Please turn off all electronic ringers during the meeting

OSSTF TORONTO
DISTRICT 12 GENERAL MEETING
OCTOBER 22, 2026
4:45pm

AGENDA

4:45pm 1. Call to Order

2. Acknowledgement of Traditional Lands and Anti-Harassment Statement

3. Announcements

4. Approval of Agenda

#4:55pm 5. Approval of Proposed Rules of Order [related motion] [Pages 7-15]

6. Approval of Minutes of Oct 16, 2025. [related motion] [Page 5]

#5:05pm 7. On-Time Motions

#5:10pm 8. Treasurer's Report: Hayssam Hulays

- Presentation of District 12 Budget 2026-27 [Pages 18-24]
- Questions on the Budget
- Related Motion

9. New Business, Late Motions and Notices of Motion

##5:30pm 10. Adjournment

OSSTF Toronto provides a subsidy for Dependent Care - Please ask a District Executive Officer for details.

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

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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

Proposed OSSTF District 12 Toronto
Rules of Order 2026-2027

Proposed changes are ***in bold, underline, and italics***

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.

<u>Decisions by Consensus</u>

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 District 12 General Meetings are contained in Appendix A: MOTIONS & ENGAGING IN DEBATE TABLE.***

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 second 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”.

APPENDIX A: 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	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	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. *Amending by Deletion* (removing words) 6. *Amending by Insertion* (adding words) 7. *Amending by Deletion and Insertion* 8. *Amending by Substitution* (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 **Pulling from the Bloc**	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. 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	1/2 or more
Call the question	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: 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	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	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	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	There are several ways to deal with reports. 1. When the Speaker calls for a report, it is considered *received;* no motion is required. 2. A Member may move a motion to *adopt* which has the effect of approving every word in the report. A motion is required. 3. A Member may move a motion to *endorse* which has the effect of approving the general directions of the report without adopting all the recommendations. A motion is required.	---- 1/2 1/2
Recess or adjourn	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	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	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	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*	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	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	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	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*	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: 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. Note: A motion is considered out of order if: 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	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 2026-27

Indicator Cards	Purpose of Indicator	Speaking Time
Used During Debate (in the following sequence):		
IN FAVOUR **Colour: Green**	• Mover initially speaking to the motion • Debating in favour of a motion	*90 seconds*
IN OPPOSITION **Colour: Orange**	• Debating against a motion	*90 seconds*
QUESTION **Colour: Yellow**	• To ask a question to the mover	*60 seconds*
	• To move a Main motion • To reconsider a motion • Calling for the Vote / Calling the Question (i.e. end debate)	
	• To make an amendment	
POINT OF CONSIDERATION **Colour: Grey**	During debate: • 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: • 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*

RESPONSES TO QUESTIONS **90 SECOND** TIME LIMIT

RELATED & ON TIME MOTIONS
OSSTF DISTRICT GENERAL MEETING
OCTOBER 22, 2026

RELATED MOTIONS

Agenda item 4: Approval of Agenda
Be It Resolved That (BIRT) the Agenda be adopted as printed.

Mark Kissel, District Executive Officer/Spyridoula Agathos, District Executive

Agenda item 5: Adoption of Rules of Order
Be It Resolved That (BIRT) the Rules of Order be adopted as written for the Federation year 2026-2027.

Mark Kissel, District Executive Officer/Spyridoula Agathos, District Executive

Agenda item 6: Approval of Minutes of October 16, 2025
Be It Resolved That (BIRT) the Minutes of the District General Meeting of October 16, 2025 be approved as printed.

Mark Kissel, District Executive Officer/Spyridoula Agathos, District Executive

Agenda Item 7: On-Time Motions
Be It Resolved That (BIRT) OSSTF Toronto District 12 endorse the candidacy of Christopher Chandler for election to the OSSTF/FEESO Provincial Executive at AMPA 2027.

District Executive Committee

Agenda item 8: Approval of the Budget
Be It Resolved That (BIRT) the OSSTF District 12 Toronto Budget 2026-27 be approved as presented.

Hayssam Hulays, District Treasurer/Marina Michie, PSSP Treasurer

OSSTF District 12 unaudited
Comparative Income Statement

	Budget 07/01/2025 to 06/30/2026	Actual 07/01/2025 to 06/30/2026	Difference
REVENUE			
Provincial Office Funding			
2000 - Basic District Rebates	1,625,892.00	1,625,878.00	14.00
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	964.00	0.00
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	1,826,042.50	-27,615.50
Member Levy			
District Political Action Levy	83,000.00	83,398.50	-398.50
D12 Dismantling ABR levy	76,000.00	79,902.90	-3,902.90
Total Member Levy	159,000.00	163,301.40	-4,301.40
Other Revenue			
Interest Revenue	2,500.00	2,903.54	-403.54
Active Retired Members	1.00	0.00	1.00
Camille Natale Award Income	1.00	0.00	1.00
Miscellaneous Revenue	0.00	2,726.58	-2,726.58
Allocation From District Surplus	0.00	0.00	0.00
Total Other Revenue	2,502.00	5,630.12	-3,128.12
TOTAL REVENUE	1,959,929.00	1,994,974.02	-35,045.02
EXPENSE			
Bargaining Unit Funding			
OTBU Funding - Funding Master	160,266.22	156,457.97	3,808.25
OTBU Funding - Other	11,491.79	2,500.00	8,991.79
PSSP Funding - Funding Master ...	185,376.81	196,591.41	-11,214.60
PSSP Funding - Other	13,292.33	0.00	13,292.33
TTBU Funding - Funding Master	877,309.02	944,175.40	-66,866.38
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	1,299,724.78	10,918.28
Executive			
Executive Time Release	190,000.00	190,000.00	0.00
Executive Liaison Expenses	2,000.00	1,622.70	377.30
Total Executive	192,000.00	191,622.70	377.30
Meetings			
District Executive	2,000.00	1,671.95	328.05
District General & Annual Meetings	24,000.00	26,269.04	-2,269.04
Provincial Council	0.00	1,396.56	-1,396.56
Inter-District Meetings/Training	0.00	0.00	0.00
AMPA	120,000.00	116,066.73	3,933.27
Total Meetings	146,000.00	145,404.28	595.72
Activities/Programmes			
Political Action	33,000.00	27,855.78	5,144.22
D12 Anti-Black Racism	76,000.00	36,652.45	39,347.55
Labour Council	25,000.00	25,000.00	0.00

Printed On: 10/20/2026

OSSTF District 12
Comparative Income Statement

		Budget 07/01/2025 to 06/30/2026		Actual 07/01/2025 to 06/30/2026	Difference
Election Readiness/Mobilisation		1.00		0.00	1.00
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		7,441.27	1,058.73
Pregnancy ,Parental, Adoption L...		1,800.00		1,617.86	182.14
Total Activities/Programmes		163,302.00		107,642.36	55,659.64
Committees					
Constitution Committee		1,600.00		732.53	867.47
Communications PAC Committee		3,300.00		1,229.13	2,070.87
Finance Committee		1,600.00		1,698.35	-98.35
PRIDE Committee		3,500.00		3,373.46	126.54
Occupational Health and Safety ...		450.00		151.44	298.56
Human Rights Committee		2,000.00		1,737.94	262.06
Status of Women Committee		2,400.00		1,866.76	533.24
Black,Indigenous ,Workers of Co...		2,000.00		720.96	1,279.04
Eco Committee		1,200.00		53.05	1,146.95
Total Committees		18,050.00		11,563.62	6,486.38
Office Expenses					
Staff Salaries		57,810.00		54,598.94	3,211.06
EI Expense	1,200.00		1,085.97		114.03
CPP Expense	2,500.00		3,012.45		-512.45
WSIB Expense	1,300.00		2,308.37		-1,008.37
Pension Expense	4,400.00		4,903.85		-503.85
Benefit Plan	6,200.00		4,195.25		2,004.75
Total Staff Benefits		15,600.00		15,505.89	94.11
Temporary Help		240.00		0.00	240.00
Bank Charges and Audit		500.00		149.41	350.59
Building Operations		25,900.00		25,900.00	0.00
Total General Office Expenses		22,600.00		25,127.51	-2,527.51
Computer/Network Support/Lice...		5,280.00		8,914.70	-3,634.70
Website/Fibre		1,600.00		1,943.41	-343.41
Contingency		13.96		169.50	-155.54
Total Office Expenses		129,543.96		132,309.36	-2,765.40
TOTAL EXPENSE		1,959,539.02		1,888,267.10	71,271.92
NET INCOME		389.98		106,706.92	-106,316....

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Printed On: 10/20/2026

OSSTF/FEESO
2026/2027
FINAL FUNDING MASTER

April 16, 2026

	Barg. Units	FTE	Basic Rebate per FTE $91.71	Unit Rebate per FTE over 100 $39.77	Unit Rebate for FTE over 1,000 $18.56	Effective Commun. Rebate $13.26	Rebate per Unit $1,650	Time Release Generators						District Rebate per FTE over 2,000 $13.26	Distance and Commun. Costs	District Office Rebate	Total Funding Master
								Base Per FTE $144.74	Unit FTE 100 to 1,000 FTE $57.90	Unit FTE 1,000 to 2,000 FTE $21.71	Unit FTE over 2,000 FTE $14.47	Minimum Time Release Adjustment	Dist. FTE over 500 $72.37				
District 12: Toronto																	
District													458,510	64,106	32,000	85,000	
Teachers	1	5,002.6	458,781	194,980	74,287	0	1,650	14,474	52,106	21,711	43,459	0					
Occasionals	1	801.5	73,504	27,899	0	0	1,650	14,474	40,614	0	0	0					
PSSP	1	1,031.6	94,607	37,050	586	0	1,650	14,474	52,106	686	0	0					
Total District Allocation	3	6,835.7	626,892	259,930	74,873	0	4,950	43,422	144,825	22,397	43,459	0	458,510	64,106	32,000	85,000	$1,860,364

District Budget 2026-2027				
	DISTRICT	TTBU	OTBU	PSSP
REVENUE				
Provincial Funding Master		$ 1,067,668.11	$ 171,058.25	$ 220,166.80
District ↑230k	$ 1,860,364.00			
TTBU				
OTBU				
PSSP				
District Political Action Levy * ↓6K	$ 77,000.00			
D12 Dismantling ABR Levy ↓5K	$ 71,000.00			
Provincial Rebates:				
... AMPA ↑4K	$ 64,000.00			
... Political Action 2050*	$ 1,000.00			
... District Coalitions (Labour Council) 2052*	$ 22,557.15			
... Election Readiness*	$ 1.00			
... Excellence In Education 2055	$ 1.00			
... Member Accessibility 2090	$ 1.00			
... Workplace Training (Reps. / New Mems) 2010	$ 99,010.00	$ 72,458.92	$ 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	$ 3,000.00			
Active Retired Members	$ 1.00			
Misc Income / Allocation from Accumulated Surplus	$ -	$ -	$ -	$ -
Camille Natale Award	$ 1.00			
Bargaining Unit levies				
		$ -		
TOTAL REVENUE	**$ 2,204,902.15**	**$ 1,140,127.02**	**$ 182,667.37**	**$ 235,108.75**
EXPENDITURES				
Meetings				
AMPA	$ 120,000.00			
Executive	$ 2,000.00			
General	$ 27,000.00			
Total Meetings	**$ 149,000.00**			

Activities/Programmes		
Political Action * ↓5K	$	28,000.00
D12 Dismantling ABR	$	71,000.00
Labour Council * ↑11.5K	$	36,500.00
Election Readiness *	$	1.00
Affiliations/Coalitions *	$	5,000.00
Grants & Donations *	$	3,000.00
Community Forums/Member Outreach *	$	6,000.00
AMPA Campaigns ↑5K	$	5,000.00
Camille Natale Award	$	1.00
Excellence in Ed.- Jim McQueen Award	$	8,500.00
Awards Event*	$	-
PPAL Workshops	$	1,800.00
Total Programmes	**$**	**164,802.00**
COMMITTEES		
Constitution Committee	$	1,700.00
Communications Political Action Committee*	$	3,300.00
Finance Committee	$	1,900.00
Pride Committee	$	4,000.00
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
Total Committees	**$**	**19,700.00**
Officers Salaries and Expenses		
Executive Officers Release (Note 1)	$	193,000.00
Executive Liaison Expenses	$	2,000.00
Total Officers Salary Expenses	**$**	**195,000.00**
Office Expenses		
Staff Salary	$	46,125.00
Staff Benefits	$	9,672.00
Temporary Help	$	200.00
Bank Charges and Audit	$	1,500.00

Building Operation costs ↑5K	$	30,700.00				
Office Expenses	$	23,500.00				
Computer Support / Licenses	$	5,000.00				
Website/Fibre	$	1,600.00				
Total Office Expenses	**$**	**118,297.00**	↓10K			
Contingency	$	200.00				
2010 PD / Allocation from Surplus to Bargaining Units	$	99,010.00				
TOTAL EXPENSES	**$**	**746,009.00**				

TOTAL DISTRICT REVENUE	**$ 2,204,902.15**				
TOTAL DISTRICT EXPENSES	**$ 746,009.00**				
Amount left to distribute by FTE	**$ 1,458,893.15**				
		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	
scal 2026-27 Distribution - After District Expenses		$ 1,067,668.11	$ 171,058.25	$ 220,166.80	
Provincial Entitlement for PD Training		$ 72,458.92	$ 11,609.13	$ 14,941.95	$ 99,010.00
Allocation from Surplus to Bargaining Units		$ -	$ -	$ -	
tal amount after District Expenses with PD amount		$ 1,140,127.02	$ 182,667.37	$ 235,108.75	
iscal 2024 - 25 after District Expenses with PD amt		$ 940,215.90	$ 171,758.01	$ 198,669.13	
percentage of previous year's total		1.21	1.0635	1.1834	
Note 1 - time release costs attributable to District Officers and Liaisons to Committees,					
as per the District and Provincial Constitutions (see Financial Handbook)					

Jim McQueen Excellence in Education Award

Nomination Form

Student Name: (Print clearly)_____

School: _____

Head of Guidance: _____

Branch President: _____

School Telephone Number: _____

Commencement/Awards Ceremony Date: _____

Criteria Classification: _____

Provide a brief description of why your school has nominated this student.

_____

_____

_____

_____

_____

_____

_____

Each school shall be allowed one recipient during the school year. Schools which have fall commencements/awards ceremonies shall make their presentations during the fall, while schools having spring commencements/awards ceremonies shall make their presentations during the spring.

The award and certificate shall be presented by an OSSTF member from your Branch Executive.

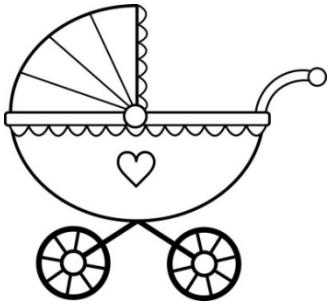
Please allow least 3-4 weeks prior to the presentation date in order to allow for the preparation of the cheque and certificate. Email this form to the attention of Marion Reid at 416-393-8912 or mreid@osstftoronto.ca

OSSTF TORONTO

Presents

PREGNANCY, PARENTAL, ADOPTION AND SURROGACY LEAVE WORKSHOP

TO BE HELD ON



Tuesday, November 10, 2026



More information can be found on our website

Nicole Gauthier
Executive Officer
ngauthier@osstftoronto.ca

OSSTF Toronto Office
1482 Bathurst Street, 4th Floor
4:45pm – 6:00pm
Green P Parking on South East Corner

All district members welcomed

OSSTF TORONTO
Teachers' Bargaining Unit
1482 Bathurst Street, Suite 300
Toronto, Ontario
M5P 3H1

Childcare / Dependant Care Submission

- Childcare or dependant care expenses to allow members to attend authorized OSSTF Toronto activities will be reimbursed at $17.20 per hour, OR at the Living Wage established for the community in which the member resided (whichever is higher). Ad Hoc Social Committee Activities are excluded.
- For reimbursement at the Living Wage, the member **must** provide documentation identifying that a Living Wage has been calculated for the community and provide proof of payment at that rate. Communities with living wage are listed at www.livingwage.ca
- The maximum reimbursement for a day will be 10 hours, regardless of the number of dependants.

Reimbursement will only be provided for up to one hour prior to the activity, and up to one hour following the activity, except for extenuating circumstances and upon prior approval being obtained by the Executive Liaison.

- If overnight care is needed, up to $50.00 will be provided for overnight care.
- Reimbursements will not normally be made to immediate family members, including parents and siblings.
- Receipts from the childcare or dependant care provider must be provided.
- If there are exceptional circumstances contact the TTBU or District Activity Liaison in advance.

OSSTF Activity: _____

Activity Liaison: _____

Cheque Payable to: _____

Mailing Address: _____

_____

_____

Please initial:

Original Receipt Attached: ☐

Copy of Original Receipt & Submission kept: ☐

Total conforms with ☐