



OCEOTA Annual General Meeting Minutes
CUPE Local, 1505 Carling Ave.
May 28, 2024
5:30 p.m.

1. **Call Meeting to Order:** Dyer
2. **ETFO Human Rights Statement, Land Acknowledgment Statement:** Oukacine, Deria
3. **President's Welcome:** President Dyer welcomed everyone to the meeting. As part of etiquette, this meeting is confidential. Topics and comments discussed in the meeting are not to be shared.
4. **President's Remarks:** This year has been particularly stressful for educators, starting with central bargaining at the beginning of the school year. Retroactive payments are set to be distributed by May 31st, and the growing issue of violence in schools remains largely unaddressed, as the government has chosen to focus on vaping and cellphone use instead.

The quality and value of qualified teachers are being undermined as the government allows unqualified individuals into classrooms. Additionally, the process for assigning daily teaching roles has been inconsistent and unfair.

Important dates to remember include June 26th for the Ratification vote, Dyer and Deria will continue as President and 1st Vice President of OCEOTA. The August 2024 ETFO Annual Meeting in Toronto will happen August 12-15 2024, and delegation members will be elected later on in the meeting. Dyer spoke to the recent 4% decline in student population.

Concerns about the hiring process were raised, focusing on improving it from both the perspective of OTs and OCDSB principals. Decisions regarding the Central Pool are expected on Friday, while Long-Term Occasional (LTO) positions will be posted later. OTs not eligible for the pool will still have the opportunity to apply to LTOs. Reorganizations (reorgs) may occur, with the possibility that some LTO positions could become permanent contract positions.

Pat Dixon was honored with the Honorary Award, and it's important to note that the Ontario Teachers' Federation (OTF), which consists of four unions, made a decision to not extend the 50-day limit for retired members.

Business Meeting: Parliamentarian Leah Dobbin

5. **Approval of Agenda:** Mover: Walthert, Seconder: Jones
6. **Deria/Dyer motion to approve Minutes from last Fall GM October 25th, 2023:**
Motion carried.



7. **Treasurer's Report for April:** Orally presented by Szewczyk-Chan.
8. **Business Arising:** No business arised.
9. **New Business:**
 - i. **Elections:** Chief Scrutineer Dyer explained voting procedures.
 - a. Election of Member-at-large (3): D.Elkhouli was nominated by H. Oukacine, D.Elkhouli accepts and runs unopposed.
 - b. ETFO AM Delegates (5): Alicia Szewczyk-Chan, Caitlin Walthert, Shari Langevin, Jimmy Hon, Jessica Ho
 - c. ETFO AM Alternates: OCEOTA is still seeking 2 alternates for the ETFO AM.
 - ii. **Budget:**
 - a. Deria presented the Interim Budget (copies on the floor). Final budget will be voted on at the Fall GM. Levy may be adjusted through the year due to the pending confirmation of the daily rate increases, salary increases and final LTOs (FTE) numbers so we are within the 1%. Clarification from the floor on how many released officers for OCEOTA.
 - b. Deria/Dyer motion to approve that the OCEOTA 2024-25 levy be set at 0.33%. Motion carried.
 - c. Deria/Dyer motion to approve that the OCEOTA 2024-25 Draft Budget be approved. Motion carried.
 - iii. **Update on Collective Bargaining:** (Delivered by Chief Negotiator, Dyer)

The collective bargaining process at the local level is still ongoing. In June 2023, Dixon served as the chief negotiator during the last round of bargaining with the OCDSB, and we've reached a promising stage. Various perspectives and approaches were discussed and examined, leading to positive steps forward for both Occasional Teachers (OTs) and Long-Term Occasional Teachers (LTOs).

One of the key issues discussed was the language used in the agreement, emphasizing that members must always be prioritized. A significant victory was won regarding the ability for teachers to write report cards from home, a stance that both OCETFO and OCEOTA supported.

The upcoming June 26th meeting is crucial, and all members are strongly encouraged to attend. There will also be updates on Bill 124 in June, where members can contact the OCDSB regarding the lump sum payments received on May 31st.

OCDSB members are currently the lowest-paid OTs in the province, and our collective agreement lags behind other school boards. However, ETFO has proposed a solution: rather than focusing on small increases, they suggest a plan to bring those at the bottom up, which would result in the



largest raise in the province for our members. We hope this proposal will be a central focus during collective bargaining.

Finally, Kaplan's decision is expected soon, but we won't see the full outcome until the bargaining process is finalized.

- iv. ***Committee Reports (copies on the floor):*** Motion to Accept Committee Reports.
10. **Awards:** Szewczyk-Chan presented the Member Engagement Award to Dalia Elkhoul.
11. **Door Prizes Draw Winners:** Jimmy Hon, Ayman Karmali, Zehra Haider, Sumedha Sethi, David Ho, William Stanton
12. **Members' Open Forum:**
 - There are growing concerns about unqualified individuals being placed in classrooms. These individuals are not certified teachers but have a police background, and hopefully, they are at least 18 years old.
 - One suggestion provided from the floor was to encourage reporting the names of these adults via a Google form, which will be shared with the union.
 - When it comes to unqualified teachers in LTO positions, there are examples of schools that may resort to hiring unqualified individuals if no qualified applicants are available. However, this requires a government-issued "Letter of Permission" from the Ministry of Education to authorize the individual to teach.
 - Occasional Teachers are also concerned about personal and student safety, with many reluctant to take on certain assignments.
 - Problems with the EasyConnect system have been noted, and there are discussions about improving it.
 - A key question remains: What should an OT do if they are in a role for which they are unqualified (by division) and that position turns into an LTO? This is a gray area, clarification on this issue is needed.
13. **Motion to Adjourn:** Mover: Ho, Seconder: Oukacine. Motion carried. Meeting adjourned at 7:22 p.m.