1, Bylaw 3.1, and Bylaw 4.2.1. Further, this motion was not accompanied by a reasonable cost estimate, per Bylaw 13.4.1.</p>

Bylaws, page 9

BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS
4.2.7 Human Rights

BYL 105-26

Notice of Motion District AGM 2025

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 one District Executive Liaison appointed by the TTBU President

4.2.10.XX one District Executive Liaison appointed by the OTBU President

4.2.10.XX one District Executive Liaison appointed by the PSSP President

4.2.10.XX Any member from the District”

The District Constitution Committee recommends this motion be ruled out of order as contrary to District 12 Article 5.1, Bylaw 3.1, and Bylaw 4.2.1. Further, this motion was not accompanied by a reasonable cost estimate, per Bylaw 13.4.1.

Bylaws, page 10

BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS

4.2.10 Pride

BYL 106-26

Notice of Motion District AGM 2025

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 one District Executive Liaison appointed by the TTBU President

4.2.11.XX one District Executive Liaison appointed by the OTBU President

4.2.11.XX one District Executive Liaison appointed by the PSSP President

4.2.11.XX Any member from the District”

The District Constitution Committee recommends this motion be ruled out of order as contrary to District 12 Article 5.1, Bylaw 3.1, and Bylaw 4.2.1. Further, this motion was not accompanied by a reasonable cost estimate, per Bylaw 13.4.1.

Bylaws, page 11

BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS

4.2.11 Status of Women

BYL 107-26

Notice of Motion District AGM 2025

1/2

BIRT BYLAW 8.1.11 be amended by substitution of:
“receive from each Bargaining Unit President their District 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.”

The District Constitution Committee recommends this motion be ruled out of order as contrary to District 12 Article 2.1.9. Further, it is contrary to Bylaw 8.1.23, insofar as there is no mechanism to report back to the District Executive outlined in Bylaw 8 for the District Constitution and Steering, Finance, and/or the Occupational Health and Safety Committees.

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;

BYL 108-26

Notice of Motion District AGM 2025

1/2

BIRT Bylaw 8 be amended to include:

“8.1.29 Report to the District Executive Committee on an interim basis, report on an annual basis to the District membership in addition to reporting to each Bargaining Unit’s membership on a quarterly basis.”

The District Constitution Committee recommends this motion be ruled out of order as it does not determine who shall report to the District Executive Committee or the Bargaining Unit membership as outlined in District 12 Bylaw 8.1.23.

Bylaws, page 15

BYLAW 8 - DUTIES OF THE DISTRICT EXECUTIVE

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

BYL 109-26

Notice of Motion District AGM 2025

1/2

BIRT Bylaw 4.2.2.1.4 be amended by substitution to read:

“Report to the District Executive Committee on an interim basis; report on an annual basis to the District membership; in addition to reporting to each Bargaining Unit’s membership on a quarterly basis.”

The District Constitution Committee recommends this motion be ruled out of order as it does not determine who shall report to the District Executive Committee or the Bargaining Unit membership as outlined in District 12 Bylaw 8.1.23.

Bylaws, page 8
BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS
4.2.2 Black, Indigenous, and Workers of Colour
4.2.2.1.4 To report to the District Executive as requested.

BYL 110-26

Notice of Motion District AGM 2025

1/2

BIRT Bylaw 4.2.3 be amended by the addition of a new subsection to read:
4.2.3.1.X “Report to the District Executive Committee on an interim basis; report on an annual basis to the District membership; in addition to reporting to each Bargaining Unit’s membership on a quarterly basis.”

The District Constitution Committee recommends this motion be ruled out of order as it does not determine who shall report to the District Executive Committee or the Bargaining Unit membership as outlined in District 12 Bylaw 8.1.23.

Bylaws, page 8
BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS
4.2.3 Communications and Political Action

BYL 111-26

Notice of Motion District AGM 2025

1/2

BIRT Bylaw 4.2.5 be amended by the addition of a new subsection to read:
4.2.5.1.X “Report to the District Executive Committee on an interim basis; report on an annual basis to the District membership; in addition to reporting to each Bargaining Unit’s membership on a quarterly basis.”

The District Constitution Committee recommends this motion be ruled out of order as it does not determine who shall report to the District Executive Committee or the Bargaining Unit membership as outlined in District 12 Bylaw 8.1.23.

Bylaws, page 8
BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS
4.2.5 Eco

BYL 112-26

Notice of Motion District AGM 2025
1/2

BIRT Bylaw 4.2.7 be amended by the addition of a new subsection to read:
4.2.7.1.X “Report to the District Executive Committee on an interim basis; report on an annual basis to the District membership; in addition to reporting to each Bargaining Unit’s membership on a quarterly basis.”

The District Constitution Committee recommends this motion be ruled out of order as it does not determine who shall report to the District Executive Committee or the Bargaining Unit membership as outlined in District 12 Bylaw 8.1.23.

Bylaws, page 9
BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS
4.2.7 Human Rights

BYL 113-26

Notice of Motion District AGM 2025
1/2

BIRT Bylaw 4.2.10 be amended by the addition of a new subsection to read:
“4.2.10.1.X Report to the District Executive Committee on an interim basis, report on an annual basis to the District membership in addition to reporting to each Bargaining Unit’s membership on a quarterly basis.”

The District Constitution Committee recommends this motion be ruled out of order as it does not determine who shall report to the District Executive Committee or the Bargaining Unit membership as outlined in District 12 Bylaw 8.1.23.

Bylaws, page 10
BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS
4.2.10 Pride

BYL 114-26

Notice of Motion District AGM 2025
1/2

BIRT Bylaw 4.2.11 be amended by the addition of a new subsection to read:
“4.2.11.1.X Report to the District Executive Committee on an interim basis, report on an annual basis to the District membership in addition to reporting to each Bargaining Unit’s membership on a quarterly basis.”

The District Constitution Committee recommends this motion be ruled out of order as it does not determine who shall report to the District Executive Committee or the Bargaining Unit membership as outlined in District 12 Bylaw 8.1.23.

Bylaws, page 11
BYLAW 4 - STANDING COMMITTEES and AFFILIATIONS
4.2.11 Status of Women

CON 107-26

Maryline Lanteigne, TTBU/Deborah Buchanan-Walford, TTBU
2/3
Cost: \$4,000.00

BIRT Article 7.1 be amended by the addition of a new subsection to read:
“7.1.X” all OSSTF General Meetings do not occur on the same dates as any D12 Bargaining Unit Council Meeting.

The District Constitution Committee recommends this motion be ruled out of order as it is contrary to Bylaw 1, Section 3 of the OSSTF Provincial Articles of Amendment, Bylaw One, Constitution, and Regulations, as District 12 cannot tell Provincial OSSTF when to schedule General Meetings.

Constitution, page 4
ARTICLE 7 – GENERAL MEETINGS

BYL 115-26

Maryline Lanteigne, TTBU/Solange Scott, PSSP
1/2

BIRT Bylaw 1.3 be amended by substitution to read: “Quorum for meetings of the District Assembly shall be the members present.”

The District Constitution Committee recommends this motion be ruled out of order as this makes reference to a body that does not exist. Further, this motion is contrary to Bylaw 15.2.2 of the District 12 Constitution.

Bylaws, page 6

BYLAW 1 - QUORUM

1.3 A quorum for a District General Meeting or the Annual General Meeting shall be one hundred (100) members or five per cent (5%) of the membership of OSSTF Toronto, whichever is less.

Ontario Secondary School Teachers' Federation
Toronto District 12
Financial Statements
June 30, 2025

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, 2025 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, 2025 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 11, 2026

Mariya Zolotko, CPA, CA
Financial Controller

Ontario Secondary School Teachers' Federation

Toronto District 12

Balance Sheet

June 30

2025

2024

2023

Assets

Current

Cash	\$ 162,955	\$ 293,672	\$ 222,684
Accounts receivable	129,211	220,695	103,069
Prepaid expenses	3,892	3,343	-

	<u>\$ 296,058</u>	<u>\$ 517,710</u>	<u>\$ 325,753</u>
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Liabilities and Surplus

Current

Accrued liabilities	\$ -	\$ 19,977	\$ 19,977
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Long Term

Loan payable - OSSTF/FEESO (note 5)	18,532	20,592	22,652
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Reserve

Camille Natale fund for social justice	6,782	6,715	6,896
Dismantling anti-black racism time release levy (note 4)	172,124	137,800	111,549

Accumulated surplus

	<u>98,620</u>	<u>332,626</u>	<u>164,679</u>
	<u>\$ 296,058</u>	<u>\$ 517,710</u>	<u>\$ 325,753</u>

Ontario Secondary School Teachers' Federation

Toronto District 12

Statement of Revenue, Expenditures and Accumulated Surplus

Year Ended June 30,

	2025	2024	2023
Revenue			
Provincial funding			
• Basic district rebates - 2000	\$ 1,588,063	\$ 1,547,274	\$ 1,536,888
Professional development grants - 2010	86,677	85,090	81,844
Events to engage - 2045	2,500	7,019	-
PAC special district program - 2050	-	-	-
• District coalitions - 2052	21,875	26,875	21,875
WSIB - 2080	964	964	964
AMPA funding	58,341	57,543	49,270
Member levy			
District (note 3)	87,040	83,681	83,364
Dismantling anti-black racism time release levy (note 4)	-	-	-
Interest	3,235	2,423	3,683
Other revenue	-	-	-
	<u>1,848,695</u>	<u>1,810,869</u>	<u>1,777,888</u>
Expenditures			
Bargaining unit funding			
Secondary teachers	905,720	894,807	876,357
Occasional teachers	168,492	186,390	190,372
PSSP	179,202	173,019	160,703
Executive			
Time release	184,500	168,129	164,832
Expenses and mileage	856	1,975	1,650
Meetings			
District executive	1,031	2,359	1,162
Annual general meeting	20,405	20,717	18,347
Provincial annual assembly (AMPA)	109,513	103,401	114,365
Provincial (AMPA) campaigns	3,780	-	2,407
Committees and activities / programmes			
• Political action	58,367	70,584	98,125
Community Forums / Member Outreach	8,500	6,710	-
Human rights/Status of women/PRIDE/Black, Indigenous, Workers of Colour	8,807	7,519	10,228
Finance and audit	1,337	1,599	1,555
Donations / tributes / grants	9,734	9,425	7,862
Constitution / Communications / H&S / Eco / BIWOC	2,207	2,433	1,720
Office			
Staff salaries and benefits	67,319	62,447	64,523
Parking	1,393	3,038	1,044
Building operating costs	26,407	26,395	26,381
Telephone	4,218	3,677	3,987
Equipment purchases	1,534	1,426	974
Equipment lease/maintenance	5,151	4,882	4,371
• General office expenses	20,363	16,474	14,329
Contingency	-	4,498	-
	<u>1,788,836</u>	<u>1,771,904</u>	<u>1,765,294</u>
Excess of revenue over expenditures from operations	59,859	38,965	12,594
Accumulated surplus, beginning of year	332,626	164,679	353,370
Transfer to Dismantling Anti-Black Racism Reserve (note 4)	-	-	(59,493)
• Adjustment to accumulated surplus, beginning of year (note 6)	<u>(253,865)</u>	<u>209,731</u>	<u>(64,792)</u>
	78,761	374,410	229,085
• Less distribution of surplus from prior periods			
Secondary teachers	28,538	57,653	55,334
Occasional teachers	5,944	12,524	11,679
PSSP	5,518	10,572	9,987
	<u>40,000</u>	<u>80,749</u>	<u>77,000</u>
• Accumulated surplus, end of year	\$ 98,620	\$ 332,626	\$ 164,679

Ontario Secondary School Teachers' Federation
 Toronto District 12

• Schedule of Continuity of Reserves
 Year Ended June 30

	2025	2024	2023
Camille Natale Fund for Social Justice			
Balance, beginning of year	\$ 6,715	\$ 6,896	\$ 7,075
Add: Interest income	67	69	71
	<u>6,782</u>	<u>6,965</u>	<u>7,146</u>
Less: Award and expenses	-	250	250
Balance, end of year	<u>\$ 6,782</u>	<u>\$ 6,715</u>	<u>\$ 6,896</u>
Dismantling Anti-Black Racism Time Release Levy			
Balance, beginning of year	\$ 137,800	\$ 111,549	\$ -
Add: Levy collected (note 4)	78,251	75,825	74,530
Transfer from District 12 Operating Reserve (note 4)	-	-	59,493
	<u>216,051</u>	<u>187,374</u>	<u>134,023</u>
Less: Time Release and expenses (note 4)	<u>43,927</u>	<u>49,574</u>	<u>22,474</u>
Balance, end of year	<u>\$ 172,124</u>	<u>\$ 137,800</u>	<u>\$ 111,549</u>

**Ontario Secondary School Teachers' Federation
Toronto District 12
Notes to the Financial Statements
June 30, 2025**

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.

- The adjustment to the opening surplus as at June 30, 2025 includes \$142,166 in additional district rebate funding received from OSSTF/FEESO Provincial Office related to retroactive pay under the new collective agreement for the 2023–2025 fiscal years. During the year, this amount, together with \$209,731 received in the 2023–2024 fiscal year, was allocated on a full-time equivalent (FTE) basis to the Occasional Teachers Bargaining Unit, the Professional Student Services Personnel Bargaining Unit, and the Toronto Teachers' Bargaining Unit. In addition, \$40,034 was paid to the Toronto District School Board for prior years time release, and \$4,099 in legal costs.

Draft 1 H District Budget 2026-2027

May 4, 2026



	DISTRICT	TTBU	OTBU	PSSP
REVENUE				
Provincial Funding Master		\$ 1,073,082.87	\$ 171,925.78	\$ 221,283.39
District	\$ 1,860,364.00	↑ 234		
TTBU				
OTBU				
PSSP				
District Political Action Levy *	\$ 83,000.00			
D12 Dismantling ABR Levy	\$ 76,000.00			
Provincial Rebates:				
... AMPA	\$ 64,000.00	↑ 4		
... 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 Mem) 2010	\$ 99,010.00	↑ 71	\$ 11,609.13	\$ 14,941.95
... New Member Workshops 2070	\$ 1.00			
... Union Training 2015	\$ 1.00			
... WSIB 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	\$ 2,209,720.00	\$ 1,145,541.79	\$ 183,534.91	\$ 236,225.34
EXPENDITURES				
Meetings				
AMPA	\$ 120,000.00			
Executive	\$ 2,000.00			
General	\$ 27,000.00	↑ 3		
Total Meetings	\$ 149,000.00			

Activities/Programmes

Political Action *	\$	33,000.00	
D12 Dismantling ABR	\$	76,000.00	
Labour Council *	\$	25,000.00	↓ 10
Election Readiness *	\$	1.00	
Affiliations/Coalitions *	\$	5,000.00	↑ 5
Grants & Donations *	\$	3,000.00	
Community Forums/Member Outreach *	\$	6,000.00	
AMPA Campaigns	\$	5,000.00	↑ 5
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	\$	1,700.00	
Communications Political Action Committee*	\$	3,300.00	
Finance Committee	\$	1,600.00	
Pride Committee	\$	4,985.00	↑ 1
Occupational Health and Safety Committee	\$	450.00	
Human Rights Committee	\$	2,000.00	
PAC	\$	-	
Eco Committee	\$	1,200.00	
Status of Women Committee	\$	2,100.00	
Black & Indigenous & Workers Of Colour	\$	3,050.00	↑ 1
Total Committees	\$	20,385.00	

Officers Salaries and Expenses

Executive Officers Release (Note 1)	\$	193,000.00	↑ 3
Executive Liaison Expenses	\$	2,000.00	
Total Officers Salary Expenses	\$	195,000.00	

Office Expenses

Staff Salary	\$	46,125.00	↓ 8
Staff Benefits	\$	9,672.00	
Temporary Help	\$	240.00	
Bank Charges and Audit	\$	500.00	
Building Operation costs	\$	30,700.00	↑ 4
Office Expenses	\$	22,600.00	
Computer Support / Licenses	\$	5,280.00	↑ 1
Website/Fibre	\$	1,600.00	
Total Office Expenses	\$	116,717.00	
Contingency	\$	13.96	38

2010 PD / Allocation from Surplus to Bargaining Units	\$ 99,010.00
TOTAL EXPENSES	\$ 743,427.96



TOTAL DISTRICT REVENUE	\$ 2,209,720.00
TOTAL DISTRICT EXPENSES	\$ 743,427.96
Amount left to distribute by FTE	\$ 1,466,292.04

	TTBU	OTBU	PSSP	District
FTE	5,002.60	801.50	1,031.60	6,835.70
Percent of Dist	0.7318	0.1173	0.1509	
Fiscal 2026-27 Distribution - After District Expenses	\$ 1,073,082.87	\$ 171,925.78	\$ 221,283.39	
Provincial Entitlement for PD Training	\$ 72,458.92	\$ 11,609.13	\$ 14,941.95	\$ 99,010.00
Allocation from Surplus to Bargaining Units	\$ -	\$ -	\$ -	
Total amount after District Expenses with PD amount	\$ 1,145,541.79	\$ 183,534.91	\$ 236,225.34	
Fiscal 2024 - 25 after District Expenses with PD amt percentage of previous year's total	\$ 940,215.90	\$ 171,758.01	\$ 198,669.13	
	1.22	1.0686	1.1890	

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Note 1 - time release costs attributable to District Officers and Liaisons to Committees, as per the District and Provincial Constitutions (see Financial Handbook)

OSSTF District 12
Comparative Income Statement

	Budget 07/01/2025 to 06/30/2026	Actual 07/01/2025 to 06/07/2026	Difference
REVENUE			
Provincial Office Funding			
2000 - Basic District Rebates	1,625,892.00	1,365,738.00	260,154.00
2010 - Prof. Develop. and Training	87,691.00	87,691.00	0.00
2015 - Union Training	1.00	0.00	1.00
2045 - Events to Engage	6,000.00	2,500.00	3,500.00
2050 - PAC Special Distr. Progra...	1,000.00	7,736.81	-6,736.81
2052 - District Coalitions	16,875.00	15,636.98	1,238.02
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	60,000.00	68,311.92	-8,311.92
Election Readiness / Mobilisation	1.00	0.00	1.00
Other Provincial Office Funding	1.00	17,323.79	-17,322.79
Total Provincial Office Funding	1,798,427.00	1,564,938.50	233,488.50
Member Levy			
District Political Action Levy	83,000.00	51,928.50	31,071.50
D12 Dismantling ABR levy	76,000.00	73,399.50	2,600.50
Total Member Levy	159,000.00	125,328.00	33,672.00
Other Revenue			
Interest Revenue	2,500.00	1,672.48	827.52
Active Retired Members	1.00	0.00	1.00
Camille Natale Award Income	1.00	0.00	1.00
Miscellaneous Revenue	0.00	-2,726.56	2,726.56
Allocation From District Surplus	0.00	0.00	0.00
Total Other Revenue	2,502.00	-1,054.08	3,556.08
TOTAL REVENUE	1,959,929.00	1,689,212.42	270,716.58
EXPENSE			
Bargaining Unit Funding			
OTBU Funding - Funding Master	160,266.22	121,730.60	38,535.62
OTBU Funding - Other	11,491.79	2,500.00	8,991.79
PSSP Funding - Funding Master ...	185,376.81	95,551.86	89,824.95
PSSP Funding - Other	13,292.33	0.00	13,292.33
TTBU Funding - Funding Master	877,309.02	639,929.06	237,379.96
TTBU Funding - Other	62,906.89	0.00	62,906.89
Active Retired Members	0.00	0.00	0.00
Allocation To BUs From Surplus	0.00	0.00	0.00
Total Bargaining Unit Funding	1,310,643.06	859,711.52	450,931.54
Executive			
Executive Time Release	190,000.00	190,000.00	0.00
Executive Liaison Expenses	2,000.00	1,255.24	744.76
Total Executive	192,000.00	191,255.24	744.76
Meetings			
District Executive	2,000.00	1,474.20	525.80
District General & Annual Meetings	24,000.00	3,890.17	20,109.83
Inter-District Meetings/Training	0.00	0.00	0.00
AMPA	120,000.00	116,262.37	3,737.63
Total Meetings	146,000.00	121,626.74	24,373.26
Activities/Programmes			
Political Action	33,000.00	25,799.01	7,200.99
D12 Anti-Black Racism	76,000.00	27,696.28	48,303.72
Labour Council	25,000.00	25,000.00	0.00
Election Readiness/Mobilisation	1.00	0.00	1.00

Printed On: 06/07/2026

**OSSTF District 12
Comparative Income Statement**

	Budget 07/01/2025 to 06/30/2026	Actual 07/01/2025 to 06/07/2026	Difference
Affiliations/Coalitions	10,000.00	0.00	10,000.00
Grants and Donations	3,000.00	3,075.00	-75.00
Community Forums/Member Out...	6,000.00	6,000.00	0.00
AMPA Campaigns	0.00	0.00	0.00
Camille Natale Award	1.00	0.00	1.00
Ex in Ed - Jim McQueen Award	8,500.00	4,370.63	4,129.37
Pregnancy ,Parental, Adoption L...	1,800.00	1,594.25	205.75
Total Activities/Programmes	163,302.00	93,535.17	69,766.83
Committees			
Constitution Committee	1,600.00	487.04	1,112.96
Communications PAC Committee	3,300.00	1,013.28	2,286.72
Finance Committee	1,600.00	900.72	699.28
PRIDE Committee	3,500.00	3,086.05	413.95
Occupational Health and Safety ...	450.00	151.44	298.56
Human Rights Committee	2,000.00	946.27	1,053.73
Status of Women Committee	2,400.00	407.31	1,992.69
Black,Indigenous ,Workers of Co...	2,000.00	243.84	1,756.16
Eco Committee	1,200.00	53.05	1,146.95
Total Committees	18,050.00	7,289.00	10,761.00
Office Expenses			
Staff Salaries	57,810.00	33,199.50	24,610.50
El Expense	1,200.00	616.90	583.10
CPP Expense	2,500.00	1,774.09	725.91
WSIB Expense	1,300.00	903.30	396.70
Pension Expense	4,400.00	2,778.57	1,621.43
Benefit Plan	6,200.00	3,832.76	2,367.24
Total Staff Benefits	15,600.00	9,905.62	5,694.38
Temporary Help	240.00	0.00	240.00
Bank Charges and Audit	500.00	136.97	363.03
Building Operations	25,900.00	12,950.00	12,950.00
Capital Equipment	1,250.00	1,049.45	200.55
Supplies	5,625.00	4,931.93	693.07
Photocopying	1,125.00	2,348.08	-1,223.08
Photocopier Leases	4,625.00	6,441.98	-1,816.98
Paper Purchases	600.00	270.92	329.08
Printing	125.00	30.45	94.55
Telephone	4,000.00	4,519.92	-519.92
Postage	1,250.00	1,225.22	24.78
Taxi and Courier	125.00	0.00	125.00
Parking/Management	3,250.00	855.81	2,394.19
Insurance	625.00	504.45	120.55
Total General Office Expenses	22,600.00	22,178.21	421.79
Computer/Network Support/Lice...	5,280.00	4,923.00	357.00
Website/Fibre	1,600.00	1,685.81	-85.81
Contingency	13.96	169.50	-155.54
Total Office Expenses	129,543.96	85,148.61	44,395.35
TOTAL EXPENSE	1,959,539.02	1,358,566.28	600,972.74
NET INCOME	389.98	330,646.14	-330,256...

District Constitution Committee Report 2025-2026

Mark Kissel & Rony Masri, District Executive Officer Liaisons

The District Constitution Committee works behind the scenes to review our District Constitution and propose amendments, standing rules of order for each Federation 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
- Richardo Harvey, PSSP
- Alex Kavourinos, TTBU
- Daniela Melo, PSSP
- Susy Taylor, OTBU

We would also like to thank our Provincial OSSTF/FEESO Executive Assistant Shane Stagg from the Educational Services Department, who attended our meetings to provide guidance and an impartial voice to help move the business of our District forward.

Yours in Federation,

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

Status of Women Annual Report – 2025-2026

Thank you to the District 12-Toronto Status of Women Committee Members who continued their work in support of ongoing solidarity and efforts to raise awareness, and encourage activism, pertaining to women's issues. The committee proudly joined together in solidarity to support December 6 National Day of Remembrance and Action on Violence Against Women; rallied and marched at the International Women's Day March; and continued to support initiatives in schools which raise awareness and encourage activism pertaining to women's issues through the Kathryn Maxwell Bursary and Status of Women Awards

We look forward to meeting again during the 2026-2027 school year as we continue to provide opportunities for members from all three bargaining units to support women and women identified members. Our committee would like to extend an invitation to any interested members of the District to join us next year as well as thank individuals who supported our initiatives throughout the year.

In solidarity,

Nicole Gauthier, Executive Liaison to the Status of Women Committee

OSSTF District 12 PRIDE Committee Year End Report – 2025–2026

This year, the District 12 Pride Committee maintained its support for members working to create a safe, welcoming, and accepting school environment for all. The poster and bookmark design contest was an especially meaningful way to connect with our membership and their students. We happily awarded two winners and shared printed copies with OSSTF members at monthly District and Council meetings. We were also approved for funding from Provincial OSSTF's #2085 Advancing Human Rights account, which enabled us to distribute 40 t-shirts for the International Day of Pink on April 8, 2026.

The Pride Bursary, similar to last year, continued to support site-specific projects that raise awareness about 2SLGBTQIA+ issues. We distributed \$125 bursaries to new school applicants and \$100 bursaries to repeat school applicants. Applicant initiatives included food-based events, student-led activities, and art installations, all promoting 2SLGBTQIA+ allyship. We thank all OSSTF Toronto members who contributed to awareness and activism in their communities.

For our final event of the year, we invite you to a Pride Brunch Social on Saturday, June 27, from 12:00 p.m. to 1:30 p.m. at The Churchmouse - A Firkin Pub on Church Street. All members are encouraged to stick around to march under the OSSTF Toronto flag in the Dyke March at 2:00 p.m. Please refer to the poster in your package or email euham@osstftoronto.ca for more information.

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

We look forward to reconnecting in the 2026–2027 school year.

Best Regards,

Sarah Kamalzadeh, PRIDE District Committee Chair

Esther Uhm, Executive Liaison to the Pride Committee

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

Thank you to the members of the Black Indigenous Workers of Colour (BIWOC) Committee who participated in events aimed at fostering community, promoting education, and celebrating the diverse histories and contributions of Black, Indigenous, and racialized peoples.

Highlights include the exclusive screening of episodes of the groundbreaking Black Life Untold Stories docu-series hosted by The Centre of Excellence for Black Student Achievement in collaboration with the Black Opportunity Fund. This event at Winston Churchill C.I. also included a curated discussion regarding the development of the series and the educator guide. We also appreciated collaborating with the PD Committee to host an Anti-Asian Racism Workshop with speaker Aileen Santiago—an educator and activist whose work spans curriculum development, grassroots organizing, and anti-racist, decolonizing pedagogies. It was an opportunity to gain insights to broaden our understanding and our practice.

Looking ahead, the BIWOC District Committee seeks to support members by strengthening our community ties, promoting solidarity, and advocating for equity. We look forward to hosting and participating in events that bring members together for connection and action.

Daniela Mendez, Executive Liaison

OSSTF Toronto Eco Committee Year End Report

Thank you to the members of The OSSTF Toronto Eco Committee who continue to focus on enhancing ecological learning and professional development for interested members of OSSTF Toronto.

This year, we focused on looking outward for our learning and action. We planned to host a meeting at the Provincial OSSTF office at 60 Mobile Drive to learn about the sustainable mass timber building designed to the highest environmental standards and how that translates to being healthy for its occupants. We also planned to host a Shoreline Clean-up followed by a celebration of all the various ways that members show up for the environment by advancing sustainability education and climate action within our union and schools. Although the plans could not materialize this year, we have set the groundwork to run them in the future.

We look forward to building on the momentum to host events that will foster learning, connection and action for members from all three bargaining units as we collectively work towards a more sustainable and just present and future.

Daniela Mendez, Executive Liaison

JUNE 15

DAY OF RAGE

ALL OUT AGAINST CALANDRA'S CUTS

On June 15, stand together with ETT, CUPE 4400, and OECTA to show that we're together, we're angry, and we're prepared to fight.

- 1. Wear black.**
- 2. Send a letter to Doug Ford and Paul Calandra.**
- 3. Make a sign protesting one cut that makes you angry.**
- 4. Gather outside the school and take a photo holding your signs. Send them to jkunin@osstftoronto.ca**

