

**DISTRICT 26**  
**ANNUAL GENERAL MEETING**  
**Thursday, May 2, 2024**  
**North Grenville Municipal Centre, Kemptville, ON**  
**6:15 PM**

## Minutes

Pre-AGM – Door Prize Draws

1. The meeting was called to order at 6:30.
2. Welcome and Tracy Marshall in the chair
3. OSSTF Pledge / Motto
4. Anti-Harassment Statement was read by Tanya Crosbie
5. Land Acknowledgement was offered by Lisa Elminowski
6. Approval of Agenda [RES – PROC-2024-01]
7. Educators Financial – Edward Gougeon explained that Educators’ Financial is operated by OSSTF and invited members to contact him if they wanted information about their personal finance needs.
8. Approval of Appendix A - Minutes of the District AGM of May 4, 2023 [RES – PROC-2024-02]
9. Business Arising from Minutes of the District AGM of May 4, 2023. None was noted.
10. District Executive 2024-26
  - 10.1. Presentation of Acclaimed Candidates for District Executive. All accepted their nominations.
  - 10.2. Presentation of Contested Position –  
District Officer Jadvinder Bhathal  
Erin Thibodeau  
Kathi Poirier  
Human Rights Officer Divina Hogan  
Thomas Hopkins  
Health and Safety Officer Henry Looyen  
Susan Thorpe
  - 10.3. Bargaining Unit Executives- All were acclaimed.
  - 10.4. Voting Process – Tanya Crosbie explained the ranked ballot voting system that will be used.
11. Report of Provincial Executive – Martha Hradowy
12. Awards Presentation
  - 12.1. District Awards
  - 12.2. Roll call of retirees 2023-24
  - 12.3. Roll call of 25-Year Service Pin recipients
13. Constitutional Amendments & Other Resolutions
14. Report of Treasurer and Presentation of the 2024-2025 Budget Appendix B [RES-BUDG-2024-01 & RES-BUDG-2024-02]
15. Reports of the Officers (Written reports - questions only):
  - 15.1. TBU President
  - 15.2. OTBU President
  - 15.3. PSSP President

- 15.4. District Officer
- 15.5. Health and Safety Officer
- 15.6. Equity, Anti-Racism, and Anti-Oppression Officer
- 15.7. Communication and Political Action Committee Chair
- 16. Other Business
  - 16.1. CPAC Photo Contest Winners
- 17. Adjournment

**DISTRICT 26  
ANNUAL GENERAL MEETING  
Thursday, May 2, 2024  
North Grenville Municipal Centre, Kemptville, ON  
6:15 PM**

**DRAFT MINUTES**

**1 CALL TO ORDER at 6:30**

**2 WELCOME**

**Head Table:**

Tracey Marshall, Executive Assistant, OSSTF (Chair)

Alison Dennis, District President

Adrienne McEwen, TBU President

Stephanie Sheeler, PSSP President

Naomi Safir, District Treasurer

Martha Hradowy, Vice-President, OSSTF

Elaine Warner-Laxton, OTBU President

Tanya Crosbie, District Officer

Louise Lanctot, District Secretary

**Other Executive Members:**

Kathi Poirier, District Vice-President

Divina Hogan, CPAC Chair

Becky Clarke, Status of Women Officer

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

Susan Thorpe, Health & Safety Officer

Pamela Linklater, Education Services Chair

Thomas Hopkins, Human Rights Officer

**3 OSSTF PLEDGE/MOTTO**

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.

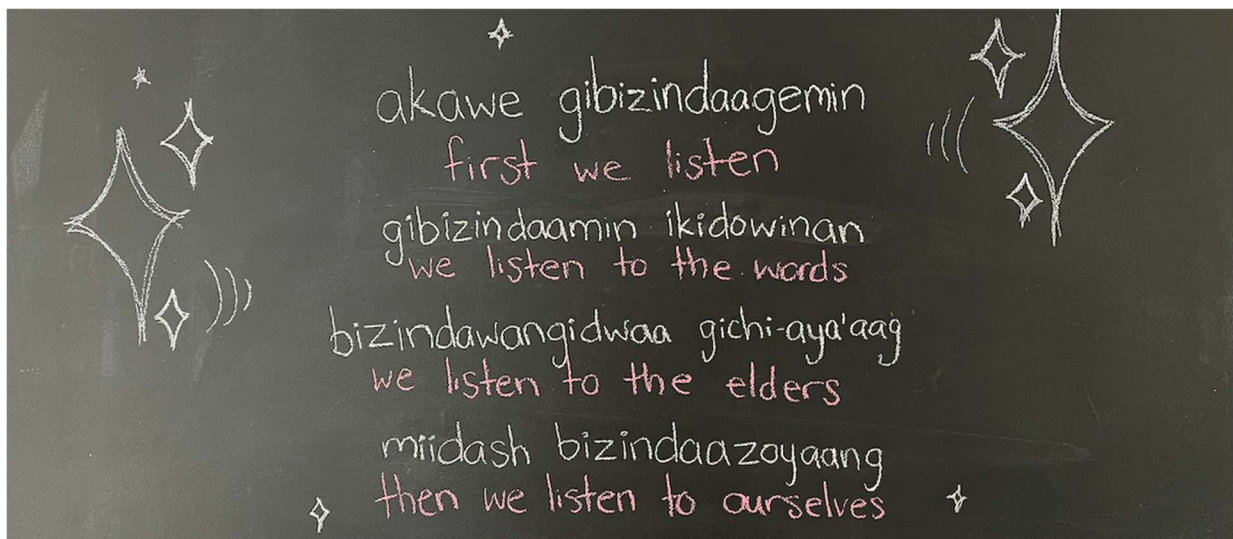
OSSTF/FEESO is committed to strengthening member solidarity and takes seriously its own responsibility to ensure that members are treated with respect and dignity at all provincially

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, 2023-2024 is Tanya Crosbie, cell phone 613-802-9818.

## 5 LAND ACKNOWLEDGEMENT

OSSTF District 26 acknowledges and thanks the Haudenosaunee and Anishinabek people of this territory, and the other First Nations, Métis, and Inuit peoples residing on this land, for sharing your ways so that we may come together in a good way. Beyond a land acknowledgement, we encourage all non-Indigenous peoples on these lands to learn the treaties & their stories, to support the struggles of the peoples whose lands we are on, and to celebrate the achievements of the various First Nations, Métis, and Inuit peoples.



## 6 APPROVAL OF THE AGENDA

BIRT the agenda be approved with the following changes:17:Don't shortchange our students and 18 Adjournment

Moved by : Pamela Linklater

Seconded by: Jesse Langevin CARRIED

**PROC-2024-01**

7 **EDUCATORS FINANCIAL** – Edward Gougeon explained that Educators’ Financial is operated by OSSTF and invited members to contact him if they wanted information about their personal finance needs.

8 **APPROVAL OF APPENDIX A - Minutes of the District AGM of May 4, 2023**

BIRT the minutes of May 4, 2023 be approved.

Moved by: Pamela Linklater Seconded by: Becky Clarke CARRIED

**PROC-2024-02**

9 **BUSINESS ARISING FROM THE MINUTES OF THE DISTRICT AGM OF MAY 4, 2023**  
None were noted.

10 **DISTRICT EXECUTIVE 2024-26**

10.1 **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:*

<b>District Executive</b>	
President	Pamela Linklater
Vice President	April Richmire
District Officer	<b>Contested</b>
Secretary	Wendy McFarlane
Treasurer	Naomi Safir
Educational Services Committee Chair	Samantha Lindsay
Equity, Anti-Racism, and Anti-Oppression Officer	Lisa Elminowski
Status of Women Officer	Becky Clarke
Human Rights Officer	<b>Contested</b>
Communications and Political Action Chair	Amber Reid
District Health and Safety Officer	<b>Contested</b>

10.2 **Presentation of Contested Position – Speeches by the candidates**

District Officer Candidates	<b>Jadvinder Bhathal</b> <b>Erin Thibodeau</b> <b>Kathi Poirier</b>
Human Rights Officer Candidates	<b>Divina Hogan</b> <b>Thomas Hopkins</b>
District Health and Safety Officer Candidates	<b>Henry Looyen</b> <b>Susan Thorpe</b>

10.3 **Bargaining Unit Executives** for 2024-2026, as reported by the Bargaining Units:

<b>Teacher Bargaining Unit</b>	
President	Tanya Crosbie
Vice President (2 positions)	Brandon Boivin Brandon Coleman
Secretary	Erin Thibodeau
Treasurer	Jesse Langevin
Chief Negotiator/Contract Maintenance Officer	Alison Dennis
Grievance Officer	Alison Dennis
Equity, Anti-Racism & Anti-Oppression Officer	Kafui Kumahor
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>	<b>TBD</b>
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>	<b>TBD</b>

<b>Occasional Teacher Bargaining Unit</b>	
President	Elaine Warner-Laxton
Vice President	Thomas Hopkins
Secretary	<b>Vacant</b>
Treasurer	Louise Lanctot
Chief Negotiator	Louise Lanctot
Grievance Officer	Louise Lanctot
Health & Safety Representative	Susan Thorpe
Education Services Representative	<b>Vacant</b>
Communications & Political Action Representative	Ralph Wightman
Equity, Anti-Racism, and Anti-Oppression Officer	Thomas Hopkins
Status of Women Officer	<b>Vacant</b>

<b>Professional Student Services Personnel (NOTE: Term length is 2024-25)</b>	
President	Carol-Ann Fox
Vice President	Kathryn Stewart
Secretary	Allison Argue
Treasurer	Shannon Peace
Chief Negotiator	Stephanie Sheeler
Grievance Officer	Stephanie Sheeler
Health & Safety	Kim Matte
Equity, Anti-Racism, and Anti-Oppression Officer	Josee Marleau
PSSP Members-At-Large	Karen Biggs Sheri McMullen Carrie White Beth Larocque

10.4 **Voting Process** – Tanya Crosbie explained the ranked ballot voting system that will be used.

## 11 REPORT OF PROVINCIAL EXECUTIVE – MARTHA HRADOW

Martha highlighted three items:

1. The connecting with our communities-OSSTF will be hiring six community engagement workers.
2. OSSTF shares the feelings associated with world events. Every member deserves to be free from oppression. The Federation is committed to our anti-oppression work. We are engaging in a demographics research project to determine if there is a disparity in the discipline within groups of our members.
3. Violence in the workplace is a significant issue. There is a study of violence in all schools from K to 12. It is a severe issue and OSSTF has the data to back up the campaign with other affiliates in hopes of making changes to the Occupational Health and Safety Act.

## 12 Awards

- 12.1 Marjorie Laphen Award of Merit: **Brandi Donovan**  
Inclusive Educator Award: **Jennifer Onstein**  
Gordie Award: **Jesse Langevin**  
The Volunteer Recognition Award: **Jeffrey Crooke**  
New Member Award: **Naomi Safir** and **Maverick Wills**  
Rhonda Kimberley-Young Award: **Divina Hogan**  
Kris Ross Award: **Adrienne McEwen**  
Unsung Hero of Upper Canada Award:
- **Kevin Bell**, *North Dundas DHS*
  - **Devin Boje**, *North Dundas DHS*
  - **Natasha Charpentier**, *Almonte DHS*
  - **Connie Coleman**, *North Grenville DHS*
  - **Rob Goodbun**, *Almonte DHS*
  - **Erika Gravel**, *North Dundas DHS*
  - **Natalie Gravel-Groulx**, *North Dundas DHS*
  - **Stephen Henderson**, *North Dundas DHS*
  - **Mythili Kalyanasundaram**, *Almonte DHS*
  - **Dan Hickey**, *Almonte DHS*
- Tracey Moffatt**, *Char-Lan DHS*
- **Jennifer Onstein**, *North Dundas DHS*
  - **Kathi Poirier**, *North Dundas DHS*
  - **Eric Young**, *Almonte DHS*

Award of Merit: **Adrienne McEwen**, *District Office*

### 12.2 Roll Call of Retirees 2023-24

Kevin Bell	Cara Fleming	Alain Roy
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<i>North Dundas DHS</i>	<i>Perth DCI</i>	<i>North Grenville DHS</i>
Caroline Bergeron <i>Thousand Islands SS</i>	Jevon Groves <i>North Dundas DHS</i>	Blake Seward <i>Smiths Falls DCI</i>
Derrick Byrd <i>North Grenville DHS</i>	Dan Hickey <i>Almonte DHS</i>	Cynthia Schwartz <i>Seaway DHS</i>
Barry Brown <i>Cornwall CVS</i>	Ron Holla <i>Vankleek Hill CI</i>	Anne Walker <i>Thousand Islands SS</i>
Christine Campbell-Sauve <i>Vankleek Hill CI</i>	James Leach-Weiers <i>Perth DCI</i>	Ina Walker <i>Cornwall CVI</i>
Steven Clarke <i>Thousand Islands SS</i>	Sandra McNeill <i>Rockland DHS</i>	Mark Willock <i>Glengarry DHS</i>
Cheryl Donovan <i>Brockville CI</i>	Douglas Miller <i>Smiths Falls DCI</i>	Jeffrey Wilson <i>Cornwall CVS</i>
Sally Dewey <i>Tagwi SS</i>	Jennifer Murdock <i>North Grenville DHS</i>	
Thomas Dumbrille <i>Thousand Islands SS</i>	Brent Robillard <i>Thousand Islands SS</i>	

### 12.3 25-Year Service Pin Recipients

Katherine Adams <i>Glengarry DHS</i>	Heather Ferguson <i>TR Leger – Carleton Place</i>	Jennifer Onstein <i>North Dundas DHS</i>
Jeffrey Ballantyne <i>TR Leger – Cornwall</i>	Jill Grant <i>St. Lawrence SS</i>	Kathi Poirier <i>North Dundas DHS</i>
Kevin Bellamy <i>Perth DCI</i>	Shelley Hagan <i>Smiths Falls DCI</i>	Jamie Poulin <i>Tagwi SS</i>
Neil Benjamin <i>St. Lawrence SS</i>	Anik Hahn <i>Brockville CI</i>	April Richmire <i>North Dundas DHS</i>
Marc Bergeron <i>North Grenville DHS</i>	Greg Horne <i>Rideau DHS</i>	Blake Seward <i>Smiths Falls DCI</i>
Trena Byrne <i>Vankleek Hill CI</i>	Jennifer Horne <i>Rideau DHS</i>	Jennifer Ryan <i>North Grenville DHS</i>
Tara Campbell <i>North Grenville DHS</i>	Marc Irvén <i>Carleton Place HS</i>	Chantal Seguin <i>Smiths Falls DCI</i>
Jeremy Carty <i>Perth DCI</i>	Julie Jacobs <i>Brockville CI</i>	Jason Sloan <i>South Grenville DHS</i>
Anthony Chellew <i>South Grenville DHS</i>	Mythili Kalyanasundaram <i>Almonte DHS</i>	Rebecca Soudant <i>Smiths Falls DCI</i>
Christine Cicchini <i>Glengarry DHS</i>	James Leach-Weiers <i>Perth DCI</i>	Kelly Stewart <i>Almonte DHS</i>
Connie Coleman <i>North Grenville DHS</i>	Marc Mainville <i>Tagwi SS</i>	Craig Stevenson <i>Tagwi SS</i>
Lisa Collins <i>Gananoque SS</i>	Clancy McDonald <i>Thousand Islands SS</i>	Richard Swann <i>Rideau DHS</i>
Jane Clark <i>Gananoque SS</i>	Lori McDonald <i>Tagwi SS</i>	Sylvie Tremblay <i>Glengarry DHS</i>
Jeffrey Crooke <i>Seaway DHS</i>	Susan McDonell <i>Char-Lan DHS</i>	Anne Walker <i>Thousand Islands SS</i>
Megan Crooke	Justin McNamee	Patricia Warwick

<i>Tagwi SS</i>	<i>Thousand Islands SS</i>	<i>Perth DCI</i>
Sarah Dagg <i>Vankleek Hill CI</i>	Tracey Moffatt <i>Char-Lan DHS</i>	Rhonda Wright <i>Perth DCI</i>
Jason Edge <i>Seaway DHS</i>	Thomas Olvet <i>Rideau DHS</i>	

## 13 CONSTITUTIONAL AMENDMENTS & OTHER RESOLUTIONS

### 13.1 Constitutional Amendments Motions

**BIRT** CON-2024-01, CON-2024-02, CON-2024-03, CON-2024-05, CON-2024-06, CON-2024-07, BYL-2024-01 and BYL-2024-02 be considered en bloc.

**Rationale:** As CON-2024-01 to CON-2024-07, and BYL-2024-01 and BYL-2024-02 all address the matter of making SRC a standing committee and incorporating the Finance Committee roles into the SRC scope, these constitutional motions should be considered together. This will also expedite the process of approval of motions.

Moved by: Alison Dennis

Seconded by: Tanya Crosbie CARRIED

**PROC-2024-03**

**BIRT** the motions contained in the bloc outlined in PROC-2024-03 be approved.

Moved by: Alison Dennis

Seconded by: Tanya Crosbie CARRIED

**CON-2024-01 to CON-2024-07, BYL-2024-01 and BYL-2024-02 have been discussed and endorsed by the TBU and District Executive.**

**PROC-2024-04**

**BIRT** sub-article 14.3 be deleted from Bylaw 14: District Committee Structure.

Article 14: District Committee Structure

~~14.3 The Finance Committee shall consist of: (A.22)~~

~~14.3.1 No fewer than three (3) but no more than five (5) voting representatives, inclusive of the Chair;~~

~~14.3.1.1 Priority shall be given that at least one member of the committee should be selected from each Bargaining Unit within the District;~~

~~14.3.1.2 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;~~

~~14.3.1.3 The District Treasurer shall be an ex-officio member of the Finance Committee.~~

~~14.3.2 The President of the District shall invite all members of the District to apply for membership on this committee.~~

~~14.3.2.1 The District Executive shall appoint members to the committee;~~

~~14.3.2.2 The committee shall elect a chair from amongst its voting members at their first meeting.~~

**Rationale:** The functions of the Financial Committee will be incorporated into the role of the Service Review Committee, as stated in the additional motions. Since its inception, a Financial Committee has not been able to run due to a lack of participation from members. It is hoped by returning SRC to a standing committee and incorporating the core duties of the Financial Committee that this work will get done within District 26.

Moved by: Alison Dennis

Seconded by: Tanya Crosbie CARRIED

**CON-2024-01**

**BIRT** sub-article 15.1 of Bylaw 15: Services Review Committee be amended by deletion.

Article 15: Services Review Committee

~~15.1 The District Executive shall, when it deems so necessary, or when requested by resolution of any committee or bargaining unit within the district, provide for an ad hoc committee known as the “Services Review Committee”. (A.18)~~

The District Executive shall provide for a standing committee known as the “Services Review Committee.”

**Rationale:** This returns the SRC to a standing committee that will be present and operating each Federation year. This will remove the need for the District Executive or Bargaining Unit to request the creation of an SRC to review a matter.

Moved by: Alison Dennis

Seconded by: Tanya Crosbie CARRIED

**CON-2024-02**

**BIRT** sub-article 15.2 of Bylaw 15: Services Review Committee be amended by the addition of “or any other executive”.

Article 15: Services Review Committee

15.2 The committee shall be exempt from the duties and structures of Bylaw 13 and 14. The committee shall solicit necessary information from District Executive **or any other executive** for its deliberations.

**Rationale:** Allows for TBU, OTBU and PSSP Executives to access the Services Review Committee and put in a request to investigate a matter.

Moved by: Alison Dennis

Seconded by: Tanya Crosbie CARRIED

**CON-2024-03**

**BIRT** sub-article 15.3 of Bylaw 15: Services Review Committee be amended as follows:

- The deletion of “The committee shall consist of a maximum of seven voting members” from sub-article 15.3.1 and the addition of “No fewer than three (3) but no more than seven (7)”
- The addition of “current” to sub-article 15.3.1.3
- The deletion of “or member who has sat on an Executive in the last two years”
- The addition of a new sub-article “15.3.3 The District Officer shall be ex-officio to this committee”

Article 15: Services Review Committee

15.3 The committee shall be structured accordingly:

15.3.1 ~~The committee shall consist of a maximum of seven voting members.~~ **No fewer than three (3) but no more than seven (7)** voting representatives, inclusive of the Chair; (A. 21)

15.3.1.2 Priority shall be given that at least one member of the committee should be selected from each Bargaining Unit within the District; (A16)

15.3.1.3 No **current** member of a Bargaining Unit Executive or District Executive, ~~or member who has sat on an Executive in the last two years~~ shall be a voting member of this committee; (A21)

15.3.2 The committee shall elect a chair from amongst its voting members at their first meeting in each Federation year. The chair shall be considered an ex-officio member of District Executive. (A18)

**15.3.3 The District Officer shall be ex-officio to this committee, by default; however, the Services Review Committee may ask the District Executive to appoint a substitute ex-officio member to the committee based on the topic or topics being investigated at the time.**

**Rationale:** These changes to the SRC structure allow for a minimum and maximum number of participants on the committee to be set, prevent current executive members from participating but remove the barrier of prior executive members from participating, and also ensure that the District Officer is present to answer questions and make the SRC aware of Provincial and Local governances, but are not allowed to make motions or vote.

BIRT Section 15.3.3 of CON-2024-04 be amended by addition of “by default; however, the Services Review Committee may ask the District Executive to appoint a substitute ex-officio member to the committee based on the topic or topics being investigated at the time” at the end of the sentence.

MOVED BY: Richard Scharf

SECONDED BY: Kathryn Johnson

CARRIED

**Vote on the amended motion:**

Moved by: Alison Dennis

Seconded by: Tanya Crosbie Carried

**CON-2024-04**

**BIRT** sub-article 15.4 of Bylaw 15: Services Review Committee be amended as follows:

- The addition of a new sub-article 15.4.X Finances
- The substitution of “from the District” for “from any committee, body, board or unit within the District” in sub-article 15.4.5

Article 15: Services Review Committee

15.4 The Services Review Committee shall examine and make recommendations on: (A.16)

15.4.1 The level and type of services District 26 offers its members, including:

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

15.4.1.2 meeting mechanisms (conference call, day release, evening meeting, etc.); or

15.4.1.3 level of financial assistance available; or

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

15.4.3 system of time release for officers of the District; or

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

**15.4.X Finances**

**15.4.X.1 make recommendations to District Executive regarding proposed changes to allowable expenditure guidelines, constitution and/or budget;**

**15.4.X.2 ensure expenses and reimbursement are consistent with allowable expenditure guidelines, the constitution and approved budget line descriptions;**

15.4.5 issues forwarded to the committee, ~~from the District~~ **from any committee, body, board or unit within the District.** (A.18)

**Rationale:** This language proposes that the Services Review Committee and finance committee are combined to create one standing committee titled the Services Review Committee. The “new” committee would be responsible for reviewing various aspects of the functioning of the district as well as reviewing the finances. By having a standing committee the executives will be able to refer issues immediately to the committee without having to spend time convening the committee. Having a standing SRC committee will allow for a regular review of District.

Moved by: Alison Dennis

Seconded by: Tanya Crosbie CARRIED

**CON-2024-05**

**BIRT** sub-article 15.5.1 of Bylaw 15: Services Review Committee be amended by substitution of “meet as required” for “meet at least twice each Federation year.”

Article 15: Services Review Committee

15.5 The Committee shall:

- 15.5.1 ~~meet as required;~~ **meet at least twice each Federation year;**
- 15.5.2 make interim reports and recommendations, through its chair, to the District Executive;
- 15.5.3 make a report on these recommendations, through its chair, at the District Annual General meeting. (A.18)

**Rationale:** This language will require the SRC Standing Committee to meet at least twice a year instead of as required.

Moved by: Alison Dennis

Seconded by: Tanya Crosbie CARRIED

**CON-2024-06**

**BIRT** sub-article 15.6.1 of Bylaw 15: Services Review Committee be amended by the deletion of “when it deems necessary” and the addition of “in accordance with Bylaw 4.4.1”.

Article 15: Services Review Committee

15.6 Selection of Committee Members:

- 15.6.1 The president of the District shall, ~~when it deems necessary,~~ invite all members of the District to apply for membership on this committee **in accordance with Bylaw 4.4.1.** (A. 18)
- 15.6.2 The District Executive shall appoint members to the committee.
- 15.6.3 Where vacancies exist within the committee:
  - 15.6.3.1 the Services Review Committee may solicit applications for members and recommend their appointment to the District Executive.
  - 15.6.3.2 the District Executive may solicit applications for members and appoint them to the committee.

**Rationale:** This language allows the SRC to be advertised and filled in the same manner and timelines as our other committees in District 26.

Moved by: Alison Dennis

Seconded by: Tanya Crosbie CARRIED

**CON-2024-07**

**BIRT** Bylaw 10: Duties of the District Treasurer be amended by the deletion of sub-article 10.1.12 be an ex-officio member of the Finance Committee”.

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; (A.22)
- 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;
- ~~10.1.12 be an ex-officio member of the Finance Committee; (A.22)~~
- 10.1.13 on a monthly basis, during the school year, review district expenses with the District Office Manager; (A. 23)
- 10.1.14 perform duties as assigned by the District Executive.

**Rationale:** If the finance committee is no longer a stand alone committee then the Treasurer does not need to be ex-officio. They would be invited to SRC meetings when reviewing District Finances.

Moved by: Alison Dennis

Seconded by: Tanya Crosbie CARRIED

**BYL-2024-01**

**BIRT** Bylaw 13.1.5 be amended by substitution of “Financial Committee” with “Services Review Committee”.

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 Equity, Anti-Racism and Anti-Oppression; (A.22)

13.1.5 ~~Finance Committee. (A.22)~~ **Services Review Committee**

**Rationale:** This is housekeeping to ensure the language matches the previous changes to the constitution.

Moved by: Alison Dennis

Seconded by: Tanya Crosbie CARRIED

**BYL-2024-02**

**BIRT** sub-article 12.3.1.2 be amended by the addition of “ensuring that a minimum of two bargaining units are represented” to read:

Bylaw 12: Duties of District Committee Officers

12.3 In addition to the above,

12.3.1 the District Health and Safety Officer shall:

12.3.1.1 represent the District on the Joint Employer/Employee Health and Safety Committee;

12.3.1.2 recommend to the District Executive, prior to the first meeting of the Joint Employer/Employee Health and Safety Committee each year, 1 member of the District Health and Safety Committee to serve an OSSTF Representative to the Joint Committee alongside the District Officer **ensuring that a minimum of two bargaining units are represented.** (A.21)

12.3.1.3 make reports to the District Executive on behalf of the Joint Employer/Employee Health and Safety Committee.

**Rationale:** Our three bargaining units have very different health and safety concerns based on their different employment roles. Each bargaining unit should be able to represent their members at the employer’s Joint Health and Safety Committee table to discuss their particular concerns.

Moved by: Susan Thorpe

Seconded by: Elaine Warner-Laxton CARRIED

**CON-2024-8**

## 14 REPORT OF THE TREASURER AND PRESENTATION OF THE 2024-2025 BUDGET

See Appendix B.

**BIRT** \$3200 be transferred from the 2023-24 District Budget line 5322: Provincial Conferences to the Educational Services Committee budget line to allow for 2024-25 Teacher Planners to be printed.

Moved by: Pamela Linklater                      Seconded by: Sam Lindsay LOST

**Rationale:** *Given the activities that our committee has underway for member wellness and the increase in price for the printing of teacher planners, on top of the slashing of our budget for this school year, the ESC does not have enough money in the budget line to print the anticipated number of planners our members will want. We would prefer to have members pay a small amount (\$5) to supplement the cost than to have members pay the full cost (\$20+) of each planner.*

**BUDG-2024-03 (2/3 Vote Count)**

**BIRT** the proposed 2024-25 District budget be amended by having the Educational Services Committee budget line be increased by \$3000 to ensure that there are enough funds to support printing of the Teacher Planners in a future year.

Moved by: Sam Lindsay                      Seconded by: Michaela Murphy LOST

**Rationale:** *The funding for our committee was cut in the previous year although our committee is growing and creating a more engaged membership. Given the activities that our committee has underway for member wellness and the increase in price for the printing of teacher planners, the ESC does not have enough money in the budget line this year and we will have a deficit next year as well. We are moving towards a member payment contribution towards the planners but we are hoping to ensure that this amount can stay low in future years.*

**BUDG-2024-04 (2/3 Vote Count)**

**BIRT** the budget for 2024-2025 be approved.

Moved by: Naomi Safir                      Seconded by: Alison Dennis CARRIED

**BUDG-2024-01**

**BIRT** the Services Review Committee (SRC) be invoked for the 2024-25 Federation Year to review District 26 operation and finances, and determine potential options for district operations that would assist with creating a sustainable budget moving forward. The SRC will report to the membership their findings and options at the 2025 AGM.

Moved by: Naomi Safir                      Seconded by: Tanya Crosbie CARRIED

**BUDG-2024-02**

## 15 REPORTS OF OFFICERS

15.1 TBU President Report – Adrienne McEwen – *Page 16-17*

15.2 Occasional Teachers’ President Report - Elaine Warner-Laxton – *Page 18*

15.3 PSSP President Report – Stephanie Sheeler – *Page 19*

15.4 District Officer Report – Tanya Crosbie – *Page 20*

15.5 Health and Safety Chair Report – Susan Thorpe – *Pages 21-22*

15.6 Equity, Anti-Racism and Anti-Oppression Officer Report – Lisa Elminowski – *Page 23-24*

15.7 Communication and Political Action Chair Report – Divina Hogan – *Page 25-26*

15.8 Educational Services Chair Report – Pamela Linklater – *Page 27*

## 16 OTHER BUSINESS

16.1 CPAC Photo Contest

- WINNERS: **Scott Strachan, Louise Gabell & Lisa Elminowski**

15.2 Attendance prize for encouraging member from their workplace to attend AGM

- Attendance prize winners: Pamela Linklater, Kim Matte and Richard Scarf

## 17 Don’t Shortchange our Schools

This discussion was postponed due to time.

## 18 Adjournment

The meeting was adjourned at 9:05.

## REPORTS

### 15.1 TBU PRESIDENT REPORT – ADRIENNE MCEWEN

#### Negotiations and Bargaining

Local negotiations were altered by the impact of the agreed upon Voluntary Binding Interest Arbitration agreement at the Central Table. As such, although we ended the 2022-2023 school year with a 92% strike vote, we were unable to capitalize on using strike action to pressure change in local workload provisions. The TBU agreement did not see any strips and gained important language to recognize trades experience for tech teachers, involvement in timetabling by Program Leaders and school union reps, as well as other gains. TBU reached a tentative local deal in March 2024. TBU also created a Letter of Understanding to implement key parts of the collective agreement now. The Central part of the collective agreement is now with Arbitrator Kaplan.

The Charter Challenge for Bill 124 was successful. The remedy will be paid out to all members by June 10, 2024.

#### Alternative Education

The Board's move to integrate under 18 students back into mainstream schools is meeting with mixed reviews by members. I think we can agree that the idea may have some merit, but the implementation of SST LIFT and the start up of the year for TR programming was a mess. The Board did not put the proper research and development into the programs. We met with the Board several times about workload violations at both TR Leger and in the SST LIFT. The Board interprets the SST/LNR award differently than the union, so a grievance has been filed and the union has gathered a great deal of evidence to support workload violations. The Board has stated that the TR model and SST LIFT model will not be changing for 2024-2025.

#### Credit Integrity

Although the union was hoping to use strike action to attack the lack of credit integrity in the UCDSB, we are now pivoting to a new strategy coming to local schools in May. The Board continues to use the SST Toolkit, as well as pressure on teachers to hand out credits that are simply not earned. The Board's focus on chasing graduation rates as the sole metric of success is causing them to graduate failing students with a wink and a nudge. A grievance has been launched specifically for the toolkit, and strategies are now underway to publicize the dark secrets within the UCDSB policies.

For more information:

**Cornwall Seeker:** (April 15, 2024) [5 Questions with Adrienne McEwen, Ontario Secondary School Teachers Federation of Upper Canada, Teacher's Bargaining Unit President](#)

**Brockville Recorder and Times** (May 15, 2023) [Union says new teaching tool 'breaches ethical standards'](#)

## **Equity and Diversity**

Despite several attempts by the union to embed equity discussions and initiatives within the collective agreement, the Board held firm on rejecting equity and diversity initiatives as part of the collective agreement. As such, we have been using language within our collective agreement to force meetings with the board to talk about systemic inequities within the UCDSB that have a direct impact on teacher workload. These meetings have been few, but discussions are being had.

## **Mental Wellness**

The board and all unions are partnering on the *Reflect Ed Staff Climate Survey* that hit your inboxes last month. The survey is still available, and we are asking members to respond. The Board is assuring the union that full transparency will be given, with all results, to all unions. We will share these with you once we have them. The goal is to create actual initiatives that help you with your mental wellness. Ultimately, the union recognizes that mental wellness can only be improved when the Board addresses the systemic surplus of workload and stress that their own and Ministry of Education policies and initiatives have created.

## **Thank You**

As you know, this is my final year serving you as your TBU President. I have made the decision to return to the classroom after seven years as a release officer for D26. I would like to thank you, the members of TBU D26, for your support. It has been a true honour serving as your leader. We have had a rough go with strike action, the pandemic, UCDSB initiatives that are driving employee morale into the ground, and the UCDSB's unwavering support for the Conservative ideals of this province. Our fight locally must ignite now to raise awareness of the issues of credit integrity in our classrooms. Although I am stepping down from my position, I will continue to fight alongside you.

In solidarity,

*Adrienne*

## 15.2 OTBU PRESIDENT REPORT – ELAINE WARNER-LAXTON

It has been an “interesting” year!

Bargaining a new Collective Agreement certainly involved a lot of time, often wasted, as the Board looked to remove or change items in the old agreement, and we refused to let them. We managed to keep the 3-hour notification of a cancellation, even on snow days, and we made gains in work experience on the grid. Notably, you will now gain 1 day of experience on the grid for every 2 days of daily occasional teaching. A huge thank-you goes to Louise Lanctot, our chief negotiator, whose experience and finesse kept the Board in line.

More concerning to me were the hiring issues that plagued us and continue to plague us. In particular, the lack of seniority in hiring to LTO and Contract positions meant that some of our more senior members were passed over for new grads or those starting their second year of their B.Ed programme who can now work for up to 5 years before returning to finish their studies. The second, most-pressing issue is the plethora of unqualified people used to supervise classes when, apparently, no qualified OT is available. I am convinced that, at some schools, these people, who get paid only \$20 per hour, are hired without the proper search for a qualified OT. I will continue to research and to address this problem next year. And I encourage all of you to report to me when you think something may be happening at the school(s) you work at.

Finally, I would like to encourage you all to get involved in the union, even in some small way. We really need younger members to join the OT Executive with the hope of replacing our more aged members (like me!!). We meet about 5 times a year usually in some central location for the members of the Executive (this year, we met in Brockville). What are called “Standing Committees” at the District or even at the Provincial level can also be fun and educational. At the District level, we have the Communications and Political Action Committee; the Educational Services Committee; the Equity, Anti-Racism, and Anti-Oppression Committee (which includes Human Rights and Status of Women); and the Health & Safety Committee. These committees also meet several times a year and plan interesting events or informational items for the membership at large.

As always, I want to encourage any and all to contact me with concerns, questions, or problems. My cell phone is 613 532 2264 and my email address is [elaine.warner-laxton@d26.osstf.ca](mailto:elaine.warner-laxton@d26.osstf.ca).

Respectfully submitted,

Elaine Warner-Laxton

### 15.3 PSSP PRESIDENT REPORT – STEPHANIE SHEELER

PSSP successfully negotiated a contract with UCDSB, with ratification occurring in early March. We continue to work with the board on the implementation of this agreement. The newly arbitrated central agreement for education workers, will allow us to fully implement the agreement before September 2024.

PSSP continues to work through several grievances with UCDSB, we are still awaiting dates for arbitration on these.

We continue to work with the board on the external agency protocol to support students with all the resources that they need. We have also worked with the board this year to support increased psychoeducational assessments through a PPF granted from the ministry.

Our complement has grown by 3 FTE during the 2023-2024 school year, which is positive growth in the bargaining unit. The board has committed to 2 more temporary positions for the 2024-2025 school year, with no layoffs.

PSSP remains supportive of the work of District 26 OSSTF in their work around credit integrity.

Overall it has been a successful year.

Respectfully Submitted,

Stephanie Sheeler, President District 26, PSSP

## 15.4 DISTRICT OFFICER REPORT – TANYA CROSBIE

### Sick Leave and Accommodations

We currently have 23 members on extended sick leave. In addition to members on full sick leave, there are 5 members on a reduced workload. We also have one member on extended WSIB leave due to a workplace injury. Overall, there are more members off for physical disabilities than cognitive disabilities.

At the beginning of staffing, a formal email was sent to UCDSB to advocate that a few members be granted eLearning sections as an accommodation next school year. All of these members have tried other accommodations and have been battling with HR for a few years to get what they medically need. An eLearning job assignment makes the most logical sense and would cost the school board nothing to provide. It also would allow these certified teachers to be actively working instead of on sick leave, and free up an LTO to cover another absence in a teacher shortage. The board seems unwilling to provide this accommodation.

At a local level, we are also trying to work towards a settlement on two grievances related to the board refusing to allow them to reduce by one section from the class that was causing them to be unwell instead of being forced to full sick leave. On May 1 we also begin an arbitration hearing for a failure to accommodate matter, and we hope that this will help bring change to UCDSB's approach overall.

### LTD

We currently have 8 members accessing LTD and 2 more waiting on a decision from OTIP. One member was denied LTD initially and on appeal. Their file is currently being reviewed by OSSTF's legal department.

### ReflectED Staff Culture Survey

The UCDSB conducted a Staff Climate Survey called ReflectED from April 2 to 22, 2024. The union leads got an in-depth opportunity to review the survey and make modifications to the questions. The survey overall is a good quality survey and could provide us/the Board with meaningful feedback from employees. In an act of good faith, the three worker unions agreed to actively encourage the completion of this survey with membership. The more employees that complete the survey, the more accurate of results and better representation of the workers as a whole. It will be KEY that workers complete the survey honestly. The survey is being completed by a third-party, so the responses will be going directly to them, not to the board, and no data will be provided back to the board/union that would allow for individual identification of a response. We are expecting to see the initial results in June.

### 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 and a Spring CPAC event are coming up in May and June. All school sites have also been allotted extra member funding to have a worksite-level member engagement event. The school site events must occur prior to June 1.

### PD Funding Applications

This school year, the TBU and OTBU PD funds have been well utilized for conferences, workshops and courses. There is still funding available, so 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 7, 2024. Details can be found on our website, [www.osstf26.com](http://www.osstf26.com). If a course/workshop/conference occurs in the summer it will be considered part of the 2024-25 school year.

## 15.5 HEALTH AND SAFETY OFFICER REPORT – SUSAN THORPE

### OSSTF District 26 - District Health & Safety Officer Report AGM 2024

*Respectfully submitted by: Susan Thorpe, District Health and Safety Officer*

“One of the primary purposes of the Occupational Health and Safety Act is to facilitate a strong Internal Responsibility System (IRS) in the workplace. The IRS means that everyone in the workplace has a role to play in keeping workplaces safe and healthy. Workers in the workplace who see a health and safety problem such as a hazard or contravention of the Act in the workplace have a duty to report the situation to the employer or a supervisor. Employers and supervisors are, in turn, required to address those situations.”

*-MOL Website Workplace Violence (2017)*

**In Education we have a dual reporting requirement:** Both the school board's **workplace violence and harassment reporting form** and the **Safe Schools Incident Reporting Form (KICS)** are available on INSITE and must be completed if:

- the incident meets the definition of workplace violence (OHSA); and
- the alleged assailant is a student; and
- the student may also have engaged in a serious student incident.

**The Joint Health and Safety Committee only sees the workplace violence reports. If you fill out a KICS form for an incident that was directed at you or another employee you need to complete the workplace violence/harassment report form too.**

You don't need to be involved in an incident to report it. You can still submit a report if you are a witness.

This year we have been working to determine why we weren't receiving reports that members told us were reported. The committee only receives completed reports, for which the supervisor (principal) has submitted their report. Please keep up your reporting of every incident on both forms and let us know when you continue to feel unsafe at work. **Under the Occupational Health and Safety Act there is no reprisal for reporting**, so please tell us if you feel that you are being penalised for meeting your responsibilities under the law.

**Working in partnership with the other affiliates, we have been keeping workplace violence and reporting as a high priority** at the Joint Health and Safety Committee. We craft and put forth several recommendations through the winter and have recently had a subcommittee meeting that I attended along with Tanya Crosbie, District Officer, to discuss the concerns and possible remedies. Among the suggestions that will go forth to the whole committee are some changes to the Workplace Violence/Harassment Incident Reporting form to make it easier to complete and direct more reports to the committee, adjustments to training, and ways to make health and safety a priority. We understand your urgent needs and are working as fast as a committee in a bureaucracy can move.

Continue to do the exceptional work you do in a safe manner and report things when you see general hazards that pose a risk. OSSTF Health and Safety Site Reps are available to assist and their continued dedication and direction to members at each site is appreciated. Among the things that I have noticed in schools this year are laptop carts that are missing the 3rd ground pin and desk chairs with only 4 wheels (illegal and a tipping hazard that is likely to cause injury) rather than the required 5 or 6.

Tanya Crosbie and I were joined by Health and Safety Site Reps at the OSSTF/FEESO HS/WSIAC Conference in Toronto last October. We learned more about how to apply the tools under the Occupational Health and Safety Act, how other districts are dealing with similar issues, and the Occupational Health Clinics for Ontario Workers (OHCOW) Mental Injury Toolkit. We will be joined in May by two of our Health and Safety Site Reps at the Regional Training in Kingston.

On May 22nd, we will be offering the Worker's Health & Safety Centre training on Psychosocial Hazards and Workplace Mental Health, for our Bargaining Unit Health and Safety Officers/Reps and Health and Safety Site Reps. If you have any suggestions of what you would like to see as part of ongoing Health and Safety PD contact the District Office.

I would like to acknowledge David Firlotte and Tanya Crosbie, who join me in representing our members on the JHSC, for their time and effort in keeping our members safe in the workplace.

Please, feel free to contact me or the District Office regarding Health and Safety matters.

## 15.6 EQUITY, ANTI-RACISM, AND ANTI-OPPRESSION OFFICER REPORT – LISA ELMINOWSKI



### Equity, Anti-Racism, and Anti-Oppression Committee



### DISTRICT 26 AGM REPORT, 2023-2024

(a collaborative report of the Status of  
Women, Human Rights, & EAAO Officers)

#### COMMITTEE MEMBERS:

Becky Clarke, Status of Women Officer  
Tanya Crosbie, *ex-officio* District Officer  
Breanne Czyzowicz  
Alison Dennis, Provincial Status of Women  
Garth Elliott  
Lisa Elminowski, EAAO Officer  
Carol-Ann Fox  
Divina Hogan  
Thomas Hopkins, Human Rights Officer

Kathryn Johnson  
Kafui Kumahor, *ex-officio* Provincial Addressing  
Anti-Black Racism/Racism Committee  
Louise Lanctot  
Kathi Poirier  
April Richmire  
Christyane Wall  
Maverick Wills

#### GOALS:

1. To center the voices and increase the representation of minority groups within our membership.
2. To address anti-oppressive policies and procedures within the district and within the school board.
3. To build the capacity and confidence of our members in applying an anti-oppression lens to themselves, their workplace, and their practices.

#### MAIN PROJECTS:

- a. Hosted 2 virtual workshops with Dr. Andrew B. Campbell (Dr. ABC) for members - “Becoming a Champion of Equity” and “Growing in Cultural Competence.”
- b. Pursued UCDSB flag policies and their use of systemic barriers to block authentic, visible representation.
- c. Training for all EAAO Officers (Lisa, Carol Ann, Becky, & Christyane), HR Officer (Thomas), and AABRRC members (Kafui) at the inaugural OSSTF Provincial EAAO Conference in October 2023.
- d. Voiced members’ concerns to the UCDSB with regards to their staff mental health survey, including lack of collaboration on forming the survey, privacy & discrimination issues, and sharing & use of results.
- e. Participated in Harmony Movement’s Educator’s Anti-Racism Conference (Lisa & Divina).
- f. Distribution of materials to all worksites for the Day of Elimination of Violence Against Women (Dec.6<sup>th</sup>).

- g. Informal review of the OCT report on public education, including the decrease in male-identifying teachers as a reflection of diminishing working conditions and the tolerance/ability to leave the education field.
- h. Increased presence on D26 social media with reminders about and resources for various EDI topics (ie: Equal Pay Day, Ramadan, Pride events, trans\* youth rights, etc.)
- i. Distribution of materials to worksites for International Women’s Day (March 8<sup>th</sup>).
- j. D26 table at the Cornwall Labour Council’s International Women’s Day dinner
- k. Debut of the D26 Equity Scholarship, including student application parameters and award recipient selection process.
- l. Launched the **Equity Barriers Survey** to collect direct input from members about obstacles to equitable practices in our workplaces. (Please use the **QR code below** to share your feedback!)
- m. Training at the OSSTF Provincial Human Rights Conference (Thomas, Breanne, Maverick, & Carol Ann)
- n. Sponsorship of North Grenville Pride, including D26 representation in the parade.

**STILL TO COME:**

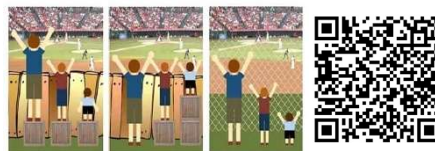
- **Indigenous Beading Workshop** lead by the Native North American Travelling College in Cornwall May 9, 16, & 23<sup>rd</sup> (use the **QR code below** to register).
- **Book Club** to discuss Elena Aguilar’s book, “Coaching for Equity: Conversations that Change Practice,” and podcast, “Bright Morning” podcast (details TBA!)
- **North Grenville Pride** – Contact Kathi Poirier to join us in the parade on June 2<sup>nd</sup>!
- Sponsorship of other eastern Ontario Pride festivities through June, July, & August.
- Continuing to shift focus to engaging, supporting, promoting, and making intentional space for equity-seeking members’ voices.

HOW CAN WE DO THIS BETTER? Please send feedback and suggestions to [elminowski@gmail.com](mailto:elminowski@gmail.com)

**Indigenous Beading Workshop**



**Equity Barriers Survey**



## 15.7 COMMUNICATION AND POLITICAL ACTION OFFICER REPORT – DIVINA HOGAN

Greetings from the District 26 Communications & Political Action Committee (CPAC) 2023-2024! Your dedicated CPAC members, have remained busy with maintaining and achieving some of our key goals: *keeping all forms of communication open, relevant and accessible for all our members; helping people to stay informed about dialogues on education-based issues and workplace concerns that affect them; and supporting and engaging our members within our Union work and with educational activism.*

This past Fall, our committee had the privilege of receiving and judging our District 26 students' work again for our **Annual D26--Provincial OSSTF Student Achievement Awards 2023**. This year's theme of "*This Hits Different—The Power of Language*" was wonderfully reflected in our students' artwork, writing, videos, and multi-media works. All twelve student entries received certificates, and our six local District winners that were sent to the next level, also received gift card prizes. Congratulations to all our participants and winners for all of their creative and inspiring work, and a special thank you to all their teacher mentors for all of their time and support!

### **Six SSA Student Winners that moved on to the Provincial level:**

A-1: Kira Comtois (SDHS); A-2: Mackenzie Westervelt (SDHS); A-3: Lillian O'Connor (SDHS); B-1: Holly Mueller (NDDHS); B-2: Sarah Baker (Samuel) (TISS); B-4: Noah Conn (Almonte DHS)

CPAC applied for Provincial Member Engagement Funding #2045 for our **D26 Members & Family Engagement Event** at Saunder's Country Christmas site last December. We had about 145 people attend a fun evening of food, games, festive Union songs, bonfires, funny elves, beautiful lights and fun winter cheer activities for our Members and their families. This was a wonderful opportunity for everyone to see each other, get out, have some fun, and have a great time learning more about our OSSTF District people and our Union too! Special thanks to our CPAC people for their organization, time and work to make this event special for everyone!

Our CPAC members have been very active this year...We had five (5) local CPAC members attend the CPAC Regional (Region 5) Workshops in Ottawa; four (4) local District Exec/CPAC members attended the OFL Convention in Toronto; one (1) CPAC member attended the CLC Lobbying Day in Ottawa; and several CPAC/District Exec. members attended the Provincial Committee Organization Institute in Toronto.

Our CPAC people continue to speak up at rallies and work with the local chapters of the Ontario Health Coalition; represent us and support the work of many of our local area Labour Councils; continued with Social Media posts to maintain our District 26 presence; shown solidarity and support for other Unions' members at area and provincial rallies including upcoming Days of Action.

Something NEW for our members this year has been our **District 26 Photo Contest** that was open to all our members. The top three entries for this year will be on display at the AGM and at our new District Office for all to see!

Our committee continues to look for new ideas to get our members out and involved, so keep an eye out for our upcoming **District 26 Spring Member Engagement Event** happening sometime in May.

CPAC is looking forward to also helping to engage and support school visits to help establish the need to organize, get engaged, support and solicit commitment from members especially about upcoming District-wide initiatives.

In conclusion, as I step out of chairing this District Committee, I would like to thank everyone for all of your support and encouragement throughout the last few years. As a proud member and teacher in District 26, I have grown and learned so much about leadership and solidarity in a united educational profession. I would also like to express my deep gratitude to District Officer Tanya Crosbie for her continued dedication and hard work with both our local and Provincial committees, and sincere thanks and appreciation to Louise Lanctot, Kathi Poirier, Ralph Wightman, Amber Reid, Pamela Linklater and Ron Holla for all of their energy, their voices, and solid support that made this committee a fun and active group that was a great pleasure to work with again this year.

I encourage and invite each of you to consider speaking up and coming out to join our upcoming Communications & Political Action Committee. You will not only get to meet some awesome people from around the District, but you will be able to gather and work together in solidarity to achieve many of our common goals of keeping members informed and getting them engaged in our Union and society.

In the year to come, we look towards continuing to work with CPAC in engaging and supporting our members with moving our education platforms forward.

## 15.8 EDUCATIONAL SERVICES OFFICER REPORT – PAMELA LINKLATER

For the 2023-2024 school year, your Educational Services Committee decided to focus on appreciation and wellness of our members. Our first initiative was for International Teachers' Day on October 5<sup>th</sup>, 2023. For Teacher's Day, your ESC allotted up to \$50 per school (a total of \$1100 for all 22 schools) to be spent on treats for our OSSTF members. Stewards were encouraged to purchase treats to disperse throughout the day to their OSSTF members to exemplify our appreciation for everything you do.

Following Teacher's Day, your ESC got to work organizing member wellness events. A survey was sent out to gather information on the type of activities members would like to participate in as a way to relax and rejuvenate. Taking the results of the survey, the committee is in the midst of organizing the wellness events which will take place at the end of May and beginning of June throughout our school board. These events include yoga, alpaca walking & goat milking, wood burning, and cooking classes. Unfortunately, due to budgetary reasons, spaces for each activity will be limited. Pre-registration will be open at the AGM, and then registration will open for all during Education Week (May 5<sup>th</sup> – 10<sup>th</sup>).

We have a final meeting planned in June, where we will debrief about our member wellness events and begin a plan for next school year. Members who enjoy our activities and/or receiving appreciation gifts and teacher planners are encouraged to sign up to be part of next year's Educational Services Committee. We look forward to new and innovative ideas coming in, and the more people in the planning, the better events we can offer. New members who sign up **before** June will be invited to attend our last meeting of this school year, and have a foot in the planning for the 2024-2025 school year.

Yours in solidarity,

Pamela Linklater

Chair, Educational Services