

RESOLUTIONS AND NOMINATIONS

ANNUAL
GENERAL
MEETING
2024



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PRESIDENT'S MESSAGE



On Easter weekend in 1944, more than 600 English Catholic teachers crowded the Royal York Hotel in Toronto, where they attended what would become the inaugural Annual General Meeting (AGM) of the Ontario English Catholic Teachers' Association. The meeting was an outstanding success with delegates keenly agreeing on the need for a provincial organization.

This year marks the 80th anniversary of our Association. For as many years, OECTA members have dedicated their time to share ideas, debate issues, and reaffirm our shared values as Catholic teachers. Once again, over the course of three busy days, 600 delegates, representing Catholic teachers from across the province, will take time from their March Break to consider and vote on numerous policy-setting motions, address equity and human-rights matters, and advocate for the direction of our Association.

The AGM is the pinnacle of OECTA democracy and a unifying experience that defines the direction of the Association and enhances our collective value as members. As an AGM delegate, you are part of the supreme governing body of our Association. Much like the delegates at the first general meeting in 1944, you play a central role in the democracy of our organization, charged with the responsibility of making decisions that define the governance, values, and future of OECTA.

It is in large part thanks to the voice of AGM delegates that issues have been raised regarding accessibility, inclusion, equity, and diversity in recent years. Last year, significant progress was made to ensure inclusive language throughout the Association *Handbook* and its many by-laws, policies, and procedures. Delegates also voted in support of the addition of a new position on the Provincial Executive, a Vice-President of Equity. At AGM 2024, the Association will conduct its first official election for this position. Candidate profiles for individuals who have put their names forward for election are included in this booklet.

This marks significant progress as we seek to empower members, while advancing social justice within the Association, across our many classrooms, and in our communities. I am proud of the direction that we are moving as we continue to evolve to reflect the diversity of our membership and the ongoing progressive value of Catholic education.

It is the collective efforts of our many members – over the course of our 80-year history – that continue to evolve our Association and cement its impact as a leading force in Ontario's publicly funded education system. OECTA represents our collective work, and our success is built on the sum of our efforts. We are all OECTA.

As we unite at this 80th AGM, I encourage you to take the time to reflect on the significance of your role as an AGM delegate, while celebrating the past, present and future of our Association. May we have renewed confidence in our good work, and what we can achieve when Catholic teachers come together to support and celebrate our shared values.

Together, we can lead with hope as we continue to defend publicly funded Catholic education and build a better future for Ontario and our students.

In solidarity,

A handwritten signature in black ink, appearing to read 'René Jansen in de Wal'. The signature is stylized and written in a cursive-like font.

René Jansen in de Wal
President

AGM 2024

LETTERS PATENT

1. Letters Patent, page 6 (Council of Presidents)

2/3 That, Letters Patent, be amended by the addition of a new section to read:

“Articles of Incorporation

Whereas the Ontario English Catholic Teachers Association (“Association”) was incorporated as a corporation without share capital through Letters Patent dated September 8, 1944;

And whereas all such corporations have since been subject to various legislation, most recently the *Ontario Not-for-Profit Corporations Act* (“ONCA”);

And whereas the original Letters Patent are now deemed to be the articles of incorporation under the ONCA;

And whereas the members of the Association now wish to make the following amendments to the Articles of Incorporation to ensure the Corporation remains in compliance;

Now therefore the following amendments to the Articles of Incorporation will have full force and effect from the first day of July 2024:

- There will be between 8 and 15 directors on the board of the Corporation, selected from the voting officers as set out in the by-laws.
- The Association has two (2) classes of members: delegate members and members. The conditions and details of the two (2) classes of membership will be set out in the by-laws, policies and procedures, and may be amended from time to time. For greater certainty, delegate members are entitled to vote at the annual meeting, while other members are not entitled to vote at the annual meeting.”

Rationale: The *Ontario Not-for-Profit Corporations Act* (“ONCA”) is a new version of Ontario’s corporations’ law, specifically designed for not-for-profit organizations. The ONCA requires articles of incorporation to be updated on key issues by November 2024. The Association’s letters patent are deemed to be its articles of incorporation therefore given the ONCA, this change must be added to ensure that the Association is compliant with the Act.

AGM Disposition: carried lost other _____

BY-LAWS

2. By-laws, Occasional Teacher Representative, page 34 (Toronto Secondary)

2/3 That, By-laws, Occasional Teacher Representative, 2.128, be amended by deletion of “designate” and substitution of “an occasional teacher designate, who is a member of the occasional teacher bargaining unit.”

It would then read:

“In the absence of an occasional teacher representative, the duties shall be assumed by the unit president, or an occasional teacher designate, who is a member of the occasional teacher bargaining unit.”

Rationale: This would allow the unit president (or an occasional teacher designate) to assume the duties of the occasional teacher representative if the position were to become vacant for any reason (e.g., obtaining a permanent position, resigning, etc.), including if no occasional teacher were to run for the position. Attempts to fill the vacancy with an occasional teacher designate makes an effort to have an occasional teacher voice at the table. In addition, it would ensure a vote from an occasional teacher for an occasional teacher bargaining unit regional representative to the council of presidents. It also would allow for the occasional teacher opportunity to run for the occasional teacher bargaining unit regional representative positions.

AGM Disposition: carried lost other _____

3. **By-laws, Occasional Teacher Representative, page 34
(York)**

2/3 That, By-laws, Occasional Teacher Representative, 2.128, be amended by deletion and substitution with: “In the absence of an occasional teacher representative on the unit executive, the duties shall be assumed by the unit president or designate until such time an occasional teacher member is appointed to the position of occasional teacher representative to fill the vacancy in accordance with unit by-laws and procedures.”

Rationale: This would provide the opportunity for the unit president to assume the duties of the occasional teacher representative until a new occasional teacher can be appointed if there is no elected occasional teacher filling that role. This may occur if no occasional teacher comes forward to run for the position of occasional teacher representative or if the position becomes vacant mid-term.

AGM Disposition: carried lost other _____

4. **By-laws, Bargaining Unit Executive Committee, page 36
(York)**

2/3 That, By-laws, Bargaining Unit Executive Committee, 2.139.1, be amended by insertion of: “until such time an occasional teacher member is appointed to the position of occasional teacher representative to fill the vacancy in accordance with unit by-laws and procedures.” after “designate”.

It would then read:

“For the occasional teacher bargaining unit executive committee, the occasional teacher representative of the unit executive shall be the chair. In the absence of an occasional teacher representative, the duties shall be assumed by the unit president or designate until such time an occasional teacher member is appointed to the position of occasional teacher representative to fill the vacancy as per unit by-laws and procedures.”

Rationale: This would provide the opportunity for the unit president or designate to assume the duties of the occasional teacher representative, until, a new occasional teacher can be appointed if there is no elected occasional teacher filling that role. This may occur if no occasional teacher comes forward to run for the position of occasional teacher representative or if the position becomes vacant mid-term.

AGM Disposition: carried lost other _____

5. **By-laws, Funds, page 36
(Council of Presidents)**

2/3 That, By-laws, Funds, 2.147, be amended by deletion and substitution with:” All accounts over the threshold paid by cheque shall be signed by any two of the authorized signing officers: the president, the treasurer, the general secretary, the deputy general secretary, a designate or designates by resolution of the provincial executive. The threshold will be \$5,000.00 but may be changed by resolution of the provincial executive.”

Rationale: Provides risk mitigation and accountability yet allows for evolution of banking approaches and normal business practices.

AGM Disposition: carried lost other _____

6. **By-laws, Investments, page 37
(Council of Presidents)**

2/3 That, By-laws, Investments, 2.148, be amended by deletion and substitution with: “Investments in bonds and other securities held for the general fund, the reserve fund, and any other funds belonging to the Association shall be held in an appropriate investment account or accounts, the aggregate of which will be reflected in the annual financial statements.”

Rationale: Provides risk mitigation and accountability yet allows for evolution of banking approaches and normal business practices.

AGM Disposition: carried lost other _____

**7. By-laws, Diversity Advisory Board, page 28
(Diversity Advisory Board)**

2/3 That, By-laws, Diversity Advisory Board, 2.89.1.4, be amended by deletion and substitution with: “2SLGBTQIA+: Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual+ Members;”

Rationale: Currently, the acronym used is outdated and is not inclusive of the different identities. 2S: at the front, recognizes Two-Spirit people as the first 2SLGBTQIA+ communities; L: Lesbian; G: Gay; B: Bisexual; T: Transgender; Q: Queer; I: Intersex, considers sex characteristics beyond sexual orientation, gender identity and gender expression; A: Asexual: A broad spectrum of sexual orientations generally characterized by feeling varying degrees of sexual attraction or a desire for partnered sexuality. Asexuality is distinct from celibacy, which is the deliberate abstention from sexual activity, despite sexual desire; +: is inclusive of people who identify as part of sexual and gender diverse communities, who use additional terminologies.

AGM Disposition: carried lost other _____

**8. By-laws, Annual General Meeting, page 15
(Legislation Committee)**

2/3 That By-laws, Annual General Meeting, 2.22.9, be amended by the insertion of: “vice-president of equity” between “first vice-president” and “second vice-president”.

It would then read:

“to elect the president, first vice-president, vice-president of equity, second vice-president, third vice-president, treasurer and two councillors; and the Association representative on the executive of the Ontario Teachers’ Federation;”

Rationale: This reflects the changes made at the annual general meeting in 2023.

AGM Disposition: carried lost other _____

**9. By-laws, Provincial Committees, Networks, Work Groups, Project Teams and Task Forces, page 26
(Peterborough VNC)**

2/3 That, By-laws, Provincial Committees, Networks, Work Groups, Project Teams and Task Forces, 2.81, be amended by the addition of a new section to read: “For all meetings of provincial committees, networks, work groups, project teams and task forces, the quorum to conduct business will be set at 2/3 of members who are present.”

Rationale: Most meetings of the Association use two-thirds as a quorum. There is no reference to quorum in the handbook for committees, networks, task forces and work groups, this would clarify the requirement.

AGM Disposition: carried lost other _____

**10. By-laws, Provincial Organization, Annual General Meeting, page 15
(York)**

2/3 That, By-laws, Provincial Organization, Annual General Meeting, 2.22, be amended by the addition of a new section to read: “to allocate a minimum of 10 minutes for a question period following every report presented at the annual general meeting.”

Rationale: The business of the Association is done yearly at the annual general meeting. At this time the many in-depth reports shared with delegates help drive decisions made by the house. For delegates to make informed decisions, delegates need time to ask clarification questions following the reports. This resolution would guarantee this process be available for all reports, as time would be automatically built into the agenda.

AGM Disposition: carried lost other _____

11. **By-laws, Unit Executive, page 30
(York)**

2/3 That, By-laws, Unit Executive, 2.111, be amended by the addition of a new section to read: “The unit executive may appoint an occasional teacher designate to fill the vacant position of the unit occasional teacher representative on the unit executive, until such time the unit election occurs.”

Rationale: At times local units have had to fill vacancies for various positions on the Unit executive, this would include the process of filling the vacancy of the occasional teacher representative.

Legislation Committee: The committee recommends withdrawal. It is the opinion of the committee that this resolution is redundant as by-law 2.112.9 has the same effect.

AGM Disposition: carried lost other _____

12. **By-laws, Provincial Organization, Annual General Meeting, page 15
(Council of Presidents)**

2/3 That, By-laws, Provincial Organization, Annual General Meeting, be amended by the addition of a new section to read: “All units must endeavour to designate their delegates at least 30 days prior to an annual general meeting. Voting delegates remain such until the annual general meeting for which they were designated is complete.”

Rationale: Clarifies that annual general meeting delegate status is identified before the annual general meeting and lasts until the annual general meeting is adjourned.

AGM Disposition: carried lost other _____

13. **By-laws, Funds, page 36
(Council of Presidents)**

2/3 That, By-laws, Funds, be amended by the addition of a new section to read: “All accounts paid by an electronic transfer of funds shall be subject to an appropriate process, approved by one of the authorized signing officers noted above, and reviewed by the general secretary and the deputy general secretary.”

Rationale: Provides risk mitigation and accountability yet allows for evolution of banking approaches and normal business practices.

AGM Disposition: carried lost other _____

14. **By-laws, Duties of the Provincial Executive, page 19
(Legislation Committee)**

2/3 That By-laws, Duties of the Provincial Executive, 2.52, be amended by the addition of a new section to read: “to approve local unit by-laws”.

Rationale: The provincial executive approves all local unit by-laws. This change will reflect the requirement outlined in 2.106.

AGM Disposition: carried lost other _____

15. **By-laws, Duties of Officers, Unit Presidents, page 33
(Legislation Committee)**

2/3 That By-laws, Duties of Officers, Unit Presidents, 2.125, be amended by the addition of a new section to read: “to submit by July 1 a copy of the local unit by-laws to the provincial executive”.

Rationale: This will ensure that by-laws are submitted in a consistent and timely manner to the Association.

AGM Disposition: carried lost other _____

Provincial Executive Structure Work Group

Legislation Committee Note: It is the opinion of the legislation committee that to be in order, the resolutions submitted by the Provincial Executive Structure Work Group, require a resolution that amends the constitution.

Legislation Committee Recommendation:

The committee recommends that the resolutions submitted by the Provincial Executive Structure Work Group be considered as a whole.

Note: Resolutions 16 and 17 also appear in the financial implications section.

**16. By-laws, Provincial Executive, page 18
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Provincial Executive, 2.45, be amended by deletion and substitution with: “The provincial executive shall consist of the president, immediate past-president (if applicable), vice-president, five executive officers (equity, women, elementary, secondary, occasional teacher), treasurer, two councillors (one of whom must be a beginning teacher), general secretary, deputy general secretary and the Association representative on the executive of the Ontario Teachers’ Federation.”

Rationale: The provincial executive structure work group was formed in 2023 to study and report on the structure of the provincial executive and, if required, make resolutions to the 2024 AGM. This amendment restructures the composition of the provincial executive to reflect the diversity of membership and create structure that reduces barriers to participation in the governance of the Association.

AGM Disposition: carried lost other _____

Fund: General	Total Cost Budget 2024-2025	Per member
Base Cost / (Savings):	\$ 87,800.00	\$2.27
Equivalent Fee Increase / (Decrease):	\$116,800.00	\$3.03

Strung with 17.

Council of Presidents Recommends:

AGM Disposition: carried lost other _____

**17. Procedures, Provincial Elections, General Procedures, page 81
(Provincial Executive Structure Work Group)**

2/3 That, Procedures, Provincial Elections, General Procedures 4.68.2 to 4.68.2.8 be amended by deletion and substitution with a new section to read: “Election of Officers Equity and Women

The election of executive officer of equity and of women shall be conducted at the conclusion of the first day of the annual general meeting in election caucuses, with the election of the executive officer of equity following the election of the executive officer of women.

- for the election of the executive officer of women, the elections chairperson shall conduct the election with the chair of the status of women committee, or designate, who shall not be a candidate for any position on the provincial executive or Ontario Teachers’ Federation governors at-large, according to the procedure below.
- for the election of the executive officer of equity, the elections chairperson shall conduct the election with a member of the diversity advisory board, or designate, who shall not be a candidate for any position on the provincial executive or Ontario Teachers’ Federation governors at-large, according to the procedure below:
 - a candidate for executive officers of women or equity shall not conduct the election with the elections chairperson;
 - at the beginning of the election period the representative of the status of women committee or diversity advisory board and the elections chairperson shall announce those eligible for the position of executive officer of women or equity;
 - the tellers shall distribute one ballot to each eligible voting delegate present;

- after an appropriate passage of time as determined and announced, the tellers shall collect the ballots and count them;
- the candidate with the most votes shall be elected;
- a successful candidate need not receive a majority of the votes cast; and
- when an election results in a tie vote that fails to elect a candidate, the names of the tied candidates for that office shall be considered on a subsequent ballot.”

Rationale: This amendment aligns election procedures with the new provincial executive structure. The executive officers of equity and women will be elected at their respective caucuses at the annual general meeting. These caucuses will be held at separate times to ensure that members who identify as women who may also be eligible to vote for the executive officer of equity.

Strung with 16.

AGM Disposition: carried lost other _____

**18. By-laws, Relation to the Ontario Teachers’ Federation, page 15
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Relation to the Ontario Teachers’ Federation, 2.20, be amended by deletion and substitution with: “The Association shall have ten representatives on the board of governors of the Ontario Teachers’ Federation. These representatives shall be the president, the vice-president, two executive officers as determined by the provincial executive, the general secretary, and five representatives who shall be elected biennially at the annual general meeting. The two-year term of office commences after the Ontario Teachers’ Federation annual general meeting.”

Rationale: The Association appoints ten representatives to the board of governors of the Ontario Teachers’ Federation. This resolution aligns these representatives with the new provincial executive structure.

AGM Disposition: carried lost other _____

**19. By-laws, Provincial Organization, Annual General Meeting, page 15
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Provincial Organization, Annual General Meeting, 2.22.9, be amended by deletion and substitution with: “to elect the president, vice-president, five executive officers (equity, women, elementary, secondary, occasional teacher), treasurer and two councillors (one of whom must be a beginning teacher); and the Association representative on the executive of the Ontario Teachers’ Federation;”

Rationale: This resolution reflects the positions of the new provincial executive structure.

AGM Disposition: carried lost other _____

**20. By-laws, Election of Officers, page 16
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Election of Officers, 2.30, be amended by deletion and substitution with: “The president, the vice-president, the five executive officers (equity, women, elementary, secondary, occasional teacher), the treasurer and the two councillors shall be elected biennially at the annual general meeting.”

Rationale: This resolution reflects the positions of the new provincial executive structure.

AGM Disposition: carried lost other _____

**21. By-laws, Election of Officers, page 16
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Election of Officers, 2.32, be amended by deletion and substitution with: “The term of office of the provincial president, the vice-president, the five executive officers (equity, women, elementary, secondary, occasional teacher),

the treasurer and the two councillors shall be two years, commencing on July 1 of the year of election to June 30 of the second year following, and until a successor has been elected and taken office.”

Rationale: This resolution reflects the positions of the new provincial executive structure.

AGM Disposition: carried lost other _____

**22. By-laws, Election of Officers, page 17
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Election of Officers, 2.34, be amended by deletion and substitution with: “With the exception of members elected to the positions of the elementary, secondary, and occasional teacher executive officers, a member elected to the provincial executive who holds an elective office at the unit or serves as an appointed unit officer with executive voting privileges shall resign from such office effective June 30 of the year of election to the provincial executive.”

Rationale: This resolution reflects the positions of the new provincial executive structure. The positions of elementary, secondary, and occasional teacher executive officers are open (By-law 2.34 does not apply to these positions).

AGM Disposition: carried lost other _____

**23. By-laws, Nominations, page 17
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Nominations, 2.36, be amended by deletion of: “2:30 p.m.” and substitution with “12:00 p.m. noon”.

It would then read:

“Additional nominations may be submitted to the elections chairperson at the annual general meeting on forms signed by three delegates representing three units. Such additional nominations shall be submitted before 12:00 p.m. noon on the first day of the annual general meeting, with the following exception: the nominations for the office of Association representative to serve as table officer on the executive of the Ontario Teachers’ Federation shall be submitted before 3:00 p.m. on the second day of the annual general meeting.”

Rationale: With the new structure of the provincial executive, elections for some positions must occur earlier on the AGM agenda. The new structure schedules the president and vice-president elections later Saturday afternoon, to allow for step-down to one of the executive officer positions. Therefore, the deadline for nominations from the floor of the AGM must take place earlier on the Saturday to accommodate these earlier elections.

AGM Disposition: carried lost other _____

**24. By-laws, Nominations, page 17
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Nominations, 2.35.1, be amended with deletion and substitution with: “president, vice-president, executive officers, treasurer and councillor;”

Rationale: This resolution reflects the positions of the new provincial executive structure.

AGM Disposition: carried lost other _____

**25. By-laws, Nominations, page 17
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Nominations, 2.37.1, be amended by deletion and substitution with: “unsuccessful candidates for an office on the provincial executive, other than candidates for the position of executive officer, may declare their candidacy for any another office on the provincial executive for which they are eligible;”

Rationale: This resolution aligns the step-down procedure of unsuccessful candidates for an office on the provincial executive with the new provincial executive structure (except for executive officers).

AGM Disposition: carried lost other _____

**26. By-laws, Nominations, page 17
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Nominations, 2.37.2, be amended by deletion and substitution with: “unsuccessful candidates for any executive officer position may declare their candidacy for treasurer, or councillor, if eligible;”

Rationale: This resolution aligns the step-down procedure of unsuccessful candidates for executive officer positions.

AGM Disposition: carried lost other _____

**27. By-laws, Nominations, page 17
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Nominations, 2.37.3, be amended by deletion and substitution with: “unsuccessful candidates for president, vice-president and executive officers may declare their candidacy for governor on the board of governors of the Ontario Teachers’ Federation.
Such declaration shall be made at least 20 minutes prior to the balloting for the other office and shall be announced as soon as it is made known to the elections chairperson.”

Rationale: This resolution aligns the step-down procedure of unsuccessful candidates for certain positions on the restructured provincial executive to step-down to run as representatives on the board of governors of the Ontario Teachers’ Federation.

AGM Disposition: carried lost other _____

**28. By-laws, Provincial Executive, page 18
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Provincial Executive, be amended by the addition of a new section to read:” the immediate past president shall be a non-voting member and their term of office shall be limited to one two-year term.”

Rationale: The position of past president is being changed to a non-voting position that continues for the first term of a new OECTA president to assist in the transition to this important role.

AGM Disposition: carried lost other _____

**29. By-laws, Provincial Executive, page 18
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Provincial Executive, 2.49, be amended by deletion of: “first vice-president” and substitution with “vice-president”.

It would then read:
“the president and vice-president shall serve on a full-time basis.”

Rationale: With a new provincial executive structure, housekeeping amendments must be made to reflect the new vice-president position.

AGM Disposition: carried lost other _____

**30. By-laws, Elections Chairperson, page 18
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Elections Chairperson, 2.44.1.1, be amended by deletion and substitution with: “president, vice-president, executive officer (equity, women, elementary, secondary, occasional teacher), treasurer and councillor;”

Rationale: This resolution reflects the positions of the new provincial executive structure.

AGM Disposition: carried lost other _____

**31. By-laws, Provincial Executive, page 18
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Provincial Executive, 2.50.1, be amended by deletion of: “first vice-president” and substitution with “vice-president”.

It would then read:

“arrange the appropriate leave of absence for the president and vice-president to carry out their duties;”

Rationale: With a new provincial executive structure, housekeeping amendments must be made to reflect the new vice-president position.

AGM Disposition: carried lost other _____

**32. By-laws, Provincial Executive, page 19
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Provincial Executive, 2.50.2, be amended by deletion of: “first vice-president” and substitution with “vice-president”.

It would then read:

“secure all rights with respect to tenure, salary, increment, pension, and benefits enjoyed by the president and vice-president with their employers.

Rationale: With a new provincial executive structure, housekeeping amendments must be made to reflect the new vice-president position.

AGM Disposition: carried lost other _____

**33. By-laws, Vice-Presidents, Treasurer and Councillors, page 20
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Vice-Presidents, Treasurer and Councillors, 2.55, be amended by deletion and substitution to read: “The duties of the vice-president, executive officers, treasurer and councillors shall be to assist the president. In the absence of the president, the duties shall be performed by the vice-president or, in their absence, by an executive officer, treasurer or one of the two councillors.”

Rationale: This resolution aligns the duties of members of the provincial executive with the new structure.

AGM Disposition: carried lost other _____

**34. By-laws, Vice-Presidents of Equity, page 21
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Vice-President of Equity, 2.59, be amended by deletion of: “vice-president” and substitution with “executive officer”.

It would then read:

“The duties of the executive officer of equity shall be:”

Rationale: This resolution aligns the duties of members of the provincial executive with the new structure.

AGM Disposition: carried lost other _____

**35. By-laws, Council of Presidents, page 22
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Council of Presidents, 2.60.6.1.1., be amended by the addition of: “and not be a member of the provincial executive;”

It would then read:

“to qualify as a candidate for the position of occasional teacher regional representative, the member must hold the office of occasional teacher representative on a unit executive, and not be a member of the provincial executive;”

Rationale: An individual cannot be a member of the council of presidents in two roles at once. Council of presidents’ regional representatives are elected from local unit executive occasional teacher representatives. Since the executive officer – occasional teacher may simultaneously serve in the role of an occasional teacher representative on a local unit executive, the individual in this position cannot also simultaneously serve as an occasional teacher regional representative on the council of presidents.

AGM Disposition: carried lost other _____

**36. By-laws, Council of Presidents, page 22
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Council of Presidents, 2.60.8, be amended by deletion and substitution with: “the members-at-large on the diversity advisory board, and the past president, when applicable, who shall be non-voting members of the council of presidents;”

Rationale: The new structure of the provincial executive makes the position of past president a non-voting position. This amendment adds the past president to the list of non-voting members on the council of presidents.

AGM Disposition: carried lost other _____

**37. By-laws, Collective Bargaining Committee, page 27
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Collective Bargaining Committee, 2.88.1, be amended by deletion of: “first vice-president” and substitution with “vice-president”.

It would then read:

“the provincial vice-president;”

Rationale: With a new provincial executive structure, housekeeping amendments must be made to reflect the new vice-president position.

AGM Disposition: carried lost other _____

**38. By-laws, Diversity Advisory Board, page 28
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Diversity Advisory Board, 2.89.2, be amended by deletion and substitution with: “two voting members of the provincial executive, as determined by the provincial executive, one of which shall be the executive officer of equity;”

Rationale: In the current provincial executive structure, the vice-president of equity is one of the two voting members who act as liaisons to the diversity advisory board. This amendment aligns with the new provincial executive structure and appoints the executive officer of equity as one of the two voting members of the provincial executive appointed to the diversity advisory board.

AGM Disposition: carried lost other _____

**39. Policies, Collective Administration, page 51
(Provincial Executive Structure Work Group)**

2/3 That, Policies, Administration, 3.6, be amended by deletion of: “first vice-president” and substitution with “vice-president”.

It would then read:

“That the Association representatives to the Canadian Teachers’ Federation annual meeting shall be the president, vice-president and the general secretary.”

Rationale: With a new provincial executive structure, housekeeping amendments must be made to reflect the new vice-president position.

AGM Disposition: carried lost other _____

**40. Procedures, Provincial Elections, General Procedures, page 81
(Provincial Executive Structure Work Group)**

2/3 That, Procedures, Provincial Elections, General Procedures, be amended by the addition of a new section to read: “when electronic voting devices are used for elections, the election procedures under 4.68.2.X, 4.68.2.X, 4.68.3, 4.68.4, 4.68.5, and 4.68.15 are not operational;”

Rationale: This amendment aligns election procedures with the new provincial executive structure.

AGM Disposition: carried lost other _____

**41. Procedures, Provincial Elections, General Procedures, page 81
(Provincial Executive Structure Work Group)**

2/3 That, Procedures, Provincial Elections, General Procedures, 4.66.1, be amended by deletion and substitution with: “timed items on the agenda on the first day to allow candidates for the provincial executive, the board of governors of the Ontario Teachers’ Federation, and the position of the Association representative to serve as table officer on the executive of the Ontario Teachers’ Federation to address the assembly with a reasonable time for a question period to follow. Candidates for the position of president, vice-president and the Association representative to serve as table officer on the executive of the Ontario Teachers’ Federation shall be given five minutes to address the assembly. The remainder of the candidates shall be given three minutes to address the assembly. In the event of an acclamation of a candidate (or candidates in an election with more than one winning candidate), if the candidate or candidates waive their right to address the assembly, the elections chairperson will recommend to the steering committee to remove the timed item for the speeches from the agenda. Announcement of the acclamation can be made prior to the next break;”

Rationale: This amendment provides flexibility in the scheduling of annual general meeting election candidates’ speeches allowing the elections for president, and vice-president to take place on the Saturday afternoon during the main assembly of the annual general meeting; and the elections for the executive officers of equity and of women to take place on in their respective caucuses after recess on the evening of the Saturday of the annual general meeting.

AGM Disposition: carried lost other _____

**42. Procedures, Provincial Elections, General Procedures, page 82
(Provincial Executive Structure Work Group)**

2/3 That, Procedures, Provincial Elections, General Procedures, 4.66.2, be amended by deletion and substitution with: “The elections chairperson shall conduct the elections on the second day of the annual general meeting according to the following schedule:

First Day

2:00 President

2:45 Vice-President

In caucuses after recess Executive Officers (Equity and Women)

Second Day

11:30 Executive Officers (Elementary, Secondary, Occasional Teacher)

2:30 Treasurer /Governors

3:30 Two Councillors and the Ontario Teachers’ Federation Table Officer

When necessary, the elections chairperson shall recommend to the steering committee a change in the elections schedule to deal with appeals, recounts and other unforeseen circumstances. No change shall occur if a candidate is acclaimed for a position or when the president is in the middle of a two-year term. In addition, the elections chairperson may recommend to the steering committee a change in the election schedule to enable elections to be completed as early as possible.”

Rationale: The times of elections at the annual general meeting are being amended to allow for the step-down of unsuccessful candidates of the various positions to the new provincial executive structure in the following order: president to vice-president to executive officers (where eligible) to treasurer to councillors (where eligible).

In the new provincial executive structure, unsuccessful candidates for the positions of president, vice-president, and any of the executive officers’ positions may step-down to be a candidate for one of the five elected representatives on the board of governors of the Ontario Teachers’ Federation.

AGM Disposition: carried lost other _____

**43. Procedures, Provincial Elections, General Procedures, page 82
(Provincial Executive Structure Work Group)**

2/3 That, Procedures, Provincial Elections, General Procedures, 4.68.2, be amended by deletion of: “vice-president” and substitution with “executive officer”.

It would then read:

“the executive officer of equity shall self-identify with one or more of the equity deserving groups and be elected by voting delegates who self-identify with one or more of the equity deserving groups on the first day of the annual general meeting;”

Rationale: This resolution aligns the eligibility to be a candidate for the equity position of the new provincial executive structure.

AGM Disposition: carried lost other _____

**44. Procedures, Provincial Elections, General Procedures, page 82
(Provincial Executive Structure Work Group)**

2/3 That, Procedures, Provincial Elections, General Procedures, 4.68.2.1, be amended by deletion of: “vice-president” and substitution with “executive officer”.

It would then read:

“for the election of the executive officer of equity, the elections chairperson shall conduct the election with a member of the Diversity Advisory Board, or designate, who shall not be a candidate for any position on the provincial executive or Ontario Teachers’ Federation governors-at-large, according to the following:”

Rationale: This amendment aligns election procedures with the new provincial executive structure.

AGM Disposition: carried lost other _____

**45. Procedures, Provincial Elections, General Procedures, page 82
(Provincial Executive Structure Work Group)**

2/3 That, Procedures, Provincial Elections, General Procedures, 4.68.2.2, be amended by deletion of: “vice-president” and substitution with “executive officer”.

It would then read:

“a candidate for executive officer of equity shall not conduct the election with the elections chairperson;”

Rationale: This amendment aligns election procedures with the new provincial executive structure.

AGM Disposition: carried lost other _____

**46. Procedures, Provincial Elections, General Procedures, page 82
(Provincial Executive Structure Work Group)**

2/3 That, Procedures, Provincial Elections, General Procedures, 4.68.2.3, be amended by deletion of: “vice-president” and substitution with “executive officer”.

It would then read:

“at the beginning of the election period the representative of the Diversity Advisory Board and the elections chairperson shall announce those eligible for the position of executive officer of equity;”

Rationale: This amendment aligns election procedures with the new provincial executive structure.

AGM Disposition: carried lost other _____

**47. Procedures, Provincial Elections, General Procedures, page 83
(Provincial Executive Structure Work Group)**

2/3 That, Procedures, Provincial Elections, General Procedures, 4.68.16, be amended by deletion.

Rationale: This procedure is no longer required based on the proposed amendments to election procedures.

AGM Disposition: carried lost other _____

**48. Procedures, Provincial Elections, General Procedures, page 83
(Provincial Executive Structure Work Group)**

2/3 That, Procedures, Provincial Elections, General Procedures, 4.68.4, be amended by deletion and substitution with: “the unit presidents shall sign for the appropriate number of ballots at each election time and distribute them to the delegates from their units, with the exception of elections conducted within caucuses;”

Rationale: This amendment aligns election procedures with the new provincial executive structure.

AGM Disposition: carried lost other _____

**49. Procedures, Provincial Elections, General Procedures, page 83
(Provincial Executive Structure Work Group)**

2/3 That, Procedures, Provincial Elections, General Procedures, 4.68.8, be amended by deletion and substitution with: “when an election results in a tie vote that fails to elect a candidate, the names of the tied candidates for that office shall be considered in a subsequent ballot;”

Rationale: This amendment aligns election procedures with the new provincial executive structure.

AGM Disposition: carried lost other _____

**50. Procedures, First Vice-President, Salary and Benefits, page 85
(Provincial Executive Structure Work Group)**

2/3 That, Procedures, First Vice-President, Salary and Benefits, 4.84, be amended by deletion of: “first vice-president” and substitution with “vice-president”.

It would then read:

“Such benefits as are available under the collective agreement of the vice-president’s employing board shall continue.

Accommodation Allowance

For the purposes of this section the following definitions are in effect:

Principal Residence: A residence maintained at another location which is a self-contained domestic establishment, in accordance with the *Income Tax Act*.

Secondary Residence: A residence maintained during the period of elected office within the Toronto region, which is additional to the principal residence, in accordance with the *Income Tax Act*.

Rationale: With a new provincial executive structure, housekeeping amendments must be made to reflect the new vice-president position.

AGM Disposition: carried lost other _____

**51. Procedures, First Vice-President, Salary and Benefits, page 85
(Provincial Executive Structure Work Group)**

2/3 That, Procedures, First Vice-President, Salary and Benefits, 4.85, be amended by deletion of: “first vice-president” and substitution with “vice-president”.

It would then read:

“To be eligible for the accommodation allowance the vice-president must meet the requirements of the *Income Tax Act*:”

Rationale: With a new provincial executive structure, housekeeping amendments must be made to reflect the new vice-president position.

AGM Disposition: carried lost other _____

**52. Procedures, First Vice-President, Salary and Benefits, page 85
(Provincial Executive Structure Work Group)**

2/3 That, Procedures, First Vice-President, Salary and Benefits, 4.89, be amended by deletion of: “first vice-president” and substitution with “vice-president”.

It would then read:

Automobile allowance

The Association shall provide the vice-president with an automobile allowance. The amount is to be determined annually by the council of presidents.”

Rationale: With a new provincial executive structure, housekeeping amendments must be made to reflect the new vice-president position.

AGM Disposition: carried lost other _____

**53. Procedures, First Vice-President, Salary and Benefits, page 85
(Provincial Executive Structure Work Group)**

2/3 That, Procedures, First Vice-President, Salary and Benefits, 4.90, be amended by deletion of: “first vice-president” and substitution with “vice-president”.

It would then read:

“Expense reimbursement

The Association shall pay all reasonable expenses incurred by the vice-president as a representative of the Association and as approved by the provincial executive.”

Rationale: With a new provincial executive structure, housekeeping amendments must be made to reflect the new vice-president position.

AGM Disposition: carried lost other _____

**54. Procedures, First Vice-President, Salary and Benefits, page 85
(Provincial Executive Structure Work Group)**

2/3 That, Procedures, First Vice-President, Salary and Benefits, 4.85.3, be amended by deletion of: “first vice-president” and substitution with “vice-president”.

It would then read:

“that the distance from the principal residence to the Association’s provincial office is more than 80 kilometres, unless the vice-president can meet the exemption requirements of the *Income Tax Act* for a distance differential of less than 80 kilometres;”

Rationale: With a new provincial executive structure, housekeeping amendments must be made to reflect the new vice-president position.

AGM Disposition: carried lost other _____

POLICIES

**55. Policies, Human Rights, page 64
(Dufferin-Peel Secondary)**

2/3 That, Policies, Human Rights, 3.131, be amended by the deletion of: “including women and men” and substitution of “all diverse gender identities”.

It would then read:

“That the Association support equal opportunity and treatment of all members of the Roman Catholic church, including all diverse gender identities, in matters pertaining to service as a member of the clergy.”

Rationale: Replacing “women and men” with “all diverse gender identities” would recognize and respect gender identity and gender expression of all persons in the Roman Catholic church.

AGM Disposition: carried lost other _____

**56. Policies, Human Rights, page 64
(Human Rights Committee)**

2/3 That Policies, Human Rights, 3.132, be amended by the insertion of: “Eating Disorders Awareness Week (Feb 1-7)” after “(December 6)”.

It would then read:

“That the Association encourage all members to recognize with appropriate activities: the National Day of Remembrance and Action on Violence Against Women (December 6), Eating Disorders Awareness Week (Feb 1-7), International Women’s Day (March 8), the International Day for the Elimination of Racial Discrimination (March 21), National Indigenous Peoples Day (June 21), National AccessAbility Week (May - June), and the National Day for Truth and Reconciliation (September 30).”

Rationale: People suffering from eating disorders (such as anorexia nervosa) are prevalent within our society. It is important that we support our members who suffer from these afflictions during Eating Disorders Awareness Week.

AGM Disposition: carried lost other _____

**57. Policies, Local Collective Bargaining, Process, page 56
(Halton Elementary)**

2/3 That, Local Collective Bargaining, Process, be amended by the addition of a new section to read: “That local bargaining can commence once central scope has been finalized.”

Rationale: Currently, the bargaining process takes too long with local bargaining often concluding near the end of the contract being bargained in some cases. This would expedite the bargaining process.

AGM Disposition: carried lost other _____

**58. Policies, Compensation, page 56
(York)**

2/3 That, Policies, Compensation, 3.47, be amended by the addition of a new section to read: “The daily rate for daily occasional teachers will use as a minimum, A3 year 0, to calculate daily compensation.”

Rationale: Reflective of previous rounds of negotiations, highlighted in policies, which considered academic and professional qualifications and qualified teacher experience and responsibility, the daily base rate for daily occasional teachers does not reflect this and has remained unchanged for decades. The only exception has been the percentage increases bargained to date at 1 percent. If we want to attract teachers to this profession this needs to be addressed especially since many begin as daily occasional teachers.

AGM Disposition: carried lost other _____

**59. Policies, Provincial Collective Bargaining, page 52
(Diversity Advisory Board)**

2/3 That, Policies, Provincial Collective Bargaining, be amended by the addition of a new section to read:

“General Anti-Oppression and Anti-Racism
- That the Association ensure that collective bargaining and contract negotiations use an anti-oppression and anti-racist lens to counter workplace racism and discrimination.”

Rationale: Workplace inequities are a microcosm of broader systemic inequalities along the intersections of race, gender, ability, sex and sexual orientation. By using an anti-oppression and anti-racist lens the Association can address issues of workplace racism and discrimination.

AGM Disposition: carried lost other _____

**60. Policies, Local Collective Bargaining, page 56
(Diversity Advisory Board)**

2/3 That, Policies, Local Collective Bargaining, be amended by the addition of a new section to read:
“General Anti-Oppression and Anti-Racism

- That the Association ensure that local collective bargaining and contract negotiations use an anti-oppression and anti-racist lens to counter workplace racism and discrimination.”

Rationale: Workplace inequities are a microcosm of broader systemic inequalities along the intersections of race, gender, ability, sex and sexual orientation. By using an anti-oppression and anti-racist lens the Association can address issues of workplace racism and discrimination.

AGM Disposition: carried lost other _____

PROCEDURES

The following resolutions in the Procedures section have been strung together:
#77, 78 and 79

**61. Procedures, Occasional Teacher Bargaining Unit Annual Workshop, page 97
(Council of Presidents)**

2/3 That, Procedures, Occasional Teacher Bargaining Unit Annual Workshop, 4.229, be amended by deletion and substitution with: “Training for occasional teacher bargaining unit representatives shall be held each year.”

Rationale: In-servicing and training for occasional teacher bargaining unit representatives will be incorporated within the unit officer training program and will be designed to address the issues related specifically to occasional teachers.

AGM Disposition: carried lost other _____

**62. Procedures, Occasional Teacher Bargaining Unit Annual Workshop, page 97
(Council of Presidents)**

2/3 That, Procedures, Occasional Teacher Bargaining Unit Annual Workshop, 4.230, be amended by the deletion of: “workshop” and substitution with “training”.

It would then read:
“Each unit shall be eligible to send the unit president and the unit executive occasional teacher representative to the training”

Rationale: In-servicing and training for occasional teacher bargaining unit representatives will be incorporated within the unit officer training program and will be designed to address the issues related specifically to occasional teachers.

AGM Disposition: carried lost other _____

**63. Procedures, Human Rights, page 93
(Human Rights Committee)**

2/3 That Procedures, Human Rights Committee, 4.169, be amended by the insertion of: “body shape” after “physical ability”.

It would then read:
“to inform members of trends and issues pertaining to equal opportunities for members based on age, race, creed, ethnicity, gender, gender identity, sexual orientation, mental or physical ability and body shape by providing workshops and assisting local committees;”

Rationale: The Provincial Human Rights Committee should inform members of trends and issues pertaining to equal opportunities when it comes to people who are discriminated against due to being too heavy or too slim.

AGM Disposition: carried lost other _____

**64. Procedures, Human Rights, page 93
(Human Rights Committee)**

2/3 That Procedures, Human Rights Committee, 4.172, be amended by the insertion of: “body shape” after “physical abilities”.

It would then read:

“to assist our students to recognize and appreciate the contributions of people of different, ages, races, creeds, ethnicities, genders, gender identities, sexual orientations, mental or physical abilities and body shape;”

Rationale: Discrimination based on body shape still occurs within our society and it is important that it is included in this section.

AGM Disposition: carried lost other _____

**65. Procedures, Release Time – Unit President/Release Officer(s) Eligibility, page 88
(Legislation Committee)**

2/3 That Procedures, Release Time – Unit President/Release Officer(s) Eligibility, 4.106, be amended by the insertion of: “or are composed of a combined bargaining unit” between “bargaining units” and “shall”.

It would then read:

“Units that combine teacher bargaining units, or are composed of a combined bargaining unit, shall be eligible for supplemental funding equivalent to what those bargaining units would have received if they had been separate units. Notwithstanding the above, no unit which represents members from a publicly-funded Catholic school board, shall have less than 100 per cent release time eligible for supplemental funding.”

Rationale: In the event that a combined bargaining unit is created, this would ensure that supplemental funding would remain status quo.

AGM Disposition: carried lost other _____

**66. Procedures, Release Time – Unit President/Release Officer(s) Eligibility, page 88
(Legislation Committee)**

2/3 That Procedures, Release Time – Unit President/Release Officer(s) Eligibility, 4.108, be amended by deletion and substitution with: “Unit size shall be determined by the regular day school and continuing education membership as of October 31 of the school year for which application is made, plus 50 per cent of the June 30 audited occasional teacher membership for the occasional teacher bargaining unit or the combined bargaining unit, as the case may be. Where two units exist in the same school board, the occasional teacher membership numbers shall be prorated based on the elementary and secondary teacher bargaining unit membership numbers.”

Rationale: In the event that a combined bargaining unit is created, this would ensure that the determination of unit size would remain status quo.

AGM Disposition: carried lost other _____

**67. Procedures, Payment of Expenses, page 88
(Legislation Committee)**

2/3 That Procedures, Payment of Expenses, 4.104.10.3, be amended by the addition of: “In the case of units composed of a combined bargaining unit, all expenses shall be paid for one delegate for each of the constituent membership groups in the unit for attendance where applicable and defined by the provincial executive”.

It would then read:

“provincial conferences, workshops and seminars: the expenses for one delegate from each unit and occasional teacher bargaining unit. In the case of units composed of more than one teacher bargaining unit, all expenses shall be paid for one delegate from each teacher bargaining unit in the unit for attendance where applicable and defined by the provincial executive.

In the case of units composed of a combined bargaining unit, all expenses shall be paid for one delegate for each of the constituent membership groups in the unit for attendance where applicable and defined by the provincial executive;”

Rationale: In the event that a combined bargaining unit is created, this would ensure that representation for each of the constituent membership groups is included.

AGM Disposition: carried lost other _____

68. Procedures, Release Time Based on Occasional Teacher Unit Membership, page 89 (Legislation Committee)

2/3 That Procedures, Release Time Based on Occasional Teacher Unit Membership, 4.116, be amended by deletion of: “bargaining unit membership” and substitution with “membership in the bargaining unit”.

It would then read:

“For the purposes of calculation of supplemental funding to account for unit representation for occasional teacher members, the amount of release time for supplemental funding payment from the Association shall be according to the scale below. Occasional teacher full-time equivalent shall be based on the June 30 audited occasional teacher membership in the bargaining unit, determined by 4.94. Payment shall be based on the local casual daily rate.

<u>Occasional teacher full-time equivalent</u>	<u>Annual days of release time</u>
0-10	10
11-49	30
50-99	40
100-149	50
150-249	70
250-399	100
400-599	120
600-749	140
750-899	160
900+	180”

Rationale: In the event that a combined bargaining unit is created, this would ensure that supplemental funding would remain status quo.

AGM Disposition: carried lost other _____

69. Procedures, Release Time Based on Occasional Teacher Unit Membership, page 89 (Legislation Committee)

2/3 That Procedures, Release Time Based on Occasional Teacher Unit Membership, 4.116.1, be amended by deletion and substitution with: “The use of release time under 4.116 is for the representation of occasional teacher members. The unit executive shall provide this release time to an occasional teacher who is a member of the bargaining unit, where possible.”

Rationale: In the event that a combined bargaining unit is created, this would ensure that the use of this release time would remain status quo.

AGM Disposition: carried lost other _____

70. Procedures, Occasional Teacher Bargaining Unit Annual Workshop, page 97 (Legislation Committee)

2/3 That Procedures, Occasional Teacher Bargaining Unit Annual Workshop, 4.231, be amended by deletion.

Rationale: Housekeeping.

AGM Disposition: carried lost other _____

71. **Procedures, Occasional Teacher Bargaining Unit Annual Workshop, page 97
(Legislation Committee)**

2/3 That Procedures, Occasional Teacher Bargaining Unit Annual Workshop, 4.232, be amended by deletion.

Rationale: Housekeeping.

AGM Disposition: carried lost other _____

72. **Procedures, Status of Women Committee, page 96
(Status of Women Committee)**

2/3 That, Procedures, Status of Women Committee, 4.209, be amended by the deletion of “internationally”.

It would then read:

“to inform all members of the current trends, issues and problems as they pertain to the status of women.”

Rationale: The committee would like to align the duties of the Status of Women Committee with what the committee actually does, in that the committee informs all members on trends, issues and problems pertaining to the status of women locally, nationwide and internationally. The scope of information is not limited to just status of women internationally.

AGM Disposition: carried lost other _____

73. **Procedures, Teacher Development Committee, page 96
(Teacher Development Committee)**

2/3 Procedures, Teacher Development Committee, 4.213 be amended by deletion of: “biennial”.

It would then read:

“to advise and make recommendations regarding the Association’s beginning teachers and teacher development conferences;”

Rationale: In the event that a combined bargaining unit is created, this would ensure that representation for each of the constituent membership groups is included.

AGM Disposition: carried lost other _____

74. **Procedures, Provincial Elections, General Procedures, page 83
(York)**

2/3 That, Procedures, Provincial Elections, General Procedures, 4.68.3, be amended by deletion and substitution with: “the tellers shall be available to assist each unit voting delegate present at the unit designated place in the assembly in the event there is a failure with the delegate’s device at the time the vote has been called by the chair;”

Rationale: The Association has adopted electronic voting device procedures, and the duties of the tellers should reflect this new practice.

AGM Disposition: carried lost other _____

75. **Procedures, Provincial Elections, General Procedures, page 83
(York)**

2/3 That, Procedures, Provincial Elections, General Procedures, 4.68.4, be amended by deletion and substitution with: “the unit presidents shall sign for the voting devices prior to the initiating of the annual general meeting;”

Rationale: This language in the handbook would reflect the practice adopted by the house in recent years with regards to the election process.

AGM Disposition: carried lost other _____

**76. Procedures, Provincial Elections, General Procedures, page 83
(York)**

2/3 That, Procedures, Provincial Elections, General Procedures, 4.68.5, be amended by deletion.

Rationale: With the new procedures in place allowing for technical devices for elections, this clause is no longer applicable and should not be in the handbook.

AGM Disposition: carried lost other _____

**77. Procedures, President, Salary and Benefits, page 84
(Council of Presidents and Provincial Executive)**

2/3 That Procedures, President, Salary and Benefits, be amended by the addition of a new section to read:

“Sick Leaves and Long-Term Disability Benefits

Notwithstanding 4.76 the following shall apply:

- The Association shall provide the president with 131 days of paid sick leave each school year.
- Where the president is unable to perform their Association duties due to personal illness or injury the president may use the paid sick leave set out in XX.
- The president will be required to apply for long-term disability benefits when they become eligible under the terms of any long-term disability benefits plan under which they are eligible for coverage.
- If the president’s application for long-term disability benefits is approved, and where the sick leave benefits provided in XX have not been exhausted, the Association shall top up the long-term disability benefit to an amount equivalent to 100% of the president’s pre-disability salary until the president has exhausted the sick leave benefit set out in XX.
- If the president is not approved for long-term disability benefits, or where the president is not entitled to long-term disability benefits under the terms of the applicable plan, the Association may continue to pay sick leave until the sick leave benefits set out in XX are exhausted. Continuation of sick leave benefits will be determined based the provision of medical documentation satisfactory to the Association that certifies the president is totally disabled from their duties.
- Where the president requires a sick leave that exceeds 20 continuous working days, the president’s position will be considered temporarily vacant, and the vacancy shall be filled in accordance with by-law 2.5.3 and the Elected Officers Manual.

Leaves of Absence

- The Association shall grant the president paid leaves of absence up to 20 consecutive working days for any leave covered under the collective agreement applicable to the president’s bargaining unit.
- Where the president requires a leave of absence that exceeds 20 consecutive working days, the Association may grant such leave up to the maximum time set out for the applicable leave in the applicable collective agreement. Continuation of the leave will be determined based on provision of documentation satisfactory to the Association certifying the requirements for the leave have been met.
- Where the president requires a leave of absence for which they would be entitled to supplementary employment benefits under the applicable collective agreement, the president will be required to end their release time with the Association prior to the commencement of their leave in order to seek the applicable leave and supplementary employment benefit through their employer.

- Where the president requires a leave of absence that exceeds 20 continuous working days, the president's position will be considered temporarily vacant. The vacancy shall be filled in accordance with bylaw 2.5.3 and the Elected Officer's Manual."

Rationale: In 2015, the provincial executive passed a resolution to create a fund to cover sick time for provincial release officers. This amendment codifies the process in the handbook by adding the provision of sick leave and other leaves for the Association president.

AGM Disposition: carried lost other _____

Strung with 78 and 79.

**78. Procedures, First Vice-President, Salary and Benefits, page 85
(Council of Presidents and Provincial Executive)**

2/3 That Procedures, First Vice-President, Salary and Benefits, be amended by the addition of a new section to read:

“Sick Leaves and Long-Term Disability Benefits

Notwithstanding 4.84 the following shall apply:

- The Association shall provide the vice-president with 131 days of paid sick leave each school year.
- Where the vice-president is unable to perform their Association duties due to personal illness or injury the vice-president may use the paid sick leave set out in XX.
- The vice-president will be required to apply for long-term disability benefits when they become eligible under the terms of any long-term disability benefits plan under which they are eligible for coverage.
- If the vice-president's application for long-term disability benefits is approved, and where the sick leave benefits provided in XX have not been exhausted, the Association shall top up the long-term disability benefit to an amount equivalent to 100% of the vice-president's pre-disability salary until the vice-president has exhausted the sick leave benefit set out in XX.
- If the vice-president is not approved for long-term disability benefits, or where the vice-president is not entitled to long-term disability benefits under the terms of the applicable plan, the Association may continue to pay sick leave until the sick leave benefits set out in XX are exhausted. Continuation of sick leave benefits will be determined based on the provision of medical documentation satisfactory to the Association that certifies the vice-president is totally disabled from their duties.
- Where the vice-president requires a sick leave that exceeds 20 continuous working days, the vice-president's position will be considered temporarily vacant, and the vacancy shall be filled in accordance with by-law 2.5.3 and the Elected Officer's Manual.

Leaves of Absence

- The Association shall grant the vice-president paid leaves of absence up to 20 consecutive working days for any leave covered under the collective agreement applicable to the vice-president's bargaining unit.
- Where the vice-president requires a leave of absence that exceeds 20 consecutive working days, the Association may grant such leave up to the maximum time set out for the applicable leave in the applicable collective agreement. Continuation of the leave will be determined based on provision of documentation satisfactory to the Association certifying the requirements for the leave have been met.
- Where the vice-president requires a leave of absence for which they would be entitled to supplementary employment benefits under the applicable collective agreement, the vice-president will be required to end their release time with the Association prior to the commencement of their leave in order to seek the applicable leave and supplementary employment benefit through their employer.
- Where the vice-president requires a leave of absence that exceeds 20 continuous working days, the vice-president's position will be considered temporarily vacant. The vacancy shall be filled in accordance with bylaw 2.5.3 and the Elected Officer's Manual.”

Rationale: In 2015, the provincial executive passed a resolution to create a fund to cover sick time for provincial release officers. This amendment codifies the process in the handbook by adding the provision of sick leave and other leaves for the Association vice-president.

AGM Disposition: carried lost other _____

Strung with 77 and 79.

**79. Procedures, Release Time – Unit President/Release Officer(s), page 88
(Council of Presidents and Provincial Executive)**

2/3 That Procedures, Release Time – Unit President/Release Officer(s), 4.109, be amended by addition of:

“Sick Leaves and Long-Term Disability Benefits

- The Association shall provide release officers with 131 days of paid sick leave each school year.
- Where a release officer is unable to perform their Association duties due to personal illness or injury the release officer may use the paid sick leave set out in XX.
- A release officer will be required to apply for long-term disability benefits when they become eligible under the terms of any long-term disability benefits plan under which they are eligible for coverage.
- If the release officer’s application for long-term disability benefits is approved, and where the sick leave benefits provided in XX have not been exhausted, the Association shall top up the long-term disability benefit to an amount equivalent to 100% of the release officer’s pre-disability salary until the release officer has exhausted the sick leave benefit set out in XX.
- If the release officer is not approved for long-term disability benefits, or where a release officer is not entitled to long-term disability benefits under the terms of the applicable plan, the Association may continue to pay sick leave until the sick leave benefits set out in XX are exhausted. Continuation of sick leave benefits will be determined based on the provision of medical documentation satisfactory to the Association that certifies the release officer is totally disabled from their duties.
- Where a release officer requires a sick leave that exceeds 20 continuous working days, the release officer’s position will be considered temporarily vacant. The vacancy shall be filled in accordance with by-law 2.112.9 and local by-laws.

Leaves of Absence

- The Association shall grant release officers paid leaves of absence up to 20 consecutive working days for any leave covered under the collective agreement applicable to the release officer’s bargaining unit.
- Where a release officer requires a leave of absence that exceeds 20 consecutive working days, the Association may grant such leave up to the maximum time set out for the applicable leave in the applicable collective agreement. Continuation of the leave will be determined based on provision of documentation satisfactory to the Association certifying the requirements for the leave have been met.
- Where a release officer requires a leave of absence for which they would be entitled to supplementary employment benefits under the applicable collective agreement, the release officer will be required to end their release time with the Association prior to the commencement of their leave in order to seek the applicable leave and supplementary employment benefit through their employer.
- Where a release officer requires a leave of absence that exceeds 20 continuous working days, the release officer’s position will be considered temporarily vacant. The vacancy shall be filled in accordance with by-law 2.112.9 local by-laws.

Rationale: In 2015, the provincial executive passed a resolution to create a fund to cover sick time for provincially funded release officers. This amendment codifies the process in the handbook by adding the provision of sick leave and other leaves for the for the release officers in each local unit funded by the provincial Association.

AGM Disposition: carried lost other _____

Strung with 77 and 78.

**80. Procedures, Honorary Membership, page 76
(Awards Committee)**

2/3 That Procedures, Honorary Membership, 4.6, be amended by the insertion of: “who do not qualify for life membership” between “nominees” and “for”.

It would then read:

“The awards committee shall consider all nominees who do not qualify for life membership, for honorary membership, and recommend up to two candidates to the fall meeting of the council of presidents.”

Rationale: Although it states in 2.17 “Honorary membership may be conferred only on those persons who do not qualify for life membership.”, by inserting the above language in 4.6. it would provide for greater clarity for those considering submitting a nomination application.

AGM Disposition: carried lost other _____

**81 . Procedures, Provincial Elections, General Procedures, page 82
(Diversity Advisory Board)**

2/3 That, Procedures, Provincial Elections, General Procedures, 4.68.2, be amended by insertion of: “an Indigenous and/or” before “equity deserving”.

It would then read:

“The vice-president of equity shall self-identify with one or more of an Indigenous and/or equity deserving groups and be elected by voting delegates who self-identify with one or more of the Indigenous and equity deserving groups on the first day of the annual general meeting.”

Rationale: Indigenous peoples have a special constitutional relationship with Canada, including treaty rights, which are recognized and affirmed in section 35 of The Constitution Act, 1982. The government of Canada recognizes indigenous self-government and has committed to a nation-to-nation relationship with First Nations, Inuit, and Métis. As such, it is important to recognize that Indigenous peoples are not equity-deserving group. (The Turner Report: 2021). This resolution will recognize indigenous people as a distinct group with unique barriers and specific culturally appropriate approaches to be considered.

AGM Disposition: carried lost other _____

**82. Procedures, Resolutions to the Annual General Meeting, page 81
(Legislation Committee)**

2/3 That Procedures, Resolutions to the Annual General Meeting, 4.60, be amended by deletion of: “bargaining unit” between “teacher” and “regional”.

It would then read:

“Resolutions may be submitted by a unit, the St. Michael’s College School Teachers’ Association, a provincial committee, a work group, a network, a task force, the diversity advisory board, the Association representatives on the Ontario Teachers’ Federation board of governors, the council of presidents, the occasional teacher regional representatives to the council of presidents or the provincial executive. Resolutions may also be submitted jointly, by two or more of the preceding, acting as co-sponsors.”

Rationale: Housekeeping. Occasional teacher representatives to the council of presidents do not represent bargaining units.

AGM Disposition: carried lost other _____

**83. Procedures, Resolutions to the Annual General Meeting, page 81
(Legislation Committee)**

2/3 That Procedures, Resolutions to the Annual General Meeting, 4.61, be amended by deletion of: “If the unit membership fails to approve the resolution, it shall be submitted by the unit executive as a minority report at the request of the sponsors.”

It would then read:

“Any resolution submitted by a unit shall have been approved by the general membership of the unit prior to being submitted to the legislation committee.”

Rationale: Every resolution from a unit to be considered at the annual general meeting has to be approved by the unit membership. Resolutions considered minority reports do not meet this requirement and should not be forwarded to the annual general meeting.

AGM Disposition: carried lost other _____

**84. Procedures, Resolutions to the Annual General Meeting, page 81
(Legislation Committee)**

2/3 That Procedures, Resolutions to the Annual General Meeting, 4.62, be amended by deletion and substitution with:
“The resolutions approved by a general meeting of a unit shall be submitted by the unit secretary or president, stating the date of the general meeting. Resolutions approved by any other sponsoring body shall be submitted by the chair or staff officer assigned to it.”

Rationale: This is a housekeeping resolution intended to reflect the current practice.

AGM Disposition: carried lost other _____

**85. Procedures, Resolutions to the Annual General Meeting, page 81
(Legislation Committee)**

2/3 That Procedures, Resolutions to the Annual General Meeting, 4.64, be amended by insertion of: “conforming to 4.61” between “resolutions” and “received”.

It would then read:

“Resolutions conforming to 4.61 received after the deadline may be considered by the annual general meeting only at the discretion of the council of presidents. Any late resolution accepted by the council of presidents shall be deemed to have met all publication and distribution requirements.”

Rationale: This resolution is intended to clarify that a late resolution submitted by a unit must have been approved at a unit general meeting, as is required for all other resolutions.

AGM Disposition: carried lost other _____

**86. Procedures, Audited Membership, page 86
(Legislation Committee)**

2/3 That Procedures, Audited Membership, 4.94, be amended by deletion and substitution with: “The audited occasional teacher bargaining unit membership of each occasional teacher bargaining unit or, in the case of a combined bargaining unit, the audited occasional teacher membership of that bargaining unit, shall be determined by using the total amount of fees received by the Association from all occasional teacher members in the bargaining unit by the month of June in any school year and dividing it by the regular day school program fee, as specified in 2.152.1 and then applying the ratio of the provincial average of occasional teacher salaries in relation to the provincial average of teacher salaries.”

Rationale: In the event that a combined bargaining unit is created, this would ensure that the occasional teacher members of the combined bargaining unit are included in the audited membership.

AGM Disposition: carried lost other _____

**87. Procedures, Audited Membership, page 86
(Legislation Committee)**

2/3 That Procedures, Audited Membership, 4.95, be amended by the insertion of: “or the audited occasional teacher members of the combined bargaining unit, as the case may be”, between “membership” and “shall”.

It would then read:

“The audited occasional teacher bargaining unit membership or the audited occasional teacher membership of the combined bargaining unit, as the case may be, shall be added to the audited membership of the Association and to the audited membership of the unit.”

Rationale: In the event that a combined bargaining unit is created, this would ensure that the occasional teacher members of the combined bargaining unit are included in the audited membership.

AGM Disposition: carried lost other _____

**88. Procedures, Duties of Standing Committees, Awards Committee, page 91
(Awards Committee)**

2/3 That Procedures, Duties of Standing Committees, Awards Committee, be amended by the addition of a new section to read: “to review applications through the lens of accessibility, inclusivity, diversity, and equity.”

Rationale: This would enshrine in the Association handbook a current practice of the Awards Committee that accessibility, inclusivity, diversity, and equity are a consideration when recommending a person or persons for an award, scholarship, fellowship, or bursary.

AGM Disposition: carried lost other _____

**89. Procedures, Status of Women Committee, page 95
(Status of Women Committee)**

2/3 That, Procedures, Status of Women Committee, be amended by the addition of a new section to read: “to make recommendations to the provincial executive to promote women in leadership within the Association.”

Rationale: This resolution would codify the work of the Status of Women Committee and align with the Association priorities as set out by the provincial executive for the committee.

AGM Disposition: carried lost other _____

**90. Procedures, Resolutions to the Annual General Meeting, page 81
(Halton Elementary)**

2/3 That, Procedures, Resolutions to the Annual General Meeting, be amended by the addition of a new section to read: “That a delegate from one of the sponsoring units/or committees of a resolution be the first speaker when debate begins on the motion.”

Rationale: When a motion is moved in a meeting, the mover opens debate. When annual general meeting resolutions hit the floor, a delegate from one of the sponsoring groups should begin the debate to allow them to speak to why they submitted the resolution for consideration.

AGM Disposition: carried lost other _____

ACTION DIRECTIVES

**91. Action Directives, page 99
(Halton Elementary)**

Simple Majority

“That the Association lobby the Ministry of Education to implement an additional professional development day when a new curriculum is rolled out prior to its implementation and a minimum of half a professional development day when a new initiative is rolled out.”

Rationale: To ensure effective training new curriculum and initiatives. Professional development has been downloaded to staff meetings lunch and learns and webinars after hours. Professional development needs to be job embedded and happen during the instructional day.

AGM Disposition: carried lost other _____

**92. Action Directives, page 99
(Toronto Secondary)**

Simple Majority

“That the Association, through the Ontario Teacher Federation, study and investigate how to prevent the overreach of the Ontario College of Teachers.”

Rationale: Teachers have been reduced in terms of their representation on the Ontario College of Teachers Board. The College of Teachers has become the arm of the conservative government of Ontario. Teachers are the most regulated profession in Ontario. Any overreach by this body to increase teacher requirements, workload, testing and courses on our academic qualifications needs to be legally addressed through the Ontario College of Teachers. To report back to the 2025 annual general meeting.

AGM Disposition: carried lost other _____

**93. Action Directives, page 99
(Windsor-Essex Elementary)**

Simple Majority

“That the annual general meeting of the Association be held in the city of Windsor, Ontario in the year 2029.”

Rationale: Canada’s labour movement has deep roots in Windsor such as the 99-day Ford strike which led to the passage of the Rand formula ensuring all members of trade unions must pay union dues. The last time the annual general meeting was held in Windsor was in 2012. Windsor has the amenities and accommodation space to host another annual general meeting. Windsor’s strong sense of labour solidarity will make for a very welcoming environment for the Association’s 85th annual general meeting.

AGM Disposition: carried lost other _____

**94. Action Directives, page 99
(York)**

Simple Majority

“That the Association, through the Canadian Teachers’ Federation, lobby the federal government and Service Canada to remove the employment insurance exceptions for all occasional teachers, which prevent them from receiving employment insurance benefits during non-teaching periods, and report back to the annual general meeting 2025.”

Rationale: During the July and August non-teaching period, occasional teachers who have a long-term occasional contract scheduled for the beginning of September are not able to collect employment insurance benefits. Long term occasional

teachers' contracts can end at any time, leaving them without income. These teachers should be considered "casual" workers and entitled to employment insurance benefits. The exceptions under the Employment Insurance Act wrongfully penalize long term occasional teachers and adversely affect their livelihood during non-teaching periods.

AGM Disposition: carried lost other _____

**95. Action Directives, page 99
(Halton Elementary and York)**

Simple Majority

"That the Association lobby the Ministry of Labour, Immigration, Training and Skills Development to include extreme and excessive heat as an indoor workplace hazard, when the temperature in a school/or classroom reaches 32 degrees Celsius or hotter during the school day."

Rationale: Currently, the *Occupational Health and Safety Act* outlines that an employer has the duty to take every precaution reasonable in the circumstance to protect workers. The *Occupational Health and Safety Act* provides a minimum indoor temperature for working conditions of 18 degrees Celsius but does not have an upper limit. The Ministry of Labour, Immigration, Training and Skills Development does state that temperature is a legitimate issue in determining workplace safety. Many school worksites in the province are not air-conditioned and also lack permanent fixtures, such as fans, to assist in air circulation. On extreme weather days, staff are subjected to unbearable temperatures within the working environment.

AGM Disposition: carried lost other _____

**96. Action Directives, page 99
(Toronto Secondary)**

Simple Majority

"That the Association study the establishment of an Association Ombudsperson who would be available to members who express concern with unit and/or provincial services and to report back to the 2025 annual general meeting"

Rationale: The Association provides a very high level of service to members both provincially and locally. An ombudsperson will further enhance this service level by providing a staff person to assist members who feel that their service needs have not been met.

AGM Disposition: carried lost other _____

**97. Action Directives, page 99
(Halton Elementary)**

Simple Majority

"That the Association study and report on ways wherein local units can address issues that are particular to their unit and are bound by central bargaining"

Rationale: Units need a method of recourse to address issues that greatly disadvantage their membership when the issue falls under the scope of central bargaining but is low priority as it is not an issue faced by other units.

AGM Disposition: carried lost other _____

**98. Action Directives, page 99
(York)**

Simple Majority

"That the Association, through the Ontario Teachers' Federation, lobby the Ontario Teachers' Pension Plan to actively communicate to teachers to consider buying back their maternity leaves and inform them of the implications of the failure to do so."

Rationale: The majority of members in the Association are female, many of whom have children during their career and take maternity leave(s). The financial loss to these members, when they choose not to buy back their maternity leave time, is enormous. The Ontario Teachers' Pension Plan needs to contact these teachers and provide them with a financial statement illustrating the potential monetary loss. They should ensure that teachers are aware that working an extra year is in no way equivalent to buying back the time. They also should inform teachers of the options available to them to buy back pension credit, such as transferring registered retirement savings plans or paying by installments within five years of the end of the leave.

AGM Disposition: carried lost other _____

**99. Action Directives, page 99
(York)**

Simple Majority

“That the Association, through the Ontario Teachers' Federation, lobby the Ministry of Education to demand that school boards cease charging new teacher graduates and/or current teachers fees for applying to job postings in Ontario school boards.”

Rationale: This is an affront to our profession. School boards, though funded by the government, are contracting, by tender, private companies who charge applicants seeking employment. These companies are profiting on the backs of our unemployed teacher graduates. The “ApplyToEducation” program charges new teachers \$14.99 plus HST to submit an application to each school board. This fee is charged each subsequent year, even when applying to the same school board. A new fee is charged for the uploading of additional or updated documents, in a new calendar year. Current technology should allow human resource departments to manage the application process independently. Historically, this process was managed through paper applications in the school board's human resources department at no cost to new graduates or other applicants. Neither school boards nor private companies should be profiting from this service on the backs of future employees.

AGM Disposition: carried lost other _____

**100. Action Directives, page 99
(York)**

Simple Majority

“That the Association lobby the Ontario Ministry of Colleges and Universities to develop, implement and facilitate mandatory province-wide anti-Black racism training for all teacher candidates enrolled in Ontario universities.”

Rationale: Anti-Black racism is a reality in the Ontario school system. It is a systemic and pervasive issue with devastating impacts on Black students, families and education workers. Through such a training, teachers would be more prepared to face issues of anti-Black racism in their professional lives and in the classroom. This training would also ensure that the teacher candidates being hired are aware, informed, able to recognize and are prepared to dismantle anti-Black racism within the school system. Teacher education programs are the best place to begin anti-Black racism training for new teachers.

AGM Disposition: carried lost other _____

**101. Action Directives, page 99
(York)**

Simple Majority

“That the Association investigate the possibility of hosting various Association diversity conferences for members of colour/ racialized members, First Nations, Métis, Inuit members, lesbian, gay, bisexual, transgender, two spirited, queer and questioning, intersex, pansexual, androgynous and asexual members, and members with disabilities, and report back to the annual general meeting 2025.”

Rationale: Given the work of the Diversity Advisory Board, the AIDE Task Force and key priorities of the Association to work to eliminate barriers and increase diversity to allow all members to fully participate in all aspects of the Association, Diversity Conferences should be considered. The conferences would be a tangible action to support key priorities to improve

accessibility, inclusion, diversity, and equity. These conferences could inspire members from equity-deserving groups to feel more welcome, more confident to take on leadership roles, and to be more involved in their Association. They would also provide an opportunity for members to connect with, meet each other and to form community.

AGM Disposition: carried lost other _____

**102. Action Directives, page 99
(York)**

Simple Majority

“That the Association, through the Ontario Teachers Federation, lobby the Ministry of Education to end the practice of directing school boards to purchase consumables solely through designated vendors.”

Rationale: Currently, school boards are forced to purchase their consumables through a certain group of suppliers that are price gouging for items such as crayons and paper. Teachers are supplementing their classrooms to ensure that curriculum can be effectively delivered. This is resulting in teachers spending thousands of dollars for items that should be provided by the school boards.

AGM Disposition: carried lost other _____

“That the Association, through the Ontario Teachers’ Federation, lobby the Ontario Teachers’ Pension Plan to actively communicate to teachers to consider buying back their maternity leaves and inform them of the implications of the failure to do so”.

SUMMARY OF RESOLUTIONS WITH FINANCIAL IMPLICATIONS

Resolution Number	Total cost 2024-2025 Budget	Base cost/(Savings) per member	Total Equivalent Fee Increase (Decrease) 2024-2025	Equivalent Fee Increase (Decrease) per member
16 strung with 17	\$87,800.00	\$2.27	\$116,800.00	\$3.03
103 strung with 104 and 105	\$11,500.00	\$0.30	\$15,300.00	\$0.40
106 strung with 107 and 108	\$20,000.00	\$0.52	\$26,600.00	\$0.69
109 strung with 110	\$24,700.00	\$0.64	\$32,900.00	\$0.85
111	\$283,900.00	\$7.35	\$377,600.00	\$9.78
112	\$518,800.00	\$13.44	\$690,000.00	\$17.87
113	\$690,500.00	\$17.89	\$918,400.00	\$23.79
FEES				
None				

FINANCIAL IMPLICATIONS

The following resolutions in the financial section have been strung together:

- #103, 104 and 105
- #106, 107 and 108
- #109 and 110

Note: Resolution 16 is strung with resolution 17. Both resolutions appear in the “Provincial Executive Structure Work Group” section.

**16. By-laws, Provincial Executive, page 18
(Provincial Executive Structure Work Group)**

2/3 That, By-laws, Provincial Executive, 2.45, be amended by deletion and substitution with: “The provincial executive shall consist of the president, immediate past-president (if applicable), vice-president, five executive officers (equity, women, elementary, secondary, occasional teacher), treasurer, two councillors (one of whom must be a beginning teacher), general secretary, deputy general secretary and the Association representative on the executive of the Ontario Teachers’ Federation.”

Rationale: The provincial executive structure work group was formed in 2023 to study and report on the structure of the provincial executive and, if required, make resolutions to the 2024 AGM. This amendment restructures the composition of the provincial executive to reflect the diversity of membership and create structure that reduces barriers to participation in the governance of the Association.

Fund: General	Total Cost Budget 2024-2025	Per member
Base Cost / (Savings):	\$87,800.00	\$2.27
Equivalent Fee Increase / (Decrease):	\$116,800.00	\$3.03

Council of Presidents Recommends:

AGM Disposition: carried lost other _____

Strung with 17.

**17. Procedures, Provincial Elections, General Procedures, page 81
(Provincial Executive Structure Work Group)**

That, Procedures, Provincial Elections, General Procedures 4.68.2 to 4.68.2.8 be amended by deletion and substitution with a new section to read: “Election of Officers Equity and Women

The election of executive officer of equity and of women shall be conducted at the conclusion of the first day of the annual general meeting in election caucuses, with the election of the executive officer of equity following the election of the executive officer of women.

- for the election of the executive officer of women, the elections chairperson shall conduct the election with the chair of the status of women committee, or designate, who shall not be a candidate for any position on the provincial executive or Ontario Teachers’ Federation governors at-large, according to the procedure below.
- for the election of the executive officer of equity, the elections chairperson shall conduct the election with a member of the diversity advisory board, or designate, who shall not be a candidate for any position on the provincial executive or Ontario Teachers’ Federation governors at-large, according to the procedure below:
 - a candidate for executive officers of women or equity shall not conduct the election with the elections chairperson;
 - at the beginning of the election period the representative of the status of women committee or diversity advisory board and the elections chairperson shall announce those eligible for the position of executive officer of women or equity;
 - the tellers shall distribute one ballot to each eligible voting delegate present;
 - after an appropriate passage of time as determined and announced, the tellers shall collect the ballots and count them;
 - the candidate with the most votes shall be elected;

- a successful candidate need not receive a majority of the votes cast; and
- when an election results in a tie vote that fails to elect a candidate, the names of the tied candidates for that office shall be considered on a subsequent ballot.”Complaints Process

Rationale: This amendment aligns election procedures with the new provincial executive structure. The executive officers of equity and women will be elected at their respective caucuses at the annual general meeting. These caucuses will be held at separate times to ensure that members who identify as women who may also be eligible to vote for the executive officer of equity.

Council of Presidents Recommends:

AGM Disposition: carried lost other _____

Strung with 16.

103. By-laws, Provincial Committees, Networks, Work Groups, Project Teams and Task Forces, page 26 (Sudbury Elementary)

2/3 That By-laws, Provincial Committees, Networks, Work Groups, Project Teams and Task Forces, 2.81, be amended by the addition of a new section to read: “young workers committee”.

Rationale: Young workers are the future of our organization. This committee will be used to motivate, inspire and engage young workers to become involved in the Association by bringing their concerns forward, ensuring their voices are heard, inspiring them to be activists and supporting them by creating more tools and opportunities for further learning.

Fund: General	Total Cost Budget 2024-2025	Per member
Base Cost / (Savings):	\$11,500.00	\$0.30
Equivalent Fee Increase / (Decrease):	\$15,300.00	\$0.40

Council of Presidents Recommends:

AGM Disposition: carried lost other _____

Strung with 104 and 105.

104. By-laws, Provincial Committees, Networks, Work Groups, Project Teams and Task Forces, page 26 (Sudbury Elementary)

2/3 That By-laws, Provincial Committees, Networks, Work Groups, Project Teams and Task Forces, be amended by the addition of a new section to read:

“Young Workers Committee

The young workers committee shall be comprised of:

- one member of the provincial executive
- one member who qualifies as a young worker as per Canadian Labour Congress guidelines (30 years old or younger) who self-identifies as one or more of the following groups:
 - Racialized Members;
 - First Nations, Inuit or Métis;
 - Members with Disabilities;
 - Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Two-Spirit, Intersex Members;
- four members at large from different geographical regions who qualify as a young worker as per Canadian Labour Congress guidelines (30 years old or younger).”

Rationale: Young workers are the future of our organization. This committee will be used to motivate, inspire and engage young workers to become involved in the Association by bringing their concerns forward, ensuring their voices are heard, inspiring them to be activists and supporting them by creating more tools and opportunities for further learning.

Council of Presidents Recommends:

AGM Disposition: carried lost other _____

Strung with 103 and 105.

105. Procedures, Duties of Standing Committees, page 91 (Sudbury Elementary)

2/3 That Procedures, Duties of Standing Committees, be amended by the addition of a new section to read:

“Young Workers Committee

- to make recommendations to address the needs and concerns of young workers within the Association;
- to advise the provincial executive on ways to increase engagement and retention of young workers within the Association; and
- to identify resources, programs and/or professional development that could be beneficial to young workers.”

Rationale: Young workers are the future of our organization. This committee will be used to motivate, inspire and engage young workers to become involved in the Association by bringing their concerns forward, ensuring their voices are heard, inspiring them to be activists and supporting them by creating more tools and opportunities for further learning.

Council of Presidents Recommends:

AGM Disposition: carried lost other _____

Strung with 103 and 104.

106. By-laws, Scholarships, Fellowships and Bursaries, page 41 (Council of Presidents and Provincial Executive)

2/3 That, By-laws, Scholarships, Fellowships and Bursaries, 2.191, be amended by the addition of: “the Michael Ennett Memorial Scholarship, and the Shannon Hogan Memorial Scholarship” before “each”.

It would then read:

“Post-graduate scholarships: the Rose M. Cassin Memorial Scholarship, the Reverend J.H. Conway Memorial Scholarship, the Doreen Brady Memorial Scholarship, the Michael Ennett Memorial Scholarship, and the Shannon Hogan Memorial Scholarship, each to the maximum amount of \$10,000.00, may be awarded annually. Each of these five scholarships may be shared by more than one member.”

Rationale: Prior to becoming valued staff officers at the provincial office, Michael Ennett and Shannon Hogan pursued post-graduate studies, which informed their teaching and their work in the Association. When they passed in early 2023, OECTA lost two individuals who gave their all to their students and to Catholic teachers across the province. Naming scholarships in post-graduate studies in their respective specialties’ will honour their contributions to Catholic education and the Association.

Fund: General	Total Cost Budget 2024-2025	Per member
Base Cost / (Savings):	\$20,000.00	\$0.52
Equivalent Fee Increase / (Decrease):	\$26,600.00	\$0.69

Council of Presidents Recommends:

AGM Disposition: carried lost other _____

Strung with 107 and 108.

**107. Procedures, Scholarships, Fellowships and Bursaries, Post- Graduate Scholarships, page 78
(Council of Presidents and Provincial Executive)**

2/3 That, Procedures, Scholarships, Fellowships and Bursaries, Post-Graduate Scholarships, 4.33, be amended by deletion and substitution with: “Five scholarships, each of \$10,000.00, may be awarded each year. The scholarships are named the Rose M. Cassin Memorial Scholarship, the Reverend J.H. Conway Memorial Scholarship, the Doreen Brady Memorial Scholarship, the Michael Ennett Memorial Scholarship, and the Shannon Hogan Memorial Scholarship. Applicants may, under the proper circumstances of need, be awarded an amount in excess of one scholarship but not in excess of two.”

Rationale: Prior to becoming valued staff officers at the provincial office, Michael Ennett and Shannon Hogan pursued post-graduate studies, which informed their teaching and their work in the Association. When they passed in early 2023, OECTA lost two individuals who gave their all to their students and to Catholic teachers across the province. Naming scholarships in post-graduate studies in their respective specialties’ will honour their contributions to Catholic education and the Association.

Council of Presidents Recommends:

AGM Disposition: carried lost other _____

Strung with 106 and 108.

**108. Procedures, Scholarships, Fellowships and Bursaries, Post- Graduate Scholarships, page 78
(Council of Presidents and Provincial Executive)**

2/3 That, Procedures, Scholarships, Fellowships and Bursaries, Post-Graduate Scholarships, 4.34, be amended by the addition of a new section to read:

- ” – for the Michael Ennett Memorial Scholarship, an applicant must be enrolled in a post-graduate degree program in language studies; and
- for the Shannon Hogan Memorial Scholarship, an applicant must be enrolled in a post-graduate degree program in religion, philosophy, or social justice”.

Rationale: Prior to becoming valued staff officers at the provincial office, Michael Ennett and Shannon Hogan pursued post-graduate studies, which informed their teaching and their work in the Association. When they passed in early 2023, OECTA lost two individuals who gave their all to their students and to Catholic teachers across the province. Naming scholarships in post-graduate studies in their respective specialties’ will honour their contributions to Catholic education and the Association.

Council of Presidents Recommends:

AGM Disposition: carried lost other _____

Strung with 106 and 107.

**109. By-laws, Diversity Advisory Board, page 28
(Diversity Advisory Board)**

2/3 That, By-laws, Diversity Advisory Board, 2.89, be amended by the deletion of: “eight” and substitution with “ten” and addition of “Black members”.

It would then read:

“The diversity advisory board shall be composed of:

- ten members-at-large appointed by the provincial executive on a biennial basis, two members representing each of the following groups:
 - Black members;
 - Racialized Members;
 - Members with Disabilities;
 - First Nations, Métis, Inuit members;
 - Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Two-Spirit, Intersex Members;
- two voting members of the provincial executive, as determined by the provincial executive, one of which shall be the vice-president of equity; and
- the general secretary or designate.”

Rationale: Currently, one member of the diversity advisory board is made up of one Black member and one racialized member. Black members experience discrimination and racism based on the colour of their skin, North American histories, and experiences that are different from other racialized groups. As such, they should be fully represented on the diversity advisory board as a separate and distinct group that can bring their collective perspectives on work and lived experiences as Black members.

Fund: General	Total Cost Budget 2024-2025	Per member
Base Cost / (Savings):	\$24,700.00	\$0.64
Equivalent Fee Increase / (Decrease):	\$32,900.00	\$0.85

Council of Presidents Recommends:

AGM Disposition: carried lost other _____

Strung with 110.

**110. By-laws, Provincial Organization, Annual General Meeting, page 16
(Diversity Advisory Board)**

2/3 That, By-laws, Provincial Organization, Annual General Meeting, 2.26.5, be amended by deletion and substitution with: “five members, one from each of the Indigenous and equity deserving groups, on the diversity advisory board shall be voting delegates.”

Rationale: Currently, members of the Diversity Advisory Board may attend the annual general meeting as non -voting delegates. In order to be voting delegates, they must be selected by their local units. In many cases, given the limited number of delegates a unit can send to the annual general meeting, members from Indigenous and equity deserving groups may not be selected to attend as voting delegates. This resolution will allow for five of the ten members of the Diversity Advisory Board to attend and vote on resolutions in order to bring perspectives on issues and to share their lived experiences as members belonging to an Indigenous and equity-deserving group.

Council of Presidents Recommends:

AGM Disposition: carried lost other _____

Strung with 109.

**111. Procedures, Payment of Expenses, page 87
(Toronto Secondary, Wellington and York)**

2/3 That, Procedures, Payment of Expenses, 4.104.9.1, be amended by deletion and substitution with: “hotel room at single occupancy rate;”

Rationale: Funding for most Association meetings, e.g., council of presidents, provincial executive and standing committees, is provided at single occupancy rate. The proposed change would ensure that all provincial meetings, including the annual general meeting, are funded by the Association at single occupancy rate.

Fund: General	Total Cost Budget 2024-2025	Per member
Base Cost / (Savings):	\$283,900.00	\$7.35
Equivalent Fee Increase / (Decrease):	\$377,600.00	\$9.78

Council of Presidents Recommends:

AGM Disposition: carried lost other _____

112. Procedures, Release Time – Unit President/Release Officer(s) Eligibility, page 88 (Toronto Secondary)

2/3 That, Procedures, Release Time – Unit President/Release Officer(s) Eligibility, 4.106, be amended by deletion and substitution with:” For purposes of calculation of supplemental funding re unit president’s/release officer’s release time, the amount of release time eligible for supplemental funding for the Association shall be according to the following scale:

<u>Unit size</u>	<u>Percentage of release time eligible for supplemental funding</u>
0-49	50
50-476	100
477-762	125
763-1000	150
1001-2000	200
2001-3000	225
3001-4000	325
4001+	425

Units that combine teacher bargaining units shall be eligible for supplemental funding equivalent to what those bargaining units would have received if they had been separate units. Notwithstanding the above, no unit which represents members from a publicly funded Catholic school board, shall have less than 100 per cent release time eligible for supplemental funding.”

Rationale: Workload for local units have increased tremendously. Everything from grievances to issues related to health and safety matters have increased. It’s wonderful to negotiate great collective agreements, but if we don’t have enough personnel to enforce newly won rights in our collective agreement and in relevant legislation, the boards can and may choose to capitalize on opportunities to breach collective agreements. More than ever, local units need increased funding to support local units in monitoring local collective agreements. The 25% increase proposed in this resolution applies to all unit size tiers equally, therefore it is also equitable.

<u>Fund: General</u>	<u>Total Cost Budget 2024-2025</u>	<u>Per member</u>
Base Cost / (Savings):	\$518,800.00	\$13.44
Equivalent Fee Increase / (Decrease):	\$690,000.00	\$17.87

Council of Presidents Recommends:

AGM Disposition: carried lost other _____

113. Procedures, Release Time Based on Occasional Teacher Unit Membership, page 89 (OTBU Regional Reps to COP, Simcoe Muskoka Elementary, Simcoe Muskoka Secondary, Toronto Secondary, Waterloo, Wellington, Windsor-Essex Elementary, Windsor-Essex Secondary and York)

2/3 That, Procedures, Release Time Based on Occasional Teacher Unit Membership, 4.116, be amended by deletion and substitution with: “For the purposes of calculation of supplemental funding to account for unit representation for occasional teacher members, the amount of release time for supplemental funding payment from the Association shall be according to the scale below. Occasional teacher full-time equivalent shall be based on the June 30 audited occasional teacher bargaining unit membership, determined by 4.94.

- For a local release officer assigned to support occasional teachers who is in a contract teaching position, expenses shall be paid when an employer invoices the Association for the cost of the occasional teacher employed to replace the member;
- A local release officer assigned to support occasional teachers, who is not in a contract position from which they need to be replaced daily, shall be compensated by the board as per their position on the local permanent collective agreement salary grid, and such cost shall be reimbursed by the Association;
- Payment for any remaining release days that are accessed shall be based on the local casual daily rate.

<u>Occasional teacher full-time equivalent</u>	<u>Annual days of release time</u>
0-10	10
11-49	30
50-99	40
100-149	50
150-249	70
250-399	100
400-599	120
600-749	140
750-899	160
900+	180"

Rationale: Changing the funding from the daily occasional teacher rate to grid rate ensures that the position is fully funded regardless of whether the person in the position is an occasional or a permanent teacher.

<u>Fund: General</u>	<u>Total Cost Budget 2024-2025</u>	<u>Per member</u>
Base Cost / (Savings):	\$690,500.00	\$17.89
Equivalent Fee Increase / (Decrease):	\$918,400.00	\$23.79

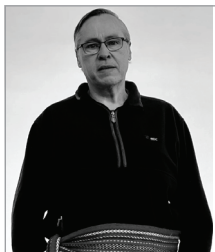
Council of Presidents Recommends:

AGM Disposition: carried lost other _____

Slate of Nominees for Election at the 2024 Annual General Meeting

PROVINCIAL EXECUTIVE

VICE-PRESIDENT OF EQUITY



THOMAS DOHERTY

*First Nation, Métis, and Inuit Members
he/him/his*

Status: Statutory Member

Nominating Unit: Kenora

2016: Recipient, Ontario Teachers Insurance Plan
Elementary Teacher of the Year
2016: Recipient, Dairy Farmers of Canada Teach Nutrition
Award
2015: Recipient, Indspire National Innovative Teaching
Practice Award

OECTA Unit

Current Equity Advisor, OECTA Kenora Unit Executive
Current Health & Safety Staff OECTA Representative,
St. John School Health & Safety Committee
Current Co-Chair, KCDSB & OECTA Kenora Unit's Joint
Professional Development Committee
Past Member, OECTA Kenora Unit Local Bargaining Team
Past Member, OECTA Red Lake Unit Secretary, and OECTA
Kenora Unit Executive

OECTA Provincial

Past Member, OECTA Provincial Elementary Schools (2016
Chairperson) and Political Advisory Committees
Past Non-voting Member, OECTA Council of Presidents
Former Northern Arts Leader, ETFO/OECTA and MoE's
Northern Arts Project: The Spirit Horse

OTF

Primer Writer, OTF First Nations Education Initiative:
Hearing Every Voice Seeing Every Face: History Section
Literacy Facilitator, OTF Aboriginal Education Awareness
and Literacy Initiative: Books of Life

Teaching Experience

July 2024: Candidate, PhD in Education, Education
Sustainability, Nipissing University
2012 - 2015: Master of Education, Education Policy Leader,
University of Western Ontario
2005 - 2006: Bachelor of Education, Primary and Junior,
Lakehead University
1989 - 1995: Honours Bachelor of Arts (Political Studies);
Bachelor of Arts (History); Minor (Law & Politics),
Lakehead University

Other

2021: Recipient, Alumni Association of Lakehead
University's Distinguished Alumni Award
2020: Recipient, Physical and Health Education Canada
National Award for Teaching
2018: Recipient, Governor General of Canada's Sovereign's
Medal for Volunteers
2018: Recipient, Ontario Physical & Health Education
Association Award for Outstanding Contribution
2017: Recipient, Prime Minister's Award for Teaching
Excellence



SHARON GIROUX

*Racialized Members, 2SLGBTQIA+,
First Nation, Métis, and Inuit Members,
Member with Disabilities
she/her/elle/win*

Status: Statutory Member

Nominating Unit: St. Clair Elementary

OECTA Provincial

2023 - Present: Vice President of Equity
2023 - Present: Executive Liaison for Member Engagement
Committee
2021 - 2023: AIDE Task Force Chair
2020 - 2021: Member Engagement Committee
2018 - 2023: Diversity Advisory Board

OTF

2024: OTF Winter Meeting of the Board of Governors

Education

2019 - 2021: Western University
2016: Kindergarten, Part 1
2010: New Teacher Induction Program
2010: Religious Education, Part 2
2009: Religious Education, Part 1
2007: French as a Second Language Part 1
2005: Diploma in Education, Nipissing University

Teaching Experience

2000 - 2003: FSL, Anishinaabemowin, Reading Recovery
Educator, Near North District School Board
2005 - Present: St. Clair Catholic District School Board,
French as Second Language and Immersion

Other

2017 - Present: Facilitator for Circles for Reconciliation
2020, 2023: Canadian Labour of Congress AGM
2023: Ontario Federation of Labour AGM
2023: ICE Truth and Reconciliation Advisory Committee
2023: CTF Annual General Meeting Delegate
2023: CLC Indigenous Rights Working Group
2023: CTF Annual General Meeting Delegate
2023: FSL
2022: Teachers as Leaders Conference
2022: Presenter - Educating For The Common Good
Conference

2022, 2023: CTF Women’s Symposium
 June 2022: Catholic Teacher’s Magazine- Debwewin, Searching for My Truth
 November 2023: Catholic Teacher’s Magazine- Reflections On The Third National Day For Truth and Reconciliation
 December 2023: Catholic Teacher’s Magazine- Claiming Indigeneity, The Buffy Sainte-Marie Controversy
 Sixties Scoop Survivor

Other

Initiatives: Founder and Chair - Ottawa Catholic School Board Queer Employee Network
 Pride Parade Float Designer - Ottawa Catholic Teachers
 Ottawa Catholic Teachers Pride Logo Design
 Missing and Murdered Indigenous Women, Girls and Two-Spirit board resources co-creator

ANNA SEGUIN
 2SLGBTQIA+
 they/them/their

Status: Statutory Member
Nominating Unit: Ottawa

NOTES:

OECTA Unit

Unit Committees:
 2023 - 2024: AIDE
 2023 - 2024: Political Action
 2023 - 2024: Legislation
 2022 - 2023: Secondary Bargaining
 2021 - Present: Social Justice
 2021 - 2022: Social
 2021 - Present: Health and Safety
Unit Executive:
 2022 - 2023: Secondary Councilor

OECTA Provincial

Annual General Meeting:
 2024: Voting Delegate
 2023: Voting Delegate
 2022: Virtual - Voting Delegate
Provincial Committees:
 2023 - 2024: Catholic Curriculum
Provincial Conferences:
 2023: Beginning Teachers
 2023: Teachers as Leaders
 2023: Association Rep Training
 2021 and 2022: Educating for the Common Good
Provincial Trainings:
 2023: Parliamentary
 2022: Health and Safety Rep
 2022: Association Rep

Teaching Experience

2020 - Present: Ottawa Catholic School Board
 Dramatic Arts, Expressions of Indigenous Arts and Culture, Families in Canada, Math (Locally Developed), English: Understanding Contemporary First Nations, Métis, and Inuit Voices, Photography, Religion, Civics and Careers, Theatre Production, Music Theatre Production, Integrated Arts

Education

Expected November 2024: Masters of Education
 2020: Bachelor of Education, Artist in Community Education - Queens University
 2019: Honours Bachelor of Arts, Double Major Music and Religion - Carleton University
 2016: Advanced Diploma, Music Theatre Performance - St. Lawrence College



ONTARIO ENGLISH
Catholic
Teachers
ASSOCIATION

catholicteachers.ca