

Resolutions and Nominations Booklet AGM2018

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President's message



I have been attending our Annual General Meeting for many years, and I am continually inspired by the energy that is created when hundreds of Catholic teachers come together to share our ideas and reaffirm our values. AGM is a powerful reminder of the benefits of unionism, and a testament to the commitment of Catholic teachers to our profession and to one another.

Let there be no doubt that the work we do at AGM makes a real difference. Delegates play a central role in our democratic process, making decisions that define the governance and operations of the Association. Last year, we navigated through some difficult issues: voting to increase the membership fee and undertake much needed reform of our provincial committee structure. I am pleased to report that both of these actions have greatly enhanced our ability to provide responsive, relevant service to Catholic teachers across Ontario.

Another significant action taken at last year's meeting was to make addressing violence against teachers one of the Association's key priorities. Since then, we have undertaken a comprehensive survey of members, which has enabled us to show the scope and scale of the problem. We have also developed a series of recommendations that would improve the process for reporting violent incidents, and ensure that all teachers and students are getting the programs and professional supports they need. We have been drawing attention to the issue through the news media, in our publications, and in meetings with the government and other stakeholders.

This year, we will again be debating resolutions to set the policies, procedures, and by-laws of the organization, and to direct the Association to take action on specific objectives. We will also be augmenting our key priorities. These decisions will be incredibly important, as we begin to lay the groundwork for the next round of collective bargaining.

The weekend will also feature a number of guest speakers. As we are moving toward a provincial election, we will be hearing from the leaders of the major political parties, who will offer some sense of their plans for the education system. As you probably know, this year's election will be quite different for the Association, as changes to the *Election Finances Act* severely limit our ability to make donations or take out advertisements. It will be more important than ever for all of us to learn about the issues, engage in the process, and support candidates who will serve the interests of teachers, students, and publicly funded Catholic education.

We will also be hearing from leaders in the labour movement, who will talk about the efforts that Catholic teachers have been involved in to promote the common good. In 2017, the Association brought large delegations to the conventions of both the Canadian Labour Congress and the Ontario Federation of Labour, where we helped to set the course for the next few years of union activism. We have also been proud supporters of the \$15 and Fairness initiative and the Make it Fair campaign, which recently culminated in groundbreaking new labour laws that will improve the lives of millions of Ontarians.

And we will be welcoming mental health advocate Mark Henick as our Human Rights Speaker. We will consider how we can continue breaking down the stigma of mental illness, helping our colleagues, students, and neighbours to speak openly about their mental health needs. This is yet another example of Catholic teachers being at the forefront of public discussions about issues that affect our schools and communities.

At last year's meeting, we kicked off a concerted effort to articulate the unique contributions of Catholic teachers and publicly funded Catholic education. I am sure you have seen some of the examples on buses or billboards, subway cars or computer screens. But as we have said all along, this is not just about public relations – it is about developing a new understanding of ourselves and our role in society. As we head into AGM 2018, I hope you have renewed confidence in the good that Catholic teachers can do when we come together to support each other and celebrate our values.

Liz Stuart
President

The following resolutions in the By-laws section have been strung together: #s 8 and 9

**1. By-laws, Provincial Bargaining, page 24
(Toronto Secondary)**

2/3 That By-laws, Provincial Bargaining, 2.70, be amended by deletion and substitution to read: “Prior to entering into provincial bargaining of any form, the provincial bargaining team shall develop and present the initial bargaining priorities to the provincial executive for input and approval. Upon approval, the provincial executive shall then present the initial bargaining priorities to the council of presidents for input and approval, in a timely fashion, at least seven days prior to a council of presidents meeting being held.”

Rationale: The decision to enter into discussions to extend the current provincial agreement was required to be made the same day it was presented to the council of presidents, allowing no time for discussion among local executives or reflection.

AGM Disposition: carried lost other _____

**2. By-laws, Pre-Hearing Process, page 43
(Provincial Executive)**

2/3 That By-laws, Pre-Hearing Process, 2.220, be amended by the addition of: “If the agent is a member of the Association, the member must be in good standing” after “who is not legal counsel”;

It would then read:

“Upon receipt of this information, the general secretary shall serve the complainant(s) and the respondent(s) with a notice of hearing containing:

- the date, time and place of the hearing;
- the names of the members of the discipline panel and the name of the chair of the panel;
- a statement that the parties are entitled to appear in person and/or be represented by a member of the secretariat or an agent, who is not legal counsel. If the agent is a member of the Association, the member must be in good standing;
- a statement that the parties must inform the panel chair, within seven days, of the name and contact information of their agent, if one is to be used;
- a statement that if the parties do not appear at the time scheduled for the hearing, the discipline panel may consider the matter in their absence without any further notice; and
- a statement that the Association will pay reasonable travel and accommodation costs incurred by the parties and their agent at the hearing.”

Rationale: This will prevent a member who is not in good standing appearing before the discipline panel representing another party named in the complaint.

AGM Disposition: carried lost other _____

**3. By-laws, Annual General Meeting, page 15
(Halton Secondary)**

2/3 That By-laws, Annual General Meeting, 2.20.7, be amended by deletion.

Rationale: Annual general meeting days are very long. Removing the stipulation that requires 4.5 hours of debate each day allows those who set the agenda, provincial executive and steering committee, enough flexibility to plan accordingly to meet the needs of the day.

AGM Disposition: carried lost other _____

**4. By-laws, Bargaining Unit Executive Duties, page 34
(Provincial Executive)**

2/3 That By-laws, Bargaining Unit Executive Duties, 2.134, be amended by the addition of a new section to read: “to promote the interests of the Association”

Rationale: Currently, the unit executive duties include a requirement to promote the interests of the Association, however, it is not included in the list of duties for a bargaining unit executive. The duty needs to be included for consistency.

AGM Disposition: carried lost other _____

**5. By-laws, Discipline Process, page 40
(Provincial Executive)**

2/3 That By-laws, Discipline Process, be amended by the addition of a new section to read: “Without limiting the jurisdiction of the discipline panel to act accordingly and to provide appropriate relief and to make findings, the “Safe Workplace and Member Conduct” policy applies to all conduct by the parties, including but not limited to, conduct with respect to other parties, potential and/or actual witnesses and the discipline panel during the pre-hearing and hearing processes.”

Rationale: The conduct of the parties to a discipline complaint will be subject to the “Safe Workplace and Member Conduct” policy to address behaviour intended to influence the participation of all those involved.

AGM Disposition: carried lost other _____

**6. By-laws, Pre-Hearing Process, page 43
(Dufferin-Peel Secondary)**

2/3 That By-laws, Pre-Hearing Process, 2.217, be amended by the addition of a new section to read: “Where the complaint is dismissed for reasons cited above, the general secretary shall provide a detailed, written rationale explaining the reason(s) for the dismissal of the complaint within a reasonable amount of time.”

Rationale: Currently there is no onus on the general secretary to provide a detailed, written rationale to the complainant for the dismissal of the complaint. Providing a detailed explanation may help the complainant gain understanding as to why the complaint was dismissed and that the complaint was given due consideration.

AGM Disposition: carried lost other _____

**7. By-laws, Pre-Hearing Process, page 43
(Provincial Executive)**

2/3 That By-laws, Pre-Hearing Process, 2.220, be amended by the addition of: “a statement specifying the alleged handbook violations which are to be decided upon by the panel.”

It would then read:

“Upon receipt of this information, the general secretary shall serve the complainant(s) and the respondent(s) with a notice of hearing containing:

- the date, time and place of the hearing;
- the names of the members of the discipline panel and the name of the chair of the panel;
- a statement that the parties are entitled to appear in person and/or be represented by a member of the secretariat or an agent, who is not legal counsel;
- a statement that the parties must inform the panel chair, within seven days, of the name and contact information of their agent, if one is to be used;
- a statement that if the parties do not appear at the time scheduled for the hearing, the discipline panel may consider the matter in their absence without any further notice;
- a statement that the Association will pay reasonable travel and accommodation costs incurred by the parties and their agent at the hearing; and
- a statement specifying the alleged handbook violations which are to be decided upon by the panel.”

Rationale: The notice of hearing components needs to be expanded to include the specific handbook references to be put before the discipline panel. These may or may not be the complete set of allegations that had been put forward by the complainants. Any allegations found to be vexatious, frivolous, or insubstantial shall not be referred to the panel.

AGM Disposition: carried lost other _____

**8. By-laws, Hearing Process, page 43
(Provincial Executive)**

2/3 That By-laws, Hearing Process, be amended by the addition of a new section to read: “Should a party abandon the hearing process, the discipline panel may continue with the hearing to its conclusion and render its decision.”

Rationale: It is necessary to clarify how the discipline panel will proceed in the event that one of the parties to the complaint abandons the process during the hearing.

AGM Disposition: carried lost other _____

Note: #s 8 and 9 are strung together.

**9. By-laws, Appeal Process, page 44
(Provincial Executive)**

2/3 That By-laws, Appeal Process, be amended by the addition of a new section to read: “Where a party abandons the hearing process and the discipline panel continues the hearing process and renders its decision, the abandonment of the hearing process by that party may be a ground for dismissing any appeal that has been initiated by that party.”

Rationale: Should either party abandon the hearing process, the discipline panel may proceed with the hearing to its conclusion and issue a decision. Abandonment of the hearing process by the party appealing may be grounds for dismissal of the appeal. The party that abandons the decision would still have the right to move to have the decision overturned by the courts.

AGM Disposition: carried lost other _____

Note: #s 8 and 9 are strung together.

**10. By-laws, Appeal Process, page 44
(Provincial Executive)**

2/3 That By-laws, Appeal Process, 2.233 be amended by the addition of a new section to read: “The respondent party to the appeal shall be the Association.”

Rationale: The discipline panel is a body created to complete a specific task assigned to it by the Association. As such, the discipline panel report, once it is provided to the general secretary, is the property of the Association. Thus, the Association should be the respondent in the appeal process. This is the process used by the federal government in employment insurance cases – the federal government, through the Ministry of Employment and Social Development, is the respondent to the appeal of a Social Security Tribunal of Canada decision.

AGM Disposition: carried lost other _____

**11. By-laws, Appeal Process, page 44
(Provincial Executive)**

2/3 That By-laws, Appeal Process, be amended by the addition of a new section to read: “The other party to the discipline hearing, who is not the appellant, may choose to be a party to the appeal.”

Rationale: This would allow the other party to the complaint that gave rise to the discipline decision the opportunity to participate, but without the standing to seek amendments to the decision of the panel.

AGM Disposition: carried lost other _____

**12. By-laws, Appeal Process, page 45
(Provincial Executive)**

2/3 That By-laws, Appeal Process, 2.244 be amended by the addition of a new section to read: “amending the penalty where the appeal officer determines that it is not reasonable and appropriate in all circumstances.”

Rationale: The Appeals Officer should have the ability to amend the penalty should there be a finding under By-laws 2.234.1 or 2.234.2, or should the Appeals Officer find that the penalty is not reasonable.

AGM Disposition: carried lost other _____

POLICIES

**13. Policies, Health and Safety: Assault Upon Teachers, page 57
(Health and Safety Committee)**

2/3 That Policies, Health and Safety: Assault Upon Teachers, 3.98, be amended by deletion and substitution to read:

“That where a member has suffered workplace violence the following steps should be followed:

- the assailant is removed from the presence of the member immediately;
- the member receives immediate medical attention, where warranted, and medical verification (as per Workplace Safety and Insurance Board reporting protocol) of the incident of workplace violence;
- the member, or if necessary a colleague, informs the principal at the earliest opportunity, and the principal, in turn, informs the central board office that an incident of workplace violence has taken place and requests that the board’s legal counsel be so advised;
- the principal immediately establishes that an incident of workplace violence has occurred, conducts an investigation, and completes a written risk reassessment as per the *Occupational Health and Safety Act*;
- where the alleged assailant is a student in that school, the principal immediately reassigns the student out of the classes of the assaulted member and, where it is possible this reassignment is permanent;
- where the investigation establishes that an incident of workplace violence has taken place and that the assailant is a student in that school, the student is considered for suspension from school and the parent or guardian is so informed; that student is not subsequently assigned to the member’s classes;
- where the investigation establishes that the assailant is a person other than a student in that school, or where, in any event, the incident of workplace violence is of a serious nature, in terms of bodily harm, the principal calls the police service to investigate;
- subject to consultation with the assaulted member, and the member taking legal advice through the Association and/or the board, the principal calls the police service to investigate, regardless of the source or gravity of the incident of workplace violence;
- the principal makes a written account of the events, times and witnesses and furnishes the member with a copy of this account and any other reports pertaining to the incident of workplace violence, as per the *Occupational Health and Safety Act*;
- the member, or, if necessary, a colleague or the principal, informs the Association representative and the unit president of the incident of workplace violence; and
- the unit president informs the Association’s provincial office of the incident of workplace violence.”

Rationale: This resolution would update the language and the specific use of the term ‘assault’ and change it to the more commonly used term of ‘workplace violence’ as defined under the *Occupational Health and Safety Act*. For ease of reference, please note that this resolution would delete some of the current policies under this section (3.98.12, 3.98.13, and 3.98.14)

AGM Disposition: carried lost other _____

**14. Policies, Health and Safety: Assault Upon Teachers, page 58
(Health and Safety Committee)**

2/3 That Policies, Health and Safety: Assault Upon Teachers, 3.99, be amended by deletion of “a risk of” and substitution with “incidents of workplace”.

It would then read:

“That the Association support in principle, that support staff put in place to address incidents of workplace violence be adequately trained prior to being assigned to a classroom.”

Rationale: This resolution would update the language and the specific use of the term ‘assault’ and change it to the more commonly used term of ‘workplace violence’ as defined under the *Occupational Health and Safety Act*.

AGM Disposition: carried lost other _____

**15. Policies, Health and Safety: Assault Upon Teachers, page 58
(Health and Safety Committee)**

2/3 That Policies, Health and Safety: Assault Upon Teachers, 3.100, be amended by deletion of “assaults” and substitution with “incidents of workplace violence”.

It would then read:

“That the Association support the principle that incidents of workplace violence, as described in policies 3.96 - 3.100, are, by definition, acts of workplace violence under the *Occupational Health and Safety Act* (OHSA, PART III.0.1) and therefore must be reported, investigated, reassessed as to risk and the subject of hazard controls as per the *Occupational Health and Safety Act* in addition to being subject to these provincial handbook policies on assault.”

Rationale: This resolution would update the language and the specific use of the term ‘assault’ and change it to the more commonly used term of ‘workplace violence’ as defined under the *Occupational Health and Safety Act*.

AGM Disposition: carried lost other _____

**16. Policies, Health and Safety, page 56
(Health and Safety Committee)**

2/3 That Policies, Health and Safety, 3.85, be amended by deletion of “664” and insertion of “NFPA 664: Standard for the Prevention of Fires and Explosions in Wood Processing and Woodworking Facilities” after “Association”.

It would then read:

“That the Association support the right of all workers to work in an environment where the control of wood dust complies with the *Occupational Health and Safety Act*, the Ontario Building Code and National Fire Protection Association NFPA 664: Standard for the Prevention of Fires and Explosions in Wood Processing and Woodworking Facilities.”

Rationale: The change would now specify the full name of the NFPA standard that is mentioned in the existing policy.

AGM Disposition: carried lost other _____

**17. Policies, Health and Safety, page 56
(Health and Safety Committee)**

2/3 That Policies, Health and Safety, 3.92, be amended by the addition of: “, including sexual harassment” after each instance of “harassment”.

It would then read:

“That the Association support the principle that the *Occupational Health and Safety Act* (OHSA) definitions of workplace violence and harassment, including sexual harassment, as well as PART III.0.1 of the OHSA, violence and harassment,

including sexual harassment, are applicable to all persons in a workplace including students, students with special needs and members of the community at large.”

Rationale: This resolution updates the language in the policy to reflect legislative changes that have occurred to the *Occupational Health and Safety Act* through Bill 132.

AGM Disposition: carried lost other _____

**18. Policies, Health and Safety: Assault Upon Teachers, page 57
(Health and Safety Committee)**

2/3 That Policies, Health and Safety: Assault Upon Teachers, 3.96, be amended by deletion and substitution to read: “That the Association support members who have been subjected to workplace violence while performing their professional duties. Workplace violence is an assault, an attempted assault or the threat of an assault.”

Rationale: This resolution would update the language and the specific use of the term ‘assault’ and change it to the more commonly used term of ‘workplace violence’ as defined under the *Occupational Health and Safety Act*.

AGM Disposition: carried lost other _____

**19. Policies, Administration, page 47
(Algonquin-Lakeshore, Nipissing Secondary, Northeastern and Wellington)**

2/3 That Policies, Administration, be amended by the addition of a new section to read: “That local units be encouraged to join local labour councils and to participate in their activities.”

Rationale: The Ontario English Catholic Teachers’ Association is a union and a member of both the Ontario Federation of Labour and the Canadian Labour Congress. It is highly appropriate for local units to join local labour councils and to participate in their activities.

AGM Disposition: carried lost other _____

**20. Policies, Bargaining Goals, Benefits, page 53
(Halton Elementary)**

2/3 That Policies, Bargaining Goals, Benefits, be amended by the addition of a new section to read: “That collective agreements provide for increases in funding to reflect real benefits costs based upon the principle of comparability increases in consumer prices and productivity and the rising costs of medication, health services and other health-related needs.”

Rationale: Given that provincial bargaining now captures salaries and benefits, benefits improvements should be listed as a priority regarding bargaining goals. Benefits costs continue to rise and we need to ensure funding from the government is adequate to maintain Employee Life and Health Trust benefits at the current level or with improvements to the OECTA ELHT Benefits Plan.

AGM Disposition: carried lost other _____

**21. Policies, Bargaining Goals, page 51
(Toronto Secondary)**

2/3 That Policies, Bargaining Goals, be amended by the addition of a new section to read: “Joint Environmental/Laudato Si Committees to: receive, discuss and actively address environmental concerns raised by the employer and/or employees and conduct regular monthly inspections of the workplace to identify and make recommendations regarding conditions that may be detrimental to the environment.”

Rationale: As a Catholic union it is our duty of environmental stewardship to model and pioneer new ways of meeting the environmental challenges of the 21st century. Schools and school boards generate waste, use energy, and employees burn fuel

getting to and from the workplace. Minimizing waste and energy use is something Catholic employers and workers should jointly discuss and work on improvements together for the benefit of our students' future.

AGM Disposition: carried lost other _____

**22. Policies, Miscellaneous, page 63
(Toronto Secondary)**

2/3 That Policies, Miscellaneous, be amended by the addition of a new section to read:
“That the Association endorse and support the boycott, divestment and sanctions against Israel as called for by Palestinian civil society groups, until it complies with international law, applicable and specific United Nations resolutions and universal principles of human rights.”

Rationale: Israel’s nearly 50 years of occupation has seriously damaged the fabric of Palestinian society through annexation, settlement, collective punishment and restriction of movement. Respected world leaders, including Archbishop Desmond Tutu and former U.S. President Jimmy Carter, have drawn parallels between the state of Israel’s treatment of Palestinians and the former apartheid regime in South Africa. One effect of the occupation has been the denial of educational rights for Palestinians by invasions, closures, checkpoints, curfews, and shootings and arrests of teachers, lecturers and students. Over 170 civil society organizations, including the Palestinian trade union movement, have called on the world to adopt a campaign of boycott, divestment and sanctions against Israel, similar to that used against South Africa. Peaceful social change methods are vital to ensuring peace and stability in the region.

AGM Disposition: carried lost other _____

PROCEDURES

**23. Procedures, Annual General Meeting, page 77
(Legislation Committee)**

2/3 That Procedures, Annual General Meeting, 4.64, be amended by the deletion of: “If the unit membership fails to approve the resolution, it shall be submitted by the unit executive as a minority report at the request of the sponsors.”

It would then read:
“Any resolution submitted by a unit shall have been approved by the general membership of the unit prior to being submitted to the legislation committee.”

Rationale: Every resolution submitted by a unit to be considered at the annual general meeting has to be passed by the unit membership. Resolutions considered minority reports do not meet this requirement and should not be included in the supplement.

AGM Disposition: carried lost other _____

**24. Procedures, Audited Statement, page 84
(Provincial Executive)**

2/3 That Procedures, Audited Statement, 4.108, be amended by deletion.

Rationale: The 2017 annual general meeting approved the following Association key priority: “1) To have all unit and bargaining unit audits performed by the finance department.” Given that the Association will have fully implemented this key priority by the end of the 2017-2018 fiscal year, this procedure is no longer needed.

AGM Disposition: carried lost other _____

**25. Procedures, Marion Tyrrell Memorial Award of Merit, page 73
(Awards Committee)**

2/3 That Procedures, Marion Tyrrell Memorial Award of Merit, 4.17, be amended by deletion.

Rationale: There is no way to ensure that a qualified applicant is nominated each year, so it is not always possible to comply with this procedure.

AGM Disposition: carried lost other _____

**26. Procedures, Pearse Shannon Memorial Association Service Award, page 73
(Awards Committee)**

2/3 That Procedures, Pearse Shannon Memorial Association Service Award, 4.24, be amended by deletion.

Rationale: There is no way to ensure that a qualified applicant is nominated each year, so it is not always possible to comply with this procedure.

AGM Disposition: carried lost other _____

**27. Procedures, Fintan Kilbride Memorial Social Justice Recognition Award, page 74
(Toronto Secondary)**

2/3 That Procedures, Fintan Kilbride Memorial Social Justice Recognition Award, 4.28, be amended by the insertion of “or former member” between “member” and “who”.

It would then read:

“A member or former member who has demonstrated significant personal commitment to the achievement of social justice and has inspired students to engage in activities focused on social justice objectives shall be eligible for the award.”

Rationale: This amendment would allow the committee to consider presenting the award to a member after retirement, which the current wording does not permit.

AGM Disposition: carried lost other _____

**28. Procedures, Fintan Kilbride Memorial Social Justice Recognition Award, page 74
(Awards Committee)**

2/3 That Procedures, Fintan Kilbride Memorial Social Justice Recognition Award, 4.32, be amended by deletion.

Rationale: There is no way to ensure that a qualified applicant is nominated each year, so it is not always possible to comply with this procedure.

AGM Disposition: carried lost other _____

**29. Procedures, Post-Graduate Scholarships, page 75
(Awards Committee)**

2/3 That Procedures, Post-Graduate Scholarships, 4.39, be amended by the addition of: “and who have demonstrated local and/or provincial involvement in the Association.”

It would then read:

“Priority consideration shall be given to those applicants whose leaves have been approved by their employing boards and who have demonstrated local and/or provincial involvement in the Association.”

Rationale: It is desirable that members who are provided Association funding to further their education have demonstrated a commitment to the Association through local and/or provincial involvement. This information is already requested on the application form, so the new wording reflects a long-standing practice.

AGM Disposition: carried lost other _____

**30. Procedures, Fellowships for Religious Studies, page 75
(Awards Committee)**

2/3 That Procedures, Fellowships for Religious Studies, 4.43, be amended by the addition of: “and who have demonstrated local and/or provincial involvement in the Association.”

It would then read:

“Priority consideration shall be given to those applicants whose leaves have been approved by their employing boards and who have demonstrated local and/or provincial involvement in the Association.”

Rationale: It is desirable that members who are provided Association funding to further their education have demonstrated a commitment to the Association through local and/or provincial involvement. This information is already requested on the application form, so the new wording reflects a long-standing practice.

AGM Disposition: carried lost other _____

**31. Procedures, Fellowships for Labour Studies, page 76
(Awards Committee)**

2/3 That Procedures, Fellowships for Labour Studies, 4.48, be amended by the addition of: “and who have demonstrated local and/or provincial involvement in the Association.”

It would then read:

“Priority consideration shall be given to those applicants whose leaves have been approved by their employing boards and who have demonstrated local and/or provincial involvement in the Association.”

Rationale: It is desirable that members who are provided Association funding to further their education have demonstrated a commitment to the Association through local and/or provincial involvement. This information is already requested on the application form, so the new wording reflects a long-standing practice.

AGM Disposition: carried lost other _____

ACTION DIRECTIVES

**32. Action Directives, page 95
(Dufferin-Peel Secondary)**

Simple Majority

“That the Association, through the Ontario Teachers’ Federation, call on the Ontario Teachers’ Pension Plan Board of Directors to oppose investments in for-profit water companies that do not provide access to clean and affordable water to local communities.”

Rationale: The Ontario Teachers’ Pension Plan currently holds investment in a for-profit water company based in Chile. Water is a natural resource which is of community interest and is essential to human existence. Every person has the right to access this valuable community resource.

AGM Disposition: carried lost other _____

**33. Action Directives, page 95
(Halton Elementary, Wellington, Health and Safety Committee and Teacher Development Committee)**

Simple Majority

“That the Association lobby the Ministry of Education to create a standardized electronic platform for Ontario Student Records.”

Rationale: Currently, there may be a delay period where students attend school, but their student records have not arrived at the school in a timely fashion. Without access to this information, student programming is difficult and worker safety may be at risk. A standardized electronic Ontario Student Record would allow for easier access to records and faster transfer of those records between educational institutions when students move between schools.

AGM Disposition: carried lost other _____

**34. Action Directives, page 95
(Human Rights Committee)**

Simple Majority

“That the Association lobby the Ministry of Education to require school boards to provide unfettered access for teachers to sick leave when experiencing an incident that impacts their mental health.”

Rationale: Although mental health issues impact many of our members’ ability to be at work, school boards continue to negatively impact their recovery through harassment while they are on sick leave. Teachers who are ill should be able to focus their time and energy on recovering in a healthy and productive way, rather than be constantly barraged with phone calls, emails, meetings, and medical forms. Human resource departments should be focused on helping those who are vulnerable rather than forcing them back to work prematurely, so they can improve their budgetary lines.

AGM Disposition: carried lost other _____

**35. Action Directives, page 95
(Halton Elementary)**

Simple Majority

“That the Association lobby the Ministry of Education and Ministry of Labour to implement the nine recommendations from the Association’s “Safer Schools For All” report, September 2017.”

Rationale: In Spring 2017, the Association engaged members to participate in a survey regarding violence in their schools. The data collected illustrated that members noted a significant increase in violent incidents in their workplaces. These incidents have been the cause of workplace injuries, increased mental stress and fear. The data also illustrates that school boards do not effectively train employees on an ongoing basis with regard to this issue. School boards do not effectively address this serious issue. This will formalize the Association’s plan of action to address violence in schools.

AGM Disposition: carried lost other _____

**36. Action Directives, page 95
(Toronto Secondary)**

Simple Majority

“That the provincial executive investigate and report to the 2019 annual general meeting on the creation of a First Nations, Métis and Inuit (FNMI) solidarity and land defense fund that would be funded through a 0.02% deduction from every teacher’s salary once yearly to coincide with July 1.”

Rationale: In the words of recently passed aboriginal leader and strategist, Arthur Manuel: “Indian reserves are only 0.2 percent of Canada’s land mass yet indigenous peoples are expected to survive on that land base. This has led to the systematic impoverishment of indigenous peoples and this impoverishment is a big part of the crippling oppression indigenous peoples suffer under the existing Canadian colonial system. This ... is used as a weapon by Canada to keep us too poor and weak to

fight back. Settler Canadians, on the other hand, enjoy and benefit from 99.8 percent of our indigenous land base under the federal and provincial governments. That is what the first Canadian constitution established under the *British North America Act, 1867*.” This fund will be used for solidarity with FNMI, to assist underfunded First Nations schools with resources, and protection of the land from exploitation and climate change.

AGM Disposition: carried lost other _____

**37. Action Directives, page 95
(Halton Elementary and York)**

Simple Majority

“That the Association, through the Ontario Federation of Labour, lobby the provincial government to amend the *Ontario Public Sector Salary Disclosure Act (1996)* so that the salary threshold of \$100,000 reflects cost of living increases since its inception.”

Rationale: Since its inception in 1996, the *Ontario Public Sector Salary Disclosure Act*, also known as the “Sunshine List”, has held the threshold for reporting public sector salaries at \$100,000. This threshold no longer represents the true adjusted value of \$100,000 in 2017. As per the Bank of Canada inflation calculator, the current real purchasing power of the threshold in 2017 is approximately \$70,000. Many teachers are now on this list as a result of salary increases that have been merely in line with inflation. The \$100,000 threshold set in 1996 should be adjusted to approximately \$145,000.

AGM Disposition: carried lost other _____

**38. Action Directives, page 95
(Halton Elementary and York)**

Simple Majority

“That the Association study and report to the fall council of presidents on the factors contributing to the increasing number of unfilled teacher absences across the province.”

Rationale: With alarming frequency, teacher absences resulting from extra-curricular board sanctioned events occurring within the school day, teacher illness, board-scheduled workshops, etc., are resulting in unfilled absences. It is important to ensure that occasional teachers have fair and equitable access to all known teacher vacancies and to address the increasing workload for permanent teachers due to unfilled absences. Determining the causes, such as problematic absence management systems, faculty graduation rates, artificially small occasional teacher rosters will give the Association the required information to determine a course of action to address the problem.

AGM Disposition: carried lost other _____

**39. Action Directives, page 95
(Toronto Secondary)**

Simple Majority

“That the Association lobby the Ontario Teachers’ Federation to establish an advisory group comprised of First Nations individuals to advise the affiliates on First Nations issues.”

Rationale: There were criticisms that last summer’s focus on renaming all John A. Macdonald schools took away from issues more pressing to the First Nations, Métis and Inuit (FNMI) community. An advisory body would provide a forum to direct the goodwill and desire for reconciliation of the affiliates to the areas of most concern for FNMI.

AGM Disposition: carried lost other _____

**40. Action Directives, page 95
(Dufferin-Peel Secondary)**

Simple Majority

“That the Association lobby the provincial government to disclose any and all confirmed cases of communicable diseases to the respective school boards where individuals with confirmed cases attend.”

Rationale: A worker’s right to know is of paramount importance when it comes to managing their health and safety. Currently, health officials are aware of confirmed cases of communicable diseases and are not sharing the information with employers and, by extension, workers. Sharing this information is crucial to workers being able to make informed decisions around appropriate and necessary precautions.

AGM Disposition: carried lost other _____

**41. Action Directives, page 95
(Dufferin-Peel Secondary)**

Simple Majority

“That the Association, through the Ontario Teachers’ Federation, lobby the Ontario Teachers’ Pension Plan to employ all means within its capacity to have corporations under majority ownership of the Ontario Teachers’ Pension Plan adopt a labour code of ethics that meets or exceeds all applicable International Labour Organization, Canadian and provincial labour law standards.”

Rationale: Fair labour practices and good faith collective bargaining are the pillars of the labour movement. Our pension must be reflective of the same, and corporations in which the Ontario Teachers’ Pension Plan invests should adhere to fair, just, safe and legal labour practices.

AGM Disposition: carried lost other _____

**42. Action Directives, page 95
(Toronto Secondary)**

Simple Majority

“That the Association, through the Ontario Teachers’ Federation, call on the Ministry of Education to:

- a) provide targeted funding for a full-time school board coordinator in each board to coordinate and encourage Ontario EcoSchools certification;
- b) provide funding and support for school-based EcoSchools teams as they do for literacy and numeracy;
- c) fund training and support days for school-based EcoSchools teams;
- d) collect and publish, for public access, data on school board waste and energy with an emphasis on consistent improvement.”

Rationale: Thirty-six percent of Ontario schools have achieved Ontario EcoSchools certification at least once. Ontario EcoSchools is the best vehicle available for engaging students and staff in energy conservation, waste minimization, school ground greening, environmental stewardship and leadership. EcoSchools teams reduce energy use and waste, and save money. EcoSchools funding is far less than that provided for literacy and numeracy programs. If we do not embed and institutionalize environmental education and improvement the way we have for math and reading, we are going to be doing literacy and numeracy on a dead planet.

AGM Disposition: carried lost other _____

**43. Action Directives, page 95
(Toronto Secondary)**

Simple Majority

“That the Association, through the Ontario Teachers’ Federation, lobby the provincial government to conduct a review of the implementation of “Shaping our Schools, Shaping our Future”, the foundational document governing Ontario’s environmental curriculum and action.”

Rationale: It has been 10 years since the release of “Shaping our Schools, Shaping our Future”, the report of the working group on environmental education, chaired by Roberta Bondar. Many of the goals of the document, such as embedding environmental curriculum in all courses, have not been met. The province needs to review the successes and failures of the implementation, and by lobbying for a review the Association can place a renewed emphasis on the ministry’s environmental goals.

AGM Disposition: carried lost other _____

**44. Action Directives, page 95
(Dufferin-Peel Secondary)**

Simple Majority

“That the Association commemorate June as right-to-strike month.”

Rationale: In the summer of 1975, Bill 100, which recognized collective bargaining and the right to strike for teachers, became law. We need to recognize that collective bargaining and the right to strike are hard-won rights that earlier generations of teachers were willing to put their jobs on the line to achieve. We need to educate the current generation of teachers about that legacy. Designating June as right-to-strike month can become a catalyst for that education and member engagement to occur.

AGM Disposition: carried lost other _____

**45. Action Directives, page 95
(Dufferin-Peel Secondary)**

Simple Majority

“That the Association study and report on the cost and feasibility of the establishment of a new award ‘in recognition of outstanding leadership and service in the promotion and defence of Catholic education in Ontario.’ The award will mark the 200th anniversary of Catholic education in Ontario and will be named the Alexander Macdonell Award in honour of the founder of the first English Catholic school in Upper Canada (Ontario) in 1818.”

Rationale: With the approaching bicentennial of Catholic education in Ontario, and in light of the ongoing movement for a single public school system, the award will acknowledge the valued contribution made by notable leaders in education in ensuring the future growth of publicly funded Catholic education.

AGM Disposition: carried lost other _____

**46. Action Directives, page 95
(Dufferin-Peel Secondary)**

Simple Majority

“That the Association, through the Ontario Teachers’ Federation, seek the cooperation of the other affiliates to produce a list of teacher-friendly candidates in the next Ontario College of Teachers council elections. This is to be achieved through the formal endorsement and promotion of approved candidates based on responses to questionnaires sent to teacher candidates running for election.”

Rationale: A majority of members on the council of the Ontario College of Teachers are teachers elected by other teacher members of the College. Understanding that teachers’ working conditions are students’ learning conditions, committed union endorsement of select Ontario College of Teachers council candidates is the best safeguard against “mandate creep” and ensuring that the public interest is upheld in education.

AGM Disposition: carried lost other _____

SUMMARY OF RESOLUTIONS WITH FINANCIAL IMPLICATIONS

Res. #	Total cost 2018–2019 Budget	Base cost/(Savings) per member	Total cost Equivalent Base Fee Cost (Savings) 2018–2019	Equivalent Base Fee Cost (Saving) per member
GENERAL FUND				
47 Strung with 48	\$4,620.00	\$0.12	\$6,140.00	\$0.16
48 Strung with 47				
49 Unable to cost				
50	\$8,200.00	\$0.21	\$10,900.00	\$0.28
51	\$8,200.00	\$0.21	\$10,900.00	\$0.28
52	\$34,200.00	\$0.89	\$45,500.00	\$1.18
FEES				
None				

The following resolutions in the Financial Implications section have been strung together:
#s 47 and 48.

FINANCIAL IMPLICATIONS

47. By-laws, Provincial Committees, Networks, Work Groups, Project Teams and Task Forces, page 26 (Toronto Secondary)

2/3 That By-laws, Provincial Committees, Networks, Work Groups, Project Teams and Task Forces, 2.79, be amended by the addition of a new section to read: “environmental”.

Rationale: A standing committee is necessary to enable us to act collectively as Catholic educators in the fight against anthropogenic climate change. Our transition to a fossil-free ecozoic age requires comprehensive changes, hence the committee’s role must be broad. There are no jobs and no future for our students on a dead planet. Our current trajectory leads to cascading destabilizing effects of global famine and water scarcity, extreme weather events and refugee crises. We have a role to play in pension divestment from fossil fuels, in greening our school facilities and curriculum, in teaching the next generation how to live fossil-free, in educating members, in political lobbying and direct action that will help mitigate disastrous consequences.

Fund: General	Total Cost Budget 2018-2019	Per member
Base Cost / (Savings):	\$4,620.00	\$0.12
Equivalent Base Fee Cost / (Savings):	\$6,140.00	\$0.16

Council of Presidents Disposition: _____

AGM Disposition: carried lost other _____

Note : #s 47 and 48 are strung together.

**48. Procedures, Duties of Standing Committees, page 87
(Toronto Secondary)**

2/3 That Procedures, Duties of Standing Committees, be amended by the addition of a new section to read:

“Environmental Committee

- to develop recommendations for the provincial executive to assist units to establish programs to inform all members of the current trends, issues and problems as they pertain to the environment and climate change;
- to make recommendations to the provincial executive for possible action related to the environment and climate change;
- to make recommendations to the provincial executive on outreach to community-based environmental organizations;
- to assist the member engagement committee in promoting Association positions and interests regarding the environment at political party conventions and other political events;
- to advise and assist units in their local environmental action activities;
- to advise the provincial executive and membership of the environmental issues at the municipal, provincial and federal levels that affect education and to suggest strategies to influence the course of these issues;
- to make recommendations to environmental practices, policies and procedures;
- to make recommendations regarding the development of educational resources on the environment and climate change;
- to propose positions to be taken by the Association on issues pertaining to the environment;
- to identify members’ needs regarding living and working sustainably in a zero-carbon future and to recommend actions that the Association should pursue to address these needs.”

Rationale: A standing committee is necessary to enable us to act collectively as Catholic educators in the fight against anthropogenic climate change. Our transition to a fossil-free ecozoic age requires comprehensive changes, hence the committee’s role must be broad. There are no jobs and no future for our students on a dead planet. Our current trajectory leads to cascading destabilizing effects of global famine and water scarcity, extreme weather events and refugee crises. We have a role to play in pension divestment from fossil fuels, in greening our school facilities and curriculum, in teaching the next generation how to live fossil-free, in educating members, in political lobbying and direct action that will help mitigate disastrous consequences.

Council of Presidents Disposition: _____

AGM Disposition: carried lost other _____

Note : #s 47 and 48 are strung together.

**49. By-laws, Reserve Fund, page 37
(Provincial Executive)**

2/3 That By-laws, Reserve Fund, 2.157, be amended by the addition of a new section to read: “to underwrite any wind-up shortfall of the Occasional Teacher Benefit Plan, excluding any liability attributable to a board required to provide benefit funding under the occasional teacher collective agreement.”

Rationale: The 2014-2017 Central Agreement (Letter of Agreement #5 - Benefits, 4.1.4, i.) required that the benefits transition committee work with boards to create a suitable plan for daily occasional teachers. In September 2017, an agreement was made to create the Ontario English Catholic Teachers’ Association Occasional Teachers Benefits Trust. In order to create the Trust, the Association had to underwrite any liability that may be incurred for the plan that is not being paid for by a school board. This addition meets the requirement of underwriting the Occasional Teacher Benefit Plan.

Fund: General	Total Cost Budget 2018-2019	Per member
Base Cost / (Savings):	Unable to cost	-
Equivalent Base Fee Cost / (Savings):	-	-

Council of Presidents Disposition: _____

AGM Disposition: carried lost other _____

**50. Procedures, President, Salary and Benefits, page 80
(Halton Secondary)**

2/3 That Procedures, President, Salary and Benefits, 4.81, be amended by deletion of “25 percent” and substitution with “30 percent”.

It would then read:

“The Association shall provide an accommodation allowance of up to 30 percent of the gross salary under 4.78 for costs of rent, utilities and maintenance for secondary residence.”

Rationale: Housing costs and rental increases in Toronto have far exceeded inflation. Members who take this position should not be put at a financial disadvantage for doing so.

Fund: General	Total Cost Budget 2018-2019	Per member
Base Cost / (Savings):	\$8,200.00	\$0.21
Equivalent Base Fee Cost / (Savings):	\$10,900.00	\$0.28

Council of Presidents Disposition: _____

AGM Disposition: carried lost other _____

**51. Procedures, First Vice-President, Salary and Benefits, page 81
(Halton Secondary)**

2/3 That Procedures, First Vice-President, Salary and Benefits, 4.89, be amended by deletion of “25 percent” and substitution with “30 percent”.

It would then read:

“The Association shall provide an accommodation allowance of up to 30 percent of the gross salary under 4.78 for costs of rent, utilities and maintenance for secondary residence.”

Rationale: Housing costs and rental increases in Toronto have far exceeded inflation. Members who take this position should not be put at a financial disadvantage for doing so.

Fund: General	Total Cost Budget 2018-2019	Per member
Base Cost / (Savings):	\$8,200.00	\$0.21
Equivalent Base Fee Cost / (Savings):	\$10,900.00	\$0.28

Council of Presidents Disposition: _____

AGM Disposition: carried lost other _____

**52. Action Directives, page 95
(Nipissing Elementary, Nipissing Secondary, Northeastern and Sudbury Secondary)**

Simple Majority

“That the Association create a work group consisting of members of the council of presidents as follows: one from a small unit, one from a medium unit, one from a large unit, one from a unit that represents occasional teachers, one occasional teacher regional representative and five members from provincial executive, plus any required staff to study and report on the structure of the provincial executive including, but not limited to, such items as release time and responsibilities, as outlined in the handbook. The work group will report to the 2018 fall council of presidents with recommendations and, if required, resolutions for the 2019 annual general meeting.”

Rationale: The purpose of the work group is to ensure that the structure of the provincial executive continues to meet the needs of the Association. There has not been a recent review of this structure and it would be a benefit to the members that such a process be undertaken.

Fund: General	Total Cost Budget 2018-2019	Per member	
Base Cost / (Savings):	\$34,200.00	\$0.89	
Equivalent Base Fee Cost / (Savings):	\$45,500.00	\$1.18	
Council of Presidents Disposition:	_____		
AGM Disposition:	<input type="checkbox"/> carried	<input type="checkbox"/> lost	<input type="checkbox"/> other _____

Slate of Nominees for Election at the 2018 Annual General Meeting

PROVINCIAL EXECUTIVE

FIRST VICE-PRESIDENT



Candidate:

Warren Grafton

Status:

Statutory Member

Nominating Unit:

Waterloo

OECTA Unit

2011 - 2014: Spiritual Committee
2010 - 2014: Political Action Committee
2004 - 2009: President Waterloo Combined Unit
2004 - 2009: Occasional Grievance Officer
2006 - 2008: Occasional Bargaining Team
2006 - 2008: Secondary Bargaining Team
1998 - 2004: Elementary CEO/VP
1999 - 2004: Co-chair Joint Health and Safety Committee
1998 - 2004: Elementary Grievance Officer
1998 - 2009: Social Committee
1997 - 2009: Professional Development Committee
1997 - 2008: Finance Committee
1997 - 2004: Elementary Chief Negotiator
1997 - 2004: Staff Representative
1997: Picket Captain during the Political Protest
1997: Office Manager during the Political Protest
2003: Harassment Committee Member

OECTA Provincial

2017 - 2018: First Vice-President
2017 - 2018: Program and Structures Committee
2017 - 2018: Personnel Committee
2017 - 2018: OTBU Work Group
2017 - 2018: Collective Bargaining Committee
2015 - 2017: Treasurer
2016 - 2017: Elementary Schools Committee
2015 - 2016: Educational Aid
2015 - 2017: Finance Committee
2015 - 2016: Occasional Teacher Committee
2015 - 2016: Finance Work Group
2014 - 2015: Chair Political Advisory Committee
2016 - 2017: Elementary Schools Committee
2013 - 2014: 2nd Vice President
2013 - 2014: Provincial Bargaining Team
2009 - 2010, 2011 - 2013: 3rd Vice President
2012 - 2014: LTD Advisory Work Group
2011 - 2014: Human Rights Committee

2011 - 2014: Political Advisory Committee
2011 - 2012: Catholic Education Committee
2009 - 2010, 2011 - 2012: Occasional Teachers Committee
2010 - 2014: Chair Political Advisory Committee
2009 - 2011: Special Education Task Force
2009 - 2010: Catholic Education Committee
2009 - 2010: Awards Committee
2007 - 2009: Chair Funding Review Task Force
2005 - 2007: Chair Elementary Workload Task Force
2001 - Present: Member, Council of Presidents
2007 - 2008: Teacher Education Network
1997 - 2014, 2016 to Present: AGM Delegate

OTF

2008 - 2009, 2017 - 2018: ICE Representative
2011, 2014, 2015, 2017: FACE Lobby Day
2013 - 2014, 2017 - 2018: OTF Governor
2011 - 2013, 2015, 2016, 2017: Delegate to Canadian Teachers Federation
2015: Education International Delegate
2009, 2013, 2015, 2017: OFL Biennial Convention Delegate
2014, 2017: CLC Triennial Convention Delegate
1998 - 2009: Together In Education

Education

1984: Honours Bachelor of Science, University of Waterloo
1992: Bachelor of Education, York University
1993: Blind Part I, Western
1994: Blind Part II, Western
1995: Blind Part III, Western

Teaching Experience

1992: Monsignor J. H. O'Neil School, OCDSB
1993: St John's College, BHNCDSD
1994 to Present: Waterloo Catholic District School Board

SECOND VICE – PRESIDENT



Candidate:
Barbara Dobrowolski
Status:
Statutory Member
Nominating Unit:
Eastern Ontario

OECTA Unit

July 1, 2015 - Present: Teacher Welfare Officer
March 2008 - June 30, 2015: Eastern Unit President
2008 - Present: Chief Negotiator
1999 - 2001, 2005 - March 2008: Vice President
1994 - July 1, 2015: Executive Member
1996 - 2001, 2005 - March 2008, and
2015 - Present: Grievance Officer
1996 - 1999: Unit President, Prescott-Russell
2003 - Present, 1996 - 2001: Collective Bargaining Committee
2003 - Present, 1996-2000: Negotiating Team
Unit Committees: Joint Labour Management, Good Samaritan Trust Fund, Elementary and Secondary Staffing, PD, Legislation, Communication, Election & Constitution, Interim District Executive Alliance, Local OTF All-Affiliate, Equal Opportunity, Young Authors, Social, Joint Health and Safety, OT Liaison, Mental Health, Retirement

OECTA Provincial

March 2008 - Present, 1996 - 1999: Council of Presidents
2013 - Present: Provincial Bargaining Team
2013 - 2014: Benefits Task Force
2015 - Present: LTD Committee
2015 - Present: Status of Women Committee
2012 - 2014: Steering Committee
2004 - 2018, 1997 - 1998: AGM Delegate
2015 - 2018, 2009 - 2013: Program and Structures
2007/2008: Bullying Prevention Presenter
2005 - Present, 1996 - 2001: Eastern President
1997: New Unit Presidents' Presenter
1997 - 1998: Equal Opportunity Committee

OTF

2015 - 2018: OTF Board of Governors
2011, 2013, 2015, 2017: OFL Convention Delegate
OFL Women's Committee Member

Education

B. Ed. P/J; B.A. Honours English; B.Sc. Biochemistry

Teaching Experience

2001 - 2005: P/J, CDSBEO
1993 - 1999: P/J, Prescott-Russell/ CDSBEO

Other

2011, 2014, 2017: Canadian Labour Congress Delegate
2015, 2016: CTF AGM Delegate
2016, 2017: UNCSW Delegate

THIRD VICE – PRESIDENT



Candidate:
Andrew Donihee
Status:
Statutory Member
Nominating Unit:
Eastern Ontario

OECTA Unit

2008 - 2011: Eastern Ontario Unit Treasurer
2009 - 2010: Benefits Committee
2008 - 2009, 2011 - 2012: Collective Bargaining Committee
2007 - 2008: Unit Councillor
2005 - 2006: Beginning Teachers Committee

OECTA Provincial

2015 - 2018: Third Vice President
2015 - 2018: Provincial Representative Joint Health and Safety Committee (OECTA/OCSTA)
2010 - 2015: Provincial Executive (Councillor)
2014 - 2016: Financial Work Group
2007 - 2008: Chairperson, Beginning Teachers Committee
2005 - 2007: Beginning Teachers Committee
2009 - 2010: Catholic Education Committee
2011 - 2013: Provincial Liaison Status of Women Committee
2013 - 2014, 2015 - 2018: Provincial Liaison Health and Safety Committee
2013 - 2018: Provincial Liaison Legislation Committee
2010 - 2014 : Provincial Liaison Elementary School Committee
2014 - 2015: Provincial Liaison Secondary School Committee
2009 - 2011: Leadership Training

OTF

2011, 2012, 2013, 2015, 2016, 2017: OTF AGM

Education

Bachelor of Arts Lakehead University
Graduate Diploma in Education (P/J), University of Canberra, Australia
Intermediate Division, Geography
Senior Division, English
Religious Education (Part 1, 2, 3)
Guidance Education (Part 1, 2, 3)

Teaching Experience

2002 - 2003, 2004 - 2008: Elementary (PJ)

2003 - 2004: Seoul South Korea, ESL, Kindergarten
2008 to Current: Secondary (Religion)

Other

2017 - 2018: United Way of SD&G Board of Directors
2013, 2015, 2017: Ontario Federation of Labour Convention
2011, 2014: Canadian Labour Congress Convention
2015: Education International 7th World Congress
2011 - 2017: Canadian Teachers Federation AGM

TREASURER



Candidate:

Michel Derikx

Status:

Statutory Member

Nominating Unit:

Hamilton-Wentworth

OECTA Unit

2014 - 2015: Hamilton-Wentworth Elementary First Vice-President/Second Vice-President
2013 - 2014: First Vice-President
2005 - 2006: Second Vice-President
2004 - 2005: Councillor
2013, 2015: Council of Presidents (Observer)
2005, 2006, 2013, 2014, 2015, 2016: AGM Delegate
2004 - 2006, 2012 - 2015: Political Action Committee (Chair)
2004 - 2006, 2013 - 2015: Finance Committee
2013 - 2015: Social Justice Committee
2013 - 2014: By-law Committee
2014 - 2015: Legislation Committee
1997 - 2000: Dufferin-Peel Elementary Teacher Welfare Officer
1997 - 2000: Grievance Officer
1997 - 2000: Chief Negotiator
1995 - 2001: Collective Bargaining Table Team
1989 - 2001: Collective Bargaining Work Group
1998, 1999: Council of Presidents (Observer)
1998 - 2001: AGM Delegate
1990 - 1994: OECTA Staff Rep, Dufferin-Peel Elementary
2000: Dufferin-Peel OECTA Elementary Unit Service Award Recipient

OECTA Provincial

2017 - 2018: Provincial Executive, Treasurer
2015 - 2016, 2016 - 2017: Provincial Executive, Councillor
2015, 2016, 2017: Council of Presidents
2015 - 2016: Awards Committee
2017 - 2018: Audit Committee
2017 - 2018: Building Sub-Committee
2015 - 2017: Catholic Education Committee
2015 - 2016: Continuing Education Committee
2017 - 2018: Executive Environmental Sub-Committee

2014 - 2015, 2017 - 2018: Finance Committee
2016 - 2018: Human Rights Committee
2017 - 2018: Long Term Disability Committee
2015 - 2017: Chair of Long Term Disability Committee
2013 - 2016: Leadership Training (Foundation, Grievance Officer, Collective Bargaining)
2015, 2016, 2017: Collective Bargaining Regionals
2015, 2016, 2017: Grievance Officers Regionals
2015, 2016: Health and Safety Regionals
2015: Treasurers' Workshop
2013: Parliamentary Workshop
2013: Political Action Workshop
2013, 2015, 2017: Educating for the Common Good Conference

OTF

2015 - 2017: OTF Board of Governors Meetings, (Observer)
2015: OTF Elected Officers' Orientation
2015, 2016, 2017: CTF AGM
2015: Education International

Education

1996: M. Ed., University of Toronto (OISE)
1992: B. Ed., York University
1989: Certificat de pédagogie pour l'enseignement secondaire, l'Université Laval
1986: B.A. (Honours, Double Major, Political Science/History), York University
Alternative Education
Cycles intermédiaire et supérieur, Histoire
ESL, Parts 1, 2
FSL, Parts 1, 2
Principal Qualifications, Parts 1, 2
Religious Education, Parts 1, 2
Senior Division, Politics
Special Education, Parts 1, 2
Conrad Grebel Alternative Dispute Resolution Workshop
Level 1 & 2
SHARE Pension Course

Teaching Experience

Began teaching in 1989: experience in the Primary, Junior and Intermediate Divisions, as well as Core French, with both the Dufferin-Peel and Hamilton-Wentworth Catholic District School Boards. Currently teaching Grade 3.

Other

2017: Canadian Forum on Theology and Education Conference
2016, 2017: Canadian Association for the Practical Study of Law in Education (CAPSLE) Conference
2017: Broadbent Institute Conference
1998, 1999: University of Toronto Industrial Relations Arbitration Conference
2015, 2016, 2017: Ontario Teachers' Insurance Plan Workshop

2015: Ontario Teachers' Pension Plan Elected Officers' 2015 Orientation
 2017: Engagement Session on Education Assessment in Ontario
 2001: Government of Ontario Task Force on Effective Schools, Consulting Participant
 2016: CLC Convention
 2015, 2017: OFL Convention
 1998: OFL WSIB Workshop

COUNCILLOR



Candidate:
 Anthony Rocchio
Status:
 Statutory Member
Nominating Unit:
 Sudbury Elementary

OECTA Unit

2012 - 2015: Sudbury Elementary First Vice-President
 2008 - 2012: Sudbury Elementary Unit Treasurer
 2005 - 2008: Sudbury Elementary Councillor
 2012 - 2015: Member, Sudbury Elementary TELC Committee
 2009 - 2013: Member, Sudbury Elementary Joint Board PD
 2012, 2015: Member, Sudbury Elementary Collective Bargaining Team
 2005 - 2015: Chair of PD Committee Sudbury Elementary
 2010 - 2015: Chair of PAC Committee Sudbury Elementary
 2008 - Present: Member of Social Committee Sudbury Elementary

OECTA Provincial

2015 - Present: Provincial Executive (Councillor)
 2015 - Present: Provincial Liaison Education Aid Committee
 2016 - Present: Provincial Liaison Rewards Committee
 2015 - 2017: Provincial Liaison Communication and Public Relations Committee
 2015 - 2016: Provincial Liaison Elementary Schools Committee
 2009 - Present: Member of Council of Presidents
 2009 - Present: Regional Collective Bargaining Workshops
 2009 - Present: Regional Health and Safety Seminars
 2008 - Present: AGM Delegate
 2012 - 2015: Member of TEN Committee
 2010 - 2012: Chairperson of Beginner Teachers Committee
 2009 - 2010: Member of Beginner Teachers Committee
 Leadership Training Program completed: Foundational Training, Advocacy and Membership Engagement, Conflict Management, and Collective Bargaining
 2012: OECTA CLC Leader in Equity and Inclusivity
 2011: OECTA CLC Leader in Three Step Problem Solving
 2010: OECTA CLC Member in Facilitation
 2010: Summer Writing Project, Facilitation

2009: Member of Steering Committee AGM
 2009: Delegate of Facilitation Workshop
 2006: Delegate of Beginner Teachers Conference

OTF

2015, 2016, 2017: CTF Annual Meeting Delegate
 2015, 2016, 2017: OTF Annual Meeting Delegate
 2015 - Present: OTF Board of Governors Delegate

Education

1999: University of Strathclyde, Scotland, Certificate in Education
 1997: Bachelor of Arts in History, Laurentian University
 2005: Specialist in Religious Education
 2002: Specialist in Special Education
 2017: English Language Learners Part II
 Primary, Junior and Intermediate Qualifications

Teaching Experience

2014 - Present: Sudbury Catholic District School Board
 Itinerant Resource Teacher/ELL support
 2008 - 2014: Resource Teacher
 2007 - 2008: Special Assignment Teacher and Teacher of the Gifted Students
 2000 - 2007: Classroom Teacher for Grades 3-5
 2000 - 2001: Spec ED Teacher and Prep Time
 1999 - 2000: Occasional Teacher

Other

2012, 2015, 2017: Ontario Federation of Labour Convention
 2008, 2017: Delegate Canadian Labour Congress Convention
 July 2015: Delegate Education International 7th World Conference

COUNCILLOR



Candidate:
 Dean Demers
Status:
 Statutory Member
Nominating Unit:
 Kenora

OECTA Unit

2008 - June 2017: Kenora Unit President
 2008 - June 2017: Human Rights Committee
 2008 - June 2017: Political Action Committee
 2008 - June 2017: Joint Board/Unit Liaison Committee Co-Chair
 2008 - June 2017: Awards and Communication Committee
 2008 - June 2017: Occasional Teachers Committee
 2008 - June 2017: Health and Safety Committee
 2008 - June 2017: Kenora & District Labour Council

Affiliate Member

2009 - 2017: Northwest Regional Collective Bargaining Workshops
2009 - 2017: Northwest Regional Health and Safety Workshops
1999 - Present: Kenora Unit OECTA AGM Delegate (various years)
1997 - 2008: Kenora Unit Chief Negotiator
1997 - 2008: St. Thomas Aquinas High School Association Representative

OECTA Provincial

2011 - June 2017: Program and Structures Committee
2012 - June 2017: House Resolutions Committee – Council of Presidents
2012 - June 2017: Steering Committee – Council of Presidents
2014 - March 2016: Steering Committee – OECTA Annual General Meeting
2016: ELHT Trust Selection Committee
2015 - 2016: Financial Work Group

Education

1995: Bachelor of Physical and Health Ed., Lakehead University, Ontario
1995: Bachelor of Education, Lakehead University, Ontario
1995: Professional Education Program completed in Ontario, Faculty of Education, Lakehead University, Ontario
June 1995: Intermediate and Senior Divisions, Physical and Health Education
June 1995: Intermediate and Senior Divisions, French
September 1997: Religious Education, Part 1
July 2006: Religious Education, Part 2
June 2007: Guidance, Part 1
July 2007: Religious Education, Specialist
December 2007: Guidance, Part 2

Teaching Experience

1995 - June 2008: French Immersion Teacher, St. Thomas Aquinas High School, Kenora Catholic District School Board (Math, Science, Geography, History, Physical Education, Civics)
2017 - Present: FNMI/Northern Studies Teacher, Kenora Catholic District School Board

Other

Training and Conferences

2011 - Present: Political Action Conference delegate
2008 - June 2017: Beginning Teachers Conference
2015: Ontario Federation of Labour Convention Delegate
2009 - June 2017: Ontario Federation of Labour Biennial Convention Delegate
2013 & 2016: Canadian Labour Congress Convention Delegate
2012: OECTA Leadership Specialized Training Program: Mediation Specialist

2010: OECTA Leadership Specialized Training Program: Conflict Management Specialist
2007: OECTA Leadership Foundational Training Program

Additional

2016: Collaborated with the Catholic Women's League: Hats and Mitts
2015: Organized a fundraiser, collecting books from OECTA Units to send to remote First Nations.
2011: Spokesperson for "Shannen's Dream", Onigaming First Nation
1998: Certified PADI SCUBA instructor
1997: Certified St. John First Aid Instructor

COUNCILLOR



Candidate:

René Jansen in de Wal

Status:

Statutory Member

Nominating Unit:

Toronto Secondary

OECTA Unit

2008 - 2014: President Toronto Secondary Unit
2000 - 2003: Third Vice-President
1999 - 2000, 2006 - 2008: Councillor
Committees:
2012, 2014: Chief Negotiator
2008, 2010, 2012, 2014 - Present: Collective Bargaining
2008 - 2014: Joint School Staffing Advisory
2010 - Present, current JHSC Co-Chair: Joint Occupational Health and Safety
2008 - 2014: Joint Safe Schools
2010 - 2014: Joint Technology
2008 - 2014: Joint Professional Development
2009 - Present: Joint Benefits
2009 - 2012: Joint Related Work Experience
2006 - 2008: Joint New Teacher Induction (NTIP)
2012 - Present, current Chair: LTD Board of Trustees TECT/TSU
2008 - 2014: Grievance
2008 - Present: Religious Affairs
2010: Human Rights
1994 - 2006; Chair 1994 - 1995, 1998 - 2000: Political Advisory
1998 - 1999: Chair TSU Tactical Advisory Committee-Lockout
1993 - 1996, 1998 - 2000: Association Representative/Local School Staffing Committee Co-Chair
2008 - 2012: Beginning Teachers

2008 - 2009: Equity Task Force
1997, 2003: All Affiliate Political Action Campaign Toronto
Coordinator

OECTA Provincial

2003 - 2005, 2017 - 2018: Provincial Executive Councillor
2005 - 2006: Provincial Executive Third Vice-President
2003 - 2007, 2008 - Present: Council of Presidents
2016 - 2017: Provincial LTD Committee
Chair or Liaison to the following Provincial Committees:
Collective Bargaining (Chair), Occasional Teachers,
Occupational Health and Safety
Provincial Committees:
Political Advisory, Communications, Awards
1993 - 1994, 1996 - 2014: OECTA Provincial AGM Delegate
Educating for the Common Good Conferences
2004 - Present: Grievance and Collective Bargaining
Training Seminars
2005 - 2006, 2008 - 2014: Beginning Teachers Conference
1997, 2003 - 2014: Political Action Seminar
OECTA Summer Institute Site Coordinator

OTF

2007 - 2009: Governor
2009: OTF Focus Group
2008: Governors Communications Work Group
2003 - 2008, observer 2017: OTF AGM Delegate
2006 - 2017: Attendee Annual OTPP AGMs
Chair: OTF Community

Education

Forums Toronto Affiliate Joint Coordinator
Presenter at OISE Federation Days and PQP Education
M.Ed Candidate, OISE
1986: Specialist Honours B.A., B.Ed. York University,
Ontario

Teaching Experience

1986 - 2008, 2014 - 2017: Secondary Level Teacher
2000 - 2008: Assistant Department Head
2007: TCDSB Exemplary Practices Award
2007: OECTA Best Practices Award
1997: Prime Minister Letter of Recognition for Teaching
1997: Toronto Sun Teacher of the Year Award

Other

2015: Windsor Law School Bargaining Certificate
2016: Osgoode Law School Certificate in Labour Law
2015: Queens University Workplace Mental Health
Leadership Certificate
2012: Harvard Law School Program on Negotiations
2017: Health & Safety Part I/II Certified
2017: SHARE Pension Investment Training
National Coaching Certification Part I
2009-2014: Friends and Advocates of Catholic Education

2014: Me To We Kenya Program – School construction
Sacrament of Confirmation instructor and member St.
Joseph’s Highland Creek Parish
Canadian Association for Practical Studies of Law in
Education Conferences
TCSB Credit Union- President (CUDA Directors Training)
Variety Village Program Advisory Committee
Associate Teacher (Niagara University, OISE, York)
Co-founder/Instructor TCDSB Summer Leadership
Institute
Days of Action, Hamilton Rally and solidarity pickets

COUNCILLOR



Candidate:

Michael-John Knoblauch

Status:

Statutory Member

Nominating Unit:

Windsor-Essex Secondary

OECTA Unit

2011 - 2016: OTBU President
2011 - 2016: Chief Negotiator
2011 - 2016: Grievance Officer
2016 - 2017: Site Health and Safety Rep.
2017 - Present: GSA Teacher Moderator

OECTA Provincial

2008 - Present: PD Workshop Presenter
2010 - 2011: Collaborative Learning Community Leader
(Visual Arts)
2011: Contributor to OTF “Teacher Voice on Assessment”
2011: Presenter at Beginning Teachers’ Conference
2013 - 2016: Southwest Regional OT Rep
2013 - 2016: Member of Council of Presidents
2011 - Present: AGM Delegate
2012 - 2014: Occasional Teacher Committee
2014 - 2016: Financial Workgroup
2015 -2017: LGBTQ Workgroup
2017 - Present: Provincial Finance Committee
2016: Leadership Training
2011: Canadian Labour Congress Delegate
2011: OFL Delegate

Education

1999 - 2003: Graduate Studies in Opera Performance
(Michigan)
1997: Bachelor of Education - University of Windsor
1997: Junior Qualification - Nippissing University
1998: Visual Art Qualification - University of Toronto
1992 - 1996: Honours Bachelor of Arts in Music -Laurentian



Lessons
for Life

catholicteachers.ca