



OSSTF District 25 Ottawa-Carleton

*Protecting and Enhancing Public Education*

**ESP Executive Meeting- Remote  
April 13, 2021  
Minutes**

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

**Regrets:** Paul Caccamo

**1. Call to Order**

1.1 The meeting was called to order at 5:03 p.m.

**2. Appointment Anti-Harassment Officer - Kelly**

2.2 AHO for the meeting: Kelly Mills

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

**4. Approval of Agenda**

4.1 Amended for Minutes Feb 2021.

4.2 Moved: S. Mogelonsky, Seconded: C. Dykens - CARRIED

**5. Approval of Feb 2021 Minutes**

5.1 Moved: J. McLeod, Seconded: L. Walther - CARRIED

**6. Secretary's Report**

6.1 Review committee meetings and training from February and March.

6.2 Reviewed outstanding action items from February's minutes.

**7. Treasurer's Report**

7.1 Treasurer report has been updated. See Written Report and updated budget.

7.2 Provincial budget has not been approved as it was delayed during AMPA. New AMPA meeting scheduled for June 5-6, 2021

7.3 \$78 over expense in line 9212 to date.





Educational Support Professionals

OSSTF District 25 Ottawa-Carleton

*Protecting and Enhancing Public Education*

## **8. Report from Provincial Office**

8.1 See written report

**Action:** Melodie to forward provincial report.

## **9. Business arising from Minutes**

9.1 Constitution Committee Recommendations for AGM  
See doc Proposed Amendments to the ESP Constitution

Judy reviewed proposed changes.

9.2 Report from the Stewardship Pilot Work Group  
Constitutional addition not needed as language exists in constitution for Workplace Representatives. See proposed motion regarding name change to Zone Representatives

9.3 Budget Committee Recommendations for AGM  
Saul reviewed the proposed budget; see written report

### **Motion**

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

Moved: K. Mills Seconded: Lana Lotan - CARRIED

9.4 Report from Awards and Recognition Workgroup  
Deferred to May 2021 Executive meeting.

## **10. New Business**

10.1 New date for AGM; May 30, 1:30 pm.

10.1.2 Rosemary Judd-Archer to chair; Erin to take minutes.

10.1.3 Advance Notice April 16<sup>th</sup> Notice to go out and then 10 days before as well.

10.1.4 Polling practicalities to be managed

10.1.5 Melodie will receive the nominations

10.1.6 If Leif is acclaimed as Protective Services Officer, he will run polls. Otherwise, Judy will run polls. Leif will prepare the polls in advance.

10.1.7 Budget will be proposed after the proposed constitution changes

**Action:** Melodie will send notice to members to submit any proposed amendments to the constitution. Notices of motion or additions to the agenda will be received by Erin.





OSSTF District 25 Ottawa-Carleton

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**Action:** Nomination forms to go out May 21 (10 days before).

10.1.8 Nominations: are date stamped and will be collected by Melodie and forwarded to the Nominations committee  
Nomination committee: Judy Soifer, Saul Mogelonsky, Melodie Gondek, Erin Lang

10.2 AMPA I March 2021 [Executive session]

Motion to move into executive session

Moved by K. Mills, Seconded J. Soifer - CARRIED

10.2.1 Chair rises from executive to report that a discussion was had regarding AMPA 2021.

10.3 AMPA II June 2021

**Motion: BIRT that the ESP Bargaining Unit allot the sum of \$300.00 for Kelly Mills our Alternate for APMA Part 2. The expense will be withdrawn from Line number 9201 (AMPA).**

Moved: S. Mogelonsky Seconded: J. Soifer- CARRIED

10.4 Discussion - next executive meeting after May; postpone June meeting until August. Consensus to meet immediately after the AGM to welcome new members and thank outgoing executive.

10.5 Evelyn MacDonald is going for surgery. Consensus on \$100 gift card for food. Funded from line 9234 (contingency expenses).

## **11. President's Report**

11.1 See written report

11.2. OSTA moving to Merivale Rd

11.3 Special meeting was held on April 7, 2021 to discuss issues around the upcoming 2022 election rules. Commercials are being released by OSSTF in advance due to restrictions on political commercials within one year of the election.

## **12. Protective Service Officer's Report**

12.1 See written report

Joint committee about student supervision in the schools





OSSTF District 25 Ottawa-Carleton

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Survey staff about supervision

Goal is to create a document of best practices about supervision

3 PD days before school year begins. School Holidays? What happens holidays in the second week of school.

**13. Senior Executive Officers Reports**

13.1 Vice-President and Ed Services Report

PD Day is coming up on April 23, 2021

We have an excellent line-up for presenters

Registration uptake very positive

13.2 Political Action Committee

OSSTF will be running ads

No ads can run within one year of the election

Who is running in your area? Trying to support Education friendly candidates

**Action:** Forward Political ads and nominee information in your neighborhood to Susan Rab, chair of the Political Action Committee.

**Action:** If you are interested in getting involved in preparing for the provincial election, let Judy know, let Susan Rab know.

**13.2 Health and Safety Officer Report**

13.2.1 Covid Protocols

Couple of schools distressed with the number of staff absences. Made a recommendation to close the schools. Principals have the authorization to close a school.

13.2.2 Hoping Health and Safety Terms of Reference to be signed by the principals. Terms of reference for a multi-site Health and Safety committee.

**14. Executive Officer Reports**

14.1 Discussion about whether leave due to covid quarantine over the break affects vacation time when this is a work-related forced leave.

**15. Adjournment**

15.1 Meeting is adjourned at 7:22 p.m.



## Treasurer Report April 2021

Financial Statement 2019-20 Finalized with changes.

Attended 3 PD Meeting in March

Attending 2 Constitution Meeting in March

Meet with Graham Satterthwaithe on budget 2020-21 and line descriptors.

Chaired the Budget meeting on March 29 with recommendation to the Executive Meeting

As of March 31, 2021 this 2020-2021 budget is attached.

April 12 meet with District Finance Committee to discuss District Budget and Projected Amounts.

Make a motion: Be resolved that the ESP Bargaining Unit allot the sum of \$300.00 for Kelly Mills our Alternate for APMA Part 2. The expense will be withdrawn from Line number 9201 (AMPA). Moved by Saul , Seconded by Judy.

**OSSTF DISTRICT 25 OTTAWA-CARLETON  
ESP UNIT  
STATEMENT OF REVENUE AND EXPENSE  
FOR THE 12 MONTHS ENDED 2020-06-30**

	<b>CURRENT MONTH</b>	<b>YEAR TO DATE</b>	<b>ANNUAL BUDGET</b>	<b>% OF BUDGET</b>
<b>REVENUES</b>				
4201 OSSTF BARGAINING UNIT FUNDING	13,808.00	86,300.00	86,300.00	100.00
4302 OCDSB PD GRANT	0.00	7,838.13	8,700.00	90.09
4350 ESP PD DAY REVENUE	0.00	0.00	3,000.00	0.00
4401 MEMBER LEVY	7,923.08	87,851.56	86,160.00	101.96
4701 INTEREST INCOME	0.00	0.00	0.00	0.00
4802 OSSTF PD GRANTS	8,710.54	8,710.54	8,708.04	100.03
4840 ENCOURAGING POTENTIAL LEADERS GRANT	0.00	0.00	0.00	0.00
4923 INVOLVING THE NOT YET ENGAGED GRANT	0.00	0.00	0.00	0.00
4933 OSSTF COMMUNITY OUTREACH GRANTS	0.00	0.00	0.00	0.00
4832 OSSTF PAC - SPECIAL DISTRICT PROGRAMS GRANTS	0.00	0.00	0.00	0.00
4852 OSSTF DISTRICT COALITIONS GRANTS	0.00	0.00	0.00	0.00
4853 OSSTF LABOUR COLLEGE FUNDING	3,407.09	3,407.09	0.00	0.00
4864 OSSTF WORKPLACE REP TRAINING	0.00	0.00	0.00	0.00
4872 OSSTF NEW MEMBER WORKSHOPS GRANTS	0.00	0.00	0.00	0.00
4815 UNION TRAINING ACCT. 2015	0.00	0.00	0.00	0.00
4903 OTHER INCOME	0.00	0.00	0.00	0.00
	<b>33,848.71</b>	<b>194,107.32</b>	<b>192,868.04</b>	<b>100.64</b>
<b>EXPENSES</b>				
<b>AMPA</b>				
9201 AMPA	(101.39)	657.61	4,000.00	16.44
<b>MEMBERSHIP MEETINGS</b>				
9205 REFRESHMENTS	0.00	0.00	1,500.00	0.00
9206 SUPPLIES	0.00	0.00	1,000.00	0.00
<b>SALARIES AND BENEFITS</b>				
9207 PRESIDENT	4,297.22	81,320.55	82,000.00	99.17
<b>EXECUTIVE EXPENSES</b>				
9209 MEETING EXPENSES	49.68	3,075.61	2,000.00	153.78
9210 MILEAGE/CELL PHONE	73.70	1,124.99	1,500.00	75.00
9212 OFFICE SUPPLIES	0.00	348.84	1,000.00	34.88
9236 EQUIPMENT	0.00	675.09	3,000.00	22.50
<b>PROFESSIONAL DEVELOPMENT</b>				
9214 COMMITTEE MEETING EXPENSES	0.00	0.00	300.00	0.00
9215 MILEAGE	0.00	50.73	500.00	10.15
9216 PD DAY LUNCHEON	0.00	0.00	5,000.00	0.00
9217 FACILITIES/EQUIPMENT RENTAL	0.00	0.00	100.00	0.00
9218 SUPPLIES	41.21	86.39	5,000.00	1.73
9219 HONORARIUMS	0.00	100.00	6,000.00	1.67
9231 PD RELEASE TIME	1,262.61	2,195.61	2,000.00	109.78
9240 PROFESSIONAL DEVELOPMENT	3,695.11	15,595.65	34,000.00	45.87

	<u>CURRENT MONTH</u>	<u>YEAR TO DATE</u>	<u>ANNUAL BUDGET</u>	<u>% OF BUDGET</u>
<b>COLLECTIVE BARGAINING COMMITTEE (CBC)</b>				
9220 COLLECTIVE BARG. GRIEVANCES	0.00	0.00	400.00	0.00
9208 CHIEF NEGOTIATOR - SALARY & BENEFITS	3,965.08	83,715.08	87,000.00	96.22
9222 COLLECTIVE BARGAINING RELEASE	0.00	0.00	3,000.00	0.00
9223 MEETING EXPENSES	0.00	108.93	4,000.00	2.72
9224 MILEAGE/CELL PHONE	14.30	1,381.42	1,500.00	92.09
9237 SUPPLIES	0.00	0.00	200.00	0.00
9238 TAKEOVER	0.00	0.00	0.00	0.00
<b>POLITICAL ACTION (PAC)</b>				
9225 MEETING EXPENSES	0.00	0.00	1,400.00	0.00
9226 MILEAGE	0.00	0.00	500.00	0.00
9227 RELEASE TIME	0.00	137.66	700.00	19.67
9228 SUPPLIES	0.00	0.00	300.00	0.00
<b>MISCELLANEOUS COMMITTEES ACCOUNT</b>				
9229 MEETING EXPENSES	300.00	300.00	300.00	100.00
9230 MILEAGE	150.78	150.78	200.00	75.39
9232 SUPPLIES	0.00	0.00	100.00	0.00
9234 CONTINGENCY ACCOUNT	0.00	150.00	1,000.00	15.00
<b>MEMBERSHIP EXPENSE</b>				
9233 COMMUNICATIONS	22.60	100.29	500.00	20.06
9239 EXCELLENCE IN EDUCATION	80.00	80.00	2,900.00	2.76
9241 MEMBER SUPPORT FUND	0.00	2,800.00	6,100.00	45.90
	<u>13,850.90</u>	<u>194,155.23</u>	<u>259,000.00</u>	<u>74.96</u>
<b>EXCESS OF REVENUE OVER EXPENSES (EXPENSES OVER REVENUE)</b>	<u>19,997.81</u>	<u>(47.91)</u>	<u>(66,131.96)</u>	<u>0.07</u>
	<u>PREVIOUS YEAR</u>	<u>INCREASE (DECREASE)</u>	<u>CURRENT YEAR</u>	
<b>3600 EQUITY</b>	<u>291,044.52</u>	<u>(47.91)</u>	<u>290,996.61</u>	

Line #	Descriptor	2019-20	Final Statement	2020-2021	As of March 15	2021-2022		Rationale
	Revenue							
4201	District Assistance - was \$92757.57	\$ 91,169.48	86,300	\$ 91,169.48	47,100.00	86,827.40	Suggestion District	Estimated amount
4401	Levy (1% to a Max of \$5.00 per pay)	\$86,160.00	87,851.56	\$86,160.00	54,077.13	86160.00		Estimated amount
4701	Interest							
4302	OCD\$B PD Grants	\$8,700.00	7838.13	\$8,700.00	8038.13	9915.00	FTE 661 Members @ \$15	Estimated amount
4802	OSSF PD Grant	\$9,240.05	8710.54	\$9,240.05		8812.81	Suggestion District	Estimated Amount
4350	PD Day Revenue	\$3,000.00		\$3,000.00		500.00		based on previous years
								Estimated amount
4853	OSSF Labour College Funding		3407.09					
	Additional Required from Equity to balance Budget	\$58,530.47		\$64,530.47		51,862.19		
	Total Revenue	\$256,800.00	\$194,107.32	\$262,800.00	109,215	\$244,077.40		
	AMPA							
9201	AMPA	\$4,000.00	657.61	\$4,000.00	500.00	\$3,000.00		Decrease \$1000.00
	Total AMPA Expenditures	\$4,000.00	657.61	\$4,000.00	500.00	\$3,000.00		
	Membership Meeting							
9204	Facilities (Membership Meeting)							
9205	Refreshments (Membership Meeting)	\$1,500.00	0	\$1,500.00		\$750.00		Decrease \$750.00
9206	Supplies (Membership Meeting)	\$1,000.00	0	\$1,000.00		\$500.00		Decrease \$500.00
	Total Membership Meeting Expenditures	\$2,500.00	0	\$2,500.00		\$1,250.00		
	President Salaries and Benefits							
9207	President (Salary and Benefits)	\$82,000.00	81,320.55	\$85,000.00	45,632.99	85000.00		
	Total Salaries and Benefits Expenditures	\$82,000.00	81,320.55	\$85,000.00	45,632.99	85000.00		
	Executive Expenses							
9209	Meeting Expense (Executive)	\$2,000.00	3075.61	\$2,000.00	360.00	\$2,000.00		
9210	Mileage & Cell phone (Executive)	\$1,500.00	1124.99	\$1,500.00	846.81	\$1,500.00		
9212	Office Supply (Executive)	\$1,000.00	348.84	\$1,000.00	1078.55	\$1,500.00		Increase \$500.00
9236	Equipment	\$3,000.00	675.09	\$4,000.00	1074.31	\$3,000.00		Decrease \$1,000
	Total Executive Expenditures	\$7,500.00	5224.53	\$8,500.00	\$3,489.68	\$8,000.00		
	Professional Development (2%)							
9214	Meeting Expense (PD)	\$300.00		\$300.00		\$600.00		Increase \$300.00
9215	Mileage (PD)	\$500.00	50.73	\$500.00		\$300.00		Decrease \$200.00
9216	PD Luncheon	\$5,000.00		\$5,000.00		\$5,000.00		
9217	Facilities/Equipment	\$100.00		\$100.00		\$100.00		
9218	Supplies (PD)	\$5,000.00	86.39	\$5,000.00	199.78	\$5,000.00		
9219	Honorariums (PD)	\$6,000.00	100	\$6,000.00		\$6,000.00		
9231	Release Time	\$2,000.00	2195.61	\$2,000.00	130.01	\$2,000.00		
9240	Professional Development - PD Day	\$4,000.00		\$4,000.00		\$4,000.00		
	Professional Development - Leadership Training	\$30,000.00	15,595.65	\$30,000.00		\$20,000.00		Decrease of \$10,000
	Total PD Expenditures	\$52,900.00	18028.38	\$52,900.00	\$199.78	\$43,000.00		
	Collective Bargaining Committee (15%)							
9220	Collective Barg. Grievances	\$200.00		\$200.00		200.00		
9208	Protective Services Officer Salary and Benefits	\$87,000.00	83,715.08	\$89,000.00	48,562.27	87000.00		Decrease \$2,000
9222	Collective Barg. Release	\$3,000.00		\$3,000.00	391.27	\$1,000.00		Decrease \$2,000
9223	Meeting Expense (CBC)	\$4,000.00	108.93	\$4,000.00	807.2	\$1,500.00		Decrease of \$2,500
9224	Mileage/Cellphone (CBC)	\$1,500.00	1381.42	\$1,500.00	960.5	\$1,700.00		increased costs \$200
9237	Supplies (CBC)	\$200.00		\$200.00	95.44	\$500.00		Increase \$300.00
	Total CBC Expenditures	\$95,900.00	85,205.43	\$97,900.00	\$50,816.68	\$91,900.00		
9238	Resumption of Bargaining							
	Political Action (3%)							
9225	Meeting Expense (PAC)	\$1,400.00		\$1,400.00		\$1,400.00		
9226	Mileage (PAC)	\$500.00		\$500.00		\$200.00		Decrease \$300
9227	Release Time (PAC)	\$700.00	137.66	\$700.00		\$700.00		
9228	Supplies (PAC)	\$300.00		\$300.00		\$300.00		
	Total Political Action Expenditures	\$2,900.00	137.66	\$2,900.00		\$2,600.00		
	Other Meeting Expenses							
9229	Meeting Expense	\$300.00	300	\$300.00		\$750.00		Increase \$400.00
9230	Mileage	\$200.00	150.78	\$200.00		\$200.00		
9232	Supplies	\$100.00		\$100.00		\$100.00		
	Total Committee Expenditures	\$600.00	450.78	\$600.00		\$1,050.00		
	Membership Expense							
9239	Excellence in Education	\$2,900.00	80	\$2,900.00	777.94	\$1,000.00		Reduce by \$1,900
9233	Communications	\$500.00	100.29	\$500.00	382.12	\$500.00		
	Total Membership Expenditures	\$3,400.00	180.29	\$3,400.00	\$1,160.06	\$1,500.00		
	Contingency Account							
9234	Expense	\$1,000.00	150	\$1,000.00		\$1,000.00		
9241	Member Support Fund	\$4,100.00	2800	\$4,100.00	2657.9	\$1,000.00		Decreases \$100.00
9242	ESP Bursary Secondary Education					\$700.00		New Increase \$700.00
	Total Contingency Expenditures	\$5,100.00	2950	\$5,100.00	\$2,657.90	\$5,700.00		
	Total	\$256,800.00	194,155.23	\$262,800.00		\$243,000.00		
	Transfer From Reserves to balance Budget							
2802	Staff Development Fund			\$290,996.61				
	General Reserves Fund transferred from equity							
	Equity	\$291,044.52		\$290,996.61				



Line #	Descriptor	2020-2021	Up to date Budget
	Revenue		
4201	District Assistance - was \$92757.57	\$ 91,169.48	47100.35
4302	OSTA	\$2,160.00	
4401	Levy (1% to a Max of \$5.00 per pay)	\$84,000.00	54077.13
4701	Interest		
4802	BOARD PD Grants	\$8,700.00	8038.13
4802	OSSTF Grant	\$9,240.05	
4350	PD Day Revenue	\$3,000.00	0
	Additional Required from Equity to balance Budget	\$64,530.47	
	Additional income -		
	Total Revenue	\$262,800.00	\$109,215.61
	AMPA		
9201	AMPA	\$4,000.00	801.42
	<b>Total AMPA Expenditures</b>	<b>\$4,000.00</b>	<b>\$801.42</b>
	Membership Meeting		
9204	Facilities (Membership Meeting)		
9205	Refreshments (Membership Meeting)	\$1,500.00	
9206	Supplies (Membership Meeting)	\$1,000.00	
	<b>Total Membership Meeting Expenditures</b>	<b>\$2,500.00</b>	<b>\$0.00</b>
	President Salaries and Benefits		
9207	President (Salary and Benefits)	\$85,000.00	45,632.99
	<b>Total Salaries and Benefits Expenditures</b>	<b>\$85,000.00</b>	<b>\$45,632.99</b>
	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	\$1,078.55
9236	Equipment	\$4,000.00	1,074.31
	<b>Total Executive Expenditures</b>	<b>\$8,500.00</b>	<b>\$3,359.67</b>
	Professional Development (2%)		
9214	Meeting Expense (PD)	\$300.00	
9215	Mileage (PD)	\$500.00	
9216	PD Luncheon	\$5,000.00	
9217	Facilities/Equipment	\$100.00	
9218	Supplies (PD)	\$5,000.00	199.78
9219	Honorariums (PD)	\$6,000.00	
9231	PD Release Time	\$2,000.00	268.41
9240	Professional Development - PD Day	\$4,000.00	
	Professional Development - Leadership Training	\$30,000.00	
	<b>Total PD Expenditures</b>	<b>\$52,900.00</b>	<b>\$468.19</b>
	Collective Bargaining Committee (15%)		
9220	Collective Barg. Grievances	\$200.00	
9208	Protective Services Officer Salary and Benefits	\$89,000.00	\$48,562.27
9222	Collective Barg. Release	\$3,000.00	391.27
9223	Meeting Expense (CBC)	\$4,000.00	807.20
9224	Mileage/Cellphone (CBC)	\$1,500.00	\$960.50
9237	Supplies (CBC)	\$200.00	95.44
9238	Resumption of Bargaining	\$0.00	
	<b>Total CBC Expenditures</b>	<b>\$97,900.00</b>	<b>\$50,816.68</b>
	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	
	<b>Total Political Action Expenditures</b>	<b>\$2,900.00</b>	<b>\$0.00</b>
	Other Meeting Expenses		
9229	Meeting Expense	\$300.00	
9230	Mileage	\$200.00	
9232	Supplies	\$100.00	
9234	Contingency Account Expense	\$1,000.00	
	<b>Total Committee Expenditures</b>	<b>\$1,600.00</b>	<b>\$0.00</b>
	Membership Expense		
9239	Excellence in Education (2%)	\$2,900.00	777.94
9233	Communications	\$500.00	382.12
9241	Member Support Fund/ESP Post Secondary Bursary	\$4,100.00	2657.90
	<b>Total Membership Expenditures</b>	<b>\$3,400.00</b>	<b>\$1,160.06</b>
	<b>Total</b>	<b>\$258,700.00</b>	<b>\$102,239.01</b>
	Transfer From Reserves to balance Budget		
2802	Staff Development Fund		
	General Reserves Fund transferred from equity	\$50,000.00	
	<b>Equity</b>	<b>\$293,830.83</b>	

April 13, 2021

## Provincial Executive Liaison Report

To: District 25, ESP Executive

From: Paul Caccamo, Vice President

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### 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;
  - 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 22<sup>nd</sup> 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 6<sup>th</sup> 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. 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>

## **3. 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.

Sussex provided a February insights report. 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.

Under our current contract with Sussex, 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.

#### **4. Urgent Appeal for Financial Support for Unions In Myanmar on a National Strike**

The Canadian Labour Congress (CLC) shared an urgent appeal it received from the International Trade Union Confederation (ITUC) requesting support for the Myanmar Strike Fund to support workers on strike against the military coup.

Unionized workers in Myanmar are joined by many others in the country to stand against the dictatorship of the military junta and restore the country to democracy. The ITUC calls on the international community to provide support for the striking workers. The CLC committed \$5,000 to support workers at the front line of this fight for democracy, and asks affiliates to consider making a contribution to the Fund through the Congress.

In addition, CLC President Hassan Yussuff sent a [letter](#) to Prime Minister Trudeau regarding a Montreal public relations firm hired by the Myanmar junta to help justify their actions to the international community.

To show our support for the striking workers standing up against a hostile dictatorship, the recommendation is to offer a proportional contribution to the Strike Fund through the CLC.

More information about the strike from ITUC is available on their [website](#).

#### **5. 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.

## 6. 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](#)).

## **7. Education Technology – Privacy, Marketing and Approval Processes for Ed Tech Apps**

The Educational Services department continues to monitor the Education Technology (Ed Tech) sector. The department is conducting research into how Ed Tech apps are approved by boards and how teachers and education workers can identify board-approved Ed Tech apps. In PE#159 2019/2020, Friends, Enemies and Frenemies: Canadian Leadership in Ed Tech, staff identified a need to monitor both the Ed Tech sector generally and direct marketing to teachers and education workers specifically.

As part of this monitoring, staff attended the 2021 Bring IT Together conference hosted by Educational Computing Organization of Ontario (ECOO) and the Ontario Association of School Business Officials (OASBO). The conference featured a number of panels in which teachers from public and catholic boards, representing both elementary and secondary panels demonstrated a range of Ed Tech apps. At least some presenters had a formal 'coach' relationship to the vendor. That is, they had a formal relationship in which they act as ambassadors for Ed Tech companies to promote use of their projects. In that role, the coaches assist teachers with becoming more comfortable with relevant apps, thereby creating demand on behalf of the vendors. Participants in the Bring IT Together Conference were encouraged to use free versions of the software, but to advocate at school and board levels for group purchases of the premium version. In sum, this is an example of how the Ed Tech industry is marketing directly to teachers and education workers.

Staff also attended a Bring IT workshop in which panelists (John McCormick, Associate CIO Upper Grand DSB; Sally London, Manager of Research and Analytics, Hamilton-Wentworth DSB; and Luis Gomes, Senior Manager IT Services, Wellington Catholic DSB) described privacy concerns about Ed Tech apps. These concerns include lack of security, inappropriate collection of personal information, and inappropriate disclosure of personal information. The panel also outlined steps being taken to formalize and standardize evaluations of Ed Tech apps through the Educational Computing Network of Ontario Vetting Applications for Security and Privacy (ECNO VASP) program. There are currently no province-wide mechanisms or consistent standards for Ed Tech evaluation. ECNO VASP vets apps that boards submit upon their own review for pedagogical value. The ECNO VASP review focuses on evaluating the privacy and security measures features of board-submitted Ed Tech apps.

Educational Services department staff contacted this workshop's panelists in pursuit of further information. As a result, department staff have been invited to meet with the ECNO VASP Steering Committee as part of the committee's efforts to connect with education stakeholders and explore mutual concerns. An initial meeting will take place as soon as scheduling allows.

## **8. 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 College and University Faculty Association (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.

Our university sector members, especially those at Algoma University, are feeling vulnerable to the lack of action on the part of the Ford government to provide financial and support to small, northern post-secondary institutions. It would be a prudent use of funds to support the OFL campaign, and continue to work with other coalitions to keep this issue in the spotlight. The paid advertising for this campaign would occur in April 2021, thus ending prior to the new restriction period on third-party advertising set out in Bill 254.

The Provincial Executive has committed \$20,000 as support for this multi affiliate campaign.

## **9. 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

## **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 23<sup>rd</sup> 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 co-ordinating 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. Support for Venezuelan Democracy: Common Frontiers Letter Sign On**

As part of our ongoing advocacy and solidarity work with Common Frontiers and the people of Venezuela, OSSTF/FEESO has signed on as a co-signatory to an advocacy letter to the Honourable Marc Garneau, Minister of Foreign Affairs.

The letter outlines the continuing impact of COVID-19 and international sanctions on Venezuelans, while also calling out the Canadian government for its continued refusal to recognize the illegitimacy of Juan Guaido’s claim to leadership. This ongoing false recognition of Guaido as interim president is preventing the country from accessing COVID-19 vaccines through the COVAX program, thus further hurting the country’s ability to protect its people from the pandemic. The letter concludes with a call on the Canadian government to end its sanctions against Venezuela and to abstain from continued intervention in the sovereign affairs of the country.

OSSTF/FEESO has a continued history of supporting the democratic rights of the people of Venezuela, including participation in election monitoring in 2018. By signing on to this letter, the Federation again is asserting its solidarity with those seeking democracy and peace in the country.

Full text of letter:

*Hon. Marc Garneau  
Minister of Foreign Affairs  
Global Affairs Canada  
125, promenade Sussex  
Ottawa, ON K1A 0G2*

*Dear Minister Garneau:*

*We are writing to express our concern with Canada's role in the current crisis in the Bolivarian Republic of Venezuela and the impact it is having on the population in the context of the Covid-19 pandemic. We call on the Government of Canada to end sanctions against Venezuela and to stop following the United States policy of regime change and intervention in the sovereign affairs of the country.*

*The COVID-19 health crisis has intensified insecurity and deepened local and regional threats to peace and human rights across Latin America. Venezuela was already facing a prolonged economic and social crisis in large part due to the illegal international blockade and sanctions. US sanctions are threatening the health of millions of Venezuelans by blocking vital medical equipment and life-saving drugs from entering the country.*

*An estimated 100,000 people have died as a result of the US sanctions according to a former expert for the United Nations Human Rights Council for the promotion of an international democratic and egalitarian order, Alfred de Zayas.*

*After a two-week visit to the country, UN Special Rapporteur on unilateral coercive measures and human rights, Alena Douhan called for the lifting of unilateral sanctions against Venezuela. "Lack of necessary machinery, spare parts, electricity, water, fuel, gas, food and medicine, growing insufficiency of qualified workers many of whom have left the country for better economic opportunities, in particular medical personnel, engineers, teachers, professors, judges and policemen, has enormous impact over all categories of human rights, including the rights to life, to food, to health and to development said Ms. Alena Douhan.*

*Humanitarian exemptions to the sanctions are not working, according to experts, "Sanctions that were imposed in the name of delivering human rights are in fact killing people and depriving them of fundamental rights, including the rights to health, to food and to life itself," said Ms. Alena Douhan, UN Special Rapporteur.*

*As faced by many countries, there is a serious risk that the ongoing Covid-19 outbreak will completely overwhelm the healthcare system. Rather than ease sanctions to help Venezuela deal with the pandemic, Canada has increased political pressure against the Government of Nicolas Maduro. Canada has ignored calls from the United Nations to roll back sanctions to battle the pandemic.*

*Many inside and outside of Venezuela are opposed to sanctions recognizing they are a negation of national sovereignty and bring nothing but hardship to the average person. This includes leaders of the opposition such as Luis Parra and the current President of the National Assembly. All have expressed strong criticism of this unjust interventionist policy and demand an end to sanctions.*

*In December 2020, Venezuelans elected a new National Assembly which saw Juan Guaidó lose his position as head of the National Assembly. The European Union, Germany, and the Dominican Republic, and others no longer recognize Juan Guaidó as*

*"Interim President".*

*False recognition of Guaido as the self-declared interim president is preventing Venezuela from accessing their international funds for the purchase of vaccines through the global COVAX program. As the "Interim President" Juan Guaidó controls these funds and is refusing to purchase these desperately needed vaccines. Canada must follow the lead of the United Nations and focus its diplomatic energy on working with the democratically elected President of Venezuela, Nicolas Maduro.*

*It is deeply concerning that the Canadian government has chosen to lead the efforts of the Lima Group and support US-led intervention in Venezuelan. The Lima Group is an alliance of right-wing governments in Latin America, many of which have appalling human rights records and questionable democratic standards. Despite numerous declarations in support of "peace and democracy", the Lima Group has consistently opposed compromise and dialogue and has pressed for undemocratic regime change in Venezuela. This "regime change" objective of the Lima Group violates Art 2 (4) of the UN Charter.*

*We call on the Government of Canada to end the sanctions against Venezuela and to abstain from following the United States policy of regime change, and intervention in the sovereign affairs of Venezuela.*

### **13. Ontario Universities and Colleges Meeting**

A meeting of the OUCC was held on March 16, 2021. Representatives from CUPE, CFS, OCUFA, OFL, OPSEU, OSSTF/FEESO, UNIFOR and PSAC were on the virtual call.

#### **Laurentian University update**

- The companies Creditors Arrangement Act (CCAA) process continues under very strict rules, with no transparency, and is moving quickly.
- OCUFA has filed an appeal to try to get some documents unsealed in regards to communications between the government and university administration in advance of the university asking for bankruptcy protection.
- Six (6) senators, who were appointed outside of the usual processes, in order to represent the university senate in the CCAA process, have apparently already agreed to a package of program cuts with the court appointed mediator and university administration.
- Hearing rumblings from government sources that an initiative, or possibly legislation, is coming in April 2021 to ensure more government oversight of university finances.
- The group was informed of other organizing efforts to support through Northern Solidarity ([northernsolidarity.ca](http://northernsolidarity.ca)) and to assist with regional campaigns in Sudbury, Sault Ste. Marie and Thunder Bay.
- OFL highlighted the work of #SaveOurSudbury and asked for member support.

#### **Budget 2021**

- The budget is being delivered on March 24, 2021.
- While the lock up plan is not well known at this point, OSSTF/FEESO shared with the group there is a plan, therefore, keep on your contacts to ensure you receive the information when it becomes available.
- As opposed to previous years, no one has heard anything about what may be in the budget for Post-Secondary Education (PSE) funding.
- OUCC will have a budget debrief meeting on March 25, 2021.

**Health & Safety and Return to Campus**

- OSSTF/FEESO shared the update on the St. Paul return to campus concerns by highlighting the March 5, 2021 Field Visit Report (FVR) which only contained one written order.
- OSSTF/FEESO is reviewing the FVR for a possible appeal for the lack of orders.
- CFS shared that the major concerns for students when considering a return to in-person learning in September are class sizes, ventilation, and student residences.
- Queens University has decided a return to in-person learning for small classes but larger classes will be online with an in-person return hopefully in January 2022.
- Most universities are discussing plans for some form of return to in person learning for September 2021 but details are not finalized in most cases.

**Navitas**

- CFS shared with the group that the Navitas Program, which is a for profit private company that provides pathways type programs for international students to get into Canadian universities, is gaining traction on several Ontario campuses.
- The program is established at Ryerson and there are serious talks occurring at Algoma, Laurier and Western, to name a few.
- This is a major problem, as it impacts unionized work being outsourced, which will affect both faulty and support staff.
- The students in this program are not students enrolled in the university and, therefore, do not get access to the same rights and benefits of university students, such as access to bus passes, benefits, etc.
- OSSTF/FEESO is committed to following up with our locals to see what, if any, agreements are being considered where we have support staff members.

**Student Choice Initiative**

- CFS updated the group on the appeal they had launched with a reminder that hearing dates are March 23 and 24, 2021.
- Some universities have actually intervened and asked for standing to support the CFS position.
- CFS will share the virtual links when available, as 500 observers will be allowed to watch the proceedings.

**Bill 234**

- OSSTF/FEESO updated the group on the status of the bill, which has just finished second reading and will likely get passed early on the week of March 22, 2021, and then, it may go to committee but details on that are not available yet.
- Some of the concerns with the bill are as follows:
  - the approximate \$660,000 cap on third party advertising,
  - the restriction on third party advertising has been lengthened to 12 months in advance of the election, which means roughly May 2021 for 2022 election,
  - the contribution cap has been raised to \$3,300 and if groups work together on third party advertising campaigns, the cost is deducted from each organizations \$660,000 cap.

**14. Recent DBU Memoranda**

- 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
- 169 - OFL to Host an Education Assembly from Child Care to Post Secondary
- 168 - OECTA Pink Listing of the Halton Catholic DSB
- 167 - COVID-19 Q&A Sessions
- 166 - Protective Services Committee Conference 2021
- 164 - Ministry Correspondence - Youth Justice Education and Community Partnership Program
- 163 - Ministry of Education Releases Instructions to School Boards for Spring Staffing Processes
- 162 - Ministry Correspondence - School Year Calendars Update
- 161 - International Women's Day Virtual Rally - March 6, 2021 and Other IWD Events
- 160 - OMERS 2020 Results
- 159 - Information for All Members on our COVID Strategy
- 158 - Ministry Correspondence - Student Masking and PPE
- 157 - Attending Remote AMPA 2021 as a Delegate or an Alternate
- 156 - Distribution of AMPA Materials
- 155 - Ministry Correspondence - PPM 165 - Teacher Hiring Practices

***Protecting and Enhancing Public Education***  
***Protéger et faire avancer l'éducation publique***

**Ontario Secondary School Teachers' Federation**  
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## ESP President's Report

April 13, 2021

1. Covid - At the time of this writing the union and Employer are advocating the government for Education Worker vaccinations as soon as possible. We are coming off the Easter weekend and the number of cases has increased significantly without consideration of that time. Members are worried.

### 2. OCDSB Relations

2.1 Labour Relations Meeting March 3 – while amicable, little was accomplished.

2.2 Meeting w Mary Jane Farrish regarding anonymous student reporting in schools

2.3 Meeting with Director and B/Us regarding school opening next year

2.4 One grievance filed by PSO

2.5 Two more expected

2.6 Joint Committee on Student Supervision meeting April 1 – very good

2.7 Employer/Union consultation on Board Hiring policies

### 3. OSTA

3.1 March 22 Labour Relations meeting; moving office space and new equipment

### 4. OSSTF Relations

4.1 Meeting with Rosemary Judd-Archer re New President Coaching

4.2 Review of budget and constitution

4.3 AMPA, March 13, 2021

4.5 Conferring with secretariat on various issues

4.6 New Presidents training with other new presidents in the province; building trust w Employer

### 4. District Relations

4.1 Pre-AMPA meeting

4.2 New Communications Chair

4.3 The office staff have certified with COPE (Canadian Office and Professional Employees Union); I continue to sit on the Employer's table team in negotiation of the first collective agreement

### 5. ESP Work

5.1 Respectful Workplace investigation results

5.2 Fielding communication from members, general administration

5.3 President Office Hours March 29

5.6 Various committees

## Vacation Days Remaining

8 days for the 2020-2021 school year



Proposed Amendments to the ESP Constitution. May 2021

To be moved *en bloc*:

**Be it resolved that:**

1.12 "Workplace Representative" shall mean a member of the OSSTF ESP Bargaining Unit who has been selected by other members at their workplace and who has been confirmed by the Bargaining Unit Executive. It is the duty of the "Workplace Representative" to disseminate information from the Bargaining Unit Executive to workplace members.

Be amended to read:

1.12 "Zone Representative" shall mean a member of the OSSTF ESP Bargaining Unit who has been selected by other members within their school district Trustee Zone and who has been confirmed by the Bargaining Unit Executive. It is the duty of the "Zone Representative" to disseminate information from the Bargaining Unit Executive to members working within the zone.

**Be it resolved that:**

7.5 Workplace Representative shall mean a member of the OSSTF ESP Bargaining Unit who has been selected by other members at their workplace and who has been confirmed by the Bargaining Unit Executive. It is the duty of the Workplace Representative to disseminate information from the Bargaining Unit Executive to workplace members.

Be amended to read:

7.5 Zone Representative shall mean a member of the OSSTF ESP Bargaining Unit who has been selected by other members within their school district Trustee Zone and who has been confirmed by the Bargaining Unit Executive. It is the duty of the Zone Representative to disseminate information from the Bargaining Unit Executive to members working within the zone.

**Be it resolved that:**

8.9.1 Co-ordinate the worksite representatives from their respective areas and provide liaison between the worksite representatives and the Bargaining Unit Executive;

Be amended to read:

8.10.1 Co-ordinate the zone representatives from their respective areas and provide liaison between the members and the Bargaining Unit Executive;

**Be it resolved that:**

8.9.2 In consultation with the Bargaining Unit Executive, be responsible for communicating vital information to their worksite representative(s);

Be amended to read:

8.10.2 In consultation with the Bargaining Unit Executive, be responsible for communicating vital information to their zone representative(s);

**Be it resolved that:**

By-Law 9.0 Workplace Representatives

Be amended to read:  
9.0 Zone Representatives

**Be it resolved that:**

9.1 Selection of Workplace Representatives

Be amended to read:  
9.1 Selection of Zone Representatives

**Be it resolved that:**

9.1.1 All ESP members in good standing are invited to submit their names if they are interested in becoming a Workplace Representative.

Be amended to read:  
9.1.1 All ESP members in good standing are invited to submit their names if they are interested in becoming a Zone Representative.

**Be it resolved that:**

9.1.2 In the event where more than one Bargaining Unit member expresses interest in becoming a Workplace Representative, members at that particular workplace in the zone shall elect/recommend a member as the Workplace Representative to the Bargaining Unit Executive for approval/confirmation.

Be amended to read:  
9.1.2 In the event where more than one Bargaining Unit member expresses interest in becoming a Zone Representative, members at that particular workplace in the zone shall elect/recommend a member as the Zone Representative to the Bargaining Unit Executive for approval/confirmation.

**Be it resolved that:**

9.1.3 In appointing a Workplace Representative, consideration shall be given to experience and abilities of the applicant in representing the membership.

Be amended to read:

9.1.3 In appointing a Zone Representative, consideration shall be given to experience and abilities of the applicant in representing the membership.

**Be it resolved that:**

9.2 Duties of the Workplace Representatives

Be amended to read:  
9.2 Duties of the Zone Representatives

**Be it resolved that:**

9.2.1 It is the duty of the Workplace Representative to disseminate information from the Bargaining Unit Executive to workplace members.

Be amended to read:

9.2.1 It is the duty of the Zone Representative to disseminate information from the Bargaining Unit Executive to workplace members.

Bloc moved by: M. Gondek

Seconded: L. Walther

To be moved *en bloc*:

Elections 5.4

**Be it resolved that:**

5.4.1 Elections for Bargaining Unit Executive shall be by secret ballot at the Annual General Meeting in the month of May.

Be amended to read:

5.4.1 Elections for Bargaining Unit Executive shall be by secret ballot at the Annual General Meeting in the month of May, held either in-person or through remote means

**Be it resolved that:**

5.4.5 Nominees for the positions of President, Vice-President, Protective Services Officer, Treasurer, Secretary, Education Services Officer and Health and Safety Officer must submit their names to the Chairperson/Returning Officer of the Nominations Committee ten (10) calendar days in advance of the Annual General Meeting in order to have their names printed on the ballot.

Be amended to read:

5.4.5 Nominees for the positions of President, Vice-President, Protective Services Officer, Treasurer, Secretary, Education Services Officer and Health and Safety Officer must submit their names to the Chairperson/Returning Officer of the Nominations Committee ten (10) calendar days in advance of the Annual General Meeting in order to have their names printed on the paper or electronic ballot.

**Be it resolved that:**

5.6.4 Votes shall be cast by a show of hands except where stated in the Constitution and By- laws or where a secret ballot is requested by any member present.

Be amended to read:

5.6.4 Votes shall be cast by a show of hands in person, or through remote services available, except where stated in the Constitution and By- laws or where a secret ballot is requested by any member present.

**Be it resolved that:**

6.4.1 Matters pertaining to collective agreement ratification or strike action shall be conducted by secret ballot at a meeting.

Be amended to read:

6.4.1 Matters pertaining to local collective agreement ratification or strike action shall be conducted by secret ballot at an in-person meeting or remote meeting.

**Be it resolved that:**

7.3.1 Votes shall be cast by a show of hands unless a secret ballot is requested by any Bargaining Unit Executive member present.

Be amended to read:

7.3.1 Votes shall be cast by a show of hands, or through remote services available, unless a secret ballot is requested by any Bargaining Unit Executive member present.

Bloc moved by: L. Walther

Seconded by: M. Gondek

**Be it resolved that:**

5.4.2.2 Elections for the positions of Chief Negotiator, Education Services Officer and Health and Safety Officer shall take place in odd numbered years for a two (2) year term commencing the first day of July.

Be amended to read:

5.4.2.2 Elections for the positions of Protective Services Officer, Education Services Officer and Health and Safety Officer shall take place in odd numbered years for a two (2) year term commencing the first day of July.

Moved by: M. Gondek

Seconded: Judy Soifer

**Be it resolved that:**

“8.4.5 Maintain ESP unit Google account and Member Guide”

Be added to the description of the Secretary

Moved by: L. Walther

Seconded by: M. Gondek

**Be it resolved that:**

“8.5.13 Make every effort to provide meeting reports five (5) working days prior to any regular Executive meetings to the President for distribution;”

Be added to the description of Treasurer

Moved by: M. Gondek

Seconded by: L. Walther

**Be it resolved that:**

“5.4.2.3.1 The term of office for one Associate Bargaining Unit Executive Officer shall be a two (2) year term of office commencing the first day of July.”

Be added to the constitution.

Moved by: L. Walther

Seconded by: M. Gondek

**Be it resolved that:**

8.9 Associate Bargaining Unit Executive Officer (1)

The Associate Bargaining Unit Executive Officer shall:

8.9.1 Act as ESP executive liaison between Bargaining Unit Executive Officers and Zone Representatives

8.9.2 Be responsible for supplying Bargaining Unit Officers with bargaining unit informational resources, navigation of general union business

8.9.3 Maintain and develop good relations within their own area as well as the Membership at large;

8.9.4 Perform other related duties as assigned by the President or Bargaining Unit Executive.

Be added to the constitution

Moved by: M. Gondek

Seconded by: L. Walther

To be moved en bloc:

**Be it resolved that:**

5.4.2.4 In even numbered years elections of Bargaining Unit Executive officers shall take place in the following order: President, Vice-President, Secretary, Treasurer, and Bargaining Unit Executive Officers. In odd numbered years elections of Bargaining Unit Executive officers shall take place in the following order: Protective Services Officer, Education Services Officer, Health and Safety Officer and Bargaining Unit Executive Officers.

Be amended to read:

5.4.2.4 In even numbered years elections of Bargaining Unit Executive officers shall take place in the following order: President, Vice-President, Secretary, Treasurer, **Associate Bargaining Unit Executive Officer** and Bargaining Unit Executive Officers. In odd numbered years elections of Bargaining Unit Executive officers shall take place in the following order: Protective Services Officer, Education Services Officer, Health and Safety Officer and Bargaining Unit Executive Officers.

**Be it resolved that:**

8.9 Bargaining Unit Executive Officers (4)

**\*\*This is a housekeeping item if 5.4.2.3.1 is carried**

Be amended to read:

8.10 Bargaining Unit Executive Officers (3)

**Be it resolved that:**

5.4.2.3 The term of office for the Four (4) Bargaining Unit Executive Officers shall be a one (1) year term of office commencing the first day of July. **\*\*This is a housekeeping item if proposed 8.10 is carried**

Be amended to read:

5.4.2.3 The term of office for the Three (3) Bargaining Unit Executive Officers shall be a one (1) year term of office commencing the first day of July.

Bloc moved by: L. Walther

Seconded by: M. Gondek

**Be it resolved that:**

11.2.5 be removed from the constitution, eliminating any reference to a newsletter in the constitution

Moved by: M Gondek

Seconded by: L. Walther

**Be it resolved that:**

8.5.12 Be the Chairperson of the Budget Committee in accordance with By-law 10.11;

Be amended to read:

8.5.12 Be the Chairperson of the Budget Committee

Moved by: L. Walther

Seconded by: M. Gondek

**Be it resolved that:**

“11.12.3 The PD Committee will present to the executive the final recommendation of the program one month in advance of the PD day the program for approval.” be added to the constitution

Moved by: J. Soifer

Seconded by: M. Gondek

**1. Grievance/Arbitration Highlights**

- 1.1. 1 Grievance filed (Policy) \*\*\*
- 1.2. 29 Individual and Policy Grievances waiting to be withdrawn pending confirmation of resolution

**2. CBC / Negotiations Updates**

- 2.1. Call out for OSTA Collective Bargaining Committee by end of April (OSTA contract extension ends Aug. 31, 2021)

**3. Other Activities and News**

- 3.1. Protective Services Committee Feb. 11-12 (Virtual)
- 3.2. Protective Services Committee Regionals Feb. 26 (Virtual)
- 3.3. Protective Services Committee Conference April 14-16 (Virtual)
- 3.4. Labour-Management Meeting March 3
- 3.5. OSTA Labour-Management March 22
- 3.6. AMPA March 13-15
- 3.7. OCDSB Calendar Committee March 26 \*\*\*
- 3.8. ESP Constitution Committee April 1
- 3.9. Joint Supervision of Students Committee April 1
- 3.10. 2 Active Respectful Workplace Investigations
- 3.11. Member Return-to-Work meetings and support
- 3.12. Performance expectation meetings various members
- 3.13. Potential Discipline meeting
- 3.14. Individual member advice, counselling, advocacy.

**4. Outstanding Vacation/Extra Hours**

- 4.1. 4 vacation days taken March 1,2,5, 19.....24 vacation days remaining.