

VICE PRESIDENT'S REPORT – Scott Hardie

1.0 Staffing

- **Growth**

- Last spring TVSDB projected growth of approximately 3600 new students for September 2022. Currently that projection may be exceeded. Growth is happening fairly evenly throughout the school Board. This September TVDSB's newest school, Summerside P.S., opened with 12 portables. Sir Arthur Currie P.S., which opened in 2017, has maximized the use of portables on the land and now accesses schools, across the city of London as holding zones. Similar growth exists in Mount Brydges, Strathroy, Thorndale, Dorchester, Ingersoll, Woodstock and Tillsonburg. The Local continues to advocate through the Board's staffing and capital planning to work with municipal governments and developers to develop accurate future projections and build accordingly to avoid the constant staffing and working condition stresses being put on our Members.

- **Fall Reorganization**

- The school Board's operation system recently switched from Trillium to Aspin. Members will be aware of the recent problems this caused with attendance and access to class lists in schools. The new system has caused issues in HR too. The school Board currently is unable to pull certain staffing reports from schools. This has delayed fall reorganization until the third week of September. We have noted to the Board, that the later a reorganization happens, the more negative affects it has on staff, students, parents and learning. We have also noted we expect issues to be resolved this year and adherence to Collective Agreement language L23.09, which has reorganization commencing the second week of school.
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- The problems caused by the magnitude and timing of fall reorganization have been brought forth at both District Staffing and Labour Management. The Board has indicated challenges to making the process smoother and timelier. We will keep pushing into bargaining for an improved process to address the concerns brought forth by our Members.

1.0 Staffing

- **Fall Reorganization – continued...**

- September 2022 had a large fall reorganization that disrupted many schools. Reorganizations negatively affect both Teachers and students. The Local has worked with staffing to try to minimize reorganizations in September 2023. A joint Local and HR meeting was held May 11, 2023 during which the Local was able to have the Board provide additional staffing allocations prior to Round 2, instead of in September. Thirty new 1.0 positions and prep were provided to school sites. These extra allocations addressed out of compliance classrooms, schools in growth areas with multiple classes near or at cap size and schools with traditional late registrations in kindergarten. The Local will push the Board to hold any reorganizations required in September to happen closer to the beginning of the school year, to minimize impact on learning.

- **Staffing Process**

- Ministry TOSA Positions – There are two new Ministry Created TOSA positions in TVDSB, the MCST (Math Classroom Support Teacher) and the De-Streaming Classroom Support Teacher. Both of these positions were created under direction from the Ministry of Education. Both are Itinerant positions and the schools they will be working at will be directed by the Ministry. These positions will be working in classrooms with classroom Teachers. The Local will be discussing with Senior Admin the boundaries and responsibilities of these positions.
 - TVDSB Staffing – There is a lack of professionalism currently within the staffing process.

The following concerns highlight this:

- Teachers requesting vacant positions at schools, for which they are qualified, and being denied.
 - Teachers having assignments changed with no rational explanation given.
 - Positions reappearing in subsequent Staffing Rounds, when there were numerous applicants who did not receive an offer.
 - Positions posted with the purpose of ensuring no one applies; essentially trying to save them for new hires.
 - Principals not submitting staffing allocations on time; impeding the integrity of the process.
 - Members requesting feedback from interviews and receiving none.
- The current process could work, if Teachers were respected by the employer and Administration. They are not, so games and weaponization of the staffing process prevail. The Local will continue to work towards addressing these concerns through staffing and Local Bargaining. Members should, within reason, expect the same assignment annually.

1.0 Staffing – continued...

- **Timetables**

- The Stewards of ETFO Thames Valley have been excellent at submitting timetables and supervision schedules to the Local. Certain families of schools received more resistance from Principals than others. The timetables continue to be reviewed. Concerns about continued 20-minute preps and inequitable supervision schedules are frequent among timetables received.
- Reviewing the timetables submitted by our Stewards has surfaced much non-compliance with the Collective Agreement. 50% of schools have 20 minute preps, which are to be avoided where possible. 40% of schools have arrogated preps (prep minutes on Days 1-5 are not equal to 6-10). These were addressed through District Staffing and a commitment was made to communicate expectations during spring staffing.

- **Self-Contained Classroom Staffing**

- The Board requested a meeting to discuss the staffing of self-contained classrooms and to address the increased violence being reported from those sites. The discussion was a positive step with the Board acknowledging the issue of violence in schools. The Local continues discussions to uphold the Collective Agreement staffing language while addressing concerns around the weaponization of staffing.
- LSS continues its yearly pattern of closing Special Education self-contained classrooms. Two classrooms have been slated to close. Closing previous classrooms has not increased funding support at these students' home schools.

- **Virtual Classrooms and Holdback**

- Staffing allocations to schools continue to follow the trend of maximizing most classrooms, with a large number out of compliance. The Board has not finished compiling the number of classrooms which will be required for virtual learning. When this number is established, we will review the goal discussed at EDSC that more hotspots should receive allocation now, instead of during fall reorganization, while still retaining a minimal holdback. This goal is to minimize the impact of fall re-organization on schools.
 - The demand for virtual classrooms continues to decline. Halton Board has no virtual elementary classrooms next year. TVDSB will have 7 virtual classrooms for the 2023-2024 school year (currently there are 17). There is no kindergarten virtual program being offered.
- Through grievance resolution, the Local secured language to deal with the systemic Board issue of ageism. Teachers will not be moved out of their current position if they indicate they are entering their last year of teaching. This is a one-time indication on the Teacher's Preference of Placement Form. In addition, if a Teacher has been in the same position for 10 years, there are more steps required by the Principal in order to move them, including communication with the Local if the Member does not agree with the proposed change. This language was shared through HR to Principals this month.

1.0 Staffing – *continued...*

- Schools should be receiving preliminary staffing numbers. The Local will be watching the process closely and sending reminders regarding the responsibilities of the In-School Staffing Committee. The Local has held talks with the Board regarding minimizing mathematical surplus, through looking at schools in growth areas.
- L23.20 states all assignments will be determined by the Principal. That does not remove them from professional conversations requiring justification for changing assignments. All teaching staff are encouraged to have wholesome conversations with their Principal to determine rationale if assignments are changed. People in a position for 10 years or more and are moved more than 2 grades should contact the Local.

2.0 Progress Reports / Report Card Changes / The SIS Reporting System

- The Local as heard loud and clear that the implementation of the reporting system has been nothing short of disastrous. The Local has taken steps to gather information on our Members thoughts through a survey. A focus study group will review the results and give further guidance. The Joint Reporting Committee will be meeting with the Board shortly to present the findings and to push for a more user-friendly program with adequate supports.
- The local Joint Report Card Committee met on November 29 with Superintendent Auckland and Powell and a group of TVDSB IT personal to discuss the inadequacies of the reporting system that our Members shared with the Local. The meeting was productive, concerns were talked through and a commitment to review and make some changes was made by the Board. The committee is reconvening the first week after Winter Break to review the improvements made by the Board.
- The Local took many steps involving Member representation and input to bring to the Board's attention to the shortcomings of their new Reporting System. The Board acknowledged there was a problem and implemented many changes based on our suggestions. Aspine is a substandard operating system. The improvements to the system are an improvement to an inferior program. We continue to push for AODA compliance and improved editing tools.
- The Local was able to move the Board to include some additional tools to their ASPIN reporting system. Even with these additions, the program remains substandard and full of glitches. The Local will survey the membership again, share the results with the Board and continue advocating for an acceptable reporting tool.
- The Local will survey the membership after March Break. The data collected will be used to continue pushing the Board to provide an adequate reporting system.
- Despite the Board's efforts, the reporting system provided to our Members for the purpose of completing report cards remains substandard. The inadequacies of the program and comments 'disappearing' remain the top issues. The Local has shared the survey results of both report surveys this year and have met with the Board on numerous occasions to address this program. Members are encouraged to be wary of the limitations of the program; keep comments short and meaningful and do not go out of their way to solve the broken program. If comments disappear, let the Principal and IT know. It is not our Members' job to fix the Board's broken program.

3.0 Meetings Attended

July 5	<ul style="list-style-type: none"> • Terence Kernaghan's Swearing-In Ceremony
July 24	<ul style="list-style-type: none"> • Pride Parade
August 8	<ul style="list-style-type: none"> • Member Representation • Member Meeting
August 15	<ul style="list-style-type: none"> • Federation Annual Meeting - Toronto
August 16	<ul style="list-style-type: none"> • Federation Annual Meeting – Toronto • New Teacher Joint Orientation Session#1
August 17	<ul style="list-style-type: none"> • Federation Annual Meeting – Toronto • New Teacher Joint Orientation Session#2
August 18	<ul style="list-style-type: none"> • Federation Annual Meeting – Toronto
August 25	<ul style="list-style-type: none"> • Meeting with HR - Staffing
August 31	<ul style="list-style-type: none"> • Executive Committee Meeting • Meeting with Senior Administration at Board Office
September 1	<ul style="list-style-type: none"> • Member Support Meeting
September 6	<ul style="list-style-type: none"> • Executive Committee Meeting
September 8	<ul style="list-style-type: none"> • Staffing Review Meeting
September 9	<ul style="list-style-type: none"> • Budget Committee Meeting • Board of Directors Meeting • Executive Meeting
September 12	<ul style="list-style-type: none"> • Workplace Stewards' Training Planning • Executive Committee Meeting
September 13	<ul style="list-style-type: none"> • Labour Management Meeting
September 14	<ul style="list-style-type: none"> • Bridges Program Review with Senior Administration
September 15	<ul style="list-style-type: none"> • Severance Meeting
September 19	<ul style="list-style-type: none"> • Fall Reorganization Meeting (HR) • Executive Committee Meeting
September 21	<ul style="list-style-type: none"> • Leadership Training (Provincial)
September 22	<ul style="list-style-type: none"> • Leadership Training (Provincial) • Member Meeting
September 23	<ul style="list-style-type: none"> • Displaced Teachers Placement • Member Support Meeting
September 26	<ul style="list-style-type: none"> • New Teacher Event Organization Meeting • Collective Bargaining Committee Meeting • Health and Safety Committee Meeting
September 27	<ul style="list-style-type: none"> • Report Card Committee Meeting • Field Trip Policy Review with S. Builder • Executive Committee Meeting
September 28	<ul style="list-style-type: none"> • Pre-Caucus Joint Health and Safety Committee Meeting • Joint Health and Safety Committee Meeting • Technology Review and Update
September 29	<ul style="list-style-type: none"> • Workplace Stewards' Training

October 4	<ul style="list-style-type: none"> • Pre-Caucus Mutual Concerns Joint Health and Safety Committee Meeting • Mutual Concerns Joint Health and Safety Committee Meeting • New Teacher Event Review
October 5	<ul style="list-style-type: none"> • Member Support Meeting
October 6	<ul style="list-style-type: none"> • Reorganization Committee Review 2023-2024 Changes • Elementary District Staffing Committee Meeting
October 11	<ul style="list-style-type: none"> • Steward Training Review/Planning • Executive Committee Meeting
October 12	<ul style="list-style-type: none"> • RTO Luncheon • Committee Night
October 13	<ul style="list-style-type: none"> • Stewards' Council Meeting
October 14	<ul style="list-style-type: none"> • Corporation Meeting • Executive Meeting
October 13	<ul style="list-style-type: none"> • School Staff Visit • School Staff Visit • School Staff Visit • Progress Report Meeting • Executive Committee Meeting • Stewards' Council Meeting
October 17	<ul style="list-style-type: none"> • School Visit • Executive Committee Meeting • Health and Safety Committee Meeting
October 19	<ul style="list-style-type: none"> • Member Support Meeting - HR
October 21	<ul style="list-style-type: none"> • School Staff Visit
October 24	<ul style="list-style-type: none"> • Member Meeting
October 26	<ul style="list-style-type: none"> • Health and Safety Caucus • Joint Health and Safety Committee Meeting
October 31	<ul style="list-style-type: none"> • Labour Management Meeting • Executive Committee Meeting
November 1	<ul style="list-style-type: none"> • New Members' Event
November 3	<ul style="list-style-type: none"> • School Visit • Member Support - HR
November 4	<ul style="list-style-type: none"> • Solidarity Action with CUPE
November 7	<ul style="list-style-type: none"> • Executive Committee Meeting
November 8	<ul style="list-style-type: none"> • District Staffing
November 10	<ul style="list-style-type: none"> • Executive Meeting
November 11	<ul style="list-style-type: none"> • Local Representative at Strathroy Cenotaph Remembrance Day Ceremony
November 14	<ul style="list-style-type: none"> • Executive Committee Meeting
November 15	<ul style="list-style-type: none"> • 4 School Staff Visits in Oxford County
November 16	<ul style="list-style-type: none"> • Member Support Meeting • School Visit • Executive Committee Meeting
November 17	<ul style="list-style-type: none"> • Report Card Survey Results and Input Committee
November 18	<ul style="list-style-type: none"> • Executive Committee Meeting – CUPE • Meeting with HR Superintendent

November 21	<ul style="list-style-type: none"> • Executive Committee Meeting
November 22	<ul style="list-style-type: none"> • Labour Management Meeting • Health and Safety Committee Meeting
November 23	<ul style="list-style-type: none"> • Joint Health and Safety Committee Caucus • Joint Health and Safety Committee Meeting
November 24	<ul style="list-style-type: none"> • General Meeting
November 28	<ul style="list-style-type: none"> • Meeting with School Staff • Executive Committee Meeting
November 29	<ul style="list-style-type: none"> • Joint Report Card Meeting
November 30	<ul style="list-style-type: none"> • Staffing Reorganization Meeting
December 2	<ul style="list-style-type: none"> • Joint Health and Safety Recertification
December 5	<ul style="list-style-type: none"> • Member Support Meeting • Executive Committee Meeting
December 6	<ul style="list-style-type: none"> • School Staff Meeting • School Staff Meeting • Member Concern Meeting
December 7	<ul style="list-style-type: none"> • Member Support Meeting
December 8	<ul style="list-style-type: none"> • Staffing Form Review • Elementary District Staffing Meeting
December 12	<ul style="list-style-type: none"> • Executive Committee Meeting
December 13	<ul style="list-style-type: none"> • Member Representation, HR • Workplace Stewards' Meeting
December 14	<ul style="list-style-type: none"> • New Members' Event
December 16	<ul style="list-style-type: none"> • Board of Directors and Corporation Meeting • Executive Meeting
December 19	<ul style="list-style-type: none"> • Executive Committee Meeting
December 20	<ul style="list-style-type: none"> • Labour Management Meeting
December 21	<ul style="list-style-type: none"> • Meeting with Superintendent Auckland
December 22	<ul style="list-style-type: none"> • HR Member Representation
January 9	<ul style="list-style-type: none"> • Executive Committee Meeting
January 11	<ul style="list-style-type: none"> • Joint Report Card Committee Meeting • Report System Testing
January 16	<ul style="list-style-type: none"> • Executive Committee Meeting • Health and Safety Committee Meeting
January 17	<ul style="list-style-type: none"> • Review Evaluation and Assessment Guide • Labour Management Meeting
January 18	<ul style="list-style-type: none"> • Health and Safety Ca • Joint Health and Safety Committee Meeting
January 19	<ul style="list-style-type: none"> • Executive Meeting
January 24-26	<ul style="list-style-type: none"> • Bereavement
January 30	<ul style="list-style-type: none"> • Executive Committee Meeting • Budget Meeting
February 1	<ul style="list-style-type: none"> • Introduction to the Human Rights Team
February 6	<ul style="list-style-type: none"> • Executive Committee Meeting
February 7	<ul style="list-style-type: none"> • HR Member Representation
February 9	<ul style="list-style-type: none"> • Elementary District Staffing Committee Meeting
February 10	<ul style="list-style-type: none"> • Executive Meeting

February 13	<ul style="list-style-type: none"> • Executive Committee Meeting • Health and Safety Committee Meeting
February 14	<ul style="list-style-type: none"> • School Visit
February 15	<ul style="list-style-type: none"> • Administrative Placement Discussion, HR • Labour Management Meeting
February 16	<ul style="list-style-type: none"> • Local General Meeting and Preliminary Submission
February 21	<ul style="list-style-type: none"> • Local Planning Session • Executive Committee Meeting
February 23	<ul style="list-style-type: none"> • Time Allocation Document Meeting
February 24	<ul style="list-style-type: none"> • School Visit • School Visit • Member Representation • School Visit
February 27	<ul style="list-style-type: none"> • School Visit • Student Success Funding Meeting, HR • School Visit • Executive Committee Meeting • School Visit
February 28	<ul style="list-style-type: none"> • School Visit • School Visit • School Visit • School Visit
March 2	<ul style="list-style-type: none"> • Time Allocation Document Meeting
March 6	<ul style="list-style-type: none"> • Special Education Staffing Meeting, HR/Senior Management • Executive Committee Meeting
March 7	<ul style="list-style-type: none"> • Special Education Staffing Review • Joint Health and Safety Committee Meeting
March 8	<ul style="list-style-type: none"> • School Visit
March 9	<ul style="list-style-type: none"> • District Staffing Meeting • Executive Meeting
March 20	<ul style="list-style-type: none"> • Executive Committee Meeting • Health and Safety Committee Meeting
March 21	<ul style="list-style-type: none"> • School Visit • Conference Call • Labour Management Meeting
March 22	<ul style="list-style-type: none"> • Joint Health and Safety Committee Meeting • 25 Year Celebration
March 23	<ul style="list-style-type: none"> • HR Meeting
March 27	<ul style="list-style-type: none"> • Executive Committee Meeting
March 28	<ul style="list-style-type: none"> • Member Representation
March 30	<ul style="list-style-type: none"> • Conference Call • Senior Administration Meeting – Administrator Review
April 3	<ul style="list-style-type: none"> • Member Representation • Executive Committee Meeting

April 4	<ul style="list-style-type: none"> • LSS LOU Review • Mutual Concerns Joint Health and Safety Meeting • HR Staffing LOU Meeting • Member Representation
April 5	<ul style="list-style-type: none"> • Conference Call
April 6	<ul style="list-style-type: none"> • Member Representation
April 11	<ul style="list-style-type: none"> • Executive Committee Meeting
April 13	<ul style="list-style-type: none"> • School Visit • London Pavers – Parking Lot Review • Wellness Workshop
April 14	<ul style="list-style-type: none"> • Member Representation • Executive Meeting
April 17	<ul style="list-style-type: none"> • Executive Committee Meeting
April 18	<ul style="list-style-type: none"> • All Candidates Session
April 19	<ul style="list-style-type: none"> • Board office – Time Allocation Meeting
April 20	<ul style="list-style-type: none"> • Member Support Meeting • Labour Management Meeting
April 24	<ul style="list-style-type: none"> • Administrative Placement Meeting • Executive Committee Meeting • Health and Safety Committee Meeting
April 25	<ul style="list-style-type: none"> • Member Support Meeting • Member Support Meeting
April 26	<ul style="list-style-type: none"> • Joint Health and Safety Committee Meeting • Administrative Placement Calls
April 27	<ul style="list-style-type: none"> • Administrative Placement Calls • School Site Member Representation • Local Annual Meeting
April 28	<ul style="list-style-type: none"> • Meeting with Superintendent • Staff Recognition Event
May 1	<ul style="list-style-type: none"> • Budget Committee Meeting • Executive Committee Meeting • School Site Member Representation
May 2	<ul style="list-style-type: none"> • Meeting with Superintendent • Board office – Assessment and Evaluation Meeting
May 4	<ul style="list-style-type: none"> • Meeting with Superintendent
May 5	<ul style="list-style-type: none"> • Meeting with HR
May 11	<ul style="list-style-type: none"> • Staffing – Additional Allocation Meeting/Schools Review
May 23	<ul style="list-style-type: none"> • Executive Committee Meeting
May 24	<ul style="list-style-type: none"> • Joint Health and Safety Committee Meeting
May 25	<ul style="list-style-type: none"> • Board of Directors Meeting • Corporation Meeting • Executive Meeting • FAM Delegation Meeting
May 29	<ul style="list-style-type: none"> • Executive Committee Meeting • Teachers Meeting Regarding Cultural Concerns
May 30	<ul style="list-style-type: none"> • School Visit • Steward Plus One Provincial Bargaining Meeting

June 1	<ul style="list-style-type: none"> • Report Card Survey Workgroup
June 2	<ul style="list-style-type: none"> • Staffing CB Workgroup • Annual Banquet
June 3	<ul style="list-style-type: none"> • Conference Call HR • Conference Call System Principal
June 5	<ul style="list-style-type: none"> • Executive Committee Meeting • Ergonomic Assessment
June 6	<ul style="list-style-type: none"> • Surplus Placement
June 7	<ul style="list-style-type: none"> • Surplus Placement
June 8	<ul style="list-style-type: none"> • Surplus Placement
June 9	<ul style="list-style-type: none"> • Elementary District Staffing Committee Meeting
June 12	<ul style="list-style-type: none"> • Investigation Meeting • Board of Directors Meeting • Executive Committee Meeting • Health and Safety Committee Meeting
June 13	<ul style="list-style-type: none"> • Staffing CB Workgroup • Member Representation HR
June 14	<ul style="list-style-type: none"> • Local Leaders' Appreciation Event
June 15	<ul style="list-style-type: none"> • Executive Emails Meeting • Site Audit
June 16	<ul style="list-style-type: none"> • Executive Meeting
June 19	<ul style="list-style-type: none"> • Executive Committee Meeting
June 21	<ul style="list-style-type: none"> • Joint Health and Safety Caucus • Joint Health and Safety Committee Meeting
June 26	<ul style="list-style-type: none"> • Executive Committee Meeting
June 28	<ul style="list-style-type: none"> • Year Review

VICE PRESIDENT'S REPORT – Jennifer Hillner

1.0 Teacher Performance Appraisal (TPA) and NTIP

- The list of TPA dates has been shared with the Local. The number of TPA's that need to be completed this year is incredibly high with some schools having up to 80% of Teachers requiring a TPA this year. Members should be notified that it is their evaluation year by October 10. Any Member who is notified after the date is asked to contact the Local.
- Representation at TPA meetings has begun for Teachers who have an Unsatisfactory rating carried over from the 2021-2022 school year.
- We are looking into the status of TPA's for NTIP Teachers as we have heard that some schools have not yet begun observations for Teachers who are in the NTIP program. We will discuss next steps if there seems to be a delay in the completion of these for new Teachers.
- Support for Teachers experiencing difficulties or receiving an unsatisfactory TPA is ongoing. Concerns about access to PD opportunities and AQ courses are addressed at a system level. We are advocating that professional learning take place during the instructional day. We can confirm that system PD days can be used to achieve the points required for NTIP.

2.0 Joint PD Committee

- The dates have been set for our Joint Professional Development Committee with the Board. Many concerns about initiatives have surfaced and we will add items to the agenda as needed. Our Collective Agreement language gives direction to our involvement in the timing, training and implementation of new initiatives and we have brought this to the attention of the Associate Director.
- The Joint PD Committee met on Tuesday, February 14 and we were able to include a few items on the agenda. The Right to Read literacy training is complete for Grade 1 and 2 and is moving in to the Grade 3's as well as CLST's. Multi-lingual Teachers will be included after Grade 3. There is a Grade 4 math initiative being introduced with 44 schools targeted through the Ministry. They will adopt the same delivery model using itinerants to ensure the three days of professional learning in mathematics takes place within the instructional day. We discussed the VOLTT training and it was shared that TVDSB does not offer the training, but just provides the opportunity. It is offered by e-learning. The final draft of the Assessment and Evaluation guidelines have been shared with schools for presentation at the February or March staff meetings. The power point for the introduction was shared as well. We advocated that professional learning opportunities be offered during the instructional day to ensure equity of access for all Teachers.
- The Joint PD Committee met on Tuesday June 13 and reviewed some outstanding items from our last meeting. These included a follow-up from the April 28 PD Day and an update on some of the professional learning and equity of access to professional learning. We also reviewed the role of the CLST and the DCST. We reviewed the Literacy professional learning delivery model and advocated that this model continues to be used regionally and with release time for next year.

3.0 Constitution Committee

- The Constitution Committee met on June 13 and looked at language related to leaves for released officers and language that would ensure continuity in service should a released officer need to be away from their role. They also reviewed language from other Locals relating to incorporating drop down options for future elections.

4.0 Workshops

- The Pregnancy/Parental Leave Workshop took place on October 4 via Zoom. There were 19 attendees. Any Teachers who have questions about Pregnancy or Parental Leaves can be directed to contact me at the Local office.
- The New Teacher TPA workshop was held on Wednesday, October 19 at the Local office. There were 5 attendees. Those in attendance had great questions and received lots of information to assist them with preparation for their upcoming Teacher Performance Appraisals.
- The Experienced Teacher TPA Workshop took place on Wednesday, November 2. There were 26 attendees. Information was shared about the process, Collective Agreement language and timelines for the TPA process.
- Our Local hosted a Classroom Management Workshop on November 16-17. The workshop is presented by ETFO Provincial and there was some great feedback from those who attended. We continue to promote this workshop with Human Resources as a way to support Teachers.
- The TPA workshop for Experienced Teachers was held on February 7 and 7 Members attended.
- Our Pregnancy/Parental Leave Workshop was held on March 28 via Zoom with 48 people attending. The workshop presented information about Pregnancy/Parental leaves and allowed participants to get more information about going on leave and to ask questions.
- The Wellness Workshop was held on April 13. Jessica Holmes was the keynote speaker and 78 attendees were able to choose from one of 3 workshops following the speaker: Healthy Eating on the Go, Yoga, Stress Reduction and Mindfulness Tools.

5.0 Professional Opportunities / Professional Wellness

- We have been working on a plan to support Members' needs through access to funding. The plan will be discussed at this Executive meeting for feedback and then rolled out to the Membership at the General Meeting on November 24.
- These opportunities for Members have already started to be accessed. Teachers have been able to access Self-Directed days for a variety of purposes such as Core French Planning, London Public Library Partnerships, Resource Sharing, Science of Reading, Coding, Grade Team Planning. Personal Wellness funds have been used for Gym Memberships, Personal Training, Fitness Equipment. Teachers have been grateful to be able to take advantage of these funds and one even said "It gave me the push I needed to go back to the gym." Questions and suggestions that arise as we pilot these funds are being recorded for discussion and review in the spring.
- The funds for Professional Opportunities, Personal Wellness and Self-Directed Days have been exhausted. Teachers who have submitted requests for reimbursements will have their cheques issued once receipts have been submitted. A review of these funds will take place to determine if any changes need to be made moving forward as well as ensuring budget lines reflect any future spending.

6.0 CLC Convention

- This convention took place in Montreal and was a great opportunity to see labour in action. There were many differences in how it runs as compared to FAM. I was able to take part in the labour march/rally as well as caucus and connect with ETFO Members from across the province.

7.0 PRS Beyond the Basics Training

- I was able to attend this training at ETFO Provincial in Toronto and was able to access training on a variety of topics. Although not always exciting, the sessions were useful and provided some great information on a variety of topics. The session on Boundaries was highly informative and is something I think would benefit all Teachers. The topics of WSIB, Taking Good Notes and Impairments were also presented.
- I was able to attend Part 2 of Beyond the Basics Workshop at ETFO Provincial April 5-6. There were some great sessions: Vicarious Trauma for Teachers and Union Leaders, Anti-Black Racism, Boundaries and Work Refusals.

8.0 Mental Health First Aid Training

- This two-day workshop was informative and interesting. The presenter had many examples of ways to use mental health first aid to respond to people in crisis. Support was also shared for places to access additional help and resources. There was an opportunity to practice responses and share tips on how to handle mild to severe mental health disorders and how to support people dealing with these issues.

9.0 Assessment and Evaluation - Guide for Educators

- Thank you to the Executive for their work in reviewing and providing suggestions for the Assessment and Evaluation - Guide for Educators. Your suggestions and comments were collated and submitted to the Board for consideration when working on their final draft.

10.0 Meetings Attended

August 15	• Federation Annual Meeting
August 16	• Federation Annual Meeting
August 17	• Federation Annual Meeting
August 18	• Federation Annual Meeting
August 31	• Meeting with HR
September 6	• Executive Committee Meeting
September 8	• Meeting with Member
September 9	• Budget Committee Meeting • Board of Directors Meeting • Executive Meeting
September 12	• Executive Committee Meeting
September 13	• Labour Management Meeting
September 14	• Meeting with Member
September 15	• Meeting with Member
September 19	• Executive Committee Meeting
September 21	• ETFO Leadership Workshops
September 22	• ETFO Leadership Workshops
September 23	• Meeting with HR
September 26	• CBC Meeting

September 27	<ul style="list-style-type: none"> • Report Card Committee Meeting • Field Trip Policy Review Meeting
September 29	<ul style="list-style-type: none"> • TPA Meeting • Workplace Stewards' Training
October 3	<ul style="list-style-type: none"> • TPA Meeting • Meeting with Member • Meeting with Member
October 4	<ul style="list-style-type: none"> • Pregnancy/Parental Leave Workshop
October 17	<ul style="list-style-type: none"> • Executive Committee Meeting
October 19	<ul style="list-style-type: none"> • TPA Meeting • New Teacher TPA Workshop
October 20	<ul style="list-style-type: none"> • TPA Meeting
October 21	<ul style="list-style-type: none"> • TPA Meeting
October 24	<ul style="list-style-type: none"> • Executive Committee Meeting
October 25	<ul style="list-style-type: none"> • Meeting with Member
October 26	<ul style="list-style-type: none"> • Meeting with Member
October 27	<ul style="list-style-type: none"> • Meeting with Member • TPA Meeting
October 31	<ul style="list-style-type: none"> • Labour Management Meeting • Meeting with Member • Executive Committee Meeting
November 1	<ul style="list-style-type: none"> • TPA Meeting • New Members' Event
November 2	<ul style="list-style-type: none"> • TPA Meeting • Experienced Teacher TPA Workshop
November 7	<ul style="list-style-type: none"> • Executive Committee Meeting
November 8	<ul style="list-style-type: none"> • Meeting with Member
November 10	<ul style="list-style-type: none"> • Women's Health Conference
November 11	<ul style="list-style-type: none"> • Remembrance Day Service - Woodstock
November 12	<ul style="list-style-type: none"> • Executive Committee Meeting
November 16	<ul style="list-style-type: none"> • TPA Support Meeting
November 21	<ul style="list-style-type: none"> • Executive Committee Meeting • TPA Meeting • Constitution Committee Meeting
November 22	<ul style="list-style-type: none"> • Labour Management Meeting
November 24	<ul style="list-style-type: none"> • TPA Support Meeting • TPA Support Meeting • General Meeting
November 28	<ul style="list-style-type: none"> • PRS Beyond the Basics Training
November 29	<ul style="list-style-type: none"> • PRS Beyond the Basics Training
November 30	<ul style="list-style-type: none"> • PRS Beyond the Basics Training
December 1	<ul style="list-style-type: none"> • TPA Support Meeting
December 2	<ul style="list-style-type: none"> • Member Representation Meeting • TPA Support Meeting
December 5	<ul style="list-style-type: none"> • TPA Support Meeting • Meeting with Member
December 7	<ul style="list-style-type: none"> • Member Representation Meeting

December 8	<ul style="list-style-type: none"> • Member Representation Meeting
December 12	<ul style="list-style-type: none"> • School Visits • TPA Support Meeting
December 13	<ul style="list-style-type: none"> • TPA Support Meeting • TPA Support Meeting • Workplace Stewards' Meeting
December 14	<ul style="list-style-type: none"> • New Members' Event
December 16	<ul style="list-style-type: none"> • Board of Directors Meeting • Corporation Meeting • Executive Meeting
December 20	<ul style="list-style-type: none"> • Labour Management Meeting
December 22	<ul style="list-style-type: none"> • TPA Support Meeting
January 9	<ul style="list-style-type: none"> • Executive Committee Meeting
January 10	<ul style="list-style-type: none"> • TPA Meeting
January 11	<ul style="list-style-type: none"> • School Visit • Report Card Committee Meeting • Meeting with Member
January 12	<ul style="list-style-type: none"> • TPA Meeting
January 13	<ul style="list-style-type: none"> • Meetings with Members
January 16	<ul style="list-style-type: none"> • Executive Committee Meeting • TPA Meeting
January 17	<ul style="list-style-type: none"> • Labour Management Meeting
January 18	<ul style="list-style-type: none"> • TPA Meeting
January 19	<ul style="list-style-type: none"> • Executive Meeting
January 23	<ul style="list-style-type: none"> • Executive Committee Meeting • TPA Meeting
January 25	<ul style="list-style-type: none"> • Member Representation Meeting • Member Representation Meeting
January 30	<ul style="list-style-type: none"> • TPA Meeting • Executive Committee Meeting
January 31	<ul style="list-style-type: none"> • Member Representation Meeting • TPA Meeting
February 1	<ul style="list-style-type: none"> • Human Rights Office Team Introduction Meeting • TPA Meeting
February 6	<ul style="list-style-type: none"> • School Visits
February 7	<ul style="list-style-type: none"> • Constitution Committee Meeting • Experienced Teachers TPA Workshop
February 8	<ul style="list-style-type: none"> • Member Representation Meeting • TPA Meeting
February 9	<ul style="list-style-type: none"> • Administrative Placement Meeting
February 10	<ul style="list-style-type: none"> • TPA Meeting • Executive Meeting
February 13	<ul style="list-style-type: none"> • Executive Committee Meeting
February 14	<ul style="list-style-type: none"> • Joint PD Committee Meeting
February 24	<ul style="list-style-type: none"> • Meeting with Member • Meeting with Member • Meeting with Member

February 28	<ul style="list-style-type: none"> • Meeting with Member
March 1	<ul style="list-style-type: none"> • FAM Meeting
March 2	<ul style="list-style-type: none"> • Award of Distinction Committee
March 6	<ul style="list-style-type: none"> • Executive Committee Meeting
March 9	<ul style="list-style-type: none"> • Executive Meeting
March 20	<ul style="list-style-type: none"> • Executive Committee Meeting
March 21	<ul style="list-style-type: none"> • School Visit • Meeting with Member • Labour Management Meeting
March 22	<ul style="list-style-type: none"> • TPA Meeting • 25 Year Celebration
March 24	<ul style="list-style-type: none"> • Meeting with Member • Meeting with Member • Meeting with Member
March 27	<ul style="list-style-type: none"> • Executive Committee Meeting
March 28	<ul style="list-style-type: none"> • Meeting with Member • Pregnancy/Parental Leave Workshop
March 29	<ul style="list-style-type: none"> • Workplace Stewards' Collective Bargaining Update
April 3	<ul style="list-style-type: none"> • Meeting with Member
April 4	<ul style="list-style-type: none"> • ETFO Provincial Workshops – Beyond the Basics
April 5	<ul style="list-style-type: none"> • ETFO Provincial Workshops – Beyond the Basics
April 6	<ul style="list-style-type: none"> • TPA Meeting • Meeting with Member
April 11	<ul style="list-style-type: none"> • Executive Committee Meeting
April 13	<ul style="list-style-type: none"> • Wellness Workshop
April 14	<ul style="list-style-type: none"> • Executive Meeting
April 17	<ul style="list-style-type: none"> • Executive Committee Meeting
April 19	<ul style="list-style-type: none"> • Meeting with Member • TPA Meeting
April 20	<ul style="list-style-type: none"> • Meeting with Member
April 21	<ul style="list-style-type: none"> • Meeting with Member
April 24	<ul style="list-style-type: none"> • Executive Committee Meeting
April 25	<ul style="list-style-type: none"> • Meeting with Member
April 26	<ul style="list-style-type: none"> • TPA Meeting
April 27	<ul style="list-style-type: none"> • Meeting with Member • Meeting with Member • Local Annual Meeting
April 28	<ul style="list-style-type: none"> • Meeting with Member
May 1	<ul style="list-style-type: none"> • Budget Committee Meeting • Executive Committee Meeting
May 2	<ul style="list-style-type: none"> • TPA Meeting • Assessment and Evaluation Procedure Meeting
May 3	<ul style="list-style-type: none"> • Meeting with Member • Meeting with Member
May 5	<ul style="list-style-type: none"> • Meeting with Member
May 8	<ul style="list-style-type: none"> • Meeting with Member
May 9-12	<ul style="list-style-type: none"> • CLC Convention

May 15-16	<ul style="list-style-type: none"> • Mental Health First Aid Training
May 17	<ul style="list-style-type: none"> • Meeting with Member
May 18	<ul style="list-style-type: none"> • TPA Meeting
May 23	<ul style="list-style-type: none"> • Calendar Meeting
May 24	<ul style="list-style-type: none"> • Meeting with Member • Meeting with Member
May 25	<ul style="list-style-type: none"> • Board of Directors Meeting • Corporation Meeting • Executive Meeting
May 26	<ul style="list-style-type: none"> • Member Representation • Member Representation • Member Representation • Member Representation
May 29	<ul style="list-style-type: none"> • Executive Committee Meeting
May 30	<ul style="list-style-type: none"> • TPA Meeting • Stewards Plus One Meeting
May 31	<ul style="list-style-type: none"> • Depression and Anxiety Webinar
June 1	<ul style="list-style-type: none"> • ML/ELL Meeting • Annual Banquet
June 5	<ul style="list-style-type: none"> • TPA Meeting • Executive Committee Meeting
June 8	<ul style="list-style-type: none"> • Member Representation
June 12	<ul style="list-style-type: none"> • Member Representation • Board of Directors Meeting • Executive Committee Meeting
June 13	<ul style="list-style-type: none"> • Joint PD Committee Meeting • Constitution Committee Meeting
June 14	<ul style="list-style-type: none"> • TPA Meeting • Local Leaders' Appreciation Dinner
June 15	<ul style="list-style-type: none"> • Executive Emails Meeting • Member Representation
June 16	<ul style="list-style-type: none"> • Executive Meeting • London Majors Baseball Game
June 19	<ul style="list-style-type: none"> • Executive Committee Meeting
June 26	<ul style="list-style-type: none"> • Executive Committee Meeting
June 28	<ul style="list-style-type: none"> • Executive Committee Meeting