

APPENDIX C

District AGM May 4, 2025

REPORTS OF OFFICERS

1. TBU President Report – Tanya Crosbie
2. Occasional Teachers’ President Report - Elaine Warner-Laxton
3. PSSP President Report – Carol-Ann Fox
4. District Officer Report –Kathi Poirier
5. Equity, Anti-Racism and Anti-Oppression Officer Report – Lisa Elminowski
6. Communication and Political Action Chair Report – Amber Reid
7. Educational Services Chair Report – Sam Lindsay
8. Services Review Committee

1. TBU PRESIDENT REPORT – TANYA CROSBIE

Submitted by Tanya Crosbie

Moments of Celebration for the 2024-25 School Year

- Settled the Simultaneous Instruction to Students in Classrooms, Synchronously Online and Asynchronously in Mainstream Schools grievance, resulting in 3 additional paid leave days for members who worked in mainstream schools from 2020-2022.
- Settled the Cameras in the Classroom grievance, resulting in solid language indicating that the board shall not use cameras to monitor employees' behaviour or use AI to monitor the cameras.
- Settled two medical accommodation-related grievances, resulting in positive outcomes for two members. There have also been related conversations regarding medical accommodations in general and the process, which has led to improvements in this area and has assisted several members in obtaining the needed accommodations.
- Settled three grievances in relation to appropriate grid placement for tech experience, resulting in proper placement and retroactive pay for impacted members.
- Developed a good working relationship with HR and the Superintendent of HR that has assisted our bargaining unit in making small steps forward
- Effectively reduced the degree of discipline for three members and, in two situations, eliminated formal discipline for the members.
- Prevented UCDSB from implementing changes that would indirectly discriminate against certain employees.
- Ensured a few members who completed additional work were compensated appropriately.
- Worked with the board to correct overall general issues with revised sick leave deductions.
- Remedied oversights in staffing caused by the cyber incident for four members.
- Worked with the board to ensure there is a confidential process for members to use their chosen name instead of their dead name for hiring and staffing processes.
- Came to an agreement with the board on the parameters of baseline testing and the process to address concerns.

- Successful at putting a stop to Administrators asking for Progress Reports and Mid-Term Reports to be handed in earlier than a reasonable timeframe.
- Had access to Electude Software reinstated for Tech teachers.
- Held four successful new member socials.
- Worked with the District Organizing Team to collect letters of solidarity.

Significant Issues Still Being Addressed

SST/SST Lift

Besides the ongoing arbitration related to SST and LNR in the Library, there continue to be ongoing infractions to our arbitration awards, various new aspects related to workload infractions, and overstepping of roles. We have met with UCDSB three times to discuss establishing a path forward and reaching a middle ground on these significant matters, along with numerous times mentioning to the Director, Superintendents and HR that we, OSSTF, are interested in ending this ongoing matter. UCDSB has been interested in our suggestions but has yet to take any steps to close the gap.

Special Education Changes

The board has attempted to apply elementary-level strategies to special education programming for complex-needs students this school year, which has resulted in much chaos, frustration, and increased workload on OSSTF and CUPE members. We have met with UCDSB to discuss these matters, but they still want to pursue this model.

Promotion of Grade 7 & 8 Students to SST or SST Lift

This year, a few schools have seen students from grade 7 or 8 being “promoted” to SST or SST Lift classrooms. These students have presented significant academic and/or behavioural challenges at the elementary level, and as a solution, they are “promoted” to SST or SST Lift. This has created various issues at the school and is not addressing the needs of the students. CUPE, ETFO and OSSTF are working together to address this matter and try to put a stop to it.

Credit Integrity and Growing Success

The board continues to pressure educators to reduce academic standards, offer credit recovery when it is not educational sound to do so, distribute credits for little to no academic work, and inflate grades. We have tried to address this matter at all levels on repeated occasions with no avail. A grievance has been violated where a clear violation of Growing Success did occur. Working with the District Organizing Team continues in this area, and there will be a meeting with the Director on May 6.

Attendance Management Program Rollout

Although there have been many follow-ups from our side on being involved in establishing the Ministry of Education-directed Attendance Management Program, there has been no progress or willingness from UCDSB to involve OSSTF. The Attendance Management Program is to be in place by September 2025.

No Extracurriculars Before School

Last September, UCDSB decided that schools were not allowed to offer extracurriculars before 8 am in hopes this would encourage students to adopt better sleep hygiene. This matter has been ongoing over the year and has created various complications in what and how extracurriculars are offered at schools. Lobbying continues in this area, and we hope to involve parents and community members in lobbying the school board.

THANK YOU

A big thank you to Alison Dennis, our TBU Chief Negotiator, and Kathi Poirier, District Officer, for all their work this school year to help us achieve the various moments of celebration, defend our collective agreement and rights of members on a daily basis, and advocating for change in education. I also wish to thank our TBU Executive for this work and input that helps shape our bargaining unit's direction.

2. OTBU PRESIDENT REPORT – ELAINE WARNER-LAXTON

May 2025

Well, another year has slipped by, but it has never been boring! We started the new year with a new Collective Agreement and a new round of frustrations:

- a) The persistent hiring of unqualified people to supervise classrooms instead of using professionally trained and accomplished teachers has been the bane of my existence all year. And though the Agreement says that the Board must provide the details around these hirings, they are refusing to do so and demand specific days and specific examples. The grievance goes on...
- b) The UCARRIS system and the use of preferred lists also contributes to this problem. Schools appear to give up searching for a teacher if their “regulars” aren’t available. I try to keep track of the UCARRIS use, but it seems spotty, incomplete, and inconsistent. My goal has always been to make sure that members who want to work, get the work and as often as they wish. I certainly know of some for whom this is not happening.
- c) The third issue is the use of the Office Administrator instead of the VP to organise, contact, and sort the daily work. It is not part of the OA’s responsibility or job description, and it should be management's responsibility, not another unionised worker, to assign and to manage this work.

Add to the mix of this, the lack of seniority in hiring for LTO’s and Permanent positions, the increasing violence in our schools, the too-full classes, the lack of needed support by education workers, and the seemingly steady drop in credit integrity and it really does seem sometimes to be a battle that will go on forever.

On the other and more positive side, it has been wonderful working with my OSSTF members and colleagues. Their passion and their enthusiasm give me the reason to keep trying. As the motto says: “Let us not take thought for our separate interests, but let us help one another.” And the strength, persistence, and dedication of each of us and our union are those things that get me up every morning with renewed resolve.

As always, I invite you to get involved and to participate. And know that you are not alone. Ring me. Email me. I am here to do whatever I can.

Respectfully submitted,

Elaine Warner-Laxton

3. PSSP PRESIDENT REPORT – CAROL-ANN FOX

Highlights 2024/2025 - Grievances

- **1 Failure to Hire:** Hearing scheduled for March 31, 2027.
- **1 PSSP Grievance:** Proceeding to arbitration on November 27, 2025.
- **1 SLP Grievance:** Hearing on June 4, 2026.
- **2 Grid Placement Issues:** Resolved.

Highlights 2024/2025 - Member Appreciation & Wellness Initiatives

- Charcuterie Night
- Comedy Night
- Christmas Gift Cards
- PSSP Mugs & Sweatshirts
- Halloween Event at Saunders Farm

Highlights 2024/2024 - Successes

- Full complement of PSSP members and executive team in place.
- Pay Evaluation underway.
- Job Evaluation discussions progressing.
- Special focus on SLP and Psychometrists for Pay Evaluation.

Highlights 2024/2025 - Job Evaluations (JJEC Process)

- **Job Classes Being Evaluated:**
 - BCBA
 - Indigenous Graduation Coach
 - SELW
 - Speech-Language Pathologist (comparison of old vs. new role)
- **JJEC Structure for 2024/25 Cycle:**
 - **Co-Facilitators:** Kathi Poirier, Penny Raabe
 - **Joint Steering Committee:** Steve Newstead, Kathryn Stewart, Chris Boulay, Shelley Ridell
 - **JJEC Team:**
 - *UCDSB Members:* Brandi Charman, Julie Simonds, Sarah Crawford
 - *PSSP Members:* Kim Matte, Louise Mulder, Sheri McMullen
 - *Alternates:* Named for both groups
 - **Evaluators:**
 - Indigenous Grad Coach – Julie Jacobs
 - SELW – Karen Biggs, Shannon Peace
 - BCBA – Cristin Shanahan, Danielle Weiss
- **Note:** SDC under review for potential evaluation in this cycle.

Highlights 2024/2025 - Staffing Update

All positions fully staffed, including:

- SSC (+3 temporary)
- SLPs
- Behaviourists
- Psychometrists
- SDC
- SELW
- Psychologists
- Indigenous Grad Coach
- ABA Specialists

Goals for 2025 - Professional Development (PD)

- Workshops offered both virtually and in-person.
- Topics include:
 - Addressing Anti-Black Racism
 - Boundary Issues
 - Classroom Management
 - Resilience
 - Cyberbullying
 - Equity
 - Mental Health
 - Motivational Interviewing (by CAMH)
- Free for groups of 20+, with a completed contract due one month in advance.

Goals for 2025 - Training

- **Clinical Training:** Gather input from PSSP membership.
- **Membership Engagement:** Explore new formats and events such as:
 - Goat Yoga
 - Sugar Bush Family Breakfast
 - Paint Night
 - Improved locations, morning sessions, snacks, prizes

Goals for 2025 - PSSP Visibility in Schools

- **Promotional Video:**
 - Showcasing PSSP members and their roles.
 - Featuring testimonials from staff who have benefited from PSSP support.
 - Target audience: Parent Advisory Groups.

Carol-Ann Fox, President District 26, PSSP

4. DISTRICT OFFICER REPORT – KATHI POIRIER

LTD

In regards to LTD Renewal March 1st, 2025 – no rate change. Access to LTD has been approved for a handful of our membership this year. Members are encouraged to engage with the Early Intervention program to help navigate prolonged absences, return to work and, if needed, bridge to the LTD program. 15 members were contacted this year by the program as of early March.

Return to Work

Robb Bowman (West) and Patti McNamee (East) continue to be our board liaisons for accommodation and return to work. When sharing information with these board specialists it is important that District 26 is cc'd in the email.

Members need to remain vigilant when submitting medical documentation. Full disability does not require an explanation of limitations. Medical professionals can share diagnosis and abilities, but cannot direct specific teaching sections. Members should be painting a clear picture of what their abilities allow them to do. Reaching out to the District for direction is encouraged.

SEB plans

Maternity and Parental leaves continue to be accessed with regularity by membership. Members will continue to be encouraged to reach out when they are ready to start working through the nuances of accessing SEB plan leaves. There has been interest in Compassionate Care leave and access to top up, but no member has accessed the program at this point in the year.

AMPA

March 7-10th saw 10 members of our bargaining units travel to Toronto to elect a new Provincial Executive. Martha Hradowy became our new President, the first non-teacher worker to be elected to the position in our union history. Adrienne McEwen was elected to the position of Ontario Teachers' Federation Governor.

Provincial finances were front and center, with a decision to slash all provincial spending by 18%, freeze both international travel and creation of new committees as well as calling for a forensic audit of finances to happen in the next business year.

Pre-AMPA was hosted by District 25 in Ottawa.

Member Engagement/Mobilization

2024/25 began with New Member Engagement gatherings in local establishments in order to “meet membership where they are”. The new initiative created a relaxed atmosphere for members to meet each other and ask questions.

CPAC hosted an autumn Hallowe'en gathering at Saunders Farm and a comedy night at Absolute Comedy in the spring.

A double election year is rare occurrence. During the provincial election our District Poll Parties were a way to engage membership and “get out the vote”. Canvassing, call centers and communication with our members were key elements to our District initiatives.

Liaison to Bargaining Units

PSSP: Executive Meetings, LMM and member support. Member engagement “Charcuterie Night”, member appreciation and general assistance.

OTBU: Benefits questions, direction to bargaining unit president. EAAO training day.

TBU- Accommodations, leaves, meetings etc. EAAO planning.

Board Committees and Meetings

Joint Health and Safety Committee

Participation on the JHSC has allowed a continued push to change how we report and review harassment and violence in schools. Presenter for fall training sessions for Site Health and Safety Reps. Heard feedback that presentations need to be more engaging. Systematic/board response to issues continues to be measured. Affiliate Co-Chair William Morris will be stepping away from the committee as his position with CUPE was won by another member. A new affiliate co-chair will be selected by the affiliate group.

Heating issues at several sites this winter.

Ministry of Labour visit at Char-Lan D.H.S. participant. School Risk Assessments (Participant at CCVS). JHSC Site visits completed.

Mental Health & Employee Well-Being Steering Committee

Staff climate survey has been the focus of this year’s work. Chad Brownlee, superintendent, retiring seemed to have slowed the work of the committee. Concerns regarding percentage of membership seeing or experiencing harassment in the workplace was an area of concern that has become a focus.

Event Subcommittee

Planning for a system wide event continues. High response to the “2024 Upper Canada Village” event. Date of June 7th selected for 2025 event.

5. EQUITY, ANTI-RACISM, AND ANTI-OPPRESSION OFFICER REPORT – LISA ELMINOWSKI



Co-Chaired by:

Human Rights Officer, Divina Hogan

Status of Women Officer, Becky Clarke

Equity, Anti-Racism, & Anti-Oppression Officer, Lisa Elminowski

- EAAO reps from each Bargaining Unit attended the Regional EAAO Conference in December to network with other Districts in our area and set a strategic plan for the year to come.
- Purchased and distributed posters to schools to commemorate the Dec.6 Montreal massacre and raise awareness about violence against women.
- Distributed posters and announcements to recognize International Women’s Day, as well as sponsoring a table at the Cornwall Labour Congress’s dinner event.
- Participated in the Anti-Black Racism workshops hosted by D25 (Ottawa-Carleton)
- Offered equity training for interested OTBU members on the April PD day.
- Recruited TBU equity reps at each worksite to have a contact specifically for equity-based concerns; training May 13.
- Hosting a virtual workshop with Harmony Movement for OTBU equity workshop participants, TBU equity reps, all PSSP members, and book club participants on May 28.
- District & OTBU Status of Women Officers attended the Provincial Status of Women Conference the first weekend in May.
- “Coaching for Equity” book club followed up on last year’s learning and is morphing into an informal equity support group for staff members.
- Continuing to offer two grad certificates per school and one \$500 scholarship from the District for students who demonstrate strong DEI values and practices.
- Distributed Moose Hide Campaign pins and resources to schools.

Many thanks to all committee members for a productive year!

D26 PRIDE EVENTS

We have sponsored several events within our district – please join us!

May 15 @ Perth: Queer Connection Lanark presents “There’s a Place for Me Here,” a documentary about the local 2SLGBTQIA+ community.

June 1 @ Gananoque: Pride march and vendor fair at the Gord Brown Memorial Outdoor Arena, starting at 11:30am

June 1 @ Kemptville: North Grenville parade and community fair at Kemptville Campus, starting at 10:30am

June 1 @ Brockville: Pride parade and celebrations at Hardy Park, starting at 11am

June 7 @ Russell: flag-raising ceremony at Town Hall (Embrun), starting at 10am, with a screening of “The Fruit Machine” to follow.

July 19 @ Cornwall: Diversity Cornwall’s Pride parade and festival at Lamoureux Park, starting at 11am



6. COMMUNICATION AND POLITICAL ACTION OFFICER REPORT – AMBER REID

As a brand new Chair of CPAC, it has been a whirlwind of a year! Responding to snap elections, getting involved in the organizing committee work, and planning member engagement events has been challenging and rewarding.

At the beginning of the school year, CPAC planned a highly successful event at Saunders Farm. We had a good turnout and members who attended gave us positive feedback about the location and activities. It was family-friendly and outdoors, with so much to explore!

In regards to political action, our committee was busy throughout the year. We showed up to support the Canada Post workers on the picket line and engaged members leading up to the provincial election, both through a 'Call Hub' event as well as through 'Early Voting' get-togethers in three locations across the board. Even if the result did not go the way we were hoping, it was great to see members going out to vote and getting engaged.

CPAC worked with the Regional Organizing Committee to discuss issues that have been top of mind for our members. In particular, discussion around credit integrity and mental health of students was the focus. We met with other members from across the province at the regional conference, and engaged in several organizing activities (call-outs; gathering signatures for petitions, and door knocking). This gave us a wider scope of the issues that other districts are facing, and how similar the struggles are across the province in regard to the lack of proper funding for public education. This work will continue in the 2025-26 school year.

Our final event was an adult-only night out for members at Absolute Comedy in Ottawa. This was not as well attended as our previous comedy night, which could be an indication of just how busy and burned out many of our members are at this time of the year. Despite the smaller number, we had a great time letting off some steam and having a laugh. We will continue to keep this event in mind for the coming years.

Cpac will have one final dinner and meeting in June, and I look forward to continuing to work to engage members, both in the work of the union as well as in issues that are important to our profession and communities.

Amber Reid (She/Her)
Chair- OSSTF-District 26, CPAC

7. EDUCATIONAL SERVICES OFFICER REPORT – SAM LINDSAY

For the 2024-25 school year our committee focused on teacher engagement and appreciation. This year, our committee included 14 dedicated members from both the TBU and OTBU, representing 8 different schools across the district. This diverse representation brought a variety of perspectives to the table and helped guide our planning around events, workshops, and member appreciation initiatives.

In October two of us attended the Educational Services Officers (ESO) Conference which had a focus on Educational Services Officer training. This was a good conference to attend in my first year as Chairperson. A recommendation was made to Provincial to extend the registration timeline to allow more committee members the opportunity to attend.

Our committee organized a Trivia Night for the start of April at 3 different locations across our district to boost connection and camaraderie. While we were excited about this initiative, unfortunately, we had to cancel the events due to low engagement. We see this as an opportunity to revisit the types of social and wellness events that best meet our members' needs and preferences going forward.

We are excited to be offering a professional development opportunity on May 30, 2025, at the OSSTF D26 Office. This event will be open to 20 members and will include a series of workshops and networking opportunities focused on The Science of Learning and Managing Conflict. We look forward to seeing members take part in this in-person day of learning and connection. Please see the attached poster for more information.

To show our appreciation of our membership, we have ordered custom D26 Educational Services lunch utensil kits to be distributed for Teacher Appreciation. This small but practical gesture is a way to say thank you and to remind members that their hard work does not go unnoticed.

We are currently organizing next year's agenda planners, which continue to be a popular and useful resource among members. To help offset costs, we are asking for a \$5 donation from members who wish to receive a planner.

Our final committee meeting will take place in June, where we will debrief and begin preliminary planning for 2025–2026. We are always looking for fresh perspectives and new energy—if you're interested in helping shape professional development and member engagement in our district, we encourage you to join us next year.

Thank you once again for your support and participation throughout the year. We look forward to continuing this important work together.

In solidarity,
Samantha Lindsay
Educational Services Chair

DISTRICT 26
OSSTF/FEESO
EDUCATIONAL SERVICES

The Science of Learning & Conflict Management

PD DAY Training Workshop

● 30th May, 2025 ● D26 Office Kemptville ● 9am-2pm

20 spots available!

Register via link in email 

8. SERVICES REVIEW COMMITTEE 2024-2025 REPORT

Introduction

The Services Review Committee (SRC) was formed this school year as per Bylaw 15, as established by the most recent Annual General Meeting. This committee has been expanded to envelop the role of the Finance Committee in following with recent changes to the District 26 constitution. The SRC has worked this year to make a plan of recommendations to the District Executive, focusing on efficiencies and member engagement.

The SRC has consulted with various parties in an effort to make informed and reasonable recommendations. This includes liaising with other Districts with similarities to District 26 in terms of

membership, District structure, and geography. The District Executive was also consulted in an effort to gain an accurate understanding of the current challenges facing D26.

The SRC undertook a thorough examination of District structure, budget, and operations and have deemed the below recommendations as priorities for this school year. The SRC continues to convene in an effort to discuss matters important to the membership and effective functioning of the District so that they may be considered in future years.

Recommendations:

As per bylaw 15.4. *“The Services Review Committee shall examine and make recommendations on:*

15.4.1.1 ways of encouraging members to work at the District or within its committees and

15.4.1.2 meeting mechanisms:

- Hybrid Meetings
 - We recommend that the district executive, branch stewards, CBC, and all committees move exclusively to hybrid meetings or fully virtual meetings;
 - The use of hybrid/virtual meetings will result in cost savings to the district through a reduction in mileage claims;
 - Offering of hybrid/virtual meetings may encourage more members to become involved in union matters through the elimination of lengthy drives;
 - Provincial support may be accessed to provide technology to support these types of meetings.

15.4.1.3 level of financial assistance available:

- We have no recommendations at this time, as this was not determined to be a priority by the SRC for this year. It may be reviewed in future.

15.4.2 any efficiencies that could be found within the current District 26 structure:

- Budget line 5426: Pension and Benefits Workshops
 - As OTIP, Ed Financial, OTPP, and other services are providing their own workshops, it is a replication of services to have D26 offering specific workshops as well. We recommend that this budget line be removed;
 - We also recommend that targeted retirement counselling fall into the role of the District Officer.

15.4.3 system of time release for officers of the District:

- We have no recommendations at this time, as this was not determined to be a priority by the SRC for this year. It may be reviewed in future.

15.4.4 level of remuneration, including travel remuneration, paid to officers, employees, and members of the District:

- Budget line 5160: District Exec's Union Work
 - We recommend the removal of this budget line in an effort to save money for the district and to better align with districts similar in composition to D26.
- Budget line 5621: TBU Executive Honorarium
 - We recommend the removal of this budget line in an effort to save money for the district and to better align with districts similar in composition to D26.

15.4.5 Finances:

- Budget line 5540: Financial Committee
 - As this committee no longer exists, we recommend this line be removed.
- Budget line 5657: TBU Member Support
 - We recommend the removal of this budget line due to inactivity.
- Budget line 5680: TBU Media
 - We recommend the removal of this budget line due to inactivity.
- Bank Accounts
 - We recommend that the District join banking services with Provincial OSSTF to save on banking fees, as has been previously offered;
 - This recommendation has already been actioned.

15.4.5.1 make recommendations to District Executive regarding proposed changes to allowable expenditure guidelines, constitution, and/or budget:

- Budget line 5919: OT Succession Planning
 - We recommend this line be reduced to \$1,000 to better align with its actual use.
- Donations
 - We recommend the following constraints on charitable donations:
 - Committees/members wishing to make donations from District 26 funds would be required to fill out a Donation Recommendation form indicating rationale and justification for money requested;
 - Groups receiving donations from D26 provide education regarding their mission to district exec and/or membership (presentation, etc.).
- Overages
 - We recommend that any unapproved overages from any budget lines shall be deducted from that budget line for the following year;
 - Example: Line 5449: OTBU PD fund and Line 5660: TBU executive training.
- Reserve Fund
 - We recommend that the Operating Reserve Fund shall not exceed 50% of the annual operating expenses;

- We recommend that the Strike Contingency fund shall not exceed \$50,000;
- We recommend that the Succession Training and Extraordinary Expense Reserve Funds shall not exceed \$20,000 each;
- We recommend that the Furniture and Equipment Reserve Fund shall not exceed \$10,000;
- We recommend that should the contingency and reserve funds exceed their maximum allotted amounts, the district executive considers that a special fund be created for the following fiscal year that allows branches/OTBU to submit special project funding proposals to be approved by District Council **and/or** the funds be directly returned to the membership.

15.4.5.2 ensure expenses and reimbursement are consistent with allowable expenditure guidelines, the constitution and approved budget line descriptions.

- Office Expenses
 - We recommend that office expenses be monitored over the next few years as they become more stable to allow for better budgeting and improved efficiency in the future.

15.4.6 issues forwarded to the committee, from any committee, body, board, or unit within the District

- There were no issues forwarded to the committee this year.

Conclusions

The members of the SRC believe that these recommendations will benefit the District and membership by simplifying the budget, providing more opportunities for engagement to members, and providing more funding where it is needed. We ask that each recommendation be carefully considered. As a permanent standing committee, the SRC will continue to meet and work to fulfill its mandate.