

Summer Newsletter

Message from your President Marisa Gallippi

Dear ETFO-Toronto Occasional Teachers,

On behalf of the Executive Board, I extend my sincere appreciation for your exceptional contributions to public education this year. Your dedication and perseverance in the face of challenges have been truly commendable. I hope you have a restful, restorative, and enjoyable summer break!

The Executive Board remains committed to providing you with excellent member services. We will continue to prioritize empathetic representation and deliver these services through various initiatives throughout the year.

I would also like to thank the 2024-2025 Executive Board for their hard work, dedication to member services, and collaborative focus on making occasional teaching a respected profession.

In Solidarity.



Elected 2025-2026 Executive

Marisa Gallippi
President

Laura Barrett
First Vice-President

Sophie Kroesen
Vice-President – Open

Gabrielle Blais-Jones
Vice-President – Women Only

Gail James
Treasurer

K. Justin Ngo
Secretary

Executive Members – Open

Nathan Goveas
Jeishan Rajakulasingam
Theo Shivnaraine

Executive Members – Women Only

Sujatha Chintakunta
Beverley Flynn-Samuels
Melissa Major

LOCAL CONTACT INFORMATION

Marisa Gallippi President mgallippi@etfo-torots.org Office: 416-227-1866	Laura Barrett First Vice-President lbarrett@etfo-torots.org Office: 416-227-1866	Gabrielle Blais-Jones Vice-President gblaisjones@etfo-torots.org Office: 416-227-1866	Sophie Kroesen Vice-President skroesen@etfo-torots.org Office: 416-227-1866	Gail James Treasurer gjames@etfo-torots.org Office: 416-227-1866
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EXECUTIVE RELEASED OFFICERS' MESSAGES

Message from your Lead Negotiator and Vice President, Sophie Kroesen

Dear ETFO-Toronto OTs,

As I continue, next year, in my role as Vice President I want to take a moment to express my deepest gratitude to all of you, my fellow members, work colleagues, and friends.

As Lead Negotiator, I had the privilege of representing your voice during negotiations, advocating for fair wages, safer working conditions, and stronger protections. We secured agreements that reflect our value and ensure a better future for those who come after us. Our new Collective Agreement is now available on our website.

As Vice President, I am proud of the solidarity we built and how we stood united for the integrity of our union and the communities we serve.

I am especially proud of our growth in numbers and purpose. We must continue to ensure that only certified Occasional Teachers work with students. We have expanded member engagement, strengthened internal communications, and deepened our commitment to equity and justice.

I will always be a proud union member; our union is strong because we are strong together, and we will continue to move forward together.

Message from your First Vice-President Laura Barrett

Greetings, ETFO-Toronto OTs,

I hope you're moving into summer with care and strength. We know how important your work is and the toll it can take, so over the next couple of months I hope you can find rest, calm, and joy!

This year has seen a lot of change, and your released officers have been working diligently to provide you with member services, representation, and information. I am happy to have co-presented four Action on Violence workshops over the course of the year, where members learned about our right to a safe and healthy workplace, and how to advocate for themselves and others. Stay tuned for more workshops in the 2025-2026 year!

I am honoured to be heading into a second term as First Vice-President next school year, and I am looking forward to furthering my understanding of your union-related needs. I encourage you to get involved with the local in any way that suits you, and I wish you all the best for a beautiful summer break!

In solidarity.

Message from your Vice- President (Women Only), Gabrielle Blais-Jones

Dear ETFO-Toronto OTs,

Congratulations on finishing another school year! You are an essential piece to the education system and we know that schools would not be the same without you. Thank you for everything you do inside and outside the classroom to support students and each other.

This year has been an absolute whirlwind for me, and I am very grateful to the members for re-electing me in this role for next school year! I look forward to connecting with members again next year - be it answering questions, working with you through challenging situations, advocating on your behalf with the board, or a combination of all three! I am here for you.

I hope you have a restful, restorative, and enjoyable summer break - you absolutely deserve it!



Message from your Treasurer Gail James

I am thrilled to be the 2025-26 Treasurer of the Local. If at any time questions or concerns arise, please feel free to contact me at gjames@etfo-torots.org

Have a wonderful summer and looking forward to working with members and the Released Officers in the fall.

NOTICE

The Local Union wishes to provide formal notice regarding the levy increase motion presented at the Local's Annual Meeting on May 28, 2025.

As per your Local Constitution, Article XII – Amendments to the Local Constitution, specifically sections 12.1.1, 12.2.1, and 12.3.1, amendments to the Constitution may be made at the Local Annual Meeting by the affirmative vote of at least 60% of the members present. However, after questions were raised regarding the disposition of the motion, the Executive decided not to proceed with the levy increase for the 2025-2026 school year.

BYLAW I FEES

1.1.1 Each member of the Local shall pay a daily fee as prescribed by the Bylaws of ETFO.

1.2.1 A local levy of .01 percent (gross salary x .0001) shall be deducted from each member's salary and the TDSB is authorized to make such deduction at source and remit the deducted funds to ETFO - Toronto Occasional Teachers' Local.

1.3.1 The method of payment of the daily fee and levy shall be as set out in the collective agreement between the Local and the Toronto District School Board.

For your reference, our Local Constitution is available for viewing and download on the Local's website at www.etfo-torots.org, under the "Documents" section, specifically in the "Constitution" sub-section.



NOTICES

The Local Union's contract with Targeted Accounting Professional Corporation has been terminated as of July 31, 2025. The Local Union thanks Targeted Accounting for their bookkeeping services over the past several years.

The Local Union's new accounting company will be announced in September.

Final reminder to fill out the prep grievance survey for 2024-2025 was sent out in June via Constant Contact.

Health Benefits for Daily Occasional Teachers

There is a change in health benefits with the new centrally-bargained language that will be communicated by the TDSB.

Notice is being provided to inform you that at your Local Union Executive Meeting held on June 6th, the Executive Board approved a motion to convene a Special Meeting.

BIRT the local hold an in-person special meeting, with a meal for members, not later than Sept. 30, 2025. Should there be fewer than 50 people registered, three days prior to the meeting date, the meeting will be moved to an online meeting with a \$20.00 per person meal allowance. The purpose of this meeting is to address two items: the 2025-2026 budget and 2025-2026 auditor.

CARRIED

COMMUNICATION SURVEY RESULTS:

Your Local Union Executive is committed to providing you with updates on local events and business. Please be advised that all communications will now be sent via Constant Contact. Local Union information will also be accessible via our website.

*As per your Local Constitution, the winter newsletters will be mailed with election information to members who indicate they prefer a hard copy newsletter.

ETFO Annual Meeting

August 11, 2025 to August 14, 2025

For information on Annual Meeting, ETFO members can visit
members.etfo.ca. Registration is required.

The ETFO Annual Meeting, a pivotal event for shaping our union's vision and fostering a democratic and organized ETFO, will take place from August 11-14, 2025, at the Sheraton Hotel in Toronto.

Delegates are entrusted with significant responsibilities, including discussing and voting on organizational priorities and constitutional motions, as well as approving the ETFO provincial budget and fees. In accordance with the Local's Constitution, the ETFO-Toronto Occasional Teachers' Local endorsed 17 delegates during the General Meeting on February 19, 2025.

RESOLUTIONS

38. Occasional Teacher Committee and Toronto Occasional Teacher Local

That ETFO develop, in consultation with occasional teacher local leaders, a digital PA/PR campaign and an internal educational campaign on the role and importance of certified occasional teachers.

Rationale from Occasional Teacher Committee:
The use of uncertified personnel has caused a province-wide crisis and a persistent erosion of the profession. This requires all stakeholders to understand and act to protect the role of certified educators and the quality of public education. The profession is not sustainable with the continual use of uncertified personnel. ETFO is best suited to educate on the underlying reasons and short and long-term demands that can address this issue.

Rationale from Toronto Occasional Teacher Local:
School boards are using unqualified individuals as a cost saving measure and sacrificing students' education - the public needs to know about it and fight against this undermining of the role of the occasional teacher.

40. Elementary Teachers of Toronto Local and Toronto Occasional Teacher Local

That ETFO launch a digital PA/PR campaign on the staffing crisis in our schools: unfilled vacancies, loss of preparation time, and the persistent number of unqualified personnel who stand in for educators. This would include a discussion of the underlying reasons, the impact this is having on providing a quality public education system, and key demands to address this issue.

Rationale from Elementary Teachers of Toronto Local: The staffing crisis in our schools is having a significant impact on our ability to deliver quality public education and rising levels of stress and burnout for members.

Province-wide attention is critical, and our union is best placed to educate on the underlying reasons and short and long-term demands that can address this issue. Rationale from Toronto Occasional Teacher Local: School boards are using unqualified individuals as a cost saving measure and sacrificing students' education - the public needs to know about it and fight against this undermining of the role of the occasional teacher.

Elected 2025 ETFO Annual Meeting Delegates

Congratulations to the delegates who have been elected to represent the ETFO Toronto OT Local at this summer's ETFO Annual Meeting.

Laura Barrett
Jeremy Bass
Gabrielle Blais-Jones
Sarah Boomhower
Sujatha Chintakunta
Beverley Flynn-Samuels
Marisa Gallippi
Nathan Goveas
Danielle Ingster
Gail James
Sophie Kroesen
Melissa Major
Cynthia McCarrey
Ken Nakamura
K. Justin Ngo
Jeishan Rajakulasingham
Theo Shivraine

Annual Meeting Alternates

Fatima Carneiro
Loreen Gale
Arthur Henri
Una Jevtic
Efsthia Sotiropoulos

The LOCAL'S 2025-2026 POCKET CALENDAR

Click on the link below to access the pocket calendar
etfo-toronto.org/pocket-calendar.

Calling all ETFO-Toronto Occasional Teachers:

2025-2026 Local Committees Open for Members to Join

If you are interested in joining a local committee,
please click on the link to register your request for the 2025-2026
school year.

<https://forms.gle/ZA32qELDLXM4clwz8>

Requests to join a committee can be ongoing throughout the year
and are conditional on the availability of space on the committee.

- Committee members choose a chairperson from amongst the committee members, either by consensus or election.
- The executive appoints members to committees; approves committee terms of reference and receives reports from the local's committees.
- (7.2.1 d: The President shall be an ex-officio member of all committees). A committee chair may appeal to the executive to add extra committee members under extenuating circumstances.
- 1.6 Unless otherwise specified, no committee shall have more than ten (10) officio members.

Collective Agreement Signed – On our Website

<https://etfo-torots.org/wp-content/uploads/2025/06/TDSB-ETFO-OT-2022-2026-Collective-Agreement.pdf>

We are excited to announce that our new collective agreement has been officially signed! This marks a significant achievement in our collective efforts to improve and protect the rights and working conditions of all members.

The agreement is available on our website and we encourage every member to read it thoroughly. It contains essential updates on your rights, responsibilities, wages, benefits, and more.

Your Collective Bargaining Team

This success is the result of many months of tireless work, negotiation, and advocacy by your dedicated bargaining team. Please join us in thanking:

Sophie Kroesen – Lead Negotiator & Local Vice- President

Marisa Gallippi – Local President

Laura Barrett – Local First Vice-President

Gabrielle Blais-Jones – Local Vice-President

Jeishan Rajakulasingam – Executive Member & Joint Health and Safety Committee Representative

Their commitment, experience, and determination were instrumental in achieving a fair and balanced agreement.

Know Your Rights

Please take the time to familiarize yourself with your hard-fought collective agreement rights. Knowledge is power—and staying informed ensures those rights are protected and respected.

If you have any questions or need clarification, don't hesitate to reach out to any member of the Collective Bargaining Team.

You can also contact:

Sophie Kroesen – Lead Negotiator

Email: skroesen@etfo-torots.org

Marisa Gallippi – President

Email: mgallippi@etfo-torots.org

Thank you for your continued support, engagement, and solidarity.
This agreement is a win for all of us—and a reminder of what we can achieve together.

TDSB Reinstatement Process for Occasional Teachers -To maintain your status on the Occasional Teaching List you must complete the online renewal Google Form by June 30, 2025 and work a minimum of 30 days either as a daily OT or in an LTO.

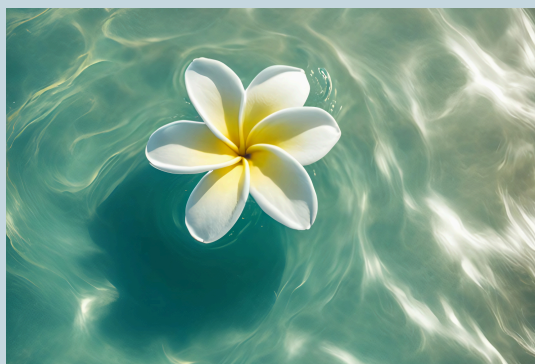
As per the Collective Agreement, Section 18.0.0.

OCCASIONAL TEACHER LIST (pg. 54-55):

18.5.1. Effective, September 1, 2022, subject to 18.5.0., the Board will review the composition of the Occasional Teacher List and may, at its discretion, remove the name of any Occasional Teacher who has not taught for at least thirty (30) full time equivalent days by June 30 of each year.

18.6.0. The Board shall provide a renewal notice to each Occasional Teacher on the List by May 31 of each year. An Occasional Teacher who does not respond by the following June 30 shall be removed from the List prior to the commencement of the next school year.

If you did not complete the above requirements by the end of the day on June 30, 2025, you may be removed from the OT List and required to complete the online Reinstatement Process through TDSBWeb. You will receive notification in July 2025 by email to your TDSB email account if you are required to complete the online Reinstatement Process. Please check your TDSB email account on a regular basis over the summer to be aware and up to date on all matters to do with your role as a TDSB Elementary Occasional Teacher.



Offense Declaration

A reminder to complete the Occasional Teacher Annual Renewal Form Offense Declaration.

Summer 2025 LTO posting dates-It is a good idea to check the LTO Job Posting page through the TDSBWeb to keep up to date with LTO postings, posting dates, and other important information from the TDSB Occasional Teaching Department.

Additional Local information may be found on your Local's website: www.etfo-torots.org

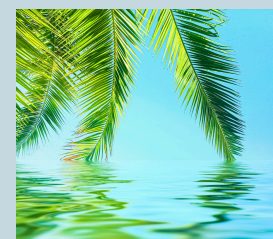
Retirement - The Ontario Teachers' Pension Plan can be reached at: 1-800-668-0105.

TDSB Payroll - the TDSB Payroll Department remains open during the summer and can be reached at: (416) 395-9642.

Pregnancy/Parental - please go to the following link for the ETFO Member's Guide to Pregnancy and Parental Leave: <https://members.etfo.ca/supportingmembers/employees/pages/pregnancyparental.aspx>

OCM health, and dental benefits, contact OTIP Benefit Services at 1-866-783-6847.

Service Canada- Information can be found at <https://www.canada.ca/en/employment-social-development/corporate/portfolio/service-canada.html>



TDSB-HEALTH & SAFETY INSPECTOR POSITION - SECONDMENT 2025-2026



The ETFO-Toronto Occasional Teachers' Local Health and Safety Inspector position is an essential role. The Inspector works diligently to not only inspect schools for hazards at work, but also responds to health and safety forms and/or concerns that members submit to the employer.

The Local President and Released Executive Officers work collaboratively with the H&S Inspector to ensure that member rights and their health and safety are at the forefront each and every day.

Foundational worker rights/principles that our team advocate for are:

- to participate in the Health and Safety process
- to know about Health and Safety hazards, and their controls
- to refuse unsafe work if the worker has reason to believe that their work / work environment is likely to endanger their health and safety

Minimum Qualifications Required:

- An active ETFO Toronto Occasional Teacher Local member in good standing with OCT
- Health and Safety Certification Part 1
- Experience working within Health and Safety and knowledge of the OCCUPATIONAL HEALTH AND SAFETY ACT, R.S.O. 1990, C. 0.1 <https://www.ontario.ca/laws/statute/90001>

DUTIES AND RESPONSIBILITIES:

- Duties and Functions of Inspectors, as outlined in 11.3 of the Terms of Reference of the TDSB Joint Health and Safety Committee: Conduct the physical inspection of the workplace on a monthly basis,
- Shall be assigned or designated duties of the Committee, such as following up on Health and Safety forms/paperwork, work refusals, and incidents (including violence, critical injuries, etc.),
- Attend hygiene testing,
- Health and Safety Inspectors' primary responsibilities are to perform the duties as outlined within the TOR (Terms of Reference) & OHSA as an extension of the JHSC Worker members.
- Represent the ETFO Toronto OT Local and bring forward relevant issues on TDSB JHSC as a member or alternate on the committee, as designated by the ETFO Toronto OT Local.
- Exercise the powers of the committee on behalf of all workers in the TDSB
- Liaise with other worker representatives on the JHSC and the Bargaining Units they represent
- Liaise, communicate, keep informed, and work collaboratively with the ETFO Toronto OT Local Released Officers on Health and Safety Issues
- Liaise with Principals, Family Team Leaders, TDSB Health and Safety Department and other TDSB staff, as required Respond to and advise on worker needs and concerns, including, but not limited to:
- Existing workplace hazards (including those received through TDSB Health and Safety Concern Forms and Employee's Report of Workplace Violence Incident Form)
- Reporting responsibilities such as Employee's Report of Workplace Violence Incident Form, Employee Report of Accident and Injury Form, and WSIB claims
- Managing and analyzing data provided by the TDSB to the JHSC
- Following up on issues raised during site inspections
- Representing Workers on Workplace Violence Risk assessments
- Representing Workers at worksites with work refusals



ADDITIONAL RESPONSIBILITIES AND REPORTING:

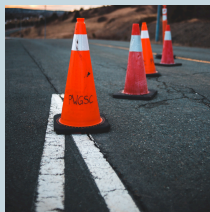
- Support and advocate for all ETFO Toronto OT Local Members
- Take direction from the Local's President and/or Executive Health and Safety Officer First Vice-President
- Attend and provide reports to the Local's Executive including statistics and data collection particularly involving OT H&S Attend ETFO Toronto OT Local General Meetings
- Participate in and promote ETFO Toronto OT Local mobilizing initiatives with respect to occupational health and safety
- Contribute to ETFO Toronto OT Local Member communications on issues of health and safety- provide updates of statistics
- Coordinate with health and safety representatives from other working groups to maintain a list of health and safety contact workers for each worksite, and help to arrange training in conjunction for the workers on that list with the Local's President and First Vice-President
- Other duties and responsibilities as assigned by the President and/or the Executive Board

COMPENSATION:

The Health and Safety Inspector is paid at their LTO grid rate.

Applicants should send a cover letter, resume, and attach Part 1 Health and Safety Certification to the ETFO-Toronto Occasional Teachers' Local President via email to mgallippi@etfo-torots.org c.c. First Vice-President, Laura Barrett, lbarrett@etfo-torots.org by Monday, August 11, 2025 at 12:00 p.m.

Interviews will be held on-line on Friday, August 15, 2025 at 10:00 AM





HEALTH AND SAFETY SCHOOL INSPECTION TRAINING

Interested in being an alternate for the full-time TDSB health and safety inspectors when they are not available for health and safety inspections? Taking part in the training provided by the TDSB Occupational Health and Safety department will provide you the opportunity to work as a health and safety alternate inspector for TDSB schools.

The alternate position is not a full-time position, and the amount of work you receive as an alternate inspector may vary. Typically, you may work a few days per month.

COMPENSATION:

Health and Safety Inspectors Alternates are paid at their Occasional Teacher daily rate of pay and paid a half or full-day for attendance at training, inspections, meetings, and other activities approved by the TDSB Occupational Health and Safety department.

Interested candidates in this training opportunity, please email: First Vice-President, Laura Barrett, lbarrett@etfo-torots.org and c.c. mgallippi@etfo-torots.org with the subject line: Health and Safety Training, by September 3, 2025. Please include your full name and your TDSB employee number in your email.



LOCAL UNION OFFICE CLOSURE

The Local Union Office will be closed from June 30 and will reopen on September 2, 2025. However, if you have been contacted by TPS and/or CAS due to an allegation, or have an urgent matter, please contact the

**ETFO Professional Relations Services (PRS) office at
416-962-3836**

Please ask for PRS and state your call is urgent.

**FOR LOCAL UNION INFORMATION,
PLEASE VISIT OUR WEBSITE.**

<https://etfo-torots.org/>

***Please ensure you are checking your TDSB email account
during the summer.**