



**Postponed
District Annual Meeting
2019-2020
November 30, 2020**

Virtual Meeting

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District 13 OSSTF ANNUAL MEETING

MONDAY, NOVEMBER 30, 2020

AGENDA

5:30 p.m.

1. Call to Order
2. Approval of the Agenda for the District 13 Annual Meeting November 30, 2020
3. Pledge
4. Reading of Indigenous Acknowledgement Statement and Reading of Anti-Harassment Statement
5. Moment of Silence
6. Recognition of New Members and Branch Reps
7. Recognition of Members of the District Executive for 2020-2021
8. Minutes of the District 13 Annual Meeting May 2, 2019
9. Business Arising from the Minutes
10. Procedural Resolutions
11. Greetings from Provincial OSSTF
12. Report of the District 13 OSSTF President
13. Recognition of Retirees from District 13
14. Receipt of Reports
 - a) Collective Bargaining Committee
 - b) Communications Committee
 - c) Constitution Committee
 - d) Education Issues/Political Action Committee
 - e) Health and Safety Committee
 - f) Human Rights Committee
 - g) Professional Development Committee
 - h) Public Relations Committee
 - i) Provincial Councilors
 - j) Occasional Teachers' Bargaining Unit
 - k) Professional Student Services Personnel Bargaining Unit
 - l) Treasurer
15. Questions on above Reports
16. Resolutions to amend the Constitution, Bylaws and Policy of District 13 OSSTF
17. Other District Resolutions
18. New District Business

19. Adjournment of District Portion of Annual Meeting
20. Continuation with TBU Portion of Annual Meeting
21. Resolutions to amend the Constitution, Bylaws and Policy of District
13 OSSTF Teachers' Bargaining Unit
22. Other TBU Resolutions
23. Adjournment of TBU Portion of Annual Meeting

The Anti-Harassment officer for this meeting will be Nicole Bléau.

Documents for this meeting can be found at www.d13.osstf.ca/DAM2020 .

Indigenous Acknowledgement Statement

The Ontario Secondary School Teachers' Federation acknowledges and thanks the Mississaugas of Scugog Island First Nation and other Indigenous Peoples for sharing this land so that we may come together in a good way.

District13 Anti-Harassment Policy

Harassment in the workplace is unacceptable and will not be tolerated. All OSSTF members should enjoy a harassment-free environment within the union and the workplace.

District 13 OSSTF believes that every individual has the right to dignity, respect and fair treatment within the union and the workplace. No OSSTF member has the right to harass another OSSTF member at any OSSTF meeting or function.

During every District 13 OSSTF meeting or function an individual will be designated as the anti-harassment officer (AHO) and the name of the AHO will be displayed in the office and on the agenda of the meeting.

If any person feels that he or she is the victim of harassment that has occurred during a District 13 OSSTF function or meeting he or she can report his or her concerns to the assigned AHO sometime during the meeting or after the meeting or function.

Harassment does not include the normal discussion and disagreement that arise during the regular course of meetings.

DISTRICT 13 EXECUTIVE 2019-2020

| | |
|---|--|
| District and TBU President | Lamia Sabbagh & Shane Stagg |
| 1st Vice President | Erin Crawford |
| 2nd Vice President | Garrett Metcalfe |
| 3rd Vice President | Richard McCormack |
| 4th Vice President | Rob Walker |
| Treasurer | Nicole Bléau |
| Secretary | Ruth Kam |
| Provincial Councillors | Lamia Sabbagh Shane Stagg Nicole Bléau Avril Burns Jennifer Seif |
| Chief Negotiator | Ryan Kelly |
| Communications Chair | George Chaktsiris |
| Education/Political Action Co-Chairs | Lamia Sabbagh Shane Stagg Matt Thomas |
| Health & Safety Chair | Kathie Harris |
| Human Rights Co-Chairs | Garrett Metcalfe Melissa Waddington |
| Professional Development Chair | Shane Stagg Richard McCormack |
| Public Relations Chair | Danielle Hunter |
| Occasional Teachers' BU President | Avril Burns |
| Professional Student Services Personnel BU President | Jennifer Seif |

DISTRICT 13 BRANCH PRESIDENTS 2019-2020

| | |
|----------------------|--------------------|
| Ajax | Jenifer Hendry |
| Anderson | Jennifer Piersma |
| Branch 18 | Alex Therrien |
| Brock | Don Benton |
| Brooklin | Dawn O'Neill |
| Continuing Education | Brigitte vandeLaar |
| DASS | Garrett Metcalfe |
| Donald A. Wilson | Michael Hook |
| Dunbarton | Jennifer Young |
| Eastdale | Nathan Lowe-Spicer |
| G.L. Roberts | Dave Lewis |
| Grove | Ben Loder |
| Henry St. | Art Hanke |
| J. Clarke Richardson | Caitlin Twitchin |
| J. Clarke Richardson | Michael Capotosto |
| Maxwell Heights | George Chaktsiris |
| McLaughlin | Ryan Gordon |
| O'Neill | Stephanie McMahon |
| Pickering | Matt Thomas |
| Pine Ridge | Kathie Harris |
| Port Perry | Alden Fong |
| Sinclair | Julie Gladman |
| Uxbridge | Rob Walker |

Minutes of the Annual Meeting of District 13, OSSTF held on May 2, 2019 at Deer Creek, Ajax.

1. Call to Order

Meeting convened at 4:30 pm and was called to order by meeting chairperson, Cristal Diemer-Ewles.

2. Agenda

Motion DAM 01-19

BIRT the Agenda for the District 13 Annual Meeting May 2nd, 2019 be approved as printed.

Moved by: Dana Bryant

Seconded by: Laura Michaluk

Disposition: Carried

3. Pledge

Tory Bedard read the pledge.

4. Reading of Indigenous Acknowledgement Statement Reading of Anti-Harassment Statement

5. Moment of Silence for friends and family.

6. Recognition of New Members and Branch Reps

7. Minutes of District 13 Annual Meeting May 3, 2018

Motion DAM 02-19

BIRT the Minutes of the Annual Meeting held on May 3, 2018 be approved as printed.

Moved by: David Martin

Seconded by: Sophia Cal

Disposition: Carried

8. Business Arising from the Minutes

9. Procedural Resolutions

Motion DAM 03-19

BIRT PROC 01-19 through PROC 09-19 be moved en bloc.

Moved by: Dawn O'Neill

Seconded by: Laura Michaluk

Disposition: Carried

Motion DAM 04-19

BIRT PROC 01-19 through PROC 09-19 be approved as printed in the

Annual Meeting Booklet.

Moved by: Kim Lang

Seconded by: Jacqueline Hill

Disposition: Carried

Reference anti-harassment policy (page 6) and name anti-harassment officer, Nicole Bléau.

10. Greetings from Provincial OSSTF
Harvey Bischof (Provincial Executive)
11. Report of the OSSTF District 13 President
Lamia Sabbagh
12. Presentations * timed item (4:45 p.m.)

Retirees:

District 13 members present, who had retired after September 1, 2018 or who will be retiring in June 2019 were presented with a gift by President Lamia Sabbagh and Branch Presidents on behalf of District 13. A list of these retirees was printed in the booklet.

13. Report of the Nominations Committee (immediately prior to dinner recess)
Nominations Chair Kim Lang listed all declared nominees for the following positions:
Nominations for President: Lamia Sabbagh
Nominations for Additional TBU Provincial Councillor (1):
Nicole Bléau
Nominations for Vice-Presidents (4): Erin Crawford, Richard McCormack, Garrett Metcalfe, Rob Walker
Nominations for Treasurer: Nicole Bléau
Nominations for Secretary: Ruth Kam
Nominations for Delegates to AMPA 2020:
Nicole Bléau, George Chaktsiris, Erin Crawford, Ryan Gordon, Art Hanke, Jacqueline Hill, Jason Himsl, Ruth Kam, Ryan Kelly, Richard McCormack, Garrett Metcalfe, Lamia Sabbagh, Shane Stagg, Paul Wayling

Dinner Recess * timed item (6:00 p.m.)

Introduction of Head Table and Recognition of Committee members
Head Table and Invited Guests were introduced by Cristal Diemer-Ewles.
Meeting resumed at 7:00 pm by the Chair.

14. Speeches of Candidates and balloting for the office of:
District Vice-President

Elections Chair, George Chaktsiris, provided a PowerPoint presentation to outline the balloting process.

15. Receipt of Reports
Motion DAM 05-19

BIRT reports be received as printed in the Annual Meeting Booklet.

Moved by: Joseph Stellpflug

Seconded by: Julia McCrae

Disposition: Carried

| | |
|---|---|
| Printed Report | Presented By |
| President | Lamia Sabbagh |
| Collective Bargaining | Ryan Kelly |
| Treasurer | Nicole Bléau |
| Provincial Council | Lamia Sabbagh, Nicole Bléau, Avril Burns, Jennifer Seif |
| Education Issues/Political Action | Matt Thomas, Lamia Sabbagh |
| Health and Safety | Kathie Harris, Nicole Bléau |
| Human Rights | Melissa Waddington, Garrett Metcalfe |
| Professional Development | Shane Stagg |
| Public Relations | Danielle Hunter |
| Communications | George Chaktsiris |
| Occasional Teachers' Bargaining Unit | Avril Burns |
| Professional Student Services Personnel | Jennifer Seif |

16. Questions on above Reports – none

17. Resolutions to Amend the Constitution, Bylaws and Policy of
District 13 OSSTF.

The following are on-time resolutions to both the Constitution of the District, which requires a majority vote (2/3) as per Article IX, Section 1 of the District 13 Constitution and the Bylaws of the District, which requires a majority vote (1/2) as per Bylaw X, Section 1 of the District 13 Constitution.

PROC 10-19

BIRT: District Con 01-19, District Con 02-19, District Con 09-19, District Con 11-19, District Con 12-19, District BYL 01-19, District BYL 02-19, District BYL 03-19, District BYL 04-19, District BYL 05-19, District BYL 06-19, District BYL 09-19, District BYL 10-19, District BYL 12-19, District BYL 13-19, District BYL 16-19, District BYL 19-19, District BYL 20-19, District BYL 21-19, District BYL 22-19, District BYL 23-19, District BYL 24-19, District BYL 25-19, District BYL 26-19, District BYL 27-19, District BYL 28-19, District BYL 29-19, District BYL 30-19, District BYL 35-19, District BYL 37-19, District BYL 38-19, District BYL 39-19, District BYL 40-19, District BYL 41-19, District BYL 42-19, District BYL 43-19, District BYL 45-19, District BYL 48-19, District BYL 50-19, District BYL 51-19 be considered en bloc.

Moved: Nicole Bléau

Seconded: Lamia Sabbagh

Disposition: Carried

PROC 11-19

BIRT the resolutions in PROC 10-19 be approved

Moved: Nicole Bléau

Seconded: Lamia Sabbagh

Disposition: Carried

PROC 12-19

BIRT: District Con 03-19, District Con 06-19, District Con 07-19, District Con 08-19, District Con 10-19, District BYL 36-19, be considered en bloc.

Moved: Jennifer Seif

Seconded: Lamia Sabbagh

Disposition: Carried

PROC 13-19

BIRT the resolutions in PROC 12-19 be approved

Moved: Jennifer Seif

Seconded: Lamia Sabbagh

Disposition: Carried

PROC 14-19

BIRT: District Con 04-19, District Con 05-19, District Con 13-19, District BYL 11-19, District BYL 17-19, District BYL 34-19, District BYL 47-1 be considered en bloc.

Moved: Shane Stagg

Seconded: Lamia Sabbagh

Disposition: Carried

PROC 15 -19

BIRT the resolutions in PROC 14-19 be approved

Moved: Shane Stagg

Seconded: Lamia Sabbagh

Disposition: Carried

District CON 01-19 (PROC 10 -19)

BIRT Article I be amended to read:

This organization shall be known as OSSTF District 13 – Durham.

Moved: Lamia Sabbagh

Seconded: Nicole Bléau

Disposition: Carried

District CON 02-19 (PROC 10 -19)

BIRT Article II b), c) and e) be amended to read:

- b) “The District” shall mean OSSTF District 13 – Durham;
- c) “Members” shall mean active members of District 13;
- e) “The District Executive” shall mean the District Executive of District 13, OSSTF;

Moved: Lamia Sabbagh

Seconded: Nicole Bléau

Disposition: Carried

District CON 03-19 (PROC 12-19)

BIRT Article II be amended by a new section to read:

- i) “PSSP” shall mean the Professional Student Services Personnel.

Moved: Jennifer Seif

Seconded: Lamia Sabbagh

Disposition: Carried

District CON 04-19 (PROC 14-19)

BIRT Article II be amended by a new section to read:

X) “Executive Officer” shall mean the member hired by the District Executive to be a full or part time release officer to the District.

Moved: Shane Stagg

Seconded: Lamia Sabbagh

Disposition: Carried

District CON 05-19 (PROC 14-19)

BIRT Article II be amended by a new section to read:

XX) “Federation Officer” shall mean the TBU President and Executive Officers who are full or part time release officers to the District.

Moved: Shane Stagg

Seconded: Lamia Sabbagh

Disposition: Carried

District CON 06-19 (PROC 12-19)

BIRT Article VI, Section 3 be amended to read:

a) Voting members as follows:

(i) the District Executive;

(ii) the Presidents of the Branches, or their designates;

(XX) 4 OTBU reps

(XXX) 1 PSSP representative

(iii) Delegates to the Provincial Assembly;

(iv) any Members of District 13 who are members of the Provincial Executive,

Only one vote per person no matter how many roles.

Moved: Jennifer Seif

Seconded: Avril Burns

Disposition: Carried

District CON 07-19 (PROC 12-19)

BIRT Article VI, Section 3 be amended by new sections to read:

b) Non-voting Members as follows:

(i) any Members of District 13 who are members of Provincial Standing Committees or Councils or O.T.F. Board of Governors.

(ii) one PSSP representative from each job class not represented by the President and the voting member in a) XXX

Moved: Jennifer Seif

Seconded: Lamia Sabbagh

Disposition: Carried

District CON 08-19 (PROC 12-19)

BIRT Article VII, Section 1 be amended to read:

The District shall contain three Bargaining Units. These units are the Teachers' Bargaining Unit (TBU), the Secondary Occasional Teachers' Bargaining Unit (OTBU) and the Professional Student Services Personnel (PSSP).

Moved: Jennifer Seif

Seconded: Lamia Sabbagh

Disposition: Carried

District CON 09-19 (PROC 10 -19)

BIRT Article VII, Section 2 be amended to read:

Membership in the TBU shall consist of permanent active teachers including facilitators, instructional coaches, teachers at Grove School, and credit-granting Continuing Education Teachers employed by the Durham District School Board.

Moved: Nicole Bléau

Seconded: Shane Stagg

Disposition: Carried

District CON 10-19 (PROC 12-19)

BIRT Article VII be amended by a new section to read:

SECTION X Membership in the PSSP shall consist of Child and Youth Workers, Interpreters, Intervenors, Psychological Associates, Psychologists, Psychometrists, Social Workers, Speech Language Pathologists and any other PSSP classification as defined in the recognition clause in the Collective Agreement of the PSSP Bargaining Unit employed by the Durham District School Board.

Moved: Jennifer Seif

Seconded: Lamia Sabbagh

Disposition: Carried

District CON 11-19 (PROC 10 -19)

BIRT Article VII, Section 6 be amended to read:

There shall be a Bargaining Unit Executive consisting of at least the following positions: a President, Vice-President, Secretary and Treasurer.

Moved: Lamia Sabbagh

Seconded: Nicole Bléau

Disposition: Carried

District CON 12-19 (PROC 10 -19)

BIRT Article VIII, Section 1 preamble be amended to read:

The District Annual Meeting may pass Bylaws not inconsistent with the District Constitution or the Constitution & Bylaws of Provincial OSSTF concerning:

Moved: Shane Stagg

Seconded: Lamia Sabbagh

Disposition: Carried

District CON 13-19 (PROC 14-19)

BIRT Article VIII, Section 1 a) be amended to read:

a) the procedure for the election of the elected District Executive positions and Delegates to the Provincial Assembly;

Moved: Shane Stagg

Seconded: Lamia Sabbagh

Disposition: Carried

District CON 14-19

BIRT Article IX, Section 1 b) be amended to read:

b) such notice shall be published to the membership at least five weeks in advance of the next District Annual Meeting by the District President.

Moved: Nicole Bléau

Seconded: Lamia Sabbagh

Disposition: Carried

District BYL 01-19(PROC 10 -19)

BIRT Bylaw I, Section 1 be amended by a new section c) to read:

c) When a vote is taken, the collective will of the District Executive shall be decided by simple majority vote of the District Executive as long as quorum is achieved.

Moved: Nicole Bléau

Seconded: Lamia Sabbagh

Disposition: Carried

District BYL 02-19(PROC 10 -19)

BIRT Bylaw I, Section 2 b) be amended to read:

b) A quorum for meetings of the District Council shall be fifty percent of the voting members of the District Council.

Moved: Jennifer Seif

Seconded: Lamia Sabbagh

Disposition: Carried

District BYL 03-19(PROC 10 -19)

BIRT Bylaw I, Section 2 be amended by a new section c) to read:

c) When a vote is taken, the collective will of the District Council shall be decided by simple majority vote of the District Council as long as quorum is achieved.

Moved: Nicole Bléau

Seconded: Lamia Sabbagh

Disposition: Carried

District BYL 04-19(PROC 10 -19)

BIRT Bylaw I, Section 3 be amended to read:

The District Annual Meeting shall be held in the month of May.

Notification of the meeting will be announced to the membership by the end of February.

Moved: Erin Crawford

Seconded: Nicole Bléau

Disposition: Carried

District BYL 05-19(PROC 10 -19)

BIRT Bylaw I, Section 6 a) be amended to read:

a) The Membership of the District Annual Meeting shall consist of all Members in attendance.

Moved: Erin Crawford

Seconded: Nicole Bléau

Disposition: Carried

District BYL 06-19(PROC 10 -19)

BIRT Bylaw II, Section 1 f) be amended to read:

f) Professional Development/Ed Services;

Moved: Shane Stagg

Seconded: Ryan Kelly

Disposition: Carried

District BYL 07-19

BIRT Bylaw II, Section 1 be amended by a new section h) to read:

h) Constitution Committee

Moved: Ruth Kam

Seconded: Lamia Sabbagh

Disposition: Carried

District BYL 08-19

BIRT Bylaw II be amended by a new section to read:

SECTION XX Each District Standing Committee shall have a mandate approved by District Executive, and reviewed annually by the members of the Committee.

Moved: Shane Stagg

Seconded: Lamia Sabbagh

Disposition: Carried

District BYL 09-19(PROC 10 -19)

BIRT Bylaw II, Section 3 be amended to read:

a) The District Executive shall arrange for the election or appointment of the Chairpersons of Standing Committees.

b) These positions are for one year terms.

Moved: Shane Stagg

Seconded: Richard McCormack

Disposition: Carried

District BYL 10-19(PROC 10 -19)

BIRT Bylaw II, Section 4 be amended to read:

The Chairpersons of the District Standing Committees shall be considered voting members of the District Executive at all District Executive Meetings. Where the position of chairperson is shared by two or more people, any or all may attend District Executive Meetings, but only one representative of a committee may vote.

Moved: Shane Stagg

Seconded: Richard McCormack

Disposition: Carried

District BYL 11-19 (PROC 14-19)

BIRT Bylaw II, Section 5 be amended to read:

The District Executive may appoint an Executive Officer to each Standing

Committee as a District Liaison. This Executive Officer shall then be a voting member of the Committee to which he or she is appointed.

Moved: Lamia Sabbagh

Seconded: Shane Staggs

Disposition: Carried

District BYL 12-19(PROC 10 -19)

BIRT Bylaw III, Section 1 be amended to read:

At the District Annual Meeting, elections shall be held for the following positions of the District Executive: District President, District Vice Presidents (4), District Secretary, District Treasurer, and Delegates to the Provincial Assembly, the number of the last being determined by the Constitution and Bylaws of Provincial OSSTF.

Moved: Ryan Gordon

Seconded: Lamia Sabbagh

Disposition: Carried

District BYL 13-19(PROC 10 -19)

BIRT Bylaw III, Section 2 be amended to read:

Any Member of the District is eligible for any elected position except in the case of Additional Bargaining Unit Provincial Councillors which is restricted to members of that Bargaining Unit. A candidate may be nominated for more than one office.

Moved: Ryan Gordon

Seconded: Nicole Bléau

Disposition: Carried

District BYL 14-19

BIRT Bylaw III, Section 5 a) be amended to read:

a) Candidates for elected positions may only distribute copies of a single information sheet or pamphlet to each school not earlier than 3 weeks prior to the District Annual Meeting. Campaigning will not be allowed through electronic communication with the exception of Inprint13 and/or the District 13 website.

Moved: Ryan Gordon

Seconded: Nicole Bléau

Disposition: Carried

Q. Wouldn't it help people to get this important information?

A. It's still going to the schools, and this would simply result in single emails instead being bombarded with multiple emails.

District BYL 15-19

BIRT District Bylaw III Section 6 b) be amended by the deletion of "The

vote of the chairperson for the District Annual Meeting will only be counted in case of a tie.” and the insertion of new sections c) and d) to read:

c) In the event of a tie when voting for the office of Vice President, where the results of breaking the tie will determine if an individual will be part of the District Executive or will impact the ranking order of the Vice Presidents, a run-off vote of the tied candidates shall be taken by the membership at the District Annual Meeting.

d) In the event of a tie after the run-off vote, the chairperson shall cast a ballot to break the tie.

Moved: George Chaktsiris

Seconded: Nicole Bléau

Disposition: Carried

District BYL 16-19(PROC 10 -19)

BIRT District Bylaw III Section 6 e) be amended to read:

e) A single ballot for the remaining elected District Executive Positions will be held. Single offices will be determined as for the District President. Delegates to the Provincial Assembly will be determined in a similar way to the District Vice Presidents, except that no ranking of delegates will result. The successful candidate(s) for Additional Bargaining Unit Provincial Councillor(s) (along with the Bargaining Unit Presidents) will be automatically named as Delegates to the Provincial Assembly and the number elected may vary from year to year.

Moved: George Chaktsiris

Seconded: Nicole Bléau

Disposition: Carried

District BYL 17-19 (PROC 14-19)

BIRT Bylaw IV, Section 1 c) be amended to read:

c) to supervise the function of the District 13 Office and the Executive Officers;

Moved: Nicole Bléau

Seconded: Lamia Sabbagh

Disposition: Carried

District BYL 18-19

BIRT Bylaw IV, Section 1 g) be amended to read:

g) to act as the Chair of the District Constitution Committee.

Moved: Nicole Bléau

Seconded: Ruth Kam

Disposition: Carried

District BYL 19-19(PROC 10 -19)

BIRT Bylaw IV, Section 2 c) be amended to read:

c) to be part of the TBU Collective Bargaining Committee as a voting member provided they are a member of the TBU;

Moved: Erin Crawford

Seconded: Nicole Bléau

Disposition: Carried

District BYL 20-19(PROC 10 -19)

BIRT Bylaw IV, Section 3 b) be amended to read:

b) to perform duties as assigned by the District Executive.

Moved: Garrett Metcalfe

Seconded: Nicole Bléau

Disposition: Carried

District BYL 21-19(PROC 10 -19)

BIRT Bylaw IV, Section 4 b) be amended to read:

b) to perform duties as assigned by the District Executive.

Moved: Richard McCormack

Seconded: Nicole Bléau

Disposition: Carried

District BYL 22-19(PROC 10 -19)

BIRT Bylaw IV, Section 5 b) be amended to read:

b) to perform duties as assigned by the District Executive.

Moved: Rob Walker

Seconded: Nicole Bléau

Disposition: Carried

District BYL 23-19(PROC 10 -19)

BIRT Bylaw IV, Section 6 be amended to read:

It shall be the duty of the District Secretary:

a) to record all minutes;

b) to ensure the receipt, answering and keeping of all District correspondence;

c) to ensure the retention of all records of District Annual Meeting, District Council and District Executive minutes;

d) to ensure the forwarding of those resolutions and recommendations of the District which should be brought to the attention of the Provincial Federation;

e) to act as co-signing authority for District cheques and electronic payments.

Moved: Tory Bedard

Seconded: Nicole Bléau

Disposition: Carried

District BYL 24-19(PROC 10 -19)

BIRT Bylaw IV, Sections 7 a), b) and d) be amended to read:

a) to ensure the retention of an accounting of all monies received and disbursed according to the appropriate accounting procedures of the Provincial OSSTF;

b) to ensure the deposit of all monies received in a chartered bank or trust company in the name of OSSTF, District 13 - Durham

d) to submit a financial statement, at least quarterly, to the District Executive and District Council;

Moved: Nicole Bléau

Seconded: Richard McCormack

Disposition: Carried

District BYL 25-19(PROC 10 -19)

BIRT Bylaw IV, Sections 8 c), d), m) and r) be amended to read:

c) to arrange for the election or appointment of the Chairpersons of Standing Committees;

d) to ensure that the arrangements for meetings of the District Council and District Membership occur;

m) to ensure the appointment of District Alternates to the Provincial Assembly;

r) to appoint Executive Officers in accordance with Bylaw VI Section 1;

Moved: Nicole Bléau

Seconded: Richard McCormack

Disposition: Carried

District BYL 26-19(PROC 10 -19)

BIRT Bylaw IV, Section 8 s) be deleted:

Moved: Nicole Bléau

Seconded: Lamia Sabbagh

Disposition: Carried

District BYL 27-19(PROC 10 -19)

BIRT Bylaw IV, Sections 10 b), c) and d) be amended to read:

b) to receive any communication and reports of Federation Officers, Auditors and Committees;

c) to receive any communications and resolutions from the Branches of the District, the District Executive and the Bargaining Units;

d) to receive communications and reports from Provincial OSSTF and O.T.F.;

Moved: Nicole Bléau

Seconded: Richard McCormack

Disposition: Carried

District BYL 28-19(PROC 10 -19)

BIRT Bylaw IV, Section 14 a) be amended to read:

a) to take responsibility for all matters relating to negotiations for all Bargaining Units, including but not limited to the surveying of the membership regarding educational issues and bargaining priorities, and preparing the negotiating brief upon request of the Bargaining Unit;

Moved: Lamia Sabbagh

Seconded: Ryan Kelly

Disposition: Carried

District BYL 29-19(PROC 10 -19)

BIRT Bylaw IV, Section 14 f) be amended to read:

f) to act as co-signing authority for District cheques and electronic payments.

Moved: Nicole Bléau

Seconded: Richard McCormack

Disposition: Carried

District BYL 30-19(PROC 10 -19)

BIRT Bylaw V be amended for the title to read:

BYLAW V FEDERATION OFFICERS' LEAVE & SALARY AND DISTRICT LEVY

Moved: Ruth Kam

Seconded: George Chaktsiris

Disposition: Carried

District BYL 31-19

BIRT Bylaw V Section 1 a) be amended to read:

a) The District President shall not be a paid seconded position.

Moved: Lamia Sabbagh

Seconded: Shane Staggs

Disposition: Carried

District BYL 32-19

BIRT Bylaw V Section 1 b) be amended to read:

b) Each bargaining unit will have a Chief Negotiator.

Moved: Lamia Sabbagh

Seconded: Ryan Kelly

Disposition: Carried

District BYL 33-19

BIRT Bylaw V Section 1 c) be amended to read:

c) Total release time for the Executive Officer(s) of the District shall not exceed 3 full time equivalent positions. Each Executive Officer shall

be relieved of a specific amount of teaching/working duties without loss of salary, allowances, benefits, sick leave credits or seniority.

Moved: Shane Stagg

Seconded: Lamia Sabbagh

Disposition: Carried

District BYL 34-19 (PROC 14-19)

BIRT Bylaw V Section 1 d) be amended to read:

d) The Federation Officers shall each receive an additional stipend equivalent to the Department Head Allowance in the TBU Collective Agreement prorated to their FTE status.

Moved: Shane Stagg

Seconded: Lamia Sabbagh

Disposition: Carried

District BYL 35-19 (PROC 10 -19)

BIRT Bylaw V Section 2 be amended to read:

Permanent Teachers of District 13, OSSTF, shall be assessed a District levy not to exceed \$126.50 (one hundred and twenty-six dollars and 50 cents) per year for full time Members. The District levy for part-time Members shall be 50% of the levy for full time Members. The monies collected from the permanent teachers for this levy will be first used to pay for the TBU President's salary and benefits, and then as per Section 5.

Moved: Shane Stagg

Seconded: Lamia Sabbagh

Disposition: Carried

District BYL 36-19 (PROC 12-19)

BIRT Bylaw V be amended by a new section to read:

SECTION X Members of the PSSP Bargaining Unit, shall be assessed a District levy of 0.15% of gross salary, to be used as per Section 5.

Moved: Jennifer Seif

Seconded: Lamia Sabbagh

Disposition: Carried

District BYL 37-19 (PROC 10 -19)

BIRT Bylaw V Section 5 be amended to read:

Monies collected through the District levy shall be used to pay Federation Officers' salaries and benefits costs, as outlined in the collective agreements, and the running of the District.

Moved: Ruth Kam

Seconded: George Chaktsiris

Disposition: Carried

District BYL 38-19(PROC 10 -19)

BIRT Bylaw V Section 6 be amended to read:

If the monies collected through the levy exceed the amount required to pay for the District's share of salary and benefits for Federation Officers, then the District Executive will determine the amount of the levy to be assessed for the following school year.

Moved: Ruth Kam

Seconded: George Chaktsiris

Disposition: Carried

District BYL 39-19(PROC 10 -19)

BIRT Bylaw VI be amended by a title to read:

**BYLAW VI – HIRING AND WORKING CONDITIONS OF
EXECUTIVE OFFICERS**

Moved: Ruth Kam

Seconded: George Chaktsiris

Disposition: Carried

District BYL 40-19(PROC 10 -19)

BIRT Bylaw VI Section 1 title be amended to read:

SECTION 1 Hiring Procedures for Executive Officers

Moved: Ruth Kam

Seconded: George Chaktsiris

Disposition: Carried

District BYL 41-19(PROC 10 -19)

BIRT Bylaw VI Section 1 b) be amended to read:

b) Should a member of the hiring team apply for the vacant position or recuse themselves due to a conflict of interest, the District Executive will appoint from amongst its members a replacement(s) and report this appointment to District Council;

Moved: Ruth Kam

Seconded: George Chaktsiris

Disposition: Carried

District BYL 42-19(PROC 10 -19)

BIRT Bylaw VI Section 1 e) and f) be amended to read:

e) the hiring team will make a recommendation to the District Executive, which must be ratified by the District Executive in order to take effect;

f) where it is known that there will be a vacant Executive Officer position for the next school year, hiring shall be conducted between the District Annual Meeting and the end of June of the current school year. A vacancy at another time will be filled on an interim basis, by appointment through the District Executive, until the end of that school year.

Moved: Ruth Kam
Seconded: George Chaktsiris
Disposition: Carried

District BYL 43-19(PROC 10 -19)
BIRT Bylaw VI Section 2 title be amended to read:
SECTION 2 Working Conditions for Executive Officers
Moved: Ruth Kam
Seconded: George Chaktsiris
Disposition: Carried

District BYL 44-19
BIRT Bylaw VII Section 1 a) be amended to read:
a) Capital from the District 13 Property Fund shall be used for major costs necessitated by the purchase, lease, repair and/or renovations of office space and facility for the use of the District.
Moved: Nicole Bléau
Seconded: Shane Staggs
Disposition: Carried

District BYL 45-19(PROC 10 -19)
BIRT Bylaw VII Section 2 a) be amended to read:
a) Capital from the District 13 Capital Equipment Fund is to provide for the purchase, replacement, rental or repair of capital equipment for the use of the District.
Moved: Nicole Bléau
Seconded: Shane Staggs
Disposition: Carried

District BYL 46-19
BIRT Bylaw VII be amended by a new section to read:
SECTION XX The District 13 Legal Counsel Fund
a) Capital from the District 13 Legal Counsel Fund is to provide for the hiring of legal counsel to represent the District President in any case brought against District 13 where Provincial Office is unable to provide legal assistance because it is dealing with an employer/employee conflict within OSSTF.
b) Any monies expended from this fund shall be approved by the District Executive and such approval be reported to District Council.
c) The District 13 Legal Counsel Fund shall not exceed \$50,000.
d) On June 30th of each year, if the balance of the District 13 Legal Counsel Fund does not meet the maximum amount of the fund, additional funds shall be transferred from the general operating funds of the District to the District 13 Legal Counsel Fund as

available.

Moved: Nicole Bléau

Seconded: Lamia Sabbagh

Disposition: Carried

Q. Are Executive Officers members of Executive?

A. Yes, but not necessarily voting members.

Q. If there was a president not supported by Executive, how would this work?

A. The Executive would determine that was not a reasonable use of the moneys.

Q. Is the fund only for legal counsel or for a settlement too?

A. This is just for legal counsel.

District BYL 47-19 (PROC 14-19)

BIRT Bylaw VII Section 5a be amended to read:

a) Capital from the District 13 Staff Replacement Fund shall be used to pay the costs of replacing any of the District Federation Officers (not including permanent employees) during an extended Sick Leave absence of more than 10 days.

Moved: Nicole Bléau

Seconded: Lamia Sabbagh

Disposition: Carried

District BYL 48-19 (PROC 10 -19)

BIRT Bylaw VIII Section 1 a) be amended to read:

a) District Executive and Council Meetings shall be conducted according to an agenda which must be approved as the first item of business after the meeting is called to order.

Moved: Shane Stagg

Seconded: Richard McCormack

Disposition: Carried

District BYL 49-19

BIRT Bylaw VIII Section 1 b) be amended by new sections to read:

(viii) the District 13 Anti-Harassment Statement and the identification of the Anti-Harassment Officer;

(ix) the Land Acknowledgement Statement.

Moved: Shane Stagg

Seconded: Richard McCormack

Disposition: Carried

District BYL 50-19 (PROC 10 -19)

BIRT Bylaw VIII Section 1 c) be amended to read:

c) Members may speak to a resolution according to Robert's Rules of Order.

Moved: Shane Stagg

Seconded: Richard McCormack

Disposition: Carried

District BYL 51-19 (PROC 10 -19)

BIRT Bylaw VIII Section 4 be amended to read:

Questions not covered in the District 13 Constitution and District 13 Bylaws shall be determined by reference to the Rules of Order determined by the Constitution and Bylaws of Provincial OSSTF for the current year.

Moved: Shane Stagg

Seconded: Richard McCormack

Disposition: Carried

District BYL 52-19

BIRT Bylaw X Section 1 a) (ii) be amended to read:

(ii) such notice shall be published to the membership at least 5 weeks in advance of the next District Annual Meeting by the District President.

Moved: Shane Stagg

Seconded: Richard McCormack

Disposition: Carried

Q. What form would this take?

A. The publication would be an electronic format readily available to members.

District BYL 53-19

BIRT Bylaw X Section 2 be amended to read:

If any plan is proposed to the District to restructure the terms of office of the District Executive, and/or to alter the financial compensation provided to Federation Officer(s) on release from regular school duties with remuneration from District 13, OSSTF funds, such a proposal must be submitted to the District Annual Meeting, requiring a two-thirds majority of those present, qualified to vote and voting, prior to implementation. The essentials of the plan must be published to the membership at least five weeks in advance of the District Annual Meeting.

Moved: Shane Stagg

Seconded: Richard McCormack

Disposition: Carried

District POL 01-19
BIRT Policy 4 be deleted.
Moved: Lamia Sabbagh
Seconded: Shane Stagg
Disposition: Carried

18. Resolutions to amend the Constitution, Bylaws and Policy of District 13 OSSTF Teachers' Bargaining Unit.
- None

19. Other Resolutions

Late amendments to the District Constitution require a 9/10 majority vote according to Article IX, Section 1 of the District 13 Constitution. Late amendments to bylaws require a 3/4 majority vote according Bylaw X, Section 1 of the District 13 Constitution.

Late amendments to the TBU Constitution require a 9/10 majority vote according to Article VIII, Section 1 of the District 13 TBU Constitution. Late amendments to bylaws require a 3/4 majority vote according Bylaw X, Section 1 of the District 13 Constitution.

20. New Business
- Door Prize lottery
- 50/50 draw for 'Teachers Caring for Teachers'

21. Introduction of Elected District 13 Members and
AMPA Delegates for 2019-2010

President – Lamia Sabbagh

1st Vice President – Erin Crawford

2nd Vice President – Garrett Metcalfe

3rd Vice President – Richard McCormack

4th Vice President – Rob Walker

Secretary – Ruth Kam

Additional TBU Provincial Councillor – Nicole Bléau

Treasurer – Nicole Bléau

AMPA Delegates -Nicole Bléau, George Chaktsiris, Erin Crawford, Ryan Gordon, Art Hanke, Jacqueline Hill, Jason Himsl

Ruth Kam, Ryan Kelly, Richard McCormack, Garrett Metcalfe, Lamia Sabbagh, Shane Stagg, Paul Wayling

Motion DAM 06-18

BIRT that all ballots be destroyed.

Moved by: Rosalie Krem

Seconded by: Paul Wayling

Disposition: Carried

22. Adjournment

Motion DAM 07-18

BIRT there being no further business, this meeting does now adjourn.

Moved by: Steve Edmunds

Seconded by: Ruth Kam

Disposition: Carried

Meeting Adjourned.

(Minutes to be recorded by: Secretary, Tory Bedard)

PROCEDURAL RESOLUTIONS FOR THE DISTRICT 13 OSSTF ANNUAL MEETING

- PROC-01-20 BIRT the membership of District 13 OSSST confirms the appointment of Shane Stagg as chair of the Steering Committee for the District Annual Meeting, 2020.
- PROC-02-20 BIRT the membership of District 13 OSSTF confirms the appointment of Erin Crawford as chair of the Resolutions Committee for the District Annual Meeting, 2020
- PROC-03-20 BIRT the District Annual Meeting, 2020 receive all reports at the call of the chair.
- PROC-04-20 BIRT Jim Spray be appointed as auditor for District 13 OSSTF.
- PROC-05-20 BIRT the designated anti-harassment officer for this meeting be Nicole Bléau.

REPORT OF THE PRESIDENT

This year has been truly remarkable in a turbulent political time. A year that finds us in the midst of challenging negotiations and suffering under a provincial government intent on undermining public education. As strike action transitioned to teaching in a pandemic we entered new territory. The government's resentment for public education places a strain on our ability to be collaborative as we reinvent how teaching and learning takes place. Luckily, the commitment of educators and education workers to deliver instruction and support to students has been steadfast. Even as the government has fumbled through its handling of the pandemic and school closure, one thing has remained consistent. The dedicated and professional response that our members have brought to this crisis. It is a very proud time to be an OSSTF representative.

I offer a sincere thankyou to the membership. In particular branch presidents and strike captains. Your sacrifice in defence of collective bargaining is a critical aspect of our protection of public education. A union is only as strong as its members and the members of District 13 continually demonstrate their resolve.

We are especially fortunate at this time to have steady, determined and strong leadership at Provincial OSSTF. They have been tackling the responsibility of central negotiations, communicating with the public, connecting with the bureaucracy at the Ministry of Education and responding to the political elements of the Minister and Premier. Harvey continues to be a trusted figure and source of information for the public and our members.

Local negotiations began in December. We are one of several employee groups bargaining with the Board at this time. The Board has submitted a bargaining brief with several pages of proposed changes to our collective agreement. As well, we have many items that we would like to see as improvements. Each item requires significant discussion and it will take time to address all matters appropriately to reach an agreement suitable to bring to members for a vote. COVID-19 has interfered with the ability to meet face-to-face for bargaining. We are prepared to continue with virtual meetings and expect bargaining dates to continue into the fall. Once an agreement is ratified, centrally bargained salary increases will come into effect along with a retro-active payment. Members will then enjoy some stability before we head back down the bargaining road in a couple of years.

We lost an important person this year. Shelley Page was President from 1999 to 2002, leading the most important fight in the province against teaching 7 out of 8 courses. Shelley returned to the classroom at Ajax High School in 2002, where she was a beloved teacher of English and History. She was elected as District President again in 2007 until 2010 when she was hired as an Executive Assistant and provincial negotiator at the Provincial OSSTF office. Shelley became the Provincial Pensions Officer and was renowned across Ontario as the Teacher Pension Plan expert. Shelley was dedicated to member advocacy in District 13 and she began a legacy of training and development of local union leaders. She was an inspiration to many in District 13 and her intelligence, sense of humour and steadfast defense of union principles will be sorely missed. When we speak of standing on the shoulders of giants, Shelley's are the shoulders we refer to.

We continue to find an ally in the DDSB with both trustees and senior staff. We agree that we are on the same side of needing to protect public education. We are working collaboratively as much as possible to protect our students and their learning conditions. We sincerely hope our relationship will continue to be positive.

Durham permanent teachers, occasional teachers and professional student services personnel are indebted to our District Executive members - volunteers who not only teach and work with students but also make themselves available for long committee meetings, District Council and District initiatives. I especially wish to thank Ruth Kam, Nicole Bléau, Avril Burns, George Chaktsiris, Erin Crawford, Kathie Harris, Danielle Hunter, Ryan Kelly, Richard McCormack, Garrett Metcalfe, Jennifer Seif, Matthew Thomas, Melissa Waddington and Rob Walker for their contributions.

I am privileged to work with such dedicated people and I am proud to be your president.

Respectfully submitted,

Shane Stagg
District and TBU President
April 2020

DISTRICT 13 RETIREES

July 1, 2019 – August 31, 2020

| | | |
|------------|------------|-------------------------|
| Lisa | Arsenault | Ajax H.S. |
| Sophia | Cal | Port Perry H.S. |
| Antonio | Cerqueira | Pickering H.S. |
| Michael | Clayton | Maxwell Heights S.S. |
| Paul | Cooke | Ajax H.S. |
| Rhonda | Crozier | Dunbarton H.S. |
| Anne | Cruess | Pine Ridge S.S. |
| Roxanne | Curtis | Sinclair S.S. |
| Jeffery | Dalgarno | Ajax H.S. |
| Carol | Dawson | Sinclair S.S. |
| Ardith | Douglas | Pickering H.S. |
| Kenneth | Eaton | Maxwell Heights S.S. |
| David | Farndon | Central C.V.I. |
| Karen | Fitzgerald | Anderson C.V.I. |
| Gwen | Fray | R.S. McLaughlin C.V.I. |
| Julie | Gallagher | Dunbarton H.S. |
| Jacqueline | Garvey | Durham Alternative S.S. |
| Viorica | Gavrus | Dunbarton H.S. |
| Rosalie | Haslett | Central |
| Catherine | Hatzinikou | Sinclair S.S. |
| Troy | Henry | R.S. McLaughlin C.V.I. |
| Edward | Hill | Port Perry H.S. |
| Robert | Houston | Uxbridge S.S. |
| Robert | Huggins | Port Perry H.S. |
| Franca | Ingribelli | Central C.V.I. |
| Constance | Jeninga | Eastdale C.V.I. |
| Svetozar | Jovanovic | Sinclair S.S. |
| Rosalie | Krem | Durham Alternative S.S. |
| Brian | Lake | Sinclair S.S. |
| Michael | Lalla | Dunbarton H.S. |
| Kim | Lang | Sinclair S.S. |
| Bradley | Ledgerwood | Maxwell Heights S.S. |

| | | |
|-------------|------------|--------------------------------|
| Lori-Ann | Leigh | O'Neill C.V.I. |
| Tracy | Lundy | Dunbarton H.S. |
| Patricia | MacDonald | Uxbridge S.S. |
| Karen | McDowell | Central C.V.I. |
| Elyse | Michaud | Ajax H.S. |
| Shawn | Murphy | Sinclair S.S. |
| Nancy | Newhook | Sinclair S.S. |
| Elizabeth | O'Reilly | Maxwell Heights S.S. |
| Eric | Orschel | Dunbarton H.S. |
| Shirley | Papenbrock | Central C.V.I. |
| Mary | Pizer | Pickering H.S. |
| Linda | Pleasance | Anderson C.V.I. |
| Janusz | Popis | G.L. Roberts C.V.I. (deceased) |
| Joanne | Ristow | Anderson C.V.I. |
| Dawn | Rivers | R.S. McLaughlin C.V.I. |
| Cameron | Scott | Donald A. Wilson S.S. |
| Christopher | Seaman | Pickering H.S. |
| Joseph | Stellpflug | OYAP |
| Katherine | Sutherland | Port Perry H.S. |
| Kathryn | Teed | G.L. Roberts C.V.I. |
| Barbara | Teskey | Hearing & Vision Services |
| James | Todd | Ajax H.S. |
| Michael | Trites | Anderson C.V.I. |
| Lisa | Vanelst | Sinclair S.S. |
| Michael | Van't Slot | R.S. McLaughlin C.V.I. |
| Angela | Weima | Henry Street H.S. |
| Adam | Weinbren | Pickering H.S. |
| Sandra | Wells | Pine Ridge S.S. |
| Bradley | White | Brooklin High School |
| Linda Mae | Whitmarsh | Sinclair S.S. |

REPORT OF THE COLLECTIVE BARGAINING COMMITTEE

In preparation for our most recent round of bargaining, we started groundwork well in advance to ensure that the interests of members are well represented. These efforts included surveying members, seeking midterm amendments on mutually amenable issues, and developing a brief full of priorities from years' past to present. To say this was all for not would be an injustice to the research, consultation, and preparation necessary to best represent our efforts in presenting these ideas to the Board. While we were able to anticipate the course of action by our Provincial Government, the pandemic affected the course of negotiations in tremendous ways. Through all of this, our members represented our profession in ways that should make us all proud – ways that enabled us to move the government's initial position that saw gains for our members and a preservation of necessary working conditions in public education.

Throughout these unusual times, we have made several revisions to our brief, and expect to have a local agreement by year's end that continues to protect public education, and preserve our members' work-life balance. Our aim will continue to be fighting for progress and protecting the gains we have fought for over many years, while ensuring our members' professional judgement in what can be described as an ever and rapidly changing climate.

Further to this end, our Collective Bargaining Committee has undergone changes to elicit broader consultation from our members in the development of our brief. Reports on staffing and contract maintenance continue to be reported through a streamlined process, and much of our time is now used to review language from bargaining units from across the province, and see how best to adapt it with our existing language and priorities.

As always, we must remember how important it is to constantly uphold what we have already agreed to. We are all involved in this aspect of contract maintenance, from reporting class size maxima correctly, to counting our minutes for lunch supervision, to making sure our seniority has been correctly calculated. Letting our guard down even for a short time could lead to precedent setting trends which would affect all of us and undermine the things we have fought so long and hard for, especially in Durham. Our local contract is the envy of many other Districts and we must be vigilant in protecting it on a daily basis.

I would like to conclude by thanking each of the Collective Bargaining Committee representatives in each of the schools. These people continue to volunteer their time to attend meetings and act as a vital conduit in the communication of information regarding the maintenance of our collective agreement and keeping colleagues informed about bargaining proceedings. Their dedication is integral to the protection of our workload and their contributions represent the strength and solidarity that defines District 13 teachers.

Respectfully submitted,

Ryan Kelly
Chair, Collective Bargaining Committee
March 2020

COLLECTIVE BARGAINING COMMITTEE 2019–2020

| | |
|-----------------------------|------------------------------|
| Lamia Sabbagh & Shane Stagg | District & TBU President |
| Ryan Kelly | Chief Negotiator/Chair |
| Paul Wayling | Maxwell Heights SS/Secretary |
| Erin Crawford | 1st Vice President |
| Linda Chan | Ajax HS |
| Tanya Swanson | Ajax HS |
| Patrick Sullivan | Anderson CVI |
| Alex Therrien | Branch 18 |
| Brad Weber | Brock HS |
| Brian Grylls | Brooklin HS |
| Alexis Walker | Brooklin HS |
| Tom Dias | Continuing Education |
| Rosalie Krem | DASS |
| Todd Davies | DASS |
| Randy Benedict | Donald A. Wilson SS |
| Janna Bolshan | Donald A. Wilson SS |
| Dennis Kwon | Dunbarton HS |
| Mark Sundal | Dunbarton HS |
| Heidi Smith | Eastdale CVI |
| Sarah Feddema | Eastdale CVI |
| Michael Kovacevich | G.L. Roberts |
| Richard Parker | G.L. Roberts |
| Nuno Fernandes | Grove School |
| Ben Loder | Grove School |
| Sean Aiken | Henry Street HS |
| Cheryl Thompson | Henry Street HS |
| Jeffrey White | J. Clarke Richardson |
| James Belyea | J. Clarke Richardson |
| Mike Askew | Maxwell Heights SS |
| Sheri McKeown | McLaughlin CVI |
| Ren Vaillancourt | McLaughlin CVI |
| Michelle Terry-Bentson | O'Neill CVI |
| Scott Field | O'Neill CVI |
| Tracey Rigney | Pickering HS |
| Orit Orlovsky | Pickering HS |
| Miriam Bolsonello | Pine Ridge SS |
| Alan Bailey | Port Perry HS |
| Will Gay | Port Perry HS |
| Karen Gilmour | Sinclair SS |
| Ross McCormick | Sinclair SS |
| Laura Kulas | Uxbridge SS |

REPORT OF THE COMMUNICATIONS COMMITTEE

Every school year, the Communications Committee endeavors, through the production and publication of INPRINT 13, to bring to the membership articles that are topical and professionally relevant. We strive to keep all our fellow OSSTF members in the Durham District School Board informed by sharing pieces about the people, events, news and information items, both local and provincial, that are pertinent to our working lives. This can be through reading one of our regularly appearing columns (President's Message, Chief Negotiator's Report and Executive Officers' Reports), information relating to current events or our Occasional Teacher and PSSP articles. This year we welcomed some new additions to the committee and the articles produced from this group helped inform members across the District. This committee continues to strive to help our members be among the most well-informed OSSTF members in the province. As Chair of Communications, I am proud to have been able to continue this endeavor during the COVID-19 pandemic with digital editions of INPRINT 13 for the membership.

To achieve this goal is no easy task. It takes the work of many people who give of their knowledge, time and insight. We are truly appreciative of the industrious efforts of all our contributors this year. In addition, the invaluable assistance and timely, informative articles produced by Shane Stagg, Lamia Sabbagh, Ryan Kelly, Nicole Bléau, and Richard McCormack who contribute multiple articles to every issue in their official capacity as District Office representatives cannot be overlooked. Special thanks to committee members and contributors: Nicole Bléau, Chris Davis, Avril Burns, Jennifer Seif, Ian Beaton (ARM) and Colleen Ireland (ARM).

Of course, the yearly Communications Committee Report cannot be considered complete without taking the opportunity to recognize and thank Ruth Leone, the District 13 Office Manager, for her diligent efforts in overseeing the layout, printing and delivery of each and every issue of INPRINT 13 we produce. Ruth's hard work, expertise and patience with late arriving articles is truly appreciated!

Respectfully submitted,

George Chaktsiris
Chair, Communications Committee
March 2020

REPORT OF THE EDUCATION ISSUES/POLITICAL ACTION COMMITTEE

District 13's Education Issues/Political Action Committee, EPAC, encompasses the purposes and efforts synonymous with what drives many of us to be the caring and hard-working teachers we continually strive to be. Public education is one of the cornerstones of our Canadian society. We strive for this to take place in a healthy and safe environment where students are provided many opportunities to learn and have their efforts be reflective of their best abilities. This committee embodies these principles and works hard to make them a greater priority among our members and community as a whole. This is a lofty goal and it requires a dedicated committee to realize our ambitions.

The political circumstances highlighted by negotiations and a strike confirm the necessity for OSSTF and its members to be engaged politically. The working condition of members and the learning conditions of students are greatly influenced by political forces. The significance of public support when defending public education proved to be tremendous this year. Managing messaging to the public and engaging with politicians at all levels of government including local trustees is a key part of effective political action.

EPAC members attended the OFL conference to represent OSSTF and participate in the election of the provincial executive. The event offered the opportunity to connect with others in the labour movement.

EPAC members will continue to foster a relationship beneficial to all education stakeholders. These accomplishments are coordinated by having school representatives on EPAC attend district meetings, provide feedback to the central committee from their schools regarding educational and political issues of priority to the branch membership, liaise with branch presidents to communicate issues of professional import currently beyond the scope of the contract, and in consultation with the branch presidents, provide advice regarding effective advocacy / political action on behalf of those issues. Finally, the members of EPAC oversee the political initiatives of the committee in response to other political action priorities identified by the District Executive.

Respectfully submitted,

Matt Thomas & Shane Stagg
Co-Chairs, EPAC
March 2020

EPAC COMMITTEE
2019 – 2020

| | |
|-----------------|-----------------------------------|
| Shane Stagg | District & TBU President/Co-Chair |
| Matt Thomas | Pickering/Co-Chair |
| Roger Gordon | Henry Street |
| Adam Mercer | MCVI |
| Tracey Rigney | Pickering |
| Ryan Kelly | District Office |
| Jennifer Seif | PSSP |
| Julia McCrea | OTBU |
| Jacqueline Hill | Port Perry |
| Andrew Morris | GL Roberts |
| Trevor Brewer | DASS |

REPORT OF THE HEALTH AND SAFETY COMMITTEE

The District 13 Health and Safety Committee meets six times during the year. Our school representatives provide an important link to the District Office in matters concerning the health and safety of our members. They also play an important role in the Internal Responsibility System of the Durham District School Board's Health and Safety Program in our secondary schools as they help ensure that members' safety concerns are brought forward.

The OSSTF worker members on the DDSB's Joint Health and Safety Committee (JHSC) for this year were Ryan Kelly and Shane Stagg. The District 13 Health and Safety Committee members help share information from the DDSB Joint Health and Safety Committee in each of the schools.

School representatives perform scheduled workplace inspections on behalf of the staff in their buildings three times per year. They look at the safety of the facilities and equipment both inside and outside their buildings. The representatives gather information from their colleagues about safety concerns, if any, and ensure that they are brought to the attention of management and addressed through the school custodian, requesting work orders be submitted by the administration or reporting concerns to the Workplace Inspection Review Committee as part of the inspection process. Ryan Kelly and Shane Stagg are members of the Workplace Inspection Review Committee, a sub-committee of the JHSC.

All committee members play a critical role in conveying information about safety and health concerns at their schools to and from the District Office. On behalf of staff members, they raise a wide variety of issues ranging from indoor air quality, parking lot conditions, concerns about workplace violent incident reporting, and assisting co-workers after workplace injuries.

Thank you to all the members of the District Health and Safety Committee for their ongoing commitment to keeping their workplaces safe for all staff.

Respectfully submitted,

Kathie Harris, Chair, Health & Safety Committee
Ryan Kelly, District Liaison, Health & Safety Committee
March 2020

HEALTH AND SAFETY COMMITTEE 2019 - 2020

| | |
|---------------------|----------------------|
| Phil Mazzocchi | Ajax |
| Mark Backman | Anderson |
| Carl Perdue | Brock |
| Sam Puiui | Brooklin |
| Alex Therrien | Branch 18 |
| Tom Dias | Continuing Education |
| Angela Yiouroukis | DASS |
| Jenn Cuddie | Donald A. Wilson |
| Christine Pemberton | Eastdale |
| Derek Ganz | G.L. Roberts |
| Paul Lawrence | Grove |
| Derek Grant | Henry St. |
| Michael Twitchin | J. Clarke Richardson |
| George Chaktsiris | Maxwell Heights |
| Bill Blackmore | McLaughlin |
| Melanie Ridgely | O'Neill |
| Rick Freeman | Pickering |
| Kathie Harris | Pine Ridge/Chair |
| Tara Sneath | Port Perry |
| Janice Cramer | Sinclair |
| Andrea Ablett | Uxbridge |
| Scott Brinning | OTBU |
| Stephanie Pritchard | PSSP |

REPORT OF THE HUMAN RIGHTS COMMITTEE

The Human Rights Committee is comprised of a small group of passionate, altruistic members who continuously work to promote equity and the development of human rights.

This year started with the committee promoting ongoing campaigns such as the Orange Shirt Day in September and the December 6th White Ribbon Campaign to end violence against women.

We are continuing to refine a list of current human rights-related terminology as well as a classroom checklist for our members based on recognizing and addressing equity and diversity in our schools. The goal of this work is to create a tool for our members to use to help them achieve equity in their classrooms and in their work spaces. This Equity checklist was shared with the Board and received no specific feedback for changes. We will look to finalize this tool and distribute to members in the coming year.

Our planned day with Branch Presidents focusing on Ally-Capacity was postponed due to strike actions. Our plan is to continue discussing current equity concerns within our membership. We look forward to continuing our work to ensure that District 13 is at the lead of equity initiatives.

We met with members of the Durham Black Educators' Network to begin discussions of partnership opportunities between our two groups. Many initiatives were discussed, but given the political climate and the strike positions, we opted to postpone our work for future endeavours.

This year we arranged for some fun events that promote equity, diversity and inclusion. After last year's successful a charity fundraiser night with the Deceiving Divas on May 11, 2019, we planned to host another Divas event in April. Sadly, the pandemic shut down that event, like so many other events that OSSTF committees had planned.

In celebration of Pride and in support of LGBTQIA2S+ we also ordered more of the Rainbow TOGETHER t-shirts for members to ensure that OSSTF continues to promote equity, acceptance and pride.

As a Human Rights Committee and as OSSTF members at large, we would also like to share our support of the Black Lives Matter movement. We condemn Anti-Black Racism and want to ensure that all of our BIPOC members feel supported and safe within our organization. We will continue to work on Anti-Black Racism education and will continue to develop our Anti-Oppression work. We see you. We hear you. We support you.

We continue to be involved in community events and hope to continue working to raise awareness of social justice issues and promoting safer, more positive schools and communities for all. We hope that we will see more members join us at future meetings.

Respectfully submitted,

Melissa Waddington
Garrett Metcalfe
Co-Chairs, Human Rights Committee
March 2020

HUMAN RIGHTS COMMITTEE 2019 – 2020

| | |
|--------------------|---------------------|
| Lee-Anne Corrigan | DASS |
| Garrett Metcalfe | DASS/Co-Chair |
| Lynn Gittens | Grove |
| Meghane Webster | Henry St. |
| David Martin | Maxwell Heights |
| Melissa Waddington | McLaughlin/Co-Chair |
| Paul Scanga | O'Neill |
| Ed Emmons | Pickering |
| Nadia Mollaret | Pickering |
| Jennifer Gormek | Pickering |
| Andrea Adamson | Pine Ridge |
| Sophia Cal | Port Perry |
| Jeff Grujicich | Uxbridge |
| Jacquie Westcott | PSSP |
| Andrea Malyon | PSSP |

REPORT OF THE PROFESSIONAL DEVELOPMENT COMMITTEE

The Professional Development Committee is made up of hard-working and committed members. The role of the Committee is two-fold: we put together the joint OSSTF/DDSB PD Day in November and we review and approve funding for individual self-directed PD from members.

Each year, the focus for the November PD Day switches between a curriculum-based theme and a mental health/work-life balance theme. The 2019 PD day was focussed on a work-life balance and the theme was Better Together. A special thank you needs to go out to over a hundred teachers who offered to run a workshop. Indeed, this day is only possible through the work of our dedicated teachers who volunteered their time to run a workshop for their peers because they knew they had something of value to share. The volunteers who make up the PD Committee also spent several hours reviewing proposals and coordinating room locations in the many schools where the workshops were being offered.

Many of our members also took advantage of the \$100 refund for self-directed individual PD throughout the year. We are always encouraging members to seek out PD that is of interest to their own professional development.

I would like to thank all the members of the PD Committee for their efforts in promoting PD. In particular, a big thanks goes out to the dedicated ones who regularly come to the meetings and contribute so much of their own time. As well, a big thank you to Ruth Leone whose organizational skills ensure the OSSTF PD Day goes off smoothly.

Respectfully submitted,

Richard McCormack
Chair, Professional Development Committee
March 2020

**PROFESSIONAL DEVELOPMENT COMMITTEE
2019-2020**

| | |
|---------------------|-----------------------|
| Julie Mavin | Ajax |
| Carolyn Mapp | Brooklin |
| Elyse Pinder | DASS |
| Jason Himsl | Donald A. Wilson |
| Ruth Al Ghammari | Eastdale |
| Sean McMillan | Henry |
| Ashley Price | J. Clarke Richardson |
| Alexandra Kelly | O'Neill |
| Esther Garber | Pine Ridge |
| Mandy Fisher-O'Dell | RS McLaughlin |
| Lisa Heenan | Sinclair |
| Avril Burns | OTBU President |
| Julia McCrea | OTBU |
| Jennifer Seif | PSSP President |
| Elizabeth McDonald | PSSP |
| Shane Stagg | District Office |
| Richard McCormack | District Office/Chair |

REPORT OF THE PUBLIC RELATIONS COMMITTEE

The Public Relations Committee's mandate includes: Educating the public about the contributions of Durham's public high school teachers and professional student services personnel to their students and the community at large; organizing events that build positive relationships among the District 13 membership; making contributions to our community through sponsorships and advertising to build allies so that we can collectively advocate for publicly funded education.

This committee was created during a time when public education and teachers were under attack and teachers realized they needed to take a more active role in promoting their profession and conveying accurate information in the community about their working lives.

This year, members faced unprecedented challenges as well as those relating to the COVID-19 pandemic and attacks on public education by the Ford Government. As we meet for DAM 2020, members are still facing these challenges. Despite the hardships, members have shown incredible dedication and professionalism in the vital work that they do supporting students, and building strong communities.

To raise the profile of members, the committee purchased advertising on the back of municipal buses that demanded "no cuts to education." Rink boards were placed in Whitby and Oshawa arenas, some of the busiest arenas in Canada, highlighting the positive impact teachers and PSSPs have on our students. The D13 logo also appeared in children's activity books in hospital and doctor waiting rooms across the region. A radio spot was also acquired to promote D13 and Kids Help Phone. We also purchased a Remembrance Day wreath to show that D13 supports the Legion.

We continued to build our profile in the community by sponsoring a variety of member-selected community organizations such as Whitby Minor Baseball Association, Ajax Baseball, Whitby Lightning Girls Softball, Durham Rebels Volleyball, Durham Black Educators' Network, Nova's Ark, Clarington Baseball Association, and Clarington Toros Hockey. The committee also helped to support holiday celebrations hosted by CAREA and the YWCA.

The District 13 Family Day Skate celebrated its tenth year and saw members and their families enjoy free skating. Once again, food and monetary

donations were collected for the local food bank. The committee also continued to send cards and gifts to members who were off work due to extended illnesses through our member outreach initiative "Teachers Caring for Teachers."

When COVID 19 hit, the committee sprung into action to create an advertising campaign that would highlight for the public how D13 supports our community. We plan to provide 50 breakfast hampers through CAREA, 100 breakfast boxes to a Region of Durham housing community, and groceries to families in need through Homewood Wellness Centre and Durham Caremongers. We will sponsor 50 backpacks through the United Way, provide 50 art kits for youth at Simcoe Hall Settlement House, and provide dinner for 40 residents at Cornerstone Community Association Durham. We also plan to provide lunch for workers during the pandemic lockdown, including for two group homes run by DeafBlind Ontario Services, workers at Lakeridge Health Labs, and staff at Thornton View Long Term Care. These actions will be featured on the organizations' social media platforms, highlighting D13's commitment to our community through thousands of views.

We invite OTBU, TBU and PSSP members with a love of public education, and interest in promoting the contributions of District 13 OSSTF, to join our committee.

Respectfully submitted,

Danielle Hunter
Chair, Public Relations Committee
March 2020

PUBLIC RELATIONS COMMITTEE
2019-2020

| | |
|----------------------|------------------------|
| Danielle Hunter | Donald A. Wilson/Chair |
| Laura Avard Gardner | Henry St. |
| Esther McCalla | Grove School |
| Aneta Petric | GL Roberts |
| Anne Desrochers | MCVI |
| Marc Belhomme | OTBU |
| Jacqueline Westcott | PSSP |
| Linda Temple | PSSP |
| Doreen Sacchett | Retired |
| Cristal Diemer-Ewles | Retired |
| Shane Stagg | District President |
| Richard McCormick | District Liaison |

REPORT OF THE PROVINCIAL COUNCILLORS

Provincial Council has a mandate as the supreme governing body between AMPAs (Annual Meeting of the Provincial Assembly). District 13 was represented this year by 4 members, with Nicole Bléau and Shane Stagg representing the TBU, Avril Burns representing the OTBU and Jennifer Seif representing the PSSP unit.

AMPA this year will be reworked to accommodate the restrictions brought on by COVID 19. The usual in-person meeting scheduled over March Break was cancelled. The meeting will instead take place in June as a virtual meeting. An abbreviated agenda will allow the meeting to take place over one day. This is not an election year and our President, Harvey Bischof will continue in this position. Other members of the Provincial Executive include Karen Littlewood and Paul Caccamo as Vice-Presidents and the three Executive Officers, Dave Warda, Martha Hradaway and Malini Leahy. Earl Burt continues in the position of Treasurer.

District 13 continues to send a strong delegation to AMPA, a combination of new faces as well as our stalwart veterans and recently dedicated AMPA delegates. We hope this tradition keeps going year after year! This year's delegation will include: Nicole Bléau, George Chaktsiris, Paul Wayling, Jennifer Young, Avril Burns, Jeffrey White, Ryan Gordon, Art Hanke, Jason Himsl, Jacqueline Hill, Ryan Kelly, Richard McCormack, Stephanie McMahon, Jacquie Westcott, Jennifer Seif, Shane Stagg, Mara Zalcmanis, Julie McCrea, and Tom Dias.

District 13 will continue to be a strong voice at Provincial Council, making sure that our local issues are brought to the attention of the Provincial Executive and communicating back to our members.

Respectfully submitted,

Nicole Bléau and Shane Stagg (TBU)
Avril Burns (OTBU)
Jennifer Seif (PSSP)
Provincial Councillors
District 13 OSSTF
March 2020

REPORT OF THE OCCASIONAL TEACHERS' BARGAINING UNIT

The Occasional Teacher's Bargaining Unit, (OTBU) is comprised of the over 800 certified teachers who fill day-to-day and long-term absences for our permanent teacher colleagues. The President of the OTBU sits on the District Executive and is a member of District Council and Provincial Council. Our members are guided by our bargaining unit's Constitution and protected by our Collective Agreement. We elect an Executive Committee at our own Annual Meeting, and our members participate on District Council and District Standing Committees.

It is an understatement to say that 2020 has been a most unusual year. Suddenly thrown into isolation and out of work in March by COVID-19, Occasional Teachers faced an uncertain future as the pandemic dragged on and remote learning put a stop to day-to-day assignments.

One highlight in the midst of all of this was the significant number of permanent postings for the 2020-2021 school year. It was a welcome opportunity for many excellent teachers, some of whom have been on the supply list for a decade or more. Congratulations to the newest members of the TBU.

In closing, I would like to take this opportunity to extend many thanks to all of our permanent teacher colleagues for their help and support throughout the year – whether by helping us find our way around the school or making us feel welcome by introducing yourselves. Most importantly, we thank you for all the preparation that goes into your planned absences. It is key to ensuring that students have a positive and productive experience while you are away. On behalf of all members of the OTBU, thank you for the time and care you put into making our time in your classrooms a success.

Respectfully submitted,
Avril Burns
OTBU President
March 2020

**OTBU EXECUTIVE
2019-2020**

| | |
|-----------------------|----------------|
| President | Avril Burns |
| First Vice President | Mara Zalcmanis |
| Second Vice President | Julia McCrea |
| Treasurer | Avril Burns |
| OTBU AMPA Delegates | Avril Burns |
| | Julia McCrea |
| | Mara Zalcmanis |

REPORT OF THE PROFESSIONAL STUDENT SERVICES PERSONNEL BARGAINING UNIT

The Professional Student Services Personnel Bargaining Unit (PSSP) includes Child and Youth Workers, Interpreters, Intervenor, Psychologists, Psychometrists, Psychological Associates, Social Workers/Attendance Counsellors, and Speech-Language Pathologists. The President of the PSSP BU sits on District Executive, District Council, Provincial Council and the Durham District School Board's (DDSB) President's Council. The PSSP membership is a genuinely varied and talented group. Some of us work daily supporting face-to-face environments with students in classrooms. At the same time, others provide mental health, language and communication, and academic support to students using various virtual platforms.

Our Bargaining Unit proudly joined our high school teachers and other education workers across the province in our first job action as an organized group in December. We stood in solidarity to rally against the cuts to education, leading to increased class sizes, forced e-learning, and the funding cuts that removed support staff and services from schools. During this time, our Collective Bargaining Committee (CBC) Table Team met with the Board on four (4) occasions to negotiate our local collective agreement. COVID-19 abruptly halted our efforts with school closures. We do not have any additional days scheduled for the remainder of the school year.

COVID-19 has magnified our need to work as a cohesive Bargaining Unit. Through this unprecedented time, we have learned that our mental health and safety are crucial and that we must be kind to ourselves. We used ingenuity to rethink our service models and adapted to these uncertain times. Our Bargaining Unit has strengthened as a community rallying together, providing support and guidance when needed. I am grateful for the dedication to our joint efforts.

In closing, I would like to thank our Teacher Bargaining Unit (TBU) and Occasional Teacher Bargaining Unit (OTBU) Members who have supported us this year. I would also like to thank all of the PSSP Membership for your continued support and patience during this memorable year.

Respectfully submitted,

Jennifer Seif
PSSP Bargaining Unit President
March 2020

**PSSP EXECUTIVE
2019-2020**

| | |
|------------------------------------|---------------------|
| President | Jennifer Seif |
| Vice President | Andrea Malyon |
| Chief Negotiator/Grievance Officer | Jenifer Mascoll |
| Secretary/Treasurer | Esther Somogyi |
| Executive Officer | Elizabeth MacDonald |
| Pay Equity Officer | Tracey Grose |
| Educational Services Officer | Elizabeth MacDonald |
| Health and Safety Officer | Stephanie Pritchard |

**PSSP COLLECTIVE BARGAINING COMMITTEE
2019-2020**

Elizabeth MacDonald
Cathy Pearson
Linda Temple
Jacquie Westcott

**Report of the Treasurer
To the District 13 OSSTF Annual Meeting
March 31, 2020**

Income Statement July 1, 2018 to June 30, 2019

Balance Sheet, June 30, 2019

and

Income Statement - July 1, 2019 to March 31, 2020

Balance Sheet, March 31, 2020

District 13 OSSTF Budget to June 30, 2019

| INCOME | 2018-2019 Budget | 2018-2019 Actual | % of Budget |
|--|-------------------------|-------------------------|--------------------|
| SOURCES OF INCOME | | | |
| District Rebate | 379,378.00 | 379,375.00 | 100% |
| Misc. (donations/income) | - | | |
| Membership Salary Levy (1442 x 126.50) | 182,413.00 | 182,142.76 | 100% |
| Occasional Teacher Levy | 18,000.00 | 19,633.10 | 109% |
| OTIP | 19,000.00 | 19,000.00 | 100% |
| Interest Earned | | 11.56 | |
| Transfer from Reserves | 20,861.17 | 20,861.17 | 100% |
| TOTAL INCOME | 619,652.17 | 621,023.59 | 100% |
| | | | |
| EXPENSES | 2018-2019 Budget | 2018-2019 Actual | % of Budget |
| Collective Bargaining | | | |
| CBC Committee | 4,600.00 | 1,607.46 | 35% |
| Bargaining Team | 9,263.05 | 7,248.31 | 78% |
| TOTAL CBC | 13,863.05 | 8,855.77 | 64% |
| | | | |
| Bargaining Unit Expenses | | | |
| Occasional Teachers | 7,825.00 | 7,547.85 | 96% |
| Total Occasional Teachers BU | 7,825.00 | 7,547.85 | 96% |
| | | | |
| Committee Expenses | | | |
| Communications | 5,000.00 | 4,982.45 | 100% |
| EPAC | 3,205.00 | 2,563.65 | 80% |
| Public Relations | 28,000.00 | 23,556.73 | 84% |
| Professional Development | 900.00 | 425.73 | 47% |
| Prof. Development Grants | 7,000.00 | 6,465.00 | 92% |
| Human Rights | 2,300.00 | 1,359.03 | 59% |
| Health & Safety | 1,060.00 | 1,138.57 | 107% |
| Total Committee Expenses | 47,465.00 | 40,491.16 | 85% |
| | | | |
| Exec/District Council/AMPA | | | |
| Executive | 4,750.00 | 6,520.01 | 137% |
| District Council | 3,000.00 | 1,586.64 | 53% |
| AMPA Delegation | 6,800.00 | 3,854.70 | 57% |
| AMPA Campaigns | 8,500.00 | 8,217.77 | 97% |
| Total Exec/Council/AMPA | 23,050.00 | 20,179.12 | 88% |
| President/Executive Officers | | | |
| President's Salary | 84,991.50 | 85,139.21 | 100% |
| Chief Negotiator Salary | 84,991.50 | 85,139.21 | 100% |
| Executive Officer Salary | 84,991.50 | 85,139.21 | 100% |
| Data Management/EO Salary | 110,231.40 | 113,949.74 | 103% |
| | | | |
| President Expenses | 2,000.00 | 1,642.98 | 82% |
| Chief Negotiator Expenses | 1,000.00 | 563.85 | 56% |
| Executive Officer Expenses | 2,000.00 | 2,062.48 | 103% |
| Data Management/EO Expenses | 1,000.00 | 1,437.51 | 144% |
| Total President/Officers Expenses | 371,205.90 | 375,074.19 | 101% |

| EXPENSES | 2018-2019 Budget | 2018-2019 Actual | % of Budget |
|--|-------------------|-------------------|-------------|
| Branch Rebates | 4,000.00 | 3,520.40 | 88% |
| District 13 Donations | 6,500.00 | 6,420.00 | 99% |
| District 13 Student Award Night | 3,500.00 | 3,150.00 | 90% |
| District 13 Sponsorship | 3,000.00 | 3,000.00 | 100% |
| District 13 Adam Wood Scholarship | 700.00 | 500.00 | 71% |
| Total Donations & Awards | 17,700.00 | 16,590.40 | 94% |
| | | | |
| Meetings | | | |
| District 13 Annual Meeting | 9,500.00 | 9,890.61 | 104% |
| Total Meetings | 9,500.00 | 9,890.61 | 104% |
| | | | |
| Office Staff | | | |
| Salary, Office Manager | 48,131.00 | 48,130.98 | 100% |
| RRSP Contribution | 6,000.00 | 6,000.00 | 100% |
| WSIB | 380.00 | 305.11 | 80% |
| EI Expense | 1,350.00 | 1,300.59 | 96% |
| CPP Expense | 2,750.00 | 2,796.90 | 102% |
| Employee Benefits | 12,000.00 | 10,756.90 | 90% |
| Gratuity | 1,432.22 | 1,333.52 | 93% |
| Benefits (tuition) | 500.00 | 17.32 | 3% |
| Total Staff Expense | 72,543.22 | 70,641.32 | 97% |
| | | | |
| Building Occupancy | | | |
| Janitor & Snow Removal | 6,000.00 | 5,725.00 | 95% |
| Insurance Contents | 1,600.00 | 1,552.97 | 97% |
| Building Expense | 1,700.00 | 2,689.26 | 158% |
| Property Taxes | 9,000.00 | 8,204.51 | 91% |
| Hydro | 3,300.00 | 2,546.82 | 77% |
| Heat | 2,500.00 | 2,277.42 | 91% |
| Total Building Occupancy | 24,100.00 | 22,995.98 | 95% |
| | | | |
| Office Expenses | | | |
| Office Supplies | 5,500.00 | 5,047.26 | 92% |
| Office Perishables (coffee/juice/etc.) | 2,000.00 | 2,516.72 | 126% |
| Telephone | 8,900.00 | 8,411.94 | 95% |
| Postage, Courier | 1,000.00 | 161.14 | 16% |
| Photocopier Rental | 12,000.00 | 11,839.67 | 99% |
| Bank Charges | | | |
| Depreciation Expense/non monetary | - | | |
| Total Office Expenses | 29,400.00 | 27,976.73 | 95% |
| | | | |
| Other Expenses | | | |
| Grievance & Ad Hoc | 1,000.00 | 175.79 | 18% |
| Non-Budget Items | 2,000.00 | 1,057.33 | 53% |
| Total Other Expenses | 3,000.00 | 1,233.12 | 41% |
| TOTAL EXPENSES | 619,652.17 | 601,476.25 | 97% |
| | | | |
| BUDGET SUMMARY | | | |
| Total Income | 619,652.17 | 621,023.59 | 100% |
| Total Expenses | 619,652.17 | 601,476.25 | 97% |
| Surplus/Deficit | - | 19,547.34 | |

| ASSETS | | 30-Jun-19 | |
|---------------------------------------|--|-------------------|---------------------|
| Current Assets | | | |
| Cash and Short Term Investments | | 562,848.97 | |
| Accounts Receivables | | 63,385.98 | |
| Prepaid Expenses | | 4,182.81 | |
| | | <u>630,417.76</u> | |
| TOTAL CURRENT ASSETS | | | 630,417.76 |
| Fixed Assets | | | |
| Fixed Assets | | 12,319.24 | |
| Art | | 1,034.78 | |
| | | <u>13,354.02</u> | |
| TOTAL FIXED ASSETS | | | 13,354.02 |
| Real Estate Assets | | | |
| Building | | <u>395,628.20</u> | |
| | | 395,628.20 | |
| TOTAL REAL ESTATE ASSETS | | | <u>395,628.20</u> |
| TOTAL ASSETS | | | <u>1,039,399.98</u> |
| LIABILITIES | | | |
| Accrued Liabilities | | <u>24,892.96</u> | |
| | | 24,892.96 | |
| TOTAL LIABILITIES | | | 24,892.96 |
| EQUITY | | | |
| Retaining Earnings | | 315,919.13 | |
| Staff Replacement Fund | | 120,000.00 | |
| Permanent Employee Sick Leave Reserve | | 13,500.00 | |
| Gratuity Fund | | 20,116.32 | |
| Teachers Caring for Teachers | | 5,906.17 | |
| ARM Chapter 13/16 Fund | | 1,513.56 | |
| OTIP | | 19,000.00 | |
| PSSP | | 21,257.96 | |
| Legal Counsel Fund | | 50,000.00 | |
| Negotiations Expenses Fund | | 200,000.00 | |
| Professional Development Fund | | 50,000.00 | |
| Property Fund | | 150,000.00 | |
| Capital Equipment Fund | | 50,000.00 | |
| Current Earnings | | <u>- 2,706.09</u> | |
| | | 1,014,507.05 | |
| TOTAL EQUITY | | | <u>1,014,507.02</u> |
| TOTAL LIABILITIES AND EQUITY | | | <u>1,039,399.98</u> |

District 13 OSSTF Budget 2019-2020 to March 30, 2020

| INCOME | 2019-2020 Budget | 2019-2020 Actual | % of Budget |
|--|-------------------|-------------------|-------------|
| SOURCES OF INCOME | | | |
| District Rebate | 419,286.00 | 318,658.00 | 76% |
| Misc. (donations/income) | 0.00 | 5,010.00 | |
| Membership Salary Levy (1432 x 126.50) | 181,148.00 | 106,799.19 | 59% |
| Occasional Teacher Levy | 19,600.00 | 12,179.74 | 62% |
| PSSP Levy | - | 7,178.29 | |
| OTIP | 19,000.00 | 19,000.00 | 100% |
| Interest Earned | | 9.07 | |
| Transfer from Reserves | 31,289.71 | 31,289.71 | 100% |
| TOTAL INCOME | 670,323.71 | 500,124.00 | 75% |
| | | | |
| EXPENSES | 2019-2020 Budget | 2019-2020 Actual | % of Budget |
| Bargaining Unit Expenses | | | |
| OTBU | 7,936.00 | 1,683.87 | 21% |
| PSSP | 10,510.00 | 4,019.74 | 38% |
| Total Bargaining Unit Expenses | 18,446.00 | 5,703.61 | 31% |
| | | | |
| Committee Expenses | | | |
| CBC Committee | 2,600.00 | 262.17 | 10% |
| Bargaining Team | 2,500.00 | 440.37 | 18% |
| Communications | 10,350.00 | 1,772.39 | 17% |
| EPAC | 10,562.87 | 7,692.25 | 73% |
| Public Relations | 29,950.00 | 17,271.13 | 58% |
| Professional Development | 12,966.00 | 7.04 | 0% |
| Prof. Development Grants | 6,000.00 | 2,655.00 | 44% |
| Human Rights | 6,720.00 | 803.30 | 12% |
| Health & Safety | 1,350.00 | 14.08 | 1% |
| Constitution Committee | 2,150.00 | 305.83 | 14% |
| Total Committee Expenses | 85,148.87 | 31,223.56 | 37% |
| | | | |
| Exec/District Council/AMPA | | | |
| Executive | 6,500.00 | 2,270.35 | 35% |
| District Council | 3,000.00 | 533.37 | 18% |
| AMPA Delegation | 6,800.00 | 940.28 | 14% |
| AMPA Campaigns | 200.00 | 17.50 | 9% |
| Total Exec/Council/AMPA Expenses | 16,500.00 | 3,761.50 | 23% |
| | | | |
| President/Executive Officers | | | |
| President's Salary | 85,701.47 | 29,783.39 | 35% |
| Chief Negotiator Salary | 85,701.47 | 29,783.39 | 35% |
| Executive Officer Salary | 85,701.47 | 29,783.39 | 35% |
| Data Management/EO Salary | 114,531.75 | 40,266.23 | 35% |
| | | | |
| President Expenses | 2,000.00 | 475.14 | 24% |
| Chief Negotiator Expenses | 600.00 | 237.74 | 40% |
| Executive Officer Expenses | 2,000.00 | 1,302.62 | 65% |
| Data Management /EO Expenses | 1,400.00 | 985.91 | 70% |
| Total President/Officers Expenses | 377,636.16 | 132,617.81 | 35% |

| | 2019-2020 Budget | 2019-2020 Actual | % of Budget |
|--|-------------------|-------------------|-------------|
| Donations and Awards | | | |
| Branch Rebates | 4,000.00 | 342.00 | 9% |
| District 13 Donations | 6,500.00 | 3,345.00 | 51% |
| District 13 Student Award Night | 3,500.00 | | 0% |
| District 13 Sponsorship | 4,000.00 | 3,300.00 | 83% |
| District 13 Adam Wood Scholarship | 700.00 | 85.88 | 12% |
| Total Donations & Awards | 18,700.00 | 7,072.88 | 38% |
| | | | |
| Meetings | | | |
| District 13 Annual Meeting | 9,500.00 | 1826.70 | 19% |
| Total Meetings Expenses | 9,500.00 | 1,826.70 | 19% |
| | | | |
| Office Staff | | | |
| Salary, Office Manager | 48,854.00 | 28,868.32 | 59% |
| RRSP Contribution | 6,000.00 | 6,000.00 | 100% |
| WSIB | 240.00 | 112.56 | 47% |
| El Expense | 1,400.00 | 856.17 | 61% |
| CPP Expense | 2,900.00 | 1,935.32 | 67% |
| Employee Benefits | 12,000.00 | 7,252.84 | 60% |
| Gratuity | 1,379.44 | | 0% |
| Benefits (tuition) | 500.00 | | 0% |
| Total Office Staff Expenses | 73,273.44 | 45,025.21 | 61% |
| | | | |
| Building Occupancy | | | |
| Janitor & Snow Removal | 6,000.00 | 4,290.00 | 72% |
| Insurance Contents | 1,600.00 | | 0% |
| Building Expense | 2,500.00 | 1,586.74 | 63% |
| Property Taxes | 9,000.00 | 4,102.25 | 46% |
| Hydro | 3,300.00 | 2,125.70 | 64% |
| Heat | 2,500.00 | 1,713.52 | 69% |
| Total Building Occupancy Expenses | 24,900.00 | 13,818.21 | 55% |
| | | | |
| Office Expenses | | | |
| Office Supplies | 5,500.00 | 3,750.39 | 68% |
| Office Perishables (coffee/juice/etc.) | 2,500.00 | 2,129.53 | 85% |
| Telephone | 8,900.00 | 7,046.22 | 79% |
| Postage, Courier | 1,000.00 | 555.91 | 56% |
| Photocopier Rental | 13,000.00 | 10,017.45 | 77% |
| Bank Charges | | 15.00 | |
| Depreciation Expense/non monetary | 12,319.24 | 12,319.24 | 100% |
| Total Office Expenses | 43,219.24 | 35,833.74 | 83% |
| | | | |
| Other Expenses | | | |
| Grievance & Ad Hoc | 1,000.00 | 17.31 | 2% |
| Non-Budget Items | 2,000.00 | 6,271.60 | 314% |
| Total Other Expenses | 3,000.00 | 6,288.91 | 210% |
| | | | |
| TOTAL EXPENSES | 670,323.71 | 283,172.13 | 42% |
| | | | |
| BUDGET SUMMARY | | | |
| Total Income | 670,323.71 | 500,124.00 | 75% |
| Total Expenses | 670,323.71 | 283,172.13 | 42% |
| Surplus/Deficit | | 216,951.87 | |

ASSETS

31-Mar-20

Current Assets

| | |
|---------------------------------|-----------------|
| Cash and Short Term Investments | 780,548.79 |
| Prepaid Expenses | <u>1,743.85</u> |
| | 782,292.64 |

| | |
|----------------------|------------|
| TOTAL CURRENT ASSETS | 782,292.64 |
|----------------------|------------|

Fixed Assets

| | |
|-----|-----------------|
| Art | <u>1,034.78</u> |
| | 1,034.78 |

| | |
|--------------------|----------|
| TOTAL FIXED ASSETS | 1,034.78 |
|--------------------|----------|

Real Estate Assets

| | |
|----------|-------------------|
| Building | <u>395,628.20</u> |
| | 395,628.20 |

| | |
|--------------------------|------------|
| TOTAL REAL ESTATE ASSETS | 395,628.20 |
|--------------------------|------------|

| | |
|--------------|---------------------|
| TOTAL ASSETS | <u>1,178,955.62</u> |
|--------------|---------------------|

LIABILITIES

| | |
|---------------------|------------------|
| Accrued Liabilities | <u>19,661.62</u> |
| | 19,661.62 |

| | |
|-------------------|-----------|
| TOTAL LIABILITIES | 19,661.62 |
|-------------------|-----------|

EQUITY

| | |
|---------------------------------------|-------------------|
| Retaining Earnings | 313,213.04 |
| Staff Replacement Fund | 120,000.00 |
| Permanent Employee Sick Leave Reserve | 13,500.00 |
| Gratuity Fund | 20,116.32 |
| Teachers Caring for Teachers | 4,456.09 |
| ARM Chapter 13/16 Fund | 3,888.17 |
| PSSP | 18,132.18 |
| Legal Counsel Fund | 50,000.00 |
| Negotiations Expenses Fund | 200,000.00 |
| Professional Development Fund | 50,000.00 |
| Property Fund | 150,000.00 |
| Capital Equipment Fund | 39,108.39 |
| Current Earnings | <u>176,879.81</u> |
| | 1,159,294.00 |

| | |
|--------------|--------------|
| TOTAL EQUITY | 1,159,294.00 |
|--------------|--------------|

| | |
|------------------------------|---------------------|
| TOTAL LIABILITIES AND EQUITY | <u>1,178,955.62</u> |
|------------------------------|---------------------|

RESOLUTIONS TO AMEND THE CONSTITUTION, BY-LAWS AND POLICY OF DISTRICT 13 OSSTF

PROC 10-20

BIRT: CON 01-20, ~~BYL 03-20~~, BYL 04-20, ~~BYL 05-20~~ be considered en bloc.

Mover: Shane Stagg

Second: Ruth Kam

Note: BYL 03-20 and BYL 05-20 have been withdrawn.

PROC 11-20

BIRT the resolutions in PROC 10-20 be approved

Mover: Nicole Bléau

Second: Richard McCormack

District CON 01-20

[Included in Bloc 1]

BIRT Article V, Section 5 be amended to read:

Annual Branch rebates, as prescribed in the District and TBU Bylaws, will be paid to each Branch in the District as determined by the FTE at each Branch.

Mover: Jacqueline Hill

Second: George Chaktsiris

District CON 02-20

BIRT Article V, Section 6 be amended to read:

Resolutions that require District funds must be submitted to the District President four weeks prior to the District Annual Meeting.

Mover: Ryan Gordon

Second: Jacqueline Hill

District BYL 01-20

BIRT Bylaw II, Section 1 be amended to read:

There shall be the following District Standing Committees:

- a) Health and Safety;
- b) Communications;
- c) Public Relations;
- d) Educational Issues/Political Action;
- e) Professional Development/Ed Services;
- f) Human Rights;
- g) Constitution Committee

Mover: George Chaktsiris

Second: Ruth Kam

District BYL 02-20

BIRT Bylaw III, Section 2 be amended to read:

- a) Any Member of The District is eligible for any elected position except:

- Additional Bargaining Unit Provincial Councillor which is restricted to members of that Bargaining Unit.
- b) Executive Officers may only hold the following elected positions and only in a non-voting capacity at District Executive and District Council:
- Treasurer or Secretary/Treasurer
 - Additional Bargaining Unit Provincial Councillor
 - AMPA Delegate
- i. In the event where an Executive Officer runs and is elected for a position that is not included in the list above, the Executive Officer will vacate their Executive Officer position upon taking office.
- ii. In the event where a member holding an elected position not listed in (2b) earns an Executive Officer position, the member will vacate the elected position upon the start of the hired term.
- c) A candidate may hold more than one elected position.
- Mover: Nicole Bléau Second: George Chaktsiris

District BYL 03-20 - Withdrawn

[Included in Bloc 1]

~~BIRT Bylaw IV, Section 10a be amended to read:~~

~~It shall be the duty of the District Membership at its District Annual Meeting:~~

- ~~a) to elect the District President, District Vice Presidents, District Secretary/Treasurer or District Secretary and District Treasurer, and District Delegates to the Provincial Assembly;~~

~~Mover: _____ Second: _____~~

District BYL 04-20

[Included in Bloc 1]

BIRT Bylaw IV, Section 13 be amended to read:

It shall be the duty of Bargaining Unit Presidents and Additional Bargaining Unit Provincial Councillor(s):

- a) to ensure that any District Council motion that is on-time and in order is moved at the Annual Meeting of the Provincial Assembly;
- b) to act as Delegates to the Provincial Assembly;
- c) to communicate with the District Executive and Delegates on matters to come before Provincial Council and Provincial Assembly.

- d) To consult with each other on specific issues going on in the District as needed.

Mover: Ruth Kam

Seconded: Jacqueline Hill

District BYL 05-20 - Withdrawn

[Included in Bloc 1]

~~BIRT Bylaw V, Section 7 be amended to read:~~

~~If the monies collected through the levy exceed the amount required to pay for the District's share of salary and benefits for Federation Officers, then the District Executive will determine the amount of the levy to be assessed for the following school year.~~

~~Mover: _____ Seconded: _____~~

(LATE) District BYL 06-20

BIRT that District Bylaw VII section 7 c be amended by substitution of 60 (sixty) for 90 (ninety).

Moved: Nicole Bléau

Seconded: Jacqueline Hill

RESOLUTIONS TO AMEND THE CONSTITUTION, BY-LAWS AND POLICY OF DISTRICT 13 OSSTF TEACHERS' BARGAINING UNIT

PROC 01-20

BIRT: TBU CON 01-20, TBU CON 02-20, TBU CON 03-20, TBU CON 08-20, TBU CON 09-20, TBU CON 10-20, TBU CON 11-20, ~~TBU BYL 01-20~~, TBU BYL 02-20, TBU BYL 07-20, TBU BYL 16-20, TBU BYL 17-20, TBU BYL 18-20, TBU BYL 19-20 be considered en bloc.

Mover: Shane Stagg

Second: Jacqueline Hill

Note: TBU BYL 01-20 has been withdrawn.

PROC 02-20

BIRT the resolutions in PROC 01-20 be approved

Mover: Jacqueline Hill

Second: Shane Stagg

PROC 03-20

BIRT: TBU CON 04-20, TBU CON 05-20, TBU CON 07-20, TBU BYL 04-20, TBU BYL 05-20, TBU BYL 06-20, TBU BYL 08-20, TBU BYL 10-20, TBU BYL 12-20, TBU BYL 13-20, TBU BYL 14-20, TBU BYL 15-20 be considered en bloc.

Mover: Ruth Kam

Second: Nicole Bléau

PROC 04-20

BIRT the resolutions in PROC 03-20 be approved

Mover: George Chaktsiris

Second: Richard McCormack

PROC 05-20

BIRT: TBU CON 06-20, TBU BYL 09-20, TBU BYL 11-20 be considered en bloc.

Mover: Nicole Bléau

Second: Ruth Kam

PROC 06-20

BIRT the resolutions in PROC 05-20 be approved

Mover: Ryan Gordon

Second: Ruth Kam

TBU CON 01-20

[Included in bloc 01]

BIRT Article I be amended to read:

This organization shall be known as OSSTF, District 13, Permanent Teachers' Bargaining Unit (TBU).

Mover: Shane Stagg

Second: Ryan Gordon

TBU CON 02-20

[Included in bloc 01]

BIRT Article II be amended to read:

The objects of this Bargaining Unit shall be as specified in the District Constitution of OSSTF District 13 - Durham.

Mover: Shane Stagg

Secunder: Richard McCormack

TBU CON 03-20

[Included in bloc 01]

BIRT Article III be amended to read:

Membership shall be as designated according to the OSSTF District 13 – Durham Constitution and Provincial OSSTF Constitution & Bylaws.

Mover: George Chaktsiris

Secunder: Nicole Bléau

TBU CON 04-20

[Included in bloc 02]

BIRT Article IV, Section 4 be amended to read:

Annual rebates, as prescribed in both the District and TBU Bylaws will be paid to each Branch in the District as determined by the FTE at each Branch.

Mover: Nicole Bléau

Secunder: Shane Stagg

TBU CON 05-20

[Included in bloc 02]

BIRT Article V, Section 1 be amended to read:

The Permanent Teachers' Bargaining Unit shall consist of the dues-paying permanent teachers, facilitators, and centrally hired academic coaches employed by the Durham District School Board, including teachers at Grove School, credit granting Continuing Education teachers and those teachers on an approved leave such as LTD.

Mover: George Chaktsiris

Secunder: Nicole Bléau

TBU CON 06-20

[Included in bloc 03]

BIRT Article 5, Section 3 be deleted

Mover: Richard McCormack

Secunder: Jacqueline Hill

TBU CON 07-20

[Included in bloc 02]

BIRT Article VI, Section 2 be amended to read:

There shall be a Branch Executive consisting of the Immediate Past Branch President (if still a member of the TBU), the Branch President, the Branch Vice-President or Branch Vice-Presidents, the Branch Secretary-Treasurer or Branch Secretary and Branch Treasurer, two Collective Bargaining Committee representatives, and a representative for each other standing committee in the District

Mover: Shane Stagg

Secunder: George Chaktsiris

TBU CON 08-20

[Included in bloc 01]

BIRT Article VI, Section 4c be amended to read:

the transaction of Branch business in accordance with Branch Bylaws provided that such Bylaws do not contravene Provincial OSSTF, OSSTF District 13 - Durham or OSSTF District 13 - Durham TBU Constitutions or Bylaws.

Mover: Nicole Bléau

Second: George Chaktsiris

TBU CON 09-20

[Included in bloc 01]

BIRT Article VII be amended by the deletion of District 13 and the insertion of OSSTF District 13 – Durham.

Mover: Shane Stagg

Second: Nicole Bléau

TBU CON 10-20

[Included in bloc 01]

BIRT Article VIII, Section 1 be amended to read:

Amendments to this Constitution may be made at the District Annual Meeting by a two-thirds vote of the TBU Members present, qualified to vote and voting, provided that:

- a) written notice of the proposed amendment shall have been given to the TBU President at least eight weeks in advance of the next District Annual Meeting;
- b) such notice shall be published to the membership at least five weeks in advance of the next District Annual Meeting by the TBU President

If section a) is not met, amendments to this constitution will be deemed late and require a 9/10ths majority vote at the District Annual Meeting.

Mover: Shane Stagg

Second: Jacqueline Hill

TBU CON 11-20

[Included in bloc 01]

BIRT Article IX be amended to read:

No part of this constitution may contravene any of the constitutions or bylaws of the Provincial OSSTF or OSSTF District 13 - Durham. If any parts are found to contravene the constitutions or bylaws of the Provincial OSSTF or OSSTF District 13 - Durham, then the Provincial or District constitutions and bylaws shall apply.

Mover: Shane Stagg

Second: George Chaktsiris

TBU BYL 01-20 - withdrawn

[Included in bloc 01]

~~BIRT Bylaw II, Section 2 be amended to read:~~

~~The TBU Annual Meeting shall be held in the month of May to permit the newly elected TBU Executive to prepare to take office at the prescribed time.~~

~~Mover:~~

~~Second:~~

TBU BYL 02-20

[Included in bloc 01]

BIRT Bylaw II, Section 4a be amended to read:

The Membership of the TBU at the District Annual Meeting shall consist of all TBU Members of OSSTF in attendance at the District Annual Meeting.

Mover: Nicole Bléau

Second: Jacqueline Hill

TBU BYL 03-20

BIRT Bylaw III, Section 3 be amended to read:

Any Member of the TBU is eligible for any elected position except:

Executive Officers may only hold the following elected positions and only in a non-voting capacity at TBU Executive:

- Treasurer or Secretary/Treasurer
 - Additional Bargaining Unit Provincial Councillors
 - AMPA Delegate
- iii. In the event that an Executive Officer runs and is elected for a position that is not included in the list above, the Executive Officer will vacate their Executive Officer position upon taking office.
- iv. In the event that a member holding an elected position not listed above earns an Executive Officer position, the member will vacate the elected position upon the start of the hired term.

A candidate may hold more than one elected position.

Mover: Richard McCormack

Second: Shane Stagg

TBU BYL 04-20

[Included in bloc 02]

BIRT Bylaw III, Section 6a be amended to read:

The District nominating committee, appointed by the District Executive, shall prepare a list of nominees for all open elected TBU offices for presentation to the-TBU Annual Meeting.

Mover: Richard McCormack

Second: George Chaktsiris

TBU BYL 05-20

[Included in bloc 02]

BIRT Bylaw IV, Section 1b be amended to read:

To liaise with other bargaining units and keep current with District activities.

Mover: Shane Stagg

Second: Nicole Bléau

TBU BYL 06-20

[Included in bloc 02]

BIRT Bylaw IV, Section 1h be amended to read:

to act as Grievance Officer and chairperson of the TBU Grievance Committee

Mover: Shane Stagg

Second: Nicole Bléau

TBU BYL 07-20

[Included in bloc 01]

BIRT Bylaw IV, Section 6 be amended to read:

It shall be the duty of the TBU Secretary:

- a) to record all minutes;
- b) to ensure the retention of all records of TBU correspondence and minutes;
- c) to ensure the forwarding of those resolutions and recommendations of the TBU membership which should be brought to the attention of the Provincial Federation;

Mover: Richard McCormack

Seconder: Nicole Bléau

TBU BYL 08-20

[Included in bloc 02]

BIRT Bylaw IV, Section 7 be amended to read:

It shall be the duty of the TBU Treasurer to work with the District Treasurer:

- a) to ensure the retention of an accounting of all monies received and disbursed according to the appropriate accounting procedures of the Provincial OSSTF;
- b) to ensure the deposit of all monies received in a chartered bank or trust company in the name of OSSTF, District 13 – Durham;
- c) to submit a financial statement, as needed, to the TBU Executive and TBU members of District Council;
- d) to pay all authorized accounts by cheque or electronic means in accordance with the Bylaws of the District;
- e) to present annually to the District Annual Meeting, a detailed and duly audited financial statement for the preceding fiscal year;
- f) to prepare a draft budget to present to the District Executive for consultation and approval each year;
- g) to present the current year's budget to District Council after approval by the District Executive;

Mover: Richard McCormack

Seconder: Nicole Bléau

TBU BYL 09-20

[Included in bloc 03]

BIRT Bylaw IV, be amended by the addition of a new section to read:

It shall be the duty of the Chief Negotiator to:

- a) act as chair of the TBU Collective Bargaining Committee;
- b) act as chair of the Collective Bargaining Team;
- c) act as a member of the TBU Grievance Committee;
- d) develop a bargaining brief;
- e) run a negotiations priority survey;
- f) meet informally with other chief negotiators in the District as needed

- g) communicate as needed with District Council and District Executive regarding the progress of negotiations;
- h) ensure maintenance of the collective agreement

Mover: Shane Stagg

Second: Ryan Gordon

TBU BYL 10-20

[Included in bloc 02]

BIRT Bylaw IV, Section 8 be amended by the addition of subsection c to read:

to share information received at provincial council with the bargaining unit as appropriate.

Mover: Nicole Bléau

Second: Richard McCormack

TBU BYL 11-20

[Included in bloc 03]

BIRT Bylaw IV, Section 9n be amended to read:

to appoint a TBU Chief Negotiator;

Mover: Shane Stagg

Second: Jacqueline Hill

TBU BYL 12-20

[Included in bloc 02]

BIRT Bylaw IV, Section 10 be amended by the deletion of the words “his/her” and the insertion of the word “their”.

Mover: Ruth Kam

Second: Jacqueline Hill

TBU BYL 13-20

[Included in bloc 02]

BIRT Bylaw V, Section 1 be amended by the deletion of the word “District” and the insertion of the word “TBU”.

Mover: Nicole Bléau
McCormack

Second: Richard

TBU BYL 14-20

[Included in bloc 02]

BIRT Bylaw VIII, Section 1 be amended by the addition of subsections to read:

(x) the District 13 Anti-Harassment Statement and the identification of the Anti-Harassment Officer;

(xx) the Land Acknowledgement Statement.

Mover: Ruth Kam

Second: Ryan Gordon

TBU BYL 15-20

[Included in bloc 02]

BIRT Bylaw VIII, Section 2c be amended to read:

Members may speak to a resolution according to Robert’s Rules of Order.

Mover: Ruth Kam

Second: Jacqueline Hill

TBU BYL 16-20

[Included in bloc 01]

BIRT Bylaw VIII, Section 4 be amended to read:

Questions not covered in the TBU District 13 Constitution and TBU

District 13 Bylaws shall be determined by reference to the Rules of Order

determined by the Constitution and Bylaws of Provincial OSSTF for the current year.

Mover: Nicole Bléau

Seconder: Shane Stagg

TBU BYL 17-20

[Included in bloc 01]

BIRT Bylaw IX, Section 5 be amended to read:

A record of the TBU Policy shall be kept with the TBU Constitution and Bylaws of district 13, OSSTF.

Mover: Ryan Gordon

Seconder: Shane Stagg

TBU BYL 18-20

[Included in bloc 01]

BIRT Bylaw X, Section 1, subsection a) ii be amended to read:

such notice shall be published to the membership at least five weeks in advance of the next District Annual Meeting by the TBU President.

Mover: Nicole Bléau

Seconder: George Chaktsiris

TBU BYL 19-20

[Included in bloc 01]

BIRT Bylaw X, Section 2 be amended to read:

If any plan is proposed to District 13, OSSTF to restructure the terms of office of the TBU Executive, and/or to alter the financial compensation provided to a member on release from regular school duties with remuneration from District 13, OSSTF funds, such a proposal must be submitted to the District Annual Meeting, requiring a two-thirds majority of those present, qualified to vote and voting, prior to implementation. The essentials of the plan must be published to the membership at least five weeks in advance of the Annual Meeting.

Mover: Nicole Bléau

Seconder: George Chaktsiris