

DISTRICT 26
Teachers' Bargaining Unit
ANNUAL GENERAL MEETING

Wednesday, April 30, 2025

Virtual via Zoom

4:00 PM

AGENDA

1. Call to Order
2. Welcome
3. Anti-Harassment Statement
4. Land Acknowledgement
5. Approval of Agenda
6. Approval of Appendix A: TBU 2024 AGM Minutes – May 2, 2024
7. Business Arising from the Minutes of May 2, 2024 TBU AGM
8. Report of Provincial Executive – *Colin Matthew*
9. New Business
 - 9.1 Branch Steward Award
 - 9.2 Recognition of TBU Executive
 - 9.3 Recognition of Branch Stewards
 - 9.4 Constitutional Amendments & Other Resolutions
 - 9.5 Report of the Treasurer and Presentation of the 2025-26 Budget – APPENDIX B
10. Reports of the Officers
 - 10.1 President – *Page 14-15*
 - 10.2 Chief Negotiator/Contract Maintenance/Grievance Officer – *Page 16-17*
 - 10.3 Equity, Anti-Racism, and Anti-Oppression Officer – *Page 18*
 - 10.4 District Officer – *Page 19-20*
11. Credit Integrity Campaign
12. Adjournment

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WORKING MINUTES

1. CALL TO ORDER

AGM Chair: Rosemary Judd-Archer, *Provincial OSSTF Educational Services Executive Assistant*

TBU Executive:

Tanya Crosbie, *President*

Brandon Boivin, *Vice-President*

Brandon Coleman, *Vice-President*

Alison Dennis, *Chief Negotiator/Contract
Maintenance Officer/Grievance Officer*

Jesse Langevin, *Treasurer*

Erin Thibodeau, *Secretary*

Kafui Kumahor, *Equity, Anti-Racism & Anti-
Oppression Officer*

Matthew Lundvall, *TBU Council Chair*

Daniel White, *TBU CBC Council Chair*

Ex-Officio Members:

Kathi Poirier, *District Officer*

Pamela Linklater, *District President*

Colin Matthew, *Provincial OSSTF Executive Officer*

2. WELCOME

3. 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 is Kathi Poirier, cell phone 613-861-6361.

9.3. Recognition of Branch Stewards

Thank you for your tireless dedication, advocacy, and support. Your work as Branch Stewards makes a real difference, and we truly appreciate all that you do.

School	Branch Steward
Almonte DHS	Divina Hogan
Athens DHS	Terrie-Anne Bridgman
Brockville CI	Brandon Boivin
Carleton Place HS	Jesse Langevin
Char Lan DHS	Sean O'Farrell
Cornwall C&VS	Cathy Jackson
Gananoque SS	Sean O'Donnell
Glengarry DHS	Scott McPherson
North Dundas DHS	April Richmire
Perth & DCI	Megan Crowe
Rideau DHS	Matthew Lundvall
Rockland DHS	Kafui Kumahor
Russell HS	Richard Scharf
St. Lawrence SS	Jason Marshall
Seaway DHS	Pamela Linklater
Smiths Falls DCI	Adrienne McEwen
South Grenville DHS	Nikki Amelotte
Tagwi SS	Brandon Coleman
Thousand Island SS	Kurt Fernetich
Vankleek Hill CI	Dan Tremblay

9.4. Constitutional Amendments & Other Resolutions

"Constitution Article 14: Amendments to Articles and Bylaws

14.1 Articles of the Constitution may be established, amended or rescinded at the Bargaining Unit Annual General Meeting by a three-quarters vote of those members present, eligible to vote and voting.

14.2 Bylaws may be established, amended or rescinded at the Bargaining Unit Annual General Meeting by a two-thirds vote of those members present, eligible to vote and voting."

NOTE: Due to the number of constitutional changes this year, we encourage you to consult the DRAFT TBU Constitution 2025 that is appended to review all proposed changes.

Constitutional Housekeeping Changes

The following changes have been made to the constitution to correct grammar errors or accidental omissions, align terminology to current and more practical language, eliminate outdated or irrelevant language, and align long-established practices with the constitution. No changes of intent were made with these changes.

- Branch Steward has been updated to Union Steward.
- Branch Vice-Steward has been updated to Union Vice-Steward.
- Branch (in reference to a school or worksite) has been updated to Worksite.
- Reference to "Conference Call" as a means of having a meeting has been deleted
- Bylaw 14.1.7 be amended to include "Black, racialized" as this was an omission by error.
- Prior referenced to TR Leger as Non-School Branches have been replaced with "Adult, Alternative, and Continuing Education Worksite".
- The additional of "recording and keeping on file minutes of the CBC Meetings" has been added to the role of Secretary (Bylaw 9.1) and removed from duties of the CBC Chair (Bylaw 16.6). This has been past practice for many years.
- Bylaw 16.4 on Quorum has been modified to add clarity and correct grammar concerns. No changes in application or intent.
- Bylaw 18.3.4 has been amended with the deletion of "to the presentation of the Chairperson of the Grievance Committee" as it has never been done and is unnecessary.
- Bylaw 19.2 has been amended to simplify language yet maintain the same composition and number of representatives.
- Bylaw 20.1.6 has been deleted as it has not been the past practice for many years.

BIRT bylaw 15.1 be deleted and substituted with:

- 15.1 The Union Steward shall:
 - 15.1.1 ensure worksite members are informed about union issues;
 - 15.1.2 foster a worksite environment that is openly engaging in union-related conversations and activism;
 - 15.1.3 call and chair regular worksite meetings to report to members updates on the business of the Teachers' Bargaining Unit;
 - 15.1.4 assist members with worksite concerns, including acting as a representative in meetings with administration;
 - 15.1.5 represent OSSTF on the In-School Staffing Committee;
 - 15.1.5.1 Only one (1) Union Steward from the Western and Eastern Adult, Alternative, and Continuing Education Worksites shall be the OSSTF representative on the In-School Staffing Committee.
 - 15.1.6 work collaboratively with other Worksite Representative Council members;
 - 15.1.7 attend meetings of the Teachers' Bargaining Unit Council (TBU Council);
 - 15.1.7.1 bring forward worksite concerns/motions to the TBU Council on behalf of members;
 - 15.1.8 report member concerns to the TBU Executive.

ORIGINAL LANGUAGE

~~**15.1 The Branch Steward shall:**~~

- ~~**15.1.1 attend meetings of the Bargaining Unit Council;**~~
- ~~**15.1.2 report to members in their branch regarding activities of the Bargaining Unit;**~~
- ~~**15.1.3 bring forward branch concerns/motions to Bargaining Unit Council on behalf of members;**~~
- ~~**15.1.4 assist members in branches, including acting as a representative in meetings with management;**~~
- ~~**15.1.5 call and chair branch meetings as required;**~~
- ~~**15.1.6 report concerns or potential breaches of the Collective Agreement or legislation to the Grievance Officer;**~~
- ~~**15.1.7 represent OSSTF on the In-School Staffing Committee.**~~
 - ~~**15.1.7.1 Only one (1) Union Steward from the Western and Eastern non-school branches shall be the OSSTF representative on the In-School Staffing Committee for the TR Leger School.**~~

Rationale: *For many years, there has not been a clear distinction between the roles of Branch Steward and CBC Rep. These changes are to assist in making each role distinct in its purpose.*

Moved by: **Brandon Coleman**

Seconded by: **Brandon Boivin**

CON-2025-01

BIRT bylaw 15.2 be deleted and substituted with:

- 15.2 The Collective Agreement Officer shall:
- 15.2.1 educate members on the Collective Agreement using a variety of two-way communication methods to ensure member understanding;
 - 15.2.2 report to members in their worksite regarding activities and issues in collective bargaining and contract maintenance;
 - 15.2.3 assist members in worksites, including addressing Collective Agreement violations with the administration;
 - 15.2.4 report concerns or potential breaches of the Collective Agreement or legislation to the Chief Negotiator;
 - 15.2.5 represent OSSTF on the In-School Staffing Committee;
 - 15.2.5.1 Only one (1) Collective Agreement Officer from the Western and Eastern non-school worksites shall be the OSSTF representative on the In-School Staffing Committee
 - 15.2.6 work collaboratively with other Worksite Representative Council members;
 - 15.2.7 attend meetings of the Collective Agreement Action Committee;
 - 15.2.7.1 bring forward worksite concerns/motions to the Collective Agreement Action Committee on behalf of members;
 - 15.2.8 report member concerns to the TBU Executive.

ORIGINAL LANGUAGE

~~**6.1 The Collective Bargaining Representative(s) shall:**~~

~~**6.1.1 attend meetings of the Collective Bargaining Committee;**~~

~~**6.1.2 report to members in their branch regarding activities and issues in collective bargaining and contract maintenance;**~~

~~**6.1.3 bring forward branch concerns / motions to the Collective Bargaining Committee on behalf of members;**~~

~~**6.1.4 assist in reporting concerns or potential breaches of the Collective Agreement or legislation to the Grievance Officer;**~~

~~**6.1.5 represent OSSTF on the In School Staffing Committee.**~~

~~**6.1.5.1 Only one (1) Collective Bargaining Representative from the Western and Eastern non-school branches shall be the OSSTF representative on the In-School Staffing Committee for the TR Leger School.**~~

Rationale: For many years, there has not been a clear distinction between the roles of Branch Steward and CBC Rep. These changes are to assist in making each role distinct in its purpose. In addition, CBC is an outdated term that is no longer used at the Provincial OSSTF level. The Collective Agreement Officer title better reflects the duties of this role and the overall bargaining and maintenance process.

Moved by: **Brandon Boivin**

Seconded by: **Brandon Coleman**

CON-2025-02

If CON-2025-02 is carried, the term “Collective Bargaining Representative(s)” will be replaced with “Collective Agreement Officer(s)” at the following locations:

- Article 8.1.3
- Bylaw 4.5.2.2
- Bylaw 15.2.5.1

BIRT sub-article 9.1.1 be modified by the substitution of “Bargaining” with “Agreement Action”.

9.0 Article 9: Bargaining Unit Standing Committees

9.1 The Bargaining Unit Executive shall establish the following Standing Committees to carry out the objects of the Bargaining Unit:

9.1.1 Collective ~~Bargaining~~ **Agreement Action** Committee;

Rationale: *To complement the change of the title of Collective Agreement Officer, this motion updates the name of the Collective Bargaining Committee to Collective Agreement Action Committee. This motion does not change the role of the committee.*

Moved by: **Brandon Coleman**

Seconded by: **Brandon Boivin**

CON-2025-03

If CON-2025-03 is carried, the term “Collective Bargaining Committee” will be replaced with “Collective Agreement Action Committee” at the following locations:

- Article 6.1.6
- Bylaw 11.1.1
- Bylaw 11.1.2.1
- Bylaw 12.1.9
- Bylaw 15.2.1
- Bylaw 15.2.3
- Bylaw 19.2.1
- Bylaw 19.3.1

BIRT sub-article 6.1.5 be modified by deletion of “/Contract Maintenance Officer/Grievance Officer”.

6.0 Article 6: Bargaining Unit Executive Organization (A.14)

6.1 There shall be an Executive of the Bargaining Unit (hereby referred to as “Executive”) composed of:

6.1.1 the Bargaining Unit President,

6.1.2 two Bargaining Unit Vice-Presidents,

6.1.3 the Bargaining Unit Secretary,

- 6.1.4 the Bargaining Unit Treasurer,
6.1.5 the Bargaining Unit Chief Negotiator/~~Contract Maintenance Officer/Grievance Officer,~~

Rationale: *The current title is very cumbersome and regularly gets shortened to Chief Negotiator. At the provincial level, Chief Negotiator is the recognized term and is most frequently used for this position in other districts/bargaining units. Removing the additional titles does not change the work connected to the position, and additional articles in the constitution outline how these extra tasks are part of the Chief Negotiator role.*

Moved by: **Brandon Boivin**

Seconded by: **Brandon Coleman**

CON-2025-04

If CON-2025-04 is carried, “/Contract Maintenance Officer/Grievance Officer” will be deleted at the following locations:

- Article 4.1.5
- Bylaw 11
- Bylaw 11.1
- Bylaw 17.1.1.2
- Bylaw 17.1.3
- Bylaw 15.2.3
- Bylaw 19.2.2.2
- Bylaw 19.3.2.1
- Bylaw 25.2
- Bylaw 25.4
- Bylaw 25.5

BIRT bylaw sub-article 7.1.13 be deleted, and bylaw 8 sub-article 8.1 be amended with the addition of “8.1.5 assume the role of Chair for meetings of the Collective Agreement Action Committee in the absence of the Chair”.

Bylaw 7: Duties of the Bargaining Unit President (A.14)

7.1 The Bargaining Unit President shall:

~~7.1.13 assume the role of Chair for meetings of the Collective Bargaining Committee in the absence of the Chair;~~

Bylaw 8: Duties of the Bargaining Unit Vice Presidents (A.14)

8.1 Each Vice President shall:

8.1.1 as determined by the Bargaining Unit Executive, assume the duties of the Bargaining Unit President in their absence;

8.1.2 assist the Bargaining Unit President in carrying out their duties;

8.1.3 perform duties as assigned by the Bargaining Unit Executive;

8.1.4 be a member of the Bargaining Unit Council.

8.1.5 assume the role of Chair for meetings of the Collective Agreement Action Committee in the absence of the Chair

Rationale: *Chairing of the Collective Bargaining Committee for the first meeting, until the Chair is selected, has not been traditionally done by the President. It is more fitting that one of the Vice Presidents completes this task.*

Moved by: **Brandon Coleman**

Seconded by: **Brandon Boivin**

CON-2025-05

BIRT bylaw sub-article 11.1 be amended by:

- 11.1.9 be substituted to read “implement and enforce the Collective Agreement”.
- the addition of “11.1.10 Calling the Collective Agreement Action Committee meetings and creating the agenda with input from the Collective Agreement Action Committee Chair”.

11.1 The Chief Negotiator shall:

11.1.9 ~~function as the Contract Maintenance Officer to~~ **implement and enforce the Collective Agreement.**

11.1.10 Calling the Collective Agreement Action Committee meetings and creating the agenda with input from the Collective Agreement Action Committee Chair

Rationale: *Contract Maintenance Officer is not a term used at the provincial level and is only utilized at this point in the constitution, yet it doesn't outline the role. Stating what the Chief Negotiator will do is more effective.*

Moved by: **Brandon Boivin**

Seconded by: **Brandon Coleman**

CON-2025-06

BIRT bylaw 16 be amended by:

- Sub-article 16.5.2 be deleted and substituted to read “recommend to the Bargaining Unit Executive course(s) of action on matters related to collective bargaining.”
- Sub-article 16.6.1 be deleted and substituted to read “Chair the Collective Agreement Action Committee meetings.”
- Sub-articles 16.6.2, 16.6.3 and 16.6.4 be deleted.

16.5 The Collective ~~Bargaining~~ **Agreement Action** Committee shall:

16.5.1 serve as liaison between the **Worksites** and the Bargaining Unit Executive on issues related to collective bargaining and contract maintenance;

~~16.5.2 recommend a course(s) of action to the Bargaining Unit Executive on matters related to collective bargaining the Bargaining Unit or to the District Executive on District matters;~~

16.5.2 recommend to the Bargaining Unit Executive course(s) of action on matters related to collective bargaining.

- 16.6 The Chair of the Collective Bargaining **Agreement Action** Committee shall:
- ~~16.6.1 call meetings of the Committee and prepare agendas;~~
 - 16.6.1 Chair the Collective Agreement Action Committee meetings**
 - ~~16.6.2 recommend payment of Committee expenses to the Treasurer;~~
 - ~~16.6.3 present an annual budget request to the Treasurer before April 15th of each year;~~
 - ~~16.6.4 ensure that minutes are recorded and kept on file;~~

Rationale: *The TBU Collective Agreement Action Committee does not make BARGAINING recommendations to District Executive as the District does not bargain with the employer. This change to the language also adds clarity.*

Moved by: **Brandon Coleman**

Seconded by: **Brandon Boivin**

CON-2025-07

BIRT bylaw 17: The Grievance Committee be amended by:

- Sub-articles 17.1.1.3 and 17.1.1.4 be deleted.
- Addition of new sub-article 17.1.1.X "A member of the Bargaining Unit Executive, as appointed yearly by the Bargaining Unit Executive."
- Sub-article 17.1.1.5 be amended with the addition "Executive will be appointed" and the deletion of "as presented and ordered in 16.1.1.4 will be appointed by the Grievance Committee to become the representative."

17.1 Membership

17.1.1 The Grievance Committee shall consist of three members:

17.1.1.1 the President of the Bargaining Unit,

17.1.1.2 the Chief Negotiator/~~Contract Maintenance Officer~~ of the Bargaining Unit, and

~~17.1.1.3 the Grievance Officer of the Bargaining Unit.~~

~~17.1.1.4 No member shall hold more than one seat on the Grievance Committee. In the event that two or more of the positions named above are held by one person, vacancies in the Grievance Committee shall be declared. The following positions shall be considered, in order, until the remaining vacancies in the Grievance Committee are filled:~~

~~17.1.1.4.1 the Vice President of the Bargaining Unit;~~

~~17.1.1.4.2 the Treasurer of the Bargaining Unit;~~

~~17.1.1.4.3 the Secretary of the Bargaining Unit; and~~

~~17.1.1.4.4 Branch Presidents, selected by lot.~~

17.1.1.X A member of the Bargaining Unit Executive, as appointed yearly by the Bargaining Unit Executive.

17.1.1.5 In the event a member of the Grievance Committee is directly involved in a possible grievance, that person will be excused from the committee and an alternate from the Bargaining Unit **Executive will be appointed**, ~~as presented and ordered in 16.1.1.4, will be appointed by the Grievance Committee to become the representative.~~

17.1.2 The Grievance Committee shall be named no later than ~~September 20th~~ **October 1st** of each school year and such information shall be communicated to the membership.

17.1.3 The ~~Grievance Officer~~ **Chief Negotiator** shall act as Chairperson of the Grievance Committee.

- 17.1.4 A quorum for a meeting ~~or conference call~~ of the Grievance Committee shall be two of the three members.
- 17.1.5 All decisions by the Grievance Committee shall be by simple majority.

Rationale: *The proposed changes to the Grievance Committee language are long overdue. The proposed changes make the language straightforward and reflect many years of practice.*

Moved by: **Alison Dennis**

Seconded by: **Tanya Crosbie**

CON-2025-08

BIRT bylaw 18: The Membership Appeals Committee be amended by:

- Sub-article 18.1.1 be amended by deletion of “five” and substituted by “three (3)”
- Sub-article 18.1.1.1 be amended with the addition of “as appointed by the Bargaining Unit Executive”
- Sub-articles 18.1.1.2, 18.1.1.3 and 18.1.1.4 be deleted.
- Addition of new sub-article 18.1.1.X “the Collective Agreement Action Committee Chair”
- Addition of new sub-article 18.1.1.Y “one member of the Bargaining Unit Executive as appointed by the Bargaining Unit Executive.”
- Sub-article 18.1.4 be amended by deletion of “No member shall hold more than one seat on the Membership Appeals Committee” and “and filled by Branch Presidents, selected by lot”, and addition of “and the Bargaining Unit Executive shall appoint from within to fill.”
- Sub-article 18.1.5 be amended by deletion of “as presented and ordered in 18.1.4, will be appointed by the Membership Appeals Committee to become the representative” and addition of “will be appointed.”
- Sub-articles 18.1.7 and 18.1.9 be deleted.

18.1 Membership

18.1.1 The Membership Appeals Committee shall consist of ~~five~~ **three (3)** members:

18.1.1.1 one of the Vice-Presidents of the Bargaining Unit **as appointed by the Bargaining Unit Executive, (A.16)**

~~18.1.1.2 the Treasurer of the Bargaining Unit,~~

18.1.1.X the Collective Agreement Action Committee Chair;

18.1.1.Y one member of the Bargaining Unit Executive as appointed by the Bargaining Unit Executive;

~~18.1.1.3 the Secretary of the Bargaining Unit,~~

~~18.1.1.4 the District President, provided they are a member of the Bargaining Unit, and~~

~~18.1.1.5 the District Officer, provided they are a member of the Bargaining Unit.~~

18.1.2 No member of the Grievance Committee shall serve as a member of the Membership Appeals Committee.

18.1.3 The Vice-President of the Bargaining Unit shall normally Chair the Membership Appeals Committee

18.1.4 ~~No member shall hold more than one seat on the Membership Appeals Committee.~~ In the event that two or more of the positions, named above, are held by one person, vacancies in the Membership Appeals Committee shall be declared **and the**

Bargaining Unit Executive shall appoint from within to fill. ~~and filled by Branch Presidents, selected by lot.~~

- 18.1.5 In the event a member of the Membership Appeals Committee is directly involved in a possible grievance, that person will be excused from the committee ~~and an alternate as presented and ordered in 18.1.4, will be appointed by the Membership Appeals Committee to become the representative.~~ and an alternate from the Bargaining Unit Executive **will be appointed.**
- 18.1.6 The Membership Appeals Committee shall be named no later than October 1st of each school year and such information shall be communicated to the membership.
- ~~18.1.7 The members of the Membership Appeals Committee shall select one of their members to Chair the meeting or conference call.~~
- 18.1.8 All decisions by the Membership Appeals Committee shall be by simple majority.
- ~~18.1.9 A quorum for a meeting or conference call of the Membership Appeals Committee shall be four of the five members.~~

Rationale: *The proposed changes to the Membership Appeals Committee language are long overdue. The proposed changes make the language straightforward and eliminate the duplication of the President and Chief Negotiator being both the Grievance and Membership Appeals Committee.*

Moved by: **Alison Dennis**

Seconded by: **Tanya Crosbie**

CON-2025-09

9.5. Report of the Treasurer and Presentation of the 2025-26 Budget

9.5.1. Report of the TBU Treasurer

- See Appendix B

9.5.2. Update from District Treasurer

9.5.3. Approval of the TBU Budget for 2025-26

BIRT the Teacher's Bargaining Unit Budget for 2025-2026 be endorsed.

Moved by: **Jesse Langevin**

Seconded by: **Tanya Crosbie**

BUDG-2025-01

10. REPORTS OF THE OFFICERS

- 10.1. President – Tanya Crosbie – *Page 14-15*
- 10.2. Chief Negotiator/Contract Maintenance/Grievance Officer – Alison Dennis – *Page 16-17*
- 10.3. Equity, Anti-Racism & Anti-Oppression Officer – Kafui Kumahor – *Page 18*
- 10.4. District Officer – Kathi Poirier – *Page 19-20*

11. CREDIT INTEGRITY CAMPAIGN

12. ADJOURNMENT

10.1 TBU President Report – 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 educationally 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 filed 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 their work and input that helps shape our bargaining unit's direction, and the extensive time in revitalizing our constitution.

10.2 TBU Chief Negotiator/Contract Maintenance Officer Report – Alison Dennis

Contract Maintenance Issues

- SST LIFT
 - OSSTF maintains that the creation of the SST LIFT rooms is a violation of the SST/LNR in the Library Arbitration award (Decision May 19th, 2020)
 - Area's of Concern: LIFT teachers preparing work and evaluating work for students, supervising students completing elearning, ILC booklets, students being referred with out going through the proper SST referral process, teachers supervising students on SAL
 - Grievance has been filed
- ASLE Credits
 - OSSTF believes that ASLE credits circumvent ministry policies with respect to credit attainment such as PLAR
 - Area's of Concern: lack of integrity/time spent on earning the credit, several credits being earned in a small period of time
- Special Education
 - Concerns with respect to the new full integration model and workload
- Split Classes
 - Concern with respect to the number of split classes and rationale for the splits
 - Arbitration dates have been set for the grievances
- Promotion of 7/8 students to Highschool
 - OSSTF maintains that the promotion of 7/8 students to high school to access LIFT and spec Ed should not be occurring,
 - Issues ties into SST LIFT grievance, SST toolkit grievance and ASLE grievance
- Baseline Testing
 - Have been working with the board to ensure appropriate messaging is sent to teachers and administrators with respect to the use of Baseline Testing in the classroom
 - Board has agreed that teachers determine when and which board approved test they would like to use as well the board has agreed that teachers should not be directed to upload the results into a spreadsheet for BIPSA results
 - There are still issues with Math, as there is only one board approved assessment
- Growing Success
 - Concerns with implementation and messaging of the Credit Rescue/Credit recovery process at the end of a semester
 - OSSTF maintains that the SST team determines if a student should access credit recovery or repeat a course based on the classroom teacher's recommendation, it should not be unilaterally determined by admin
 - If admin is planning to change the mark of a student they should be consulting with the classroom teacher

Staffing Updates

- Spring staffing tips and tricks virtual session was held on March 27th
- Redundancy line will be drawn on April 28th, any members impacted will be notified by April 30th
- Members who will be partially surplus/fully surplusd will be notified by the end of day on May 7th (Principals should inform members prior to them receiving the email)

- Vacancies for placement meeting #1 will be posted on May 8th. Any member above the vacancy line may apply. They will be staffed by seniority, qualifications/deemed qualifications and mutual consent (for members on the SLOA list or members increasing entitlement)
- Please remind members to contact me if they have any questions about staffing

Negotiations

- The current collective agreement expires August 31st, 2026.
- Currently our plan is to send out a local bargaining survey during the 2025-2026 school year for members to complete. This is an opportunity for members to provide feedback and direction for the next round of negotiations.

Grievance Highlights

- SST/LNR in the Library Grievance: Decision from Arbitration (May 19th, 2020)
 - The board and the union were unable to agree on a mediated remedy settlement for the grievances filed from 2009-2020
 - SST teachers who completed surveys for those years will be asked to testify to the extra work they completed based on their survey.
 - Arbitration dates are June 26th, 27th, July 2,3, Aug 25th,26th, Sept 8, 11, Oct 23, 27th
 - Members will be called by school they are currently working at or retired from
 - Impacted members will be contacted prior to the date chosen for their schools testimony
 - Grievances filed 2021-present, are seized until the 2009-2020 grievances are resolved.
 - The board still continues to violate our collective agreement and the arbitration award
- Virtual School Credit Recovery
 - Currently have had 4 days of arbitration, more are scheduled for the fall
- Requiring OSSTF members to Provide Simultaneous Instruction to Students in Classrooms and Online
 - Resolved
 - Full time employees who actively worked in mainstream schools are entitled to 3 paid settlement dates, one per year for the next 3 years
 - More information will be forthcoming as details of implementation are worked out with the board
- Class Size – Destreamed
 - Arbitration begins on June 9th, 2025
- Camera's in the Classroom
 - Resolved, Minutes of Settlement, March 20th, 2025
- Flex Hub Rooms
 - Moved to arbitration, no dates set
- System Staff Redeployment during Covid
 - Arbitration date set for Jan 28th, 2026
- Baseline Testing
 - Arbitration date set for Sept 17th, 2025
- IA overstep onto Teacher Workload
 - IA's completing marking at TR and in SST LIFT
- Failure to Appropriately Accommodate Members in the Workplace
 - Moved to arbitration, no date set
 - The union alleges that the board does not follow their own policy when a member requires accommodation

10.3 Equity, Anti-Racism & Anti-Oppression Officer Report – Kafui Kumahor

“It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.” — Audre Lorde

Introduction

Since assuming the role of the OSSTF TBU Equity, Anti-Racism, and Anti-Oppression (EARAO) Officer for District 26 eight months ago, I have found the position both rewarding and challenging. The role has provided valuable opportunities for growth and collaboration in advancing equity initiatives across our district.

Worksite Equity Representation

Together with the OSSTF District EARAO Officer Lisa Elminowski, we have worked diligently to ensure that every worksite in District 26 is represented by an Equity Rep. As of the date of this report, 11 worksites in District 26 have Equity Reps, while 10 worksites remain without representation. Efforts are ongoing to achieve full coverage and support for all members.

Equity Training and Funding

A significant achievement this year was the successful collaboration with TBU President Tanya Crosbie and District EARAO Officer Lisa Elminowski, resulting in the procurement of \$5,000 in funding from OSSTF Provincial for equity training initiatives. This funding will support both virtual and in-person training opportunities for our Equity Reps. Planning is underway for an in-person training session, which is scheduled to be held at the District Office during the second week of May.

Professional Development

In December 2024, I attended the OSSTF EARAO Regional Training in Kingston. This event provided valuable professional development and the opportunity to engage with colleagues from across the region, further strengthening our bargaining unit's capacity to advance equity, anti-racism, and anti-oppression work.

Conclusion

Thank you to all members who have previously served as Equity Reps and to those who continue to serve. Your commitment has been vital to advancing equity in our district.

We are still seeking Equity Reps for several worksites. If you are interested in serving or learning more, please contact me at kafui.kumahor@ucdsb.on.ca.

Your participation is essential to building inclusive workplaces. I look forward to building on the progress made this year and to continue advancing equitable representation and inclusive practices across all worksites in District 26.

Respectfully submitted,
Kafui Kumahor
TBU EARAO Officer
District 26

10.4 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. EARAO training day.

TBU- Accommodations, leaves, meetings etc. EARAO 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.