



**57<sup>th</sup> ANNUAL  
GENERAL  
MEETING  
(VIRTUAL)**

**OCTOBER 22, 2020**

**OSSTF DISTRICT 16 ANNUAL GENERAL MEETING**  
**Date: Thursday, October 22, 2020**  
**Start Time: 6 p.m.**

ORDER OF BUSINESS

- |     |                                                                |            |
|-----|----------------------------------------------------------------|------------|
| 1.  | Acknowledgement of Traditional Lands                           | Glassford  |
| 2.  | Anti-Harassment Statement                                      | Stoby      |
| 3.  | Federation Pledge                                              | Glassford  |
| 4.  | Introduction of Executive, Guests & Honorary Associate Members | Glassford  |
| 5.  | In Memoriam                                                    | Glassford  |
| 6.  | Speaker's Remarks                                              | Bates      |
| 7.  | Adoption of Order of Business                                  | Bates      |
| 8.  | Minutes of 56 <sup>th</sup> Annual Meeting                     | Bates      |
| 9.  | Business arising from the Minutes                              | Bates      |
| 10. | President's Report                                             | Glassford  |
| 11. | Remarks from Provincial Representatives                        | Littlewood |
| 12. | a. Treasurer's Report                                          | Price      |
|     | b. Financial Motions                                           |            |
| 13. | Motion                                                         | Bates      |
| 14. | Negotiations Report                                            | Brydie     |
| 15. | Consideration of Reports                                       | Bates      |

CPAC Chair (Vanessa Stoby)  
Human Rights Chair (Jennifer Speiran)  
Status of Women Chair (Laura Cipolla)

Executive Officer (Gerry Harrison)  
Provincial Councillors (Glassford/Lane/Vowles)

- |     |                |  |
|-----|----------------|--|
| 16. | Other Business |  |
| 17. | Adjournment    |  |

## ORDER OF PRECEDENCE OF MOTIONS

The procedures with respect to motions shall apply as set forth in the accompanying table. Motions shall have precedence according to this table. Each motion on the list has precedence over those below and is superseded by those above.

### Footnotes

- |                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                         |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1. Length of recess only amendable. May interrupt speaker; requires no second.</p> <p>2. Can be applied only to a debatable and amendable motion. Cannot be proposed by a member who has spoken to the motion to which it is</p>                                                                        | <p>applied. If carried, vote on pending question taken immediately; if negatived, debate on pending question continues. Cannot be proposed a second time to the same motion.</p>                                                                                                                                | <p>Recommended form: "I move that we vote immediately on the pending question (or amendment)".</p> <p>3. Debatable as to propriety of limiting or extending debate only.</p> <p>4. Debatable as to propriety of postponing</p>                                                          |
| <p>only.</p> <p>5. Debatable as to propriety of referral only.</p> <p>6. An amendment is not in order if it changes the intent of the motion to which it is applied.</p> <p>7. Can be applied only to actions not already taken under the motion to be rescinded. Not in order when the subject can be</p> | <p>reached by reconsideration.</p> <p>8. (a) Majority, notice having been given. (b) 2/3 without notice. (c) Motions requiring more than a simple majority to pass required a majority at least as large to rescind.</p> <p>9. Can be made only by a member who voted with the prevailing side. Action that</p> | <p>cannot be reversed or suspended cannot be reconsidered. Suspends all action on the motion to be reconsidered, may only be applied to motions made at the same meeting. No question may be twice reconsidered.</p> <p>10. Only if the motion to which it is applied is debatable.</p> |

*Diagram Showing Order of Precedence and Footnotes Containing Rules Governing*

Order of Precedence	Motion	Debatable	Amendable	Vote Required
1	Adjourn	NO	NO	Maj.
2	Recess	NO	YES (1)	Maj.
3	Table (Postpone temporarily)	NO	NO	Maj.
4	Take from the table (Resume consideration)	NO	NO	Maj.
5	Previous Question (Vote Immediately) (2)	NO	NO	2/3
6	Limit or extend time of debate	YES (3)	YES	Maj.
7	Postpone to a set time	YES (4)	YES	Maj.
8	Refer (Commit)	YES (5)	YES	Maj.
9	Amend (6)	YES	YES	Maj.
10	Postpone indefinitely	YES (4)	NO	Maj.
11	Main Motion	YES	YES	Maj.
—	Rescind (7)	YES	YES	Maj. (8)
—	Reconsider (9)	YES (10)	NO	Maj.

1. **Order of Precedence of Motions**
2. **Debaters shall be limited to 90 seconds and may speak only once to any motion, except that Points of Privilege and Parliamentary inquiry shall not count as debate and may interrupt the debate. The mover of any motion may speak to open debate and may speak again to close the debate.**
3. **Voting on a motion shall occur when either**
  - (i) **all debate is exhausted**
  - (ii) **a motion to put the question has passed**
  - (iii) **debaters or the speakers list are either all Pro or all Con and the mover has closed debate.**

## DISTRICT 16 HONOURS

### PAST PRESIDENTS

Colleen Ireland	Retired	2007 - 2015
Susan Legge	Retired	2006 - 2007
Gerry Harrison	D16 Executive Officer	2005 - 2006
Terry Price	Retired / O.T.	2003-2005
Gerry Harrison	D16 Executive Officer	1998-2003
Lynn Johnston	Retired	1993-98
Don Nixon	Retired	1988-93
Martha MacNeil	Retired	1987-88
Ron Gable	Deceased	1981-87
Tony Bulson	Retired	1979-81
Bruce Beck	Retired	1978-79
Chris Van Straten	Retired	1977-78
Donald Nixon	Retired	1976-77
Walter A. MacDonald	Retired	1975-76
Ian E. Scott	Deceased	1974-75
J. Allan Farquharson	Retired	1972-74
G. Douglas Booth	Retired	1971-72
Linvel Jones	Retired	1970-71
Willard P. Fish	Deceased	1968-70
Brita Mickleburgh	Deceased	1967-68
Lars Thompson	Retired	1966-67
Eugene Lazar	Deceased	1965-66
Mel Woods	Deceased	1964-65
Ron Mercer	Deceased	1963-64
John Kippen	Retired	1962-63

### HONORARY LIFE MEMBERS

Vince M. Mathewson - Retired  
Ralph Connor - Retired  
Cliff Morris - Retired  
J. Allen Farquharson - Retired

Jim Bethune - Retired  
David W. Forsyth - Retired  
Ray Primeau - Retired

The above individuals were voted to be Honorary Life Members of District 16 in appreciation of their involvement in and dedication to the membership during the 1973-74 "Resignation Confrontation".

### HONORARY ASSOCIATE MEMBERS

Eric McLean – Deceased (1987)  
Linvel Jones - Retired (1989)  
Ralph Magel - Deceased (1993)  
Ron Gable - Deceased (1997)

Tony Bulson - Retired (2000)  
Susan Kaufman - Retired (2006)  
Ian E. Scott - Deceased (2006)  
Iain Beaton - Retired (2019)

## DISTRICT 16 COUNCIL 2019-20

### EXECUTIVE

President	Sandy Glassford	District Office
1 <sup>st</sup> Vice President	Muna Kadri	District Office
Vice President	Marsha Bloom	Newmarket HS
Vice President	Darryl Newbury	Thornhill SS
Vice President	Katrina Sale	Stouffville D HS
Treasurer	Terry Price	O.T.
Occasional Teacher Branch President	Diane Truong	O.T.
Provincial Councillors	Sandy Glassford	District Office
	James Lane	Tommy Douglas SS
	Blair Vowles	Keswick HS
	Gerry Harrison	District Office

### EXECUTIVE OFFICER

### COMMITTEE CHAIRS

CPAC Committee Chair	Vanessa Stoby	District Office
Educational Services Chair	Michelle Best	(Prev.) Vaughan SS
Human Rights Chair	Nicole Baxter/Jennifer Speiran	Dr. Bette Stephenson/Sutton D HS
Negotiations	Doug Brydie	District Office
Status of Women Chair	Laura Cipolla	Bill Crothers SS

### HEALTH AND SAFETY OFFICER

Scott West District Office

### STAFFING OFFICER

Doug Brydie District Office

### BRANCH PRESIDENTS

Alexander Mackenzie HS	Zena Karim-Bentley
Aurora HS	Sylvie Bessette
Bayview SS	Athena Graves
Bill Crothers SS	Francesca Cioffi/Dawn Fovargue
Bill Hogarth SS	Shalan Bishop
Bur Oak SS	Rosie Baker
Dr. Denison SS	Julie Brydie
Dr. GW Williams SS	Kent Bulmer
Emily Carr SS	Marco Sirianni
Huron Heights SS	Chris Bloom
Keswick SS	Blair Vowles/Basia West
King City SS	Sharon D'errico/Phil McClorey
Langstaff SS	Ned Sharp
Maple HS	Kent Pearce
Markham D HS	Kristin Towns
Markville SS	Michelle Benjamin
Middlefield CI	John Lloyd/Mike Morin
Milliken Mills HS	Gregory Lavalle
M.I.S.T.	Nadia Bearcroft
Newmarket HS	Marsha Bloom/Jo-Ann Mathon
Pierre E Trudeau HS	Scott Logan
Richmond Green HS	April Morris/Karen O'Meara
Richmond Hill HS	Tim Baulk
Sir Wm. Mulock SS	Amanda Belanger
Stephen Lewis SS	Tom Nadasdi
Stouffville D HS	Katrina Sale
Sutton D HS	Brian Brasier
Thornhill SS	Darryl Newbury
Thornlea SS	Jackie Ross
Tommy Douglas SS	James Lane
Unionville HS	Nathan Struk/Tamara Vanderveen
(Prev.) Vaughan SS	Cheryl Wineberg
Westmount CI	James McInroy
Woodbridge College	Tony Antoniou



- c) Question and answer period
- d) Financial and related Motions

**Motion 1: BIRT in accordance with By-law 1.3 of the Constitution of OSSTF District 16, the District dues for 2019 - 2020 be:**

- a) the sum of fifteen dollars per member deducted at source in one installment from the second pay in September as per Art. L.A.8.2 and Art.L. A.8.3 of the Secondary Teachers' Collective Agreement.
- b) the sum of one dollar per to a maximum of fifteen dollars for Occasional Teachers. member deducted at source as per Art.L.A.8.2 and Art.L. A.8.3 of the Secondary Teachers' Collective Agreement.

**Price/Mathon** **Carried.**

**Motion 2: BIRT the mileage rate for 2019 - 2020 Federation year be 50 cents per kilometer for an individual using their personal vehicle on Federation business or 60 cents per kilometer when two or more members car pooling.**

**Price/Linda** **Carried.**

**Motion 3: BIRT the Treasurer's Report and Proposed Budget for the fiscal year 2019 - 2020 be approved.**

**Price/Vowels** **Carried.**

- 12. Other Motions – Nil
- 13. Negotiations Report – Brydie – written report provided
- 14. Consideration of Committee and Other Reports – Kossta  
Written reports were provided from CPAC (Vowles), Status of Women (Stoby), Human Rights (Baxter), Provincial Councillors (Beaton/Lane/Glassford), Ed Services (Best) and Executive Officer (Harrison).

No questions were asked.

- 16. Report from the Nomination's Chair – Harrison

At the close of nominations on April 29'th the following nominations had been received:

President – Paul Bentley, Sandy Glassford

Vice president – Marsha bloom, Muna Kadri, Darryl Newbury, Katrina Sale, Ryan Wineberg

Provincial Councillor – Tony Antoniou, James Lane, Blair Vowles

Treasurer – Zena Karim, Terry Price

Since there is a full slate of candidates for all positions there will be no candidates running from the floor of the AGM.

- 15. Speeches

President – 5 minutes, VP's – 3 minutes, PC's – 3 minutes, Treasurer – 2 minutes.

The speeches will be video taped and loaded onto the District 16 web site for members to review.

## **PRESIDENT'S REPORT: ANNUAL GENERAL MEETING**

The last year and a bit have been a tumultuous one to say the least. I think I would be hard pressed to identify when so many issues came to fruition over such a short period of time. When the year began in September 2018, we knew we were going to be in for a battle as negotiations ramped up at the local and central tables. Strike meetings and votes were quickly organized and OSSTF moved forward with a strong mandate from the membership right across the Province. Political Action strategies were organized, and members right across District 16 demonstrated their commitment and resolve as they whole heartedly participated in information pickets before and after school. Parents groups demonstrated their support for us, recognizing that this fight was about preserving Public Education and staving off the devastating cuts on the Conservative Government's agenda.

A full withdrawal of services is never an easy course of action to take and OSSTF was well aware that even though a strong mandate was received, this would not be the optimal course of action considering the financial implications it could have on the membership. The goal was to keep that option in our back pocket and use it when it would be the most strategically advantageous. The District Office reached out to every MPP in York Region in early September. Only a handful of the 10 Conservative representatives responded to our invitation. I think it is important to note that we received very clear messages that we were not welcome from the Offices of Stephen Lecce, MPP for King-Vaughan and the current Education Minister and Gila Martow, MPP for Thornhill. Deputy Premier and Minister of Health Christine Elliot, never responded to our multiple invitations to meet and York-Simcoe MPP Caroline Mulroney cancelled every meeting we arranged. The Government quickly established their contempt for the collective bargaining process as they began a campaign against teachers through social media platforms and trying to provoke responses by providing misleading and inaccurate information through impromptu press conferences. The public never bought into this technique and this resulted in support for OSSTF and the other teacher affiliates to increase and trust for the government to deteriorate rapidly.

In December, OSSTF took the next step and a series of rotating strikes took place. I can proudly report that District 16 had one of the highest percentages of OSSTF members participating in the strike action. The number of District 16 members who refused to participate and support their colleagues was in single digits. All of the hard work and sacrifices of OSSTF members paid off and a central deal was ratified, just in time for the next tribulation: a global pandemic.

The devastating impact of COVID-19 shut down all schools across Ontario after the March break until the end of June. Suddenly OSSTF members had to adapt to a completely new teaching model and expectations. Terms such as synchronous and asynchronous were introduced into the education lexicon and became the focus of pedagogical debates. OSSTF members in York stepped up to the plate and demonstrated their concern and support for their students all the while juggling with the dramatic changes caused by living in a pandemic. The District Office spent countless hours over the spring advocating on behalf of the membership to emphasize the safety concerns, stress and anxiety the pandemic was having on them and that suddenly moving courses to an on-line platform, that many members were unfamiliar with, could not be done seamlessly and fluidly to create an environment similar to the classroom. It was also apparent as the new on-line model was rolled out that there was a significant disparity amongst students and staff alike with access to technology and reliable high-speed internet. At first the Government refused to allow Boards the flexibility to spend money to support teachers by providing them with access to high speed internet. Members were having to access their own data plans to support students. The Boards were directed not to supply teachers with the same data sticks they were supplying to students. Instead, teachers were given inane directions to sit in parking lots and hack into public Wi-Fi. This again confirms the contempt the current Government has for teacher's and supporting public education. Eventually the issue was worked out and the 2019/2020 school year came to a close with no exams, no graduation ceremonies and no proms.



## **PRESIDENT'S REPORT: ANNUAL GENERAL MEETING ... continued**

The 2020/2021 school year began with far more confusion and disarray than was seen with the March switch over to on-line. Once again, the Provincial Government demonstrated a lack of foresight and refused to give Board's clear directions regarding the September start up. As a result, the entire month of July and half of August was wasted with a ludicrous make work project as Board's were told to devise 3 models for potential implementation in September. In the end, none of the 3 models the YRDSB worked on was implemented. When the Government finally gave minimal parameters for Boards to work from, they were forced to start from scratch. This resulted in huge gaps and delays as the Board struggled to deal with staffing a virtual school with no clear number as to the how many students would be attending, and the potential impact this would have on the staffing of the physical buildings. With less than a week to go before the students were to arrive, timetables had yet to be confirmed and many teachers did not receive their teaching assignments until 24 hours and in some cases less than 24 hours, before the start of classes.

Things have settled down a bit now; however, as the second wave unfolds anything could happen. We are continuing to meet with the Board and as the semester and year progresses, we are turning our attention to issues and concerns which were not directly related to the reopening of schools. We are still very concerned about our members' safety teaching synchronously and potential consequences of being live on camera, especially as we see an increase in racist, homophobic, transphobic and misogynistic incidents in the virtual classroom. It remains to be seen exactly what the remainder of this school year will look like. Regardless, the District Office will continue to advocate on behalf of our members to ensure that all operating and program decisions made by the Board take into account the health & safety and mental wellbeing of all our members.

Respectfully submitted by:

Alexander (Sandy) Glassford  
D16 T/OT President

## **D16 OSSTF PROPOSED BUDGET FOR 2020-21**

A copy of the proposed budget for 2020 - 2021 that was endorsed by the D16 Executive on October 14, 2020, is shown on the following pages along with the required budget motions. As members are aware, the District operating budget is normally approved at the Annual General Meeting in May. Due to the Covid-19 shutdown this did not happen and we have been operating under an interim budget that was approved by District Council in June 2020.

This budget will be presented for approval by the D16 membership at the Annual General Meeting on October 22, 2020.

Some of the budget highlights are as follows:

- The proposed balanced budget for the T/OT unit of D16 represents an income of \$970,827 and expenses totaling \$970,827;
- The rebates D16 receives from the Provincial OSSTF have increased by \$34,274 to \$771,443. This includes \$49,039 that will be passed on to the District 16 PSSP unit and \$29,304 that will be passed on to the District 16 YC PSSP unit during the year to cover their operating expenses.
- The District levy remains at \$15 per Contract Teacher member and a maximum of \$15 per Occasional Teacher member and is projected to generate approximately \$47,000;
- The OSSTF D16 PD day budget remains at \$45,000 (line 44) and I am proposing that we draw \$40,000 (line 6) from a reserve fund set up at the 2016 AGM to fund the PD Day and to use \$5,000 from operating revenue;
- The Member Engagement expenditure (line 55) created in 2014 remains \$28,000. Expenditures from this line are used for special projects related to membership engagement at either the Branch or District level. The Executive anticipates using this to support in-school and district activities;
- Summer hours, office maintenance and cleaning lines have increased to reflect increased costs due to Covid-19;
- District Council and District Executive lines have been decreased to reflect the use of video meetings until the end of 2020 at a minimum;
- With respect to the 2019 – 2020 budget year, the District ended with a surplus of approximately \$157,000. Eight expense lines were overspent by approximately \$27,00, which represents less than 3 % of the total operating budget. The largest of the lines overspent was a result of District Council's decision to donate \$20,000 that was shared between the area municipality food banks and the Canadian Food Bank. Another \$1,700 was overspent in our office supply budget to support the strike action in the fall.

Respectfully submitted by:

Terry Price  
D16 Treasurer

**OSSTF D16 Budget 2020 - 2021**

Line #	Budget Line	District 16 OSSTF Budget 2020 - 2021	Actual 2018-19	Budget 2019-20	Actual to June 30, 2020	Estimate to year end	Final 2019-20	difference (estimate - budget)	Budget 2020-21	difference (this year - last year)
	<b>REVENUE</b>									
1	4400	T/OT District Rebate	\$723,075	737,169	737,173	0	737,173	4	771,443	34,274
2	4410	District Levy - October	\$41,808	40,000	40,046	0	40,046	46	40,000	0
3	4420	Interest Earned	\$12,470	7,000	15,384	0	15,384	8,384	7,000	0
4	4403	OT District Levy	\$8,417	9,000	9,023	0	9,023	23	7,000	-2,000
5	4430	Miscellaneous - Johnsons	\$28,202	24,000	26,063	0	26,063	2,063	24,000	0
6	4430	PD reserves		40,000	0	0	0	-40,000	40,000	0
7	4440	2015 rebate (union training)	\$38,200	40,447	36,712	0	36,712	-3,735	42,384	1,937
8	4441	2052 Labour Union funding	\$9,000	9,000	12,561	0	12,561	3,561	9,000	0
9	4432	AMPA Expense Rebate	\$30,168	30,000	0	0	0	-30,000	30,000	0
10	4500	Cash from reserves		0	0	0	0	0	0	0
		York TELC		2,500	2,500	0	2,500	0	0	-2,500
11		<b>TOTAL</b>	\$891,340	939,116	879,462	0	879,462	-59,654	970,827	31,711
	<b>EXPENSES</b>									
12		Transfer to PSSP	37,000	37,740	37,740	0	37,740	0	49,039	11,299
13		Transfer to YC PSSP unit	28,337	28,900	28,900	0	28,900	0	29,304	404
14	5500	Salary DEO	\$117,813	124,000	116,570	0	116,570	-7,430	125,240	1,240
15	5501	Mileage DEO	\$1,764	2,000	980	0	980	-1,020	2,000	0
16	5581	DEO Other	\$1,376	3,000	1,607	0	1,607	-1,393	3,000	0
17	5504	President Mileage	\$1,649	2,800	893	0	893	-1,907	2,800	0
18	5582	President Expenses	\$830	1,500	416	0	416	-1,084	1,500	0
19	5502	Salary Negotiator	\$55,292	58,000	54,817	0	54,817	-3,183	58,580	580
20	5003/5008	Salary - Office Time Release	\$80,895	95,000	79,182	0	79,182	-15,818	95,950	950
21	5506/5007	Office Supervisor Compensation	\$64,612	70,000	65,419	0	65,419	-4,581	72,800	2,800
22	5506	Employer WSIB Expenses	\$275	500	253	0	253	-247	500	0
23	5505	Office Assistance	\$6,490	6,500	6,215	0	6,215	-285	6,500	0
24	5584	Office Supervisor (Pension contribution)		0	0	0	0	0	0	0
25	5583	President Salary Adjustment	\$10,388	10,439	10,491	0	10,491	52	10,439	0
26	5580	Summer Hours	\$9,989	15,000	11,771	0	11,771	-3,229	30,000	15,000
27	5585	Bookkeeping Assistance		500	0	0	0	-500	500	0
28	5506	Office Supervisor Overtime		0	0	0	0	0	0	0
29	5541-43	District Executive	\$10,882	25,000	16,118	0	16,118	-8,882	22,000	-3,000
30	5540	Executive Honoraria	\$25,192	26,000	24,742	0	24,742	-1,258	26,000	0
31	5544-46/5548	District Council	\$37,497	40,000	33,049	0	33,049	-6,951	35,000	-5,000
32	5547	Branch President Honoraria	\$21,150	23,600	21,870	0	21,870	-1,730	23,600	0
33	5531	District 16 Awards	\$12,800	12,800	13,200	0	13,200	400	12,800	0
34	5523	Branch Rebates	\$7,439	9,000	9,497	0	9,497	497	9,000	0
35	5536	Human Rights	\$3,787	8,000	650	0	650	-7,350	8,000	0
36	5553-55	Negotiations	\$16,650	15,000	10,106	0	10,106	-4,894	15,000	0

Line #	Budget Line	District 16 OSSTF Budget 2020 - 2021	Actual 2018-19	Budget 2019-20	Actual to June 30, 2020	Estimate to year end	Final 2019-20	difference (estimate - budget)	Budget 2020-21	difference (this year - last year)
37	5556-58	CPAC	\$13,223	12,200	10,230	0	10,230	-1,970	12,200	0
38	5560-62/5574	Educational Services	\$22,296	30,500	9,534	0	9,534	-20,966	30,500	0
39	5563-65	Status of Women	\$8,495	9,000	5,836	0	5,836	-3,164	9,000	0
40	5566-68	Excellence in Education	\$4,750	8,500	1,174	0	1,174	-7,326	8,500	0
41	5570	New Teacher Orientation	\$5,450	5,000	1,620	0	1,620	-3,380	5,000	0
42	5572	Health & Safety	\$3,785	4,000	1,771	0	1,771	-2,229	4,000	0
43	5576-78	OT Expenses	\$5,187	5,000	762	0	762	-4,238	5,000	0
44	5518	OSSTF PD Day	\$30,718	45,000	0	0	0	-45,000	45,000	0
45	5524	AGM Meeting	\$4,071	6,000	3,015	0	3,015	-2,985	6,000	0
46	5528	AMPA Candidate Expenses	\$3,356	0	0	0	0	0	0	0
47	5525	OSSTF Assembly - AMPA	\$41,087	42,000	4,287	0	4,287	-37,713	42,000	0
48	5527	OFL/CFL Conference		1,500	349	0	349	-1,151	1,500	0
49	5569	Labour Council	\$12,242	14,000	19,310	0	19,310	5,310	14,000	0
50	5571	Public Relations		1,000	0	0	0	-1,000	1,000	0
51	5535	Membership Contributions		1,500	20,000	0	20,000	18,500	1,500	0
52	5573	Membership Development	\$7,998	6,000	5,187	0	5,187	-813	6,000	0
53	5533-34	Benevolent Fund	\$11,500	17,000	8,978	0	8,978	-8,022	17,000	0
54	5575	Disability Management Program	\$3,638	5,500	3,418	0	3,418	-2,082	5,500	0
55		Member engagement funding	\$20,991	28,000	9,192	0	9,192	-18,808	28,000	0
56	5579	Special District Committees		0	0	0	0	0	0	0
57	5526	OSSTF Conferences		0	0	0	0	0	0	0
58	5509	e-Services	\$2,184	2,100	1,539	0	1,539	-561	2,100	0
59	5511	Telephone	\$4,481	6,000	4,567	0	4,567	-1,433	6,000	0
60	5512	Office Maintenance	\$2,356	3,000	632	0	632	-2,368	5,000	2,000
61	5513	Office Furniture & Equipment	\$4,830	4,000	4,216	0	4,216	216	4,000	0
62	5515	Office Supplies	\$10,344	10,000	11,742	0	11,742	1,742	10,000	0
63	5516	Insurance	\$3,857	4,075	4,032	0	4,032	-43	4,075	0
64	5521	Cleaning	\$2,900	3,000	2,625	0	2,625	-375	7,000	4,000
65	5519	Equipment Leasing	\$10,601	17,000	10,370	0	10,370	-6,630	17,000	0
66	5592	Utilities	\$6,616	8,700	6,764	0	6,764	-1,936	8,900	200
67	5593	Condo Fees	\$8,914	9,300	9,132	0	9,132	-168	9,900	600
68	5594	Security	\$339	500	339	0	339	-161	500	0
69	5595	Property Tax	\$8,872	9,250	9,404	0	9,404	154	9,600	350
70	5517	Miscellaneous	\$3,985	5,212	5,072	0	5,072	-140	5,500	288
71		York TELC	\$2,500	0	2,501	0	2,501	2,501	0	0
71		<b>TOTAL EXPENSES</b>	823,673	939,116	722,084	0	722,084	-217,032	970,827	31,711
71		<b>Surplus/Deficit</b>	67,667	0			157,378	157,378	0	0

## OSSTF D16 AGM 2020 - 2021 Financial Motions

1. BIRT in accordance with By-law 1.3 of the Constitution of OSSTF District 16, the District dues for 2019 - 2020 be:
  - (a) the sum of fifteen dollars (\$15.00) for Contract Teacher members, deducted at source in one installment from the second pay in September as per Art. L A 8.2 of the Secondary Teachers' Collective Agreement.
  - (b) the sum of one dollar (\$1.00) per day to a maximum of fifteen dollars (\$15.00) for Occasional Teacher members deducted at source as per Art. L F 3.1 of the Secondary Teachers' Collective Agreement.
  
2. BIRT the mileage rate for 2020 - 2021 Federation year be 50 cents per kilometer for an individual using their personal vehicle on Federation business or 60 cents per kilometer when two or more members travel together.
  
3. BIRT the Treasurer's Report and Proposed Budget for the fiscal year 2020 - 2021 be approved.

### Office time release Information (this is status quo)

	<b>Board paid release</b>		<b>District Paid Release</b>
President	1.00 FTE	DEO	1.0 FTE
Staffing Officer	0.50 FTE	Negotiator	0.5 FTE
1 <sup>st</sup> VP	0.83 FTE	1st VP	0.17 FTE
Office Release	0.50 FTE	Office Release	0.50 FTE
		Other Release	0.17 FTE
<b>Total</b>	<b>2.83 FTE</b>	<b>Total</b>	<b>2.33 FTE</b>
	<b>17 sections</b>		<b>14 sections</b>

OSSTF DISTRICT 16  
 Balance Sheet As at 06/30/2020

**ASSET**

**Assets**

<b>Bank Current Account</b>	<b>45,533.89</b>
<b>Bank Savings Account</b>	<b>213,349.02</b>
<b>Accounts Receivable</b>	<b>0.00</b>
<b>Prepaid Expenses</b>	<b>8,049.58</b>
<b>Accrued Interest Receivable (GI...</b>	<b>7,066.13</b>
<b>Guaranteed Investments Certifi...</b>	<b>490,000.00</b>
<b>B/M Bank Account</b>	<b>0.00</b>
<b>Bank- Advantage Savings</b>	<b>148.30</b>
<b>GIC Meridian</b>	<b>340,925.00</b>
<b>Accounts Receivable</b>	<b>21,476.66</b>
<b>Real Estate</b>	<b>311,761.21</b>
<b>Building Renovations</b>	<b>24,513.48</b>
<b>Accounts Receivable - Clearing</b>	<b>146.18</b>
<b>Total Assets</b>	<b><u>1,462,969.45</u></b>

**TOTAL ASSET**

**1,462,969.45**

**LIABILITY**

**Current Liabilities**

<b>Mortgage Payable</b>	<b>0.00</b>
<b>Accounts payable</b>	<b>5,190.32</b>
<b>Total Liabilities</b>	<b><u>5,190.32</u></b>

**TOTAL LIABILITY**

**5,190.32**

**EQUITY**

**Members' Equity**

<b>Operating Surplus</b>	<b>188,384.45</b>
<b>Current Surplus/Loss</b>	<b>747,252.55</b>
<b>Reserve - Capital Expenditures</b>	<b>140,920.75</b>
<b>Reserve - Negotiations</b>	<b>71,095.00</b>
<b>Reserve - District 16 Award</b>	<b>25,000.00</b>
<b>Reserve - Contingency</b>	<b>7,748.22</b>
<b>Reserve Professional Developm...</b>	<b>120,000.00</b>
<b>Current Earnings</b>	<b>157,378.16</b>
<b>Total Members' Equity</b>	<b><u>1,457,779.13</u></b>

**TOTAL EQUITY**

**1,457,779.13**

**LIABILITIES AND EQUITY**

**1,462,969.45**

## **CPAC: ANNUAL GENERAL MEETING REPORT**

### **Political Action**

This was an unprecedented year for Public Education in Ontario. Political Action remains at the forefront for District 16, the majority of which has been in response to the various policies and procedures and legislation endorsed by the Ford Government.

This year the CPAC Chair and Committee have initiated and organized various political action efforts/events. Some examples: the YRT Bus advertisement campaign in October 2019, the MPP postcard campaign, multiple site-wide Information pickets, supporting the student wide walk-outs/information rallies, leafleting at public locations (i.e. community centres), increasing D16 presence and messaging on social media via twitter, Instagram and Facebook, and ensuring we are increasing literature available for members on the D16 website – Public Education section. Most importantly, as the year progressed and labour unrest continued, the CPAC Chair and Committee became involved in rotational strikes and province wide strikes. It was also important to ensure members had appropriate swag, signs, safe places to go during cold winter strike days (i.e. warming centres), and morale support. Throughout November 2019 to March 2020 the CPAC Chair supported other fellow Districts (D17, D13, D19, D12) and other Union stakeholders – ETFO York and OECTA York on their rotational strike picket lines and information pickets.

The CPAC Chair has been engaged in various levels of political and social justice movements through participation with the Toronto and York Region Labour Council (TYRLC), as part of the Executive of the Education Committee for TYRLC, alongside the Ontario Federation of Labour (OFL), and via the Provincial Office of OSSTF/FEESO. District 16 has been an important voice in the Toronto/ York Region Labour Council campaigns such as: the fight for \$15 and Fairness, Fight with Foodora workers, Migrant Workers- health and fair pay, Health Care-Long Term Care, Climate change, and various equity campaigns. In addition, during the beginning of 2019, we attended Friday Health Care rallies in support of CUPE 905 and SEIU outside MPP Christine Elliott's office. In June, with an increased focus on anti-Black racism, I was a key player in building a coalition between Black Community leaders and Labour Unions in York Region, with goals of moving towards mutual understanding, building trust, and actively working together to disrupt and dismantle anti-Black racism within Unions, institutions and York Region.

As co-chair of YCFPE I engaged with various MPPs and Municipal councillors and built effective relationships with other parent groups in the GTA and with NDP education critic Marit Stiles. The coalition had our official launch and Town Hall in October 2019, where we heard from various students, parents and educators and guest speaker Marit Stiles. Some of our activities as a coalition included: Public Education Tailgates at various MPP ridings (i.e. Lecce, Mulroney and Elliott), social media campaigns, roundtable discussions and panels with a #SafeLearnOrNoReturn in the summer. In addition, during the height of the Public Education 'No Cuts' Campaign, the parent groups co-chairs and myself created Solidarity camps during the week to assist parents and families during the rotating strikes of both the York Catholic and York Public Board. The practice of the CPAC Chair and other labor affiliates meeting with municipal councilors and mayors in York Region continued for the beginning of the 2019-2020 year. Quarterly meetings with the Chair and Vice Chair of the trustees on public education matters also continued throughout September to March. Lastly, the D16 CPAC Committee has held 6 meetings this year (until March 2020).

### **Excellence in Education**

Six Excellent in Education grants were distributed first semester in the amount of \$250 per grant. As for the OSSTF Student Achievement Award, D16 had 8 District winners and one Provincial winner from Stephen Lewis Secondary School in the Senior Prose and Poetry category. Congratulations once again to all the District and Provincial winners.

## **CPAC: ANNUAL GENERAL MEETING REPORT... continued**

### **Communication**

Communication remained a top priority. Weekly emails on public education, hot topics, Provincial OSSTF updates, and special bulletins were sent to D16 Members weekly. Post COVID-19, new discussion categories were added to the weekly, such as Health and Safety, Mental Health and Well-Being and anti-Black racism, to further assist the membership and to better reflect the voice of the membership. Lastly, the Branch Presidents continue to receive targeted speaking notes as an aid for staff meetings.

Respectfully submitted by:

Vanessa Stoby  
Communication & Political Action Committee Chair



## HUMAN RIGHTS: ANNUAL GENERAL MEETING REPORT

### Activities/Initiatives by the D16 Human Rights Committee and Chair:

1. Our committee has continued to engage in conversations in regards to equity, diversity and inclusion related directly to Human Rights. This was achieved through bi-monthly meetings in the 2019-20 school year until March 2020.
  - a. Removed procedural barriers on Student Bursary Application for D16 Human Rights Student Bursary Award
  - b. Discussed a student competition for Poetry & Prose based on Human Rights topics.
  - c. Shared resources on Human Rights issues with and within the committee to take back to respective work sites for distribution/awareness.
2. This year we put the Human Rights **Day Poster Competition** on hold due to COVID-19. Please watch for information next year about this student competition which commemorates Human Rights Day on December 10.
3. This year we paused the D16 Human Rights **Student Bursary Award** in the spring due to COVID-19. The bursary application deadline was shifted to October 30, 2020 with the notification of the winning graduates to happen in November, 2020.
4. Continued to advise members of relevant DBUs, events and activities throughout the year.
5. Supported CPAC and local community agencies to raise awareness and provide support on:
  - a. The benefits for marginalised youth to smaller class sizes
  - b. Anti-Black Racism
  - c. Indigenous Rights Awareness
6. The committee chair supported District 16 Executive in discussions involving pandemic working conditions, advocating for marginalised and disabled members and students.

This has been a difficult year for Human Rights. From the conflict with the Wet'suwet'en Nation, the global pandemic, and the rise in racism and racial violence in North America (to name but a few) - this has been a challenging year. It is up to us to be vigilant and call out racism and intolerance, to give voice to human rights issues, especially during times of uncertainty and stress when they can so easily be forgotten or put aside. Our committee will continue to work on raising awareness of relevant, current issues into the new federation year.

Respectfully submitted by:

Jennifer Speiran  
D16 Human Rights Committee Chair

## STATUS OF WOMEN: ANNUAL GENERAL MEETING REPORT

The Status of Women Committee's first initiative was the Winter Hamper Program. We were able to support a total of 26 families through this campaign, (via the Women's Center in York Region). Winter clothing, gift cards and cash donations were provided to these deserving families.

In December, many schools held various events, presentations and hosted guest speakers to discuss and support women in our community living in abusive relationships and/or who face barriers such as unemployment and poverty.

On December 6, many schools commemorated the National Day of Remembrance and Action on Violence against Women, also known informally as White Ribbon Day. Pins and ribbons were worn in schools and some sites also extended the campaign to include info sessions and donations. The White Ribbon Campaign pays commemorative the victims of the shooting at École Polytechnique on December 6, 1989. All interested school sites were given \$100 from D16 to be used to commemorate this day of remembrance.

Some members participated in the Women's Day March on Sunday, March 8, 2020. The theme echoed the 2020 International Women's Day theme: #BecauseOfYou. Empowering women and girls to equally participate in economic, social and political life benefits people of all genders.

This year's International Women's Day was celebrated and honoured by many of our D16 schools. It was a day to move forward a greater awareness of discrimination and a celebration of women's achievements. In our schools and worksites Status of Women Committee (SWC) members and other D16 members engaged in important actions to move gender equity forward, such as: empowerment night for girls, school-wide assemblies, art installations and displays, daily announcements and social media events.

Dr. Robyne Hanley-Dafoe, a psychology professor from Trent University and someone who is on the cutting edge of supporting teachers by helping them focus on positive teaching relationships, was gracious enough to come in and speak to D16 members about resilience, fostering positive relationships and cultivating student engagement and particularly focused on how to cope in uncertain times.

Our bursary program was postponed until October/November 2020 to support students who graduated in 2020 and are currently attending a post secondary institution.

It was an interesting 2019-20 school year to say the least. As a committee, we will work hard to support social justice initiatives, gender equity and solidarity with other sisters in D16 and across the province. Although we could have never imagined this to happen, we will continue to meet remotely and plan initiatives to support our membership and community.

It is my promise that the 2020-21 school year will bring further proactive steps to move us further toward gender equity and to continue these conversations within our union, workplace(s) and communities. I look forward in continuing to work with the dedicated and invaluable members of the Status of Women Committee.

Respectfully submitted by:

Laura Cipolla  
Status of Women Committee Chair

## **PROVINCIAL COUNCIL REPORT: ANNUAL GENERAL MEETING**

After four meetings of Provincial Council (2 in person and 2 virtually) in addition to the Virtual Annual Meeting of the Provincial Assembly (R-AMPA), several areas of interest were discussed at the provincial level of OSSTF/FEESO this past council year. The items below were covered at length and include details from discussions at Provincial Council and/or have great interest for members of the District 16 Teacher/Occasional Teacher Bargaining Unit.

### **1) Equity Work and Anti-Black Racism (ABR)**

- Motion passed at PC to develop a workgroup to create resources for members on the history and accomplishments of “Black People in Canada” and “Women in Canada” which can be used across all curriculums.
- Motion to donate \$10,000 to Black Lives Matter Canada passed at PC in June 2020.
- Motion passed at PC and AGM for a one-year extension of the Equity Mentorship Program and the creation of an AD HOC Group to review the program.
- Additional motions regarding OSSTF’s responsibilities in addressing ABR and Equity Work were presented at the September 2020 PC and will be reported at the District 16 AGM in May of 2021.

### **2) Mobile Drive Property Development (Provincial Office)**

- Redeveloping the Provincial Office building to include a leasable space and a shared program space. The project is not to exceed \$85 million to be financed using investment assets and financing.
- The redevelopment to be a net positive project due to the increase in property value.
- As of Labour Day, the movement of the Provincial Office to a neighbouring building owned by OSSTF has occurred so the current provincial office can be demolished and the site can be prepared for new construction.

### **3) Virtual AGM (R-AMPA)**

- It was a series of ‘firsts’ for many aspects of (remote) AMPA this year. It was a first for our traditional in-person meeting to be postponed due to public health concerns related to Covid-19. For the first time, AMPA was held remotely using a phone system for audio and voting, and screen sharing technology for visuals. It also took place, for the first time since adopting the traditional three-day format, in a single-day.
- R-AMPA participants passed the strategic action plan, heard the report from the task force on “Addressing Corporate Intrusions in Public Education”, passed a budget to allow for 2020/21 operations, and a number of important motions including one related to reimbursement for dependent care at provincial OSSTF events.
- Dialogue occurred on the lack of prioritization for equity-based motions and a comment made by a member of the Provincial Staff. As sequenced, these motions would not likely make it to the floor for debate in time for scheduled adjournment. This led to members supporting the extension of the meeting to allow remaining motions to make it to the floor.

### **4) Provincial MAC Work Group**

- MAC 203-17 Governance Review Committee (which formed sub-committees MAC 202-17 Amalgamation/Merging Bargaining Units Work Group & MAC 523-19 Work Group to Study Workload Challenges and Inequities Faced by Bargaining Unit Leaders in Support Staff Bargaining Units), delivered its report which recommended voluntary amalgamation/merging of smaller (100 FTE or fewer) bargaining units in-order to better meet the needs of membership.

## **PROVINCIAL COUNCIL REPORT: ANNUAL GENERAL MEETING ... continued**

- MAC Work Groups continuing as a result of passing on-time cost motions at AMPA 2020 include: MAC 201-20 Equity Mentorship Program (1-year), and MAC 205-20 Addressing Corporate Intrusions Task Force (3-years).
- MAC Work Groups that were established by passing on-time cost motions at AMPA 2020 include: MAC 202-20 Work Group to Assess Equity Mentorship Initiative, MAC 211-20 Work Group to develop curriculum on history of women in Canada, and MAC 212-20 Work Group to develop curriculum on history of Black people in Canada.

### **5) District 16 T/OT Additional Provincial Councillor**

- The District 16 Teacher/Occasional Teacher Bargaining Unit was provided an additional Provincial Councillor due to an increase in our membership FTE. The process of filling this position will be discussed at the AGM and until such time, the District 16 T/OT 1st Vice President will fill the vacant position.

### **6) District 16 T/OT Member Representation in Provincial OSSTF**

- Michelle Best (Prev. VSS) – Education Services Committee;
- Laura Cipolla (BCSS) – Status of Women Committee;
- Angie Dornai (MCI) – Mediation Services Resource Bank;
- James Lane (TDSS) - Provincial Council Nominations Committee;
- Jenn Speiran (SDHS) – Human Rights Committee;
- Vanessa Stoby (D16) – Education Services Committee & Equity Advisory Workgroup;
- Blair Vowles (KHS) – Equity Mentorship Program Mentor & Teacher Education Liaison Committee OSSTF Rep;
- Scott West (D16) – Health and Safety Committee.

Respectfully submitted by:

Sandy Glassford, James Lane and Blair Vowles  
Provincial Councillors

## CHIEF NEGOTIATOR/STAFFING OFFICER: ANNUAL GENERAL MEETING REPORT

In last year's Negotiators Report I had predicted that we were going into "what might be our most challenging round of negotiations in OSSTF's 100-year history." This arguably was the case for the Central Negotiations, as the Provincial Executive took the local bargaining units across the province out on strike on multiple occasions. While we as a federation were not able to fend off all of the Provincial government's strips, we were able to significantly reduce them. The landscape of the sanctions that were imposed by OSSTF dramatically changed in March due to the Covid-19 outbreak and not long after the March Break they did reach a tentative Central deal. That deal, as you are aware, was ratified by the membership and a number of items agreed to at the central table came into effect following that ratification. However, there are others including the 1% salary increases that will not come into effect until after a local deal is reached. Local negotiations did commence in November and are presently ongoing. The shutdown of the schools in the spring did result in a number of the scheduled Negotiating dates being cancelled. Your Local Negotiating team did meet with the Board during the summer to move negotiations along, but dates were once again cancelled due to the demands placed on the Board with the "Start-up" in September. I would like to thank the Negotiating Team for the many hours they have already invested into this important process. Thank you to: Ryan Wineberg, Terry Price, Marsha Bloom, Zena Karim-Bentley, Katrina Sale, and Sandy Glassford.

The staffing process that was undertaken last spring was a most difficult one. The global pandemic made the enrolment projections difficult to predict for both the regular staffing allocation and also for the number of returning Visa students who have provided a positive injection into the enrollment numbers year over year. Due to these uncertainties and an expected injection of additional staffing of 19 FTE coming as a condition of the Central deal, it was decided to pause our staffing cycle in the spring. When the staffing process did continue in late May we were able to run a transfer process prior to the surplus placement meeting. This was important to many of our members as we had not run one the previous year. All surplus teachers were placed by the middle of June and this was subsequently followed by two vacancy lists for new hires. APA maximums will remain status quo for this contract as will much of the SAC Workload Protocol with the major exception of the class piercings. There has been a very significant change to the number of classes that can be pierced and also to types of classes that can be pierced as a result of the Central Agreement. As a condition of the Central deal, local Boards were given the opportunity to add language to the local Collective Agreement that would give them the opportunity to pierce 10% of all non-dedicated classes by up to two students. Local Bargaining units were then provided the opportunity to work with the Board under that parameter to negotiate deals that would work for local Boards. For the 2020-21 school year our Board will have access to 5% of non-dedicated classes for piercing purposes.

I would like to take this opportunity to thank the Branch Presidents and the In-School Staffing Committees. The work that you do on behalf of our members is invaluable and often underappreciated. In the spring you were once again asked to work with very short timelines and you once again worked tirelessly with administrators to protect our agreed upon processes. You are the voice of our members who often feel they have no voice. For this and the hundreds of other things you do, I give you my heartfelt thanks.

Respectfully submitted by:

Doug Brydie  
Chief Negotiator/Staffing Officer

## DISTRICT EXECUTIVE OFFICER: ANNUAL GENERAL MEETING REPORT

This past year has been one of our most challenging ever considering what transpired with bargaining and the pandemic – very little was normal. Knowing what our rights and entitlements are during this time are often open to interpretation.

One of the chief responsibilities of the DEO is administering the Long-Term Disability Management and Early Intervention Program which provides assistance for our members experiencing medical issues and hence unable to work. This past year, approximately 100 members have been contacted via the consecutive 15-day-absent mechanism. These numbers are down as members were able/forced to work from home from March on. Absences related to concussions and mental health continue to be of concern as treatment plans continue to take a long time to develop and recovery is quite slow.

Only a few of these members needed to access their LTD benefits as most returned to work well before their waiting period or sick leave was depleted. It is hoped that those few who have had to access their LTD entitlements will also be able to return in the near future. The “partnership” we have with the Board in developing plans for accommodations and incremental returns has served us well and most administrators understand the importance of members returning to work with the supports needed.

Through OTIP and our LTD plan, we continue to get support for our members through Carepath, Feeling Better Now and Posaction. These services are provided at no cost to the membership and are strictly confidential. Posaction Plus, provides confidential counselling assistance to support members. The Board has introduced a new counselling service called GuidanceResources which members are able to use and is confidential too.

One of our best supported endeavours on a yearly basis continues to be the Retirement Workshops with close to 80 attending the two workshops this past year. Due to Covid-19, the remaining workshops had to be cancelled and were replaced with virtual workshops which proved to be effective also. The three key messages posed for members considering retirement are: *How do I fill the “gap”?* *When I retire, I plan to \_\_\_\_\_ (Not teach) and What type of benefit coverage do I need?* This past year seventy members retired and most left with a smile on their face and a sense of freedom.

As DEO, continued assistance is provided to the Treasurer in conducting the daily financial matters and in preparing our financial reports. As illustrated in the Treasurer’s Report to this AGM, our financial house is in good order.

Our property at Pony Drive continues to be an excellent investment for the District and serves our purposes quite well.

I would be remiss if I did not thank the office staff on your behalf for the time and effort they put forth on your issues - Sandy, Doug, Muna, Vanessa and Scott. Lastly, a special thank you to Daniela who serves as our Office Supervisor and is the first voice you usually hear when you call. Her duties are ever changing/expanding and she is always up to the challenge.

Respectfully submitted by:

Gerry Harrison  
District Executive Officer