

**DISTRICT 26**  
**PSSP Bargaining Unit**  
**ANNUAL GENERAL MEETING**  
**Wednesday, April 30, 2025**  
**Hybrid**  
**4:00 PM**

**WORKING AGENDA**

1. Call to Order

Roll Call:

Carol-Ann Fox- <i>President</i>	Kathryn Stewart- <i>Vice President</i>	Shannon Peace- <i>Treasurer</i>
Kim Matte- <i>Health &amp; Safety</i>	Allison Argue- <i>Secretary</i>	Karen Biggs- <i>Member at Large</i>
Carrie White- <i>Member at Large</i>	Sheri McMullen- <i>Member at Large</i>	Beth Larocque- <i>Member at Large</i>
Colin Matthew- <i>Provincial Liaison</i>	Kathi Poirier- <i>District Officer</i>	Pamela Linklater- <i>District President</i>

2. **Welcome and OSSTF Pledge:**

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

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

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

**OSSTF MOTTO**

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

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, 2024-25 is Kathi Poirier (District Officer) 613-861-6361

#### 4. 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.

#### 5. Approval of Agenda [RES – PROC-2025-01]

BIRT that the Agenda for the 2025 PSSP AGM be approved:

Moved by:  
**RES – PROC-2025-01**

Seconded by:

#### 6. Approval of Appendix A: PSSP 2024 AGM Minutes – May 2, 2024 [RES – PROCEDURE 2025-02]

BIRT that the minutes from the May 2, 2024 PSSP AGM be approved:

Moved by:  
**RES – PROCEDURE 2025-02**

Seconded by:

7. Business Arising from the Minutes of May 2, 2024 PSSP AGM

8. Report of Provincial Executive – *Colin Matthew*

9. New Business

9.1 PSSP Executive 2024-25 - Presentation of Acclaimed Positions

*As per Bylaw 5.2 of the PSSP Bargaining Unit Constitution, Nominated and Acclaimed.*

<b>PSSP Bargaining Unit</b>	
President	<i>Vacant</i>
Vice President	<i>Vacant</i>
Secretary	<i>Vacant</i>
Treasurer	Shannon Peace
Chief Negotiator	<i>Vacant</i>
Grievance Officer	<i>Vacant</i>
Health & Safety Representative	<i>Vacant</i>
Equity, Anti-Racism, and Anti-Oppression Officer	<i>Vacant</i>
Members at Large (4 positions)	<i>Vacant</i>
	<i>Vacant</i>
	<i>Vacant</i>
	<i>Vacant</i>

9.2 PSSP Nominations from the floor [RES – MAC-2025-01]

BIRT that the following PSSP members accepted the nomination for the stated position, and the PSSP General Assembly supported their nomination.

<b>PSSP Bargaining Unit</b>	
President	
Vice President	
Secretary	

Treasurer	
Chief Negotiator	
Grievance Officer	
Health & Safety Representative	
Equity, Anti-Racism, and Anti-Oppression Officer	
Members at Large (1 position)	

Moved by:

Seconded by:

**MAC 2025-01**

**10 Reports of the Officers (Written Reports & Questions):**

10.1 President (Attached)- Carol-Ann Fox

10.2 Treasurer Report and Presentation of Appendix B – 2024-25 PSSP Budget

[RES-BUDG-2025-01]

**BIRT PSSP approve the budget for 2025-2026.**

Moved by: Stephanie Sheeler

Seconded by: Kathryn Stewart

**BUDG-2025-01**

**10 Adjournment**

## Report from the President-Carol-Ann Fox

### Highlights 2024/2025 - Grievances

- **1 Failure to Hire:** Hearing scheduled for March 31, 2027.
  - **1 PSSP Grievance:** Proceeding to arbitration on November 27, 2025.
  - **1 SLP Grievance:** Hearing on June 4, 2026.
  - **2 Grid Placement Issues:** Resolved.
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### Highlights 2024/2025 - Member Appreciation & Wellness Initiatives

- Charcuterie Night
  - Comedy Night
  - Christmas Gift Cards
  - PSSP Mugs & Sweatshirts
  - Halloween Event at Saunders Farm
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### Highlights 2024/2024 - Successes

- Full complement of PSSP members and executive team in place.
  - Pay Evaluation underway.
  - Job Evaluation discussions progressing.
  - Special focus on SLP and Psychometrists for Pay Evaluation.
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### Highlights 2024/2025 - Job Evaluations (JJEC Process)

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

- BCBA – Cristin Shanahan
  - **Note:** SDC under review for potential evaluation in this cycle.
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## Highlights 2024/2025 - Staffing Update

All positions fully staffed, including:

- SSC (+3 temporary)
  - SLPs
  - Behaviourists
  - Psychometrists
  - SDC
  - SELW
  - Psychologists
  - Indigenous Grad Coach
  - ABA Specialists
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## Goals for 2025 - Professional Development (PD)

- Workshops offered both virtually and in-person.
  - Topics include:
    - Addressing Anti-Black Racism
    - Boundary Issues
    - Classroom Management
    - Resilience
    - Cyberbullying
    - Equity
    - Mental Health
    - Motivational Interviewing (by CAMH)
  - Free for groups of 20+, with a completed contract due one month in advance.
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## Goals for 2025 - Training

- **Clinical Training:** Gather input from PSSP membership.
  - **Membership Engagement:** Explore new formats and events such as:
    - Goat Yoga
    - Sugar Bush Family Breakfast
    - Paint Night
    - Improved locations, morning sessions, snacks, prizes
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## Goals for 2025 - PSSP Visibility in Schools

- **Promotional Video:**

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

## PSSP Proposed Budget 2025-2026

Account	Budget	Descriptions
Meals	2,000	Covers meals for PSSP executive members while on PSSP business (PSSP meetings, board meetings, provincial office, etc.)
Travel	1000	Covers travel for PSSP executive members for PSSP business
Meetings Other	500	Covers meeting costs other than food and travel. Includes childcare for members during meetings.(Gift Card)
Negotiations/Grievances	3,500	Covers costs related to negotiation of the PSSP collective agreement (meetings, equipment, etc.)
PSSP AGM	400	Covers costs for a PSSP AGM attendance prizes
Membership Appreciation	2,150	For covering the cost of moral boosting items.
PSSP Succession Training	850	Funds to cover additional members on bargaining team for succession planning. (DE Succession Training Reserves funds.)
PSSP Conferences/Workshops	1,000	Covers sending of members to conferences or workshops throughout the year.
<b>Totals</b>	<b>11,400</b>	
PSSP PD Funds (Reserves)	\$ 6,725	