



ETFO Toronto Occasional Teachers Executive Meeting 2025-2026

DATE: APRIL 23, 2026

Meeting Location: Virtual

Start Time: 9:30 AM- 4:00PM

- **Break:** 11:00 AM
- **Lunch:** 12:30 - 1:30 PM
- **Break:** 2:45 PM

Parliamentarian: Yolanda B'Dacy

Executive Board Members:

Released Officers: Marisa Gallippi, Laura Barrett, Gabrielle Blais-Jones, Sophie Kroesen, Andrew Chittka

Executive Board Members: Sujatha Chintakunta, Beverley Flynn-Samuels, Jeishan Rajakulasingam, Nathan Goveas, Melissa Major, Theo Shivnaraine

Secretary: K. Justin Ngo

Human Rights Officer: Yolanda B'Dacy

Regrets: K. Justin Ngo

Executive Minutes: Laura Barrett

- 1. Human Rights Statement - Yolanda B'Dacy**
- 2. Land Acknowledgment - Melissa Major**
- 3. Approval of Agenda**

Motion 25/26 April Motion 1

Blais-Jones/Barrett

BIRT the April 23, 2026 agenda be approved.

CARRIED

4. Approval of February 10, 2026 Executive Minutes

Motion 25/26 April Motion 2

Barrett/Goveas

BIRT the February 10, 2026 Executive Minutes be approved.

CARRIED AS AMENDED

5. Online Motion Report - *all motions carried*

Online Motion 1 - Voting closed February 24, 2026

Mover: Laura Barrett

Seconder: Marisa Gallippi

BIRT the following change be made to the Constitution Committee membership list:

Constitution: addition of Andrew Chittka

CARRIED

Online Motion 2 - Voting closed March 2, 2026

Mover: Melissa Major

Seconder: Gabrielle Blais-Jones

BIRT the Status of Women Committee host an IWD Salon event on Wednesday, March 11 and use \$15 per member up to 25 members from the SOW budget.

CARRIED

Online Motion 3 - Voting closed March 2, 2026

Mover: Laura Barrett

Seconder: Marisa Gallippi

BIRT the following change be made to the Constitution Committee membership list:

Constitution: addition of Sophie Kroesen

CARRIED

Online Motion 4 - Voting closed March 4, 2026

Mover: Sophie Kroesen

Seconded: Marisa Gallippi

BIRT the following change be made to the New Member Committee membership list:

New Member Committee: addition of Emma Reial

CARRIED

Online Motion 5 - Voting closed March 9, 2026

Mover: Laura Barrett

Seconded: Gabrielle Blais-Jones

BIRT The Social Committee host a sip & chat social at Cafe 295 on Monday, March 30th. Members will receive \$15 toward their purchase, with such costs coming out of the Social Committee budget.

Rationale: Our current remaining budget is \$970.43, and this event has an estimated cost of \$375 (25 members at \$15 each). We should still be able to host one or two additional events after this social.

CARRIED

Online Motion 6 - Voting closed March 9, 2026

Mover: Laura Barrett

Seconded: Gabrielle Blais-Jones

BIRT the following change be made to the Professional Development Committee membership list:

Professional Development Committee: addition of Helen Scali

CARRIED

Online Motion 7 - Voting closed March 24, 2026

Mover: Andrew Chittka

Seconded: Marisa Gallippi

BIRT the invoice dated March 1, 2026 in the amount of 565\$ from Union Digital for the operation of our website be paid from Budget Line 650 Website.

This line was budgeted at 3500\$ and is currently at 4520\$ spent. Per our Constitution, a Recorded vote of the Executive is required to pay this invoice.

Rationale: Without paying this bill, the website hosting would be interrupted. The budget line was not allocated sufficient funds to maintain the website for the full year, with monthly bills of 565\$ and a total budgeted amount of 3500\$.

In favour: Melissa, Jeishan, Beverley, Marisa, Laura, Gabrielle, Nathan and Andrew

CARRIED

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Online Motion 8 - Voting closed March 26, 2026

Mover: Andrew Chittka

Secunder: Gabrielle Blais-Jones

(For clarity, language to be deleted is in ~~strike through~~ and proposed new language is in **bold**.)

BIRT the Constitution Committee Terms of Reference be forwarded to the Executive for approval as amended:

3.3 Constitution Committee Terms of Reference

3.3.1 All proposed amendments to the local's Constitution must be ~~signed and dated~~ **submitted** by the mover and ~~are received by the Parliamentarian who will email confirmation of receipt of amendment within three (3) days.~~ **shall acknowledge receipt, by email, within three (3) working days.**

3.3.2 In the case of amendments submitted by the local's executive, the Parliamentarian ~~must sign and date the final submission.~~ **shall acknowledge receipt, by email, within three (3) working days.**

3.3.3 In the case of constitutional amendments submitted by the Constitution Committee, the Parliamentarian shall acknowledge receipt, by email, within three (3) working days.

3.3.3 ~~4~~ Any **proposed** alteration or edit to a **previously submitted** proposed constitutional amendments ~~proposed from~~ **by** the mover / seconder must be made at least 30 days before the local's ~~annual general meeting~~ **Annual General Meeting** and submitted to the Parliamentarian by the deadline.

~~3.3.4 Any alterations or edits to constitutional amendments proposed by the Constitutional Committee are shared with the mover/seconder prior to publication in the Annual Meeting Workbook required fourteen (14) days prior to the Local Annual Meeting.~~

3.3.5 The mover / seconder can include a rationale of up to 100 words with their amendment by the deadline. ~~Any alterations or edits to the rationale of a proposed constitutional amendment must be confirmed by email to the mover / seconder by the Parliamentarian.~~

~~3.3.6 Any alteration or edit to the rationale of a constitutional amendment proposed by the executive must be confirmed by email to the Executive.~~

3.3.7 To advise the executive on matters relating to the work of the committee.

3.3.8 To review the Policies and Procedures yearly.

3.3.9 To ensure that the policies and procedures outlined in this document are consistent with the intent of the Constitution and/or By-Laws of the ETFO – Toronto Occasional Teachers' Local and the Elementary Teachers' Federation of Ontario, and with the current collective agreement.

3.3.10 To ensure the changes, additions, or amendments to the policies and procedures contained within the document will be made only by motion of the executive at any Executive Meeting. If additions or modifications to the contents of the document are necessary, a recommendation may be made to the executive for approval. Housekeeping and proofreading changes may be made by the Committee without executive approval.

3.3.11 In the case where the executive makes an amendment to the policies and procedures, that the Committee be informed immediately, by the Executive Liaison (or President in lieu of the Executive Liaison), so that the Committee can ensure that the proposed changes are in alignment with the Constitution and the by-laws of the Local. **Updated January 2024 Executive**

CARRIED

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Online Motion 9 - Voting closed March 27, 2026

Mover: Andrew Chittka

Secunder: Gabrielle Blais-Jones

BIRT the invoice dated April 1, 2026 in the amount of 565\$ from Union Digital for the operation of our website be paid from Budget Line 650 Website.

This line was budgeted at 3500\$ and is currently at 5085\$ spent. Per our Constitution, a Recorded vote of the Executive is required to pay this invoice.

Rationale: Without paying this bill, the website hosting would be interrupted. The budget line was not allocated sufficient funds to maintain the website for the full year, with monthly bills of 565\$ and a total budgeted amount of 3500\$.

In support: Marisa, Gabrielle, Jeishan, Laura, Melissa, Beverley, Andrew, Sophie, Sujatha, Justin.

CARRIED

—

Online motion 10 - Voting closed April 16, 2026

Mover: Laura Barrett

Seconded: Sujatha Chintakunta

BIRT the Racialized Members Committee will pay for an additional regular popcorn for each pair of members attending the April 22nd, 2026 movie night, up to a maximum of 10 popcorn orders (10 x \$9.25+tax).

Rationale:

Each pass for Wednesday's event includes two general admissions, two soft drinks, and one regular popcorn. To ensure members don't need to share popcorn, this motion will provide one regular popcorn per attendee.

Current registration stands at 10 members, and we know that there will be last-minute cancellations, so we're allowing for a possible 20-person total, while noting that last year's attendance was well below that.

CARRIED

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6. June Executive Meeting rescheduling

- a. Chair creating a Doodle poll to reschedule June 2 Executive meeting

7. Financial Report - Andrew Chittka (see attached for financial documents)

- Financials to date with year-end projections
 - This year, unexpectedly high amount in 405 ETFO Fee rebate (\$142,000 versus \$78,000) - not money we can count on in future years
 - Projecting an income of \$770,000 this year
 - Approximately \$400,000 in bank account, \$225,000 in GIC, liabilities of about \$5,000
- Budget 2026-27 presentation and approval for submission to the Local AGM

- Budget Committee proposed a budget that largely resembles the current year, other than 630 Negotiations/Grievance (entering a bargaining year) and 641 Released Officers (we don't know who the released team will be)
- Projected deficit at current levy: \$95,635
- The two biggest numbers are unknown in May (Released Officers and Fee Rebate) - a lot of locals pass a draft budget in the spring and then adjust in the fall
- To balance this budget, we'd need a local levy of ~0.13%
- With a 0.3 levy, the local levy would be about \$240,000 (projected income of ~\$850,000), and allow for dependent care, donations, meals at all-member meetings, increased committee work
- Changes: 0.3 FTE Treasurer, computers for the released executive, Labour Council gets its own line instead of coming out of Political Action Committee
- Recommended by Treasurer: 0.3% levy - most of that will go toward not having a deficit budget, member engagement/involvement, bringing people back into an engaged, active local

Motion 25/26 April Motion 3

Chittka/Gallippi

BIRT the proposed 2026-2027 budget be presented to the membership at the Annual General Meeting.

CARRIED

Motion 25/26 April Motion 4

Chittka/Gallippi

BIRT the Executive endorse Constitutional Amendment Motion 8

CARRIED

**Motion 25/26 April Motion 5
Chittka/Barrett**

BIRT the Executive approve the over-expenditure of \$1130 for website payments in May and June 2026.

BIRT the Executive approve the over-expenditure for travel expenses for up to a total of \$2200 in the 2025-26 fiscal year.

BIRT the Executive approve the over-expenditure for IT Support for up to a total of \$2500 in the 2025-26 fiscal year.

BIRT the Executive approve the over-expenditure for Insurance for up to a total of \$3800 in the 2025-26 fiscal year.

In favour: Marisa, Andrew, Gabrielle, Laura, Sophie, Theo, Jeishan, Melissa, Nathan, Sujatha, Beverley

CARRIED

8. President's Report - Marisa Gallippi

- Candidates' Night May 4

**Motion 25/26 April Motion 6
Gallippi/Chintakunta**

BIRT the Elections Committee provides a meal allowance of up to \$25.00 for each member who attends the Candidates' Night on May 4, 2026, in its entirety (with a 30-minute grace period for arrival and departure).

Budget Line: Elections

CARRIED

- Local AM

Discussion of online versus IRL

1:40 Return from lunch

Motion 25/26 April Motion 7

Gallippi/Rajakulasingam

BIRT the Executive Board Committee provide a meal allowance of up to \$25.00 per session for each member who attends the Virtual Annual Meeting May 12 and May 14, 2026, in its entirety (with a 30-minute buffer on each end).

Budget Line: Annual Meeting

CARRIED

Rationale: Feedback from members indicates that attending online meetings after work hours presents significant logistical challenges, as commuting and personal responsibilities often conflict with participation. This motion seeks to alleviate these barriers and encourage higher attendance by providing a dinner allowance, allowing members to focus on the meeting. Additionally, results from the all-member survey indicate a preference for online meetings.

- EOTCC meeting update (**Police Record Checks- VSC payment**)
 - Most recent meeting ended early
- Grievances update
 - We are trying to resolve grievances at Step 1 - Board hasn't been as responsive as we'd like
- ETFO/Local Plan- phase 2-Social Event-focus on postcards, meet up with ETFO members
- Rally at Doug Ford's office April 29
- Joining DECE members for a pub event April 29, 2026 at [The Bishop and Belcher](https://www.bishopandbelcher.com) <https://www.bishopandbelcher.com>
175 Bloor St E, Toronto ON M4W 1E5 for 5:30 pm - Registration to be sent out shortly.
- May 20 - All-member meeting: registration now open

9. Vice President Report - Gabrielle Blais-Jones

- PL
 - ~\$4,000 in PL reimbursements paid out
- Social Media
 - Over 100 followers on our @etfo_torots Instagram page
- Toronto / York Region Labour Council
 - Jeishan is the official delegate, and Gabrielle, Nathan, and Gail continue to attend meetings as there is value in understanding what's being discussed
 - Progress Toronto discussed municipal elections
 - Labour Day parade attendance - shirts are \$30
- Professional Development Committee
 - PD Committee hosted two events so far in April
 - Classroom Management for Occasional Teachers
 - Special Needs in the Regular Classroom
 - Upcoming workshop tonight: Professional Boundaries
- Equity & Social Justice Committee: Combatting Antisemitism in Ontario (May 6)

TIMED ITEM: 1:30 - Executive motions

2:27pm

Motion 25/26 April Motion 8

Kroesen/Rajakulasingam

BIRT the local Treasurer be released at daily rate to attend the April 23, 2026 Executive meeting as well as any other daytime Executive meetings that occur before June 30, 2026 - cost to come from the budget line 640 Release Time (daily).

CARRIED

Motion 25/26 April Motion 9

Gallippi/Chintakunta

BIRT there is a \$250 meal allowance paid by the local to the delegates and alternates to the 2026 ETFO Annual Meeting.

Motion 25/26 April Motion 9P

Blais-Jones/Barrett Motion to Postpone to Time Definite (June Executive meeting)

CARRIED

- Status of Women Committee
 - Annual Wellness Day Sunday June 14 (location accessible via car and public transit)

Motion 25/26 April Motion 10

Blais-Jones/Barrett

BIRT the local host the Annual Wellness Day on June 14th and spend the remaining Status of Women Committee budget on a combination of room rental, presenters, and food.

CARRIED

- This would not exceed the committee's remaining budget and a \$20 deposit would be requested

3:01-3:16 BREAK

Returning to President's Report

- ETFO AM alternates

Kroesen/Gallippi motion to go in camera

CARRIED

Goveas/Barrett motion to come out of camera

CARRIED

Motion 25/26 April Motion 11

Kroesen/Chintakunta

BIRT the New Members Committee host a social event on May 28 for new members and allies/people who want to support new members in their journey. Budget: \$20 per person, with costs to come from the New Members Committee.

CARRIED

10. June Executive Meeting rescheduled to Monday, June 1 (evening)

11. First Vice-President's Report - Laura Barrett

- Committees

Motion 25/26 April Motion 12

Chintakunta/Barrett

May 26 virtual workshop

BIRT the Racialized Members Committee host a Cultural Appreciation versus Appropriation workshop presented by Sarah Boomhower

\$500 - Costs to come from the Racialized Members Committee

CARRIED

Note: ETFO Provincial does not host a workshop with this content.

Motion 25/26 April Motion 13

Major/Barrett

BIRT the 2SLGBTQIA+ Committee host the 2SLGBTQ+ Human Rights Education Strategies workshop in June at a central location (the 519, or a central TPL branch). Cost: \$300 (includes venue rental and food), to come from the Committees budget line

CARRIED

Note: This is an ETFO Provincial workshop.

- Health & Safety

- Supervisor reports are blaming the victim
- Ongoing conversations with the president and health & safety inspector
- JHSC Rep & sub Committee Rep for Agenda item for discussion. (Jeishan)

12. Announcement of the 2026 ETFO AM Alternates

- Sujatha Chintakunta
- Hana Osman
- Beverley Flynn-Samuels
- Una Jevtic

Upcoming Dates:

April 29 - Province-wide Day of Action

May 4 - Candidates' Night

May 12 & 14 - Annual Meeting including Elections

May 20 - All-Member meeting (with ETT)