

DISTRICT 26
ANNUAL GENERAL MEETING
Thursday, May 5, 2022
W.B. George Gymnasium, Kemptville College
6:45 PM

AGENDA

1. Call to Order
2. Welcome
3. OSSTF Pledge / Motto
4. Anti-Harassment Statement
5. Land Acknowledgement
6. Approval of Agenda [RES – PROC-2022-01]
7. Approval of Appendix A - Minutes of the District AGM of May 6, 2021 [RES – PROC-2022-02]
8. Business Arising from Minutes of the District AGM of May 6, 2021
9. District Executive 2022-23
 - 9.1 Presentation of Acclaimed Candidates for District Executive
 - 9.2 Other Executive
10. Report of Provincial Executive – Hayssam Hulays
11. Awards Presentation
 - 11.1 District Awards
 - 11.2 Roll call of retirees 2021-2022
 - 11.3 Roll call of 25-Year Service Pin recipients
12. Constitutional Amendments & Other Resolutions
13. Report of Treasurer and Presentation of the 2022-2023 Budget Appendix B [RES-BUDGET-2022-01]
14. Reports of the Officers (Written reports - questions only):
 - 14.1 TBU President
 - 14.2 OTBU President
 - 14.3 District Officer
 - 14.4 Educational Services Chairperson
 - 14.5 Equity and Diversity Chairperson
15. Other Business
 - 15.1 Trivia Night with Politicians
 - 15.2 Door Prize Draw
16. Adjournment

WORKING MINUTES

1. CALL TO ORDER

2. WELCOME

Head Table:

Jennifer Ojalammi, Executive Assistant, OSSTF (Chair)	Hayssam Hulays, Executive Officer, OSSTF
Crystal Watson, District President	Elaine Warner-Laxton, OTBU President
Adrienne McEwen, TBU President	Tanya Crosbie, District Officer
Stephanie Sheeler, PSSP President	Jesse Langevin, District Secretary
Louise Lanctot, District Treasurer	

Other Executive Members:

Jennifer Fox, 2021-22 District Vice-President	Scott Pepper, 2021-22 Health & Safety Officer
Divina Hogan, CPAC Chair	Susan Thorpe, 2021-22 Education Services Chair
Lisa Elminowski, Equity and Diversity Chair	

3. OSSTF PLEDGE

I solemnly dedicate myself to promote and advance the cause of education.

I will strive to achieve and maintain the highest degree of professional competence and will always uphold the honour, dignity and ethical standards of my profession.

I pledge my loyalty and support to the Ontario Secondary School Teachers' Federation and will comply with the Constitution, By-laws, Policies and established practices which govern its members.

OSSTF MOTTO

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

4. ANTI-HARASSMENT STATEMENT

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 well-being, and union solidarity. Such actions 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.

OSSTF/FEESO is committed to strengthening member solidarity and 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 District 26 Anti-Harassment Complaints and Resolution Policy and Procedure.

The designated Anti-Harassment Officer for OSSTF, District 26, 2019-2022 is Tanya Crosbie, cell phone 613-802-9818.

5. LAND ACKNOWLEDGEMENT

The Ontario Secondary School Teachers' Federation acknowledges and thanks the Haudenosaunee and Anishinabek people of this territory and other Indigenous Peoples residing on this land and sharing their ways so that we may come together in a good way. Beyond a land acknowledgement, we encourage all non-Indigenous peoples on these lands learn the treaties & stories and support the struggles of the Peoples whose lands we are on.

One of the most important events that shaped the Haudenosaunee was the creation of the Gayanesshagowa (gaya-ness-HA-gowa), the Great Law of Peace. It guides the Haudenosaunee through all aspects of life. A full rendition of this epic, which takes several days to tell, reveals the ways in which the Peacemaker's teachings emphasized the power of Reason, not force, to assure the three principles of the Great Law: Righteousness, Justice, and Health. The Great Law of Peace provides the Haudenosaunee people with instructions on how to treat others, directs them on how to maintain a democratic society, and expresses how Reason must prevail in order to preserve peace.

6. APPROVAL OF AGENDA

BIRT the agenda be adopted.

Moved by:
Kathi Poirier
PROC-2022-01

Seconded by:
Pamela Linklater

CARRIED

Amendment of adjournment of 8pm and timed item of the budget at 7:45pm.

Moved by: Terrie-Anne Bridgman

Defeated

7. APPROVAL OF APPENDIX A - MINUTES OF THE DISTRICT AGM OF MAY 6, 2021

BIRT the minutes of May 6, 2021 be approved.

Moved by:
Richard Scharf
PROC-2022-02

Seconded by: Sandra McNeil

CARRIED

8. BUSINESS ARISING FROM THE MINUTES OF THE DISTRICT AGM OF MAY 6, 2021

9. DISTRICT EXECUTIVE 2022-23

9.1 Presentation of Candidates Acclaimed to District Executive Positions

As per Bylaw 4.4.11 of the District Constitution, the following District nominees have been elected by acclamation:

District Executive	
President	Crystal Watson
Vice President	Kathi Poirier
District Officer	Tanya Crosbie
Secretary	Naomi Safir
Treasurer	Louise Lanctot
Educational Services Committee Chair	Pamela Linklater
Committee for Equity and Diversity Chair	Lisa Elminowski
Communications and Political Action Chair	Divina Hogan
District Health and Safety Officer	Susan Thorpe

9.2 Other Executive for 2022-2023, as reported by the Bargaining Units:

Teacher Bargaining Unit	
President	Adrienne McEwen
Vice President (2 positions)	Alison Dennis Brandon Coleman
Secretary	Jesse Langevin
Treasurer	Erin Thibodeau
Chief Negotiator/Contract Maintenance Officer	Elpis Law
Grievance Officer	Elpis Law
TBU CBC Chair <i>Bylaw 15.2.1: The Chair of Collective Bargaining, who shall be elected from among the members of the Collective Bargaining Committee at the first meeting of the Committee in each Federation year.</i>	TBD
TBU Council Representative <i>Bylaw 19.4.11: The Bargaining Unit Council shall elect, at its first council meeting of each Federation years, the Bargaining Unit Council representative who will be a member of the Bargaining Unit Executive and will perform duties as assigned by the Bargaining Unit Executive.</i>	TBD

Occasional Teacher Bargaining Unit	
President	Elaine Warner-Laxton
Vice President	Susan Thorpe
Secretary	Thomas Hopkins
Treasurer	Louise Lanctot
Chief Negotiator	Louise Lanctot
Grievance Officer	Louise Lanctot
Health & Safety Representative	Susan Thorpe
Education Services Representative	Vacant
Communications & Political Action Representative	Ralph Wightman
Equity & Diversity Representative	Vacant

Professional Student Services Personnel	
President	Kathryn Stewart
Vice President	Vacant
Secretary	Beth Larocque
Treasurer	Beth Larocque
Chief Negotiator	Elaine Gribbin
Grievance Officer	Elaine Gribbin
Health & Safety	Vacant
Equity, Anti-Racism, and Anti-Oppression Officer	Vacant
PSSP Members-At-Large	Kim Matte Vacant (3)

10. REPORT OF PROVINCIAL EXECUTIVE – HAYSSAM HULAYS

11. AWARDS PRESENTATION

11.1 Awards

Marjorie Laphen Award of Merit: Sam Crosby
 Inclusive Educator Award: Divina Hogan
 The Volunteer Recognition Award: Jesse Langevin
 Unsung Hero Award: Chad Norbraten
 Rhonda Kimberley-Young Award: Tanya Crosbie

11.2 Roll Call of Retirees 2021-22

Peter Atkinson <i>Brockville CI</i>	Larry Henry <i>Thousand Islands SS</i>	Grant Parkes <i>TR Leger - Prescott</i>
David Black <i>Thousand Islands SS</i>	Joe Irvin <i>Almonte DHS</i>	Michelle Perry <i>Thousand Islands SS</i>
Kelly Blair <i>Rideau DHS</i>	Andrew Lawford <i>Rockland DHS</i>	Ian Ross <i>South Grenville DHS</i>
Daniel Bourque <i>Perth DCI</i>	Nancy Lister <i>St. Lawrence SS</i>	Rob Shaheen <i>Rockland DHS</i>
Robert Doran <i>Vankleek Hill CI</i>	Grace Lloyd <i>Rideau DHS</i>	Jeanne Ward <i>TR Leger – Embrun</i>
Lorne Girouard <i>North Grenville DHS</i>	Gillian McLean <i>TR Leger – Smiths Falls</i>	Craig Young <i>Carleton Place DHS</i>
Shelley Greening <i>Thousand Islands SS</i>	Richard Miles <i>Thousand Islands SS</i>	Cheryl Williams <i>North Dundas DHS</i>

11.3 25-Year Service Pin Recipients

Caroline Bergeron <i>Thousand Islands SS</i>	Cara Lee Fleming <i>Perth DCI</i>	Shannon Storr <i>Brockville CI</i>
Glen Campbell <i>Glengarry DHS</i>	Joanne Garlough <i>Cornwall CVS</i>	Heather Thompson <i>Seaway DHS</i>
Paul Chisholm <i>Cornwall CVS</i>	Kimberly Lalonde <i>Seaway DHS</i>	Tom Whiteside <i>Cornwall CVS</i>
Steven Clarke <i>Thousand Islands SS</i>	Grace Lloyd <i>Rideau DHS</i>	Andrea Wright <i>Brockville CI</i>
John Doran <i>South Grenville</i>	Sean O'Farrell <i>Char-Lan DHS</i>	Jason Wright <i>Brockville CI</i>
Cheryl Donovan <i>Brockville CI</i>	Brent Robillard <i>Thousand Islands SS</i>	Dana Wykes <i>Thousand Islands SS</i>
Gina Marie Dowdall <i>Smiths Falls DCI</i>	Jennifer Sheffield <i>Almonte DHS</i>	Tim Zander <i>Perth DCI</i>
Jodi Lee Edwards <i>Tagwi SS</i>	Todd Spencer <i>Smiths Falls DCI</i>	Divina Hogan <i>Almonte DHS</i>
John Edwards <i>Vankleek Hill CI</i>	Scott Strachan <i>Carleton Place HS</i>	

12. CONSTITUTIONAL AMENDMENTS & OTHER RESOLUTIONS

12.1 Constitutional Amendments Motions

BIRT Article 10.1 be amended by the substitution of "Provincial OSSTF Constitution" for "OSSTF Handbook".

10.1 The rules of order, which govern the District, shall be the Rules of Order contained in the current edition of the **Provincial OSSTF Handbook Constitution**.

Rationale: Language to align with the appropriate document.

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

CON-2022-01

CARRIED

BIRT Bylaw 3.2 be amended by the addition of a new sub-section to read:

3.2.X The District Treasurer or designate must present the final proposed annual budget to the District Executive for endorsement prior to the Annual General Meeting.

Rationale: *The District Executives endorsement, of the final version of the annual budget, would require any revisions to be presented to the District Executive in advance of the presentation of the annual budget at the Annual General Meeting.*

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BYL-2022-01

CARRIED

Ammendment to language in BYL-2022-01: add “or designate” after “The District Treasurer.”

Moved by Elpis Law
CARRIED

Seconded by Susan Thorpe

NOTE: This motion is out of order of BYL-2022-01 is not carried.

BIRT Bylaw 18.5 be amended by addition of new sub-section to read:

18.5 The District Executive shall:

- 18.5.1 carry out the instructions of the District Annual General Meeting and other General District Meetings;
- 18.5.2 report to the membership on its activities;
- 18.5.3 call General District Meetings when required;
- 18.5.4 elect to fill vacancies in the District Executive or AMPA delegation in accordance with the Bylaws;
- 18.5.5 deal with the business of the District as needed;
- 18.5.6 promote the objects of the Federation within the boundaries of the District;
- 18.5.7 approve or amend the District budget or interim budget as the case may be;
- 18.5.8 establish, amend, revoke or rescind policies related to the activities and responsibilities of the District and its officers;
- 18.5.9 establish such ad hoc committees as are deemed necessary. The terms of these committees shall not normally exceed one year;
- 18.5.10 receive, where appropriate, the reports of Officers, Standing and other committees.
- 18.5.11 appoint alternate signing authorities when necessary.
- 18.5.12 be the only body or structure to authorize or approve donations on behalf of OSSTF District 26 and its members. (A.13)

18.5.13 Endorse the final proposed annual budget and any creation of, contribution to, or withdrawal from Reserve Funds.

Rationale: *The District Executives endorsement, of the final version of the annual budget, would require any revisions to be presented to the District Executive in advance of the presentation of the annual budget at the Annual General Meeting.*

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BYL-2022-02

CARRIED

BIRT CON-2022-02, BYL-2022-03, BYL-2022-04, and BYL-2022-05 ~~BYL-2022-06~~ to be considered en bloc.

Moved by: Tanya Crosbie

Seconded by: Crystal Watson

PROC-2022-03

CARRIED

BYL-2022-06 pulled from en bloc.

BIRT that the motions contained in the bloc in PROC-2022-03 are approved.

Moved by: Tanya Crosbie

Seconded by: Crystal Watson

PROC-2022-04

CARRIED

BIRT Article 9.1 be amended by the addition of a new subsection "9.1.5 Finance Committee".

9.0 Article 9: District Committees

9.1 The Executive shall establish the following standing committees to carry out the objects of the District:

9.1.1 Communication/Political Action,

9.1.2 Educational Services,

9.1.3 Health & Safety,

9.1.4 Committee for Equity and Diversity, (A.12)

9.1.5 Finance Committee.

***Rationale:** As a common practice in many other districts and unions, there exists a Finance Committee that reviews the expenditures of the organization. This committee compares expenditures to budget amounts as well as confirms that expenditures are inline with the constitution and policy documents. The Finance Committee also makes recommendations to the District Treasurer and Executive as a whole on where changes need to be made to better reflect actual expenses and practices.*

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

CON-2022-02

NOTE: This motion is out of order of CON-2022-02 is not carried.

BIRT Bylaw 13.1.5 be amended by the addition of a new subsection:

- 13.0 Bylaw 13: Duties of District Committees (A.11)
 - 13.1 The Executive shall provide for the following Standing Committees:
 - 13.1.1 Communication /Political Action;
 - 13.1.2 Educational Services;
 - 13.1.3 District Health and Safety;
 - 13.1.4 Committee for Equity and Diversity; (A.12)
 - 13.1.5 Finance Committee.**

Rationale: To align constitution if CON-2022-02 is carried.

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BYL-2022-03

NOTE: This motion is out of order of CON-2022-02 is not carried.

BIRT Bylaw 13.2 be amended by insertion of “with the exception of the Finance Committee.”

- 13.2 “The representative Officer of each committee shall convene and chair meetings of the committee for which they are responsible, **with the exception of the Finance Committee.**”

Rationale: The Finance Committee will not have a respective officer and the chair will be selected by the members of the committee during their first meeting of each Federation year.

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BYL-2022-04

NOTE: This motion is out of order of CON-2022-02 is not carried.

BIRT Bylaw 13 be amended by the addition of the new sub-section:

- 13.6 It shall be the duty of the Finance Committee to:
 - 13.6.1 select the Finance Committee Chair during the first meeting of each Federation year;
 - 13.6.2 review all district expenses submitted, approved and reimbursed;
 - 13.6.3 meet three times in a Federation year;
 - 13.6.4 ensure expenses and reimbursement are consistent with allowable expenditure guidelines, the constitution and approved budget line descriptions;
 - 13.6.5 make recommendations to District Executive regarding proposed changes to allowable expenditure guidelines, constitution and/or budget;
 - 13.6.6 report inconsistencies or other findings to the District Executive;
 - 13.6.7 review financial handbook annually and propose changes as needed.

Rationale: Defining the duties of the Finance Committee to align with the committee's purpose of increased accountability and transparency through the review of District 26's expenditures, review of compliance to district policies and procedures and to propose changes to improve current practises.

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BYL-2022-05

NOTE: This motion is out of order of CON-2022-02 is not carried. *Pulled from en bloc.*****

BIRT Bylaw 14 be amended by the addition of the sub-section:

Bylaw 14: District Committee Structure (A.11)

14.X The Finance Committee shall consist of:

14.X.1 No fewer than three (3) but no more than five (5) voting representatives, inclusive of the Chair;

14.X.1.1 Must be made up of one member of each Bargaining Unit within the District;

14.X.1.2 No member of a Bargaining Unit Executive or District Executive, or who has sat on an Executive in the last two years shall be a voting member of this committee;

14.X.1.3 The District Treasurer shall be an ex-officio member of the Finance Committee.

14.X.2 The President of the District shall invite all members of the District to apply for membership on this committee.

14.X.2.1 The District Executive shall appoint members to the committee;

14.X.2.2 The committee shall elect a chair from amongst its voting members at their first meeting.

Rationale: Outlining the proposed composition of the Finance Committee to be comprised of 3-5 members at large. Preference will be given, during the selection process, to selecting candidates representing each bargaining unit. Similar to the selection of the SRC, no executive member (current or within the last two years) can sit on the Finance Committee, so to avoid any conflict of interest or biases.

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BYL-2022-06

CARRIED

Amendment to language in BYL-2022-06; 14.x.1.1 "Must be made up of one member of" replaces "Priority shall be given that at least one member of the committee should be selected from."

Moved by: Alison Dennis

Seconded by: Brandon Coleman

DEFEATED

BIRT that debate be limited to two speakers for and two speakers against.

MOVED by: Richard Scharf

Seconded by: Lisa Elminoski

CARRIED

NOTE: This motion is out of order of CON-2022-02 and BYL-2022-06 is not carried.

BIRT Bylaw 10.1 be amended by addition of a new sub-section:

Bylaw 10: Duties of the District Treasurer

10.1 The Treasurer shall:

- 10.1.1 account for monies received and disbursed by producing written reports to the District executive;
- 10.1.2 prepare an annual budget and annual financial report;
- 10.1.3 present current District financial statements to the District Annual General Meeting;
- 10.1.4 present the proposed District Annual Budget at the District Annual General Meeting;
- 10.1.5 provide for the preparation of a District Annual Budget in consultation with the District Executive and Treasurers of all Bargaining Units;
- 10.1.6 prepare the necessary documents for an annual audit;
- 10.1.7 be a signing authority for the District;
- 10.1.8 investigate over-expenditures and bring recommendations to the District Executive;
- 10.1.9 ensure that District monies are deposited in a duly accredited financial institution;
- 10.1.10 provide updates to the District Executive on a regular basis on the financial situation of the District;
- 10.1.11 chair the advisory committee established in bylaw 3.6.2;
- 10.1.XX be an ex-officio member of the Finance Committee;**
- 10.1.12 perform duties as assigned by the District Executive.

Rationale: Recognizing the value in having the District Treasurer as ex-officio advisor to the Finance Committee. The District Treasurer would be available to answer questions and solicit information, when required, from District 26's Financial Assistant. Also, if consistent budgetary concerns arose, the District Treasurer would be able to address concerns through the District Executive.

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BYL-2022-07

CARRIED

NOTE: This motion is out of order of CON-2022-02 is not carried.

BIRT Bylaw 3.2 be amended by the following:

- insertion of "(including recommendations to create, contribute to, or withdraw from Reserve Funds)"
- insertion of "Finance Committee"

3.2 The District Treasurer shall provide for the preparation of an annual budget **(including recommendations to create, contribute to, or withdraw from Reserve Funds)** in

consultation with the District Executive, **Finance Committee** and Treasurers of all Bargaining Units.

Rationale: Clearly defining the role of the District Treasurer as well as adding the Finance Committee.

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BYL-2022-08

CARRIED

BIRT Bylaw 3 be amended by the addition of a new sub-section to read:

3.7 The District Executive must approve the transfer of funds between budget lines within the Federation year after the annual budget has been approved at the Annual General Meeting.

Rationale: Limits the fluidity of monies between budget lines. Monies should be spent as approved by the membership at the Annual General Meeting.

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BYL-2022-09

CARRIED

BIRT Bylaw 3 be amended by the addition of a new sub-section to Bylaw 3.7 to read:

3.7.1 Funds shall not be transferred to budget lines related to the income of full-time release staff (Bylaw 21.2, 21.3 and/or 22.4).

Rationale: Changes to income lines, of release officer, should not occur outside of a formal motion presented and voted upon at the Annual General Meeting.

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BYL-2022-10

CARRIED

- **BYL-2022-10:** This does not impact changes to salary when contracts are ratified by membership. If grid salaries are increased through ratification of a contract, release staff will receive similar increase in salary (i.e. 1% increase for teachers, results in 1% increase in release officers' salaries).

BIRT Bylaw 3 be amended by the addition of a new sub-section to read:

3.8 The District Executive must not create new budget lines within the Federation year after the annual budget has been approved at the Annual General Meeting or by a General Meeting of the membership.

Rationale: *Monies should be spent as approved by the membership at the Annual General Meeting or an all-member general meeting.*

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BYL-2022-11

CARRIED

BIRT Bylaw 10.1.2 be amended by the addition of “(including creation and/or description of how each budget line will be utilized)”.

Bylaw 10: Duties of the District Treasurer

10.1 The Treasurer shall:

10.1.1 account for monies received and disbursed by producing written reports to the District Executive;

10.1.2 Prepare an annual budget **(including creation and/or description of how each budget line will be utilized)** and annual financial report;

Rationale: *Each budget line, in the District Annual Budget, should be clearly described (purpose and use) to ensure appropriate use of allocated monies.*

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BYL-2022-12

CARRIED

BIRT bylaw 4.3 be amended by the addition of a new subsection:

4.3 All Members of the District shall be eligible to stand for and vote for positions on the District Executive.

4.3.X Notwithstanding Bylaw 4.3 above, in the case of District Treasurer, a member must not hold a Bargaining Unit executive or District executive position

Rationale: *If the implementation of the District Finance Committee is approved at the District AGM, the District Treasurer would potentially act as ex-officio advisor to the Finance Committee. If the District Treasurer is also a member of a Bargaining Unit, or the District Executive, the Treasurer could be in conflict of interest. The Treasurer's position should be held by a member who does not have any inherent conflict of interest when assisting with oversight and accountability of District Expenditures and budgeting.*

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BYL-2022-13

CARRIED

BIRT ~~CON-2022-03~~, BYL-2022-14, BYL-2022-15, BYL-2022-16, BYL-2022-17, BYL-2022-18, BYL-2022-19, BYL-2022-20, and BYL-2022-21 to be considered en bloc.

Moved by: Lisa Elminowski

Seconded by: Tanya Crosbie

PROC-2022-05

CARRIED

CON-2022-03 pulled from bloc.

BIRT that the motions contained in the bloc in PROC-2022-05 are approved.

Moved by: Lisa Elminowski

Seconded by: Tanya Crosbie

PROC-2022-06

CARRIED

BIRT Article 6.2.4 be amended by the substitution of “The Equity, Anti-Racism & Anti-Oppression Officer” for “The Equity and Diversity Officer”.

- 6.2 The District Committee Officers shall be:
- 6.2.1 the Communications / Political Action Officer,
 - 6.2.2 the Educational Services Officer,
 - 6.2.3 the District Health and Safety Officer,
 - 6.2.4 ~~The Equity and Diversity Officer (A.12)~~
The Equity, Anti-Racism & Anti-Oppression Officer

Rationale: Alignment of District 26’s Constitutional language with new Provincial OSSTF Constitutional language.

Moved by: Lisa Elminowski

Seconded by: Crystal Watson

CON-2022-03

CARRIED

NOTE: This motion is out of order of CON-2022-03 is not carried.

BIRT Bylaw 4.1.9 be amended by the substitution of “The Equity, Anti-Racism & Anti-Oppression Officer” for “The Equity and Diversity Officer”.

- 4.1 The following shall be elected prior to May 15th in each year and shall assume office at the beginning of the next Federation Year (July 1);
- 4.1.1 the District President,
 - 4.1.2 the District Vice President,
 - 4.1.3 the District Secretary,
 - 4.1.4 the District Treasurer,
 - 4.1.5 the District Officer,
 - 4.1.6 the Communication / Political Action Officer,
 - 4.1.7 the Educational Services Officer,
 - 4.1.8 the District Health and Safety Officer,
 - 4.1.9 ~~The Equity and Diversity Officer (A.12)~~
The Equity, Anti-Racism & Anti-Oppression Officer

Rationale: Alignment of District 26’s Constitutional language with new Provincial OSSTF Constitutional language.

Moved by: Lisa Elminowski

Seconded by: Crystal Watson

BYL-2022-14

NOTE: This motion is out of order of CON-2022-03 is not carried.

BIRT Article 9.1 be amended by the substitution of “The Equity, Anti-Racism & Anti-Oppression Officer” for “The Equity and Diversity Officer”.

9.0 Article 9: District Committees

9.1 The Executive shall establish the following standing committees to carry out the objects of the District:

9.1.1 Communication/Political Action,

9.1.2 Educational Services,

9.1.3 Health & Safety,

9.1.4 ~~Committee for Equity and Diversity, (A.12)~~

The Equity, Anti-Racism & Anti-Oppression Officer.

Rationale: Alignment of District 26’s Constitutional language with new Provincial OSSTF Constitutional language.

Moved by: Lisa Elminowski

Seconded by: Elpis Law

BYL-2022-15

NOTE: This motion is out of order of CON-2022-03 is not carried.

BIRT Bylaw 12.1.4 be amended by the substitution of “The Equity, Anti-Racism & Anti-Oppression Officer” for “The Equity and Diversity Officer”.

12.0 Bylaw 12: Duties of the District Committee Officers

12.1 The duties outlined in this bylaw shall apply to the following officers:

12.1.1 the Communication / Political Action Officer;

12.1.2 the Educational Services Officer;

12.1.3 the District Health and Safety Officer;

12.1.4 ~~The Equity and Diversity Officer (A.12)~~

The Equity, Anti-Racism & Anti-Oppression Officer

Rationale: Alignment of District 26's Constitutional language with new Provincial OSSTF Constitutional language.

Moved by: Lisa Elminowski

Seconded by: Crystal Watson

BYL-2022-16

NOTE: This motion is out of order of CON-2022-03 is not carried.

BIRT bylaw 4.3 be amended by the addition of a new subsection:

4.3 All Members of the District shall be eligible to stand for and vote for positions on the District Executive.

4.3.1 Notwithstanding Bylaw 4.3 above, in the case of the role of Equity, Anti-Racism, and Anti-Oppression Officer, priority will be given to those who self-identify in their nomination as a member of an equity-seeking group and/or experience intersectional forms of oppression.

4.3.1.1 An “equity-seeking group” is defined as any group with a shared identity that has experienced historical and ongoing personal and systemic discrimination as a result of that identity in a way that has led to the unequal distribution of resources, power, and opportunity in our society.

4.3.1.2 Priority shall be assessed in the following order:

- **if there is only one self-identified candidate, they shall be elected by acclamation.**
- **in the case of multiple self-identified candidates, the election will be held between those candidates only.**
- **if there are no candidates who self-identify, the election will run between the remaining nominees, as per District guidelines.**

***Rationale:** This allows for the most openness and transparency in selecting a candidate from the general membership who chooses to self-identify as an equity-seeking member. Prioritizing self-identifying members helps ensure that the position will be filled by a member of an oppressed community who can bring their lived experience to the role. This removes a barrier that is often encountered by equity-seeking people when participating in an election by popular majority. We plan to use the Provincial Voluntary Equity Self-Identification Survey as a means of prioritizing self-identifying members before those who are non-equity seeking members.*

Moved by: Lisa Elminowski

Seconded by: Elpis Law

BYL-2022-17

NOTE: This motion is out of order of CON-2022-03 is not carried.

BIRT Bylaw 12.3.2 be amended by the substitution of “The Equity, Anti-Racism, and Anti-Oppression Officer” for “Equity and Diversity Officer”.

12.3.2 ~~the Equity and Diversity Officer~~ **Equity, Anti-Racism, and Anti-Oppression Officer** shall fulfill the duties of the District Status of Women Officer and the District Human Rights Officer, as required in the bylaws of OSSTF. (A.12)

***Rationale:** Alignment of District 26’s Constitutional language with new Provincial OSSTF Constitutional language.*

Moved by: Lisa Elminowski

Seconded by: Crystal Watson

BYL-2022-18

BIRT Bylaw 13.1.4 be amended by the substitution of “The Equity, Anti-Racism & Anti-Oppression Committee” for “Committee for Equity and Diversity”.

13.0 Bylaw 13: Duties of District Committees (A.11)

13.1 The Executive shall provide for the following Standing Committees:

13.1.1 Communication /Political Action;

13.1.2 Educational Services;

13.1.3 District Health and Safety;

13.1.4 ~~Committee for Equity and Diversity (A.12)~~

The Equity, Anti-Racism & Anti-Oppression Committee

Rationale: Alignment of District 26’s Constitutional language with new Provincial OSSTF Constitutional language.

Moved by: Lisa Elminowski

Seconded by: Crystal Watson

BYL-2022-19

NOTE: This motion is out of order of BYL-2022-19 is not carried.

BIRT Bylaw 14.2 be amended by the substitution of “The Equity, Anti-Racism & Anti-Oppression Committee” for “Committee for Equity and Diversity Officer”.

14.2 The Communication/Political Action Committee, Educational Services Committee, and ~~Committee for Equity and Diversity~~ **The Equity, Anti-Racism & Anti-Oppression Committee** shall consist of: (A.12)

Rationale: Alignment of District 26’s Constitutional language with new Provincial OSSTF Constitutional language.

Moved by: Lisa Elminowski

Seconded by: Crystal Watson

BYL-2022-20

NOTE: This motion is out of order of CON-2022-03 is not carried.

BIRT the constitution be amended by the addition of a new bylaw to read:

Bylaw X: Duties of the Equity, Anti-Racism, and Anti-Oppression Officer

X.1 The Equity, Anti-Racism, and Anti-Oppression Officer shall:

X.1.1 act as a resource person in the District, which may include reviewing local OSSTF/FEESO policies, bylaws, events, communications, and processes from an equity perspective to advance equity and remove barriers to participation at the local level

X.1.2 assist Members to navigate and access OSSTF/FEESO spaces

X.1.3 co-ordinate and participate in training on equity and related matters

X.1.4 actively seek member engagement of First Nations, Métis, Inuit, Black, racialized, and/or other equity-seeking members

X.1.5 liaise with Bargaining Units’ EARAO Officers to collaborate and share resources

**X.1.6 Chair all Committee for Equity & Diversity and/or Equity, Anti-Racism, and Anti-
Oppression Committee meetings**

**X.1.7 support and amplify members of First Nations, Métis, Inuit, and equity-seeking
groups within the District**

Rationale: Bylaws 7-13 reflect the roles and responsibilities of each of the District Executive positions, therefore the EARAO Officer role should be detailed in the same way. The suggestions provided were drawn from the suggestions provided in Provincial D/BU#201-2021-2022 for this role, and they reflect what are reasonable and relevant expectations for D26 specifically.

Moved by: Lisa Elminowski

Seconded by: Crystal Watson

BYL-2022-21

BIRT Bylaw 4.4 be amended with the addition of subsection 4.4.X to read:

4.4 Elections at the Annual General Meeting

**4.4.X District Executive will appoint two Elections Officers for District Elections prior to
March 1.**

**4.4.X.1 Elections Officers must not be a candidate for any District or Bargaining Unit
position, must not be a member of a Bargaining Unit Executive or District Executive,
or been a member of an Executive in the last two years.**

Rationale: At the 2021 AGM constitutional language was passed that referred to the role of Elections Officers and their duties. However, due to motions being declared out of order, constitutional language on how these roles were filled was never created. This motion is bringing forth language that allows for these positions to be filled in a way that prevents biases in the election process, yet gives flexibility as to how these roles can be filled.

Moved by: Tanya Crosbie

Seconded by: Crystal Watson

BYL-2022-22

CARRIED

BIRT Bylaw 19.4 be amended by the substitution of “A quorum for meetings of the District Annual General or District General Meeting Shall be a simple majority of the number of members announced when the meeting is called to order” for “A quorum at a General District Meeting shall consist of at least twenty (20) members from eight (8) branches or work sites.”

19.4- ~~A quorum at a General District Meeting shall consist of at least twenty (20) members from eight (8) Branches or work sites.~~

A quorum at the District General Meeting shall be the greater of:

- a) twenty (20) members from the eight (8) Branches of worksite; OR**
- b) a simple majority of the numbers of members present and announced when the meeting is called.**

***Rationale:** Simplification of quorum language to allow for the District to be better able to conduct business. Those in attendance are invested and should have their votes count.*

Moved by: Richard Scharf

Seconded by: Tanya Crosbie

BYL-2022-23

Referred to District Exec

****AMENDMENT TO LANGUAGE BEFORE MEETING.****

BIRT that BYL-2022-23 be referred to District Exec for further study and bring a resolution forward to the 2022-2023 AGM.

Moved by Elpis Law

Seconded by Susan Thorpe

CARRIED

BIRT that BYL-2022-24 be referred to District Exec for further study and bring a resolution forward to the 2022-2023 AGM.

Moved by Elpis Law

Seconded by Susan Thorpe

CARRIED

NOTE: This motion is out of order of BYL-2022-23 is not carried.

BIRT Bylaw 20.2 be amended by the substitution of “A quorum for meetings of the District Annual General or District General Meeting Shall be a simple majority of the number of members announced when the meeting is called to order” for “A quorum at the District Annual General Meeting shall consist of at least twenty (20) members from eight (8) branches or work sites.”

20.2- ~~A quorum at the District Annual General Meeting shall consist of at least twenty (20) members from eight (8) Branches or work sites.~~

A quorum at the District Annual Meeting shall be the greater of:

- a) twenty (20) members from the eight (8) Branches of worksite; OR**
- b) a simple majority of the numbers of members present and announced when the meeting is called.**

***Rationale:** Simplification of quorum language to allow for the District to be better able to conduct business. Those in attendance are invested and should have their votes count.*

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BYL-2022-24

Referred to District Exec

BIRT Bylaw 22.4 be amended by the substitution of “12 500 kilometres” for “\$5625”.

- 22.4 A member on full-time release may claim mileage for travel from home to the office, minus their mileage from home to home school, to a maximum of ~~\$5625~~ **12 500 kilometres** per school year at the established District mileage rate.

Rationale: To represent the current increase in gas prices. The amount of \$5625 was divided by .45 cents per kilometer to represent the District Mileage rate at the time this motion was approved in May 2021. Due to the variation in gas prices, the District Mileage rate as been increased to reflect the same rate as UCDSB. Calculation based on mileage would best represent the intent of the original motion.

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BYL-2022-25

CARRIED

NOTE: This motion is out of order of BYL-2022-25 is not carried.

BIRT Bylaw 22.5 be amended by the substitution of “12 500 kilometres” for “\$5625”.

- 22.5 Notwithstanding 22.4, any member on full time release may appeal in writing to the District Executive for an annual travel expense allowance, not to exceed ~~\$5625.00~~ **12 500 kilometres** if they feel it is appropriate. (A.14)

Rationale: To represent the current increase in gas prices. The amount of \$5625 was divided by .45 cents per kilometer to represent the District Mileage rate at the time this motion was approved in May 2021. Due to the variation in gas prices, the District Mileage rate as been increased to reflect the same rate as UCDSB. Calculation based on mileage would best represent the intent of the original motion.

Moved by: Crystal Watson

Seconded by: Tanya Crosbie

BYL-2022-26

CARRIED

BIRT the constitution be amended by the addition of a new bylaw to read:

Bylaw 26: Actions on Truth & Reconciliation

- 26.1 All District meetings and events will begin with a Land Acknowledgment, as per the format designed by the Equity, Anti-Racism, and Anti-Oppression Committee and adopted by District Executive.**
- 26.2 Space will be consciously made for members of First Nation, Inuit, and Métis communities who wish to have a voice in the local union leadership, councils, and committees.**
- 26.3 Wherever possible, indigenous ways of knowing and processing will be integrated with the procedures of the Provincial OSSTF Constitution.**

***Rationale:** Like the Anti-Harassment and Anti-Bullying Policies, this deserves to be written into District bylaws to ensure its inclusion in the DE lens. The first subpoint codifies what is unofficially already in place. The second subpoint sets the stage for the updates in equity practices that are forming within OSSTF procedures (“Creating space” could include specifically seeking FNMI perspectives, for example.) The third subpoint acknowledges that there are procedures in place that may be oppressive, and until a new framework is devised and set in place, the District can make accommodations towards more inclusive practices (a talking circle instead of a formal grievance, for example).*

Moved by: Lisa Elminowski

Seconded by: Crystal Watson

BYL-2022-04

CARRIED

13. **REPORT OF THE TREASURER AND PRESENTATION OF THE 2022-2023 BUDGET
(REFER TO APPENDIX B)**

BIRT the amended budget for 2022-2023 be approved.

Moved by:	Louise Lanctot	Seconded by:	Crystal Watson
BUDGET-2022-01			CARRIED

BIRT a new budget line for Strike Action of \$5000 for materials, etc. for work action.

Moved by:	Elpis Law	Seconded by:	Alison Dennis
BUDGET-2022-A1			CARRIED

BIRT a new budget line for Office Relocation of \$300,000 ~~\$850,000~~ for the cost of the relocation of the office.

Moved by:	Elpis Law	Seconded by:	Alison Dennis
BUDGET-2022-A2			CARRIED

BIRT that amendment 2 be amended to read a new budget line of “Office Relocation and Renovations Fund” for \$300,000.

Moved by Crystal Watson	Seconded by Susan Thorpe	CARRIED
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14. **REPORTS OF THE OFFICERS:**

- 14.1 TBU President Report – Adrienne McEwen – *Page 23*
- 14.2 Occasional Teachers’ President Report - Elaine Warner-Laxton – *Page 24*
- 14.3 District Officer Report – Tanya Crosbie – *Page 25*
- 14.4 Educational Services Chair Report – Susan Thorpe – *Pages 26 - 27*
- 14.5 Equity and Diversity Chair Report – Lisa Elminowski – *Page 28*

15. **OTHER BUSINESS**

- 15.1 Trivia Night with Politicians
- 15.2 Door Prize Draw

16. **ADJOURNMENT @ 9:37PM**

REPORTS

14.1 TBU PRESIDENT REPORT – ADRIENNE MCEWEN

2021-2022 TBU Executive

Thank you to Alison Dennis, Crystal Watson, Elpis Law, Jeannie Wallace, Erin Thibodeau, Jennifer Gilbert, and Jason Henderson. This was another difficult year, and we appreciate you volunteering your time after work to make this organization run effectively.

Issues

Like last year, this year we faced many challenges with collective agreement implementation by the board. The main issues included: hybrid teaching, unreasonable splits, SST/LNR Award implementation, reassignments, phantom courses, ASLE, TR Leger workload, 2019-2020 Grad Coach positions, quarantine leave, dual credit courses, Teacher-In-Charge, de-streamed courses, use of exam days, and Con-ed.

Meetings with UCDSB

There were many meetings with the Board to discuss issues like those mentioned above and other individual grievances. While grievance meetings seemed to progress, other meetings with the board were considered *consultations*, but I feel like most of these consultations did not provide us the ability to make change to benefit members. For many things, the board made plans and presented us with these plans in final format. We were often left in reactive situations and as a result, a record number of grievances have been filed on your behalf.

OSSTF asked the board repeatedly since the start of the school year to discuss teacher mental health. The meeting finally occurred on April 25th – 8 months since the Board approved their BIEP that clearly indicated teacher wellness as a priority.

In March of this year, OSSTF, ETFO, and CUPE asked the Board for a joint meeting to discuss overlapping issues between unions and were denied.

TBU/OTBU Merge

Per direction from the 2021 TBU AGM, I asked the OTBU President to discuss the idea of a TBU/OTBU merge. OTBU President Elaine Warner-Laxton has made it clear that OTBU is not willing to consider a merge with TBU.

TBU Engagement of SRC

SRC was engaged at the AGM last spring to investigate the remuneration for release officers. Due to a lack of applications to the SRC, SRC did not form. TBU Executive discussed this and would like to try to engage SRC again next year.

14.2 OTBU PRESIDENT REPORT – ELAINE WARNER-LAXTON

It has certainly been another interesting year!! COVID continued to run rampant, and its existence caused lots of work for those willing to brave the classroom. We began the year with quadesters, but we shifted to semester in February. For many, the hour-long classes were much easier than the long quad class!

The disappearance of Reg 274 continues to be an issue. The lack of seniority in considering whom to hire for LTO's and the Board's insistence that LTO's need not be on the Roster are issues that we need to address in bargaining next year. A clear, transparent process and a helpful debriefing are necessary if OT's are going to be successful. I am hoping that this will be a bargaining issue, either at the Central table or at the local table.

I, like many of you, am hoping for a little more normal year next year. When these extraordinary times fade away, I, and the rest of your Executive, will look to address the many shortcomings of current practices and fight for a collective agreement that helps OT's in their daily or long-term assignments.

Please feel free to contact me either by email (elaine.warner-laxton@d26.osstf.ca) or by phone (613 532 2264). I am open to hearing all of your concerns, questions, and suggestions, and I will always treat your comments confidentially.

Respectfully submitted,

Elaine Warner-Laxton

14.3 DISTRICT OFFICER REPORT – TANYA CROSBIE

Sick Leave and Accommodations

Members on sick leave, either fully or partially, ebbed and flowed, but overall the sick leave use this year is much higher than pre-pandemic. When Elpis and I met with the board about the Accommodation process on January 27, 2022, we were optimistic that changes were going to occur, however, communications in the Spring have indicated that there has been no change to the board's approach. During the January 27th meeting, the board agreed to consider looking at accommodation needs before staffing for long-term/permanent disabilities, and then further indicated they would consider this due to the potential expansion of eLearning sections being offered. On March 14, we received the board's response dismissing the needs of these members without having any discussions with the members or OSSTF. OSSTF will continue to lobby for change to UCDSB accommodation practices to defend the human rights for our members.

Member Engagement

District Executive, Bargaining Unit Executives and District Committees continue to plan events and activities to increase member engagement in union activities. Various workshops, Social Media contests, and the Ottawa Senators Game have been held as well as a few other events coming up in May and June. All school sites have also been allotted extra member funding to have a worksite level member engagement event.

STEP

Our STEP Committee and School Council Reps met on February 23 and it was a very successful meeting. It began clear at the meeting that parents don't understand their role, the role of the School Council in the governance of the school/board or the power that they have. Planning is occurring to hold a parent session to help educator parents on their parent council role and the role of the trustees.

Office Relocation and Renovation Sub-Committee

The Office Relocation and Renovation Sub-Committee has created a report and put forth the recommendation to District Executive to go forward with purchasing an office building. Further to this, an All-Members Meeting was called where the membership approved District to purchase an office building. An offer was submitted and accepted for the commercial condo on 212 Van Buren Street, Unit 7. District Office is working through the next aspects of the building acquisition including determining the best financing options, renovation designs and determining appropriate contractors.

PD Funding Applications

This school year, the TBU PD fund has been underutilized due to the overwhelming workload experienced by many members and the lack of in-person conferences to attend. If you did attend some form of PD this school year (not paid for by UCDSB) or completed a non-credit, AQ or ABQ course, please consider putting in an application before June 3, 2022. Details can be found on our website, www.osstf26.com. If a course/workshop/conference occurs in the summer that it will be considered part of the 2022-23 school year.

14.4 EDUCATIONAL SERVICES CHAIRPERSON REPORT – SUSAN THORPE

The committee met twice this year, in October and March and had fulsome discussions on a number of topics related to PD and support. There were suggestions for the board including, paid time to complete mandatory OCT training, including paid time for Occasional Teachers; PD and support for FSL; Math, in particular support for de-streaming; non-STEM subjects.

Two members, including me, participated in the ESO conference in April. Although there had been hopes that it would be in person, it was held virtually through ZOOM. The conference focused on equity, racism, and allyship with plenary speakers from the indigenous community.

After several attempts to find workable dates, we successfully held the provincial Racial Justice workshop after school on April 20th. Although the learning would have been much deeper had we been able to hold it in person, we were able to open it to other affiliates and districts across the province. This allowed us to gain a greater range of experiences and understanding and we critically examined our perspectives about race, racism, and white privilege and how to actively and safely be an ally through practical steps to interrupt and challenge everyday racial discrimination.

We are looking forward to our next provincial workshop on May 12 at 4pm, Equity in Practice. This workshop will also be held virtually and will give educational workers the tools and resources that will lead to positive change in the world around us. We will examine issues of power and privilege that challenge thinking and acquire strategies that ensure our practices are equitable and our workplaces are inclusive. Register at this link:

https://forms.office.com/pages/responsepage.aspx?id=HSWXsYl6b0uZvZ_WBrJIKK74DI1Hs5BNhsr5_LhSem5UNUZZVzhHVVBGRFBRNVdNNIAyUDVPSExJMC4u

EQUITY IN PRACTICE WORKSHOP

When: Thursday May 12 @ 4 p.m.
Where: online from wherever you are
To join us, please register at this link.



Door Prizes!!!

This transformative workshop gives educational workers the tools and resources to be the tipping point that will lead to positive change in our workplaces and beyond. Participants will examine issues of power and privilege that challenge thinking while acquiring strategies that ensure their practices are equitable and their workplaces are inclusive.

 Hosted by OSSTF District 26 - Upper Canada

There are other provincial workshops that we should consider hosting, Allyship and Addressing Anti-black racism.

The committee received a request this year for a mentoring program for new teachers in the district, as a way to support new long term occasional and contract teachers. We are considering how this might work and hoping to have the beginnings of a plan before the end of the school year.

Planning for the 2022-2023 planner is underway. If you have not yet completed the planner survey please do. We would like input from everyone, even if you don't use it. The link for the survey is here: https://forms.office.com/pages/responsepage.aspx?id=a_XIPA53f0-fkfw0e4d6WgSlkZiVyCxFkUrdC9eZc1dUQ0JTRUNVMDRXVkpVN05JOFZNTIUxQ0o5Si4u

Hopefully we will be able to host in-person workshops next year. We are open to ideas, so if you have ideas, please share, or better yet, consider joining the committee.

Regards, Susan Thorpe (District Educational Services Chair)

14.5 EQUITY AND DIVERSITY CHAIRPERSON REPORT – LISA ELMINOWSKI



2021-2022 ANNUAL REPORT

- Met virtually five times throughout the school year, with a sixth and final meeting scheduled for June.
- Developed stronger ties with OSSTF **Status of Women Committee** at the provincial level by having Alison Dennis liaising between their council and ours. This included:
 - distributing materials from Provincial Office to mark the National Day of Remembrance and Action on Violence Against Women on December 6th
 - attending regional conferences on women's issues, such as sex trafficking in eastern Ontario
 - sharing information on key election platform points that pertain to female-dominated careers and areas of concern
- Hosted two workshops with Dr. Andrew B. Campbell on "**Becoming a Champion of Equity & Diversity**" and "**Growing in Cultural Competence.**"
- Ran a virtual presentation with the **Canadian Arab Institute** to bring awareness to anti-Arab racism and the way that allies can help eliminate this form of discrimination.
- Consulted with Dan McRae, **UCDSB Principal of Equity & Inclusion**, regarding their mandated student and staff **equity climate surveys** rollout plans, goals, and transparency.
- Supported the **Canadian Labour Council** by sponsoring two tables at their annual International Women's Day dinner.
- Continued the **CfED Student Grad Award** (certificate and lapel pin), given to two students per school for their work in supporting equity and diversity in the school community.
- Moved to rename this committee to the "**Equity, Anti-Racism, and Anti-Oppression Committee**" to align with the new equity role as designated by OSSTF provincial.