

Please turn off all electronic ringers during the meeting.

**OSSTF Toronto
TTBU Council
Virtual Meeting
4:45 p.m.
SEPTEMBER 23, 2021**

Members are reminded that any announcements for Council must be given to the Chair, along with details as to where supporting material can be found, prior to the commencement of the meeting. The Chair will then make the announcement and where the material is located. Members are also reminded that District 12 TTBU allows the distribution of any material without the consent of the Executive or Chair of Council.

AGENDA

- | | | | |
|----------|-----|--|----------------------|
| 4:45 pm | 1. | Call to Order | |
| | 2. | Acknowledgement of Traditional Lands and Anti-harassment Statement | |
| | 3. | Announcements | |
| | 4. | Approval of Agenda | |
| | 5. | Adoption of Rules of Order | <i>[pages 8-17]</i> |
| | 6. | Approval of Minutes of: June 10, 2021 | <i>[pages 18-19]</i> |
| | 7. | On Time Motions | <i>[n/a]</i> |
| | 8. | Election of District Executives-at-Large | |
| | 9. | Election of Collective Bargaining Committee Members | |
| | 10. | Executive Reports | |
| | 11. | Questions to Executive/Items of Concern | |
| 6:15 pm | 12. | Provincial Executive Report/Questions to Provincial Executive Report | <i>[pages 37-49]</i> |
| | 13. | New Business, Late Motions and Notices of Motion | |
| #7:00 pm | 14. | Adjournment | |

OSSTF provides a subsidy for Dependent Care. Please ask an Executive Officer for details.

The information in this package should be reported to members at your next OSSTF Branch Meeting.



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 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 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 behaviour 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)

TTBU Council Meeting: Quick Reference Guide

How to Communicate to the Steering Committee Using the Indicators?

- Open the chat feature located at the bottom of your screen
- Above the text box you will see a chevron. Click the chevron.
- Select either “Spotter” or “Steering” from the drop-down list, and using the table below select the action you wish to take:

Indicator	Purpose of Indicator	HOW? (using Zoom chat feature)
FOR (✓)	<ul style="list-style-type: none"> • Mover initially speaking to the motion • Debating in favour of a motion <p><i>Speaking time: 90 seconds</i></p>	Type “FOR” to SPOTTER
AGAINST (X)	<ul style="list-style-type: none"> • Debating against a motion <p><i>Speaking time: 90 seconds</i></p>	Type “AGAINST” to SPOTTER
QUESTION (?)	<ul style="list-style-type: none"> • To ask a question to the mover <p><i>Speaking time: 60 seconds</i></p>	Type “QUESTION” to SPOTTER
	<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) 	TYPE “MOTION” to STEERING + complete the online form to submit your amendment: http://bit.ly/TTBUamendments
	<ul style="list-style-type: none"> • To make an amendment 	Type “AMENDMENT” to STEERING + complete the online form to submit your amendment: http://bit.ly/TTBUamendments
PAUSE (🛑)	<p>May be used by a Member / Council Representative only when the Member:</p> <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. 	Type “PAUSE” to SPOTTER

Sequence of Indicators

The mover of the motion shall be heard first on a FOR indicator.

Subsequent rotation of debaters: AGAINST, QUESTION, FOR.

- The order of where you are placed into the queue can be viewed at <http://bit.ly/TTBUsequence>.
- When recognized by the Chair, you will be able to un-mute your mic. At the end of your allotted time or when you have finished, your microphone will be muted.

Questions to Steering

- Open the chat feature as noted above.
- Select “Steering” from the drop-down chat list for questions to Steering

Questions to Executive Report/Items of Concern

- Open the chat feature as noted above.
- **Select “Spotter”** from the drop-down list and type **“QUESTION”**. This will indicate to the Spotter that you wish to ask a question or discuss a Branch Concern.
- Only the Spotter is able to acknowledge your request to ask your question/share your concern. If you send it to someone else, you will not be placed in the queue.
- The Spotter will add you to the queue. The Chair will recognize speakers in the order in which the request to speak is received.
- When you are recognized by the Chair, you will be able to un-mute your mic. At the end of 60 seconds or when you have finished your question/concern, your microphone will be muted.
- The order of where you are placed into the queue can be viewed at <http://bit.ly/TTBUsequence>.

Voting at Council

All motions and election ballots will be voted on through the OSSTF Voting Centre on the Provincial OSSTF website. In order to vote, members must have a registered account on the Provincial OSSTF Website (<https://www.osstf.on.ca/services/member-login/members-login.aspx>).

Follow the instructions to vote here: <https://osstftoronto.ca/wp-content/uploads/2013/11/OSSTF-Toronto-Online-Voting-Instructions.pdf>
The Chair will indicate when voting opens and closes.

A ballot will only appear once a motion is ready to be voted upon. When the ballot is announced by the chair that it is ready, refresh the webpage for the ballot to appear.

**If you have difficulty with the login process, or setting up an account contact
Membership-Database@osstf.ca or call 416-751-8300 / 1-800-267-7867 between 8:30 a.m. and 5 p.m.**

**For an organized list of all the materials and links you will need for this meeting:
<https://linktr.ee/TTBUCouncil>**

OSSTF TORONTO ONLINE VOTING INSTRUCTIONS

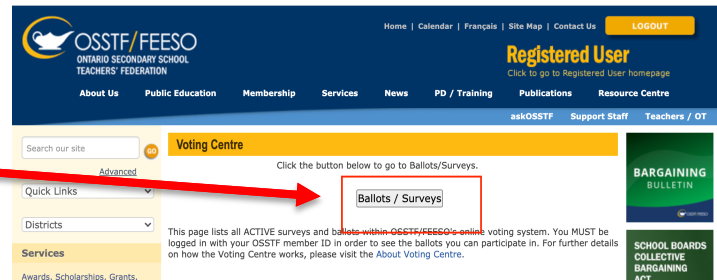
STEP 1: Login to the **Registered Users** section of the Provincial OSSTF website with your **OSSTF Member ID**:

<https://www.osstf.on.ca/services/member-login/members-login.aspx>

STEP 2: Once you log in, click on the “Voting Centre” badge located on the bottom right margin of the page.



STEP 3: Now click on **Ballots / Survey** at the top of the page.



STEP 4: In the **Current Ballots** section, click the link to the desired ballot and follow the instructions to cast your vote. **A ballot will only appear once a motion is ready to be voted upon. When the ballot is announced by the chair that it is ready, refresh the webpage for the ballot to appear.**

Troubleshooting Tips:

Need Member Profile or Voting Centre assistance?

Email: membership-database@osstf.ca or

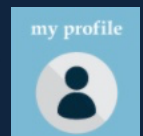
call 416-751-8300 / 1-800-267-7867 between 8:30 a.m. and 5 p.m.

A Not Seeing the Voting Centre Badge?

Please disable any Ad-Blockers in your browser. This can prevent the Voting Centre badge from displaying in some browsers. If this fails, try switching to a Private / Incognito / InPrivate browsing session.

B Not Seeing an active ballot? You must login with your member ID

To add your membership ID to your account profile, click the **My Profile** badge. Select the **Edit My Profile** button and provide the missing details in the available fields. Click the **Update My Profile** button to commit the changes.



C Verify your details

Verify your membership status (seen in My Profile) and affiliation / group affiliation matches the intended audience of the ballot as indicated on the Voting Centre Landing page.

D Ballots are time sensitive AND targeted

- You will only see ballots where your OSSTF member ID is identified as a valid participant.
- Once the ballot expiration time has passed, you will not be able to cast a vote.
- If you login prior to the ballot start time, the ballot will be visible but inactive until the scheduled start time.

OSSTF TTBU Council

Rules of Order

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 these rules. 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 TTBU Executive upon recommendation of the Constitution and Steering Committee in accordance with these rules and procedures.
5. Order of Agenda
 - a. On time motions will be sequenced prior to executive reports.
6. 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

7. Agenda items may be timed or untimed.
 - a. Timed items shall be marked with a time on the Agenda.
 - b. Timed items shall not interrupt a motion or election in progress.
8. Timed items may be:
 - a. Unhashtagged timed items
 - b. Hashtagged (#) timed items
9. Unhashtagged timed items are marked with a time on the Agenda
 - a. The Chair will note when a timed item time has been reached at the exact time.
 - b. The timed item will be sequenced next.
 - c. Timed items will not interrupt current speakers, though the speaker may choose to yield to the timed item.
 - d. The speaker will be asked by the Chair if they wish to yield to the timed item.
10. Hashtagged timed items are marked with a hashtag (#) and a time on the Agenda
 - a. The Chair will note that a hashtagged time has been reached at the exact time
 - b. The hashtagged timed item will immediately proceed
 - c. The hashtagged timed item will interrupt the current speaker.

Motions

11. A motion may not contravene our established bylaws or constitution.
12. Unless otherwise stated, a Motion will require a mover and a seconder who are voting Council Representatives and who are present at the meeting.
13. Unless otherwise stated a Motion may be debated.

Decisions by Consensus

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

Main Motions

15. A Main Motion brings business before council, and is used to direct action
16. A new Main Motion can not be moved until the Main Motion currently being debated has been withdrawn or voted on.

Motions that can affect a Main Motion

17. Motions can be made to affect the current motion on the floor.
 - a. Postponement to a later date
 - i. Moves to postpone the motion on the floor to a specific future date.
 - b. Referral to another entity
 - i. Moves to refer the motion to a standing Committee, the Executive, or one of the other entities in the Bargaining Unit for further study.
 - c. Move to Informal Discussion or Committee of the Whole
 - i. A Member may move, "that we discuss [topic] informally for [time]".
 - ii. This motion should be voted on almost immediately.
 - iii. After discussing the topic, if no motion is forthcoming, the meeting should proceed to the next item on the Agenda.
 - d. Move into Executive Session
 - i. All matters discussed in Executive Session shall remain absolutely confidential to those Members present during the Session.
 - ii. A motion to rise and report from Executive Session shall be moved at the end of the Session.
 - iii. Executive Session will be ended through a majority vote to Rise and Report from Executive Session

Other Kinds of Motions

18. Amendment to the motion on the floor
 - a. An amendment may delete, substitute, or add words that will modify the original motion but must not negate it or change the intent.
 - i. If the amendment passes, the Chair should read the new amended motion which is on the floor to be debated and voted on.

- ii. If the amendment fails, the previous motion again becomes the motion on the floor. Further amendments are allowed, one at a time.
- iii. An amendment to an amendment may not be amended.

19. Reconsider

- a. A motion to reconsider a previous decision can be made within the same meeting after the decision has been made.
 - i. It is non-debatable.
 - ii. The motion can be made only by a Council Representative who voted on the prevailing side in the original vote.
- b. If the motion to reconsider is passed, then a Member moves the previous motion and it is again debated and voted on.
 - i. The new decision replaces the previous one.

20. Deal with a report

- a. Not all reports need to have an attached motion.
- b. A motion to deal with a report can be either adopted, endorsed, or received.
 - i. Adopting has the effect of approving every word in the report.
 - ii. Endorsing has the effect of approving the general directions of the report without adopting the recommendations.
 - iii. Receiving indicates only that the report has been read.

21. Notice of Motion

- a. A notice of motion can be made to Members in writing during a meeting regarding a motion to be presented at a future meeting.
- b. A notice of motion may be made to Members verbally during a meeting regarding a motion to be presented at a future meeting.
- c. This motion does not require a seconder

22. Procedural Motions

- a. BLOCing motions - "En bloc" shall be used to request that interdependent motions be considered together.
 - i. Motions can be combined and approved as one BLOC
 - ii. When motions have been moved en-bloc, a single Council Representative may request for the removal of one or more motions from the bloc. Any motion removed from the bloc shall be dealt with immediately after the en bloc resolutions have been dealt with.
- b. Calling for the Vote / Calling the Question
 - i. A Council Representative that believes the debate is exhausted and wishes the meeting to proceed directly to a vote may "Call for the vote" or "Call the question".
 - ii. The Chair will immediately move to a vote to see if Council wishes to end debate immediately and move to the vote on the motion, otherwise the prior debate will continue.
 - iii. There will be no debate on this motion.
- c. Moving to suspend the rules
- d. Amending an adopted Agenda
- e. Changing the sequencing of Motions
- f. Splitting a motion

- i. A motion may be split if there are distinct questions that can be moved, debated, and voted on separately.

Debate

Indicators

23. There shall be 4 indicators used during debate:
- a. **FOR (✓)** (90 second speaking limit): Debating in favour of the motion.
 - b. **AGAINST (X)** (90 second speaking limit): Debating against the motion.
 - c. **QUESTION (?)** (60 second speaking limit): A question indicator may be used for:
 - i. Moving a Main Motion
 - ii. Moving a motion that can affect a motion being debated
 - iii. Moving other kinds of motions
 - iv. Moving a procedural motion
 - i. Procedural motions may be moved at any time after the Council Representative has been recognized by the Chair.
 - v. Questions to the Chair or to the mover through the Chair about a motion
 - i. Answers to the questions are not timed.
 - ii. TTBU Members may only ask one question each time they are recognized by the Chair on the QUESTION indicator, and one follow up (10 second speaking limit) to clarify
 - d. **PAUSE (●)** (60 second speaking limit): Used only when absolutely necessary to pause meeting business, upon recognition by the Chair. It may not be used during a vote. It may be used by a Member / Council Representative only when the Member:
 - i. believes the established Rules of Order are being contravened.
 - ii. is experiencing an issue which is impacting their ability to participate in the meeting and within the purview of the Chair to resolve.
 - iii. is experiencing an issue which requires accommodation to physically participate in the meeting.
 - iv. disagrees with the ruling of the Chair and wishes to Challenge to the Chair.
 - v. has a question for the Chair about how to navigate the Rules of Order.

Rules for Debate

24. Any Member in attendance may participate in debate.
25. The appropriate form must be used to submit motions. Motions must be submitted to Steering in writing prior to debate of the motion.
26. Only a Council Representative can move, second, and vote on motions.
27. 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.
28. Upon being recognized by the Chair, a Member shall first state their name, Branch (non-executive Members) or position (executive Members), and the indicator they are speaking on.

29. The mover of the motion shall be heard first on a FOR indicator, followed by the first AGAINST speaker. Subsequent debaters shall rotate in the order of QUESTION, FOR, AGAINST speakers. Before voting on the motion, the mover will have an opportunity to close debate on a FOR indicator.
30. Excluding the mover, no Member shall debate (FOR / AGAINST) more than once on any single motion.
 - a. An amended motion is considered to be a new motion.

Voting

Carrying a Motion

31. Unless otherwise stated, a motion is considered carried by receipt of a simple majority.
32. A 2/3 majority vote is required for:
 - a. All procedural motions which
 - i. suspend the Rules of Order,
 - ii. amend an adopted Agenda,
 - iii. change the sequencing of motions
 - b. Late motions
 - c. Calling for the Vote / Calling the Question
 - d. Motions to reconsider
33. A 9/10 majority vote is required for:
 - a. Amending a Late motion

Voting Procedure

34. After the Chair has called for the vote, Council Representatives will cast their vote.
35. The Chair will announce if the motion is carried or defeated.
36. If the results are unclear, the Chair or a Council Representative (on a PAUSE indicator) may:
 - a. Call for a vote by rising, or a counted vote.
 - b. At the conclusion of this procedure, the Chair will announce if the motion is carried or defeated.
37. If requested by a Council Representative (on a PAUSE indicator) the percentages and/or vote count will be provided for a particular vote, or the rest of the votes at the meeting.

Registration

38. Council Representatives must be registered to vote at Council by the established deadline.
39. Branch Presidents must complete the Branch Executive Form once elections are complete in the school and submit it to the OSSTF Toronto TBU office by the established deadline.

40. Council representatives may be asked to show ID at registration.
41. Alternates for the Branch may be designated by the Branch President.
 - a. The Branch President must email the name of the Council Representative who cannot attend and the name of the alternate to **steering@osstftoronto.ca** no later than noon on the day of the Council meeting. Alternates will need to show ID at registration.
42. When required, voting cards will be distributed by the Executive Liaison to Constitution and Steering or designate, and office staff members, before the Council meeting. Once the meeting begins, the office staff will continue to distribute the voting cards.
43. TTBU Council voting cards are non-transferable and only valid on the day they are issued.

Elections

44. During elections, the office staff distribute the ballots, collect the ballots, and count the ballots; except for elections under the purview of the Elections Commission, and elections during a Virtual Meeting.
45. The Provincial Executive Assistant, or designate, will Chair the TTBU Council meeting for the portion of the meeting when Provincial Council elections, and AMPA elections occur.
46. The Chair steps down if they are running in any election being held at Council; the Chair is filled by the Provincial Executive Assistant or designate.

Virtual Meetings

47. Virtual meetings may be called to replace in-person meetings at the discretion of the TTBU Executive upon review of technologies available.
48. Registered Council Representatives will receive an email that contains the meeting access link prior to the meeting.
49. The link for the meeting will be posted on the OSSTF Toronto website for any TBU 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.
50. Only registered Council Representatives can vote during the meeting.
51. Sign in for the virtual meeting will open at least twenty minutes before the meeting call to order, as listed in the agenda.
52. Council representatives may be asked by one of the meeting hosts to briefly turn on their camera for identification purposes.
53. Virtual Council Reps must change their screen name to be <First Name, Last Name, Branch>. 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.

54. Virtual Observers must change their screen name to be <OBS: First Name, Last Name, Branch>. 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.
55. A microphone will only be un-muted when a speaker is recognized by the Chair.
56. In order to vote, registered TTBU Council Representatives must have a registered account on the Provincial OSSTF website.
57. All motions to Council, not carried through Universal Consensus, will be voted on through the OSSTF Voting Centre on the Provincial OSSTF website, when available.
 - a. Support for difficulty with the login process or for setting up an account can be accessed by contacting **Membership-Database@osstf.ca** during regular business hours.
58. During a virtual Council meeting, the Chair will indicate when voting opens, the length of time the ballot will be open, and when voting has closed.
59. The Steering Committee will explain the process for moving motions and participating in debate at the beginning of each virtual Council meeting.

Authority for Procedures

60. This document shall be the sole authority for all Council Meeting procedures.
61. At the first Council meeting of the Federation year the Rules of Order will be presented by the Constitution and Steering Committee accompanied by a motion to endorse the Rules of Order for that 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.
62. If there is a need to address a procedure or issue not addressed in these Rules of Order and is not in contradiction of the Bargaining Unit's Constitution and Bylaws, the Chair will make a ruling in consultation with the Steering Committee based on the information available to them.
 - a. If a Council Representative does not agree with the ruling of the Chair, they can Challenge the Chair as per the Rules of Order. A Challenge to the Chair may not contradict the Bargaining Unit Constitution and Bylaws.
 - b. The prevailing result will be added to the Rules of Order.
63. Amendments to these Rules of Order must be provided using the correct form. And, a Notice of Motion must be given no less than one meeting prior to the Amendment to the Rule of Order being debated.
 - a. If carried, the amended Rules of Order will not come into effect until the adjournment of the meeting at which they were passed.
64. These Rules will be reviewed on a regular basis by the Constitution and Steering Committee.

65. The Constitution and Steering Committee may edit this document for grammar and clarity.

Professional Conduct

66. Members and guests shall exercise professional conduct in the meeting judged with an equity lens. Participants shall wait until they are recognized before speaking.
- a. Professional conduct is characterized by courtesy and good faith, and not engaging in public criticism of the Member's colleagues.
 - b. Members will not engage in any conduct that undermines the dignity or self-esteem of an individual, or which creates an intimidating, hostile or offensive environment
67. Unprofessional conduct shall be dealt with in the following order:
- a. The Chair will remind the Member, and the house, of the rules and standards for the meeting.
 - b. If the conduct continues, the Chair will NAME the offender (“I have reminded _____ about the appropriate conduct in the House; please be respectful. If this conduct continues, you will be removed from this meeting.”) Objectionable or disorderly words used by the offender shall be recorded and may be entered in the Minutes.
 - i. The case may be sufficiently resolved by an apology or a withdrawal of objectionable statements by the offender, if not;
 - ii. The Chair may choose to prevent the Member from participating in further debate.
 - c. If the conduct continues, The Chair will ask the Member to leave the meeting. (“Your conduct is interfering with the business of the House, I must direct you to leave the meeting.”)
 - i. If the Member refuses to leave the meeting, they will be removed.

Definitions

68. “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.
69. 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
70. “Policy motions” shall mean any stand or position taken by OSSTF Toronto TBU in accordance with its Bylaws on matters beyond its internal legislative power.
71. “Bylaw motions” shall mean any stand or position taken by OSSTF Toronto TTBUE that impacts the standing rules governing the membership of OSSTF Toronto TBU on matters entirely within the control of OSSTF Toronto TBU.

72. "Miscellaneous action motion" shall mean any stand or position taken by OSSTF Toronto TBU that is within the internal legislative power of OSSTF Toronto TBU.
73. "On time motions" shall mean motions that were submitted to the Administrative Assistant, with responsibilities for Council (**mleblanc@osstftoronto.ca**) eight days prior to any given Council, by 4:30pm.
74. "Late motions" shall mean any BYL, CON, MAC, or POL motion that is not considered an "On time motion".

PROPOSED: September 2021

**PROCEDURAL MOTION TO
SEPTEMBER 23, 2021
TTBU COUNCIL**

Agenda Item 5: Adoption of Rules of Order

1. BIRT the Rules of Order as written be adopted for the Federation year 2021/22.
Rony Masri, Executive Officer / Deborah Buchanan-Walford, Executive Officer

**OSSTF Toronto
TTBU Council Meeting
June 10, 2021**

1. Meeting called to order at 4:45 p.m. Cathy Renfrew, Incoming Assistant General Secretary, OSSTF/FEESO, in the Chair.
2. The Acknowledgement of Traditional Lands in its current form, was not read at the request of members. A Moment of Silence for victims of racism and colonialism was held. The Anti-harassment Statement was read by the Chair.
3. Announcements were made by the Chair.
4. The Agenda was approved.

Chair explained the voting process for registered Council representatives.

6. By-election of Executive Positions (4:50 pm timed agenda item)

- I. Vice President
 - Two nominations were received for the position.
 - Candidates were invited to speak to Council prior to balloting.
 - Ballots were electronically cast.

The Chief Electoral Officer announced the results of the ballot for TTBU Vice-President and declared Chris Chandler elected.

Pause: Point of privilege for appreciation to outgoing President Leslie Wolfe.

Pause: Reminder of hashtagged item on the Provincial Councillor election before Executive Reports.

Pauses: Election Commission Committee (ECC) member running in Provincial Councillor election. Executive Liaison to ECC: ECC is not charged with running the Provincial Councillor election; only the Executive Position election. Query to original Pause - Chair: Question was answered.

- II. Executive Officer
 - Six nominations were received for three positions.
 - Candidates were invited to speak to Council prior to balloting.
 - Ballots were electronically cast four times.

The Chief Electoral Officer announced the results of the balloting process for TTBU Executive Officers and declared Jason Kunin, Maryline Lanteigne and Deborah Buchanan-Walford elected.

5. The Minutes of April 22, 2021 were approved with universal consensus.

7. Provincial Councillor Election (4:55 pm timed agenda item)

- Six nominations were received for four positions.
- Candidates were invited to speak to Council prior to balloting.
- Ballots were electronically cast.

The Chief Electoral Officer announced the results of the ballot for Provincial Councillor and declared Chris Chandler, Nicole Gauthier, Derik Chica and Danica Izzard elected.

14. Adjournment: 7:10 p.m.

Danica Izzard	Jason Kunin	Maryline Lanteigne	Rony Masri	Deborah Buchanan-Walford	Nicole Gauthier	David Pickering
CW Jefferys CI	Adult Day Schools	ASE 1	Contact Alt School	Bloor CI	Agincourt CI	Central Etobicoke HS
Central Technical School	Avondale Alt SS	Alt Attendance SAL/CIC	Danforth CTI	Cedarbrae CI	Alpha II Alt School	
Downsview SS	Birchmount Park CI	Albert Campell CI	David & Mary Thomson CI	Dr. Norman Bethune CI	Central Toronto Academy	
Earl Haig SS	Burnhamthorpe ALC	AY Jackson SS	Etobicoke CI	Drewry SS	Centrally Assigned	
Etobicoke School of the Arts	Burnhamthorpe CI - Edvance	Caring & Safe, Alt Programs	Frank Oke SS	Forest Hill CI	Don Mills CI	
George Harvey CI	CALC	Delphi SAS/ASE 2	Georges Vanier SS	George S. Henry Academy	Eastdale CI	
Kipling CI	CALC SS - Edvance	East York Alt. SS	Greenwood SS	Inglenook CS	Heydon Park SS	
Martingrove CI	City School	Northern SS	Harbord CI	L'Amoreaux CI	Humberside CI	
North Toronto CI	East York CI	Northview Hts SS	Jarvis CI	Leaside HS	John Polanyi CI	
Sir John A. Macdonald CI	Emery ALC	Oasis Alt SS	Lester B. Pearson CI	Maplewood HS	Lawrence Park CI	
West End Alt School	Emery CI	Parkdale CI	Native Learning Centre	Parkview Alternative Centre	Malvern CI	
Wexford CS for the Arts	Emery Edvance	RH King Academy	Native Learning Centre East	Toronto District SS	Marc Garneau CI	
William Lyon Mackenzie CI	Lakeshore CI	SATEC @ WA Porter CI	Newtonbrook SS	Sir Oliver Mowat CI	Richview CI	
York Memorial CI	Monarch Park CI	Silverthorn CI	Oakwood CI	SEED Alt School	Wandering Spirit School	
	North Albion CI	The Student School	Runnymede CI	Subway Academy I	Weston CI	
	Riverdale CI	Subway Academy II	SEE	Stephen Leacock CI		
	Rosedale Heights School of the Arts	Thistletown CI	Sir Wilfrid Laurier CI	Ursula Franklin Academy		
	SCAS ALC	Woburn CI	SOLE	Westview Centennial SS		
	SCAS Edvance	Year Round Schools	Victoria Park CI	Western Technical-Commercial School		
	Sir William Osler HS	York Mills CI	West Hill CI	Winston Churchill CI		
	West Humber CI			York Humber HS		
	Yordale ALC					
	Yorkdale SS - Edvance					

Executive Assignments for the 2021-2022 OSSTF Year		
	Lead	Back-Up
<u>District/Bargaining Unit Committees Liaison</u>		
Black, Indigineous, Workers of Colour Committee	Danica Izzard	Maryline Lanteigne
Budget/Finance	David Pickering	Chris Chandler
Collective Bargaining Committee	Nicole Gauthier	Michael Platt
Constitution/Steering Committee/AGM	Rony Masri	Deborah Buchanan-Walford
District Constitution Committee/DGM	Rony Masri	Nicole Gauthier
Eco-Committee	Maryline Lanteigne	Rony Masri
Elections Commission	Michelle Teixeira	Rony Masri
Pride	Danica Izzard	Maryline Lanteigne
Health and Safety/Health and Safety Officer	Michael Platt	David Pickering
Human Rights Committee/Human Rights Officer	Jason Kunin	Deborah Buchanan-Walford
CPAC/CPAC Officer/Student Achievement Awards	Chris Chandler	Jason Kunin
Professional Development/Ed Services Officer	Deborah Buchanan-Walford	Jason Kunin
Status of Women Committee/Status of Women Officer	Maryline Lanteigne	Nicole Gauthier
<u>Other Duties</u>		
Annual TTBU Celebration Dinner (May)	Chris Chandler/Michael Platt	
District Celebration Dinner (June)	Chris Chandler/Michael Platt	
AMPA Co-ordinator	Danica Izzard/ Michael Platt	
Student Awards Night Event	Chris Chandler/Michael Platt	
Campaign For Public Education Liaison	Michael Platt	Michelle Teixeira
Communications/Social Media/Media Relations	Michelle Teixeira	Chris Chandler
Coaches' Association Liaisons	David Pickering	Chris Chandler
Community Relations	Michelle Teixeira	Michael Platt/Chris Chandler
Faculties of Education Liaison	Jason Kunin	Deborah Buchanan-Walford
Joint Mgt./Labour Environment Committee	Chris Chandler	***
Labour Council Meetings	Michael Platt	Jason Kunin
Labour Council Education Subcommittee Meetings	Michael Platt	Jason Kunin
Labour Day Parade	Chris Chandler/Michael Platt	
New Teachers' Events	Maryline Lanteigne/Michael Platt	
Office Staff Manager	Michael Platt	Michelle Teixeira
Building Manager	David Pickering	Michael Platt
Pregnancy, Parental, Adoption and Surrogacy Workshop	Nicole Gauthier/Danica Izzard	
Provincial Council Records	Michelle Teixeira	***
Retirees' Reception/Pension Worksops	David Pickering	***
School Calendar Committee	Danica Izzard	Nicole Gauthier
Social Events Planning	Danica Izzard	Maryline Lanteigne
Staffing Officer	Chris Chandler/Danica Izzard/Rony Masri/Nicole Gauthier	
TPA Manual Review	Nicole Gauthier	Deborah Buchanan-Walford
OTIP/Teachers' Life Liaison	Nicole Gauthier	Danica Izzard
Pride Events Coordinator	Michael Platt/ Danica Izzard	
Website/Email Administration	Rony Masri	
<u>Board Committees & Meetings</u>		
Main Board Meetings	Michelle Teixeira	
Finance, Budget & Enrolment	Michelle Teixeira	
Governance & Policy	Michelle Teixeira	
Planning and Priorities	Michelle Teixeira	
Trustee Meetings	Michelle Teixeira/Michael Platt	

OSSTF District 12 STBU
Comparative Income Statement

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 09/22/2021	Change
REVENUE			
District Funding			
District Rebates - Funding Master	881,071.81	0.00	881,071.81
P.D. & Training	62,698.47	0.00	62,698.47
District WSIB Funding	5,239.00	0.00	5,239.00
Other District Funding	41,296.83	0.00	41,296.83
Total District Funding	990,306.11	0.00	990,306.11
Member Levy			
TTBU Levy - Executive Time Release	448,000.00	0.00	448,000.00
Total Member Levy	448,000.00	0.00	448,000.00
Other Revenue			
Investment Revenue	16,000.00	0.00	16,000.00
OTIP Rebate	25,000.00	0.00	25,000.00
Total Other Revenue	41,000.00	0.00	41,000.00
TOTAL REVENUE	1,479,306.11	0.00	1,479,306.11
EXPENSE			
Executive			
Executive Time Release	687,000.00	0.00	687,000.00
Health and Safety Time Release	500.00	0.00	500.00
ExecExpenses/Member Meetings	16,500.00	0.00	16,500.00
Executive Action	12,000.00	0.00	12,000.00
Executive Mileage and Taxi	14,500.00	0.00	14,500.00
Total Executive	730,500.00	0.00	730,500.00
Meetings			
TTBU Executive	12,000.00	0.00	12,000.00
TTBU Council Meetings/Travel	29,000.00	570.00	28,430.00
TTBU Annual General Meeting	35,080.00	0.00	35,080.00
Branch Meetings (Rebates)	23,000.00	0.00	23,000.00
Total Meetings	99,080.00	570.00	98,510.00
Activities/Programmes			
Grants and Donations	3,500.00	0.00	3,500.00
Community Forums/ Member Outreach	500.00	0.00	500.00
Elections Commission and Expenses	500.00	0.00	500.00
Branch Presidents Workshops	63,000.00	0.00	63,000.00
Executive Workshop	2,000.00	0.00	2,000.00
New Teacher Events and Workshops	6,000.00	0.00	6,000.00
Professional Development	8,400.00	0.00	8,400.00
Retirees Reception	7,000.00	0.00	7,000.00
Tributes	1,500.00	0.00	1,500.00
Time Release -Activities/Programmes	1,000.00	0.00	1,000.00
Special Projects/Member Engagement	500.00	0.00	500.00
Total Activities/Programmes	93,900.00	0.00	93,900.00
Member Protection			
Grievances	31,000.00	0.00	31,000.00
Legal Retainer	17,000.00	0.00	17,000.00
Negotiations	5,000.00	0.00	5,000.00
Secondary Consultation(Common Conc)	1,000.00	0.00	1,000.00
Staffing(Data/Blue Bk/Training Wkp)	14,000.00	0.00	14,000.00
Total Member Protection	68,000.00	0.00	68,000.00
Committees			
Constitution Committee	3,900.00	0.00	3,900.00
TTBU Budget Committee	1,700.00	0.00	1,700.00
Collective Bargaining Committee	1,500.00	0.00	1,500.00
Retirement Workshops	3,000.00	0.00	3,000.00
Professional Development Committee	1,300.00	0.00	1,300.00
Ad Hoc Committees	2,000.00	0.00	2,000.00
Total Committees	13,400.00	0.00	13,400.00

OSSTF District 12 STBU
Comparative Income Statement

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 09/22/2021	Change
Extraordinary Expenses			
Arbitration TDSB	0.00	0.00	0.00
Total Extraordinary Expenses	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Office Expenses			
Staff Salaries	192,695.98	42,290.43	150,405.55
EI Expense	4,000.00	912.78	3,087.22
CPP Expense	8,000.00	2,178.28	5,821.72
WSIB Expense	6,400.00	1,089.55	5,310.45
Pension Expense	16,000.00	3,760.54	12,239.46
Benefit Plan	24,000.00	5,406.24	18,593.76
Total Staff Benefits	<u>58,400.00</u>	<u>13,347.39</u>	<u>45,052.61</u>
Temporary Help	960.00	0.00	960.00
Bank Charges and Audit	500.00	0.00	500.00
Building Operations	103,600.00	361.60	103,238.40
Capital Equipment	5,000.00	139.22	4,860.78
Supplies	18,500.00	3,895.31	14,604.69
Photocopying	4,500.00	32.00	4,468.00
Photocopier Leases	21,500.00	4,809.88	16,690.12
Paper Purchases	2,400.00	586.97	1,813.03
Printing	500.00	0.00	500.00
Telephone	24,000.00	1,772.28	22,227.72
Postage	5,000.00	883.48	4,116.52
Taxi and Courier	500.00	0.00	500.00
Parking/Management	5,000.00	0.00	5,000.00
Insurance	2,500.00	0.00	2,500.00
Total General Office Expenses	<u>89,400.00</u>	<u>12,119.14</u>	<u>77,280.86</u>
Computer/Network Support/Licenses	17,200.00	2,358.72	14,841.28
Website/Fibre	9,200.00	1,491.60	7,708.40
Contingency	130.13	0.00	130.13
Total Office Expenses	<u>472,086.11</u>	<u>71,968.88</u>	<u>400,117.23</u>
TOTAL EXPENSE	<u>1,476,966.11</u>	<u>72,538.88</u>	<u>1,404,427.23</u>
NET INCOME	<u>2,340.00</u>	<u>-72,538.88</u>	<u>74,878.88</u>

E.F.O.E.
[Signature]

OSSTF District 12
Comparative Income Statement

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 09/22/2021	Change
REVENUE			
Provincial Office Funding			
2000 - Basic District Rebates	1,599,801.00	0.00	1,599,801.00
2010 - Prof. Develop. and Training	88,817.00	0.00	88,817.00
2015 - Union Training	1.00	0.00	1.00
2045-Events to Engage	6,000.00	0.00	6,000.00
2050 - PAC Special Distr. Programs	2,500.00	0.00	2,500.00
2052 - District Coalitions	25,000.00	0.00	25,000.00
2055 - Dist Excellence in Education	1.00	0.00	1.00
2080 - District WSIB Funding	1,310.00	0.00	1,310.00
2090 - Member Accessibility Funding	1.00	0.00	1.00
Election Readiness / Mobilisation	1.00	0.00	1.00
Other Provincial Office Funding	1.00	0.00	1.00
Total Provincial Office Funding	1,723,433.00	0.00	1,723,433.00
Member Levy			
District Political Action Levy	85,000.00	0.00	85,000.00
D12 Anti-Black Racism Levy	76,000.00	0.00	76,000.00
Total Member Levy	161,000.00	0.00	161,000.00
Other Revenue			
Interest Revenue	1,500.00	0.00	1,500.00
Active Retired Members	1.00	0.00	1.00
Camille Natale Award Income	1.00	0.00	1.00
Miscellaneous Revenue	58,500.00	0.00	58,500.00
Total Other Revenue	60,002.00	0.00	60,002.00
TOTAL REVENUE	1,944,435.00	0.00	1,944,435.00
EXPENSE			
Bargaining Unit Funding			
OTBU Funding - Funding Master	193,322.20	0.00	193,322.20
OTBU Funding - Other	13,757.12	0.00	13,757.12
PSSP Funding - Funding Master (net)	173,709.03	0.00	173,709.03
PSSP Funding - Other	12,361.41	0.00	12,361.41
TTBU Funding - Funding Master	881,071.81	0.00	881,071.81
TTBU Funding - Other	62,698.47	0.00	62,698.47
Active Retired Members	0.00	0.00	0.00
Allocation To BUs From Surplus	58,500.00	0.00	58,500.00
Total Bargaining Unit Funding	1,395,420.04	0.00	1,395,420.04
Executive			
Executive Time Release	160,000.00	0.00	160,000.00
Executive Liaison Expenses	2,000.00	5.29	1,994.71
Total Executive	162,000.00	5.29	161,994.71
Meetings			
District Executive	2,000.00	0.00	2,000.00
District General & Annual Meetings	16,500.00	50.00	16,450.00
Inter-District Meetings/Training	0.00	0.00	0.00
AMPA	40,000.00	0.00	40,000.00
Total Meetings	58,500.00	50.00	58,450.00
Activities/Programmes			
Political Action	40,000.00	0.00	40,000.00
D12 Anti-Black Racism	76,000.00	0.00	76,000.00
Labour Council	26,500.00	0.00	26,500.00
Election Readiness/Mobilisation	1.00	0.00	1.00
Affiliations/Coalitions	10,000.00	0.00	10,000.00
Grants and Donations	6,000.00	0.00	6,000.00
Community Forums/Member Outreach	6,000.00	0.00	6,000.00
AMPA Campaigns	5,000.00	0.00	5,000.00
Camille Natale Award	1.00	0.00	1.00
Ex in Ed - Jim McQueen Award	8,500.00	100.00	8,400.00
Awards Event	4,000.00	0.00	4,000.00

**OSSTF District 12
Comparative Income Statement**

	Budget 07/01/2021 to 06/30/2022	Actual 07/01/2021 to 09/22/2021	Change
Pregnancy ,Parental, Adoption Leave	1,550.00	0.00	1,550.00
Total Activities/Programmes	183,552.00	100.00	183,452.00
Committees			
Constitution Committee	1,500.00	0.00	1,500.00
Communications PAC Committee	3,700.00	0.00	3,700.00
Finance Committee	1,600.00	0.00	1,600.00
PRIDE Committee	3,500.00	0.00	3,500.00
Occupational Health and Safety Ctte	1,600.00	0.00	1,600.00
Human Rights Committee	4,500.00	0.00	4,500.00
Status of Women Committee	3,000.00	0.00	3,000.00
Black,Indigenous ,Workers of Colour	2,500.00	0.00	2,500.00
Eco Committee	1,100.00	0.00	1,100.00
Total Committees	23,000.00	0.00	23,000.00
Office Expenses			
Staff Salaries	48,174.00	10,560.62	37,613.38
EI Expense	1,000.00	228.19	771.81
CPP Expense	2,000.00	544.58	1,455.42
WSIB Expense	1,600.00	272.40	1,327.60
Pension Expense	4,000.00	940.13	3,059.87
Benefit Plan	6,000.00	1,351.56	4,648.44
Total Staff Benefits	14,600.00	3,336.86	11,263.14
Temporary Help	240.00	0.00	240.00
Bank Charges and Audit	500.00	0.00	500.00
Building Operations	25,900.00	0.00	25,900.00
Capital Equipment	1,250.00	34.80	1,215.20
Supplies	4,625.00	1,284.61	3,340.39
Photocopying	1,125.00	8.00	1,117.00
Photocopier Leases	5,375.00	1,202.17	4,172.83
Paper Purchases	600.00	146.74	453.26
Printing	125.00	0.00	125.00
Telephone	6,000.00	443.07	5,556.93
Postage	1,250.00	220.88	1,029.12
Taxi and Courier	125.00	0.00	125.00
Parking/Management	1,250.00	0.00	1,250.00
Insurance	625.00	0.00	625.00
Total General Office Expenses	22,350.00	3,340.27	19,009.73
Computer/Network Support/Licenses	4,800.00	589.68	4,210.32
Website/Fibre	2,300.00	372.93	1,927.07
Contingency	14.96	0.00	14.96
Total Office Expenses	118,878.96	18,200.36	100,678.60
TOTAL EXPENSE	1,941,351.00	18,355.65	1,922,995.35
NET INCOME	3,084.00	-18,355.65	21,439.65

E.F.O.E.
A



TORONTO TEACHERS' BARGAINING UNIT
COUNCIL MEETINGS
2021-2022

The location and/or platform for Council will be shared with members before each meeting.

DATE

<i>September 23, 2021</i>	<i>Election of District Executives-at-Large</i>
<i>October 21, 2021</i>	<i>District GM prior to Council for District Budget Approval</i>
<i>November 18, 2021</i>	<i>TTBU Budget Approval</i>
<i>December 09, 2021</i>	<i>Election of TTBU AMPA Delegation</i>
<i>January 20, 2022</i>	<i>Motions to AMPA 2022</i>
<i>February 17, 2022</i>	
<i>March 24, 2022</i>	<i>(Tentative – only if needed)</i>
<i>April 28, 2022</i>	<i>Election of Budget Committee</i>
<i>June 16, 2022</i>	<i>Election of TTBU Provincial Councillors and District AGM</i>

Toronto Teachers' Bargaining Unit
Ontario Secondary School Teachers' Federation, District 12, Toronto

1482 Bathurst St, Suite 300, Toronto, Ontario, M 5P 3H1
TEL: (416) 393-8900 FAX: (416) 393-8912 www.osstftoronto.ca

Protecting and Enhancing Public Education



TTBU Council: Selecting Alternates

At the May 2015 Annual General Meeting, members voted to implement a new process for the selection of voting representatives at monthly TTBU Council meetings.

Each Branch is now required to have elected representatives to council in addition to the branch president (if applicable).

Q: What do I do if the elected representatives cannot attend a council meeting?

A: The branch president should email the name of the representative who cannot attend and the name of the alternate to: steering@osstftoronto.ca **no later than noon on the day of the council meeting.** Alternates will need to show ID at registration.

Only names submitted to this email address by the deadline will be eligible for a voting badge.

OSSTF Toronto Branch Executive for 2021-2022

Worksite: _____ Worksite Phone Number: _____

1. Positions required by the TTBU Constitution (Bylaw 1.1.1.)

Position	Name	Non-TDSB Phone Number	Non-TDSB email
Branch President			
Secretary/Treasurer			
Workload Representative			

2. Positions required by the TTBU Constitution (Bylaw 2.3)

Please note: The number of TTBU Council Representatives elected at each Branch is determined by the number of staff allocated to the Branch. Please see the *Council Representatives per Branch* Document, posted on the OSSTF Toronto website (<https://osstftoronto.ca/member-resources/56047/>) to determine how many Council Representatives your Branch has been allotted.

(Worksite) _____ has been allotted (number) _____ of Council Representatives

	Name	Non-TDSB Phone Number	Non-TDSB Email Address	Dietary Restrictions	Accessibility Needs
Council Representative #1					
Branch President					
Alternate for BP/Council Rep #1					
Council Representative #2 (if allotted)					
Elected TTBU Council Rep #2					
Alternate for TTBU Council Rep #2					
Council Representative #3 (if allotted)					
Elected TTBU Council Rep #3					
Alternate for TTBU Council Rep					
Council Representative #4 (if allotted)					
Elected TTBU Council Rep #4					
Alternate for TTBU Council Rep					

3. Additional Representatives (Bylaw 1.1.2)

Position	Name	Non-TDSB Phone Number	Non-TDSB Email Address
Branch Vice President			
Gay/Straight Alliance Committee Representative			
Human Rights Committee Representative			
Occupational Health and Safety Representative			
School Parent Council Committee Representative			
Professional Development and Excellence in Education Committee Representative			
Political Action Committee Representative			
Status of Women Committee Representative			

4. The Collective Agreement (L17.1) provides for an annual early dismissal/late open for the express purpose of a staffing and workload survey to be completed by all members. This survey must be completed during a regularly scheduled monthly staff meeting and not during any other delayed start or early dismissal. Between February 1 and March 30, 2022 (i.e. over two staff meeting cycles), each school will implement the Collective Agreement guarantee of 40 minutes release time to access and complete the online survey in accordance with its own schedule.

Please indicate the date of your regularly scheduled staff meeting during which the survey will be completed in either February or March 2022.

Date survey will be completed: _____

**Please submit this form prior to the September Council meeting to
reception@osstftoronto.ca**



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

**TTBU Branch Councillor Travel Cost
Rebate Application
2020-2021**

I, _____, T.T.B.U. Branch Councillor
for (name of school) _____
have virtually the following T.T.B.U. Council meetings as attested
by my signature(s) and wish to apply for the TTBU Branch
Councillor Rebate.

Signature(s):

January 21, 2021	_____
February 18, 2021	_____
April 22, 2021	_____
June 10, 2021	_____

Last Name (print)

First Name (print)

Home/Mailing Address: Street _____
(print) City _____
Postal Code _____

___ Total meetings attended x \$15.00 = \$_____ Total Rebate

Thank you
David Pickering
Treasurer, OSSTF D12

Complete form to: TTBU
Email to: mreid@osstftoronto.ca
dpickering@osstftoronto.ca

Or via Canada Post
David Pickering
D12 OSSTF Toronto
1482 Bathurst St, # 300
Tor, On M5P 3H1

AC# 5070

OTPP and OMERS Pension Workshops

To: Presidents and All Members

From: Chris Goodsir, Associate General Secretary – Protective Services

For Action

Please be advised that OSSTF/FEESO and Educators Financial Group (EFG) will continue to provide OTPP and OMERS pension webinars to our members until the end of semester one. In semester two, we will be returning to in-person workshops but will also hold a few webinars for members who prefer that format. Leaders are encouraged to promote the webinars to their members.

These webinars will focus specifically on pension planning and retirement. Whether members are fifteen years from retirement, or a few months away, they will discover common sense financial strategies and retirement planning ideas. The webinars are approximately 75 minutes long and provide opportunities for members to ask questions of the OSSTF/FEESO and EFG presenters.

Members will also be able to request a meeting to speak privately with an EFG financial specialist assigned to their region when they complete the survey, or they can submit a request through the following web link: <https://educatorsfinancialgroup.ca/>.

OTPP Pension Webinars

OTPP members should choose from one of the following dates for the OTPP Pension Webinar. Please register using the link below for the date that you have selected.

- Tuesday, October 5, 2021 from 4:00 p.m. – 5:15 p.m.
<https://attendee.gotowebinar.com/register/1000744014867480847>
- Wednesday, October 20, 2021 from 4:30 p.m. – 5:45 p.m.
<https://attendee.gotowebinar.com/register/6504290094072490767>
- Wednesday, November 24, 2021 from 5:00 p.m. – 6:15 p.m.
<https://attendee.gotowebinar.com/register/1466504836976850188>
- Thursday, January 13, 2022 from 4:30 p.m. – 5:45 p.m.
<https://attendee.gotowebinar.com/register/1903909254203851788>

OMERS Pension Webinars

OMERS members should choose from one of the following dates for the OMERS Pension Webinar. Please register using the link below for the date that you have selected.

- Wednesday, October 6, 2021 from 5:30 p.m. – 6:45 p.m.
<https://attendee.gotowebinar.com/register/6273350870797608719>
- Tuesday, October 19, 2021 from 6:00 p.m. – 7:15 p.m.
<https://attendee.gotowebinar.com/register/1706521628248646927>
- Tuesday, November 23, 2021 from 6:30 p.m. – 7:45 p.m. **(French webinar)**
<https://attendee.gotowebinar.com/register/6952657741741903116>
- Saturday, December 4, 2021 from 10:00 a.m. – 11:15 a.m.
<https://attendee.gotowebinar.com/register/5886442624589890060>
- Wednesday January 12, 2022 from 5:00 p.m. – 6:15 p.m.
<https://attendee.gotowebinar.com/register/4886128935871848972>

Please follow this link [View System Requirements](#) and go to the Join Webcast webinar section to make sure you are meeting the minimum requirements so you can attend a webinar from anywhere, anytime using a compatible device and you are able to participate without technical difficulties.

You will receive a calendar invite and a confirmation email with the specific link to the webinar you have chosen. A couple of email reminders for the webinar you signed up for will also be sent to you about 24 hours and one hour before the start of the session.

You can send your questions, comments, and feedback about the webinars to webinars@educatorsfinancialgroup.ca.

Links for the webinars in semester two will be released later in the fall.

Any questions you may have can be directed to Lamia Sabbagh at Lamia.Sabbagh@osstf.ca.

LS/rk/ma cope 343
016 - OTPP and OMERS Pension Workshops



OSSTF TORONTO PLEASE POST !!



OSSTF PENSION RETIREMENT PLANNING WORKSHOPS TEACHERS' PENSION PLAN MEMBERS 2021-2022

Registration: TTBU members - "Events" calendar on our website - osstftoronto.ca

WORKSHOP #1

DATE: Tuesday, October 5, 2021
TIME: 4:00 p.m. - 5:15 p.m.
PLACE: <https://attendee.gotowebinar.com/register/1000744014867480847>

WORKSHOP #2

DATE: Wednesday, October 20, 2021
TIME: 4:30 p.m. – 5:45 p.m.
PLACE: <https://attendee.gotowebinar.com/register/6504290094072490767>

WORKSHOP #3

DATE: Wednesday, November 24, 2021
TIME: 5:00 p.m. – 6:15 p.m.
PLACE: <https://attendee.gotowebinar.com/register/1466504836976850188>

WORKSHOP #4

DATE: Thursday, January 13, 2022
TIME: 4:30 p.m. – 5:45 p.m.
PLACE: <https://attendee.gotowebinar.com/register/1903909254203851788>

**** You may also wish to register for an OTIP/Educator's Financial "Benefits & Financial Planning Retirement Seminar" at www.otip.com/events ****

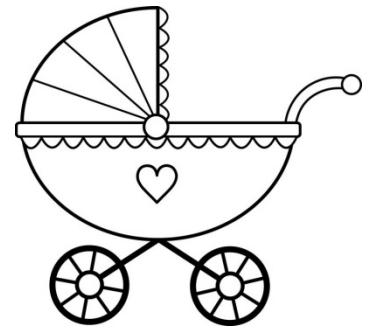


OSSTF TORONTO
Presents

PREGNANCY, PARENTAL, ADOPTION AND SURROGACY LEAVE WORKSHOP

TO BE HELD ON

Tuesday,
October 26, 2021
4:30pm – 6:00pm



Registration for this event will open on
Monday, October 4th, 2021.

More information can be found at:

<https://osstftoronto.ca/event/pregnancy-parental-adoption-and-surrogacy-leave-workshop-2/>

Danica Izzard
Executive Officer
dizzard@osstftoronto.ca

Nicole Gauthier
Executive Officer
ngauthier@osstftoronto.ca



Childcare / Dependant Care Submission

- Childcare or dependant care expenses to allow members to attend authorized OSSTF Toronto actual/virtual activities will be reimbursed at \$15 per hour, OR at the Living Wage established for the community in which the member resides (whichever is higher).
- 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 a living wage are listed at www.ontariolivingwage.ca/living_wage_by_region
- The maximum reimbursement for a day will be 10 hours, regardless of the number of dependants.
- If overnight care is needed, up to \$50 will be provided for overnight care.
- Reimbursements will include immediate family members, excluding parents and guardians, as eligible caregivers.
- 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 for consideration of special approval.

OSSTF Toronto Activity: _____

TTBU or District Activity Liaison: _____

Cheque Payable to: (print legibly) _____

Mailing Address: (print legibly) _____

Documentation of Living Wage Attached:

Original Receipt Attached:

Copy of Original Receipt & Submission kept:

Originals Sent to Address Below:

Provincial Executive Liaison Report

To: District 12 TTBU Council

From: Karen Littlewood, President
Hayssam Hulays, Executive Officer

Contents

1.	Black Persons and Persons of Colour Advisory Work Group	1
2.	Rules of Order Survey	2
3.	Presidents' Symposium – Anti-Racism Training.....	2
4.	Recommendation for the Use of 2SLGBTQI+ on OSSTF/FEESO Documents	2
5.	PE/Secretariat District/Bargaining Unit Liaison Assignments	3
6.	OSSTF/FEESO Education Platform for 2022 Elections	3
7.	Riding-by-Riding Consultations and Election Organizers – Update	3
8.	Ontario College of Teachers – Summer 2021	4
9.	FAO Spring 2021 Economic and Budget Outlook Summary	5
10.	Transitioning from the COVID-19 School Experience – An OPSBA Discussion Paper	6
11.	Teacher Education Staff Work Group Meeting	8
12.	Ministry of Education Memo 2021:SB12 – Additional Information on 2021-22 Stabilization and Supplemental COVID-19 Support Funding, as well as the Use of School Board Reserves	8
13.	PPM No. 166-Keeping Students Safe: Policy Framework for School Board Anti-Trafficking Protocols	9
14.	Legal Challenge to Use of Notwithstanding Clause – Bill 254	10
15.	OMERS	11
16.	DBU Memoranda Issued over the Summer	12
17.	Division of Field Secretary Questions and Topics	13

1. Black Persons and Persons of Colour Advisory Work Group

The Provincial Executive has temporarily increased The Black Persons and Persons of Colour Advisory Work Group from 10 to 25 Members-at-Large for the 2021-2022 school year. The BPPOCAWG was organized in February 2021. All 10, 2020-2021 terms were extended and all applicants (15) were added to the group for the 2021-2022 year.

- The BPPOCAWG will be working on the following in the fall:
 - o Establishing a new name for the advisory work group
 - o Review of Dismantling Anti-Black Racism Committee motion
 - o Review and analysis of the Action Plan to Support Equity and Anti-Oppression with the addition of timelines
 - o Review of Roberts Rules
 - o Participation in focus groups and one on one interviews

Upcoming Meetings

Monday, September 20 – Virtual
Friday, November 5 – In Person
Monday, January 10 – In Person

2. Rules of Order Survey

As part of the Equity Action Plan that was passed at AMPA 2021, OSSTF/FEESO will be examining the rules of order that govern our annual meeting, using a multi-pronged approach which includes a comprehensive literature review, survey and qualitative interviews with members.

On August 23, a survey was issued to all delegates and alternates who have attended AMPA in the last 4 years. Participation in this survey was completely voluntary. Participants' identity will not be connected to survey responses and confidentiality will be protected. Any final results that will be shared will be in aggregated form so that individuals cannot be identified, and their anonymity is preserved.

The survey aims to examine the experiences of AMPA delegates and alternates when navigating the rules of order and the barriers that they have encountered. The results of this study will provide valuable insight and direction in developing a meeting model that is inclusive and allows for engaging and meaningful participation of OSSTF/FEESO members with various lived experiences.

3. Presidents' Symposium – Anti-Racism Training

As part of our inaugural Presidents' Symposium held on August 18-20, 2021, Presidents participated in rigorous anti-racism training provided to first, second and third year Presidents. Training was conducted by former OSSTF/FEESO Executive Officer, Pat Wright.

Part 1 – First Year Presidents
Perspectives on Leadership in a Diverse Union

Part 2 – First – Third Year Presidents
Building Your Toolkit: Effective Tools for Addressing Race and Equity Issues 'Part 1'

Part 3 – First – Third Year Presidents
Building Your Toolkit: Effective Tools for Addressing Race and Equity Issues 'Part 2'
Q & A Period

4. Recommendation for the Use of 2SLGBTQI+ on OSSTF/FEESO Documents

At the February 2, 2021 Provincial Executive meeting, the following motion was passed:

THAT the General Secretary assign the appropriate staff to investigate the use of the term LGBTQ2SI and replacing it with 2SLGBTQI+ on OSSTF documents and publications on a go forward basis.

Background and Outreach

To consider changing the organization's use of LGBTQ2SI to 2SLGBTQI required outreach to a variety of external organizations and to internal OSSTF/FEESO stakeholders.

OSSTF/FEESO First Nations, Métis and Inuit Advisory Work Group

OSSTF/FEESO's FNMI AWG took time in May to discuss acronym options at length, once given the list of acronyms used by queer-focused organizations. Their recommendation is that OSSTF/FEESO move to the formalized use of an acronym that:

- Situates 2S at the front
- Adds a + at the end to extend representation to identities not easily captured in the

acronym and in keeping with the practice of other Indigenous-led organizations.

The Provincial Executive approved the adoption and use of 2SLGBTQI+ (Two-spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex, plus) in all OSSTF/FEESO communications, documents, and publications.

5. PE/Secretariat District/Bargaining Unit Liaison Assignments

Attached please find a listing of Field Secretary topics/questions broken down by Department: Protective Services; Educational Services; and Political Action/Communications. Your Field Secretaries for 2021-2022 are:

Protective Services	Educational Services	Political Action/Communications
Alison Wallace Alison.Wallace@osstf.ca	Randy.Banderob Randy.Banderob@osstf.ca	Tracey Germa Tracey.Germa@osstf.ca

6. OSSTF/FEESO Education Platform for 2022 Elections

OSSTF/FEESO initiated the education platform development process at its earliest point in recent history. The process began on January 29 with Education Platform consultations with local leaders. This was followed by a comprehensive policy consultation outreach that included districts, bargaining units, committees, work groups, community groups, parent groups and individual members. An online consultation process was created and all were encouraged to make submissions.

The submissions were subsequently reviewed by Provincial Office staff and the Provincial Executive. The final Education Platform document was released at Provincial Council on June 4.

The OSSTF/FEESO Education Platform is now available on our website at:

<https://www.osstf.on.ca/public-education/strengthening-public-ed-rebuild-ontario.aspx>

OSSTF/FEESO has met and engaged in discussions about the platform with the Liberals, NDP, and the Green Party.

7. Riding-by-Riding Consultations and Election Organizers – Update

Over 120 delegates from almost all of OSSTF/FEESO's 37 Districts attended our two-day Riding-by-Riding Consultations on Wednesday, May 13 and Thursday, May 14. Afterwards, the eight Election Organizers (EOs) met on Friday, May 21 to review the consultations.

The two-day consultations started with an analysis and review of the current political landscape and OSSTF/FEESO's objectives in the four half-day plenary sessions. Each of the sessions was divided into two breakout rooms with discussions in different regions led by the assigned election organizer. Delegates were presented with information on each riding in their District and Region with an emphasis on nominated candidates and the electoral prospects for the political party opposition in each riding. Delegates provided extensive feedback on those topics during the two-hour sessions. At the conclusion of the consultations, participants expressed satisfaction that the election process was underway, and that important information had been exchanged between locals and provincial office.

At the subsequent Election Organizers meeting, the information collected had been added to each riding profile. EOs continued to discuss the road forward including preparations for a fall election conference in mid-October and a Queen's Park Lobby Day in late November or early December. A further CPAC regional conference in late spring 2022 was also discussed.

EOs discussed a variety of possible sessions including campaign training, Bill 254 compliance and community/alliance building. Also, a session on how to publicize OSSTF/FEESO's Education Platform and a final session updating the Riding-by-Riding Consultations. Organizers continue to dialogue with their assigned Districts around engaging their local CPACs, preparing local election strategies, and local level training needs.

8. Ontario College of Teachers – Summer 2021

Structure & Governance

Following a lengthy governance review process, and the enactment of the changes to the *Ontario College of Teachers Act* that came into effect February 1, 2021, the OCT filed further regulation changes on August 6, 2021. These most recent changes will establish the regulations for the selection and appointments process for the new governing Council and committees. The OCT has now finalized changes to its governance model.

Paul Boniferno, the Transition Supervisory Officer, will appoint members to both the committees and the new, smaller, Council (equal number teaching profession and public, as per the February 1 changes) using this new process.

Qualifications - Draft Guidelines for Additional Qualifications (AQs) released

Items below all have a validation date of October 23, 2021:

Schedule A: One-session additional basic qualifications

- French as a Second Language (*For teaching in English-language schools only - not offered in French*)
- Religious Education in Catholic Schools

Schedule C: One-session additional qualifications

- Language, Grades 7 and 8 (*For teaching in English-language schools only - not offered in French*)

Schedule D: Three-session additional qualifications

- French as a Second Language (*For teaching in English-language schools only - not offered in French*)
- Religious Education in Catholic Schools
- Teaching and Leadership: First Nations, Métis And Inuit Settings

Schedule E: One-session Honour Specialist Qualifications

- French as a Second Language (*For teaching in English-language schools only - not offered in French*)
- Religious Education in Catholic Schools.

Qualifications – Finalized review for Additional Qualifications released

The 2 AQs below have now been finalized:

[Schedule C: One-session additional qualifications](#)

- Teaching Cree
- Teaching Lenape.

Addressing Anti-Black Racism

While the new AQ Course Anti-Black Racism is still in draft phase, the OCT will be releasing a Professional Advisory on this issue this fall.

Assigned Staff will continue to liaise with OTF affiliates on input and responses to the OCT on these matters.

This school year, the OTF affiliates are hoping to have 3 (as opposed to the previous 2) meetings with the OCT to discuss concerns and report on recent professional development opportunities provided to members.

9. FAO Spring 2021 Economic and Budget Outlook Summary

On June 10, 2021, the Financial Accountability Office (FAO) released its spring 2021 Economic and Budget Outlook. The report provides a first update on the 2021 Ontario Budget that was released in March and assesses Ontario's economic performance and economic projections through to 2029-30. This report reveals the true extent of the cuts and underfunding of base programs, as well as the government's intent to continue to lower taxes.

The report projects a stronger economic recovery in 2021 and 2022 than was forecasted in the budget, provided that the vaccination plan remains on target and new COVID-19 variants are contained. This is followed by more stable growth through 2025, which is more in line with historical trends. The FAO notes that their revenue forecast, compared to the 2021 Ontario Budget, is significantly higher due to this strong economic growth. As well, they note that the 2021 Ontario budget revenue forecast is lower than what the government's own economic outlook forecasts, suggesting planned tax cuts.

As noted in previous reports, the FAO continues to predict that base program spending growth in health, education, postsecondary education, children's and social service, and justice will not keep pace with underlying demand. For 2021-22, in education, program spending increases by just 1.4% (not including COVID-19 related spending) while demand, driven by compensation increases and enrolment growth, is projected at 1.7%. In postsecondary education, this gap between budgeted expense of 1.5% and demand of 3.0% is even wider. This underfunding of growth amounts to real cuts to education in Ontario. By 2023-24, the government plans to grow spending on base programs by just 0.8%.

The FAO projects smaller deficits through 2023-24 than the government predicts in its budget, due to higher revenue projections combined with lower interest on debt forecast. By 2023-24, FAO is predicting a deficit of \$11.1 billion, compared to the government's projection of \$18.7 billion. Due to growth pressures on base programs, though, the government's plan to balance the budget by 2029-30 will not be possible given current policies. While the government gave no indication in their budget about how it will realize additional savings in its long-term spending plan, the FAO notes that in order to achieve its recovery plan, the government would have to introduce new program changes over this period that lower spending by 12% or \$1,281 per Ontarian.

Finally, the FAO notes that the recovery plan outlined in the 2021 Ontario Budget to balance the budget by 2029-30 relies on prolonged spending restraints that would require significant and permanent cost savings that have historically been difficult to achieve by

previous governments. This confirms the Ford government's plan to continue to finance tax cuts by underfunding key government programs.

10. Transitioning from the COVID-19 School Experience – An OPSBA Discussion Paper

In May 2021, the Ontario Public School Boards' Association (OPSBA) published a paper entitled, [*Transitioning from the COVID-19 School Experience - An OPSBA Paper*](#) which examines the trends found in education during COVID-19 and what elements of remote learning should be continued when students return to in-person learning. OPSBA explains that their paper contains perspectives taken from across Ontario, both rural and urban experiences of those at the student, classroom education worker and school board levels. **The data collated revealed both a disconcerting number of students who did not thrive in a remote environment and the development of robust online pedagogy and practices developed by education workers in the face of the pandemic.**

Outcomes of Remote Learning

The report noted that many of the foundations of e-learning, previously implemented across Ontario, were modified and expanded to suit the pandemic experience. Remote learning success balanced on several things including reliable and affordable internet and tools, consistent access to software, an ability to participate in the mandated synchronous time and that student had a learning environment at home with proper adult supervision and quiet study area. Educators reported both positive and negative outcomes of the remote learning program. The paper cites “**troubling trends**” including internet reliability, access to enough devices for each child, greater need for consistent adult support at home, lack of engagement, an increasing number of students disengaging from school and the mental health of students. The **positive outcomes** cited included: student adaptability to an online setting, the lack of physical and social distractors was a benefit for some learners, high level of educator innovation, high levels of educator collaboration in a digital landscape and greater engagement in children's education for some families.

Belonging, Cyber Security, and Inclusion and Equity

While school has developed innovative ways of engaging students online, the decreased levels of opportunity for student/student and teacher/student interaction has led to higher levels of student disengagement evidenced by the higher number of families choosing home schooling, students 'ghosting' classes, and a rise in exemptions from remote learning, all of which may lead to increased rates of credit loss. The pandemic has also drawn more public attention to the physical conditions of schools and the need for upgrades. While good digital citizenship has been modelled, there continues to be questions around privacy with cameras and there have been security breaches, for example, zoom calls hacked that have caused harm.

The importance of bricks and mortar school for children's food security, support programs, access to resources and personal relationships was outlined. Learners requiring specialized equipment and special education support were particularly impacted during COVID-19. The paper poses a discussion to its readers what the advocacy direction OPSBA needs to take to ensure that school success is not a function of reliable internet.

Impact

OPSBA reviewed some of the research being published; the works cited page primarily references research done in 2020-2021 with only three references to earlier research. The sources focused on emergency distance learning and youth mental health. Early research examining the pandemic's impact on education focused on digital platforms, pace, pedagogy and student engagement. Studies also focused on the possibility of burn out in

teachers who reported high levels of ongoing, long-term stress. A study out of the University of Winnipeg concluded in its update (February 2021), “Teachers require a decrease in demands, an increase in resources, or both, to ensure they can remain resilient and be their best self at work.” More current research asserts that the focus for school upon re-opening should be on meeting students where they are at academically and more importantly, focusing on the social/emotional wellness of children and closing the gaps between “have and have not communities”. **Significant attention must be paid to mental health and not to attempts to “catch up” students.** Mental health literacy and skill building is recommended for students to build up their resiliency.

Conclusion

As Ontario is still amid the pandemic, its long-term impact on students and the education system, at this stage, is speculation. However, OPSBA recommends a focus on student and teacher well-being and mental health, a gradual return to learning expectations with a focus on reintegrating students back into school, reconnecting students with the various non-academic services provided through bricks and mortar schools, greater opportunity for experiential and land-based learning, and the re-establishment of schools as hubs of the community.

The impact of online learning on education is also at the forefront of OPSBA’s agenda; it has served some learners well and others have not met with success. OPSBA seeks to explore the expansion of online learning that meets the social, emotional and academic needs of students. It also posits how school board budgets can be leveraged to move towards 1:1 learning devices for home and school use and the greater integration of virtual meetings and timetable restructuring going forward.

Next Steps

The paper poses many questions to its readers and seeks engagement with education partners, affording OSSTF/FEESO **an opportunity to open and/or strengthen its communication channels with OPSBA** around the return to school in September. The paper outlines critical questions that remain around pedagogy, re-engagement, key factors for students’ success or lack thereof, in the remote model and what elements of this experience should be integrated into our practice as we return to school.

The paper highlights many of the same concerns that OSSTF/FEESO has raised throughout the pandemic. **This is an opportunity to leverage our relationship with OPSBA and the media to lobby the Ontario government** to address the following questions:

- Is adequate funding being provided to school boards to address the large mental health concerns raised?
- Do we have enough mental health practitioners to meet the demand?
- How will education workers be trained to support mental health literacy?
- Do we have enough teacher and support staff to help close the gaps in learning?
- It is evident that children and youth need to be immersed in a bricks and mortar schools for their development. As well, OPSBA is seeking a 1:1 computer model for students. E-learning must be integrated into a learner’s school day and support system, not outsourced to TVO with no ties to individual schools etc.

Like OPSBA, OSSTF/FEESO will closely monitor the Ministry of Education to ensure that emergency remote practices, whose impact has yet to be fully understood, does not become rationale for unfounded education legislation changes.

11. Teacher Education Staff Work Group Meeting

A meeting of the Teacher Education Staff Work Group was held on June 8, 2021 and included representatives from OTF and from each of the four teacher affiliates. Assigned staff from the Educational Services Department attended the meeting on behalf of OSSTF/FEESO. The meeting agenda focused on two items: the Integrity of Teacher Preparation Programs Action Plan; the Math Proficiency Test (MPT).

Items of Interest

Initial Teacher Education Review

Discussion around affiliates re-examining our positions on teacher education programs, as the four-semester, expanded program does not appear to have had an impact on the preparedness of new teachers. Assigned staff will speak with OSSTF/FEESO staff attached, about conducting a review or environmental scan of research, locally and internationally, around the length of initial teacher education programs and its impact on the quality of the programs. OTF will connect with Carol Campbell and Kathy Broad about trends in teacher education. Staff from the affiliates will look for current research and positions around initial teacher education programs.

Math Proficiency Test Update

On June 8, the Ministry announced the extension of the current deadline to fulfill the Math Proficiency Test (MPT) condition from August 31, 2021 to December 31, 2021 for Ontario-trained teacher candidates applying to the Ontario College of Teachers (OCT) for certification and OCT members with a condition to complete the MPT. The Ministry cites the introduction of public health restrictions and the closure of testing centres to help combat the COVID-19 pandemic resulting in delayed implementation of the MPT.

OTF is holding Math Office Hours each Wednesday to support teachers who need to pass the MPT. Numerous affiliate teachers volunteered to assist with these sessions, delivered in English and in French. The sessions are running well, but there is a mix of teachers/future teachers, those who have already taken the test and failed, and those who are booked for a future session. These sessions run as a conversation, not a presentation: those delivering the workshops tailor the session to the questions from teachers preparing for the test. The question remains: what will happen to members who do not pass the test by the new deadline of December 31, 2021?

12. Ministry of Education Memo 2021:SB12 – Additional Information on 2021-22 Stabilization and Supplemental COVID-19 Support Funding, as well as the Use of School Board Reserves

On June 11, 2021, the Ministry of Education provided further information on Stabilization and Supplemental COVID-19 Support Funding and how these funds are to be accessed by school boards, with respect to their use of school board reserve funds (please see the following link for more information:

https://efis.fma.csc.gov.on.ca/faab/Memos/SB2021/SB12_EN.pdf).

In Memo 2021:SB7 the Ministry announced \$1.6 billion in additional temporary ongoing COVID-19 funding supports for the 2021-22 school year. School boards were directed to only allocate half of this funding for the start of the school year, leaving the other half of the funding unallocated, should the circumstances in the second half of the school year negate the need for this additional funding. Also, it was announced that school boards will continue to be allowed to unlock their reserves by accessing up to a total of two percent of their operating budget from their reserve funds to support the safe operation of schools.

With Memo 2021:SB12, the Ministry clarifies that access to Stabilization and Supplemental COVID-19 Support funds is contingent on the school board's in-year deficit level and the COVID-19 expenses incurred for the safe operation of schools in 2020-21 and 2021-22.

Supplemental COVID-19 Support Funding for 2021-22 is only provided to school boards that have planned to access more than two percent of their reserve funds over this and next school year to fund COVID-19 expenses, as reported in Schedule 9.1 of the EFIS data provided by school boards.

Stabilization COVID-19 Support Funding is provided where school boards do not have enough accumulated surplus to support COVID-19 expenses in 2021-22, so that all school boards can incur a comparable level of COVID-19 expenses. The Ministry will not provide additional funding to school boards for spending in excess of the COVID-19 expenses incurred during the 2020-21 school year, citing that it expects most secondary school students (12-17 years of age) will be vaccinated by the start of the school year, barring exceptional circumstances, and that the need for COVID-19 supports will thus be lessened. For 2021-22, the Ministry will provide funding of up to one percent of the school board's operating allocation for COVID-19 expenses that exceed one percent of the school board's accumulated surplus for 2020-21. This funding cannot be used to fund a deficit; only the COVID-19 expenses will be covered where a school board posts a deficit.

For the 2021-22 Estimates, school boards are allowed to incur a deficit up to the lesser of the accumulated surplus from the preceding year and half of the maximum allowed amount of two percent (i.e. one percent) of their operating allocation. Any deficit over this threshold requires approval from the Minister of Education and will depend on whether the in-year deficit is structural or will occur only one time and to the extent circumstances are beyond the school board's control.

The Ministry makes it clear that it expects school boards' 2020-21 final expenses will not deviate from the planned 2020-21 expenses, as of the time of the announcement of these funds.

Finally, the Ministry reminded school boards that, as an additional measure of flexibility, they will be allowed to access up to 15 percent of uncommitted Proceeds of Disposition-Regular for COVID-19 related expenses, if there is an in-year deficit as a result of health and safety cost pressures related to keeping schools open through the 2020-21 school year. This additional relief is only available for the 2020-21 school year for school boards incurring an in-year deficit in excess of one percent of their operating allocation or their Accumulated Surplus balance, whichever is lower.

13. PPM No. 166-Keeping Students Safe: Policy Framework for School Board Anti-Trafficking Protocols

The Ministry announcement of [PPM No 166](#), on July 6, 2021 centered around the Grades 1-8 curriculum. However, the elementary curriculum is only one piece of the framework; a significant portion of the framework has greater implications for education workers from both the elementary and secondary panels.

While the bulk of the curriculum development has been placed in the Grades 1-8 Health and Physical Education elementary curriculum, Policy/Program Memorandum No. 166, with its target implementation date of January 31, 2022, impacts the secondary panel as well.

In 2019, Ontario had the most police-reported cases of sex trafficking in Canada. Each

school board is directed to establish a protocol to respond to suspected sex trafficking occurrences. The framework has been developed through the collaboration of several ministries and with input from equity seeking communities, particularly vulnerable to sex trafficking. The framework will serve as means of connecting the school board with local, community agencies to protect students and youth from sexual exploitation.

Schools are best placed to develop and support the caring relationships between adults and students to observe warning signs of trafficking and help youth understand inappropriate behaviours, online safety and how to avoid dangerous situations.

Policy No. 166 states that the “education sector can play a powerful role to safeguard the safety, mental health and wellbeing of school-aged children and youth by helping to recognize, prevent and respond to sex trafficking.”

Some students are at higher risk including children in care, Black and Indigenous youth, students with disabilities, 2SLGBTQI+ students and students who have language barriers and/or economic disadvantages. The Ministry particularly recognizes the struggle for Indigenous students, their families and communities to feel safe in schools.

School board protocols “should demonstrate a human rights-based, non-judgmental, culturally responsive, survivor-centered and trauma-informed approach to raising awareness, preventing, identifying and responding to sex trafficking.” According to PPM 166, the protocol must be reviewed every five years.

Protocols must include:

- Statement of principles
- Strategies to raise awareness and prevent sex trafficking
- Measuring success: accountability and evaluation
- Response procedures
- Training for school board employees

Conclusion

It is clear from the framework that curriculum has only been specifically developed for Grades 1-8. However, the protocol extends far beyond the Grades 1-8 curriculum presented and the protocol framework is also clearly aimed at the secondary panel. This will impact members’ work by placing another layer of expectation on them to take training, understand procedural response and support in understanding sex trafficking and/or support students who may be vulnerable to or suspected of being trafficked.

The President has sent a letter to the Minister of Education supporting the framework while highlighting:

- The need for more OSSTF/FEESO teachers and educational workers to be staffed in schools to carry out the work dictated by the framework;
- Meaningful, paid training for all teachers and education workers to support the implementation of the policy framework being presented;
- Increased level of staffing for non-classroom teachers and education workers who will be the conduit for community collaboration and student support.

14. Legal Challenge to Use of Notwithstanding Clause – Bill 254

Unfortunately, and notoriously, our success in the constitutional challenge to Bill 254 was short lived. Days after the decision of the Superior Court striking down the pre-campaign

period restrictions as contrary to the Freedom of Expression rights set out in the *Canadian Charter of Rights and Freedoms*, Premier Ford recalled the legislature for a rare weekend sitting in order to reinstate Bill 254's draconian restrictions on third party political advertisers. This was accomplished through use of the controversial notwithstanding clause of the *Charter*, which shields otherwise unconstitutional legislation from scrutiny for a period of five years.

Counsel for Working Families is now recommending that a new challenge to this legislation be mounted under Section 3 of the *Charter* – Democratic Rights of Citizens – which is not subject to the notwithstanding clause. Though a novel use of this *Charter* right, counsel suggests that the section protects citizens against a government's "self-dealing", and that the Court's determination that the government presented no evidence to justify Bill 254's extension of the spending restrictions from 6 to twelve months would raise that issue.

In the interim, the Ford government has passed Bill 307, which essentially reinstates the legislation in the former Bill 254. OSSTF/FEESO is now under an election spending restriction once again. Of note is that the government argued that issues-based advertising is not covered by the legislation, only paid advertising that makes direct reference to the election or a position that can be linked to a position of a political party. "Smaller class sizes" or "No to Hybrid Learning" would not necessarily be captured by Bill 307.

The Provincial Executive approved the recommendation for OSSTF/FEESO to join the court challenge and contribute additional funds to support the action.

15. OMERS

The third quarterly meeting of OSSTF/FEESO and OMERS took place August 17, 2021. These meetings are part of the communication initiative that OMERS has undertaken this year to meet regularly with sponsors individually as well as the traditional joint sponsors and stakeholders' meetings held throughout the year.

- Mid-year returns – OMERS expressed disappointment in the returns of 2020 but is optimistic, after the mid-year results were released, that this year is looking much better. OMERS earned an investment return, net of expenses of 8.8% or \$9.2 billion for the period from January 1 to June 30, 2021, while net assets increased to \$114 billion. A complete report of the mid-year results can be found here: <https://www.omers.com/mid-year-investment-update>.
- ESG (and IND) – OMERS is continuing to invest in Green, ESG companies consistent with its investment strategy. No investment goes through the investment committee without going through an ESG filter. The OMERS team is quite diversified and 40% are women. The inclusion and diversity team (IND) has promoted many activities and OMERS has won several awards for a variety of reasons – ESG and IND – diversity, green, top 40 under 40, etc.
- International school partnership – This is a European based company, which has 50 schools globally – two in Ontario. OMERS has listened to the concerns voiced by OSSTF/FEESO regarding investing in private schools. Private schools undermine public education, not just in Canada but worldwide. OMERS has

committed to making sure that OSSTF values will be considered when looking at investments going forward.

16. DBU Memoranda Issued over the Summer

- 1 Benevolent Council Application Form
- 2 OSSTF/FEESO Support of Boycott of Sheraton Ottawa
- 3 Appointment of In-House Legal Counsel
- 4 Ministry Correspondence: School Ventilation
- 5 Ministry Correspondence: COVID-19 Absence Reporting and Board Leads 2021-22
- 6 Ministry Correspondence: OCT Governance Modernization
- 7 Ministry Correspondence: COVID-19: Immunization Disclosure Policy & Testing Requirements
- 8 Staffing Chart 2021-2022 - Updated Secretariat Assignments
- 9 Analysis of the Government's Return to School Plan for September 2021
- 10 Revised PPM No.151 - Professional Activity Days Devoted to Provincial Education Priorities
- 11 Ministry Correspondence: Immunization Disclosure Policy - School Board Implementation Resource
- 12 Ministry Correspondence: COVID-19: School Testing Pilot Program
- 13 Selection of Election Organizers - Update
- 14 Job Posting: Communications Specialist
- 15 National Day for Truth and Reconciliation, Orange Shirt Day & Truth and Reconciliation Week
- 16 OTPP and OMERS Pension Workshops
- 17 CLC Workers are the Recovery Labour Day Launch
- 18 Recovery Labour Day Campaign Launch
- 19 Ministry Correspondence: COVID-19 – Immunization Disclosure Policy
- 20 Ministry Correspondence: Mandatory Immunization Disclosure Policy
- 21 Ministry Correspondence: Instructions issued by the Office of the Chief Medical Officer of Health
- 22 OFL Convention
- 23 Update on Provincial Operations for OSSTF/FEESO
- 24 OSSTF/FEESO Speaker Bank Expanding and Looking for New Voices
- 25 Delayed Processing Times at the Ontario College of Teachers
- 26 Student Achievement Awards 2022
- 27 Application for Educational Services Workshop Training
- 28 Ministry Correspondence - COVID-19 Vaccination Educational Video and School-Focused Vaccination Clinics

17. Division of Field Secretary Questions and Topics

Protective Services	Educational Services	Political Action/ Communication
Grievance/Arbitration	Constitution	Communication Training and Assistance
Collective Agreement Issues/Labour Relations	Steering/Meetings	Lobbying (Trustees, MPP's etc.)
Member Discipline	Member Counselling/ Professional Difficulties	Media Relations
Legal Assistance	Certification/Qualifications	National/International Work
WSIB/LTD/EI	Ministry Initiatives	Labour Council Liaison
Accommodation	Collaborative Professionalism	Member and Community Engagement
College Complaints	Mediation/MSRB	Human Rights
Performance Appraisal Representation	Performance Appraisal Support	Union Anti-harassment Work
Employee Harassment	Equity and Mentorship	Elections
Workplace Rep. Training	Workplace Rep. Training	Workplace Rep. Training