



OSSTF District 25 Ottawa-Carleton

Protecting and Enhancing Public Education

**Final 2020-2021 ESP Executive Meeting- Remote
May 11, 2021
Minutes**

Present: Melodie Gondek, Leif Walther, Judy Soifer, Saul Mogelonsky, Kelly Mills, Erin Lang, Anita Luciano, Chelsea Dykens, Lana Lotan, Jada McLeod, Paul Caccamo

Regrets: Jada McLeod

1. Call to Order

1.1 The meeting was called to order at 5:47 p.m.

2. Appointment Anti-Harassment Officer

2.1 AHO for the meeting: Kelly Mills

3. Pledge/Anti-Harassment Statement/Indigenous Land Statement

3.1 Melodie gave our thanks for meeting on unsundered land and provided a link : [Beyond Red Dress Day: Seven calls to action for Indigenous allies](#)

4. Approval of Agenda

4.1 Moved: K. Mills, Seconded: L. Lotan - CARRIED

5. Approval of Feb 2021 Minutes

5.1 Saul requested amendment 7.3 update to budget line 9212.

5.2 Moved: L. Walther, Seconded: L. Lotan - CARRIED

6. Secretary's Report

6.1 Reviewed committee meetings from April/May.

6.2 Reviewed Action items from April's Minutes.

7. Treasurer's Report

7.1 See Written Report

7.2 Budget Items amended in time for the AGM

4201 District assistance funding has been reduced.

9229 Meeting expenses increase.

9214 PD meeting expenses went up.





OSSTF District 25 Ottawa-Carleton

Protecting and Enhancing Public Education

Motion

BIRT that the ESP bargaining unit recommends the budget as amended by the ESP Budget committee for the 2021-2022 school year.

Moved: S. Mogelonsky, Seconded: K. Mills - CARRIED

7.3 Discussion: Meeting format next year.

- Budget surplus due to meetings held virtually.
- Consider combination of virtual and in person meetings as required.
- Deferred discussion until next meeting: August 2021.

7.4 Technology requirement for President

- Deferred decision until the fall.

8. Report from Provincial Office

8.1 See written report

8.2 Congratulations to Melodie on being selected for the position of Vice Chair on the Provincial Council.

8.3 Work is underway to prepare for AMPA part two, to try and address equity concerns.

8.4 New Equity, Diversity and Inclusion Coordinator.

9. Business arising from Minutes

9.1 Report from Awards and Recognition Workgroup

9.1.1 See written report

- Last meeting was April 28, 2021
- Link to the nomination form is included in the written report.
- 2 Awards: Individual / Team
- Proposed cost \$320 from 9241 includes gift certificates, meeting expenses and supplies.
- Responses to be received by May 20, 2021
- If there is a lot of response for an award, we will draw names by lottery.
- Acknowledge receipt of Nominations.
- Decide the nominations on May 25. Committee to source and deliver award.
- Letter to members who have been nominated. Congratulations to be sent for all who have been nominated.

9.2 Memorial Award to honour of those who have passed.

- An EDP Assistant has also passed.
- Concern about naming members and possibly missing one





OSSTF District 25 Ottawa-Carleton

Protecting and Enhancing Public Education

- Give honourable mention at the AGM to our members who have passed.

9.3 Suggestion around consolidating this work group with the Rewards and Bursary committee: Awards, Bursary, Retirees all in one committee.

9.3.1 Discussion around whether amalgamating the committees requires a formal amendment to the constitution. Determined that this year it operated as an independent workgroup. Next year committees should be consolidated.

9.4 Add Awards and Recognition to next year's budget.

9.4.1 9241 Member Support Fund/ESP Post Secondary Bursary

Action: Ensure that expenses for the Awards and Recognition are included in next year's proposed budget.

Action: Edit form for ESP and save on ESP Drive. Send link to Chelsea

Action: Chelsea to edit Nomination form to remove

Action: Melodie to send the Awards Nomination form out in the Newsletter

9.5 Remaining AGM preparation

- Leif to run the polls
- Chelsea to assist with technical aspects.
- Discussion around voting with hands – although it is not anonymous.
- Determined that polls are the best option

10. New Business

10.1 Retirees Recognition at AGM

Approx 30 Retirees.

Discussed:

- How to recognize them at the AGM.
- Melodie has a list of Names and addresses.
- Who is going to take ownership of creating a slideshow.
- Discussion around how to recognize the recipients.
- Scrolling list of names as people are joining for the AGM
- Send gift by mail.

Action: Saul to pick up gift certificates for Retirees.

Action: Chelsea to create the certificates with Names and the certificate
Saul and Chelsea to co-ordinate the sending out of the awards.

Action: Melodie to send the list of names and addresses to Chelsea





OSSTF District 25 Ottawa-Carleton

Protecting and Enhancing Public Education

10.1.1 In line with 2020 Retirement Awards, amount for Retirees remains status quo \$25/member – Consensus.

10.3 Welcome to C. Dykens in new role as ESO

10.4 PD Day Debrief

10.4.1 See written report

- Great attendance.
- Met 1-2 times per month.
- Under Budget
- Retained a list of winners for the prizes.
- Most prizes have been sent out. Awaiting one response for delivery address.
- Feedback is included on written report
- Overall positive feedback.
- Guest speaker was very good.

10.4 PD Swag Update

- High level of interest in ESP gear lead to the development of the order form.
- Only a few people have put in orders, we need 24 to place an order.
- Considering offering the T-Shirts in another colour.

Action: Saul to investigate if there is another colour of t-shirt available.

Action: Erin to include photo of hoodie in the form.

Action: Melodie to send form out again with next ESP update.

11. President's Report

11.1 See written report

12. Protective Service Officer's Report

12.1 See written report

13. Senior Executive Officers Reports

13.1 Vice-President

- PAC meeting
- April 28 Day of Mourning
- Tomorrow afternoon Riding consultations will be taking place.
- Women's caucus meeting.





OSSTF District 25 Ottawa-Carleton

Protecting and Enhancing Public Education

- Lebreton Flats – coalition May 17

13.2 Health and Safety Officer Report

13.1.1 See Written Report

- During AMDA a District Health and Safety Officer Position was created. At this time this position is not being funded by the Board.
- L. Lotan is putting her name forward for the position of District Health and Safety Officer when that position comes up for election.

13.3 New Ed Services Officer Report

- Chelsea is attending Ed Services training this weekend
- looking forward to our May AGM.

14. Executive Officer Reports

No official reports at this time

15. Adjournment

15.1 Meeting Adjourned at 7:43 p.m.

Summary of Action Items:

- Edit form for ESP and save on ESP Drive. Send link to Chelsea
- Chelsea to edit Nomination form to remove one award category
- Melodie to send the Awards Nomination form out in the Newsletter
- Saul to pick up gift certificates for Retirees.
- Chelsea to create the certificates with Names and the certificate
- Saul and Chelsea to co-ordinate the sending out of the awards.
- Melodie to send the list of names and addresses to Chelsea
- Erin to send ESP Gear form to Paul Caccamo
- Saul to investigate if there is another colour of t-shirt available.
- Erin to include photo of hoodie in the form.
- Melodie to send form out again with next ESP update.

Next Meeting: August 2021 (Date to be determined)



Treasurer Report May 2021

Financial Statement 2019-20 Finalized with changes.

Attended 2 PD Meeting in April and May

Attended 1 Meeting for Awards in April

Attended AMDA in May

As of May 1, 2021 this 2020-2021 budget is attached.

Report for AGM attached.

Line #	Descriptor	2020-2021	Up to date Budget
	Revenue		
4201	District Assistance - was \$92757.57	\$ 91,169.48	47100.35
4302	OCDSB PD Grant	\$8,700.00	8038.13
4350	PD Day Revenue	\$3,000.00	0
4401	Levy (1% to a Max of \$5.00 per pay)	\$84,000.00	61379.19
4701	Interest		
4802	OSSTF PD Grant	\$9,240.05	
	Additional income -	66,690.47	
	Total Revenue	\$262,800.00	\$116,517.67

	AMPA		
9201	AMPA	\$4,000.00	1101.42
	Total AMPA Expenditures	\$4,000.00	\$1,101.42
	Membership Meeting		
9204	Facilities (Membership Meeting)	\$0.00	
9205	Refreshments (Membership Meeting)	\$1,500.00	
9206	Supplies (Membership Meeting)	\$1,000.00	
	Total Membership Meeting Expenditures	\$2,500.00	\$0.00
	President Salaries and Benefits		
9207	President (Salary and Benefits)	\$85,000.00	59,653.61
	Total Salaries and Benefits Expenditures	\$85,000.00	\$59,653.61
	Executive Expenses		
9209	Meeting Expense (Executive)	\$2,000.00	360.00
9210	Mileage & Cell phone (Executive)	\$1,500.00	846.81
9212	Office Supply (Executive)	\$1,000.00	\$1,115.83
9236	Equipment	\$4,000.00	1,074.31
	Total Executive Expenditures	\$8,500.00	\$3,396.95
	Professional Development (2%)		
9214	Meeting Expense (PD)	\$300.00	530.00
9215	Mileage (PD)	\$500.00	
9216	PD Luncheon	\$5,000.00	
9217	Facilities/Equipment	\$100.00	
9218	Supplies (PD)	\$5,000.00	958.78
9219	Honorariums (PD)	\$6,000.00	3545.00
9231	PD Release Time	\$2,000.00	640.71
9240	Professional Development - PD Day	\$4,000.00	
	Professional Development - Leadership Training	\$30,000.00	
	Total PD Expenditures	\$52,900.00	\$5,674.49
	Collective Bargaining Committee (15%)		
9220	Collective Barg. Grievances	\$200.00	
9208	Protective Services Officer Salary and Benefits	\$89,000.00	\$63,283.76

9222	Collective Barg. Release	\$3,000.00	391.27
9223	Meeting Expense (CBC)	\$4,000.00	908.89
9224	Mileage/Cellphone (CBC)	\$1,500.00	\$1,152.60
9237	Supplies (CBC)	\$200.00	\$95.44
9238	Resumption of Bargaining	\$0.00	
	Total CBC Expenditures	\$97,900.00	\$65,831.96
	Political Action (3%)		
9225	Meeting Expense (PAC)	\$1,400.00	
9226	Mileage (PAC)	\$500.00	
9227	Release Time (PAC)	\$700.00	
9228	Supplies (PAC)	\$300.00	
	Total Political Action Expenditures	\$2,900.00	\$0.00
	Other Meeting Expenses		
9229	Meeting Expense	\$300.00	360.12
9230	Mileage	\$200.00	
9232	Supplies	\$100.00	
9234	Contingency Account Expense	\$1,000.00	
	Total Committee Expenditures	\$1,600.00	\$360.12
	Membership Expense		
9239	Excellence in Education	\$2,900.00	777.94
9233	Communications	\$500.00	427.32
9241	Member Support Fund/ESP Post Secondary Bursary	\$4,100.00	2757.90
	Total Membership Expenditures	\$3,400.00	\$1,205.26
	Total	\$258,700.00	\$137,223.81
	Transfer From Reserves to balance Budget		
2802	Staff Development Fund		
	General Reserves Fund transferred from equity	\$66,690.4	
	Equity	\$290,996.61	

May 4, 2021

Provincial Executive Liaison Report

To: District 25, ESP Executive

From: Paul Caccamo, Vice President

1. Ministry Initiatives Committee- Expanding Student Access to Online and Remote Learning

A special meeting of the Ministry Initiatives Committee was held on March 22. The Ministry said they have “a pressing item we wish to consult with you on regarding the proposed plans to expand access to online and remote learning in the publicly-funded education system. This is taking shape as a key priority for the ministry in the coming months, and we would like to present details around the next steps being considered for your collective advice and input.” At the meeting, the Ministry officials presented a slide-deck with a plan for the expansion of remote and online learning. Following the meeting they sent participants a copy of the slide deck.

The plan identifies three types of remote/on-line learning:

- Synchronous remote-learning – teachers would be employed by school boards, classes would be funded at 23:1;
- Teacher-supported on-line learning – teachers would be employed by school boards, classes funded at 30:1 (cap of 35);
- Fully independent online learning – teachers would be employed by TVO, Student to teacher ratio is not applicable.

The Ministry have framed the plan as providing choice, quality and equity for students and families. Andrew Davis assured the group that the government has no intention of changing any working conditions and committed to discussing the plan with affiliates.

Key Components

1. Boards would be required to provide synchronous remote learning:
 - as a permanent part of elementary and secondary schools effective September 2021. No additional admin. funding would be provided.
 - to students on snow days or during emergency school closures.
 - Students in remote learning would continue to have access to “desired supports through their physical school.”
2. TVO and TFO would become the gatekeepers and developers for online learning:
 - TVO and TFO, with input from trustee associations, would create and maintain a standardized list of online courses for each school system.
 - Content for the courses would be created by TVO and TFO and would be provided to school boards at no cost. Boards/teachers would be able to modify the content.
 - TVO and TFO would develop and implement a “provincial seat reservation system”
 - TVO and TFO would create a “centralized Centre of Excellence” for teacher professional development resources.

- TVO and TFO would establish a “global development strategy” re: online learning for out-of-province students. Boards would no longer be able to market to or enroll these students directly.
- 3. All students taking online courses would have access to connectivity, learning devices and a supervised space in which to work within their secondary school. Boards would be encouraged to utilize existing staff to supervise and support these students.
- 4. The online learning graduation requirement and opt out would be implemented effective September 2021 starting with those students who were enrolled in Grade 9 in September 2020-2021.
- 5. Online pedagogy would become a mandatory part of initial teacher education programs.
- 6. In addition to amending the Education Act to include the changes above, the government is proposing to create regulatory authorities:
 - to prescribe the roles and responsibilities of school boards, school authorities and other entities prescribed by regulation;
 - establish data-sharing processes; and
 - prescribe the use of technology infrastructure, such as software, information systems and/or technology-based instructional tools and resources

Implications

The synchronous remote learning is optional and may get little uptake based on how parents have responded to remote learning during the pandemic. It will likely be used primarily by students with health issues.

The requirement to provide synchronous remote learning during snow days is an issue. This would have significant implications for teacher workloads. There are also numerous equity questions that will need to be addressed (e.g. What if there is insufficient tech/internet for all students /staff in a family to access remote learning simultaneously? What if buses are cancelled but schools are open?).

This plan may actually result in less choice for students to participate in in-person classes. The creation of a standardized list of online courses may result in small and/or rural schools opting out of offering in-person courses that are not highly sought after.

School boards will lose access to a current funding stream when they can no longer enroll out-of-province students.

The current consortia may have little role to play in offering online learning as TVO and TFO become responsible for managing online enrollment.

It is unclear who will be creating the course content. The reference to collaborating with third parties could provide an avenue for the use of private companies.

The possible collective agreement issues are still being determined and will require further details. Issues such as workload, staffing levels, board funding, etc. are being examined.

The creation of a central coordination framework and technological infrastructure opens the door for further privatization in the future.

The proposed legislation could provide opportunities for the government to regulate for-

profit entities to deliver online learning, and/or to control the tools and infrastructure that school boards would be able to use.

Actions

- As offered at the March 22nd meeting, OSSTF/FEESO has requested an additional meeting to further discuss the plan.
- Departments are reviewing the document to identify questions to be raised at the additional meeting.
- A written submission is being drafted and will be presented to PE April 6th for approval. The government has extended the deadline for submissions to April 7.
- OSSTF/FEESO is requesting a meeting with the government to discuss the collective agreement implications of the plan as per the terms of the central agreement.

2. Bill 254, Protecting Ontario Elections Act

Background

[Bill 254, Protecting Ontario Elections Act](#)

Attorney General Doug Downey (Barrie—Springwater—Oro-Medonte) introduced a bill that would amend the Election Act and the Election Finances Act. While the introduction of bills is the prerogative of the government or any MPP, this sweeping election bill was completed without any forewarning or prior consultation with Ontarians or the opposition political parties. The need for this bill is not clear except to make it easier for any governing party, particularly the current PC government, to fundraise more money and to stifle democratic debate by imposing severe limits on the expression of political dissent prior to an election.

Analysis

Although the bill has a number of proposals including expanding advance voting days, the three most pertinent elements are:

- Despite pre-election 2018 hype characterizing public subsidies to political parties as “political welfare,” Premier Doug Ford and the PCs have proposed to continue the current per-vote subsidies for political parties until the end of 2024. The amounts currently are \$5.9 million annually for the PCs, \$4.9 million for the NDP, \$2.9 million for the Liberals, and \$672,000 for the Greens. They will be adjusted for inflation and will also be adjusted after the 2022 provincial election as the vote totals change for each party.
- The bill would increase the annual contribution rates to political parties, constituency associations, leadership candidates and election candidates from \$1,650 to \$3,300. This would obviously help any governing party, especially one with deep-pocketed business supporters like the PCs. Although the opposition parties might benefit too, the total effect would not be anywhere near as positive as for the PCs. Despite the increase in contribution rates, the PCs are still maintaining the ban on corporate and union donations, which, of course, continues to favour their well-heeled supporters.
- The most jarring part of the bill that would impact OSSTF/FEESO's involvement in any provincial election campaign is the extension of the current six-month limitations on third-party advertising to one full year. For example, the call for the June 2, 2022, election is scheduled for May 4, 2022. In a six-month pre-election window, that would be roughly the beginning of November 2021. In this bill, the limitations would now extend to the beginning of May 2021. This means that the present third-party advertiser spending limit of \$637,200 in the six months before the issuance of the election writ will be expanded to 12 months. The current \$106,200 spending limit

during the campaign period remains the same.

At the same time, the PCs are tightening the rules around collusion by third-party advertisers. The bill will now further limit the sharing of information, vendors or “a common set of political contributors or donors” with another third-party advertiser that represents the same political causes. This means that OSSTF/FEESO would face even more onerous restrictions in working with like-minded partners, like OECTA, ETFO, AEFO, CUPE or OFL, on issues of mutual interest. For example, it is quite conceivable that a strike action like “No Cuts to Education” would be ruled collusion if conducted within the one-year point of a call of a provincial election. This would be disastrous for any political action.

Legislative Process

At the time of writing, the bill passed 2nd Reading in the Legislature and Committee hearings have been held. The President presented OSSTF/FEESO’s submission to the Standing Committee on Monday, March 29. The Bill is now in 3rd Reading. Although the opposition parties will vote against the bill, the PC majority should easily pass this bill.

3. Bill 269, Protecting the People of Ontario Act (Budget Measures)

Background

[Bill 269, Protecting the People of Ontario Act \(Budget Measures\)](#)

Peter Bethlenfalvy, MPP for Pickering-Uxbridge, introduced his first budget as Ontario’s Finance Minister, projecting an overall expense for 2021-2022 of \$173 billion and forecasting a deficit of \$33.1 billion. Although the Minister is projecting an increase in Education spending to \$31.3 billion for 2021-2022, OSSTF/FEESO has projected a cut of over \$800 million instead from the 2020-2021 budget.

Analysis

While this budget does not address many issues that OSSTF/FEESO supports like paid sick days and an increase in the education budget, the initial reaction to the budget has been muted. Most Ontarians are understandably fixated on the surviving the pandemic and are hesitant to condemn the PC government. In fact, governments across Canada (with the notable exception of Alberta) of all political stripes, have seen their support stabilize or increase. As well, all the provincial governments seeking re-election have been successful, some even increasing their standing from a minority to a majority government. At this point, it does not appear that the Ford government is facing any major backlash to this budget.

Legislative Process

On April 1, the Second Reading of the bill was carried and ordered referred to the Standing Committee on Finance and Economic Affairs. It is expected that interested parties will have the opportunity to address the committee. After that, the bill will be called for 3rd Reading. Although the opposition parties will vote against the bill, the PC majority will easily pass this bill. Staff will continue to monitor the bill’s progress through the legislative process.

As the government’s signature legislation, the budget bill outlines the government’s priorities and it is clear that education is not one of them. OSSTF/FEESO will continue to highlight the shortcomings of this budget bill and work with education affiliates and like-minded allies to oppose this bill.

The President presented an oral submission before the Standing Committee on Finance and Economic Affairs on April 9, 2021 highlighting OSSTF/FEESO’s concerns with the government’s plan to reducing public education funding.

4. 2022 Provincial Election Riding-by Riding Consultations

In continuing our preparation for the 2022 Provincial Election, an election readiness virtual consultation concentrating on a riding-by-riding analysis will be conducted on Wednesday, May 12 and Thursday, May 13. Unlike previous elections, our riding-by-riding consultations need to happen sooner because we need to take a much more assertive role in preparing and focusing our local districts/Bargaining Units for this election. This election, more than most in the recent past, is critical to the continued success and viability of our publicly-funded education system.

The meetings will be divided into four half-day sessions and will facilitate discussions about strategy and planning for each riding.

Each Bargaining Unit will be entitled to send two (2) representatives to the consultation. The representatives should include the Bargaining Unit PAC Officer and/or the person responsible for election readiness.

Members of the 2020-2021 Communications and Political Action Committee (CPAC) will participate with their respective Bargaining Units and will be fully funded in addition to the two member limit per Bargaining Unit. They will not count against their local BU's complement.

As well, the provincial Election Organizers will attend and be involved with their assigned districts. They too will not count against their local BU's delegation.

In the riding-by-riding consultations, Districts and Bargaining Units will meet in the following groups:	
Group	Districts / Bargaining Units
North Central and North West	1, 2, 3, 4, 31, 35 Algoma 5A, 5B, 6A, 6B
Central	13, 14, 15, 29
Toronto	12, 34
East	25, 26, 27, 28, 33, 35 U of O, Saint Paul, 30
South West	9, 10, 11
South Central	7, 8, 18, 24, 32 (unité 64), 35 WLUSA, TARA
South Horseshoe	21, 22, 23, 32 (unité 58), 35 Brock
905 Belt	16, 17, 19, 20, 30

Wednesday May 12, 9:00 – 11:30 AM
North Central, North West and Toronto

Wednesday May 12, 12:30 – 3:00 PM
Central and East

Thursday May 13, 9:00 – 11:30 AM
South West and South Central

Thursday May 13, 12:30 – 3:00 PM

South Horseshoe and 905 Belt

Registration will close on Friday, April 23, 2021.
Equity caucuses will occur for this event.

5. CUPE Education Worker Diverse and Inclusive Workforce Committee

On March 29, 2021, Staff in the Educational Services Department attended a meeting at the Canadian Union of Public Employees (CUPE) Education Worker Diverse and Inclusive Workforce Committee. The CUPE Education Worker Diverse and Inclusive Workforce Committee was created as part of the agreed to Central Terms in 2014-17 between CUPE, the Council of Trustee Associations (CTA) and the Crown. The focus of the committee is on collecting information and research from many sources, including other provincial jurisdictions. OSSTF/FEESO, along with ETFO, were invited to be members of this committee in December 2020.

At this meeting, Assistant Deputy Minister, Education Equity Secretariat, Pat Case, gave a presentation about why the Equity Secretariat was created and highlighted a number of the key projects they are currently tasked with. An item of discussion that is particular noteworthy is demographic data collection.

At this time, the Ministry of Education has secured contracts with almost all of the school boards in the province for the purpose of collecting demographic data on students and staff. There are four school boards that have not signed on, and Case expects that they will be securing those contracts in the next couple of weeks. Once data collection occurs the data (e.g. disproportions re: staff hiring, enrolment of student programs) will be publicly available. Case indicated that the goal of the data collection is to drive accountability as well as to drive change. Over the years, the school boards that have been conducting data collection showed that systemic barriers that exists in the education system disproportionately affect Indigenous, Black, and racialized students, students from low-income households, and students with disabilities.

Specifically to demographic data collection on staff, each school board will also be conducting employment systems review. There will be employment equity committees made up of staff representatives from all employee groups. The committees would design an instrument to gather data, review the data, and then move onto an employment systems review. Case stressed that it takes time to review policies and practice and to make changes on how to conduct hiring. OSSTF/FEESO Staff did ask if training and resources will be provided to school boards for data collection and employment systems review. Case committed to providing both training and resources. He also noted that one of the pitfalls of Reg. 274 was that no training was provided to those who were tasked with using the Reg. to conduct hiring.

Staff assigned has spoken with the Director of Negotiations/Contract Maintenance so that Protective Services field secretaries are aware of the data collection process, as Bargaining Unit leaders may be contacting them for advice.

Members of the Committee have agreed to invite representatives from two School Boards that have been conducting data collection to the next meeting to make a presentation. The Committee will be meeting again in the near future.

6. Ministry of Education De-streaming Roundtable Discussion: Educator Focused Supports

Staff from the Educational Services Department and the Protective Services Department

attended the De-streaming Roundtable Discussion: Educator Focused Supports hosted by the Ministry of Education on March 31, 2021. The purpose of the meeting was to engage with the sector and community partners to help inform the successful implementation of a de-streamed grade 9 program. Prior to the meeting, the Ministry of Education sent out a copy of their *Draft Guide to De-Streaming for Board Leaders*.

There were 77 participants and after a few opening remarks, the participants were broken into four breakout rooms to discuss the following questions:

1. Open dialogue on experiences and perspectives
2. Facilitated Group Discussion:
 - a) How might effective and ongoing subject-specific supports for instruction and assessment for educators be implemented at the school and board-level?
 - b) What experiences can you share, or suggestions do you have for creating a culture of inquiry and equity-based learning for educators who are implementing de-streaming?
 - c) What considerations are necessary when leaders are making decisions about staffing and scheduling?

OSSTF/FEESO Staff raised the following key concerns during the breakout sessions:

- OSSTF/FEESO is also committed to de-streaming in grade 9 and the membership endorsed our report on Addressing Systemic Racism in Ontario Schools which outlines many of the same policies contained in the Ministry's Draft Guide to De-Streaming for Board Leaders.
- It appears to be no plan in place to address class sizes for de-streamed courses (not mentioned anywhere in the guide).
- There needs to be ongoing training and teacher/education worker buy-in contributing to the necessary culture shift. This was most problematic in the 90s and led to the failure of de-streaming. Where is the Ministry commitment to ongoing training and wrap-around supports? They did not materialize when implementing the latest new math curriculum.
- Currently, there are School Boards (e.g. Peel DSB) that are choosing to offer only academic grade 9 courses in September 2021 (all schools will have grade 9 academic English, while some schools will only offer academic compulsory courses). It is evident that there are insufficient system supports in place and this does not align the implementation recommendations in the Ministry's draft guide.
- While the Ministry's draft guide provides the way to implement de-streamed courses, what happens if the guide is not followed by Boards? Where is the accountability?
- There should be communication and consultation between the Ministry of Education, OSSTF/FEESO and other education unions, the school boards and Black, Indigenous, racialized students, as well as students living with disabilities in all matters related to de-streaming.
- Recommendations to help with the success of de-streaming should be evidence-based.
- There should be a commitment by the Ministry to further investigation into teaching, learning, and curriculum studies required to determine more specific and effective instruction methods that would support a de-streamed learning environment.
- The Ministry of Education should create specific programming to serve and support student needs.
- School boards should be held accountable through collecting and communicating disaggregated student and teacher data on de-streaming.
- Any new curriculum developed for de-streaming should provide clear assessment

benchmarks and guidance for teachers and education workers.

- Class sizes for de-streamed classes should be kept small.
- The Ministry should provide appropriate funding to support any de-streaming initiatives.
- Teachers and education workers should be provided with appropriate training and access to additional resources prior to the implementation of de-streamed classrooms.

At this time, there are no further consultations scheduled.

Participants are invited to provide written submissions to the Ministry no later than April 20th, 2021.

7. Here for Students Campaign – February Insights

For the past few months, the *Here For Students* campaign has continued to focus on exposing the poor decisions of the Ford government around education policy. A new advocacy letter campaign was created in January to encourage supporters to send an email to their MPP (cc. to Minister of Education, Parliamentary Assistant to the Minister of Education, and the Premier) calling on them to “step up” and bring about better safety and learning measures now.

Here For Students has facilitated advocacy through organic social media posts, and emails to supporters encouraging them to send a message to the government.

Some February highlights include:

- Over 5,600 website page views;
- Average time users spent on the “we need government to step up” page – 2.5 minutes;
- Total email subscribers – 66,919;
- Over 23% of subscribers open the emails we send;
- About 3.4% of subscribers click the “email your MPP” function on average in February.

We are not investing any money into paid advertising through social media. All activity and actions are organic.

We are continuing to push out advocacy newsletters to our email list on a steady basis, usually once every 10-14 days, to highlight flaws and failures in the Ford government plans for education during the pandemic.

8. Teacher Education Staff Work Group Meeting

A meeting of the Teacher Education Staff Work Group was held on March 2, 2021. This meeting included representatives from OTF and each of the four teacher affiliates. Assigned Staff from the Educational Services Department attended the meeting on behalf of OSSTF/FEESO. The meeting agenda included the following items: OTF resolution regarding Pre-service programs, feedback to OCT Consultations, and follow-up on the February 5-6 OTF/Affiliate Symposium.

Items of Interest

The OTF Executive requested that the Teacher Education Staff Work Group (TESWG); develop a plan composed of potential lobbying actions that OTF and its Affiliates could take to ensure the integrity of teacher education pre-service programs at Ontario Faculties of Education. The initial discussion has generated challenges, concerns, and who best to target messaging for each issue: Faculties of Education, the College of Teachers, and/or

the Ministry of Education. The goal is to develop a joint message for consideration by April.

The OTF/Affiliate Symposium held on February 5-6, entitled *Creating Conditions, Conversations and Collaboration for Equity, Diversity & Inclusion in Teacher Education*, was, by all accounts, very well received. 87% of those who completed an exit survey reported being 'very satisfied' with the symposium, and the remaining 13% were 'satisfied.' Ideally, we will stick with this format, where participants have a range of workshops from academics, affiliates, and community activists to choose from, in addition to a variety of keynotes.

Feedback to Ontario College of Teachers' Consultations:

Foundations of Professional Practice – Feedback through an Anti-Oppression Lens

OTF and the affiliates had a great deal of input into the original document. Applying an anti-oppressive lens in one sense is like trying to rebuild a house with a coat of paint. Perhaps it would be better to start over, but that is a large project and not what OCT is asking for.

Assigned OSSTF/FEESO staff shared suggestions as to additional language regarding anti-oppression and equity, based on input from staff with assigned equity portfolios. For example, "Oppressed and equity-seeking groups must see themselves in both the curriculum and in pedagogy."

ETFO has done more work on this in consultation with their Additional Qualification staff. OTF and affiliate representatives provided feedback on the ETFO suggestions, indicating where less might be more, as the original document covers a good deal of equity in more broad-stroke language. For example, the document includes the following, "College members strive to be responsive pedagogical leaders who are respectful of equity and diversity within Ontario's classrooms and schools." OSSTF/FEESO staff recommended adding "with attention to oppressed and marginalized students and staff with an aim to dismantle oppression and racism in education." Getting more specific with language could lead to a situation where it is difficult to monitor, manage, or challenge teacher practice on their anti-oppression lens as applied to individual lessons and pedagogy.

Teaching and Learning through e-Learning – Thought Exchange

The main question in this invitation to provide feedback is whether or not there is support to move the *Teaching and Learning through E-learning* AQ course from a single Schedule C course to a Schedule D 3-part AQ. OTF will draft a response on behalf of OTF and the Affiliates that will indicate no support for making this course a three-part specialist for a number of reasons, including but not limited to the fact that there already exists a 3-part specialist *Integration of Information and Computer Technology in Instruction*. There are also concerns about the expansion of e-learning in the province as a permanent direction post-pandemic, and expanding teacher qualifications in this area could somehow add to the normalization of mandatory or private e-learning for students who are not best served in this way. The platform for providing input to OCT is anonymous, limiting the ability to provide responses from a federation perspective in any case.

The next TESWG meetings are scheduled for:

- Friday, April 9, 2021 Meeting with Ontario Association of Deans of Education
- Tuesday, May 11, 2021

9. Ontario Government Funding for New Personal Support Worker (PSW) Training

The Ontario Ministry of Labour, Training and Skills Development announced \$4.1 million in funding to help train 373 new PSWs and provide them with additional health and safety resources ([Ministry Announcement Link](#)). This funding has been allocated to support eight

PSW training projects at Ontario colleges and 'other important health care training partners, 'with the intent of providing more PSWs to provide the best care for seniors and residents in long-term care homes'.

While it is laudable to fund the tuition, paid placements, and educational resources to minimize PSWs' exposure to infections, the government has left one key stakeholder out of the conversation and funding: the 23 school boards with Continuing Education PSW programs. The Ontario Association of Adult and Continuing Education School Board Administrators (CESBA) has learned that the immediate impact of this announcement has been a reduction of students enrolled in PSW programs through school boards, as they opt for college diploma programs with free tuition. CESBA notes that school board adult and continuing education programs accept a broader range of people, including mature students who do not have a high school diploma, newcomers, and refugees, and that these programs have higher graduation rates than some college programs. CESBA hopes to meet with the Minister of Health to discuss the inclusion of Ontario's school boards in the government funding initiative, to support a needed influx of PSWs, particularly in the long-term care home sector. ([CESBA Response Link](#)).

The Provincial Executive approved sending a letter to the Minister of Health and the Minister of Labour, Training and Skills Development to express OSSTF/FEESO's disappointment in the lack of consultation or consideration around funding additional PSW training spaces in school board adult and continuing education programs as part of its funding announcement. The letter also supports or echoes CESBA's position and call for the inclusion of Ontario's school boards in the government's funding initiative to train, graduate and employ much needed capable and qualified PSWs.

10. Plan for Ongoing Outreach to Parent/Community Organizations 2021

Parent and community outreach is paramount as we move forward as an organization toward the next provincial election. Parent and community allies are essential if we want to defeat the Ford government. Not only do we need to continue to reach out to current allies in meaningful and inventive ways, but also we need to build further parent and community support away from the noise of the current issues that are dividing us. There are parent and community groups that we are regularly reaching out.

There are varying degrees of engagement with these groups. We are currently reaching out to several other groups in hopes of adding them to our list of allies. They are:

- Urban Alliance on Race Relations
- Ontario Education Workers United
- Parents of London Ontario
- School Council Chairpersons of Ontario

Outreach from the Provincial Office is important, but engaging and encouraging our Districts to research, outreach and build contacts with local organizations is crucial.

Parent and community group input is important in building current relationships, fostering new relationships, and bringing other voices into our messaging. Outreach should be consistent with the main purpose being collaboration and support of events/actions as well as unifying like-minded groups to defeat the current government in the next Ontario election.

Next steps for outreach can include:

- Reaching out through our *Here For Students* website and providing resources regularly;

- Community ally gatherings – in locals – bringing together the union and our community partners with parent groups (town halls, virtual webinars);
- Building our parent council influence through regular contact, asking for input, surveys and information sharing;
- Assisting with donations;
- Tying in our Election Organizers to assist with outreach and building momentum in communities;
- Late winter/early spring webinar to engage parent and community groups focusing on student advocacy followed by creating advocacy resources for parents;
- A wider reach for our Community Ally newsletter – offer translation in various languages for our allies to share;
- Asking parent and community groups for material for our School Council newsletter and sharing it with school councils through the school council newsletter and our school council representatives;
- Increasing outreach to school council chairs;
- Inviting parent and community groups to give input into our education platform through a survey; and
- Inviting school councils to give input into our education platform through a survey.

11. People for Education Annual Ontario School Survey

On February 23rd People for Education released their Annual Ontario School Survey. The 2021 Survey focused on principals and the impacts of COVID-19 on Ontario's schools. The survey results include responses from 1173 schools from across Ontario, including 906 in-person, 226 hybrid, and 41 virtual schools.

Principals indicated that their workloads have grown as COVID responsibilities have been added. Unsurprisingly, as is the case with our members, they identified that “there was no move to postpone or eliminate existing tasks such as School Improvement Planning, EQAO testing, or implementing new curriculum.” 50-60% of principals reported that their levels of stress are unmanageable. The survey asked principals to rank the following COVID-related issues:

- Coordinating staffing
- Scheduling courses
- Space & distancing
- Staff tech knowledge
- Health & safety
- Troubleshooting tech issues
- Communicating with parents or staff
- Managing student enrolment
- Ventilation

The highest ranked issues varied by school type. Again, the results reflected what OSSTF/FEESO has been saying. Space and distancing, coordinating staffing, and Health and Safety issues ranked highest with principals of in-person schools. For principals of virtual schools, the highest ranking issues were managing student enrollment, coordinating staffing, and communicating with parents or staff. Hybrid school principals ranked coordinating staffing, managing enrollment and space and distancing.

While People for Education renewed their call for the creation of an Education Advisory Task Force, the principals made a series of more specific recommendations. These include:

- More teachers (French, Special Education, Supply, Occasional) and school staff (Educational Assistants, Designated Early Childhood Educators, office staff, supervision staff);

- No more new initiatives (e.g., for the District School Board (DSB) and/or the Ministry of Education (MoE) to stop adding new curriculum pieces/changes);
- More time (more Professional Activity (PA) days; uninterrupted holidays; extended breaks for mental health & for planning; shorter school day to allow time for planning; more lieu days with “supply principals” to fill in rather than relying on principals from other schools);
- To receive information of changes/decisions from DSB and MoE before they’re announced publicly and with enough time and enough detail to implement those changes.

As these asks align well with the positions that OSSTF/FEESO has been taking, staff is discussing with Sussex how to amplify the recommendations through our *Here for Students* website.

12. World Education Support Personnel Day

In 1999, OSSTF/FEESO created Support Staff Appreciation Day to celebrate the valuable contributions of education workers and acknowledge their important roles within publicly funded education in Ontario at all levels. Through a motion from the Provincial Executive to Provincial Council, OSSTF/FEESO made the decision in 2020 to immediately end our recognition of the OSSTF/FEESO Support Staff Appreciation Day and begin celebrating World Education Support Personnel (ESP) Day on May 16.

Similar to World Teacher’s Day, World Education Support Personnel (ESP) Day was launched in connection with Education International’s (EI) first-ever ESP Conference in 2018. This is a day to recognize the extraordinary contribution education workers make to our schools and our union. In addition, OSSTF/FEESO celebrates the work of education workers across the globe, emphasizing their role to ensure the delivery of high quality education, and to shine a light on the challenges that education workers face in their workplaces.

This year, the Recognition and Promotion Subcommittee of the Communications and Political Action Committee put together a plan to celebrate OSSTF/FEESO World ESP Day. This plan involves recording a message from each member of the Provincial Executive (PE).

This message will be sent to members via social media and a DBU memo. There will also be information regarding the promotion of World ESP Day sent to Bargaining Unit leaders.

For more information on World Education Support Personnel Day, please visit:
<https://www.ei-ie.org/en/detail/15830/history-in-the-making-education-international-launches-first-worldwide-education-support-personnel-day>

13. OFL Laurentian Crisis Campaign

At the Ontario Federation of Labour (OFL) Heads of Unions meeting on Monday, March 15, participants were presented with a proposal for the OFL to engage in a short, concentrated campaign on highlighting the financial crisis at Laurentian University. This specific campaign would complement ongoing OFL persuasion and acquisition campaigns.

The financial difficulties at Laurentian University will have a significant impact on public sector workers in post-secondary institutions, including OSSTF/FEESO members. The OFL requested support for this campaign, which will incorporate key messaging from the Ontario Confederation of University Faculty Associations (OCUFA).

The OFL estimates this campaign to cost \$105,000, including \$75,000 of digital ad spend, which would take place through the month of April, and include static graphics, a short video, social posts, and connection to the *Save Laurentian* web landing page. The ads would run in Sault Ste. Marie (Minister of Training, Colleges and Universities Ross Romano's riding), Sudbury (where Laurentian University is located), plus nine other battleground ridings that contain at least one college or university campus.

Ross Romano has been under significant public criticism for saying very little about the situation at Laurentian University, citing that the bankruptcy of the university is "before the courts," and he cannot comment. The Minister's absence on this issue is gaining notice.

The Provincial Executive has approved a \$20,000 donation to the OFL campaign in support of the Laurentian University campaign.

14. Canadian Labour Congress Triennial Convention 2021

The delayed Canadian Labour Congress Triennial Convention, which was scheduled to take place May 4–8, 2020, in Vancouver, British Columbia has been re-scheduled as [a virtual convention](#) for June 16-18, 2021. To accommodate all CLC members from all of Canada's different time zones, the convention will run from 12:30 PM to 5:00 PM daily. Interested OSSTF/FEESO members, who are delegates at local CLC Labour Councils, should review the following information which is found in DBU #174/2020-2021.

- 1) The Number of Delegates and their Allocation
- 2) Convention Expenses: Cost-sharing between districts and Provincial Office
- 3) Financial Support for Labour Council Presidents
- 4) Financial Support for OSSTF/FEESO Equity Caucus Delegates
- 5) OSSTF/FEESO Candidates for CLC Positions
- 6) OSSTF/FEESO Pre-Convention Delegate Meeting

Registrations must be submitted online by no later than Monday, April 26, 2021. Please log into the Upcoming Events section on the Registered Users homepage of the OSSTF/FEESO website. A link to the CLC/CTC Event with the Cvent registration page is located there. For convention registration information, please contact Wendy Ozyer at wendy.ozyer@osstf.ca. For further information, please contact Paul Kossta at paul.kossta@osstf.ca

15. Support for the Stephen Lewis Foundation – Partners in Pride Campaign

The Stephen Lewis Foundation contacted OSSTF/FEESO with a request for financial support to respond to the emergency needs that are arising for LGBTIQ communities in central and eastern Africa during the COVID-19 pandemic.

The pandemic "has exacerbated the inequities that LGBTIQ community in many parts of sub-Saharan Africa have long faced, including persecution, discrimination, harassment, and violence." Their request for financial support would go toward the Partners in Pride campaign, which is a global initiative to ensure that LGBTIQ organizations in sub-Saharan Africa can provide holistic HIV and AIDS services to LGBTIQ communities.

OSSTF/FEESO has supported the Stephen Lewis Foundation in the past and they were helpful in the preparation of the *Common Threads II – From Canada to South Africa: Combatting HIV/AIDS Together* resource. Other unions are partnered with the Foundation on this campaign, including CUPE, PSAC, OPSEU, and Unifor.

The Provincial Executive approved a \$3,000 to the Stephen Lewis Foundation.

16. Recent DBUs

- 199 – Judicial Council Vacancies
- 198 - Ontario Election 2022 Updated Election Laws Governing Third-Party Advertising
- 197 – Job Postings
- 195 - Environmental Advisory Work Group Call for Members
- 194 - Long Term Disability Advisory Work Group Vacancies
- 193 - Revised OECTA Pink Listing of the Halton Catholic District School Board
- 192 - April 28 National Day of Mourning 2021
- 191 - Ministry Correspondence - Update on Ontario's Stay at Home Order
- 190 - Human Rights Triennial Conference 2021
- 189 - Ministry of Education – In-person Learning for Students with Special Needs
- 188 - Ministry Correspondence - Ministry of Education Update
- 187 - Appointment of Director - Educational Services
- 186 - OSSTF/FEESO Spring Webinar For Parents and Community Members
- 185 - 2022 Provincial Election Riding-by-Riding Consultations - May 12-13, 2021
- 184 - HSWSIAC Regional Training Sessions
- 183 - Spring Boost
- 182 - Ministry Correspondence - Ministry of Education Updates and April Break HS Reminder
- 181 - Educational Services Officers - Regional Training Session - May 15 2021
- 180 - Status of Women Conference 2021 - May 7-8
- 179 - OTIP LTD Plans with Mandatory Early Intervention
- 178 - 2021 AGMs
- 177 - COVID-19 Q & A Sessions - April 6 and 7, 2021
- 176 - Attending Extended AMPA 2021 as an Observer
- 174 - CLC Triennial Convention 2021 - June 16-18, 2021
- 173 - 2021 Summer School and School Learning Opportunities Information
- 172 - REVISED - Dates for Adjourned Remote AMPA 2021
- 171 - OFL COVID-19 Health and Safety Rights Guide for Education Workers
- 170 - Appointment of AGS - Professional Services

ESP President's Report

May 11, 2021

1. Covid – All school-based Education Workers are eligible for vaccinations. Supply remains a municipal issue.

2. OCDSB Relations

- 2.1 Representing members in meetings
- 2.2 Grievance collab w PSO
- 2.3 2 Meetings with senior staff regarding ed worker vaccinations
- 2.4 Meeting with Dr. Etches
- 2.5 Board and Committee of the Whole meetings

3. OSSTF Relations

- 3.1 New President Coaching: Time Management
- 3.2 Acclaimed as Vice-Chair at April 23 Provincial Council
- 3.3 ESS Town Hall April 29 on best practices
- 3.5 Conferring with secretariat on various issues
- 3.6 Protective Services Regional Events

4. District Relations

- 4.1 Tentative deal reached with Corvus office staff
- 4.2 PTSD/Critical Incident Training w PSO April 26
- 4.3 AMDA Prep and Recording
- 4.4 H&S Officer Committee; results at AMDA

5. ESP Work

- 5.1 PD Day Speech
- 5.2 Fielding communication from members, general administration
- 5.3 President Office Hours May 17
- 5.4 AGM prep
- 5.5 Student Supervision survey issued to elem office staff and all library techs
- 5.6 Various committees

Vacation Days Remaining

8 days for the 2020-2021 school year

1. Grievance/Arbitration Highlights

- 1.1. 1 Step-2 Grievance Hearing scheduled May 13 – Quarantine Leave and Management Rights
- 1.2. 29 Individual and Policy Grievances still waiting to be withdrawn pending confirmation of resolution

2. CBC / Negotiations Updates

- 2.1. OSTA Collective Bargaining Committee continuation from 2020 Extension Agreement CBC
 - i) OSTA CBC meeting to be scheduled before end of May
- 2.2. Meeting with Labour Relations and HR to finalize Job Classification chart for ESP 2019-2022 Collective Agreement April 20th
 - i) Awaiting finalized draft of ESP CA for signatures and publishing

3. Other Activities and News

- 3.1. Workers Health and Safety Centre PTSD training April 19
- 3.2. Supervision of Students Committee ESP side meeting April 21 – School survey
- 3.3. Protective Services Committee Conference rescheduled conclusion April 21
- 3.4. Joint Supervision of Students Committee meeting scheduled May 13
- 3.5. AMDA May 6th
- 3.6. Respectful Workplace Investigation follow-ups
- 3.7. Ongoing work with HR regarding process, procedure and standards
- 3.8. Individual member advice, counselling, advocacy

4. Outstanding Vacation/Extra Hours

- 4.1. 3 vacation days taken April 14-16.....21 vacation days remaining.

May 2021

Worksite Health and Safety Representative selection is commencing soon across the Board. Being a site representative is a great opportunity to participate directly in the health and safety of each school community. Representatives receive training and are then responsible for completing the monthly inspection of their site. I would recommend that members of our bargaining unit consider putting their names forward for these positions when the notifications are sent out.

Covid related recommendations continue to comprise the bulk of the work of the JHSC this year. A couple in particular to note are ones pertaining to the recommendation to physically close schools when staff isolation requirements led to staffing levels being dangerously low, which placed further stresses on all staff left remaining in the building. This allowed individual sites the ability to close without requiring a provincial order in order to ensure the continued safety of all employees on site. Another was the acceptance of a recommendation to ensure that all hand sanitizing products used in schools should be scent-free. Current board policy was that sites were only required to be scent-free as a specific medical accommodation for employees who had gone through Employee Wellness. The committee recommended that it should be best practice to ensure products were scent free regardless of accommodation and this was accepted.

During AMDA, the position of District Health & Safety Officer was created. This is a position we have been advocating for a number of years. While it is not yet fully as we would like it to be, it is at least a step in the right direction to have a central point person to liaise between all of the different bargaining units and the Board. Hopefully the employer will see the benefit of this position and we can continue to expand as we move forward.

I just completed my refresher training to maintain my Joint Health and Safety Committee Certification which is required by the Ministry of Labour every 3 years.