# 2024 Annual Meeting Report

## Elementary Teachers’ Federation of Ontario Equity Statement

It is the goal of the Elementary Teachers’ Federation of Ontario (ETFO) to work with others to create schools, communities, and a society free from all forms of individual and systemic discrimination. To further this goal, ETFO defines equity as fairness achieved through proactive measures, which results in equality, promotes diversity, and fosters respect and dignity for all.

## ETFO’s Equity Initiatives

ETFO is a union committed to social justice, equity, and inclusion. The Federation’s commitment to these principles is reflected in the initiatives it has established as organizational priorities, such as: ETFO’s multi-year strategy on anti-Black racism; two-spirit, lesbian, gay, bisexual, transgender, queer, and questioning education; and addressing First Nations, Métis, and Inuit issues. ETFO establishes its understanding of these issues within an anti-oppressive framework. The Federation ensures its work incorporates the voices and experiences of marginalized communities, addresses individual and systemic inequities, and supports ETFO members as they strive for equity and social justice in their professional and personal lives.

## Definition of an Anti-Oppressive Framework

An anti-oppressive framework is the method and process in which we understand how systems of oppression such as colonialism, racism, sexism, homophobia, transphobia, classism, and ableism can result in individual discriminatory actions and structural/systemic inequalities for certain groups in society. Anti-oppressive practices and goals seek to recognize and dismantle such discriminatory actions and power imbalances. Anti-oppressive practices and this framework should seek to guide the Federation’s work with an aim to identify strategies and solutions to deconstruct power and privilege in order to mitigate and address the systemic inequalities that often operate simultaneously and unconsciously at the individual, group, and institutional or union level.

This 2024 Report to the Annual Meeting can be read online at etfo.ca/annualreports

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## The Elementary Teachers’ Federation of Ontario

The Elementary Teachers’ Federation of Ontario (ETFO) represents over 83,000 members who include public elementary school teachers, occasional teachers, designated early childhood educators, education support personnel, and professional support personnel.

These dedicated professionals work in approximately 2,400 schools across Ontario. They teach, support, and inspire hundreds of thousands of children ranging in age from four to 14 years.

Along with providing protective and professional services for these members, ETFO promotes the economic and labour rights of all workers, as well as equity and social justice within our education system and broader society.

## ETFO Priorities for 2023-2024

Approved each year at ETFO’s Annual Meeting, the following priorities guide the activities and initiatives undertaken by the Federation:

* To protect the local and provincial collective bargaining rights of all members.
* To defend publicly funded public education.
* To serve the needs of the membership.
* To provide for the professional development of members.
* To advocate for social justice in the areas of peace, anti-poverty, non-violence, equity, and anti-racism.
* To fight against anti-Black racism.
* To advocate for the economic and labour rights of all workers.
* To support international assistance and co-operation.
* To advocate for the care and protection of the environment and actively engage in climate action.
* To actively engage members in the Federation and labour movement.
* To advocate for and protect the health and safety of members, both physically and psychologically.
* To advocate for the elimination of violence in publicly funded schools. 2023-2024 Executive

Karen Brown, President, Elementary Teachers of Toronto Local

David Mastin, First Vice-President, Durham Teacher Local

Shirley Bell, Vice-President, Kawartha Pine Ridge Teacher Local

Gundi Barbour, **Vice-President,** Upper Grand Teacher Local

Nathan Core, **OTF Table Officer,** Waterloo Region Occasional Teacher Local

Executive Members

Tamara DuFour, Hamilton-Wentworth DECE Local

Mary Fowler, Durham Teacher Local

Juan-Yahya Gairey. Peel Teacher Local

Shideh Houshmandi, Hamilton-Wentworth Teacher Local

Carolyn Proulx-Wootton, Grand Erie Teacher Local

Mario Spagnuolo, Greater Essex County Teacher Local

Mike Thomas, Thames Valley Teacher Local

Sylvia van Campen, Upper Canada Occasional Teacher Local

Jenn Wallage, Waterloo Region DECE Local

ETFO Administrative Leadership

Sharon O’Halloran, General Secretary

Lorna Larmour, Deputy General Secretary

Lisa Mastrobuono, Deputy General Secretary, To April 2024

Sabrina Sawyer, Deputy General Secretary, Commencing May 2024

Priyanka Sawant, Chief Financial Officer

Vera Chiovitti, Human Resources Officer

## President’s Report

Ontario’s public elementary schools are some of the best in the world, in large part because of the commitment and efforts of ETFO members. You consistently give your best, often under challenging circumstances, working to support students despite a government that has continuously undervalued education workers and chronically underfunded public education.

Your provincial Executive recognizes your incredible contributions and will continue to work tirelessly to bargain, lobby, and advocate on your behalf, and on behalf of students in our public schools.

### We Persisted, Resisted, and Won

This was a year of incredible wins for ETFO and labour in Ontario. I am grateful to our members for their strong solidarity and support throughout the 2023- 24 school year, and to parents and communities across the province who know that educators are not only fighting for fair wages and benefits, but for high-quality, fully funded public education and the resources our students need to be successful.

As a result of your support, we were able to remain focused on getting government cuts off the bargaining table and making improvements to members’ working conditions, which are inherently tied to students’ learning conditions.

This was an unusual round of bargaining. We saw a lot of stalling by the Ford government and pressure to send all aspects of your collective agreement to arbitration.

Your bargaining team knew that unlike salary, classroom conditions and supports and resources for students and educators could not be properly addressed at an arbitration hearing. We held firm on resolving these issues before we would consider any arbitration process for resolution from the government. Key to our goals was forcing the government to begin to address violence in our schools.

To overcome the government’s inaction at the bargaining table, members provided ETFO with a strong strike mandate of 95 per cent in October. That strike mandate sent a clear message to the government that it needed to get serious about negotiating an agreement that would address ETFO members’ key priorities.

Raising our voices together meant that the government could not ignore the challenges facing our professions, our schools, and our students. This action, along with our decision to engage a conciliation officer when needed, accelerated the bargaining process, allowing ETFO to finally achieve tentative central agreements for both teachers/occasional teachers and education workers.

Our union believes in the power and voice of its members, which is why we worked to bring a tentative agreement forward that our education worker members could vote on. That agreement addresses many of their key bargaining goals, including salary increases, maintaining funding for current benefit levels, paid professional learning, job security, and a Supports for Students Fund that protects special education roles in our schools.

Both the education worker and teacher/occasional teacher (OT) agreements included a mechanism for a Bill 124 financial remedy, which resulted in well-deserved retroactive salary and wage scales increases to compensate you for the unconstitutional wage restrictions the Conservatives imposed between 2019 and 2022. On February 9, arbitrator William Kaplan issued his decision on a remedy, awarding our members an additional 2.75 per cent compensation increase for 2021-22, for a total amount of 7.25 per cent for the 2019-22 contract term. Compounded, the total percentage increase is 7.41, including the one per cent increases allowed under the unlawful Bill 124.

On February 12, we also celebrated the Ontario Court of Appeal’s ruling that Bill 124 was an unconstitutional attack on workers’ rights. This victory marks a significant milestone in our ongoing efforts to secure fair compensation and recognition for the invaluable work of Ontario’s elementary educators. This victory not only upholds our right to negotiate fair wages, but also reaffirms the importance of action in defence of our profession and your well-being.

### The Fight Continues

This round of central bargaining included improvements to working conditions, as well as compensation, which was awarded through arbitration. Teacher and OT members were awarded salary increases of 11.25 per cent over the term of the 2022-2026 collective agreement – an 11.73 per cent increase when compounded over the four years. This represents increases of three per cent for 2022-23, three per cent for 2023-24, 2.75 per cent for 2024-25, and 2.5 per cent for 2025-26.

The compensation award and the daily OT rate, and represents the highest increase over the term of an agreement in over a decade.

Recognizing the expertise and qualifications of OTs, the Arbitration Board also decided that all daily OT rates will be adjusted up to a baseline average rate as of Sept. 1, 2024. Over the course of the agreement, we expect the compounded compensation increase for daily OTs moving to the new baseline average rate to be in the range of 14 to 15 per cent. The compensation increase for all ETFO OT locals overall should be above 13 per cent.

This compensation award should have been achieved at the bargaining table. Instead of coming together to reach a fair and reasonable agreement, the Ford government was intent on devaluing our members who are already facing increased violence, insufficient supports for students with special needs, heavy workloads, and burnout. This award highlights the Ford government’s failure to recognize and fairly compensate ETFO members.

While we celebrate our victories, including the Supreme Court of Canada’s landmark decision to uphold educators’ privacy rights, we know there is so much more work to be done. Violence in schools remains a high priority for ETFO in the months ahead. We continue to feel the impacts of unmet student needs, manifesting as violence. For students in marginalized and racialized communities, chronic underfunding is felt more deeply. The province and school boards have a responsibility to provide the funding necessary to ensure adequate frontline staffing and supports are in place to meet the needs of students.

ETFO was able to secure gains for Ontario’s public schools in the 2022 round of bargaining, but there has been a significant decrease in education funding in real dollars since the Ford government came to power and educators across the province have been feeling it for years.

Despite what former education minister Stephen Lecce has said in the media about “historic investments” in public education, we know that, after adjusting for inflation, per-student funding has decreased by $1,200 since the Ford government came to power.

Our work to fight for improved working conditions and a fully funded public education system continues as we confront a teacher recruitment and retention crisis. The Conservatives’ chronic underfunding of public education has left schools understaffed and overburdened. Each day, you experience the accumulating, negative impact of this crisis on the school environment, and the learning and well-being of students.

ETFO has been sounding the alarm for years, offering to work with the province to come up with constructive solutions that address and alleviate the many unfilled teacher and education worker positions in school boards across the province.

In the 2022-23 school year, the Ministry of Education agreed to strike a Teacher Supply and Demand Action Table in exchange for the Ontario Teachers’ Federation agreeing to amend the 50-day rule, extending re-employment limits for retired teachers to 95 days temporarily.

The purpose of this action table, of which ETFO was part, was to explore the root causes of the recruitment and retention issue in Ontario schools and to come up with long-term, sustainable solutions. To date, no progress has been made at this table.

We will continue to articulate solutions because we know they exist. We owe it to you, our members, and to our students to fight for these improvements. Together, we must all fight Ford’s ongoing assault on our public services.

### Defeating the Conservatives in 2026

During its second term, the Ford government has intensified its efforts to undermine the public good. Vastly underfunding public services, particularly education and health care, the government has moved to increase privatization, arguing that it is the only solution to the crises they have effectively created by starving the services we all rely on. But privatization is not a solution.

It is up to all of us to stand together for a progressive and inclusive Ontario. As educators, we are no strangers to the power of collective action and advocacy. Time and again, we have witnessed the transformative impact of coming together to advocate for our rights, our profession, and the students we serve. We know that when we organize and mobilize together, we win. That’s exactly what we will continue to do. And we need to keep pushing.

Alongside your provincial Executive, local leaders, and workers from across Ontario, we will do everything we can to elect a new premier in the next provincial election – one that respects and values educators and other public sector workers.

Together, we can replace the Ford government with one that works for all Ontarians – not just the few who are privileged and well-connected. United, we can elect a government that is committed to improving and protecting public education. Our work on this has begun.

### Equity for All

The challenges posed by the chronic underfunding of public education, the disruptions to in-person learning caused by the COVID-19 pandemic, and the insufficient resources during the recovery period have affected us all within the education system. However, these impacts have been particularly harsh on individuals and families from marginalized communities, including Black, Indigenous, racialized, disabled, and low-income.

Ontario has the opportunity to invest in public education as a means to alleviate these disparities and pave the way for a more just and equitable province. By prioritizing funding and resources for education, we can ensure that every student has access to quality learning opportunities, regardless of their background or circumstances.

ETFO stands firm in its commitment to championing Ontario’s publicly funded education system, advocating for equity for all, and helping create safe and supportive school environments.

### Our Solidarity Keeps Us Strong

ETFO has fiercely defended public education since its inception in 1998 – this is something we should all be proud of. We’ve thwarted deeper cuts to public education and fiercely safeguarded members’ rights, and you’ve supported us along the way. A union’s strength lies in its members, and today, ETFO stands stronger than ever with 83,000 members.

We know that Ontarians share our vision for better public schools. Let’s continue to build upon this foundation to confront the challenges ahead.

I know that each of you will continue to work hard to help ensure schools are safe, welcoming, and inclusive spaces for all students and to stand in solidarity with our colleagues. Not only is this our commitment as activists, it is our responsibility as educators.

With determination, resilience, and solidarity, I am confident that we will continue to make progress towards our shared vision of a world-class public education system that empowers, uplifts, and inspires every student.

Here’s to a wonderful 2024-2025!

Karen Brown, President

## General Secretary’s Report

I’d like to begin by expressing my gratitude to all members for their outstanding efforts and dedication. The positive impact you have on students is especially important in light of conflicts that have taken place, and are ongoing, in many parts of the world. Some of these have led to significant increases in antisemitism and Islamophobia. We have also seen a rise in hate crimes, threats, and protests against transgender rights and rainbow activism in public schools. This has deeply affected our students, their families, and our colleagues.

The incredible work you do to support students and each other during these difficult times does not go unnoticed. Thank you for continuing to work for equity, for standing up against oppression in all its forms, and for making sure all your students feel welcome, accepted, supported, and seen. It is appreciated.

This has been another exceptionally busy year for ETFO. Through bargaining, public campaigns, government submissions, legal battles, and historic victories, we have navigated significant hurdles. But we have done so with your strong support and solidarity.

ETFO is your union, and our collective power comes from our connections with one another. Together, we continue to build a just and equitable future for public education in Ontario.

### Progress Amid Challenges

This year has been eventful with bargaining collective agreements at the centre of much of our work. We also invested significant time and resources in addressing violence in schools (including holding a Lobby Day at Queen’s Park in May) and diligently worked to challenge the government and pressure them to invest in public education.

ETFO staff delivered many programs to members locally and at the provincial office, responded to legislation, worked on provincial budget and committee submissions, supported central and local bargaining, and ran robust public campaigns to keep public education and support for ETFO members at the forefront.

Our implementation of ETFO’s Anti-Oppressive Framework also continued. The framework is intended to support members and local leaders as we collectively learn how systems of oppression such as colonialism, racism, sexism, homophobia, transphobia, classism, and ableism can result in individual discrimination and structural and systemic inequalities for certain groups in society. We continue to use an intersectional lens to move our organization and our communities forward while dismantling discrimination and power imbalances.

### Victory Over Bill 124: Protecting Workers’ Rights

On February 12, the Ontario Court of Appeal upheld the ruling that deemed Bill 124 unconstitutional, marking a significant milestone in our battle for fair collective bargaining. This legislation had imposed stringent caps on compensation increases for public sector workers, including educators, undermining the bargaining process.

Through advocacy efforts led by ETFO and other unions, educators challenged the legislation. On January 16, 2024, ETFO and the Ontario Secondary School Teachers’ Federation stood before an arbitrator to argue for a fair remedy to the Ford government’s unlawful Bill 124 wage suppression legislation affecting public sector workers. On February 9, the Arbitration Board issued its decision on a remedy that awarded our members a total increase of 7.25 per cent for the 2019-2022 contract term. Compounded, the total percentage increase is 7.41.

Our victory underscores the power of collective action and solidarity and reinforces the importance of unions and other advocacy groups in safeguarding the rights and democratic protections of workers.

### Unity and Perseverance

While ETFO achieved significant gains in central negotiations, including improvements to working conditions and a compensation award that represents the highest salary increase over the term of an agreement in over a decade, challenges persist in fully meeting the needs of public schools and students. Like all rounds of collective bargaining, no one party can achieve everything our public schools need and our students deserve. Gains are often incremental, and it can take time to address all concerns. This is particularly true when we have a government with a track record of dismissing education experts and stakeholders.

### Landmark Decision on Educators’ Privacy Rights

On June 21, ETFO celebrated the Supreme Court of Canada’s landmark decision to uphold the fundamental rights of educators to workplace privacy. This monumental victory, achieved through ETFO’s steadfast advocacy, ensures that school boards, as governmental entities, respect the Canadian Charter of Rights and Freedoms in all that they do.

After nearly a 10-year legal battle to protect its members, this historic decision provides welcome guidance about reasonable expectations of privacy in the workplace, and the unintended or accidental disclosures of private communications. It unequivocally reaffirms ETFO’s position that educators have a right to the protections under section 8 of the Charter against unreasonable search and seizure and a reasonable expectation of privacy at work, a principle that is crucial for maintaining a safe and respectful working environment.

This decision is a significant triumph. It reinforces the principle that privacy rights exist in the workplace, and it ensures that workers can perform their duties without unwarranted intrusion. The decision highlights the importance of protecting personal information and ensuring that any surveillance or data collection by employers is addressed appropriately.

### Unshakeable Resolve

Since coming into power in 2008, the Ford government has been working to undermine our public education system through legislative changes to the Education Act that put more decision-making power in the hands of the Ministry of Education, through persistent underfunding, and through continuous misinformation from the ministry.

The commitment of ETFO members to our students and our colleagues, and to ensuring equity in public education, will help us push back in the year ahead.

Reflecting on our victories, I am reminded of the power of solidarity and resilience. Despite the challenges ahead, our resolve remains unshakeable. ETFO will continue to advocate for positive change, knowing that our efforts pave the way for a better, more equitable public education system. This is especially critical as we confront a government that undervalues educators and dismisses the challenges you face each day – challenges they cause through their chronic underfunding of public education.

As we head into a new year, I’d like to take a moment to reflect on the tremendous work that has taken place to advance progressive conversations about equity and social justice, and to ensure that Ontario has some of the best public schools in the world. This is work that we have done together: educators in the classroom giving their all every day, and your union, working to support you and organize with you, to lobby on your behalf, and to ensure that public education stays top of mind for Ontarians.

Together, we are a force to be reckoned with, and together, we will continue to make a difference in the lives of educators and students alike.

In solidarity,

Sharon O’Halloran, General Secretary

## Solidarity is Our Strength

The 2022 round of central bargaining was the longest round of ETFO bargaining in the Federation’s history, lasting well over a year at both the education worker (EW) and teacher/occasional teacher (T/OT) central tables. Unlike the previous round of bargaining, the Ford government did not initially approach ETFO with the egregious cuts to public schools they presented in 2019. Instead, there was a lot of stalling by this government and pressure to send all aspects of the agreement to arbitration.

Your bargaining team knew that, unlike salary, classroom conditions and supports and resources for students and educators could not be properly addressed at arbitration. The team held firm on resolving these issues before it would consider any arbitration offer from the government.

Throughout all the challenges of central bargaining, members demonstrated their strength and solidarity through their collective commitment to stand together and fight for a fair collective agreement. There is no doubt that this solidarity is what got ETFO to the finish line, with ratified central agreements for all members.

### Solidarity truly is our strength.

### 2022 Round of Central Bargaining

On August 14, during her opening address at ETFO’s 2023 Annual Meeting, President Brown announced that ETFO would hold central strike votes beginning in mid-September and continuing into October. Her remarks were live-streamed and notice of the upcoming strike votes was also shared with members through a CB eNewsletter and text messages. ETFO issued a media release and posted information on etfocb.ca to answer members’ questions about the upcoming central strike votes.

Two weeks later, on August 29, ETFO filed for conciliation at both the T/OT and EW Central Tables.

### Education Worker Central Table

The pressure of the strike vote announcement and the appointment of a conciliation officer by the Ministry of Labour led to a tentative central agreement being reached at the EW Central Table on September 22. The tentative central agreement details were shared with members through CB eNewsletters. Members had an opportunity to review a video of President Brown discussing the deal and a variety of explanatory documents about various aspects of the agreement. Members were invited to participate in a telephone town hall on October 18 to discuss the details of the EW tentative central agreement.

The EW ratification vote was held through an online vote from October 18 to 23. EW members were assisted with the vote by ETFO’s Member Records team. On October 23, ETFO announced the results of its double majority ratification vote, with 80 per cent of EW members and 93 per cent of EW locals voting to accept the 2022-26 Education Worker Central Agreement. ETFO announced the results of the ratification vote first through a CB eNewsletter, and then by a media release and on social media.

### Teacher/Occasional Teacher Central Table

As a result of an agreement being reached and ratified, the planned EW central strike vote did not take place. However, T/OT central strike vote meetings occurred across the province between September 18 and October 18. That central strike vote delivered a 95 per cent mandate in favour of strike action. The pressure of this strike mandate from teacher and occasional teacher members accelerated negotiations at the T/OT Central Table, with a tentative central agreement being reached on behalf of 80,000 T/OT members on November 21. The tentative central agreement was announced to members in a CB eNewsletter and a media release was subsequently issued.

All T/OT tentative central agreement documents were shared with members in preparation for ETFO’s ratification vote. Members received informational resources, frequently asked questions documents, and videos explaining the details in the tentative central agreement. A video of President Brown was released that detailed why the Executive supported the tentative agreement.

During this period, members were very active on social media discussing the tentative central agreement, in particular, on the ETFO Collective Bargaining Facebook group. Many member questions were also fielded through the contact us form on etfocb.ca.

On December 5, ETFO held two telephone town hall meetings to discuss the details of the T/OT tentative central agreement and to provide members an opportunity to ask questions. After the town hall meetings, an all-member online ratification vote for teacher and occasional teacher members was held, concluding on December 15. That same day, ETFO announced that the T/OT central agreement had been ratified, with 90 per cent of members and 100 per cent of teacher and occasional teacher locals voting to accept the 2022-26 T/OT Central Agreement. This announcement was made first through an all-member CB eNewsletter and then in a media release and on social media.

### Solidarity Key to Bargaining Gains

The pressure of conciliation and a strong strike mandate assisted in applying pressure, allowing ETFO’s bargaining team to achieve a central agreement that addresses many bargaining priorities.

Highlights of the T/OT agreement include:

* funding for 401 new permanent FTE teaching positions to address the workload created by early reading screening and provide related supports to Kindergarten to Grade 3 students
* renewed Support for Students Fund (SSF) that funds 432.7 FTE elementary teaching positions who will work directly with students in areas like special education, Indigenous student supports, English language learner supports, mental health/ well-being, behaviour, self-regulation, and social- emotional needs
* new letters of agreement recognizing the preparation required for the successful integration of students from special education classes into regular classrooms, and the development of a compilation of best practices regarding successful integration
* several new and innovative measures to address violence in schools, including:
	+ revision of PPM 128 on the provincial code of conduct and school board codes of conduct to address behaviour, consequences, and safety
	+ requirement for all schools to have publicly facing signage that communicates behaviour expectations
	+ new letter of agreement on paid violence prevention health and safety training
	+ renewal of letter of agreement that ensures OTs will have the ability to lock and unlock classroom doors for safety reasons
	+ renewal of the Provincial Working Group on Health and Safety (PWGHS), with a new mandate to prioritize violence prevention
	+ new violent incident debriefing training
* new letter of agreement that acknowledges that in-person instruction is the preferred option over hybrid instruction, and restricts the use of hybrid instruction for discretionary reasons
* meaningful increase in funding to maintain
* existing benefit levels for members
* preservation of sick leave and short-term leave and disability plan (STLDP) entitlements
* preservation of professional judgement language
* referral of compensation increases (salary and daily occasional teacher rate) to arbitration
* a Bill 124 remedy for 2019-20 and 2020-21, with a referral to arbitration for a remedy for 2021-22

Highlights of the EW agreement include:

* a wage increase of $1 per hour in each year of the
* collective agreement
* funding for professional development/learning for
* all EWs, including two paid release days for DECEs
* renewal of job security language to maintain the overall “protected complement”
* the renewal of the SSF that protects special education roles in schools
* several measures to address violence in schools, including:
	+ paid violence prevention training for all permanent and long-term assignments
	+ renewal of the PWGHS with a new mandate to
	+ prioritize violence prevention
	+ new violent incident debriefing training
	+ a meaningful increase in funding to maintain
	+ existing benefit levels for members
	+ preservation of sick leave and STLDP entitlements
	+ a Bill 124 remedy for 2019-20 and 2020-21, with a referral to arbitration for a remedy for 2021-22

### Work Groups on Critical Issues

One of the crucial gains from the 2022 round of central bargaining is the establishment or continuation of several joint work groups and committees where ETFO will have a direct voice on some of the critical issues members are facing. These committees are composed of representatives from ETFO, the Ontario Public School Boards’ Association, and the Ministry of Education.

The Teaching and Learning Environments Work Group stems from the T/OT Letter of Agreement #16 where ETFO provided input into revisions to PPM 128 on the provincial code of conduct and school board codes of conduct. Recommendations included a requirement for schools to have publicly facing signage that communicates behaviour expectations for everyone that are consistent with a safe learning and teaching environment.

Another new committee is the Support for Students Committee, where ETFO worked with the other parties to review the committee’s final report and to create a best practices guide for the integration of students from special education classes into regular classroom settings. The committee strived to complete its work in time for the beginning of the 2024-25 school year.

Additionally, ETFO is part of the Task Force on the Utilization of Sick Leave. The work of this task force is to explore data on the use of sick leave and to discuss factors contributing to sick leave and short-term disability usage in the education sector. Of particular focus for ETFO is to bring issues of increasing workload, burnout, and mental health supports to the forefront when discussing sick leave usage.

There are also existing work groups and committees whose important work will continue, such as the PWGHS and the Ministry Initiatives Committee. The PWGHS will continue to prioritize violence prevention as a topic for discussion and will also collect and review data on violent incidents, safety plans and risk assessments/reassessments, and engage in information-sharing about the potential risk of violence by school boards. The Ministry Initiatives Committee will continue to provide the provincial government with ETFO’s feedback and input into initiatives the Ministry of Education is considering implementing.

### Teacher/Occasional Teacher Salary Arbitration Decision

As part of the T/OT central agreement, ETFO and the Crown agreed to refer the matter of salary and the daily OT rate for the 2022-26 collective agreement to interest arbitration. The arbitration hearing occurred on April 17. The board of arbitration, chaired by William Kaplan, awarded ETFO’s 80,000 teacher and OT members salary increases of 11.25 per cent over the term of the 2022-2026 collective agreement – an 11.73 per cent increase when compounded over the four years. This represents increases of three per cent for 2022-23, three per cent for 2023-24, 2.75 per cent for 2024-25, and 2.5 per cent for 2025-26.

The compensation award applies to salary grids, wage schedules, applicable premiums and allowances, and the daily OT rate, and represents the highest increase over the term of an agreement in over a decade.

Recognizing the expertise and qualifications of OTs, the Arbitration Board also decided that all daily OT rates will be adjusted up to a baseline average rate as of Sept. 1, 2024. All ETFO locals with daily OT rates lower than the baseline average rate will increase to the new average rate plus receive the 2.75 per cent awarded for the 2024-25 school year. Any locals with a daily OT rate higher than the new baseline average rate will continue at that rate, plus the 2.75 per cent awarded for 2024-25. All daily OT rates will then increase by an additional 2.5 per cent in 2025-26. Over the course of the agreement, ETFO expects the compounded compensation increase for daily OTs moving to the new baseline average rate to be in the range of 14 to 15 per cent. The compensation increase for all ETFO OT locals overall should be above 13 per cent.

### 2022 Central Bargaining Debrief

In spring 2024, ETFO initiated an extensive debrief of multiple stakeholders on the 2022 round of central bargaining to identify what went well and what could be improved. Feedback from local presidents, chief negotiators, the Collective Bargaining Advisory Council, and the general membership was obtained through online surveys in April 2024. Debrief meetings were held with the provincial Executive, Collective Bargaining Standing Committee, and ETFO staff.

Feedback was collected on the following categories: bargaining preparation; training and resources; central bargaining strategy; communications with members; communications with locals; member mobilization; and public campaign, media relations, and social media. Input will be key as ETFO begins to strategize and mobilize in preparation for the 2026 round of bargaining.

### Bill 124 Remedy Decision

On November 29, 2022, the Ontario Superior Court of Justice found that the Ontario government’s decision, under Bill 124, to impose a three-year wage freeze for ETFO members and other public service workers was unconstitutional and violated workers’ collective bargaining rights. Bill 124 unilaterally imposed a one per cent cap on annual compensation increases in the public sector for a period of three years. For the education sector, this three-year period started in 2019. Bill 124 has since been repealed.

In the fall and winter of 2023, ETFO and the Crown reached agreement during central bargaining to resolve the issue of a Bill 124 remedy for 2019-22 collective agreements. Under the Remedy Minutes of Settlement, the parties agreed on a remedy 0.75 per cent for years 1 and 2 of the central agreement (2019-20, 2020-21) and referred the remedy for year 3 (2021-22) to interest arbitration.

The arbitration hearing for a Bill 124 remedy for year 3 (2021-22) of ETFO’s and the Ontario Secondary School Teachers’ Federation’s 2019-22 collective agreements occurred on January 15 and 16. The board of arbitration, chaired by William Kaplan, awarded a year 3 remedy of 2.75 per cent. Compensation adjustments were made and paid retroactively to all eligible ETFO members by June 8, 2024.

Arbitrator Kaplan’s remedy decision led to historic retroactive increases to compensation for the 2019- 22 collective agreement and provided a new starting point for improvements to compensation in the 2022- 26 agreements.

### Local Bargaining

CB staff worked throughout the year with local leaders and local bargaining teams to prepare for and engage in local bargaining. During the 2022 round of collective bargaining, ETFO will negotiate 87 local/bargaining unit collective agreements. Heading into July, ETFO has reached 74 local agreements.

#### 2022 Central Bargaining Timeline

June 13, 2022, ETFO serves notice to bargain on Ontario Public School Boards’ Association (OPSBA), Council of Trustees’ Associations (CTA), and the Crown

July 19, 2022, Initial bargaining meeting with ETFO, OPSBA, CTA, and the Crown

August 31, 2022, ETFO collective agreements expire

September 7, 2022, Agreement reached on the scope of education worker (EW) central bargaining – central list

September 23, 2022, Scope of teacher (T)/occasional teacher (OT) central bargaining referred to Ontario Labour Relations Board (OLRB) – OT hiring

November 29, 2022, Bill 124 ruled unconstitutional; government appeals decision

January 16, 2023, Agreement reached on scope of T/OT central bargaining following December 2022 OLRB decision – central list

February 24, 2023, Crown regulates four-year term for central agreements

March 1 to 2, 2023, All-member telephone town hall meetings – central bargaining update

May to June 2023, Steward-plus-one meetings – central bargaining update

July 28, 2023, Unfair labour practice complaint filed by ETFO & Ontario English Catholic Teachers’ Association re: mandated early reading screener; settlement reached on August 23, 2023

August 14, 2023, ETFO announces central strike votes

August 29, 2023, ETFO files for conciliation at T/OT and EW central tables

September 22, 2023, EW tentative central agreement reached

September 18 to October 18, 2023, T/OT central strike vote meetings (95% strike mandate)

October 23, 2023, EW central agreement ratified (80% in favour)

November 21, 2023, T/OT tentative central agreement reached

December 15, 2023, T/OT central agreement ratified (90% in favour)

January 15 to 16, 2024, Bill 124 remedy arbitration hearings (ETFO, OSSTF)

February 2, 2024, Bill 124 remedy arbitration decision released

April 17, 2024, 2022-2026 T/OT salary arbitration hearing

## Standing Up for Public Education

As we have for decades, ETFO continues to defend, promote, and advocate for enhancements to Ontario’s world-class education system. Over the past year, the Federation’s proactive leadership, demonstrated through public campaigns, media outreach, and an active social media presence, has successfully maintained public awareness of the importance of maintaining a high-quality public education system and safeguarding it against the encroachment of privatization.

The Federation has continued its efforts to engage and mobilize members and supporters and to make ETFO’s positions and priorities clear. ETFO remains steadfast in its commitment to challenging the chronic underfunding of public education by the Ford government and advocating for adequate investment that aligns with the needs of members and students.

Throughout the year, staff in Communications and Political Action (CPA) Services supported ETFO in standing up for public education by:

* proactively anticipating and mitigating the negative actions of the Ford government that relate to public education, public services, workers’ rights, social justice, and equity issues
* leveraging opposition to the Ford government’s actions
* supporting ETFO’s central bargaining team
* fostering public support for members and classroom working/learning conditions
* equipping local leaders with timely communications, resources, training, and tools to proactively communicate, educate, and advocate for ETFO members, public education, and social justice issues, and to mobilize members in forms of political action
* advocating for social justice, including working to eliminate anti-Black racism and other forms of oppression
* profiling the important and necessary work the union does on behalf of members
* positioning public education as central to an equitable and just society

### Defeating the Conservatives in 2026

Over the next two and a half years, ETFO will implement a multi-year strategy to defeat the Ford government in 2026 to ensure a new government that believes in protecting public education takes its place. In 2023-24, CPA staff began to lay the groundwork for this multi-year strategy, which involves ongoing coordination between ETFO’s public relations campaigns and political action initiatives, as well as engagement with all levels of government, with a focus on members of provincial parliament and school board trustees, about key education issues.

CPA staff have begun to increase local capacity for internal organizing efforts and have undertaken a targeted effort to mobilize and engage ETFO members, in particular those who have been members for five years or less. An organization-wide approach to member mobilization will be a focus in the months leading up to the 2026 provincial election.

### Member Engagement

The current climate in workplaces and locals across the province has created a heightened need to prioritize and renew the Federation’s internal organizing efforts to encourage member engagement in the union. After five years with a majority Conservative government in Ontario, living and working through a global pandemic, and dealing with extreme professional pressure that has resulted in a spike in educator burnout and violence in the workplace, there is a pressing need to build community and invigorate participation of the membership.

Early in the fall, ETFO launched an internal member engagement project. The Federation’s internal organizing plan seeks to spark awareness of the union among grassroots members, with a specific focus on new members (those in their first five years). To support local executives in strengthening the organizing capacity of the union and build ETFO’s collective union power with members, the project has a provincial and a local component that the dedicated staff organizer led in 10 regional areas across the province. The following are a few highlights of initiatives undertaken this year as part of our engagement project.

#### New Member Kit

Staff in CPA collaborated with Professional Learning and Curriculum and other staff to produce a revised and extended version of the Welcome to ETFO booklet. The 2023-24 version includes expansive information on membership services, ways to get involved with the Federation, and offers details on how the union is connected to labour bodies and Canada’s labour movement. With the new content, the presentation deck used at faculty of education programs and ETFO local presentations was updated to include a section celebrating ETFO’s 25th anniversary and key labour wins.

More than 3,300 new member kits were distributed via provincial programs, conferences, and standing committee meetings from October to June. Kits were also provided to local leaders to share with new members during orientation sessions and outreach. While the kits were intended for members in their first five years, many of our more experienced members took kits and expressed that the content was a helpful reminder of all that the union does. At every provincial conference, participants were also asked to take at least one kit back to their workplace and share it with a new member. This member-to-member delivery method was part of a larger strategy to personalize connections within the workplace and underscored the need for members to take a more active approach to informing their peers about ETFO and encouraging their engagement.

#### Workshops and Training

CPA staff presented at several provincial programs about the union’s history and offered insights on the Federation’s governance structure to clarify local and provincial roles. This helped increase members’ understanding of the union and opened up discussions about the many ways to get involved with ETFO locally and provincially.

In the fall, new presidents and elected officers who attended New Presidents Training received a specialized 90-minute workshop that provided outreach tools and a space to collaborate on ways to build community and engage members in the union. At Fall Leadership and during the Political Action Conference, CPA staff delivered a 75-minute workshop that was available to all leaders. In these sessions, attendees exchanged knowledge and staff offered training on best practices to encourage members to get more involved in political action work.

#### Representative Council Discussion

As part of the member engagement pilot’s ongoing research and inquiry process, CPA staff organized 10 small-group discussions as part of the February Representative Council meeting. The purpose of the cross-regional discussion groups was to solicit knowledge and perspectives on engagement and to better understand the barriers experienced at a local level. Based on feedback and ideas generated by local leaders and representatives who attended the meetings, staff are developing new materials to assist all locals with increasing awareness of the union.

#### New Member Town Hall Meetings

To engage new members in a more interactive format, President Brown hosted a virtual town hall on February 12 and 13. Over 200 members representing 43 locals (a majority of them occasional teachers) participated in the session, with 90 per cent attending for the entire 75-minute meeting. Based on self- identification on the registration form, participants’ equity demographics included one Indigenous member, six workers with a disability, seven 2SLGBTQ+ members, 25 members who identified as racialized, and 100 who identified as women.

The President and General Secretary delivered a formal presentation on membership services and the union structure, then opened the floor for a 20-minute free-form discussion. Staff are working to help facilitate similar town halls in late fall and winter on an annual basis for members in their first five years of the profession.

#### Showcasing Member Stories

To promote union involvement in a creative, visual, and personal way, ETFO created 10 “Get Involved” member testimonial videos, which were released in February through our social media channels. Each of the 30-second videos offers a unique personal story about a member’s perspective on why involvement in the union is important. The videos can be viewed on [ETFO’s YouTube channel](https://www.youtube.com/%40ETFOprovincial).

### Organizing

Between November 2023 and January 2024, provincial organizing staff worked in collaboration with the leaders of 23 locals to develop organizing plans for the remainder of the year based on careful evaluation of their local needs, strengths, and calendars.

The following 10 districts participated:

* Avon Maitland
* Bluewater
* Durham
* Grand Erie
* Greater Essex
* Kawartha Pine Ridge
* Near North
* Niagara
* Rainbow
* Upper Canada

These locals have 20,148 members in total: 13,098 teachers, 6,484 occasional teachers (OT), and 566 designated early childhood educators (DECE). Of these, 4991 are new members in their first five years.

#### Steward Training

Annual Meeting 2023 included a survey of delegates about their history of union engagement. One common theme in survey responses was the importance of early-career contact with an ETFO steward. Because of this finding, and in response to requests from locals participating in this year’s member engagement pilot project, CPA staff emphasized training and support for stewards in their outreach and engagement with new members. In total, more than 20 trainings were held with approximately 880 participants.

Trainings were tailored to the needs and goals of the locals and stewards involved. Themes and topics consistently covered included:

* the meaning and importance of continued engagement work with new members
* the elements of effective organizing conversations
* the importance of outreach by stewards to OT and DECE members
* the importance of multi-layered outreach strategies
* the use of outreach tools that allow bi-lateral communication

#### Peer-to-peer Text Message Outreach

One of the tools that participating locals used to connect with new and under-engaged members was Hustle, an online tool that allows peer-to-peer text message outreach at scale. Locals used the tool in a wide variety of ways, including inviting members to in- person events and online meetings, increasing turnout in local collective agreement ratification votes, sharing materials, and more. In total, participating locals sent 30,869 messages to 18,250 members. The overall engagement rate was 11.1 per cent, and in some cases higher than 30 per cent. Other organizations using the tool consider engagement rates above six per cent to be successful. Locals reported consistently positive responses. The tool, in concert with other outreach tactics, increased participation in meetings, local campaigns, and ratification votes.

#### Organizing Outcomes

Outcomes varied by district depending on available needs and opportunities. While there was definite progress, in many places, local collective bargaining delayed steward trainings and other planned engagement work. Still, locals reported:

* significant increases in committee participation by new members
* successful collection of personal contact information from new members
* significant increases in local ratification vote participation
* increased attendance at social activities, annual meetings, and other in-person activities

### Labour Council Conference

ETFO’s inaugural labour conference, Building Labour Power: Understanding the Role of Labour Councils, was held in October 2023. This one-and-a-half-day conference, open to all members, was established by an Annual Meeting resolution in 2019 and was the first of its kind for any labour union in Ontario.

Forty-three members from 21 different locals in the following boards attended the program: Algoma, Durham, Grand Erie, Greater Essex, Lakehead, Near North, Ottawa-Carleton, Peel, Simcoe, Thames Valley, Toronto, Trillium, Upper Canada, Upper Grand, Waterloo, and York. Participants ranged in leadership roles from local president to community activist to labour council representative.

Guest speakers and workshops focused on building worker solidarity in the labour movement through labour councils, mobilizing workers in the workplace, and using storytelling as a means of engaging members. Attendees also received an orientation from the Ontario Regional Director of the Canadian Labour Congress, who provided in-depth knowledge on the governance structure of Canada’s labour body, labour councils, and ways to get involved.

### 2024 Political Action Conference

ETFO’s Political Action Conference was held on March 6 and 7 with more than 100 participants in attendance. The conference included a keynote address by Erika Shaker, director of the Canadian Centre for Policy Alternatives national office. Her speech centred on the emergence of the so-called “parental choice” movement and the themes of privilege, privatization, populism, and patriarchy.

During the conference, participants focused on building skills and strategies to mobilize members, to build working relationships with school board trustees and members of provincial parliament, and to effectively advocate for concrete solutions to current challenges facing public schools such as the increase in violent incidents. The opening keynote address was recorded and released on ETFO’s [Elementary podcast](https://www.etfo.ca/news-publications/publications/podcast-elementary).

### BuildingBetterSchools.ca

ETFO continued to connect with members of the public through actions and email updates on the [Building Better Schools website](https://www.buildingbetterschools.ca/). This platform allows us to communicate and engage a wide variety of people outside of the membership, including retired members, parents, grandparents, members of other unions, and Ontarians who support a strong universal public education system. The website also serves as another avenue for members of ETFO to engage in political advocacy.

This year, the Building Better Schools campaign asked members of the public to thank educators. These messages were shared on thousands of billboards and digital screens across the province.

### Campaigns and Outreach

The goal of ETFO campaigns is to help frame the conversation about the importance of a well-funded public education system and the centrality of schools to Ontario life, to promote the teaching profession and work of other education professionals employed in public schools, and to position educators as critical to the achievement and well-being of students.

ETFO’s campaigns succeed because we consistently innovate, finding new ways to share the Federation’s messaging and to reach people where they are via precisely targeted tactics like programmatic out-of-home, social and digital media, and email, or by reaching more and more Ontarians in their home language through television, radio, social media, or digital channels. ETFO continues to build long-term relationships by leveraging targeted advertising in Arabic, Cantonese, Hindi, Persian, Punjabi, Mandarin, Tamil, and Urdu.

As in previous bargaining years, ETFO developed public campaigns that promoted positive images and messages about the important roles of ETFO educators, the strong connection between families and ETFO members as defenders of the public education system, the needs of public schools, and the failure of the government to support public schools and students.

ETFO’s fall campaign was focused on the issues that parents and educators are concerned about, including three testimonials from members and one from a parent. The campaign also had more pointed content, naming Doug Ford and Stephen Lecce and attributing the issues in public schools to the Conservative government’s cuts.

Once central collective agreements were ratified, ETFO switched gears to focus on the long-term needs of public schools through a mix pf solution-focused, issue-based advertising and contrast advertising. ETFO recorded four testimonials in spring 2024 on the themes of violence in schools, the teacher recruitment and retention crisis, and class size.

By the end of the 2023-24 school year, ETFO reached Ontarians with its message over 100 million times on their phones, televisions, tablets, and computers through digital and social ads. On social media, ETFO received over 300,000 clicks and 42.8 million views. ETFO connected with 68 per cent of adults who listen to radio weekly on 300-plus radio stations across Ontario and had billboards in more than 3,326 locations across Ontario.

Testimonials have been central to the last two campaigns, allowing ETFO to communicate the needs of public schools through the authentic voices of classroom educators and parents. These testimonials highlighted the need for smaller classes, mental health supports, and special education supports; assessment; the need for increased investment in public schools; the teacher recruitment and retention crisis; the importance of certified occasional teachers; violence in schools; concerns specific to the North; and more. Versions were targeted to Ontario residents and delivered with subtitles in eight different languages including Hindi, Punjabi, Tamil, Persian, Simplified and Traditional Chinese, Urdu and Arabic.

ETFO’s goal is to continue to mobilize members and the public to support public education and to ultimately defeat the Ford government in the next election. As we plan for the next phase of the campaign, we look toward to continuing to build an effective strategy to support Ontario public schools and educators for the long term.

### Media Relations

Throughout the year, staff coordinated media interviews; drafted and issued media advisories, releases, and statements (including joint statements); supported released officers and local presidents with media requests; and responded to media inquiries related, but not limited, to:

* collective bargaining
* Bill 124
* teacher recruitment and retention crisis
* 50-day rule for retired teachers
* unqualified emergency workers
* the provincial budget/education funding
* PPM 168
* PPM 128
* Bill 307
* Language curriculum
* violence in schools
* extreme heat in schools
* math proficiency tests
* days of recognition

To support media spokespeople at the local level, media training was provided at Fall Leadership and New Presidents Training in the fall. Speaking notes and key message documents were also provided on a variety of issues throughout the year.

CPA staff also supported the bargaining team with media relations efforts, including facilitating a press conference on August 29. During the presser, President Karen Brown announced ETFO would be applying for conciliation with the Minister of Labour for its two central tables – teacher/occasional teacher and education worker. Several media releases and statements were issued to support central bargaining: strike vote announcement, strike vote results, tentative agreements reached and ratified, Bill 124 arbitration and remedy, and salary arbitration.

ETFO, the Ontario English Catholic Teachers’ Association (OECTA), and the Ontario Secondary School Teachers’ Federation (OSSTF/FEESO) issued a media statement on March 19 in support of the decision by the Ontario Teachers’ Federation (OTF) not to extend the re-employment limit for retired teachers and administrators from 50 to 95 days. A real solution to the teacher recruitment and retention crisis is needed, not more half-measures.

On April 1, President Brown attended a press conference hosted by Prime Minister Justin Trudeau to announce a first-of-its-kind National School Food Program, funded by the federal government. She was joined by other education partners, including representatives from the Canadian Teachers’ Federation (CTF). ETFO issued a media release supporting the program on April 2.

All media releases and statements can be found on ETFO’s [public website under News and Publications](https://www.etfo.ca/news-publications/media-releases).

### Videos

In addition to showcasing member voices, a continued emphasis was placed on providing information to members and the public from President Brown. The president shared information through videos released on ETFO social channels, YouTube, and in the collective bargaining newsletter:

* Focusing on What Matters Most: Students
* Why a Strike Vote
* Central Bargaining Issues
* Education Worker Ratification Process
* What’s In the Tentative Teacher and Occasional Teacher Agreement?
* Teacher and Occasional Teacher Ratification Process
* Celebrating Education Week
* End-of-School-Year Message

CPA worked with staff in Health and Safety Services (HSS) to create an animated video series as part of the Action on Violence strategy. The voiceover scripts offered introductory knowledge and advice on various topics, ranging from school safety plans and reporting incidents to where and how to seek help. The series was released in late May in conjunction with training provided by HSS.

In collaboration with Professional Relations Services, an updated version of the It Can Happen to You video was created. This video can be viewed in an extended format or as short segment videos for training and information purposes. It is hoped that the advice of members and legal counsel in the video will help minimize the fear and stress that members experience with the allegation process.

Videos can be accessed on the [ETFO Educators YouTube channel](https://www.youtube.com/%40ETFOprovincial).

### Podcasts

Since its launch in the spring of 2022, the popularity of [Elementary: A Podcast from ETFO](https://www.etfo.ca/news-publications/publications/podcast-elementary), has grown steadily. Elementary is a podcast for teachers, education workers, and anyone who wants to know more about public education in Ontario. Episodes are produced in collaboration with ETFO’s service areas and present interviews and information in support of ETFO’s bargaining goals and positions, providing resources for members and the public to talk about education issues.

For ETFO’s 25th anniversary year, episodes of Elementary featured the voices of members reflecting on the value of the Federation, solidarity, and public education. Episodes published between September 2023 and May 2024 include:

* President Brown’s Opening Address to the 2023 ETFO Annual Meeting
* Organizing for Solidarity and Success: A Panel Discussion on Organizing
* An Interview with Susan Swackhammer
* The Power of Solidarity: Two Perspectives on Building Labour Power

This season, Elementary collaborated with CTF’s Source podcast for their series Absent, which examines broader issues in education. Elementary was also named in the top 20 of feedspot.com’s 60 best Ontario podcasts of 2024, along with podcasts like CBC’s Ontario Morning.

To date, the podcast has had over 11,000 unique downloads. Episodes are promoted with regular features in ETFO’s Voice magazine, the member e-newsletter, and on social media. Elementary can be found on iTunes, Google, and most podcast apps.

### Membership Newsletters

For many years, ETFO has used a bi-weekly email newsletter to support communication with members. The newsletter, branded ETFO News, is distributed from mid-August to the end of June. During July, one newsletter is issued.

In 2023-24, we added 10,000 new members to the e-newsletter distribution list. Maintaining an up-to- date membership contact list continues to be ongoing work that is supported by staff in Member Records and CPA.

The split between viewers accessing the newsletter on desktop versus mobile remained largely consistent in 2023-24, with slight growth among desktop users. While 91 per cent of recipients viewed the e-newsletters on their desktop, only nine per cent viewed them on mobile devices.

If you know a member who is currently not receiving ETFO News, please ask them to email communications@etfo.org.

### Websites

ETFO’s public website and member-only website continue to be used by ETFO members to access the information they need. The member-only website, [members.etfo.ca](https://members.etfo.ca/), offers tailored content for individual members based on their role within the organization, with sections for collective bargaining updates, professional learning resources, PRS Matters, upcoming events, and more.

There was a slight growth in user visits to ETFO’s public website, etfo.ca, compared to 2022-23, with 286,000 user visits. The member-only site received 130,000 user visits over the same period.

### ETFO Social Buzz

\*The following metrics represent digital gains earned from June 2023 to June 2024

On all three platforms, November witnessed the most significant engagement and audience growth due to the introduction of Bill 28 and the Ford government’s use of the notwithstanding clause to interfere with CUPE education worker bargaining.

Facebook ETFO Provincial Office

* followers: 34,378 an increase of 4.9%
* new net followers: 1,612
* followers increased by 9.7% from 2022-23
* highest follower growth was in October
* fans: 32,144
* page likes: 892
* paid page likes: 14
* page and profile visits
* increase in profile from the prior year
* posts: 523
* videos posted: 28
* 3.3 million users viewed an ETFO video
* total engagements with organic and paid posts: 412,269
* total reactions: 83,151
* total link clicks: 287,481

Measuring Up

The Federation has maintained a stronghold on audience retention and growth compared to other education union affiliates. Overall, the closest audience base and engagement level is with the OECTA, which matched the number of our posts; however, it has 24,531 followers compared to ETFO’s 34,378.

Top Post and Metrics

Announcing the Bill 124 wage cap win remedy for educators on February 9, 2024. 3,146 engagements with 301 reactions, 120 comments, 51 shares and 2,674 link clicks

X (Twitter) @ETFOeducators

* 54,053 followers
* Net follower growth: 931
* Audience growth: 1.75%
* Number of posts: 886
* Total engagement with posts: 107,503
* Reactions: 68,494
* Comments: 17,861
* Videos published: 38
* Shareable images published: 527

Measuring Up

ETFO has maintained its top-place status in audience and engagement with a 54,000+ audience. The closest education union is OSSTF, which experienced a slight decrease from last year to 26,666, with 240 fewer posts than ETFO.

Top Post and Metrics

Statement to condemn 2SLGBTQ+ hate and the 1 Million March on September 19, 2024. 50,071 engagements with 1,044 reposts, 4,145 likes, 4,577 comments, and 40,126 post clicks

Instagram @ETFOeducators

* 9,755 followers
* Net increase in followers: 999
* Audience growth: 11%
* Posts: 424
* 122 more posts this year
* Video views: 43,837
* Organic engagements: 30,233
* Impressions: 13,793,430
* Reactions to posts: 24,682

Measuring Up

ETFO captures attention and buzz with our statements and strong visuals. The number of engagements on our account almost doubled the average of affiliates and continued to outpace education union affiliates and the OFL, with public engagement at a rate of 87 per cent while the Ontario Secondary School Teachers’ Federation (OSSTF) saw 53 per cent engagement.

Top Post and Metrics

Message about no space for hate in our communities with a link to actions organized by the Ontario Federation of Labour (OFL) on September 20, 2024. 1,282 engagements, 693 likes, 2 comments, and 551 shares

## Government Relations

ETFO’s lobbying and political action strategy is fully integrated with its public campaigns and member mobilization efforts. While central bargaining was underway, ETFO’s lobbying and political action initiatives focused on advocating for adequate investment in public education and supporting the Federation’s bargaining objectives. ETFO has also worked alongside education affiliates and other unions to oppose regressive legislation that has threatened workers’ rights, resulting in important legislative and legal victories for workers.

With the conclusion of the 2022 round of central bargaining, ETFO’s lobbying and advocacy efforts will focus on earning support – both from the public and from decision makers – for concrete solutions to the challenges facing the public education system.

### NDP Education Roundtable on 2SLGBTQ+ Issues and School Safety

On August 30, Vice-President Shirley Bell, accompanied by ETFO staff, participated in an education roundtable hosted by the Ontario NDP focused on 2SLGBTQ+ issues and school safety. Several education stakeholders participated in the roundtable, including representatives from education unions, the Canadian Anti-Hate Network, the Ontario Principals Council, and the Ontario Catholic School Trustees’ Association. The discussion centred on the increase of hate speech and violence targeting the 2SLGBTQ+ community in the education sector, on recent policy changes enacted in New Brunswick and Saskatchewan that further marginalize trans students, and concerns that the Ontario government might be considering similar policies.

ETFO will continue to work with other stakeholders to support members and students and combat any type of discrimination that targets 2SLGBTQ+ communities.

### Federal NDP Caucus Labour Roundtable

On September 7, President Brown and members of ETFO staff attended a labour roundtable hosted by the federal NDP caucus and the Canadian Labour Congress. During this roundtable, the NDP caucus provided progress updates on several files, with an emphasis on priorities that are contained in the supply and confidence agreement between the NDP and the minority Liberal government. The discussion included updates regarding federal anti- scab legislation, pharmacare, dental care, and “just transition” legislation, among other issues. Many of these items have since been included in legislation that has been tabled by the government during the ongoing parliamentary session.

### New Liberal Party Education Critic

On November 3, President Brown, General Secretary Sharon O’Halloran, and ETFO staff met with Liberal MPP Stephen Blais. This was an introductory meeting between ETFO and MPP Blais, who had been recently appointed as education critic. President Brown outlined ETFO’s priorities, provided an update on collective bargaining negotiations, and highlighted ETFO’s ongoing equity work.

### Fall Economic Statement and Appointment of Financial Accountability Officer

On November 2, the provincial government tabled its fall economic statement. The government revised its deficit projections for 2023-24 from $1.3 billion to $5.6 billion. For 2024-25 the government projected a deficit of $5.3 billion while projecting a surplus of $0.5 billion for 2024-25.

It should be noted that the increase in the deficit projected for 2023-24 was largely due to an increase in the contingency fund. In this fiscal update, the government added an additional $2.5 billion to the existing contingency fund bringing it to a projected balance of $5.4 billion.

The Ford government has a track record of inflating deficits to justify underspending in social programs and cuts to public services. The fall economic update contained no new investments in education, despite the shortfalls highlighted by the Financial Accountability Office for the coming years.

After the fall economic statement was tabled, the legislature appointed Jeffrey Novak as financial accountability officer for a five-year term beginning on November 3. Novak had served as acting financial accountability officer since May 7.

### Education Funding Consultation

In September 2023, the Ministry of Education launched its annual consultation on education funding for the 2024-25 school year. This year, the government focused its consultation on two categories: strengthening accountability/enhancing transparency/ reducing complexity and modernizing the Special Education Grant.

The changes the government proposed to the Special Education Grant would impact the way in which the Special Incident Portion (SIP) and the Special Equipment Amount (SEA) are allocated. The government’s plan would further decouple funding allocations from actual student needs and would risk leaving highly vulnerable students without the supports they need.

ETFO prepared a submission that addressed the relevant sections of this consultation and provided input on other priorities for ETFO members.

The submission was sent to the Ministry of Education on October 27 and is available in the Publications section of the ETFO website.

### Pre-Budget Consultations 2024

On January 9, President Brown, accompanied by General Secretary Sharon O’Halloran and ETFO staff, participated in a pre-budget consultation hearing held by the Ontario legislature’s Standing Committee on Finance and Economic Affairs. President Brown highlighted the impact of chronic underfunding of public education and the need to invest in Ontario’s public schools. She also called on the government to close the education funding gap identified by Ontario’s Financial Accountability Office and invest in Ontario’s public services.

In addition to participating in the committee hearings, ETFO prepared a written submission that was provided to the committee and is available in the Publications section of the ETFO website.

All ETFO submissions can be viewed at [etfo.ca/news-publications/publications](https://www.etfo.ca/news-publications/publications)

### Provincial Budget 2024

On March 26, the Ford government tabled the 2024 provincial budget. The budget includes a significant increase in the deficit projected for 2024-25 – $9.8 billion – more than double what the government had forecasted during the fall economic update.

The impact of high interest rates is being felt in Ontario’s economy, resulting in slow economic growth. Slower growth means lower revenue for the government. Despite this, the government continues to ignore the significant gap that exists in revenue generation in Ontario compared to the other provinces. Ontario is last in per-capita revenue and, unsurprisingly, last in per-capita program spending.

Instead of taking steps to address this ongoing revenue problem and make necessary investments in public education, public health care, and other public services, the government is continuing to fund tax breaks for corporations to the tune of $8 billion per year.

The compensation settlements resulting from Bill 124 being declared unconstitutional led to revisions in the spending figures for 2022-23 and 2023-24. This was particularly significant in the health and education sectors. The budget outlines more than $6.2 billion in Bill 124 compensation settlements over the past two years, with $2.8 billion in the education sector alone.

The nominal increases to education funding contained in the budget for the next three years are not enough to keep up with enrolment growth or inflationary costs, which translates to funding cuts in real dollars.

Unless there are additional funds made available to school boards, many of them will continue to experience increasing fiscal pressures that could result in further loss of important student supports and programs.

### Queen’s Park Lobby Day

On May 14, local leaders and members of the provincial Executive participated in a provincial lobby day at Queen’s Park. The day’s activities included observing question period, participating in a lunch reception with MPPs, and attending meetings with MPPs from the four main political parties as well as independent MPPs. This event provided an opportunity for local leaders to raise issues of concern to ETFO members, with a particular focus on advocating for concrete solutions to address increasing violence in schools. This lobby day is part of ETFO’s ongoing strategy to increase support from decision makers at the provincial and school board level for key additional investments in public education to help address pressing concerns for students and educators.

### Education Funding 2024-25

On April 26, the government released education funding details for 2024-25. The government announced significant restructuring of existing education funding with the introduction of Core Education Funding (“Core Ed”) to replace the former Grants for Student Needs (GSN) and Responsive Education Programs to replace the former Priorities and Partnership Funding.

The new Core Education Funding will be composed of six funding pillars and 28 allocations, which will replace 18 grants and 77 allocations. Changes in enveloping criteria for the various funding streams could result in significant impacts to various programs. These impacts will not be fully known for some time. As school boards begin to adjust their budgetary processes to fit within the new funding structures, the impact on various programs at the school board level will begin to become apparent.

While the introduction of Core Education Funding to replace the GSN represents a major restructuring of the funding formula, overall funding levels remain relatively unchanged. Total Core Education Funding is projected to be $28.6 billion in 2024-25, compared to an equivalent $27.9 billion in 2023-24. On a per- student basis, Core Education Funding for 2024-25 is projected to be $13,852 compared to $13,599 in 2023-24. With an average inflation of 2.9 per cent between March 2023 and March 2024, this represents an overall reduction in education funding of approximately $294 million, equivalent to one per cent lower than in 2023-24.

### Bill 307 Appeal at the Supreme Court of Canada

On May 21 and 22, the Supreme Court of Canada (SCC) held hearings on the Ontario government’s appeal on Bill 307. In March 2023, the Ontario Court of Appeal struck down sections of the Election Finances Act that were introduced under Bill 307 as unconstitutional. The government decided to appeal this ruling and the SCC granted a hearing on the case.

In its ruling, the Ontario Court of Appeal found that the offending sections of the Act infringed on the rights of Ontarians to meaningfully participate in our province’s political processes. These rights are contained in Section 3 of the Canadian Charter of Rights and Freedoms and cannot be overridden by the use of the nothwithstanding clause, as the Ford government attempted to do.

As one of the original applicants in the legal challenge against Bill 307, ETFO was represented by legal counsel at the SCC hearings alongside other unions. The SCC is expected to issue a ruling in the coming months. The ruling by the SCC will have a significant impact on the ability of unions and other stakeholders to engage the public in the lead up to the next provincial election.

## Building a More Just Society

### ETFO Equity Initiatives

Public education continued to face numerous challenges in the areas of equity and social justice throughout 2023-24. ETFO remained steadfast in prioritizing actions and advocacy that address gender-based violence; anti-Black racism; anti-Asian racism; Islamophobia; antisemitism; disparities within Indigenous communities; and the inequities experienced by 2SLGBTQ+ communities, individuals with disabilities, and those living in poverty. ETFO members responded with resilience and unwavering dedication, actively seeking innovative and constructive approaches to tackle issues of oppression.

To support members in doing this work, ETFO released a new provincial program, Peer Learning for the Inclusive Classroom, in partnership with Gender at Work. ETFO released two new curriculum resources, Race Matters and The Places We Meet, and a new local workshop, 2SLGBTQ+ Human Rights Strategies. And in May 2024, ETFO shared its first Jewish Heritage Month poster. All resources can be accessed at etfo.ca.

#### Anti-Oppressive Framework Training (Local Leader Training, GP, and WP)

Multiple sessions of ETFO’s Anti-Oppressive Framework Training were offered this year, with 78 participants attending the local leader-specific program, and 30 members taking part in each of the two general program (GP) sessions and one women’s program (WP) session. Members from across the province met at the provincial office for the two-day training, in which staff from different service areas presented sessions on various topics, including navigating discomfort, intent versus impact, legal implications, and more. This program is a prerequisite for ETFO’s

Collective Bargaining Academy, Union School, and Parliamentarian Training. In addition, members of ETFO’s Selection Committee and Professional Relations and Discipline Committee must attend a two-hour Anti- Oppressive Framework session.

#### Code Black Leadership Program

ETFO’s three-part leadership program for Black members took place in November 2023. Participants learned about ETFO’s structure and opportunities within the different service areas and engaged in discussions that focused on mental health and exploring/furthering leadership. Members also listened to the leadership journeys of two former system leaders and the first Code Black alumni panel.

#### Faculty of Education Workshops

ETFO provides equity workshops for teacher candidates as requested by faculties of education. Equity and Women’s Services (EWS) staff offered the following workshops:

* Challenging and Championing 2SLGBTQ+ Issues
* Exploring an Anti-Oppressive Framework
* Culturally Relevant & Responsive Teaching and Assessment Practices
* Everyone is Able
* Learning While Black: Addressing Anti-Black Racism in Education
* Possibilities: Addressing Poverty Issues in Elementary Schools
* Cultural Appropriation vs. Appreciation

Approximately 200 teacher candidates attended this year’s workshops.

#### Racialized Members’ Conference

This year’s conference theme, “Generation by Generation,” highlighted the impact that various waves of immigration to Canada have had on the experiences of racialized educators. Participants heard from multiple speakers, including two academics, two ETFO members, and a keynote from Karlyn Percil, an emotional intelligence and diversity expert.

#### GSA Symposium

This year’s conference had a positive response with 32 members participating, including members of the 2SLGBTQ+ community and allies. A variety of speakers presented, including Friday’s evening keynote from activist Fae Johnstone, executive

director of Wisdom2Action (W2A), and sessions from intersectional queer expert Taashi Gupta. Members had the opportunity to learn and grow, both personally and in their role as leaders at their worksites.

### ETFO Equity Resources

#### 2023 Women’s History Month Poster

October is Women’s History Month in Canada. The 2023 poster focused on the social, cultural, legal, and economic rights guaranteed to all Canadians who self- identify as women. These gains remind us that we must use our collective efforts to create a truly equal world.

#### 2024 Black History Month Poster

The 2024 ETFO Black History Month poster is a transgenerational representation of the strength and style of Blackness. The accessories both young people wear include a variety of symbols from across the African diaspora, past, present, and future, highlighting African Canadian contributions. #BlackJoy is captured in the demeanour and beauty within this visual that is reflected in the Black community locally, provincially, nationally, and worldwide.

#### 2024 Asian Heritage Month Poster (French)

May is Asian Heritage Month in Canada and Asian and South Asian Heritage Month in Ontario. It’s a time to reflect on and recognize the many contributions that people of Asian origin have made and continue to make to Canada. This month has been celebrated since the 1990s, with a declaration of the Government of Canada signed in 2002.

The theme of this year’s poster, which was published in French, is «tisser nos histoires» (weaving our stories). The central image features a variety of fabrics from across the continent and sub-continent, which creates a beautiful tapestry representing diverse Asian and South Asian experiences.

#### 2024 Jewish Heritage Month Poster

ETFO’s inaugural Jewish Heritage Month poster, with artwork by Toronto artist Rosette Sund, celebrates Jewish culture, resilience, and contributions in Ontario and beyond. The poster, available at [etfo.ca](https://www.etfo.ca/news-publications/publications/jewish-heritage-month-poster), is entitled From Generation to Generation, the English translation of the Hebrew phrase “l’dor va’dor.” It symbolizes the layered nature of Jewish people – cultural, religious, and ancestral – and fundamental Jewish values that continue to be passed down through generations.

By integrating Jewish heritage into classroom curriculum, we cultivate understanding and appreciation to foster deeper connections among educators and students.

#### 2SLGBTQ+ Online Resources

To continue providing resources for members, students, and the community at large, ETFO members curated a [bank of resources and websites](https://www.etfo.ca/socialjusticeunion/2slgbtq) that can be referenced to support 2SLGBTQ+ education. We encourage all members to use this online resource to find sites that can help support their pedagogy and students throughout the year.

#### Transgender Day of Remembrance

November 20, Transgender Day of Remembrance, is a day to remember transgender people, gender non-conforming individuals, and those perceived to be transgender who have been murdered because of hate. It is also an opportunity to commit to eliminating transphobia and to protecting the rights of trans people. The [2SLGBTQ+ page](https://www.etfo.ca/socialjusticeunion/2slgbtq) on etfo.ca includes links to useful resources and ETFO’s Transgender Policy.

#### International Holocaust Remembrance Day

January 27 is International Holocaust Remembrance Day, which commemorates the victims of the Holocaust, the genocide enacted by Nazi Germany.

As stated on the United Nations website, “The violence of exclusion began with disinformation and hate speech that lent support to systemic injustice and discrimination, and marginalization and ended with genocidal killing.”

#### 2024 International Women’s Day T-shirt

On March 8, ETFO marked International Women’s Day by drawing attention to the gendered impacts of the affordability crisis on women’s economic security, autonomy, and rights.

This year, the ETFO T-shirt highlighted the Canadian Labour Congress’ campaign Rise Up for Gender Justice. The theme explores and connects a broad scope of barriers that women and gender-diverse people experience at work and in society and calls for meaningful action to address poverty and promote women’s economic justice.

#### International Day of Pink T-shirt

April 10 marked the International Day of Pink. ETFO has taken a public stance to say “No” to 2SLGBTQ+ bullying in all its forms. The 2024 theme focused on the inner strength that we all need to maintain in advocating against homophobic and transphobic discrimination. This year, ETFO highlighted the words of author and activist Alok Vaid-Menon: “We have been taught to fear the very things that have the potential to set us free.”

## First Nations, Métis, and Inuit Education Initiatives

#### Indigenous Women’s Mentorship Program

This mentorship program for women members who self-identify as First Nations, Métis, or Inuit is grounded in the understanding of Etuaptmumk, two-eyed seeing. This program is unique in that it includes opportunities for both the Indigenous mentees and the mentors to focus on their traditional ways of exploring leadership and building knowledge of ETFO, the broader labour movement, and opportunities for activism and leadership within the Federation. Mentors are ETFO women members in leadership roles who share their skills, knowledge, and experience with Indigenous women members looking to explore leadership roles in ETFO, while at the same time developing their skills in allyship to the Indigenous community.

#### First Nations, Métis, and Inuit Education Symposium

This annual learning forum provides ETFO members an opportunity to learn about First Nations, Métis, and Inuit pedagogies, resources and teaching practices, and issues – both historical and current. The workshop topics support members in their learning about Indigenous Peoples and methods to create culturally inclusive learning environments.

This year’s symposium featured Treaties and Wampum from an Anishinabek Perspective with York University assistant professor and Canada Research Chair Alan Corbiere, and the Moccasin Identifier initiative.

#### First Nations, Métis, and Inuit Women’s Leadership Symposium (WP)

ETFO welcomed 21 Indigenous women from across the province for the eighth annual women’s leadership symposium on February 22 and 23. Members came together for two days to learn how to be an ETFO presenter. The program aims to support Indigenous women exploring leadership roles in ETFO and the greater labour community. This year’s topics included Ogimaawiwin, Indigenous principles of leadership; public speaking; and building effective presentations.

### Community Support

#### Anti-poverty Groups

In 2023-24, ETFO made donations totalling $10,000 to grassroots-level groups working on poverty issues, undertaking political activities to further their cause, or working directly to benefit those living in poverty in their communities.

#### Status of Women Donations

ETFO allocates $20,000 for status of women donations. These donations are made to organizations whose goals are to improve the status of women and/ or girls in Ontario or Canada. Women’s organizations that received funding this year include the Canadian Women’s Foundation and the Retired Women Teachers of Ontario.

## ETFO Supports and Donations

### Emergency Relief

ETFO has made donations responding to the following global emergencies:

* Northwest Territories Wildfire - $25,000
* East Africa Hunger Crisis - $38,550
* Middle East Humanitarian Crisis Appeal - $43,787

### International Donations

ETFO has made donations to the following organizations:

#### Canadian Teachers’ Federation (CTF) International Programs

Through CTF International Programs, ETFO contributed $67,500 to support women’s projects by international organizations, including:

* Canadian Organization for Development Through Education (CODE)
* Equality Fund (formerly MATCH International Women’s Fund)
* Teachers’ Action for Gender Equality (TAGE) – WP

#### Africa

* African Women in Education Network (AWEN)
* Benin (SNEP-B/SYNAEM-B)
* Gambia Teachers Union (GTU)
* Ghana National Association of Teachers (GNAT)

#### Asia

* El Asia Pacific (EIAP)

#### Latin America and Caribbean

* El Latin America (EILA)
* Teachers’ Action for Teaching Organizations (TATO)

#### Africa

* Benin (SNEP-B/SYNAEM-B)
* Burkina Faso (SNEA-B/SNESS)
* Sierra Leone Teachers Union (SLTU)
* National Teachers’ Union of South Sudan (NTUSS)
* Uganda National Teachers’ Union (UNATU)

#### Asia

* El Asia Pacific (EIAP)

#### Latin America and Caribbean

* El Latin America (EILA)
* Teachers’ Action for Teaching (TAT)

#### Africa

* Benin (SNEP-B/SYNAEM-B)
* Burkina Faso (SNEA-B/SNESS)
* The Gambia (GTU)
* Ghana (GNAT)
* Sierra Leone (SLTU)
* Togo (FESEN)
* Uganda (UNATU)

### Project Overseas

Project Overseas is a joint endeavour between the Canadian Teachers’ Federation (CTF/FCE) and member organizations such as ETFO. Overseas placements are scheduled in July with partner organizations who, like the CTF/FCE, are members of Education International. ETFO typically sponsors 16 members to participate in Project Overseas, however, fewer application packages from new and returning candidates were received this year.

The following members represented ETFO in Project Overseas 2024:

* Belize: Marcia Thompson, Elementary Teachers of Toronto, Team Member
* Dominica: Laina Lees, Limestone Teacher Local, Team Leader
* Ghana (Team 1): Lynne McNab, Waterloo Region Teacher Local, Team Member
* Ghana (Team 2): Meaghan Bisson, Halton Teacher Local, Team Member
* Guyana: Murad Doray, Toronto Occasional Teacher Local, Team Member
* Grenada: Lisa Gidlow-Aldrich, York Region Teacher Local, Team Member
* Saint Lucia: Iyanuoluwa Akinrinola, Durham Occasional Teacher Local, Team Member
* Saint Vincent and the Grenadines: Pamela Nazar Evans, Elementary Teachers of Toronto, Team Leader
* Sierra Leone: Melissa Ann Williams, Elementary Teachers of Toronto, Team Member
* The Gambia: Olive Creary-Satchell, Toronto Occasional Teacher Local, Team Member
* Uganda (Team 1): Sarah Ramsay, York Region Teacher Local, Team Member
* Uganda (Team 2): Sandra Bonnell, Elementary Teachers of Toronto, Team Member

### Overseas Support

#### Cambodia Support for Girls

Partners for Rural Development (PRD) is a women-led Cambodian non-profit and non-political organization. PRD works in 10 of the most rural and impoverished villages in Battambang and Samlout and Pailin provinces. ETFO has had a long-term partnership with PRD through its Education for Change program.

In 2023, PRD continued to work with eight primary schools that served 10 villages in Battambang province, Samlout and Pailin regions with a total student population of approximately 1,545. They worked directly with the Samlout and Pailin departments of education, teachers, principals, students, parents, school committees, Women’s Affairs, and gender focal points. The organization provided three professional development workshops to 12 teachers and two principals to strengthen teaching methodologies, producing games and teaching materials for the classroom.

PRD’s women and girls’ programs included a focus on gender equity and equality, women empowerment, education, health, agriculture, and the environment.

#### Caribbean Union of Teachers (CUT)

The Caribbean Union of Teachers (CUT) is a part of the Teachers’ Action for Gender Equality (TAGE) program, which is one of three core content areas of the international development co-operation program at the Canadian Teachers’ Federation (CTF/FCE). In 2022-23, ETFO’s support for CUT through the TAGE program included:

* Regional programming about gender equity for five distinct activities/programs:
* a virtual regional workshop for members of women’s/gender committees on gender issues
* an in-person regional conference conducted by the Status of Women Committee of the CUT and co-funded by Education International with two days dedicated to awareness of gender issues
* funding for CUT units to implement activities in
* celebration of International Women’s Day 2023
* the publication of a women’s educational magazine
* bursaries for women teachers enrolled in education programs to upgrade their skills

#### Colombia Support for Women and Girls

ETFO has partnerships with two organizations in Colombia:

* The Fundación Ratón de Biblioteca promotes a creative approach to English literacy through reading, writing, speaking, art and games in Medellín. In 2023-24, these projects were delivered through five community libraries in Villa Guadalupe, Raizal, La Esperanza, and Villatina.
* The Colombian Grandmothers’ Project supports grandmothers who are left to care for children in Montería, Columbia. These supports provide training, financial, entrepreneurship, counselling, and psychosocial support for mothers and grandmothers who are heads of households. In 2023-24, new beneficiaries received support to operate a small food business and a dressmaking business to produce school uniforms for educational institutions. Through their entrepreneurship, two mothers and grandmothers supported their children and grandchildren’s educations from basic primary to university. A total of 32 women heads of the family received support.

#### Support for Swaziland National Assocation of Teachers

The Women’s Wing of the Swaziland National Association of Teachers (SNAT) supported 48 women educators to upgrade their qualifications and 15 of its women educators to further their studies. Thirty- three SNAT women leaders, 30 from 15 branches and three from national committees, attended a workshop to empower women. Topics covered included women leadership in trade unionism and collective bargaining.

#### Ugandan Support for Women Teachers

The Uganda National Teachers’ Union conducted a gender and women empowerment workshop with 104 women leaders in August 2023. The theme was “Enhancing Entrepreneurship and Leadership Capacity of Female Educators for Quality Education.” The focus was on the promotion of girls’ education, capacity- building for entrepreneurial and leadership skills, and raising awareness of gender equality in Uganda’s education system.

#### Overseas Scholarships for Women and Girls

ETFO supports the Canadian Teachers’ Federation (CTF/FCE) Teachers’ Action for Gender Equality (TAGE) Program, Hope for Rwanda’s Children Fund, and scholarships for girls and women. This continued support includes scholarship funding for women teachers to further their teacher qualifications or support for girls to attend primary, secondary, and post-secondary education.

In 2023, the Canadian Teachers’ Federation Teachers’ Action for Gender Equality Program (TAGE) provided Ghana with bursaries to assist unqualified/underqualified women teachers to upgrade their credentials in the field of education. TAGE also administered support through the African Women in Education Network, Education International Asia Pacific, the Education International Latin America Women’s Network, and the Caribbean Union of Teachers.

Hope for Rwanda’s Children Fund provided 16 secondary school students and three university students’ educational scholarships in 2023-24.

#### ETFO Humanity Fund

Established in 2003 and financed primarily by members, the ETFO Humanity Fund is dedicated to creating a world of difference for children around the world, enriching their lives and the lives of their communities.

The fund supports charities that promote the advancement of elementary education of children in Canada and elsewhere; provide relief for suffering arising out of natural disasters or sudden catastrophes; and relieve poverty and physical hardship in Canada and internationally by providing food and other basic supplies to children in need.

The fund is financed through payroll deductions agreed to by members of participating locals, as well as by individual donations from ETFO members, staff, and locals. The [Stephen Lewis Foundation](https://stephenlewisfoundation.org/) is the fund’s signature charity. Many other charities receive funds throughout the year. For a full list, please see the one-page Annual Report of the Humanity Fund distributed separately at ETFO’s Annual Meeting.

Any local that is not currently participating in the fund is encouraged to work with their members and school board to join. With every new local that joins, the Federation expands its ability to help those in need in Canada and around the world.

## ETFO Action on Violence in Schools

ETFO has engaged in a multi-year strategy to address workplace violence since 2017. The strategy focuses on:

* training and assisting locals and members to respond effectively to workplace violence and assert the rights of workers under the Occupational Health and Safety Act (OHSA)
* advocating to the Ministry of Education and the Ministry of Labour, Immigration, Training, and Skills Development that school boards improve compliance with health and safety law and policy requirements
* raising awareness and publicly advocating for improved funding and necessary supports for struggling students, including special education funding and addressing children’s mental health issues in schools and the wider community
* working with education sector unions, stakeholders such as school board and principal associations, and the government to improve the ways in which violence is reported and addressed

The Executive has extended the multi-year strategy until 2026. The strategy includes communications, capacity- building, training and resources, multi-media resources, lobbying, and the Building Better Schools initiative.

### Training for Local Leaders and Members

Ongoing training is vital to ensure locals and members are aware of member rights and responsibilities regarding violent incidents. Throughout the year, Health and Safety Services staff supported members through training and relevant program content, such as:

* ETFO’s annual health and safety conference included an overview of workplace violence updates. Participants also had the choice to attend workshops on post-traumatic stress disorder and lockdown procedures.
* Regional health and safety training reviewed updates to the [Action on Violence Frequently](https://stephenlewisfoundation.org/) [Asked Questions](https://stephenlewisfoundation.org/), including information on safety plans and risk assessments.
* The Women’s Health and Safety Conference (WP) included a workshop on domestic violence in the workplace.
* At Fall Leadership, a workshop was provided on ETFO Action on Violence. It reviewed details of the results of the 2023 All-Member Violence Survey and how to interpret local results. Tips were shared for developing a local action plan to address violence in schools.
* At a January Virtual Academy webinar, two new member resources were introduced, [Work](https://etfohealthandsafety.ca/site/general-information/work-refusal-faq/) [Refusal FAQs](https://etfohealthandsafety.ca/site/general-information/work-refusal-faq/) and ETFO Action on Violence FAQs, which are available on the ETFO [Health and Safety](https://etfohealthandsafety.ca/site/general-information/work-refusal-faq/) [website](https://etfohealthandsafety.ca/site/general-information/work-refusal-faq/). An updated work refusal guide for local leaders was also shared.

### Resources for Local Leaders and Members

As part of the multi-year strategy, resources have been created to help members understand their health and safety rights and the responsibilities of their employers. These resources continue to be created, updated, and promoted, including:

* regular reminders on social media with links to the ETFO Health and Safety website, [etfohealthandsafety.ca](https://etfohealthandsafety.ca/site/), where resources are housed
* a poster sharing the outcome of the 2023 All-Member Violence Survey and calling on members to exercise their rights was sent out to all stewards to post in the workplace in September
* an [Action on Violence toolkit](https://etfohealthandsafety.ca/site/workplace-violence/action-on-violence-toolkit/violence-faq/), with existing and new workplace violence resources, has been assembled on ETFO’s Health and Safety website

### Action on Violence Facilitator Training and Toolkit

The next step in the multi-year strategy for the 2023-24 school year was the creation of a writing team to develop an Action on Violence program and toolkit. A facilitator training was held to prepare one representative from each local to deliver the 90-minute Action on Violence program to a member from each school in 2024-25.

### Lobbying and Advocacy

On May 14, local presidents and the provincial Executive attended a lobby day at Queen’s Park, focusing on the issue of violence in schools. Meetings were scheduled with members of provincial parliament to discuss the issue and share data from ETFO’s 2023 All-Member Violence Survey.

ETFO’s participation in the Provincial Working Group on Health and Safety allows the opportunity to continue raising concerns regarding violence in schools, and to suggest province-wide strategies to address the issues.

ETFO continues to raise the issue of violence in schools in all budget submissions and to advocate, through Building Better Schools, for the systemic changes and improvements that would address student needs and reduce violence. Violence in schools was also a key priority addressed during the latest round of central bargaining.

For information and resources on violence issues, please visit [etfohealthandsafety.ca](https://etfohealthandsafety.ca/site/)

## Driving Labour Action

### Canadian Labour Congress (CLC) and National Politics

CLC national campaigns focused on ensuring the government followed through on its commitments in the confidence-and-supply agreement between the governing Liberals and the NDP. The CLC Lobby Day held in November focused on the long-awaited anti-scab legislation, sustainable jobs, and the national pharmacare program. Given the minority government, the CLC has also been preparing for a federal election and the need to protect against gains by Pierre Poilievre and the Conservative party.

The Congress organized its second National Indigenous Lobby Day on October 3, 2023, in support of the Indigenous Justice Action Plan. With affiliate input, lobbying topics were developed to push for greater accountability and action from the government to fulfil its promises on reconciliation.

The CLC also has ongoing campaigns to bring international standards to Canada. For example, the International Labour Organization’s Convention 190 (C-190) set a standard for addressing violence and harassment in the world of work through a gender- responsive lens. Canada has ratified the convention, but the federal government must develop an implementation plan, and workers’ voices and safety must be at the centre.

### Ontario Federation of Labour (OFL) Convention

In November 2023, ETFO had a strong showing at the biennial OFL Convention with a total of 110 delegates and alternates representing 51 locals attending.

Delegates passed the Action Plan, participated in a Rally for Housing, listened to many inspirational speakers, and supported the work of labour in Ontario. Three executive officers were elected to lead the OFL: Laura Walton as president, Ahmad Gaied as secretary- treasurer, and Jackie Taylor as executive vice-president.

The OFL’s Enough is Enough campaign is ongoing to fight the cost-of-living crisis in Ontario. Broad demands were articulated around real wage increases, protecting public services like health care and education, affordable housing, and basic needs. In addition, this past year, the OFL was particularly focused on supporting the Ontario Health Coalition and saving public health care as the PC government has made changes that increase the role of private for-profit companies in the delivery of health care.

### ETFO Union School

ETFO Union School took place over three sessions: November 30 to December 1, February 7 to 9, and May 1 to 3. Thirty-one participants were able to engage in discussions on various topics, including: unions and the labour movement, member engagement and organizing, equity and social justice in the union, building capacity at the local level, wellness and activism, and public speaking. Participants had the opportunity to attend the business session of the February Representative Council as observers, were able to attend a workshop facilitated by Andy Hanson, author of the book Class Action: How Ontario’s Elementary Teachers Became a Political Force, and were invited to engage in discussion with several Union School graduates. This cohort of participants is the first to complete the Union School prerequisite session on ETFO’s Anti-Oppressive Framework.

## Building a Strong Federation

### Professional Learning/ Curriculum Services

#### Assessment Workshop and Website Series

This two-part series, which was revised for 2023-24, was hosted in four locals with over 100 teachers in attendance. Teacher participants explored a variety of assessment for learning tools and strategies to better inform instruction.

The [ETFO Members Sharing in Assessment website](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fr20.rs6.net%2ftn.jsp%3ff%3d001vb9era332ZwiPHq-ywqHhy-I4XLxCRmAHFGU07XjRBYCnQqylyUxYy9wfuXpu3zptXBLIMxivQSRoWAXfvW2GiVghXw0IIexOE8UJnsSSp9m4r7t9QnHDbZ_hP7P4W7dlZb38UAV4NuN1mmBSoCGEw%3d%3d%26c%3djFcfRGJS3eKeQe0hcvsPgT-U87bWkxqDTurvuiGKjIZmPLo_1aObSg%3d%3d%26ch%3dQC5rgbx45MhV8LrwhackDPeoMBwFGaZMqvvMT-LGl2FPvRh9e7p9mg%3d%3d&c=E%2C1%2CUQ96kxYdxs2MzXaoG6qiF3sMOu7semPYlOVIodfM9kUqqm9n2A5PV6Fwq0_UvDhq-sq12I9JTyLRbb5hbW9ttQTcoJB-CTxqb-JHINHXeCcuzmGobRJ-1vc%2C&typo=1) continues to be an integral part of the workshop. For the 2023-24 school year, short and accessible videos on how to create success criteria, gather evidence of student learning, and use assessment to plan instruction were added to the [Assessment for Learning section](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fr20.rs6.net%2ftn.jsp%3ff%3d001vb9era332ZwiPHq-ywqHhy-I4XLxCRmAHFGU07XjRBYCnQqylyUxY5HWJcMw6L99I56PfhJJS6mXdOcpHkpcK-pFsDE9LXmDfxDluQOlHhbuEfdaGhWmEZHlxdphNedjXPujmlKDSiE1AO5XSJghbkiAYuzKDbAv-FS59tRCYSAnMFhp2PJD_w%3d%3d%26c%3djFcfRGJS3eKeQe0hcvsPgT-U87bWkxqDTurvuiGKjIZmPLo_1aObSg%3d%3d%26ch%3dQC5rgbx45MhV8LrwhackDPeoMBwFGaZMqvvMT-LGl2FPvRh9e7p9mg%3d%3d&c=E%2C1%2C4lZIyc_D0wjAq6184a3D8hRDfBknv3XWMTeBFCAxfOTXAJR4qTim5iP9_kIssvZrqPekIgJlPik5tcUUD2XbqAMHUlYARqvfEGOORlOE3-5zD8DX&typo=1).

#### ETFO Additional Qualifications (AQ)

##### AQ voices

ETFO AQ special education courses continue to be popular with candidates. Special Education Part 1 and Part 2 had the highest number of candidates enrolled in the winter and spring sessions. During the 2023 course year, special education AQ courses held six of the top 10 spots for most popular courses based on registration.

Our special education courses provide a range of strategies for student success, including positive behaviour supports, the importance of using visual strategies, and focusing on evidence-based pedagogy to create a safe learning environment that is rooted in compassion and understanding.

##### New AQ instructors

Earlier this year, ETFO issued a call for instructors to deliver AQ programs in four content areas: environmental education, music, teaching 2SLGBTQ+, and Indigenous courses. ETFO’s AQ department implemented new onboarding tools and strategies to ensure members are even more supported in the AQ professional learning community to make positive impacts for educators across Ontario.

##### AQ course highlight

ETFO is one of three AQ providers to offer the Addressing Anti-Black Racism to Change Pedagogy and Practice Part 1 AQ course to support educators. It is an example of how an AQ course provides information that aligns with guideline and regulatory requirements.

#### Advocacy

Staff has advocated for members by participating in workgroups or by responding to Ministry of Education initiatives, including:

* Education Partners Discussion Table
* EQAO Advisory Committee
* Joint OTF-Ministry Teacher Supply and Demand Action Table
* Ministry Initiatives Committee
* Ontario Association of Deans of Education’s Roundtable on Environmental Sustainability
* Ontario Coalition for Children and Youth Mental Health
* OTF Affiliates’ Curriculum Workgroup
* OTF Assessment Workgroup
* OTF Teacher Education Staff Workgroup
* Reimagining Teacher Education Workgroup
* School Mental Health Ontario Affiliate Advisory Group

#### ETFO Arts Series

The ETFO Arts Series is offered to locals with a choice of four arts workshops. The workshop is a cost-shared program between ETFO and locals. Workshops included:

* Renewal in the Arts
* The Arts and Mental Health
* Social Justice and Equity:
* An Arts Integration Approach
* We All Belong: The Inclusive Arts Classroom

In 2023-24, the Inclusive Arts Classroom was the most popular offering within the program.

#### Classroom Management for the Occasional Teacher Workshop

This two-part workshop provided occasional teacher locals with the opportunity to access classroom management strategies based on the ETFO resource I am the Teacher. This cost-sharing workshop was available to 12 occasional teacher locals providing members practical classroom management strategies, increasing teacher confidence, providing networking opportunities, and improving practice through self- reflection and goal setting.

ETFO delivered all 12 possible workshop bookings to occasional teachers throughout the province. Member feedback highlighted the practical, hands- on, and responsive nature of the workshops, as well as members feeling that their Federation met their professional learning needs as occasional teachers.

#### Creating Environmentally and Socially Active Communities Online Resource

Creating Environmentally and Socially Active Communities is an [online resource](https://members.etfo.ca/resources/classroom-resources/creating-environmentally-and-socially-active-communities/documents) that looks to empower students to view themselves as leaders of social and environmental justice. This resource was featured in the April edition of Voice and on ETFO’s Elementary podcast.

This resource offers lessons from Kindergarten to Grade 8 to introduce learners to the concept of environmental racism and to help them build the skills of advocacy and allyship in the classroom and school. This resource can be accessed under the [Classroom](https://members.etfo.ca/resources/classroom-resources) [Resources](https://members.etfo.ca/resources/classroom-resources) section of members.etfo.org.

#### New – Educating for Social Justice (WP)

The Educating for Social Justice conference engaged members from locals across the province who were interested in developing their understanding of how they can build their knowledge of social justice and equity classroom practice focused on the Ontario curriculum. Keynote speaker Stephanie Fearon, assistant professor at York University, invited participants to consider creative ways to co- create liberatory learning spaces with students and families in classrooms, schools, and the community. ETFO members developed and led the conference workshops on a range of topics, including:

* what it means to be an educator for social justice
* how classroom communities can promote social
* justice and equity action
* exploring identity and diversity through visual arts
* adopting a “reconciliatory stance” in the classroom to engage students in learning about truth and reconciliation
* strategies and resources to teach critical literacy through a social justice lens

Participants left with an increased understanding of how to embed social justice practices into their programs and foster ways for students to see themselves in the fabric of the curriculum.

##### [Etfopley.ca](https://etfopley.ca/)

The ETFO [early years website](https://etfopley.ca/) was updated in 2023- 24 with new content and features. All professional learning resources are available in a user-friendly layout that is easy to navigate. The site is intended to benefit educator teams, individual teachers, occasional teachers, designated early childhood educators, and teacher leaders. There are a variety of videos, a photo gallery, and classroom tours to explore. Recent additions include content that highlights the role of play-based learning and how it shapes classroom culture.

#### Language Curriculum Supports

The Ministry of Education announced the release of the new Language curriculum in June 2023. Despite not having had the opportunity to see a draft of the changes to the curriculum or provide input, ETFO was proactive about supporting its members on the anticipated changes. ETFO:

* offered three new Summer Academy courses on structured literacy and ways to incorporate foundational early reading skills into early years pedagogy
* revised the Reading, Part 1 ETFO AQ course to include specific e-tivities to address structured literacy strategies and it was re-accredited by the OCT
* provided AQ instructors facilitating reading, Kindergarten, and special education AQ courses resources and support to address structured literacy strategies within the courses, including phonics and phonemic awareness
* offered a local workshop series focused on implementing the new Language curriculum, and included eight webcasts on etfo.ca and workshops hosted in locals
* offered two different workshops on structured literacy as part of Presenters on the Road – 11 workshops were hosted in 10 locals across the province

#### LEAD Conference

This year’s LEAD Conference, Leading Together: Nurturing Relationships and Mentorship Towards Transformative Change, was offered to members who are currently consultants, coordinators, facilitators, or teachers with system-wide responsibilities. The learning engaged members from locals across the province who were interested in developing their understanding of how the key concepts of liberatory education and mentorship can be applied to their ongoing work supporting colleagues and students.

The evening session included discussions about how participants can enhance their ability to navigate paradox, which serves as a foundational tool for personal growth, improving relationships, and driving institutional change. During the full-day session, ETFO members furthered their leadership abilities as they developed knowledge on relationship-building, reciprocal learning, and community. During this conference, members had an opportunity to engage with hands-on “mentoring moves” that are adaptable to a wide range of educational environments.

#### Leadership 2023

Leadership training 2023 took place September 21 and 22. Over 400 participants engaged in workshops, plenary sessions, and training for committee chairs.

To honour the 50th anniversary of the birth of hip- hop music, this year’s keynote speaker was Dalton Higgins, one of Canada’s foremost experts on hip-hop culture who is also a public relations strategist, author, and award-winning journalist. Higgins spoke about hip-hop’s global impact and how it has influenced classrooms and students.

Workshop and training topics at the conference

included:

* early reading screeners
* human rights officer training
* media training: How to be More Confident Working with Media
* New Teacher Induction Program (NTIP): Understanding Program, Policy, and Funding
* Member Support: Best Practices from a PRS and CB Perspective
* addressing violence in schools
* self-identification data as a tool for equitable member engagement
* tools to activate new members
* human rights investigations
* new members chair training
* political action/public relations chair training
* professional learning chair training
* social justice chair training
* status of women chair training

A special performance was given by Keysha Freshh, a hip-hop artist who writes songs and poems specifically for children and has performed in schools across Canada. This year, the plenary evening included an expert panel of local leaders discussing organizing successes, challenges, and ongoing concerns in ETFO locals.

#### Learning in the Early Years

The Learning in the Early Years afterschool workshop series was fully booked this year. Locals chose from three workshops: Learning in the Early Years, Documenting and Communicating Learning in Kindergarten, and Building and Enriching Partnerships in Kindergarten.

The content of the workshops connected to a range of ETFO resources, such as [etfopley.ca](https://etfopley.ca/) and publications such as Building and Enriching Partnerships in Kindergarten and Learning in the Early Years: Exploring Our Thinking. Each workshop provides an opportunity for members to consider current research and explore best practices in the early years.

#### Local Executive Training

The strength of ETFO depends in large measure on the strength of locals, local leaders, and local executives. These facilitated workshops helped local executives continue to be successful in their roles and enhance the strength of their locals.

The format included executive planning, executive team building, goal setting, effective communication strategies, and local constitution writing. Workshops were modified to suit local executives’ unique needs. ETFO ran 10 cost-shared training sessions this year.

#### Local Leaders Virtual Academy Webinar Series

Ten webinars were offered to local leaders as part of ETFO’s ongoing Virtual Academy. Webinar topics included:

* ETFO website walk-through
* pregnancy and parental leaves
* current issues in health and safety
* programs, partnerships, and funding incentives
* long-term disability and Workplace Safety and
* Insurance Board
* collective bargaining basics
* technology tips
* organizing through Hustle text marketing
* supporting trans and gender non-conforming members
* recent arbitration rulings

#### Local Workshop Series: Language Curriculum (2023)

ETFO developed a workshop and a series of webinars and sample lesson plans focused on supporting the implementation of the new Language 1-8 curriculum. This workshop provided eight locals with an overview of the changes to the curriculum, with a focus on Strand B: Foundations of Language. Eight webcasts and sample lesson plans were also developed. They can be found in the [Classroom Resources section](https://members.etfo.ca/resources/classroom-resources/overview-of-the-2023-language-curriculum-webcasts) on members.etfo.ca.

#### Making a Difference: Supporting Positive Classroom Behaviour Workshop

In 2023-24, ETFO held 12 workshops throughout the province. The primary focus of this workshop was on managing challenging behaviours and includes a targeted approach to supporting occasional teacher work. The workshop provided practical information and strategies for consciously teaching, supporting, and reinforcing positive student behaviours while managing the challenging realities of classrooms.

#### Mental Health Resources

ETFO staff participated in the School Mental Health Ontario Affiliate Advisory Group to inform the development of resources designed to support members in teaching the Ministry of Education’s mental health literacy modules for grades 7 and 8, linked to the Health and Physical Education curriculum.

The [School Mental Health Ontario website](https://smho-smso.ca/) provides members with accessible information, lessons, learning activities, FAQs, and other resources. It also features a comprehensive educator guide focusing on educator well-being as well as materials helping members effectively teach mental health literacy.

#### Mobilizing for Justice (WP)

Mobilizing for Justice (WP) took place in two sessions: March 20 to 22 and April 11 to 12, with a focus on connecting classrooms to community through curriculum. The program provided an opportunity for women members to connect lesson plans, classrooms, and the curriculum to social justice movements and allyship. Participants explored themes including intersectional feminism, anti-oppression, and effective allyship as they relate to the curriculum. This year’s program highlighted ETFO’s new intersectional feminism classroom resource [The Places We Meet](https://members.etfo.ca/resources/classroom-resources/the-places-we-meet). Resource writers shared their knowledge and experience with participants, giving them tools to use the new resource in their classrooms.

#### New Presidents Training

Training for new presidents and newly released local leaders took place on November 8 to 10.

Participants engaged in sessions on topics including media training, assessment and evaluation, return to work, local budgets, engagement and mobilization, communicating with board officials, health and safety, and grievances. The local leaders also participated in a simulation exercise that allowed them to experience the types of issues they might encounter on a daily basis and develop prioritization strategies to manage these situations.

#### Presenters on the Road

Over 70 Presenters on the Road workshops were delivered in locals across the province in 2023-

24. February 2024 was the busiest month, with 17 workshops engaging over 350 members. Presenters on the Road continues to be a popular partnership opportunity that supports member engagement and professional learning in locals.

The most popular 2023-24 workshops were:

* Get Unstuck (Well-Being)
* Supporting Students with Tiered Response, Universal Design for Learning, and Differentiated Instruction
* Literacy in Kindergarten
* Play-Based Approaches to Learning that Centre Black Brilliance and Joy
* Getting Started with Structured Literacy
* Increasing Student Engagement: Sparking an Excitement for Learning in the Classroom

#### Presenter’s Palette

This leadership program was provided to members from locals across the province interested in further enhancing their leadership skills and developing their presentation and facilitation expertise. Participants at all stages of their careers, including teacher and occasional teacher members, brought with them a wide range of experiences and potential workshop ideas. Throughout the two days, members created a workshop description, developed a workshop plan, and explored a range of facilitation strategies for engaging participants while ensuring an inclusive environment. Particular attention was placed on best practices for ensuring equity and inclusion in professional learning experiences. Participants worked collaboratively to support each other in refining their own presentations and shared facilitation strategies to encourage high levels of engagement in their own future workshops.

#### The Occasional Teacher Conference

This year’s theme was “The Occasional Teacher’s Toolbox: Authenticity, Agency, and Advocacy.” This conference included a series of workshops with practical strategies, resources, and networking opportunities tailored to the needs and interests of occasional and long-term occasional teachers. Members heard from dynamic presenters with an opening night panel featuring the voices of occasional teacher members who reflected on how they navigate challenges, reclaim respect, and prioritize wellness. Participants attended three workshops on a variety of topics, including supporting teacher wellness, classroom management strategies, fostering equity daily, and strategies to differentiate instruction. Members also had the opportunity to network and reflect on the past year.

#### Regional and Provincial Classroom Management course

This program has limited enrolment and is designed for classroom teachers who are experiencing difficulties with classroom management as identified by ETFO locals and/or Professional Relations Services staff. The program intends to assist teachers who are struggling with behaviour management, classroom management, and/or establishing effective procedures and routines.

ETFO hosted fall, spring, and summer courses in 2023-24. Members appreciated the support and timely professional learning from their Federation.

#### New – Supporting English Language Learners (ELLs) Workshop Series

The Supporting ELLs workshop series was refreshed for 2023-24 and fully booked by locals. The series, delivered by member facilitators, focuses on creating equitable programs and learning tasks for multilingual language learners (MLLs). Locals chose from three workshop titles:

* An Anti-Oppressive Approach to Supporting MLLs
* Program Adaptations for MLLs: Learning the Curriculum while Learning English
* Supporting ELLs and Steps to English Proficiency

The workshop sessions aligned with new ETFO professional learning posters and current resources that support the success of linguistically diverse students. Member writers also worked on developing new resources to be released in the 2024-25 school year.

#### Member Support Regarding the 2023 Language Curriculum

Professional Learning/Curriculum Services supported members through a variety of professional learning opportunities regarding the implementation of the 2023 Language curriculum:

* the Presenters on the Road catalogue included the workshops Getting Started with Structured Literacy and Literacy in Kindergarten. Both workshops were popular among locals, resulting in both workshops being included in the top-five list.
* local workshop series
* Summer Academy

#### Workshops and Conferences

In addition to the highlights shared, Professional Learning/Curriculum Services staff offered several additional annual workshops and programs including:

* ICT Conference
* Inspire and Inquire
* Strategies to Support Students with Learning Disabilities workshop
* Summer Academy
* The Women’s Equality Project (WP)

### Equity and Women’s Services

#### 2SLGBTQ+ Online Resources

To continue providing resources for members, students, and the community at large, ETFO members curated a bank of resources and websites that can be referenced to support 2SLGBTQ+ education. We encourage all members to use these online resources to help support their pedagogy and students throughout the year. They can be found at [etfo.ca/socialjusticeunion/2slgbtq](https://www.etfo.ca/socialjusticeunion/2slgbtq).

#### Suggested Resources for Gender- Independent Children and Transgender Youth/Adults

ETFO continues to update and enhance this [online](https://www.etfo.ca/socialjusticeunion/2slgbtq/etfo-suggested-resources-for-gender-independent-children-and-transgender-youth-adults) [document](https://www.etfo.ca/socialjusticeunion/2slgbtq/etfo-suggested-resources-for-gender-independent-children-and-transgender-youth-adults) that lists resources educators can use when working with gender-independent children and transgender youth/adults. The document lists organizations, resources, and links to school board gender expression and gender identity policies.

#### PFLAG & 519

ETFO partnered with the 519 community agency and PFLAG Toronto to create a series of videos focused on a timeline of significant events that are related to the education system and queer issues. The series was shared widely via social media and was intentionally created to build support for 2SLGBTQ+ communities and counter homophobic and transphobic narratives in our society.

#### Indigenous Resources

The website [etfofnmi.ca](https://etfofnmi.ca/) includes a list of resources developed by ETFO, teacher union affiliates, and others in the education sector, as well as the latest news and dates of significance. ETFO developed resources that focus inclusively on First Nations, Métis, and Inuit world views and perspectives to support members in their learning and instructional practices, The resources were developed by ETFO members (both Indigenous and non-Indigenous) and with the broader Indigenous community.

#### The Places We Meet: Embedding Intersectional Feminism in the Classroom, Kindergarten to Grade 8

This resource was developed to help educators and learners critically examine issues of intersectional feminism, specifically related to gender equity and anti-racism. The lessons encourage all participants to work together to understand and respond to an ever-changing and unpredictable world in which the outcomes, opportunities, and rights of girls and women continue to be challenged because of systemic oppression. A teacher guide, glossary, posters, and lesson plans for Primary, Junior, and Intermediate classrooms are available for free download from the [Classroom Resources section](https://members.etfo.ca/resources/classroom-resources/the-places-we-meet) on the ETFO member secure site.

#### Race Matters: Teaching Students to be Race-Conscious

Released in February 2024, this curriculum resource examines race, racism, and anti-Black racism through age-appropriate content for Primary, Junior, and Intermediate learners. A writing team of ETFO members developed lessons to provoke critical thinking, engage in meaningful dialogue, and address anti-Black racism. [Race Matters](https://members.etfo.ca/resources/classroom-resources/race-matters) uses an anti-oppressive lens and draws from anti-racist pedagogical practices.

#### Elementary Podcasts

During the year, Equity and Women’s Services (EWS) partnered with Communications and Political Action (CPA) Services and other service areas on a series of equity-related learning opportunities and resources for members, including ETFO’s Elementary podcast. Some of the episodes featured in the podcast between September 2023 and May 2024 include:

* Food Insecurity and Poverty: An Interview with Paul Taylor
* Building Inclusive Spaces for 2SLGBTQ+ Students and Families
* Representation Matters: The Positive Effect of
* Having Black Educators in Schools
* Classroom Resource – Who Are the Inuit: A Conversation with Qauyisaq Etitiq
* Black Excellence: A Panel from the Generation Black – You’re Next! Symposium
* Jennifer Holness on Blackness, Beauty, and her Documentary, Subjects of Desire

#### First Steps: Observer Training for Annual Meeting

The 2023 Annual Meeting included the launch of a training program for first-time observers of the ETFO Annual Meeting. Ten members who self-identified with one or more designated group were brought together to observe and learn about Annual Meeting operating procedures, Robert’s Rules of Order, and the democratic process of the Federation in preparation for their next step as potential delegates in years to come.

#### Peer Learning for Inclusive Classrooms

ETFO partnered with Gender at Work, an international feminist knowledge organization, to offer an exciting pilot program to 16 women members actively working in classrooms. The goal of the program was to help teachers better understand the interlinked dynamics of power, voice, agency, and privilege, and how these can be harnessed to foster women’s empowerment and strengthen gender equality in and through education. Participants worked together to co-create, test out, and provide feedback on learning activities that sought to answer inquiry questions. They met in person for two two-day sessions and participated in check-ins with facilitators throughout the year.

In 2024-25, the program will be offered to 20 women members, and a new general program will be offered as a pilot program.

#### Disability Issues Conference (WP)

This new one-day program took place on April

19. ETFO staff presented about the union’s role in disability rights and protections. Presenters from Youth Alliance for Intersectional Justice discussed strategies for embedding an intersectional lens in disability justice, and disability studies scholars shared research and tools to embed disability justice into learning environments.

#### …and still we rise: Women in Solidarity (WP)

From February 21 to 23, ETFO held its signature conference …and still we rise: Women in Solidarity, for members who identify as women. This conference introduced women to the ETFO provincial community and engages and encourages them to participate and become leaders in their schools, locals, communities, and the global women’s movement.

This year, approximately 230 attendees were empowered by the passion of speakers Nadia Hohn, Pooja Handa, and Samra Zafar, as well as an opening panel discussion reflecting on 25 years of ETFO and programs for women. The panel featured ETFO President Karen Brown, former first vice-president Susan Swackhammer, lawyer Sheilagh Turkington, and former staff member Rachel Mishenene.

Attendees also participated in member-led workshops that encouraged them to increase their union involvement and take leadership within their schools and wider communities. Two additional workshops focused on member engagement, and Right to Play launched their newest resource, Learning Through Play: A Guide for Educators.

In May 2024, a select group of members from the February conference came together virtually for one day to enhance their leadership skills; further develop their intersectional feminist and anti-oppressive frameworks; and to consider ways to action plan future participation and leadership in union, school/ community, and political spaces.

#### Lateral Violence Program (WP)

In February 2024, ETFO hosted a two-day program for women members, focusing on lateral violence in the workplace. Twenty-four members representing 13 locals from across the province came together at the provincial office for the event. Facilitator Chris Leonard addressed the origins of lateral violence rooted in both colonization and oppression, the “look- fors,” and tools to manage and respond to incidents of lateral violence.

#### Indigenous Women’s Mentorship Program (WP)

This year-long, multi-session program included Indigenous women mentees working alongside women mentors towards goals of leadership in ETFO and the greater labour movement, as well as reconciliation through the lens of Etuaptmumk, two-eyed seeing. The opening session included a keynote with Deb St. Amant, an overview of Robert’s Rules of Order and ETFO Annual Meeting procedures, and a discussion of skills in mobilization. Subsequent sessions focused on well-being, cultural cardio, collective agreements, and constitutional language.

#### Conscious Classrooms: Responding to Gender-Based Violence (WP)

ETFO has an ongoing partnership with Toronto Rape Crisis Centre/Multicultural Women Against Rape and White Ribbon to develop and implement Conscious Classrooms: Responding to Gender-Based Violence.

This two-day women’s program aims to enhance understanding of gender-based violence, provide strategies for trauma-informed classrooms, and support members with handling their duty to report. Two regional conferences were delivered, one in December 2023 and another in March 2024.

#### First Nations, Métis, and Inuit Women’s Leadership Symposium (WP)

ETFO welcomed 21 Indigenous women from across the province for the eighth annual women’s leadership symposium on February 22 and 23. Members came together for two days to learn how to be an ETFO presenter. The program aims to support Indigenous women exploring leadership roles in ETFO and the greater labour community. This year’s topics included Ogimaawiwin, Indigenous principles of leadership; public speaking; and building effective presentations.

#### Leaders for Tomorrow (WP)

This is an intensive, year-long leadership development opportunity for women members who self-identify as racialized; First Nations, Métis, and Inuit; members with a disability; and/or 2SLGBTQ+. The program includes various workshops and experiences related to leadership roles within ETFO locally and provincially. This year, participants included 16 women from designated groups who were involved in several activities, including: having courageous conversations, developing an anti-oppressive framework, Indigenous ways of knowing, being an ally, writing speeches, disrupting microaggressions, and chairing meetings. Members were able to observe the May Representative Council meeting to see ETFO’s governance first-hand.

#### Next Steps (WP)

Next Steps leadership program is open to women members who are also from one or more of ETFO’s other designated groups. This year’s program included an evening program with a keynote presentation by MPP Jill Andrew. The day program consisted of workshops about how intersectionality informs the boundary between personal and professional spaces, and self-care strategies that positively affirm their intersectional identities.

#### Annual Conference on Addressing Anti-Black Racism

This marks the sixth year of this conference, titled Unapologetically Black. This two-day program provided a space for members to share, listen, and gain insight into issues related to anti-Black racism. Members heard from engaging keynote speakers and presenters who shared anti-Black racism resources.

#### Sisters in the Struggle (WP)

Sisters in the Struggle (SIS), a week-long advanced leadership program for women, is offered as part of the Canadian Labour Congress Women’s Summer School. Women from a variety of unions attend courses each year that focus on health and safety, collective bargaining, leadership, parliamentary procedure, and public speaking. ETFO’s SIS program focuses on feminism, work-life balance, leadership planning, and goal setting. Participants examined different types of leadership, analyze their own leadership skills, develop a leadership plan, and create a vision board. The 2023 summer program took place at McMaster University in Hamilton from July 9 to 14.

#### Social Justice and Equity Conference for Men

ETFO members representing locals from across the province gathered for this conference to discuss masculinity and social justice issues. Paul Taylor, former director of FoodShare Toronto, presented on food insecurity and poverty; Brendan Kwiatkowski, an educator, researcher, and speaker specializing in the social-emotional development and well-being of boys and men, shared about healthy masculinity in childhood; and scholar, educator, and musician Marcus Singleton focused on critical hip-hop pedagogy.

#### Leadership Forum for Black Women Members (WP)

This is the fourth year ETFO has offered this program, which was developed to support the engagement and leadership of Black women members in the union. The focus of the two-day forum was to identify and expand the 35 participants’ leadership skills and to develop a collective stance in anti-oppression using feminist frameworks to increase participation in ETFO.

Highlights included presentations that focused on misogynoir, a presentation from Operation Black Vote on ways to engage in political platforms, hearing the lived experiences of a panel of Black women and members, and leadership styles and opportunities within ETFO.

#### Mentor Coaching Institute for Women (WP)

This two-year, multi-session program welcomed its fourth cohort in 2023. This group of mentors and mentees will spend two years together. This year, discussions focused on goal setting, identity, power, privilege, and building the mentor-mentee relationship. Mentees began the process of developing an action plan to guide their learning and achievements throughout the program. Participants also started work with the VIA Institute, identifying important character traits and how these traits can fit into their leadership journey. In one session, guest facilitator Dr. Rishma Walji, a naturopathic doctor, led participants through a discovery of “the art of intentional decision- making.” Next year’s sessions will focus on topics such as the myth of imposter syndrome, the trap of the wellness industry, speaking and facilitating skills, and continued work on action plans.

#### GSA Symposium

This year’s conference had a positive response with 32 members participating, including members of the 2SLGBTQ+ community and allies. A variety of speakers presented, including a Friday evening keynote from activist Fae Johnstone, executive director of Wisdom2Action (W2A), and sessions from intersectional queer expert Taashi Gupta. Members

had the opportunity to learn and grow, both personally and in their roles as leaders within their worksites.

#### Pride

Each year, many communities across Ontario offer a variety of Pride activities in which everyone – including ETFO locals, GSA committees, and social justice clubs – can participate. Pride is about creating inclusive school places and communities. It’s an opportunity for two-spirit, lesbian, gay, bisexual, transgender, queer or questioning and additional identities (2SLGBTQ+) people and allies to challenge homophobia, biphobia, and transphobia, and promote social justice and equity. ETFO participated in the 2024 Pride parade and street fair.

#### Visions Program (WP)

For 2023-24, ETFO welcomed education worker members in a pilot one-year, multi-session program centring their experiences. This year’s program included 16 members from DECE locals. The Visions Program focuses on building participants’ knowledge of ETFO, the broader labour movement, and opportunities for activism. We welcomed Janelle Brady, assistant professor at Toronto Metropolitan University, who talked about early childhood education and dismantling racism. There were also presentations from different service areas highlighting ETFO’s work.

2024-25 registration will be open to ETFO women members who are in the first five years of membership to all ETFO bargaining units.

#### Women in Action I and II (WP)

To support locals in organizing this signature women’s leadership program, ETFO provides member facilitators, curriculum materials, and a financial subsidy to offset costs for holding the in-person portion of the program. This year, there were 10 programs held from October to June, two of which were Level II. Some locals hold the program jointly with different locals in the same geographic area.

#### Women in Action III (WP)

This third part of the well-established Women in Action program is held annually at the ETFO office for up to 20 women members who are already undertaking leadership in their local or provincially. The program took place over four days, with a session in May and a follow-up session in October. This year’s cohort, including designated early childhood educators, occasional teachers, and teachers, worked through issues such as allyship, feminist and transformational leadership, examples of activism, politics and power, and skills for negotiating.

#### Local Equity and Women’s Services Workshops

Equity and Women’s Services workshops provide equity training to members at the local level in formats that can be modified for after-school meetings and professional development day conferences. In 2023- 24, 40 equity workshops were requested (as of March 22). The most requested workshops were 2SLGBTQ+ Awareness in the Primary Classroom, Affirming the Identities of 2SLGBTQ+ Families in Schools, Why Poverty, and Islamophobia Affects All our Students. The two Indigenous workshops are under revision and were not offered this year but are scheduled to return in the winter of 2025.

The following equity workshops were offered during 2023-24:

* Name it: Understanding Anti-Black Racism in Ontario Education
* 2SLGBTQ+ Education Timeline
* Race and Education: The Water We Swim In
* Culturally Relevant and Responsive Pedagogy
* Islamophobia Affects All Our Students
* Drawing the Line Curriculum
* 2SLGBTQ+ Awareness in Primary Classrooms
* Affirming the Identities of 2SLGBTQ+ Families in Schools
* 2SLGBTQ+ Human Rights Education Strategies
* 365 ETFO Black Canadian Curriculum and Calendar
* Why Poverty

#### Local Social Justice Chairs Training – Fall Leadership 2023

The Fall Leadership training included training for local social justice chairs from across the province. Approximately 39 chairs spent time networking and discussing how to forward the social justice goals of their locals. An ETFO member presented on the topic of taking a stand with school boards and defending 2SLGBTQ+ inclusion in schools. ETFO resources were shared to support the important work of the local chairs.

#### Local Status of Women Chairs Training – Fall Leadership 2023

Fifty-seven local status of women chairs from across the province joined the Fall Leadership training in September. Participants were provided with a copy of the 2022-23 Status of Women Resource Guide and there was time to review how to form a committee, hold meetings, and plan events for the year. This year, four local status chairs joined a panel discussion to talk about the benefits of women-only spaces and programs, issues that sometimes arise, and tips for other chairs.

During the second leadership training session in May, local status of women chairs came together at the ETFO provincial office to share action plans, resources, and network. A portion of the day was tailored to the specific interests of members who are either new to the role or more seasoned, offering time for the chairs to plan for the coming year.

#### Local Executive Equity Training

During 2023-24, Equity and Women’s Services engaged in local executive equity training with four teacher locals and one DECE local, covering topics including different levels of critical equity conversations, anti-oppressive framework capacity building, and action planning at the local level. Locals engaged in deepening their local executives’ lenses on allyship, recognizing biases, addressing anti-Black racism, and examining issues of gender identity, affinity spaces, and other topics.

Action plans developed during the training featured co-ordinating members’ focus groups and surveys, exploring local constitutions to support women’s programs and equity-focused initiatives, planning for affinity spaces, looking at demographic changes, equity training for stewards and social justice committees, and other equity goals.

This program has been significant in building the collective capacity of equity and anti-oppressive frameworks within and beyond the local level.

#### International Women’s Day Local Incentive Fund (WP)

Local incentive funding for International Women’s Day (IWD) is a program that provides funding to locals to assist with costs related to providing local programs that promote and celebrate IWD events. This year, up to $30,000 in funding was requested and provided to 15 locals. Of the locals that accessed this incentive fund, two were DECE locals, one was an ESP local, five were occasional teacher locals, and seven were teacher locals.

#### Take Back the Night Local Incentive Fund (WP)

Each September, Take Back the Night (TBTN) activities are held nationally and internationally to demand the right to be safe and free from gender-based violence. Incentive funding of up to $300 per local is available for 16 locals who apply. In 2023, 16 locals received incentive funding to plan TBTN virtual events.

#### Annual Meeting Task Force to Support 2SLGBTQ+ Members

A task force to support 2SLGBTQ+ members was established as result of a new business motion at the 2023 Annual Meeting. The task force met twice in December 2023 to study the work being done in locals to support 2SLGBTQ+ members, including investigating the feasibility of creating a 2SLGBTQ+ committee or sub-committee in each local. The task force discussed and reviewed existing 2SLGBTQ+ ETFO resources; the creation of new ETFO resources to support locals in this area of work, including safely attending counter-protests; and providing information to the general membership on how to participate and engage with their locals to support 2SLGBTQ+ members. The task force made 10 recommendations to the ETFO Executive for consideration.

#### Equity and Women’s Services and Professional Relations Services Focus Group

Professional Relations Services (PRS) and Equity and Women’s Services (EWS) staff held a focus group on April 25 to seek information from members who self- identify as persons with a disability.

Member participation will help PRS and EWS staff examine the level of support and programming provided. Eligible members were asked to share their lived experiences of issues of harassment or discrimination within the workplace. They were also asked to provide input on difficulties experienced within the workplace; and recommend additional support, resources, and programming that PRS and EWS could provide to the membership.

### Health and Safety Services

Health and Safety Services assists locals, committees, and members with advocacy and action for safer, healthier school communities. This year, there has been a continued focus on the concerns about workplace violence, but many common themes persist for all health and safety hazards, such as reporting, training, risk assessments, work refusals, and related psychosocial impacts.

Prioritizing safe building infrastructure is part of ETFO’s advocacy efforts through Building Better Schools and our education funding and pre-budget consultation submissions. The pandemic and newer concerns about wildfire smoke and measles highlighted how poorly school infrastructure has been maintained.

ETFO continues to monitor and provide guidance on other perennial workplace hazards, such as asbestos, lead in drinking water, and high temperatures in schools due to insufficient HVAC systems.

#### Provincial Working Group on Health and Safety

ETFO is represented by staff at the Provincial Working Group on Health and Safety (PWGHS) alongside representatives from other education sector unions and organizations, including the Council of Ontario Directors of Education and Ontario Principals’ Council. As central agreements were settled throughout the year, affiliates were invited back to the PWGHS meetings.

Each PWGHS meeting provides an opportunity for questions and to raise concerns with the Ministry of Labour, Immigration, Training and Skills Development (MLITSD). Ministry of Education staff consulted with the PWGHS and other stakeholders on the revisions needed for the Provincial Model for Local Police/School Board Protocol, which was last updated in 2015.

Ministry of Education staff have reviewed the new ASHRAE Standard 241: Control of Infectious Aerosols, but they have not shared it with school boards. They also indicated that they are in ongoing discussions with the Ministry of Labour and the Ministry of Health about infectious disease protocols, but suggested that infectious diseases and illness rates were no longer a concern, despite ongoing issues including long COVID and measles.

In the fall, a memo was sent to school boards from the Ministry of Education with asbestos communications guidelines developed by the PWGHS. There was no consensus to develop guidelines for school boards on naloxone. Input from frontline education workers that was gathered in the Ontario Federation of Labour’s heat stress campaign was shared with stakeholders at the PWGHS, advocating for the update of the PWGHS High Temperature Guideline.

The Ministry of Education neglected to share a memo with the PWGHS that included information to school boards about Reinforced Aerated Autoclaved Concrete and it was only shared with the PWGHS after repeated requests. The memo outlined significant concern about the structural integrity of some buildings.

Representatives from the labour unions advocated for psychosocial hazard to be added to the PWGHS terms of reference. OPSBA added an item on the agenda to discuss slips, trips and falls. There has been resistance to reestablishing the subcommittee on Environmental Concerns in School Communities.

The final meeting of the school year was held in May. All parties agreed that workplace violence continues to be a priority. A subcommittee is being established to work on the implementation of the letter of agreement in ETFO’s central Collective Agreement related to gathering data on violent incident reporting, safety plans, risk assessments, and notifications of risk, to identify best practices with the goal of updating the Ministry of Labour document, Workplace Violence in School Boards: A Guide to the Law, by August 2026.

#### Joint Health and Safety Committees (JHSC)

Supporting local leaders and members of JHSCs is key to enabling a strong internal responsibility system in each workplace. Local health and safety representatives contacted staff for advice on recommendations, inspections, and their entitlement to information. Health and Safety Services staff continued to support members who believed their work was likely to endanger them, with some members opting to exercise their right to refuse unsafe work.

JHSCs continue to be reminded of the requirement under the Occupational Health and Safety Act to seek approval from the Ministry of Labour for their multi-workplace structure arrangement. ETFO staff continues to be available to advise locals on changes to their terms of reference to support their multi- workplace JHSCs.

#### Consultations and Advocacy

Staff participated in the work of the health and safety committees of the Ontario Teachers’ Federation (OTF), the Ontario Federation of Labour (OFL), and the Canadian Labour Congress (CLC), discussing concerns about inadequate enforcement by the Ministry of Labour, as well as strategies to address health and safety concerns. Through the OFL, CLC, and the Occupational Health Clinics for Ontario Workers (OHCOW), ETFO participated in consultations on a proposed heat stress regulation, JHSC certification training, the federal Workplace Hazardous Products Program, and the CSA standard on respiratory protection.

Last summer, the OFL began its campaign to demand climate action on workplace heat. The campaign includes an information sheet, a petition for legislated heat limits in workplaces, and an opportunity for workers to share their experiences. The majority of the respondents were from the education sector.

ETFO joins the labour movement in advocating for proper funding to sustain the Workers Health and Safety Centre (WHSC) and the OHCOW. Health and Safety Services staff continue to share the excellent resources that each of these partner organizations provides. Through subsidies and a new WHSC Level I program, ETFO has worked to build capacity in this area and three additional ETFO members have become instructors for the WHSC within the last year. ETFO now has 13 active members from 10 different school boards who are qualified WHSC instructors.

#### Workshops

Training is the cornerstone of every health and safety program. Training ensures members are aware of their rights, know how to control their exposure to hazards, and use JHSCs and the MLITSD for enforcement, if necessary. ETFO staff planned, developed, and presented the following:

* ETFO’s annual Health and Safety Conference was held on November 1 and 2. Eighty-one members participated in the program, which included workshops on critical incidents and post-traumatic stress disorder, lockdown, or health and safety awareness.
* ETFO’s WHSC Level I Labour Activist program was held from November 27 to December 1 to build the capacity to provide training to members. The nine participants now have the pre-requisite for the WHSC instructor training.
* The Women’s Health and Safety Conference (WP) was held on January 30 and 31 using a gender framework to support the leadership development of 35 women members to build knowledge and advocacy for safer and healthier workplaces.
* The Health and Safety Special Topics Conference this year, Clearing the Air, focused on indoor air quality. It was held on March 22 and 23 for 34 participants.
* Regional health and safety training was held in five locations across the province in May. Every local was invited to send at least one delegate to develop knowledge, advocacy, and leadership in health and safety with a focus on work organization and workplace violence. Sixty-seven members participated in the regional training.
* Action on Violence facilitator training was held for 64 participants on May 29. In 2024-25, these facilitators will offer the training locally, inviting at least one ETFO member from each school.
* Health and Safety staff presented at workshops offered by other service areas, including Fall Leadership, New President Training, Beyond the Basics, Union School, Virtual Academy, and the Political Action Conference.

WHSC Subsidy (WP) is available for the WHSC instructor training to support the leadership development of women members as they build their knowledge and advocacy for safer and healthier workplaces.

### Collective Bargaining (CB) Services

#### Collective Bargaining Conference

The 2024 Collective Bargaining Conference was held in person on April 17. Approximately 240 participants attended from locals across the province.

The conference provided participants with focused training and support on skills needed to enforce central and local collective agreements and to advance the union’s interests following the conclusion of bargaining. The conference also presented locals with strategies to deal with emerging issues. Local presidents, chief negotiators, and up to two additional members of their local collective bargaining committee who had direct responsibility for collective agreement enforcement were invited to attend the conference.

#### Women’s Collective Bargaining Issues Conference, Level I and Level II (WP)

In November, participants attended the Women’s Collective Bargaining Issues Conference, Level I (WP), an entry-level training session that allowed women members to learn and develop skills that will assist them in becoming involved in the local bargaining process. The theme of this year’s conference was “Knowledge is Power – Demystifying Collective Bargaining.” Members heard from keynote speaker MaryAnne Laurico, staff regional representative from the Public Service Alliance of Canada; engaged in collective agreement comparison activities; discussed collective bargaining issues facing women today; and received an overview of ETFO’s collective bargaining process.

In May, members who had previously participated in Level I were provided an opportunity to take part in Women’s Collective Bargaining Issues Level II (WP). Participants expanded their knowledge of the collective bargaining and negotiations processes while developing personal skills to bring to leadership roles in their locals. Attendees learned from a panel of local leaders and engaged in an analysis of women’s issues in bargaining and an intensive bargaining role play.

#### Intensive Grievance Arbitration Workshop for Women Leaders (WP)

This year, the Intensive Grievance Arbitration Workshop for Women Leaders (WP) was held in January. During this three-day workshop, local women leaders received training about grievance arbitration basics, investigations and presentations, and worked through scenarios to prepare for mock grievance meetings. Members explored effective advocacy during grievance meetings with school board personnel and how to resolve grievances from a position of strength. During mock arbitration hearing exercises, participants received feedback from an experienced labour arbitrator.

#### Bargaining for Equity and Social Justice (WP)

This two-day conference is an entry-level program for women members who have been, or would like to be, engaged with their locals in some capacity, including as members of local collective bargaining committees, local standing committees, or as workplace stewards. Participants explored the concept of bargaining for equity and social justice in the most recent round of bargaining and began conversations and planning for future rounds.

The conference included workshops and presenters that helped attendees develop a more complex and intersectional view of ETFO membership. Participants explored practical skills needed at the bargaining table and considered how collective agreements can better serve a diversity of needs and advance social justice.

#### Introduction to Collective Bargaining Conference

The Introduction to Collective Bargaining conference is a one-day, entry-level program. This year the conference provided opportunities for members to acquire the skills that will assist them in becoming more informed about the central and local bargaining processes. An objective of the conference is to encourage members to become more active in local collective bargaining and to take leadership roles in negotiations.

#### Facing Management: It’s Everyone’s Collective Agreement

In November, participants attended Facing Management: It’s Everyone’s Collective Agreement, a one-day entry-level program designed for members who want to develop the knowledge and skills necessary to promote and defend their collective agreement rights at the school level. Training was provided in advocacy, conflict resolution, and developing the self-assurance necessary to face management with confidence and professionalism.

#### Collective Bargaining Basics Webinar

The Collective Bargaining Basics webinar focused on the fundamentals of collective bargaining. Local leaders reviewed the duty of fair representation, the impact of past practice, and strategies to assist local leaders with collective agreement enforcement.

#### Arbitration Round-Up: Recent Labour Arbitration Decisions Webinar

This interactive webinar reviewed notable labour arbitration and labour board decisions from the past year. Participation was open to presidents, chief negotiators, grievance officers, and released local leaders.

#### ETFO Pay Equity Strategy for Education Workers

ETFO has embarked on a strategy to address pay equity issues for its education worker members, including designated early childhood educators, education support personnel, professional support personnel, and other education worker members in 14 school boards and one school authority. The process is governed by the Pay Equity Act (PEA), which was enacted in 1987, and is based on the premise of equal pay for work of equal value. Under the PEA, employers are required to achieve and maintain pay equity for female- dominated bargaining units in their employ.

#### CB Communications

CB eNewsletters are sent to approximately 81,000 members via email and are [posted on the ETFO](https://members.etfo.ca/collective-bargaining/news) [secure site](https://members.etfo.ca/collective-bargaining/news) at members.etfo.ca. They provide members with short, timely updates on central bargaining developments.

Central Bargaining Bulletins are provided to local presidents for distribution to their member lists through their communication channels and are also posted on members.etfo.ca. They provide members with more detailed information about central bargaining developments.

ETFO’s [CB website](https://etfocb.ca/) (etfocb.ca) includes detailed technical bargaining information. It serves as a one-stop hub where members can access links to bargaining bulletins, central agreements, social media shareables, education and bargaining-related news, as well as bargaining-related media releases issued by ETFO. The CB website was regularly updated with information about the 2022 round of bargaining.

CB communications staff also maintain active social media accounts on X (formerly Twitter) and in a members-only collective bargaining Facebook group with almost 10,000 members. This group is moderated by ETFO staff and provides members with an opportunity for open dialogue and discussion about central bargaining issues.

### Professional Relations Services (PRS)

Professional Relations Services (PRS) staff provide daily on-call advice to members, stewards, and local leaders on a wide variety of workplace issues and members’ rights and responsibilities. This includes conflict resolution, ethics, accommodation, return- to-work issues, human rights, Ontario College of Teachers (OCT)/College of Early Childhood Educators (CECE) complaints, Children’s Aid Society (CAS) and police investigations, performance appraisals, mitigating workplace violence, Workplace Safety and Insurance Board (WSIB) claims, and long-term disability (LTD) claims.

#### PRS Matters Bulletins and Member Guides

Through PRS Matters Bulletins, PRS staff provide advice about legislative changes and legal and professional issues in steward mailings. They can also be accessed online at etfo.ca. This year, PRS staff created several new bulletins to address trends in public education.

The following [member guides](https://members.etfo.ca/resources/member-advice/member-advice), created and updated by PRS staff, are also available:

* Guide to Pregnancy and Parental Leave
* A Member’s Guide to EI
* A Member’s Guide to WSIB
* A Member’s Guide to Long-Term Disability

#### PRS Town Hall

In February, PRS provided an opportunity for local leaders to connect with the provincial office through an informal town hall. This conference call forum allowed participants to ask questions and discuss issues with PRS staff on a wide range of relevant topics. This year, PRS staff introduced a new format, opening the discussion by providing a brief overview of trending topics before launching into the open-floor portion.

#### PRS Webinars

PRS staff provided webinars in 2023-24, offered through Virtual Academy, on a number of topics including leaves and benefits, long-term disability, and worker’s safety and insurance benefits.

#### PRS Workshops

PRS staff responded to requests from local leaders, members, and faculties of education for presentations/workshops to address professional issues, including supporting stewards, teacher performance appraisal, New Teacher Induction Program, pregnancy and parental leaves, professional boundaries, and retirement. PRS staff also offered leadership development workshops at Fall Leadership and New Presidents Training.

#### PRS Member Focus Group

A PRS member focus group was held this spring to seek information from members who self-identify as a person living with a disability. Member participation helped PRS staff examine the level of support and programming that could be provided to members of this designated group.

#### Annual Conferences

The focus of PRS conferences is to help prevent professional issues – before they arise – through education. Conferences also address recent changes to legislation and other issues impacting the profession. This year’s offerings included the following:

An Ounce of Prevention: Kindergarten Conference is a program for Kindergarten teachers and DECE team members. This year’s sessions focused on fostering self-regulation in the Kindergarten program.

An Ounce of Prevention: Provincial Conference is open to the general membership and takes inspiration from the proverb “an ounce of prevention is worth a pound of cure.” This year’s sessions focused on how to avoid common pitfalls and challenges in today’s classroom related to current events, technology, and social media.

Beyond the Basics Conference (WP) is a leadership program for local leaders in a released position, members of local executives, committee chairs, or active members interested in expanding their knowledge in the area of PRS.

Planning and Programming is designed to help teachers who are experiencing difficulties in planning and instruction. This course is held twice a year and registration is by referral only.

Professional Boundaries is a course for members who need training on professional conduct and boundaries to assist them in understanding their responsibilities. Registration for this course is by referral only.

Women’s Health Conference: Navigating Barriers to Wellness (WP) focuses on issues of equity in women’s health and provided strategies to identify, address, and overcome barriers to wellness faced by people who identify as women.

Women’s Legal Conference: Human Rights – Your Rights and Responsibilities (WP) focuses on helping members gain a deeper understanding of the union’s role in relation to Ontario’s Human Rights Code, school board human rights policies and procedures, and intersections between public education and human rights in Ontario.

#### Workplace Safety and Insurance Board

The following Workplace Safety and Insurance Board (WSIB) presentations were offered by PRS:

* Beyond the Basics Conference – WSIB:The Need-to-Knows
* Intersectional Allyship – ETFO Support for Members with Disabilities: WSIB, PRS, Collective Bargaining
* New Presidents Training – WSIB Return to Work

ETFO remains committed to helping members access WSIB coverage for work-related injuries or illnesses. The most common work-related injuries impacting ETFO members are mental stress and traumatic brain injuries, especially concussions with or without secondary psychological conditions.

#### Long-Term Disability (LTD)

ETFO’s LTD plan remains stable and member contribution rates did not increase in the 2023-24 school year. Members and local leaders were provided with an opportunity to learn more about the LTD plan, application process, and the intersection of LTD and WSIB in the collective agreement during a presentation at the Intersectional Allyship program.

PRS staff helped local leaders support members through the LTD processes and the complex issues that arise when a member is off work due to illness or injury. Staff also assisted members experiencing difficulties related to LTD and provided correspondence to eligible members outlining considerations concerning Ontario Teachers Insurance Plan (OTIP) settlement options.

#### Children’s Aid Society (CAS) and Police Investigations

PRS staff continues to advise and support members facing allegations of inappropriate conduct with students, which are reported to CAS and/or police.

#### College of Early Childhood Educators (CECE)

In 2023-24, members of the CECE continued to complete the Sexual Abuse Prevention Program (SAPP) as part of the Continuous Professional Learning Program. PRS staff supported DECE members in understanding their responsibilities following the release of a new CECE professional advisory that communicates the requirement under Section 125 of the Child, Youth and Family Services Act, 2017 to report child abuse and neglect and the suspicions of harm or the risk of harm to children.

PRS staff continue to counsel and support CECE members regarding investigations related to professional misconduct, incapacity, and fitness to practise, along with monitoring activities at the CECE.

#### Ontario College of Teachers (OCT)

In 2023-24, the OCT reported an increase in the number of complaints made to the College, specifically complaints related to members’ social media use and discriminatory conduct. PRS staff developed supporting materials for local leaders and members in response to this emerging issue.

The OCT’s Focus on Teaching survey stated that “working conditions” was the most-cited reason teachers are leaving the profession. PRS staff found this to be reflected in its work representing members this year, and endeavoured to advise and support members experiencing this challenge whenever possible.

The OCT is exploring the implementation of administrative suspensions for teachers who do not complete the SAPP. Regulatory amendments will be made if the Minister of Education approves OCT’s recommendation. To date, the majority of ETFO OCT members have completed the SAPP.

PRS staff continues to counsel and represent members at the OCT regarding investigations related to professional misconduct, incapacity, and fitness to practise.

### Voice

ETFO Voice keeps members updated on professional and political issues through its quarterly print publication and online at etfovoice.ca.

Fall Issue Highlights:

* Annual Meeting round-up
* ETFO strike mandate
* Standing up for 2SLGBTQ+ students and colleagues
* Teaching students to be active for climate justice
* Supporting multilingual learners

Spring Issue Highlights:

* Diverse representation in outdoor education
* Fighting climate anxiety with creativity
* Nurturing a love of the land with young learners
* Building equitable social justice movements

Winter Issue Highlights:

* Self-representation through photography
* Adaptive and creative thinking in the makerspace
* Weaving well-being into classroom practices
* Dismantling the gender binary and sexism in schools

Summer Issue Highlights:

* Annual women’s issue
* Panel on ETFO women’s history at …and still we rise
* Reflections on mentor coaching and ETFO women’s programs
* Powerful impact of integrating Indigenous Knowledge and community
* Self-advocacy as a teacher with a disability
* Curriculum on intersecting identities

### ETFO Websites

##### Building Better Schools

b[uildingbetterschools.ca](https://www.buildingbetterschools.ca/)

ETFO’s public education platform with resources that contribute to public discussion on how to make our public schools the best they can be.

##### Collective Bargaining

etfo[cb.ca](https://etfocb.ca/)

This is the official website of ETFO’s collective bargaining efforts.

##### ETFO-AQ

etfo[-aq.ca](https://etfo-aq.ca/)

ETFO’s site for Additional Qualifications courses developed and delivered by teachers for teachers.

##### ETFO Events

[events.etfo.org](https://events.etfo.org/)

Register for ETFO events on this website, which includes a calendar of upcoming programs for members.

ETFO events, presented by service

areas, are offered throughout the year.

First Nations, Métis, and Inuit Education etfo[fnmi.ca](https://etfofnmi.ca/)

This website includes a compiled list of First Nations, Métis, and Inuit (FNMI) resources developed by ETFO, teacher union affiliates, and others in the education sector.

##### Health and Safety

etfo[healthandsafety.ca](https://etfohealthandsafety.ca/site/)

Visit for information about issues affecting member wellness, including how to prevent or deal with hazards in the school community, violent

incidents, and initiatives to make health and safety a priority in school boards.

Members Sharing in Assessment etfo[assessment.ca](https://etfoassessment.ca/)

A website to help members enhance their understanding of assessment and learn new strategies and approaches.

##### Members Secure Site

members.etfo[.ca](https://members.etfo.ca/login?returnurl=/)

Register to gain access to resources, program information, and much more.

##### Occasional Teachers

etfo[-ots.ca](http://etfo-ots.ca/)

A website designed to help occasional teachers with curriculum documents and lesson plans, it also provides advice on pertinent legal issues, and more.

Professional Learning in the Early Years etfo[pley.ca](https://etfopley.ca/)

Supporting educators in learning more about teaching in the early years, the site includes videos, facilitator guides, photo galleries, and classroom tours of early years classrooms.

##### Shop ETFO

[shop.etfo.ca](https://shop.etfo.ca/)

A site to purchase ETFO-branded clothing, stationery, and other fun items, as well as ETFO resources for educators.

The Heart and Art of Teaching and Learning [heartandart.ca](https://heartandart.ca/)

This interactive blog and resource for beginning teachers is written by fellow educators and focuses on relevant topics for those new to the profession.

#### Voice

etfo[voice.ca](https://etfovoice.ca/)

The official website of ETFO’s Voice magazine, containing current and back issues as well as blog posts and book reviews.

## ETFO 2023-2024 Member Survey: Who We Wre

ETFO’s annual member survey helps inform decisions about programs and activities and predict future member needs. This year, we received responses from almost 38 per cent of members who were sent the survey.

### Membership Population\*

Member Type, 2015l 2016, 2016l 2017, 2017l 2018, 2018l 2019, 2019l 2020, 2020l 2021, 2021l 2022, 2022l 2023, 2023l 2024

Teachers, 57,004, 57,604, 58,839, 59,931, 58,367, 58,107, 56,730, 57,565, 59,639

Occasional Teachers (OT), 20,335, 20,958, 24,121, 25,621, 25,178, 28,532, 27,294, 27,702, 27,137

ESP/PSP/DECE/ALI\*\*, 2,956, 2,990, 3,114, 3,229, 3,337, 3,840, 4,124, 4,089, 4,432

Total, 80,295, 81,552, 86,074, 88,781, 86,882, 90,479, 88,148, 89,356, 91,208

\*These numbers reflect a headcount; some members may have multiple membership types.

\*\*ESP – Education Support Personnel; PSP – Professional Support Personnel; DECE – Designated Early Childhood Educator; ALI – Adult Literacy Instructor.

### Membership

* Teacher membership increased this year.
* Occasional teacher membership saw a marginal decrease.
* There was an increase in ESP and DECE members.

### Gender

The percentage of ETFO members who are women has remained stable at between 80 and 82 per cent over the past 18 years. This year, 0.57 per cent of the membership who responded to the survey identified their gender as “other.”

### Age

##### Teacher Members:

* Almost 75 per cent are aged 35 to 54, while slightly more than 10 per cent are 34 or under.
* The number of those aged 45 to 54 has remained stable at just over 43 per cent.
* The 55 to 64 age group has also remained stable for the last few years at slightly more than 14 per cent.

##### OT Members:

* Slightly more than 16 per cent are aged 55 to 64, while about 22 per cent are 34 or younger.
* The 45 to 54 age group has remained stable this year with just over 16 per cent.
* There was an increase of those aged 55 to 64, up to almost 28 per cent.
* The percentage of members 65 or older increased again this year, and now stands at 11.5 per cent.
* Fifty-five per cent are over 45 while 23 per cent
* are under the age of 34.

##### DECE Members:

* Twelve per cent are under the age of 34, while 58 per cent are over 45.

### Grades Taught

* Approximately 21 per cent of ETFO members reported that they taught a combined grade.
* Just over two per cent of members reported that they taught in a triple-combined grade.
* Of those members who stated they taught Kindergarten, 94 per cent were women.
* Male members represented 36 per cent of those members who stated they taught Grade 8.

### Part-time Work

* Eight per cent of teacher members work part-time. Of members who stated they work part-time, 88 per cent are women.
* Only 1.3 per cent of male teachers work part-time, while 11 per cent of female members indicated they work part-time.

### Qualifications

ETFO members with a BA, B.Sc.,74.3%

ETFO members with a Bed, 81.9%

ETFO members with a master’s degree, 17.5%

Members with one specialist certificate,30.8%

Members with two specialist certificates, 17.5%

Members with no specialist certificate, 44.7%

Qualifications Evaluation Council of Ontario (QECO)

ETFO members with rating of A4, 79.13%

ETFO members with A3 rating, 11.02%

#### Teacher Members – Years of Experience

Years of Experience, 2023-24, 2002-03

Less than 1, 0.09%, 2%

1-4, 5.68%, 19%

5-10, 17.12%, 19%

11-15, 18.55%, 18%

16-20, 22.44%, 12%

21-25, 24.07%, 11%

26-30, 9.85%, 11%

31+, 2.20%, 5%

Slightly less than six per cent of teacher members have fewer than five years of experience, 23 per cent have fewer than 11 years of experience, and two per cent have more than 31 years of experience.

#### OT Members – Years of Experience

Years of Experience, 2023-24, 2003-04

Less than 1 year, 1.05%, 10%

1-4, 22.02%, 20%

5-10, 23.66%, 10%

11-15, 10.52%, 6%

16-20, 8.53%, 4%

21-25, 8.01%, 4%

26-30, 7.31%, 7%

31+, 18.90%, 30%

Twenty-three per cent of OT members have fewer than five years of experience, and almost 19 per cent have more than 31 years of experience.

#### DECE Members – Years of Experience

Years of Experience, 2023-24, 2014-15

Less than 1 year, 0.28%, 0.6%

1-4, 9.75%, 91%

5-10, 35.70%, 4.4%

11-15, 29.83%, 1.9%

Almost 46 per cent of DECE members have fewer than 11 years of experience.

#### ESP/PSP/ALI Members – Years of Experience

Years of Experience, 2023-24, 2003-04

Less than 1 year, 0.70%, 1%

1-4, 19.72%, 17%

5-10, 20.42%, 24%

11-15, 17.61%, 24%

16-20, 9.15%, 17%

21-25, 19.01%, 3%

26-30, 11.97%, 1%

30+, 6.34%, 0%

Twenty per cent of ESP/PSP/ALI members have fewer than five years of experience and six per cent have more than 31 years of experience.

### Member Self-Identification

* Just under 1.1 per cent of teacher members report being either First Nations, Métis, or Inuit. This compares to just over 1.3 per cent for OT members,
* 2.4 per cent for DECE members, and approximately eight per cent of ESP/PSP/ALI members.
* The percentage of teacher and OT members who report being a person with a disability is over four per cent. That compares to just over two per cent for DECE members and over 4.2 per cent for ESP/PSP/ALI members.
* Over 3.5 per cent of teacher members identify as being two-spirit, lesbian, gay, bisexual, transgender, queer, or questioning (2SLGBTQ+). Male teachers represent 31 per cent of teacher members who self-identified as 2SLGBTQ+.
* Over 11 per cent of teacher members identify as belonging to a racialized group. That compares to more than 13 per cent for OT members, 9.7 per cent for DECE members, and 0.7 per cent for ESP/PSP/ALI members.

## Activities Outside Teaching

Like other professionals, ETFO members have responsibilities and pursue activities that are outside of their profession:

63.4%, Teacher members with at least one dependent child

44.4%, OT members with at least one dependent child

68.4%, DECE members with at least one dependent child

32.4%, ESP/PSP/ALI members with at least one dependent child

22%, Teacher members caring for a parent or other dependent adult

21%, OT members caring for a parent or other dependent adult

20%, DECE members caring for a parent or other dependent adult

18%, ESP/PSP/ALI members caring for a parent or other dependent adult

48%, Teacher members active in their community

62%, Most common activity: volunteer work

50%, OT members active in their community

70%, Most common activity: volunteer work

61%, ESP/PSP/ALI members active in their community

76%, Most common activity: volunteer work

37%, DECE/DECE OC members active in their community

69%, Most common activity: volunteer work

## 2023-24 Local Presidents

Algoma

Occasional Teacher Local, Ryan Geick

Teacher Local, Shelly Predum

Avon Maitland

Occasional Teacher Local, Kim Finlayson

Teacher Local, Laura Inglis-Eickmeier

Bluewater

Occasional Teacher Local, Andrew Chittka

Teacher Local, Julie Stanley

Durham

DECE Local, Rayna Barrese

Catholic DECE Local, Kelly Mulville

Occasional Teacher Local, George Taylor

Teacher Local, Mary Fowler

Grand Erie

DECE Local, Stephanie Scott

Occasional Teacher Local, Amanda Baxter

Teacher Local, Carolyn Proulx-Wootton

Greater Essex County

Occasional Teacher Local, Heather Latam

Teacher Local, Mario Spagnuolo

Halton

DECE Local, Amy Korzack

Occasional Teacher Local, Brad Boehmer

Teacher Local, Lisa Klimkowski

Hamilton-Wentworth

DECE Local, Tamara DuFour

Occasional Teacher Local, Barry Naidoo

Teacher Local, Jeff Sorensen

Hastings-Prince Edward

Occasional Teacher Local, Doug Thur

Teacher Local, Sarah MacKay

James Bay

Teacher Local, Liz Tomatuk

Kawartha Pine Ridge

Occasional Teacher Local, Jennifer Deck

Teacher Local, David Berger

Keewatin-Patricia

Occasional Teacher Local, Paul Fregeau

Teacher Local, Kimberley Douglas

Lakehead

Occasional Teacher Local, Nancy Nix

Teacher Local, Dave Paddington

Lambton Kent

Occasional Teacher Local, Karen Churcher

Teacher Local, Tracie Booth

Limestone

Occasional Teacher Local, Ken Gee

Teacher Local, Jane Roberts

Near North

Occasional Teacher Local, Margaret Soroye

Teacher Local, Rob Hammond

Niagara

Occasional Teacher Local, Mark Carter

Teacher Local, Brian Barker

Ontario North East

Occasional Teacher Local, Tamara Shortt

Teacher Local, Lori Ridley

Ottawa-Carleton

Occasional Teacher Local, Patricia Dixon / Jamieson Dyer

Teacher Local, Rebecca Zuckerbrodt

Peel

Occasional Teacher Local, Rod Marijan

Teacher Local, Jessica Cooper

Rainbow

DECE Local, Gina McAfee

Occasional Teacher Local, Allison Tate/Stacy Sullivan

Teacher Local, Liana Holm

Rainy River

ESP Local, Jackie Dupuis-Brandli

Occasional Teacher Local, Carla Lampi

Teacher Local, Nancy Mapledoram-Councillor

Renfrew County

ESP Local, Colleen Mackin

Occasional Teacher Local, K Elaine Neigel

PSP Local, Glen Mulvihill/Leslie Jenkins

Teacher Local, Kelly Melanson

Simcoe County

DECE Local, Amanda Judd

Occasional Teacher Local, Monique Weiss

Teacher Local, Donnie Mills

Superior-Greenstone

Occasional Teacher Local, David Passi

Teacher Local, Colleen Lemieux/Keith Hedlund

Thames Valley

Occasional Teacher Local, Terry Card

Teacher Local, Craig Smith

Toronto

Catholic DECE Local, Diego Olmedo

Occasional Teacher Local, Christina Meynell

Teacher Local, Helen Victoros

Trillium Lakelands

DECE Local, Tina Matthews

Occasional Teacher Local, Lara Waterhouse

Teacher Local, Kellie Kirkpatrick

Upper Canada

Occasional Teacher Local, Sylvia van Campen

Teacher Local, Peter Lindsay

Upper Grand

Occasional Teacher Local, Andrew Aloe

Teacher Local, Gundi Barbour/Krista Pedersen

Waterloo Region

DECE Local, Jenn Wallage

Occasional Teacher Local, Nathan Core

Teacher Local, Jeff Pelich

York Region

Occasional Teacher Local, Nadia Ciacci

Teacher Local, Pamela Beetlestone

## 2024 ETFO Award Recipients

#### Anti-Bias Award

Teresa Weselake, Renfrew County Teacher Local

#### Anti-Racist and Equity Activism Award

Nadia Hohn, Elementary Teachers of Toronto Local

Neeru Sekhon, Peel Teacher Local

#### Anti-Racist and Equity Activism Award – Women’s Program

Ailise Byrne, Halton Teacher Local

Danica Vidotto; Upper Canada Occasional Teacher Local

#### Arts and Culture Award

Kara Neufeglise, Upper Grand Teacher Local

#### Children’s Literature Award

Serena Virk, Peel Teacher Local

#### Environmental Education Award

Avery Whelan,Lambton Kent Teacher Local

#### Health and Safety Activist Award

Jennifer Manners, Hamilton-Wentworth DECE Local

#### International Humanitarian Award for an ETFO Member

Sezgin Nalsok, Halton Teacher Local

#### International Humanitarian Award for a Non-ETFO Member

Vickram Bachan

#### Local Humanitarian Award for an ETFO Member

Jennifer Hanna-Gardiner, Lakehead Teacher Local

#### Member Service and Engagement Award

Lakehead Teacher Local

#### New Member Award

Christina Brassett, Greater Essex County Occasional Teacher Local

#### Outstanding Role Model for Women Award – Women’s Program

Bea Yeung, Upper Grand Teacher Local

#### Professional Learning and Curriculum Development Award

Tammara Smith, Renfrew County Teacher Local

#### Rainbow Visions Award.

#### Keith Tait, Niagara Teacher Local

#### Women Who Develop Special Projects in Science and Technology Award – Women’s Program

Anu Bahri, Elementary Teachers of Toronto Local

#### Writer’s Award

Michelle McKay and Klara Redford, Peel Teacher Local

#### Writer’s Award – Women’s Program

Natasha Nguyen, Peel Teacher Local

## 2024 ETFO Bursaries and Scholarships

#### Bachelor of Education Bursaries for Children of ETFO Members

Estelle Grace Ah-Teck, York Region Teacher Local

Emily Al-Jbouri, York Region Teacher Local

Dana Ashton, Simcoe County Teacher Local

Hailey Compson. Limestone Teacher Local

Jordan Gabriele, Niagara Teacher Local

Michael Golding, Thames Valley Teacher Local

Erika Holmeshaw, York Region Teacher Local

Emily Inch, Thames Valley Teacher Local

Erykah Mackie, Durham Teacher Local

Justin Prasad, Peel Teacher Local

Dylan Symak, Peel Occasional Teacher Local

Emily Wunderlich, Kawartha Pine Ridge Teacher Local

#### Black Educator Bursary

Alessandra Boodle

#### Black Educator Bursary – Women’s Program

Nathalia Rosalle

#### Bursaries for Members of Designated Groups

Obadimeji Amadou, Ottawa-Carleton Occasional Teacher Local

Sai Gnanaharan, York Region Teacher Local

Olivia Howard

Hunter Johnson

Ambra Kaur

Ha Trong Hieu Nguyen

Jesse Vittetow

Hannah Waller

#### Bursaries for Members of Designated Groups – Women’s Program

Kaela Antonissen

Brooke Bielak

Elysse Cyples

Georgetta Dean-Savage

Yu Roberts

Claire Schaffeler

Qi Wang, Thames Valley Occasional Teacher Local

Ramesha Yogarajan, Peel Teacher Local

#### Doctoral Scholarship

Vanessa Clarke, Keewatin-Patricia Teacher Local

#### Doctoral Scholarship – Women’s Program

Akila Venkatesh, Elementary Teachers of Toronto Local

#### ETFO Member Bursary

Sara Gauvreau, Hamilton-Wentworth DECE Local

Kaitlin Gibson, Simcoe County DECE Local

Stephanie Lamb, Grand Erie DECE Local

Daniel Mammon, Elementary Teachers of Toronto Local

Ryan Mohammed, Elementary Teachers of Toronto Local

Celina Pucci, Algoma Occasional Teacher Local

Christiane Rutledge, Niagara Teacher Local

#### First Nations, Métis, and Inuit Professional Learning Bursary

Kristika Neelavannan, York Region Teacher Local

#### First Nations, Métis, and Inuit Women in Education Bursary – Women’s Program

Teagan de Laronde

Madison Hearn

Haley Kavelman

Helene Petsnick

#### First Nations, Métis, and Inuit Women’s Scholarship – Women’s Program

Emily Poole

Lisa-Ann Ross

#### Learning and Leadership Bursary – Women’s Program

Melanie Blanchette, Peel Teacher Local

Serene Roberts, Bluewater Teacher Local

#### Master’s Scholarship

Pamela Evans, Elementary Teachers of Toronto Local

Sangeeta McAuley, Elementary Teachers of Toronto Local

Pam Miller, Elementary Teachers of Toronto Local

Jordan Smith, Thames Valley Teacher Local

#### Master’s Scholarships – Women’s Program

Natalie Bradley, Durham Teacher Local

Rana El Saadi, Waterloo Region Teacher Local

Emily Girotti, Hamilton-Wentworth Teacher Local

Lisa Guenette, Ontario North East Teacher Local

#### Faculty of Education Awards

Lauryn Black, Lakehead University - Orillia

Elisabeth Bomford, Queen’s University

Sophia Boschin, University of Windsor

Elizabeth Grassia, Lakehead University

Madi Hunt, University of Ottawa

Kristen Jackson, Nipissing University

Stephanie Soares, York University

## 2023-2024 Standing Committees

#### Annual Meeting

Julia Allen, Peel Teacher Local

Lynn Buckley, Waterloo Region Teacher Local

Tyler Hughes, Kawartha Pine Ridge Occasional Teacher Local

Susan Ritchie, Algoma Teacher Local

Chelsea-Anne Shields, Durham Teacher Local

#### Anti-Poverty

Christina Brassett, Greater Essex County Occasional Teacher Local

Steve Dell, Durham Teacher Local

Becky Laverance, Upper Canada Teacher Local

Elaine Pashko, Niagara Teacher Local

Parmeet Singh, Peel Teacher Local

#### Anti-Racist Education

Manjit Deol, Peel Teacher Local

Amandeep Mehta, Peel Occasional Teacher Local

Rukiya Mohamed, Elementary Teachers of Toronto Local

Jyoti Oberoi, York Region Occasional Teacher Local

Juliet Young, Durham Teacher Local

#### Arts

Elisabetta (Lisa) De Santis Toronto Occasional Teacher Local

Gavin Foster, Hastings-Prince Edward Teacher Local

Michele Kleinschuck, Waterloo Region Teacher Local

Kara Neufeglise, Upper Grand Teacher Local

Norlynda Owen, Upper Canada Teacher Local

#### Awards

Mitzy Alarcon, Peel Teacher Local

Amanda Baker, Halton DECE Local

Shannon Brooks, Limestone Teacher Local

Jagvir Gehlaut, York Region Teacher Local

Kristie Stanzel, Waterloo Region Teacher Local

#### Collective Bargaining

Ramzi Abdi, Waterloo Region Occasional Teacher Local

Claire Church, Upper Canada Teacher Local

Patrick Drouin, Ottawa-Carleton Teacher Local

Amanda Judd, Simcoe County DECE Local

Dawn Lorbetskie, Renfrew County ESP Local

#### Disability and Accessibility Issues

Kimberly Brown, Upper Canada Occasional Teacher Local

Françoise Doherty, Limestone Teacher Local

Mike Jessop, Kawartha Pine Ridge Teacher Local

Megan Watson, Kawartha Pine Ridge Teacher Local

Ramesha Yogarajan, Peel Teacher Local

#### Early Years

Carol-Anne Cayer, Upper Canada Teacher Local

Kathleen Crichton, Upper Grand Teacher Local

Colette Gardner, Waterloo Region DECE Local

Sarah Ramsay, York Region Teacher Local

Angelique Thompson, Elementary Teachers of Toronto Local

#### Education Support Personnel/Professional Support Personnel/Designated Early Childhood Educator

Jerome Adamo, Halton DECE Local

Holly Aspin, Simcoe County DECE Local

Nancy Campbell, Renfrew County ESP Local

Devinder Panesar, Durham DECE Local

Wendy Sullivan, Renfrew County ESP Local

#### English as a Second Language

Laurie Argent, Durham Teacher Local

Brittany Beneteau, Greater Essex County Teacher Local

Devin Hanes, Thames Valley Teacher Local

Neeru Sekhon, Peel Teacher Local

Michael Watson, Ontario North East Teacher Local

Gillian Whitcombe, Upper Grand Teacher Local

#### Environmental

Ian Morton, Avon Maitland Teacher Local

Manprit Rai, Peel Teacher Local

Jen Reid, Halton Teacher Local

Jacqueline Whelan, Ottawa-Carleton Teacher Local

Christina Wilson, Kawartha Pine Ridge Occasional Teacher Local

#### French as a Second Language

Jennifer Duncan, Ottawa-Carleton Teacher Local

Nicole Netherway, Niagara Teacher Local

Nichole Rosenberg, Peel Teacher Local

Gabriella Szolnoki, Halton Teacher Local Bourgeois

Amanda Walker, Kawartha Pine Ridge Teacher Local

#### Health and Physical Education

Jillian Janzen, Niagara Teacher Local

Peter Luu, Peel Teacher Local

James McCallum, Ottawa-Carleton Teacher Local

Carl Oliver, York Region Teacher Local

Paul Alexander, Olmstead Limestone Teacher Local

#### Human Rights

Anuka Dey, Ottawa-Carleton Teacher Local

Amelia Maharaj, Elementary Teachers of Toronto Local

Andres Musta, Durham Teacher Local

Christopher Nedell, Elementary Teachers of Toronto Local

Sajah Stiller, Hamilton-Wentworth Teacher Local

#### Indigenous Education

Joseph Belleau, Algoma Teacher Local

Charlotte Neckoway, Lakehead Teacher Local

Robert Rooksby, Halton Teacher Local

Julie Savard, Thames Valley Teacher Local

Rachel White, Lakehead Teacher Local

#### Intermediate Division

Chris Brouillard-Coyle, Greater Essex County Teacher Local

Margaret Chung, Limestone Teacher Local

Erin Heagle, Elementary Teachers of Toronto Local

Anik Mackey, Ottawa-Carleton Teacher Local

Jane Scanlan-Price, Hastings-Prince Edward Teacher Local

#### International Assistance

Cecilie Rosairus, Upper Grand Teacher Local

Tammara Smith, Ottawa-Carleton Teacher Local

Krista Veitch, Waterloo Region Teacher Local

Tamara West, Simcoe County Teacher Local

Bea Yeung, Upper Grand Teacher Local

#### Labour

Delia Farno, Elementary Teachers of Toronto Local

Sarmistha Kundu, Peel Teacher Local

Ivy McCarty, Thames Valley Occasional Teacher Local

Antoinette Payne, Durham Teacher Local

Jassamyn Samson, Limestone Teacher Local

#### Library

Jessica Crowley-Tutin, Grand Erie Teacher Local

Kimberlee Hall, Near North Teacher Local

Rabia Khokhar, Toronto Occasional Teacher Local

Andrea Ryan, Near North Occasional Teacher Local

James Steeves, Peel Teacher Local

#### Men’s Focus

Stephen Gartshore, Elementary Teachers of Toronto Local

Nabil Mailloux, Limestone Teacher Local

Chad Mills, Peel Teacher Local

Brian Morris, Elementary Teachers of Toronto Local

Edward Stewart, Upper Canada Teacher Local

#### New Members

Sarah Alshoibi, Greater Essex County Occasional Teacher Local

Vanessa Blendea, Greater Essex County Occasional Teacher Local

Christina Ciccaglione, Hamilton-Wentworth Occasional Teacher Local

Maryse Extross, Ottawa-Carleton Teacher Local

Kameni Jaikissoon, Rainbow Teacher Local

#### Occasional Teacher

Paula Carmichael, Upper Canada Occasional Teacher Local

Shipra Das, Greater Essex County Occasional Teacher Local

Alice Godfrey, Toronto Occasional Teacher Local

Aloysius Okafor, Peel Occasional Teacher Local

Lara Waterhouse, Trillium Lakelands Occasional Teacher Local

#### Occupational Health and Safety

Amanda Baxter, Grand Erie Occasional Teacher Local

Matthew Craig, Keewatin-Patricia Teacher Local

Lisa Marie Gonsalves, Peel Teacher Local

Robyn Horowitz, Rainbow Teacher Local

Shelly Predum, Algoma Teacher Local

#### Pension

Jeannie Chong, Durham Catholic DECE Local

Melissa Ellis Van Kooy Near North Teacher Local

Craig Everest, Thames Valley Teacher Local

Shane Gibson, Kawartha Pine Ridge Teacher Local

Kait Rainey-Strathy, Limestone Teacher Local

#### Political Action

Emma Carnegie, Kawartha Pine Ridge Teacher Local

Christina McKibbon, Greater Essex County Teacher Local

Teresa Rothwell, Grand Erie Teacher Local

Brian Pak Hang Tsui, York Region Teacher Local

Sarah Whalen, Kawartha Pine Ridge Teacher Local

#### Professional Learning/Curriculum

Hoda Ahmed, Ottawa-Carleton Occasional Teacher Local

Kenisha Bynoe, Elementary Teachers of Toronto Local

Ayesatta Conteh, Elementary Teachers of Toronto Local

Michelle Furlotte, Lakehead Teacher Local

Kat Honeywell, Ottawa-Carleton Teacher Local

#### Professional Relations and Discipline

Andrew Aloe, Upper Grand Occasional Teacher Local

Kimberley Douglas, Keewatin-Patricia Teacher Local

Shanlee Linton, Lakehead Teacher Local

Erin Oxland, Kawartha Pine Ridge Teacher Local

Sangeetha Stephen, York Region Occasional Teacher Local

#### Special Education

Cristol Bailey, Rainy River Teacher Local

Matthew Carroll, Rainbow Teacher Local

Katherine Garber, Halton Teacher Local

Alison Massam, Durham Teacher Local

Alison Rumball, York Region Teacher Local

#### Status of Women

Vickita Bhatt, Peel Teacher Local

Michaela Kargus, Grand Erie Teacher Local

Lee St-Aubin, Ottawa-Carleton Teacher Local

Rebecca St-James, Limestone Teacher Local

Susan Thorpe, Upper Canada Occasional Teacher Local

#### Teacher Education/Faculty Liaison

Amrit Bains, Ottawa-Carleton Teacher Local

Stephane Charron, Limestone Teacher Local

Michael Frankfort, York Region Teacher Local

Roz Geridis, Elementary Teachers of Toronto Local

Sai Amrita Kaul, York Region Teacher Local

Marnie Meloche, Thames Valley Teacher Local

Corinne Scarfo, Lakehead Teacher Local

Wes Vickers, Greater Essex County Teacher Local

Lianne Wyatt, Niagara Occasional Teacher Local

Stacy Sullivan, Rainbow Occasional Teacher Local

Allison Theis, Durham Teacher Local

Susan Michaud, Simcoe County Teacher Local

Skye Goulbourne, Near North Teacher Local

Loa Zilles, Waterloo Region Teacher Local

#### Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Plus (2SLGBTQ+) Members

Natasha Carter, Durham Teacher Local

Anne Marie Cope, Thames Valley Teacher Local

Meaghan Greer, Simcoe County Teacher Local

Joanne Noble, Lakehead Occasional Teacher Local

Shawna Rothgeb, Ottawa-Carleton Teacher Local

## ETFO Staff as of June 30, 2024

#### Accounting Services

Andrea Francis

Sagar Goswami

Michael Humphries

Bewick Karkada

Geeta Mistry

Molly Ng

Arlene Padernilla (.5)

Kinjal Patel

Rosario Rodrigo

Priyanka Sawant Ping Xie

#### Administration Services

Jennifer Althouse

Colette Banas\*

Megan Brohm, (temporary) (.5),

Dory Cerny

Vera Chiovitti

Sophie Costa

Jessie Farago\*

Kelly Hefferman

Lorna Larmour

June Miller

Sharon O’Halloran

Wilma Pereira

Kathy Pigeon

Salama Rajab

Mona Renzone (.5)

Sabrina Sawyer

Christina Smith-Thomas

Mandy Wojcik

Eva Wong

#### Collective Bargaining Services

Ahlam Abd-Al-Sttar

Heather Aggus

Gail Bannister-Clarke

Mark Butt

Pam Dogra

Derek Hulse

Claudia Legiec

Michelle Leonard

Toby Molouba

Nadine Moore

Todd Rimmington

Allison Ryan

Christina Shakir

Sharon Stewart

Garry Sran

Jamie Thom (.5)

Tui-Sem Won

#### Communications and Political Action Services

Aida Azarakhsh

Yatri Bhatt

Federico Carvajal

Cynthia Chorzepa

Michelle Goddard

Denise Hammond

Karen Kindree

Ilona Kozlova\*

Carla Pereira

Meagan Perry

Shirley Radebach

James Taylor

James Wardlaw

Izida Zorde

#### Equity and Women’s Services

Punita Bhardwaj

Mandisa Bromfield (.5)

Sonia Ellis-Seguin (.5)

Thereasa Gordon (temporary)

Catherine Inglis

Althea Jensen

Erin Orida

Matthew Sinclair

#### Event Services

Carol Aldover

Megan Brohm(temporary) (.5)

Navneet Dhaliwal

Erika Kanduth

#### Health and Safety Services

Tracie Edward

Elizabeth Mitchell

Maria Fernandez

#### Member Records/Fee Reconciliation

Arlene Padernilla (.5)

Tina Safari (.5)

Jo-Ann Scott

Valerie Shaw

Nicole Thomson

Donna Turney

#### Building Operations

Tristan Tanfelix

#### Operations

Joe Bigley

Anu Gilhotra (.5)

Brie Laita

Maryna Leuchanka Vasan Mahalingam Daniel Page

Tina Safari (.5)

#### Professional Learning/ Curriculum Services

Zaiba Beg

Mandisa Bromfield (.5)

Rita Cohen

Michelle Colacrai

Jen Colenutt

Kelly Hayes

Leah Kearney

Jinah Kim

Julie Millan

Kelli Parton

Mona Renzone (.5)

Hailey Roxby

Denise Vaughan

Tara Zwolinski

#### Professional Relations Services

Tracy Blodgett

Susy Costa

Erin Doucette

Sonia Ellis-Seguin (.5)

Alex Hardy

Tania Kerr

Ali Lyon (secondment)

Melanie McClelland

Dawn Samuel-Prescod\*

Lauren Silver

Rob Smolenaars\*

Jamie Thom (.5)

Hailee Trottier

Greg Weiler

Agnes Wintersinger

#### Records and Information Management

Danielle Crecca

#### SHOPETFO

Anu Gilhotra (.5)

#### Staffing and Office Services

Jasmeen Sandhu

#### Technology and Computer Services

Bob Basra

Jasraj Chahal

Phi Phung

\*On leave

#ETFOAM2024

###### [etfo.ca](https://www.etfo.ca/) ETFOprovincialoffice @ETFOeducators @ETFOeducators

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