E-Newsletters from President Amanda

September 2, 2025

Welcome to the 2025-2026 School Year! I will be sending out your first weekly email this Friday. At this time, I, on behalf of your Local Executive, would like to wish you a fantastic first day of the school year.

If you have any questions or concerns, please do not hesitate to reach out to the Local Office at 519-427-6993 or via email.

Stay Safe and Healthy,
President Amanda

"United we stand, divided we fall." Aesop

September 5, 2024

I want to apologize in advance for the length of this email as I am providing a lot of start-up information including Professional Learning Funding, Annual Training and important dates for this school year.

Health and Safety

I want you to be aware that the deadline for your annual training is September 30. This is noted in our Collective Agreement and if you do complete your training prior to the deadline, you will be compensated for a half day (0.5 FTE) pay on February 15.

Measles update - measles is still a concern in our area. To ensure that you are protected you should have a copy of your immunization record or schedule an appointment with your physician to confirm that you have immunity. You can monitor measles on the public health website.

Please ensure that you are receiving a key when arriving at school so that you can lock your classroom door. This has been a requirement of our CA since 2012. It has been an ongoing issue in previous years and it is your responsibility to report lapses to the Local. Dates and locations are necessary in order to ensure that schools have enough keys.

I would also like to ensure that you are completing Incident Reports anytime that

you experience a violent incident at work. This can be a student, a colleague or a visitor to the school.

Professional Learning

We are looking forward to providing you with some great PL opportunities this school year. If you have any suggestions, please complete this google form and we will attempt to provide that program.

Professional Learning Funds
The Executive met last night and have decided on the following process for Professional Learning Funds. Professional Learning Funds have been set at $10 000 for this school year.

You can access the updated PL Funding Guidelines here.

Members can also access up to $35/school year for Professional Resources. Please click here for the Application Details.

OT Website
Did you know that ETFO has a website specifically for Occasional Teachers? You can access the website through ETFO Secure or by visiting this link. You will be automatically redirected to ETFO Secure so please ensure that you have setup an account with ETFO Secure. If you do not, click the Register Today button on the redirect.

Important Dates
September 1, 2025 - Labour Day
September 12, 2025 - PA Day
September 30, 2025 - Deadline for Annual Training
October 7, 2025 - PA Day
October 13, 2025 - Thanksgiving
October 22, 2025 - General Meeting
November 14, 2025 - PA Day
November 19, 2025 - Zoom Check-In
December 3, 2025 - Seasonal Social
December 22 - December 31, 2025 - Winter Break
January 1 - January 4, 2026 - Winter Break
January 14, 2026 - Zoom Check-In
January 19, 2026 - PA Day
February 16, 2026 - Family Day
March 16-20, 2026 - March Break
April 3, 2026 - Good Friday
April 6, 2026 - Easter Monday
April 15, 2026 - Zoom Check-In
April 17, 2026 - PA Day

May 18, 2026 - Victoria Day
May 20, 2026 - Annual General Meeting
June 5, 2026 - PA Day
June 26, 2026 - PA Day

If you have any questions or concerns, please do not hesitate to reach out to the Local Office by phone at 519-427-6993 or via email.

Stay Safe and Healthy,
President Amanda

September 19, 2025

We have survived the first three weeks of the school year! You may have heard some rumblings regarding Bill 33. This Bill will remove Trustees from the Governance of District School Boards. If passed, the general public will lose their representation at the Board level. Trustees are publicly elected representatives and are the voice of the general public and put our Boards directly in the hands of the Provincial Government. To find out more about the role of the Trustee, click here. This is a very scary situation. Please continue to monitor the progress of Bill 33 and reach out to your Provincial Member of Parliament to advocate for them to speak out against and vote down Bill 33.

I am going to start including a "Bargaining Bite" each week for the remainder of the school year. These "bites" will include information from our Local (Part B) of our Collective Agreement and pertinent information from Part A that impact Occasional Teachers.

Bargaining Bite #1
13.01 During the term of this Collective Agreement, the Board shall make available up-to-date in-school information for Occasional Teachers. This information shall include: a timetable for the Occasional Teacher's assignment (including supervision periods), a schedule identifying period times, an up- to-date class list, a seating plan, a floor plan of the school, an outline of the school day (including opening procedures, washroom procedures), fire drill and emergency procedures, written information on school discipline procedures, information on access to equipment and sources of assistance, and a list of students with special health-related including a history of violence or other needs. The Board shall ensure that, to the extent possible, lesson plans and textbooks are available for the class in the casual occasional teaching assignments.

Provincial Bargaining's focus this round will be surrounding Class Size. There are some shareables that you can feel free to use which can be located on the ETFO CB website.

We are planning on hosting a "Boys' Conference" this school year, after a two year hiatus, for intermediate division boys. If you are interested in joining the planning Committee, please reach out to Maryanne Goldsmith.

Please feel free to reach out to the Local Office with any questions or concerns by phone at 519-427-6993 or via email.

September 26, 2025

Did you know that the Board offers free AQ Courses for Teachers, including OTs? Daily OTs can access one fully paid AQ Course through the Board over the course of the school. AQ offerings are from Brock, Lakehead and Six Nations Polytechnic. You can find more information in the Staff Portal on the landing page or through *Programs>Leadership Training and Development>Additional Qualifications*. If you are interested in pursuing an AQ Course that is not being offered by the Board, you can apply for up to $450 from the Local for Professional Learning. Please see our PL Guidelines here.

This school year, we have been experiencing a number of concerns with Board Employees and Social Media. Please ensure that you are remaining professional at all times, even outside of school hours. You could be called in for a meeting with HR if your posts on Social Media do not meet the Board's standards or the standards of the OCT.

The Local Bargaining Affiliates have arranged a "Meet and Greet" with the Trustees. Please see the flyer for more information and to register.

Bargaining Bite #2

8.03 (a) The Board reserves the right to remove an Occasional Teacher from the Roster if they are unavailable for assignment and/or does not accept at least twenty (20) FTE days of work in the period of September 1 to June 30.

(b)For an Occasional Teacher returning from a leave of absence or new to the Roster during a school year, the days to be worked shall be pro-rated based on the time the Occasional Teacher is active on the Roster during the current school year.

(c)The Board will advise the Local Occasional Teachers' Union President in writing when an Occasional Teacher is removed from the Roster pursuant to 8.03(a).

(d)Part-time permanent teachers are not required to meet the above requirement.

(e)The days worked by Occasional Teachers for Federation business shall be counted towards the required FTE days.

I chose this selection as I have been receiving emails regarding the number of days required to teach throughout the school year. There is no longer a requirement to teach x-amount of days per term.

If you have any questions or concerns, please do not hesitate to reach out to the Local Office by phone at 519-427-6993 or via email.

October 3, 2025

I hope that you had some time to enjoy the beautiful weather this past week. It is hard to believe that it is October already!

We have some exciting events coming up this month including our first General Meeting of the school year. We will be hosting you at the Best Western Brantford Hotel and Conference Centre on October 22, 2025. We will start with mingling from 4:00-5:00pm with Business starting at 5:00pm. Our Executive Liaison will be joining us for the evening. We will be reviewing our Annual Budget and are looking for anyone who is interested in filling a vacancy on the Executive as Executive Member at Large. To register for our General Meeting, please click here.

If you are a Member who has been identified as being in your first five years, you will be receiving a second email with information on exciting events that are coming up for our New Members. This is part of our engagement strategy in reaching out to our newest Members.

Bargaining Bite #3

8.05 In filling casual occasional assignments, the Board shall endeavour to secure a qualified Occasional Teacher. When the Board is unable to assign a qualified Occasional Teacher, the Board, subject to the limitations contained in the Education Act, is entitled to employ an unqualified person. On a monthly basis, the Board agrees to provide the Union the dates, if any, on which an unqualified person was employed as an Occasional Teacher.

I receive information regarding the use of unqualified (also known as unCertifieds) on a monthly basis and I track this information. I can tell you that the use of these individuals has decreased significantly over the past year (2024-2025 compared to 2023-2024).

We are standing in support of our Canada Post Workers in Ontario and across Canada. Please consider showing your solidarity by joining a picket line near you.

Please do not forget about our Trustee Meet and Greet on October 8, 2025. You can sign up here. Trustees play a huge role in Public Education. Bill 33 has been proposed and will allow a pathway for the Government to eliminate Trustees. To learn more, please read the Bill 33 Information sheet.

If you have any questions or concerns, please do not hesitate to reach out to the Local Office at by phone at 519-427-6993 or via email.

October 10, 2025

We have some exciting events coming up this month including our first General Meeting of the school year. We will be hosting you at the Best Western Brantford Hotel and Conference Centre on October 22, 2025. We will start with mingling from 4:00-5:00pm with Business starting at 5:00pm. Our Executive Liaison will be joining us for the evening. We will be reviewing our Annual Budget and are looking for anyone who is interested in filling a vacancy on the Executive as Executive Member at Large. To register for our General Meeting, please click here.

We also have a new Teacher workshop with a free book!! If you are in your first five years, please feel free to register. We will be checking names to ensure that Members in their first five take priority.

We also have a Crock-a-Doodle date planned. This event is open to all Members and capped at 15 participants. We will be meeting at the Brantford location on November 10, 2025 at 4:15pm. The Local will cover the cost up to $35. Click here to register. If you would like to pre-order a special Christmas item, please indicate this on the registration form.

Bargaining Bite #4

10.04 - A long-term Occasional Teacher in a full-time long-term occasional assignment may only apply for another long-term occasional assignment if the start date of that assignment is after the end date of the assignment that they are currently in. The exception to this is if the long-term Occasional Teacher applies for, and is awarded, a full-time position while in a half-time assignment. This right can only be exercised once in a school year.

We are standing in support of our Canada Post Workers in Ontario and across Canada. Please consider showing your solidarity by joining a picket line near you.

If you have any questions or concerns, please do not hesitate to reach out to the Local Office at by phone at 519-427-6993 or via email.

October 17, 2025

With the Ontario Legislature starting back next week, we invite you to wear red to support Public Education and oppose Bill 33 on Monday. Please see the attached poster for more information.

I was also notified of the issue with the Smartfind Express app displaying "invalid date/invalid time." I have reached out to HR to have this investigated. This issue only impacts Apple users. Apple users must update their app to the latest version. Updating

the app is also recommended for Android users but is not necessary at this time. There is no issue with the website itself so please feel free to check on the website to confirm your assignment details.

While at the Joint Occupational Health and Safety meeting yesterday, we had some extensive discussions specifically regarding workplace violence reporting as well as workplace injury reporting. It is important that you complete the necessary reports as soon as possible after an incident. If you are reporting an incident of workplace violence, if you are in a LTO, you can collect data from an individual student over the course of the day or week to complete one report rather than 10-15 reports for one day/week. If you do so, please ensure that you label each incident so that we, the JOHSC, can determine the number of incidents being reported. If there is a significant event, please complete a report for that event individually. As a daily OT, please complete the reports as they occur unless if you are in a multi-day assignment and there is a student with a history of events which can be reported at the end of your assignment (Staff Portal>applications>safe schools/workplace violence incident reporting tool). If you are injured at work, whether or not you seek medical care, please complete the injury report form
(Staff Portal>applications>injury report). If you require any assistance, please do not hesitate to reach out.

Our first General Meeting of the school year is next week. We will be hosting you at the Best Western Brantford Hotel and Conference Centre on October 22, 2025. We will start with mingling from 4:00-5:00pm with Business starting at 5:00pm. Our Executive Liaison will be joining us for the evening. We will be reviewing our Annual Budget and are looking for anyone who is interested in filling a vacancy on the Executive as Executive Member at Large. To register for our General Meeting, please click here.

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B*argaining Bite #5*

27.04 In accordance with theOccupational Health and Safety Act, no occasional teacher shall be discharged, penalized or disciplined in any way for making a complaint relating to health and safety or for otherwise seeking to enforce his/her rights in any matter related to health and safety.

October 24, 2025

Happy Friday! This week has flown by as your Executive has been very busy! First of all, I would like to personally thank those of you who came out to our General Meeting on Wednesday evening. We approved our Annual Budget, heard from our Provincial Executive Liaison and hosted elections for the vacant positions on our Executive. I would like to congratulate and welcome Bobbi Ryerse as our new Social Justice and Equity/Status of Women Chair as well as Erika Van Stowski as our new Member at Large. I would also like to thank those of you who put your names forward for these positions. We will be hosting Elections again in the Spring at our Annual General Meeting for the 2026-2028 term.

Your Executive attended the Breakfast of Champions this week (a fundraiser for breakfast programs in Brant/Brantford) as well as Local Equity Training. We had a full day that ended with our Executive Meeting. At our Executive Meeting we also discussed the Alberta Teachers' Association and the lockout. We made a motion and have donated $500 to their cause. We will also be sending out the Local Collective Bargaining Survey next week. Please take five minutes to complete this survey as it provides the Collective Bargaining Committee with valuable information as we prepare our Preliminary Submission. Our current Collective Agreement expires on August 31, 2026 and we need to be prepared for the next round of Local Bargaining.

You may have heard rumours about Red for Ed t-shirts. Yes, GEETF is ordering them for their Members. Your Executive discussed this at our Executive Meeting on Tuesday and decided that we would provide the link for you to order your own should you wish but we will be giving a limited number away at our Seasonal Social. With the logistics of distribution for OTs, we decided that a bulk order would be too difficult for distribution. If you would like to order one for yourself, please visit shopETFO there are two options (option 1 and option 2). ShopETFO also has some great resources available which you could purchase and apply for your $35 resource subsidy.

We also shared more information about Bill 33. Please view a summary here. The Local Affiliates sent letters to our MPPs - Will Bouma and Bobbi Ann Brady requesting that they vote against the Bill when it is introduced. We will be holding information distributions (Walter Gretzky on October 31 before school) as well as outside of MPP Bouma's Office (date to be determined). These information distribution events will be open to anyone who would like to participate and we would encourage you to print out the information sheet and give it to neighbours and family members. We need the community to be aware of the dangers that Bill 33 holds and encourage them to reach out to their MPPs.

We have two events coming up for new Members but anyone is welcome to sign up to learn more about what they do not teach you in Teacher's College (October

29) attendees will receive a free book as well as to learn about ETFO (November 6).

We also have our Crock-a-Doodle event coming up on November 10 in Brantford. This event is open to everyone and there is a limited amount of space remaining so sign up today!

I hope that you have a restful weekend and that we have good weather after this rainy week. If you have any questions or concerns, please do not hesitate to reach out to the Local Office at 519-427-6993 or via email.

October 31, 2025

Happy Halloween! I cannot believe that October is finished and we are moving into November already! This past week has been very busy. I was in Toronto for three packed days. I was able to observe our Provincial Executive on Tuesday during their meeting and on Wednesday and Thursday I was representing our Local at Representative Council.

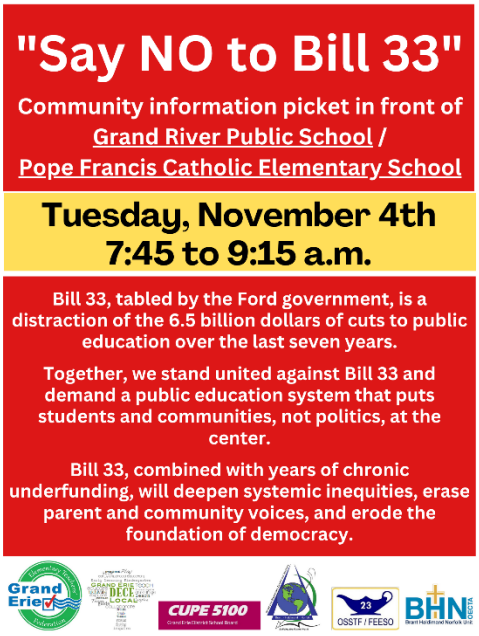
We hosted our first Professional Learning event on Tuesday evening - "New Teacher Confidential" and we had a great turn out! Thank you to everyone who came out.

Our next event is the Welcome to ETFO New Members program which will be hosted in Brantford on November 6, 2025 at the GEETF Office. The registration deadline has been extended. For more information and to register, please click here.

Our next social event is at Crock-a-Doodle on November 10, 2025. You can view the flyer and register here.

We are also hosting a Technology workshop, in the morning, on November 14, 2025 (PA Day). We will have a maximum of 30 participants and you will be paid for the half day at the daily rate. At this time, we do not have the sign-up link, the Board was working on this, but the details can be found on the flyer here.

Bill 33 update - We, along with our Local Affiliates, hosted an information picket before school this morning at Walter Gretzky. We handed out pamphlets to community members and answered questions regarding Bill 33. We also sent joint letters to our Local MPPs - Will Bouma and Bobbi Ann Brady. There is a lot of information available on ETFO Secure for you to print and handout to family members and, if you are in an LTO, provide (on your desk) to parents during parent-teacher interviews. It is recommended to have the printed materials visible and refer to them for parents to take, if they wish to do so. You can use this link to find the materials. We will be at Grand River Public on Tuesday, November 4, 2025.



Your Local Collective Bargaining Committee has been working hard on our survey for Local Bargaining. Please take three minutes to complete this very important survey. We will hold a draw for $25 gift cards for those who complete the survey and if you refer someone to the survey, you will receive an extra ballot!

Bargaining Bite

1. *02a) An Occasional Teacher shall have the same timetable and the regularly scheduled preparation time of the Teacher being replaced, unless reassigned with mutual consent.*
    a. *Where there is an unfilled classroom assignment, reassignment of the Occasional Teacher may be necessary at the discretion of the Principal to address student needs.*

You must consent to the reassignment unless if it is for student safety. If it is for student safety reasons (you are there to cover a prep teacher and there is no homeroom teacher) you have the right to say no. If it is for student safety, you can agree but let the Admin know that you are only doing so as there are student safety concerns.

If you lose a preparation period during your daily OT assignment, please remember to complete the Lost Prep Time form and submit it to Human Resources. The form can also be found on the landing page of our website (which is linked in every email at the bottom of the page). We are currently working through unpaid prep time from the 2024-2025 school year to ensure those daily OTs who were not repaid their lost preps are properly compensated. If you have an outstanding lost prep, please reach out to the Local Office.

The Local Office can be reached by phone at 519-427-6993 or via email.

November 7, 2025

We have made it through the time change and first week of November, congratulations! I hope that you had a great first week of November.

This month the Board will be trialing a one (1) minute response time for text responses to assignments. Please provide any feedback on this experience by the end of the month. You can respond to the survey here.

Last weekend, I joined our Labour partners at Labour Cares. The Local made a donation of warm socks, hats and mittens to our unhoused population in Brantford. Other items donated by our Labour partners were non-parishable food items as well as some bakery items. We also had a surprise appearance from the Local President of the Bluewater Occasional Teacher Local! This is a great annual tradition and makes a difference in our community.

Our paid PL half day is coming up quickly and the sign up is now open. To view the flyer and registration process, please click here. This event will be held on November 14, 2025 in the morning.

We have our first Zoom Check-in coming up on November 19, 2025 at 7:30pm. To register, please click here. This is a great opportunity to meet your Executive and ask any burning questions.

Our Seasonal Social is also approaching, we are hoping to see you out for an evening of games and prizes with guests from the Board as well as Honourary Members. Our Social will be hosted on December 3, 2025 at the Best Western Hotel and Conference Centre in Brantford. To register, please click here.

Please do not forget to complete the Bargaining Surveyfor our Local Collective Bargaining Committee!

Bargaining Bite

This one is for those on LTOs.

SICK LEAVE - this one is for our LTOs

C6.1 Sick Leave/Short Term Leave and Disability Plan

a. *Sick Leave Benefit Plan*

The Sick Leave Benefit Plan will provide sick leave days and short term disability days for reasons of personal illness, personal injury, including personal medical appointments and personal dental appointments. Routine medical and dental appointments will be scheduled outside of working hours where possible.

a. *Sick Leave Days*

Subject to paragraphs d)i-vi below, permanent full-time Teachers will be allocated eleven (11) sick days at one hundred percent (100%) salary in each school year. Teachers who are less than full-time shall have their sick leave allocation pro-rated.

a. *Short-Term Leave and Disability Plan (STLDP)*

Subject to paragraphs d)i-vi below, permanent full-time Teachers will be allocated one hundred and twenty (120) short-term disability days in September of each school year. Teachers who are less than full-time shall have their STLDP allocation pro-rated. Teachers eligible to access STLDP shall receive payment equivalent to ninety percent (90%) of regular salary.

*Unused sick days can be carried over into subsequent LTOs during the same school year.

On a personal note, you may have noticed on any emails that you have sent to the Local Office, I have changed my last name. If you are looking for me in the Board email, I will no longer be found under Amanda Baxter. My new email in the Board email system is Amanda Gagnon. While it is best practice not to use the Board email system for Union Business, I do know that some Members still use this platform. If you have any questions or concerns, please contact the Local Office by phone at 519-427-6993 or via email.

November 14, 2025

What a great turn out today at our half-day paid Technology Workshop! Thank you to everyone who joined us this morning. We have two upcoming events before the Winter Break.

Our first event is our Zoom Check-In. This one hour event occurs in months when we do not have a formal general membership event. It will take place on November 19, 2025 at 7:30pm. To register, please click here.

We also have our Seasonal Social coming up on December 3, 2025 at the Best Western Hotel and Conference Centre. We will start with mingling at 4:30 followed by games, prizes and a buffet style meal. Please register here.

We are still collecting responses for our Collective Bargaining Survey. To participate and qualify for the gift card draw, click here.

Bargaining Bite

This bite comes from the Central portion of our Collective Agreement. Letter of Agreement #5

RE: Occasional Teacher Ability to Lock the Classroom Door
School Boards will continue to ensure that Occasional Teachers have the ability to lock and unlock the classroom door.

You should always be given a key to lock your classroom door when you arrive at an assignment. This letter has been part of our Central Agreement since 2012. I know that some schools are not giving out keys to Daily OTs. This is a major Health and Safety concern. If you have not received a key when you have arrived for a daily assignment, please let me know here, I am collecting emails (for further details, if required) but your responses will remain anonymous (I will not share who participated in the survey with the Board). I am trying to gather the data to bring to the Board.

November 19, 2025

Happy Friday!! I want to apologize for my tardiness this week and will keep this email short.

Our Seasonal Social is approaching quickly and we would love for you to join us! We will be enjoying some mingling, games and prizes followed by a buffet dinner on December 3, 2025 at the Best Western Brantford Hotel and Conference Centre. To register, please click here.

If you have any questions or concerns, please do not hesitate to contact the Local Office by phone at 519-427-6993 or via email.

November 28, 2025

Happy Friday! I cannot believe that it will be December on Monday. November was packed with travel and meetings for myself and I would like to share some of what I have been doing with you.

Last week, I attended the OFL Biennial Convention for the first half of the week and it was packed with meetings, resolutions and a march to Queen's Park to appeal Bill 33. Unfortunately, Bill 33 was passed but this was a great opportunity to get to know other Labour Unions and vote on who was representing various Caucuses! One of Grand Erie's own was elected Vice President Equity (Women's)! Congratulations to Michaela Kargus who is the First Vice President at GEETF. Below is a photo from Tuesday morning of the ETFO Delegation. I am in there within the sea of Red for Ed. To share your

disappointment in the passing of Bill 33, please see our poster with a script prepared for you to reach out to Doug Ford and your Local PC MPP.

This past week, I attended the Provincial Health and Safety Conference along with Vice President Maryanne as well as the Humanity Fund Board meeting. You have likely noticed the line on your paystub which indicates your donation to the Humanity Fund. We were one of the first Locals to have this deduction enshrined in our Collective Agreement, thank you to past President Ralph Savage for his dedication to this extremely important cause. The Humanity Fund Board meets twice per school year and reviews applications from charities around the world to make donations to various projects that promote the growth and support of universal education. This fall, we had so many applications regarding food insecurity as well as sustainable projects in third world countries. We had 46 applications in total and were able to ensure that we had fulsome conversations on each application. Please consider making a donation to your Local Food Bank this holiday season. This was also the last meeting for one of our Board Members as she is retiring. We did take a picture of the Board Members present which I am sharing below.

Our Seasonal Social is quickly approaching but there is still time to register! We will be socializing, playing games (gift card prizes!) and enjoying a meal. Some of our Honourary Life Members will be in attendance along with guests from the Board. We hope to see you there!

Please do not forget to complete our Local Bargaining Survey. We will use this survey to determine the focus of Local Bargaining. We are also tracking which buildings are providing keys to Daily OTs. There has been a Letter of Agreement in our Central Collective Agreement regarding access to keys since 2012. I am tracking this issue as it has become apparent that some schools are still not providing them to Daily OTs. Your name will never be used in these discussions but it is imperative that you complete this form if you have been to a school and have not received a key to lock your classroom door.

Call for Presenters from ETFO Provincial

The Provincial Office is seeking facilitators for Classroom Management for Occasional Teachers. Please see the flyer here. They need Occasional Teachers who are interested and have effective classroom management strategies to apply.

Provincial is also seeking interested Members for the upcoming Annual Meeting to act as Poll Clerks and Assistants. If this is of interest to you, please apply here. Applications are due by March 1, 2026. They are also seeking applications from qualified Parliamentarians for the Annual Meeting. If you are interested in applying for this role, please see the form here. Applications are due by January 19, 2026.

Bargaining Bite

10.01 For pre-determined long-term occasional assignments known to the Board for at least 15 school days prior to the commencement of the assignment and of at least two (2) months duration, the Board shall post such assignments electronically for a minimum of four (4) school days (or four (4) calendar days during July and August).

I have had many questions regarding LTOs lately. The above language outlines when LTOs must be posted. If an LTO is not posted, due to a Teacher having a medical leave extended week to week, the Daily OT who is in the classroom can be asked each week if they would like to return the following week, or for so many days. We refer to these as "rolling LTOs" as there is no predetermined end date and they do not need to be officially posted unless if the Teacher is going to be off for a minimum of two months and it is known at least 15 days in advance of the absence starting.

We do have some upcoming events over the break (Skating) as well as a Pregnancy and Parental Leave workshop (virtual) in January. I will be sending more information regarding these events in the next couple of weeks.

December 5, 2025

The countdown is on!! 10 days left until Winter Break! I don't know about you but I am looking forward to this break with much more enthusiasm than previous years.

We had a great turnout at our Seasonal Social on Wednesday evening. Many of you walked away with great prizes. I enjoyed spending time with everyone who attended. We even had guests from Human Resources and a few of our Honourary Life Members. If you were unable to make it out, don't fret, we have more social events planned for after the break.

While you are making your plans for the Winter Break, please do not forget about our Free Public Skate. Information can be found here. This event is open to everyone, family, friends and community members.

Please save the date for a "Paint Night with Nicole." Our paint night is scheduled for January 13, 2026. More details to come next week!

We also have a Pregnancy and Parental Leave session coming up on January 19, 2026. This will be a virtual event. You can register here.

For those of you holding out hope for an Itinerant LTO Position this school year, you are going to have to wait a bit longer. This program is not being activated at this time. At this time, there are no issues with unfilled assignments that would warrant activating the Itinerant LTO Position. We will continue monitoring the unfilled absences and will be discussing this position again in March or sooner, if needed.

Please do not forget to complete our Local Collective Bargaining Survey. Completion will not only add your name to the draw for a $25 Gift Card but will also inform your Local Collective Bargaining Committee of Local Goals for the upcoming round of Local Bargaining.

I hope that you have a restful weekend. If you have any questions or concerns, please do not hesitate to reach out to the Local Office by phone at 519-427-6993 or via email.

December 12, 2025

Five more days until Winter Break! We have had a bit of a quiet week around here. I know that a lot of you were disappointed that there was no snow day on Wednesday but who knows what Mother Nature will bring us next week.

We have five upcoming events that I would like to share with you. The first event is our free public skate on December 23, 2025. This will be hosted at the Brant Sports Complex. To see more information, click here.

Our second event is the first meeting of our 2SLGBTQIA+ Focus Group. There are three meetings scheduled for this new group and the first will be held in early January. If you identify and are interested, please register here.

The third is our upcoming social event - Paint Night with Nicole on January 13, 2026. To see the information and register, please click here.

Our next event is a Pregnancy and Parental Leave workshop which is virtual and is geared towards Occasional Teachers and what you need to know. Please register here.

We finally have a date for our Classroom Management for Occasional Teachers!! This event is scheduled for February 9, 2026 and will be held at the GEETF Office in Brantford. More information will be sent out after the break. Please save the date.

There is still time to complete the Local Collective Bargaining Survey and win a $25 Gift Card. Please take a few minutes to complete this very important survey as it will guide your Local Collective Bargaining Team in determining our Local Bargaining Goals.

December 19, 2025

Happy Friday!! You made it to the Winter Break! The Local Office will be closed as of 4:00pm today, Friday, December 19, 2025 and will reopen on Monday, January 5, 2026 at 8:00am. If you have any issues that require immediate attention, please contact the Provincial Office at 1-888-838-3836.

When we start back after the break, we will be working on building Solidarity amongst all of our Labour Partners. All Collective Agreements are expiring on August 31, 2026 and we are starting a new initiative leading up to the start of Bargaining. We will be wearing Red for Education on Mondays and "The Power of Purple" for Education Workers on Wednesdays. To learn more, please see the flyer here.

Important Information for those of you finishing a LTO assignment is below in this week's Bargaining Bite. Please complete the Local Collective Bargaining Survey while you are off on your break to be entered into a draw for one of four gift cards. Any submissions prior to December 31, 2025 will be entered into the draw.

Bargaining Bite

13.07 a) Where a long-term assignment has no determined end date, and the regular Teacher returns from leave within a week of report cards or progress reports being completed, the Occasional Teacher may be requested to assist with the completion of these report cards or progress reports. In such instances, the Occasional Teacher shall be paid for the time to assist in the completing the report cards or progress reports. The rate of pay shall be LTO rate of pay for the day.

b) Occasional Teachers whose LTO assignment ends prior to the assessment and evaluation PA Day, shall leave all anecdotal comments and grades for the incoming Teacher in a format that is easy to understand for inputting into report cards in according with Growing Success.

Our upcoming events are as follows: Free Public Skate on December 23, 2025 at 6:30pm-7:30pm at the Brant Sports Complex. Please feel free to attend with any friends and family. No registration is required.

Our 2SLGBTQIA+ Focus Group will start meeting in January. If you identify as a Member of this community, please click here to find out more information on the meeting schedule and how to become a Member of the Focus Group.

Our Paint Night with Nicole is being hosted at the GEETF Office on January 13, 2026. To register and view the flyer, please click here.

A Zoom Check-In will occur on January 14, 2026 at 7:00pm. To register, please click here.

On January 19, 2026, we will be joining with other Occasional Teacher Locals for a virtual Pregnancy and Parental Leave session. To register, please click here.

Save the date - Classroom Management for Occasional Teachers session is coming up on February 9, 2026. More information will come after the break.

I hope that you find time for yourself over the much needed break. I will be spending the break with my family and I hope that you do the same!

The Local Office will be available after 8:00am on Monday, January 5, 2026. Any emails or phone messages left will be returned after the Local Office reopens.

January 9, 2026

I hope that you had a restful Winter Break. Happy New Year and welcome back! We have several upcoming events this month and one scheduled thus far for February.

Our first event is a Social event for our Occasional Elementary OTs. We are hosting a paint night on Tuesday, January 13 at the GEETF Office. This is a Member Only event so please let any new OTs that you see know about it! To view the flyer and register, click here.

We have our Zoom Check-In, which is a one hour drop-in scheduled for January 14 at 7:30-8:30pm. To register, please click here. These Check-Ins are a great opportunity for you to drop in briefly and ask questions of your Executive.

The Pregnancy and Parental Leave (Virtual) session is scheduled for January 19 and will be starting at 4:30pm. This session is geared to Occasional Teaching and is being hosted with three other Occasional Teacher Locals. Please click here to view the flyer and register. There is a wealth of information if you are pregnant or planning on trying, I would highly recommend attending as there is a wealth of information to aid you in your preparations.

You may notice a petition form at schools. This is part of the Provincial Collective Bargaining Action Plan. Provincial is collecting signatures for our Building Better Schools Petition Campaign. I encourage you to add your signature to the petition. All petition forms will be collected and mailed back to the Provincial Office on or before February 28, 2026.

We are holding a rally at Will Bouma's Office on January 28th. This is in partnership with all Local Education Affiliates. Please come out and join us starting at 3:30 and afterwards for wings at Hudson Public. To find out more information, please click here.

Classroom Management for Occasional Teachers is being hosted at the GEETF Office on February 9th from 4:30-6:30pm. The presenter is an Elementary Occasional Teacher and will be sharing tips, tricks and strategies for Daily Occasional Teachers. You can view the flyer and register here.

I hope that you are able to come out and join us at one of our upcoming events. Your Executive has been working very hard organizing these events and are planning for some new ones in the coming months! If coming out to join is not an option for you, please remember that you can show your support for all Education Workers by wearing red on Mondays and purple on

Wednesdays. You can view our Ed Worker Solidarity poster here. You can share your photos with the Local Office and we will post them in upcoming emails or on our Social Media pages.

Bargaining Bite

13.03 a) When an Occasional Teacher is called to an assignment for a half day, it will be either for the morning or the afternoon. No casual Occasional Teacher will be paid for less than one-half day. Remuneration paid to Occasional Teacher will be prorated for assignments less than full-time.

b) For full day absences reported after the start of the school day and before the 2nd half of the day, an Occasional Teacher will receive 1.0 FTE pay for the day.

If you have been paid for less than a full day for a late call, please let me know. It is extremely important that we review our paystubs to ensure that we are being compensated adequately. The only reason that you should be paid for less than a full day is if you are aiding a Teacher's return to work.

If you do have any questions or concerns, please do not hesitate to reach out to the Local Office by phone at 519-427-6993 or via email.

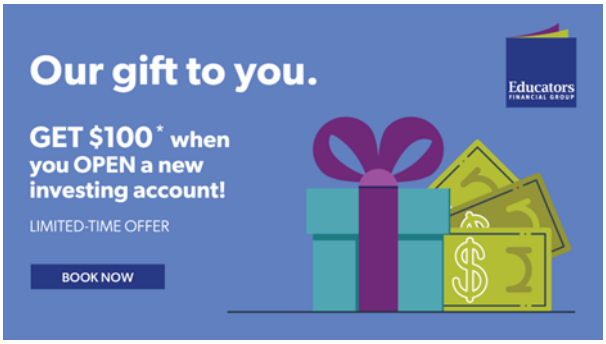
Stay Safe and Healthy,
President Amanda

"United we stand, divided we fall." Aesop

A Message from OTIP

Educators
FINANCIAL GROUP

Investment and financial planning advice tailored exclusively for education members



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January 16, 2026

I hope that you were all able to stay warm and enjoy the snow day yesterday! I cannot believe that we are finishing our second week in January already!

We had a great night on Monday at our Paint Night. Below is a photo of the beautiful artwork from our Members who attended.

We do have some exciting events that are coming up in the next couple of months which include a Trivia Night, Bowling and several events to celebrate International Women's Day in March.

But before we get too ahead of ourselves, we do have a Pregnancy and Parental Leave session as well as a Political Rally before January ends as well as our upcoming Classroom Management session in February.

Our upcoming Pregnancy and Parental Leave session is happening on Monday, January 19 at 4:30pm via Zoom. You can still register here.

We have our Political Rally at MPP Will Bouma's Office on January 28 at 3:15pm. If you are local to the area or teaching in the area that day, please come out and join us for a brief session outside the office and join us for wings afterwards. You can view the flyer for more information here.

We have Classroom Management for Occasional Teachers coming up on February 9, 2026 at the GEETF Office with dinner starting at 4:00pm. You can view the flyer for more information here.

Last Thursday, at our Executive meeting, we held our draw for Members who completed the Collective Bargaining Survey. A big shoutout to our four winners - Stuart C., Victoria B., Sonja B. and Lauren S. They each had the opportunity to

choose their own gift card for $25.

Bargaining Bite
Letter of Agreement #2 BETWEEN
The Grand Erie District School Board AND
The Elementary Teachers' Federation of Ontario Grand Erie Elementary Occasional Teachers

<u>Required Health and Safety Training</u>

Any required health and safety training is to be completed by September 30th of the current school year. New Occasional Teachers hired to the board must complete the training within thirty (30) workdays of their date of hire.
The board will provide a half-day (0.5 FTE) pay to an Occasional Teacher who is not in a long- term assignment on the first PA Day of the school year, provided that the training is completed, and they work ten (10 FTE) days in the current school year.

Payments will be issued by February 15th and by July 15th of each year.

Time spent completing the health and safety training shall not count towards the days required to remain on the Occasional Teacher Roster.

Please keep an eye out on your February 28, 2026 pay for your half-day compensation for completion of the mandatory Health and Safety Training.

We do have Professional Learning Funding available for those of you who are interested in pursuing an AQ Course or other Professional Learning. You must apply in advance (before the first of the month that the program starts). You can find the PL Guidelines <u>here</u>. The Board also provides some AQ Courses free of cost to Educators. You can find this selection in the Staff Portal on the landing page. Just scroll through the top headlines.

January 23, 2026

I hope that you are all able to stay warm and enjoy the very cold and snowy weekend ahead of us!

We do have some exciting events that are coming up in the next couple of months which include a Trivia Night, Bowling and several events to celebrate International Women's Day in March. We have also scheduled a virtual Resume Writing and Interview Workshop for April 1 so please keep an eye out for registration closer to the date.

But before we get too ahead of ourselves, we do have our upcoming Political Rally before January ends as well as our upcoming Classroom Management session in February.

We have our Political Rally at MPP Will Bouma's Office on January 28 at 3:15pm. If you are local to the area or teaching in the area that day, please come out and join us for a brief session outside the office and join us for wings afterwards. You can view the flyer for more information here**.**

We have Classroom Management for Occasional Teachers coming up on February 9, 2026 at the GEETF Office with dinner starting at 4:00pm. You can view the flyer for more information here**. Please sign up as soon as possible as we need a minimum number of attendees to run this workshop.**

Bargaining Bite

8.06 The onus is on the Occasional Teacher to notify the Board in writing of any changes in name, address or telephone number. The Board shall send an email to the email address on file with the Board of any Occasional Teacher whose contact information is known to be inaccurate, with a copy to the President of the Elementary Occasional Teacher local, requesting current information. Effective January 1, 2016, failure to reply with current contact information within twenty-one (21) calendar days shall result in the Occasional Teacher's name being removed from the Roster and employment terminated with the Board.

****It is extremely important to update your contact information not only with the Board but with both the Provincial and Local Offices too.****

We have Professional Learning Funding available for those of you who are interested in pursuing an AQ Course or other Professional Learning. You must apply in advance (before the first of the month that the program starts). You can find the PL Guidelines here**. The Board also provides some AQ Courses free of cost to Educators. You can find this selection in the Staff Portal on the landing page. Just scroll through the top headlines.**

January 30, 2026

Congratulations! We have made it to the end of January! I hope that you were able to enjoy the snow before the bitter cold set in. This past Wednesday, we held a Rally at MPP Bouma's Office and although it was cold, we had a great turnout with Local Leaders from ETFO, OSSTF, OECTA and guests including Liberal Candidate Ron Fox and previous First Vice President Susan Swackhammer.

President Amanda Gagnon

29, 2020 THE EXPOSITOR

BRIAN THOMPSON

PROTESTERS SEND MESSAGE Educators protest outside Brantford-Brant MPP Will Bouma's office on Wednesday afternoon in Brantford. They say the Ford government has cut $6.3 billion from public education resulting in larger class sizes, growing violence in the classroom, and chronic underfunding that leaves students' needs unmet.

Left to Right Heather Chwastiak (GEETF 2nd VP), Carolyn Proux Wottoon (GEETF President), Erika Van Stowski (Status Chair - Acting), Maryanne Goldsmith (VP), Susan Swackhammer (Former ETFO 1st VP), Robin Sweers (CUPE 5100 Exec Rep), Michaela Kargus (GEETF 1st VP)

We are looking forward to our upcoming Classroom Management Workshop on February 9, 2026 at the GEETF Office in Brantford. If you are interested in attending, you can view the flyer and register here**.**

March will bring two social events - bowling on March 3 at Echo Place Bowling Alley and our first Trivia Night at the GEETF Office in Brantford. More information and registration for these events will be coming out in February.

We have a Virtual Resume Writing and Interview Workshop on April 1 as well as two retirement planning workshops coming up in April - one in Delhi on April 7 provided by OTIP and one on April 9 at the GEETF Office in Brantford provided by ETFO. Please watch for more information on these events in March. OTIP offers virtual events throughout the school year. You can find the dates and register for them here**.**

Bargaining Bite

15.04 (a) The Board shall give a minimum of two (2) hours' notice of cancellation of any assignment. The Board shall attempt to contact the Occasional Teacher to notify them of the cancellation. It is the responsibility of the Occasional Teacher to answer their telephone and check voicemail messages. If the Occasional Teacher reports to work, they will not be paid.

(b) Should an assignment be canceled without such notice, the Board shall pay the Occasional Teacher the pay they would have received for that assignment for that day provided the Occasional Teacher reports for, and completes, alternate professional duties.

This is the same information that I sent out on Tuesday when the Board made the late Inclement Weather call. I want to clarify as I did receive a lot of emails following my email to you. When the Board declares inclement weather, your assignment will disappear in ADS. The Board can still see the assignments. For the cancellation on Tuesday, there was less than two (2) hours notice for those booked for a full day or am assignment. Those who were scheduled, will be compensated. However, those scheduled for the second half of the day did receive adequate notice and will not be compensated. Anyone in an LTO will be paid.

The last sentence in 15.04(b) refers to when an assignment is cancelled due to reasons aside from Inclement Weather closures. If your assignment is cancelled without two (2) hours notice and you report to school, you can be assigned alternate duties such as preparation payback or supporting students.

February 6, 2026

Well, Wiarton Willie predicted an early spring this year although our counterparts south of the border are in for six more weeks of winter! Did you participate in any fun Groundhog Day activities?

I have some exciting news for our new graduates! The Canada Student Loan Forgiveness Program has extended to include Teachers. You can find all of the information that you need to know here. Graduates that work in an area that has a population of less than 30,000 could qualify for for the program. Please read the information carefully and complete the application. There is an easy postal code look-up feature to check your eligibility. The forms require a "live signature" so once you have completed your application and are ready to submit it, please email the form to Human Resources - Cynthia Townson for a signature. You will be notified by the Board once your application is signed and is ready to be picked up. Your application will be waiting at the main reception of the Education Centre (349 Erie Ave).

As you are aware, we are currently collecting signatures on the Smaller Class Sizes Big Difference petition. These petitions can be found in the Staff rooms of our schools. I encourage you to sign, only once, and complete this form once you have signed the petition in a school. The names collected on our google form will be cross referenced with the actual petitions and once confirmed, will be added to a draw for a chance to win one of two $50 gift cards of your choice.

Please do not forget about our upcoming Classroom Management for Occasional Teachers Workshop coming up on Monday, February 9, 2026 at the GEETF Office in Brantford starting at 4:30pm. To view the flyer and register, please click here.

Registration for the Women's Health Series which is being co-hosted with GEETF is now open. The sessions are scheduled for March 2, 3 & 4. Registration is $10 which will be donated to Haldimand Norfolk's Women Services. To view the flyer and register for any one or more of these sessions, please click here.

Registration for our bowling event on March 3, 2026 is now open. You can view the flyer and register here.

Bargaining Bite

19.01 The Board may allow a leave of absence to an Occasional Teacher. Such leave will not be unreasonably denied. In granting the leave of absence,

the Occasional Teacher's name shall be removed from the Occasional Teacher Roster for a period of up to and including one (1) school year. The Occasional Teacher shall be returned to the Occasional Teacher Roster at the end of the leave provided that the Occasional Teacher is available to accept assignments and advises the Board's Human Resources Department thirty (30) days prior to the end of the leave.

***These leaves are important as when an OT is unavailable for an extended period of time and Smartfind continues to reach out to them, it slows the system down. If you are only going to be unavailable for a short period of time, please ensure that you are inputting your dates into Smartfind so that it can skip your name on the dates that you are unavailable. The system will still call you for future dates.**

If you have any questions or concerns, please do not hesitate to reach out to the Local Office at 519-427-6993 or via email.

Stay Safe and Healthy,
President Amanda

"United we stand, divided we fall." Aesop

A Message from OTIP

Does auto insurance cover belongings damaged in an accident?

If you get into an accident, you probably think first about making a claim, repairing your vehicle, or potential medical bills. But there's something else that often gets overlooked: the fate of your personal belongings inside your vehicle. Items like your phone, laptop, or sports equipment can get damaged or destroyed in an accident. So, does your auto insurance cover these items, or will you have to pay for them yourself? Understanding what your policy covers can help you avoid unexpected expenses and make more informed decisions about your insurance needs.

February 13, 2026

Happy Friday! I hope that you were able to enjoy some of the nicer weather this week. It was a very busy week for me as I was catching up after spending last week in Toronto for meetings. I also had a meeting with MPP Brady as well as a meeting with Director Roberto.

Left to Right - Steph Scott (Grand Erie DECE President), Sarah Kuva (CUPE 5100 President), Carolyn Proulx-Wootton (GEETF President, MPP Bobbi Ann Brady, Amanda Gagnon

In our meeting with MPP Brady, we brought forward our concerns with the cuts to funding as well as the ongoing concerns of workplace violence that our Members face every single day when they go to work. We spoke about the need for smaller class sizes and the need for better detail when classes are created also known as class composition. We left MPP Brady with a copy of Promises Unfulfilled. You can view the document here.

We brought the same concerns to Director Roberto, specifically, unmet student needs. We also spoke about our budget wish list which includes more supports for students as well as a DECE in every class that has a kindergarten student and the need for more maintenance staff. We also spoke of the state of our aging buildings and shared some specific concerns regarding sites with ongoing maintenance needs.

We started our day with the Director at North Park in the Innovation Hub, which is available to all schools in Grand Erie. I would highly recommend, if you are in a LTO, that you try to get your students involved in some of their activities. They also provide extended activities to complete once you attend one of their sessions. Students from Agnes Hodge were learning about drones while we were meeting in their Green Room space. We also had the opportunity to tour the Cosmetology space at Paris District High School and enjoy a lunch prepared by their Hospitality program.

If you receive ETFO's CB Newsletter, you will have received an email this week outlining the Central Bargaining Goals for the upcoming round of Bargaining.

As you are aware, we are currently collecting signatures on the Smaller Class Sizes Big Difference petition. These petitions can be found in the Staff rooms of our schools. I encourage you to sign, only once, and complete this form once you have signed the petition in a school. The names collected on our google form will be cross referenced with the actual petitions and once confirmed, will be added to a draw for a chance to win one of two $50 gift cards of your choice.

Registration for the Women's Health Series which is being co-hosted with GEETF is now open. The sessions are scheduled for March 2, 3 & 4. Registration is $10 which will be donated to Haldimand Norfolk's Women Services. To view the flyer and register for any one or more of these sessions, please click here.

Registration for our bowling event on March 3, 2026 is now open. You can view the flyer and register here.

Bargaining Bite

5.05 (a) Upon written request from the Occasional Teacher, evaluations will be conducted in accordance with the Board Procedures.
(b) The evaluations will be carried out at an agreed upon date within four (4) weeks of the written request on a date to be pre-arranged between the Principal and the Occasional Teacher.

I hope that you are able to spend some quiet time this long weekend to reflect and reenergize as we move into the last two weeks of February. If you find yourself struggling with the tragic events that unfolded in BC earlier this week, I encourage you to access the Board's EAP services. You can view the brochure and information on accessing supports here.

February 20, 2026

Happy Friday! I hope that you were able to spend some quality time with your family on Family Day. While this was a shorter week, especially with our Inclement Weather Days on Wednesday and Thursday, it was still a very busy week at the Local Office.

On Tuesday I was able to attend Federation Day with our Teacher Candidates at Laurier in Brantford. This was a great opportunity for the Local Presidents in Grand Erie to attend with our Provincial 1st Vice President, Shirley Bell. Teacher Candidates were able to learn about our Federation and what it means to be a Union Member. There was also an opportunity for questions from the Candidates.

I participated in my Health and Safety Recertification on Wednesday, virtually, prior to braving the weather to head to Toronto for our annual Political Action Conference. The conference which started Wednesday evening, continued through the day on Thursday.

At the Political Action Conference we heard from a panel of speakers on Local Democracy and School Governance and a second panel brought forward a discussion on Bringing the Community into the Conversation. We heard about the Political Context not only in Ontario but also as it relates across North America.

We had two workshops, one on Building Bargaining Power through Coalitions, and one on the Political Landscape and the School Board Governance Local Election Process. We have already created a Coalition in Grand Erie and we work together to organize information pickets and rallies. We also organize events for our Local Trustees throughout the year to ensure that we have open lines of communication between our Trustees and the Local Federations.

After we met with MPP Bobbi Ann Brady last week, I thought that I would share her weekly column with you. You can read it here. It is focused on the funding of Public Education.

As you are aware, we are currently collecting signatures on the Smaller Class Sizes Big Difference petition. These petitions can be found in the Staff rooms of our schools. I encourage you to sign, only once, and complete this form once you have signed the petition in a school. The names collected on our google form will be cross referenced with the actual petitions and once confirmed, will be added to a draw for a chance to win one of two $50 gift cards of your choice.

Registration for our bowling event on March 3, 2026 is now open. You can view the flyer and register here.

Bargaining Bite

Local Letter of Agreement #2
refers to our agreement with the Grand Erie District School Board regarding our Annual Health and Safety Training.

Required Health and Safety Training

Any required health and safety training is to be completed by September 30th of the current school year. New Occasional Teachers hired to the board must complete the training within thirty (30) workdays of their date of hire.
The board will provide a half-day (0.5 FTE) pay to an Occasional Teacher who is not in a long- term assignment on the first PA Day of the school year, provided that the training is completed, and they work ten (10 FTE) days in the current

school year.

Payments will be issued by February 15th and by July 15th of each year.

If you completed your training prior to September 30, and meet the other requirements, you can expect your payment on your February 27, 2026 pay.

February 27, 2026

Happy Friday! I am not sure about you but, February was extremely busy and seemed like it was the longest month of this school year! The countdown is now on for March Break. Only ten more teaching days! We have a couple of upcoming events prior to the break and we are also planning our first Trivia Night which will occur after the break. You can find more information below.

As you are aware, we are currently collecting signatures on the Smaller Class Sizes Big Difference petition. These petitions can be found in the Staff rooms of our schools. I encourage you to sign, only once, and complete this form once you have signed the petition in a school. These petitions are being sent back to the Provincial Office today. The names collected on our google form will be cross referenced with the actual petitions and once confirmed, will be added to a draw for a chance to win one of two $50 gift cards of your choice.

I have also had some questions regarding talking politics in the workplace. ETFO Provincial has created a document which provides important information on your right to talk about politics in the workplace as well as how you can support Bargaining in the workplace. You can view the tip sheet here.

Registration for our bowling event on March 3, 2026 is still open. Come out for pizza and bowling with your OT Colleagues! You can view the flyer and register here.

We are planning a Rally at Harmony Square on March 3, 2026. I hope that those of you that are in the area and not attending bowling can attend. You can find the flyer and more information here. The Rally will start at 4:15pm.

The GEETF Status of Women Committee is offering an opportunity for Fem-identifying Members to come together and craft! This event, OFL Women's Committee Craft-In, will be hosted at the GEETF Office in Brantford on Friday, March 6, 2026 from 7:00-8:30pm. Light refreshments will be served. You can view the flyer and register here.

Our first Trivia Night will take place at the GEETF Office at 49 Dalkeith Drive (Units 1 & 2) in Brantford on March 26, 2026 from 4:00-6:00pm. There will be food! You can view the flyer here and register here.

Bargaining Bite

8.03 (a) The Board reserves the right to remove an Occasional Teacher from the Roster if they are unavailable for assignment and/or does not accept at least twenty (20) FTE days of work in the period of September 1 to June 30.

(b) For an Occasional Teacher returning from a leave of absence or new to the Roster during a school year, the days to be worked shall be pro-rated based on the time the Occasional Teacher is active on the Roster during the current school year.

(c) The Board will advise the Local Occasional Teachers' Union President in writing when an Occasional Teacher is removed from the Roster pursuant to 8.03(a).

(d) Part-time permanent teachers are not required to meet the above requirement.

(e) The days worked by Occasional Teachers for Federation business shall be counted towards the required FTE days.

***I have been receiving a lot of questions regarding the number of days to remain on the Roster. You must work a minimum of 20 FTE over the course of the school year. There are no longer a minimum number of days required for the partial year (Sept-Jan).**

March 6, 2026

Happy Friday! This was a busy week in the Local! We had NTIP on Tuesday followed by the Rally at Harmony Square along with Bowling. I also supported several Members who had not received their 0.5 FTE compensation for the completion of their Annual Health and Safety Training. If you did not receive your half-day, please reach out to me as I have a list of Members who were overlooked and will receive payment on March 15, 2026. Our first Trivia Night is coming up after the break. You can find more information below.

We had a great turnout at the Rally on Tuesday as well as speakers from ONA who compared the conditions in their workplace to the conditions in the classroom. You can find the news article from the Brantford Expositor here where both Carolyn Proulx-Wootton and I were quoted.

As you are aware, we have been collecting signatures on the Smaller Class Sizes Big Difference petition. I encouraged you to sign, only once, and complete this form once you have signed the petition in a school. The names collected on our google form will be cross referenced with the actual petitions and once confirmed, will be added to a draw for a chance to win one of two $50 gift cards of your choice. If you have not completed the google form yet, please do so as we will be drawing names at our upcoming Executive Meeting on Thursday, March 12, 2026.

We still have Professional Learning Funds available. Did you know that you can access up to $450 each school year to use towards your personal Professional Learning? You can use these funds for AQ Courses, covering Conference fees, hotel, mileage or even OT coverage if you are in a LTO. You can find more information on our Professional Learning Funds here.

We also have a Professional Resource Rebate of $35 each school year. You can find more information here.

The GEETF Status of Women Committee is offering an opportunity for Fem-identifying Members to come together and craft! This event, OFL Women's Committee Craft-In, will be hosted at the GEETF Office in Brantford on Friday, March 6, 2026 from 7:00-8:30pm. Light refreshments will be served. You can view the flyer and register here.

Our first Trivia Night will take place at the GEETF Office at 49 Dalkeith Drive

(Units 1 & 2) in Brantford on March 26, 2026 from 4:00-6:00pm. There will be food! You can view the flyer here and register here.

If you are in a LTO, there is a new program from Kids Help Phone.

Kids Help Phone has developed a program that can be used by educators to support mental health in the classroom. Counsellor in the Classroom program promotes the discussion of mental health and well-being among young people. It offers two modules, one of which can be used in elementary classrooms. The modules are independent of one another and can be completed according to the grade level and needs of your classroom.

Mental Health and Help-Seeking (Grades 4-12)

Each module is divided into two parts. The first part includes classroom activities led by the educator. The second part includes a 45-minute phone or video call conversation between the class and one of Kids Help Phone's professional counsellors.

The program aims to help students gain a better understanding of mental health and well-being, identify how they can seek support, feel more confident in seeking support, and foster a space that feels supportive and destigmatizing.

To learn more and register for this program visit the Kids Help Phone website.

Bargaining Bite

Did you know that Daily OTs can only be paid for full or half days?

15.03 An Occasional Teacher shall not be considered late for an assignment as a result of a late request to report for such assignment provided, they arrive within forty-five (45) minutes of accepting the assignment.

If you receive a late call for a full day assignment, you should still be paid for a full day. The only time that you would be paid for less than a full day would be if you were supporting a Teacher who is on modified days due to a return to work.

March 13, 2026

March Break is finally here!! I don't know about you but this weather has definitely been a rollercoaster ride for me this week! I hope that you find time to relax and rejuvenate next week along with spending quality time with your loved ones. There is a free skate being hosted by our DECE colleagues next week and we have our first Trivia Night coming up after the break. You can find more information below.

At our meeting last night, your Executive were joined by our Provincial Organizers - Inessa and Bill. We also drew the names for our Smaller Class Size, Big Difference Petition survey. Congratulations to our winners - Adriana D. and Colleen N.!

Our DECE Colleagues are hosting a free family skate in Caledonia on Monday, March 16th from 1:30-3:30pm. You can view the flyer here.

We still have Professional Learning Funds available. Did you know that you can access up to $450 each school year to use towards your personal Professional Learning? You can use these funds for AQ Courses, covering Conference fees, hotel, mileage or even OT coverage if you are in a LTO. You can find more information on our Professional Learning Funds here.

We also have a Professional Resource Rebate of $35 each school year. You can find more information here.

Our first Trivia Night will take place at the GEETF Office at 49 Dalkeith Drive (Units 1 & 2) in Brantford on March 26, 2026 from 4:00-6:00pm. There will be food! You can view the flyer here and register here.

We have planned a Virtual Resume Writing and Interview Workshop for April 1, 2026. The workshop is being hosted by the Local with a Retired Grand Erie Administrator. It will be held on the Zoom platform and will run from 4:30-6:30pm. You can find the flyer and registration link here.

Bargaining Bite

I have been receiving some emails regarding permanent postings for next school year. The following Article will be relevant following the completion of the staffing process (late May or early June).

10.03 After meeting the posting requirements of the Grand Erie Elementary Teachers' Federation Collective Agreement, and provided that there are no surplus and/or redundant regular teachers, the Board agrees that, subject to any other written agreements between the parties, any qualified Occasional Teacher

has the privilege of applying for any vacancy in the system for which they are qualified, or can become qualified prior to the commencement of the assignment.

If you have any questions or concerns, please do not hesitate to reach out to the Local Office at 519-427-6993 or via email. Please note that the Local Office will be closed from 4:30pm on Friday, March 13, 2026 through to Monday, March 23, 2026 at 8:00am. Any emails sent or voicemails left during the closure will be responded to after the break.

March 23, 2026

Welcome back, I hope that you had a restful break! This is just a brief email to remind you of our first Trivia Night that will take place at the GEETF Office at 49 Dalkeith Drive (Units 1 & 2) in Brantford on March 26, 2026 from 4:00-6:00pm. There will be food! You can view the flyer here and register here.

We have planned a Virtual Resume Writing and Interview Workshop for April 1, 2026. The workshop is being hosted by the Local with a Retired Grand Erie Administrator. It will be held on the Zoom platform and will run from 4:30-6:30pm. You can find the flyer and registration link here.

March 27, 2026

I hope that you had a restful break and a good first week back to school! It has been another busy week here at the Local Office. On Monday, the first day of Legislature, our VP, Maryanne and I attended the rally at Queen's Park which was organized by the Ontario Autism Coalition.

Left to right - Corey Maxted, 2nd VP Hamilton Wentworth Occasional Teacher Local (and past GEDSBOT VP), Sarah Kuva, President of CUPE 5100, Maryanne Goldsmith GEDSBOT VP, Amanda Gagnon

On Tuesday, Maryanne and I met with our Local Affiliates and reviewed Collective Agreement language that other Locals have that could benefit our Local in our upcoming Local Bargaining. Your Local Collective Bargaining Committee will be meeting in April to review our Local CB Survey results as well as other items that have been identified as Local goals for Bargaining as we gear up for the upcoming round.

Maryanne and I also met with the Superintendent of Human Resources to review ongoing concerns at our Labour Management Meeting on Wednesday.

I would like to thank those of you who attended our first Trivia Night and made it a success! We hope to host more trivia events in the future.

We have planned a Virtual Resume Writing and Interview Workshop for April 1, 2026. The workshop is being hosted by the Local with a Retired Grand Erie Administrator. It will be held on the Zoom platform and will run from 4:30-6:30pm. You can find the flyer and registration link here. Please note that you must have or register for a free Zoom account in order to register for the meeting.

There are two upcoming Retirement Workshops. One is being hosted by OTIP on April 7, 2026 at 4:30pm in Delhi at the Delhi German District Home. You can view the flyer here. You can also register for this event or future in-person or virtual sessions here.

We are also hosting an ETFO Retirement Workshop on April 9, 2026 at the TF Warren Group Cainsville Community Centre. To view the flyer and register, please click here. Dinner will be provided staring at 4pm and the workshop will start at 4:30pm.

Our Annual Family Movie event is approaching quickly! Please save April 11, 2026 to join us to view the new Super Mario Galaxy movie at the Strand Theatre in Simcoe. To view the flyer and register, please click here.

We also have a Zoom Check-In coming up on April 15, 2026. You can use this opportunity to pop-in online and ask any questions or to bring forward any concerns. To register, click here.

We have two more upcoming workshops in April. On April 23, we will be hosting Establishing Positive Parent Relationships and Member Rights and Responsibilities will be hosted on April 30. Please save the date and watch for registrations opening in April.

The ETFO Provincial Office is reviewing it's Women's Programming. If you identify as a woman, you can complete the survey here.

Bargaining Bite

5.02 Only supervisory officers, elementary principals and vice-principals shall evaluate an Occasional Teacher's competence.

5.05 (a) Upon written request from the Occasional Teacher, evaluations will be conducted in accordance with the Board Procedures.

(b) The evaluations will be carried out at an agreed upon date within four (4) weeks of the written request on a date to be pre-arranged between the Principal and the Occasional Teacher.

April 2, 2026

While this was a short week, it was very busy. I participated in several meetings on Monday, including one of the Strategic Planning Focus Groups for the next four years in Grand Erie. On Tuesday we hosted our Provincial Steward + 1 Meeting in Caledonia and Wednesday morning Maryanne and I met with our Provincial Organizer to continue our planning for the remainder of the school year. We also hosted our Resume and Interview Workshop on Wednesday evening which was a great success! This evening is our Local Executive Meeting. Mother Nature also kept us on our toes this week starting with some snow, sunshine and thunderstorms. I hope that this long weekend allows you to spend quality time with your loved ones as well as time to enjoy the weather outside.

There are two upcoming Retirement Workshops. One is being hosted by OTIP on April 7, 2026 at 4:30pm in Delhi at the Delhi German District Home. You can view the flyer here. You can also register for this event or future in-person or virtual sessions here.

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Our Annual Family Movie event is approaching quickly! Please save April 11, 2026 to join us to view the new Super Mario Galaxy movie at the Strand Theatre in Simcoe. To view the flyer and register, please click here.

A reminder that your OCT Fees are due by April 15, 2026. If you were in a LTO at the beginning of January, please check your January 31, 2026 paystub to see if your fee was deducted. If not, it is your responsibility to ensure that it is paid on time.

We also have a Zoom Check-In coming up on April 15, 2026. You can use this

opportunity to pop-in online and ask any questions or to bring forward any concerns. To register, click here.

Race Matters: Teaching Students to be Race-Conscious

The GEETF Social Justice Committee is proud to invite GEETF, GEDSB Elementary OT and Grand Erie DECE members to this equity workshop on Wednesday, April 22nd. Click on the flyer for more details or this link to RSVP.

Registration deadline is Wednesday, April 15.

Women's Health Workshop *in celebration and recognition of International Women's Day*

The GEETF Status of Women's Committee in partnership with the Grand Erie OT Local are proud to welcome fem-identifying members to this empowering workshop on Monday, April 27th.
Cost to members is $10. Proceeds from registration fees will be donated to Haldimand Norfolk Women's Services.

Click here to register **by Monday, April 20.**

We have two more upcoming workshops in April. On April 23, we will be hosting Establishing Positive Parent Relationships and Member Rights and Responsibilities will be hosted on April 30. Please save the date and watch for registrations opening soon.

The ETFO Provincial Office is reviewing it's Women's Programming. If you identify as a woman, you can complete the survey here. It will be open until April 6, 2026.

Bargaining Bite

5.03 (a) An Occasional Teacher shall not be disciplined or discharged except for just cause. The reasons for discipline or discharge shall be communicated in writing to the Occasional Teacher.

(b) When a principal or supervisor calls an Occasional Teacher to a meeting which may result in discipline, the principal or supervisor shall inform the Occasional Teacher of the nature of the meeting. For such a meeting the Occasional Teacher is entitled to be accompanied by a Union representative, unless otherwise agreed to with the Superintendent of Human Resources, or designate. Nothing in this article limits the ability of an ETFO Provincial union representative to attend a meeting with the member, and a local representative.

April 10, 2026

Happy Friday! I played some catch-up this week after having a very busy week last week. I also attended the Provincial Collective Bargaining Conference along with several other Members of our Local Bargaining Team. As we start to prepare for the next round of Bargaining, we will be participating in a Province Wide Day of Action on April 29. Each school will hold an event which will allow Members to learn more about what this round means for us and provide information regarding the Day of Action. Please wear red and participate at whichever school you find yourself at on April 29. To find out more about Red for Ed, click here. As a reminder, we are wearing red on Mondays and purple on Wednesdays (to support our CUPE Affiliates).

Our Annual Family Movie event is approaching quickly! Please save April 11, 2026 to join us to view the new Super Mario Galaxy movie at the Strand Theatre in Simcoe. To view the flyer and register, please click here.

A reminder that your OCT Fees are due by April 15, 2026. If you were in a LTO at the beginning of January, please check your January 31, 2026 paystub to see if your fee was deducted. If not, it is your responsibility to ensure that it is paid on time.

EQAO is quickly approaching. Please remember that ETFO does not support EQAO and advises Members against completing the Teacher Questionnaire. Please see the Provincial Advisory here.

We also have a Zoom Check-In coming up on April 15, 2026. You can use this opportunity to pop-in online and ask any questions or to bring forward any concerns. To register, click here.

Professional Learning Funds are still available! Please ensure that you have your application in prior to our May 31, 2026 deadline. This deadline includes applications for Summer Programs. You can find the PL Fund Guidelines on our website under Professional Learning and Forms.

Race Matters: Teaching Students to be Race-Conscious

The GEETF Social Justice Committee is proud to invite GEETF, GEDSB Elementary OT and Grand Erie DECE members to this equity workshop on Wednesday, April 22nd. Click on the flyer for more details or this link to RSVP.

Registration deadline is Wednesday, April 15.

We have an upcoming workshop on Establishing Positive Parent Relationships on April 23 at the GEETF Office. For more information and to register, please click here.

Women's Health Workshop ***in celebration and recognition of International Women's Day***

The GEETF Status of Women's Committee in partnership with the Grand Erie OT Local are proud to welcome fem-identifying members to this empowering workshop on Monday, April 27th.
Cost to members is $10. Proceeds from registration fees will be donated to Haldimand Norfolk Women's Services.

Click here to register **by Monday, April 20.**

Member Rights and Responsibilities will be hosted on April 30. Please save the date and watch for registrations opening soon.

We will be hosting an All Member Meeting regarding Central Bargaining on May 28, 2026 at the Best Western Brantford Hotel and Conference Centre. Please save the date for this event as we will be discussing Central Bargaining Priorities and possible actions that we might participate in leading up to this very intense round of Bargaining.

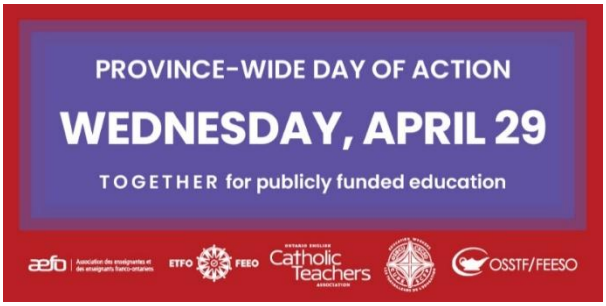
Bargaining Bite

5.04 In the event that the assignment of a Long-term Occasional Teacher is to be terminated prior to the originally scheduled termination date, the Long-term Occasional Teacher shall be given five (5) school days notice or five (5) school days pay in lieu of notice. This shall not apply if the termination of the assignment occurs for just cause.

April 17, 2026

Happy Friday! This has been another busy week in the Local Office. I attended our final GHOTs (Golden Horseshoe Occasional Teacher) meeting of the school year. The Local Presidents from the Golden Horseshoe meet four times each school year to discuss common concerns in our area. We hosted our final Zoom Check-in for this school year, thank you to those who attended. I also attended Presidents' Council (a meeting with the Director) as well as the Joint Occupational Health and Safety Committee meeting and ended my week at training in Toronto. As I am sure that you have heard, Bill 101 has passed second reading on Wednesday. ETFO is following the movement of this bill closely. It has the potential to make significant changes to the structure of school board governance as well as interfering with Central and Local Bargaining. I will update

you throughout the process of this bill but please also watch for Provincial ETFO Newsletters with updates too. If you are not subscribed to receive Provincial ETFO Newsletters, please click here. To read the newsletter regarding Bill 101 please click here.



As we start to prepare for the next round of Bargaining, we will be participating in a Province Wide Day of Action on April 29. Each school will hold an event which will allow Members to learn more about what this round means for us and provide information regarding the Day of Action. Please wear red, a button or sticker (available at schools) and participate at whichever school you find yourself at on April 29. To find out more about Red for Ed, click here. As a reminder, we are wearing red on Mondays and purple on Wednesdays (to support our CUPE Affiliates).

Health and Safety

Ball strikes are on the rise. With the warmer weather, please be aware of your surroundings when you are out on duty. Please also ensure that when you are participating in activities outside with students that you are participating within your personal capabilities. If you have pre-existing injuries, please do not actively participate in activities with students (soccer, jump rope, etc.) as you can exacerbate your pre-existing injuries or realize that you are no longer as agile as you once were and cause a new injury.

EQAO is quickly approaching. Please remember that ETFO does not support EQAO and advises Members against completing the Teacher Questionnaire. Please see the Provincial Advisory here.

We will be hosting our Annual Meeting and Elections on May 20, 2026 at the Best Western Brantford Hotel and Conference Centre. Nominations for the Local Executive will open on Monday and you will receive a separate email with more information on positions as well as Nomination Forms at that time. To register for the Annual Meeting and Elections, please click here.

Professional Learning Funds are still available! Please ensure that you have your application in prior to our May 31, 2026 deadline. This deadline includes applications for Summer Programs. You can find the PL Fund Guidelines on our website under Professional Learning and Forms.

We have an upcoming workshop on Establishing Positive Parent Relationships on April 23 at the GEETF Office. For more information and to register, please click here.

We will be hosting an All Member Meeting regarding Central Bargaining on May 28, 2026 at the Best Western Brantford Hotel and Conference Centre. Please save the date for this event as we will be discussing Central Bargaining Priorities and possible actions that we might participate in leading up to this very intense round of Bargaining.

Bargaining Bite

Did you know that the President meets with the Board annually to discuss the call-out system and Admin's ability to prebook assignments?

9.01 The Board and the Union will meet at least once per school year to review the design and operation of the automated dispatch system and the pre-arranging of daily assignments. Significant modifications to the operation of the automated dispatch system shall be made in consultation with the Union.

April 20, 2026

Nominations are now open for the 2026-2028 Local Executive. Please see the duties by clicking on each position below.

President
Vice President
Treasurer
Secretary
Health and Safety Officer
Professional Learning Chair
Constitution Chair
Social Justice & Equity / Status of Women Chair
Political Action Chair
Goodwill
Website Co-Ordinator
Executive-at-Large

GEDSBOT Executive Positions
Note - all members of the Executive attend nine Executive meetings each year. Release time is provided for time spent on the role at the GRID rate of pay. Days spent on Executive work count towards a member's days to stay on the OT List.

You can find the Nomination Form here.

Our Annual General Meeting and Elections will be held at the Best Western Brantford Hotel and Conference Centre on Wednesday, May 20, 2026. Nominations will close on May 6, 2026.

Please do not hesitate to reach out to the Local Office with any specific questions regarding any position on the Local Executive.

April 24, 2026

Happy Friday! I was able to enjoy a week at the Local Office this week playing catch-up after my busy schedule last week. Today your Local Collective Bargaining Committee met to review all of the survey results from earlier this year. We were able to compile these results and discuss the main areas of focus for upcoming Local Bargaining. We will be meeting again to finalize the details of our Preliminary Submission to submit to Provincial for approval.

As we start to prepare for the next round of Bargaining, we will be participating in a Province Wide Day of Action on April 29. Each school will hold an event which will allow Members to learn more about what this round means for us and provide information regarding the Day of Action. Please wear red, a button or sticker (available at schools) and participate at whichever school you find yourself at on April 29. To find out more about Red for Ed, click here. As a reminder, we are wearing red on Mondays and purple on Wednesdays (to support our CUPE Affiliates).

Health and Safety

Food on the Floor

Data shows that staff and students contribute to this hazard by dropping food on the floor and not cleaning it up or reporting it. Eating happens in various places; therefore, this risk is building-wide. Click here for some strategies to protect yourself.

EQAO is quickly approaching. Please remember that ETFO does not support EQAO and advises Members against completing the Teacher Questionnaire. Please see the Provincial Advisory here.

We will be hosting our Annual Meeting and Elections on May 20, 2026 at the Best Western Brantford Hotel and Conference Centre. Nominations for the Local Executive are open. Nomination Forms can be found here. To register for the Annual Meeting and Elections, please click here.

Professional Learning Funds are still available! Please ensure that you have your application in prior to our May 31, 2026 deadline. This deadline includes applications for Summer Programs. You can find the PL Fund Guidelines on our website under Professional Learning and Forms.

We will be hosting an All Member Meeting regarding Central Bargaining on May 28, 2026 at the Best Western Brantford Hotel and Conference Centre. Please save the date for this event as we will be discussing Central Bargaining Priorities and possible actions that we might participate in leading up to this very intense round of Bargaining.

Bargaining Bite

Some of you will have received an email from Human Resources to submit a new Vulnerable Sector Clearance. This is due to the recent Amendment to Ontario Regulation 521/01 that now requires school boards to collect updated checks every five years. For more information, please click here.

5.06 The Board shall initiate a Police Record Check for an Occasional Teacher only if required by the Education Act and Regulations.

5.07 Any information the board receives in connection with such Police Record Checks shall be kept confidential and shall only be disclosed to a) the Minister of Education in accordance with Section 315 of the *Education Act* and b) the individual who is the subject of the check or as required by law.

April 27, 2026

Reminder of the Day of Action, tomorrow, Wednesday, April 29, 2026. Please ensure that you take part of this Provincial event! Please share your photos - all education unions have agreed to use #OntEdUnited, and ETFO members should

also include #BigDifference on social media posts. You can view the joint media release from all Education unions here.

I look forward to seeing you out at schools tomorrow wearing red and your button or sticker which are available at all locations.

May 1, 2026

What a whirlwind of a week! With preparing for the Day of Action and ensuring it was a successful event, my week started off extremely busy and ended in Toronto at a two day training session. There were so many pictures that came in from all of our Elementary schools and I am so proud for those of you who were able to participate. I have added a couple of pictures below from Wednesday.

Walter Gretzky/Saint Basil

Presidents at the Hotel in Toronto Wednesday evening

Please continue to wear your button or sticker (available at schools). To find out more about Red for Ed, click here.

As a reminder, we are wearing red on Mondays and purple on Wednesdays (to support our CUPE Affiliates).

Health and Safety

Please ensure that you are completing Incident Reporting forms when there is a violent incident in your classroom whether you are in a LTO or working as a daily OT. It is so important to complete these forms so that we can bring awareness to the amount of violence in our classrooms as well as accessing support for our students who are dysregulated and require additional supports to ensure their individual success at school. You can access the incident reporting tool through the Staff Portal under Links and Resources > Safe Schools/Workplace Violence Reporting Tool. If you require assistance, please do not hesitate to contact the

Local Office. Please complete the form any and every single time you are witnessing or experiencing violence in the classroom (multiple incidents for one student can be included on one form). It is not up to the school Administrator as to whether these forms should be completed. It is your responsibility to complete them even if the Administration advises you not to complete them.

We will be hosting our Annual Meeting and Elections on May 20, 2026 at the Best Western Brantford Hotel and Conference Centre. Nominations for the Local Executive are open. Nomination Forms can be found here. To register for the Annual Meeting and Elections, please click here.

Professional Learning Funds are still available! Please ensure that you have your application in prior to our May 31, 2026 deadline. This deadline includes applications for Summer Programs. You can find the PL Fund Guidelines on our website under Professional Learning and Forms.

We will be hosting an All Member Meeting regarding Central Bargaining on May 28, 2026 at the Best Western Brantford Hotel and Conference Centre. Please save the date for this event as we will be discussing Central Bargaining Priorities and possible actions that we might participate in leading up to this very intense round of Bargaining.

Bargaining Bite

13.01 During the term of this Collective Agreement, the Board shall make available up-to-date in-school information for Occasional Teachers. This information shall include: a timetable for the Occasional Teacher's assignment (including supervision periods), a schedule identifying period times, an up- to-date class list, a seating plan, a floor plan of the school, an outline of the school day (including opening procedures, washroom procedures), fire drill and emergency procedures, written information on school discipline procedures, information on access to equipment and sources of assistance, and a list of students with special health-related including a history of violence or other needs. The Board shall ensure that, to the extent possible, lesson plans and textbooks are available for the class in the casual occasional teaching assignments.

I know that this article has been provided previously this school year but it was obvious from our CB Survey that it is an issue. Please complete this brief survey if you do not receive access to the Notification of Risk Binder (available in the main office - yellow binder), Safety Plans (available in the classroom) or the OT Binder which should be available in every classroom you visit.

May 8, 2026

Time definitely speeds up at this time of the school year! I started this week with a couple of "quiet" office days, playing catch-up from last week and another mid-week meeting at the Provincial Office in Toronto (Wednesday and Thursday). I spent today with our Local Affiliates strategizing for the next round of Local Bargaining.

We will be hosting our Annual Meeting and Elections on May 20, 2026 at the Best Western Brantford Hotel and Conference Centre. Nominations are now closed. Members can run from the floor for open positions. To register for the Annual Meeting and Elections, please click here.

The following positions have been acclaimed for the 2026-2028 Local Executive:

President - Amanda Gagnon
Vice President - Maryanne Goldsmith
Secretary - Mary Ellen Kaye
Treasurer - Kevin Utley
Status of Women/Social Justice & Equity - Mary Ellen Kaye
Health and Safety Officer - Amanda Gagnon
Political Action/Public Relations Chair - Maryanne Goldsmith
Constitution Chair - Kevin Utley
Website Co-Ordinator - Kevin Utley
Goodwill - Claudia Guzman
Executive at Large - Louise Allison

The following positions were not open for Elections as we have an established Collective Bargaining Committee for the 2026 round of Local Bargaining.

Chief Negotiator/Grievance Officer - Amanda Gagnon
Collective Bargaining Chair - Maryanne Goldsmith

I would like to personally congratulate the abovementioned Members on their acclamations and invite those who will be attending our upcoming Annual Meeting and Elections to consider putting their name forward for the following open positions.

Professional Learning Chair

Our upcoming All Member Meeting (regarding Central Bargaining) is on May 28, 2026 at the Best Western Brantford Hotel and Conference Centre. Registration is now open. To view the flyer and register, please click here. Please indicate "unassigned" from the site dropdown list when registering if you are a Daily OT. Please come out to this very important event as we will be discussing Central Bargaining Priorities and possible actions that we might participate in

leading up to this very intense round of Bargaining. Vice President Mary Fowler will be joining us for the evening.

Please continue to wear your button or sticker (available at schools). To find out more about Red for Ed, click here.

As a reminder, we are wearing red on Mondays and purple on Wednesdays (to support our CUPE Affiliates).

Health and Safety

As the weather grows warmer, we are noticing an increase in outdoor hazards including an increase in ticks hitching a ride on our students and possibly on ourselves. For your information, there is a "Tick Talk" available from ETFO Health and Safety which can be found here. Grand Erie also has information in the Staff Portal under Departments>Health and Safety>Ticks. I have also included information from the Public Health Unit here.

Professional Learning Funds are still available! Please ensure that you have your application in prior to our May 31, 2026 deadline. This deadline includes applications for Summer Programs. You can find the PL Fund Guidelines on our website under Professional Learning and Forms.

Bargaining Bite

Central Letter of Agreement #15 refers to the "Hiring Practices" which were agreed to by ETFO, The Ontario Public School Board Association and the Crown. Please see the details below.

The Parties acknowledge that successful teaching experience within the school board, including daily and long-term occasional experience, is valuable in the hiring process.
Teaching experience within the school board will be a factor considered in accordance with Ministry and school board policies in the selection of a successful candidate for a position as a long-term occasional teacher.
Where a candidate is unsuccessful in the hiring process, and requests feedback, it will be provided within 30 days of the interview.
Related provisions in Part B of the collective agreement shall remain in effect.

If you have any questions or concerns, please do not hesitate to reach out to the Local Office at 519-427-6993 or via email.

May 15, 2026

Happy Friday! I hope that you find time for yourself this long weekend. Your Local Executive met last night for our second to last meeting of the school year. We were able to approve a record number (for one meeting) of Professional Learning Fund applications! We have now exhausted all of our Professional Learning Funds for this school year.

We will be hosting our Annual Meeting and Elections on May 20, 2026 at the Best Western Brantford Hotel and Conference Centre. Members can run from the floor for the following open positions - *Professional Learning*. To register for the Annual Meeting and Elections, please click here.

Our upcoming All Member Meeting (regarding Central Bargaining) is on May 28, 2026 at the Best Western Brantford Hotel and Conference Centre. Registration is now open. To view the flyer and register, please click here. Please indicate "unassigned" from list when registering if you are a Daily OT. Please come out to this very important event as we will be discussing Central Bargaining Priorities and possible actions that we might participate in leading up to this very intense round of Bargaining. Vice President Mary Fowler will be joining us for the evening.

Please continue to wear your button or sticker (available at schools). To find out more about Red for Ed, click here.

As a reminder, we are wearing red on Mondays and purple on Wednesdays (to support our CUPE Affiliates).

Health and Safety

As the weather grows warmer, we are noticing an increase in outdoor hazards including Concussions. For information on concussions, please click here. Please always be aware of your surroundings whether outside or in the gymnasium. You are required to complete concussion forms and follow the Board's process when one of your students sustain a head injury.

Bargaining Bite

6.01 The only personnel file respecting an Occasional Teacher shall be maintained by Human Resources of the Board and shall be available and open to the Occasional Teacher for inspection in the presence of the Superintendent responsible for Human Resources, or designate, at any reasonable time during the regular working hours of the Department with advance notice of appointment.

6.02 An Occasional Teacher shall be entitled to request copies of any materials contained in his/her personnel file. The Board reserves the right to levy a reasonable charge for copies in excess of 25 pages.

6.03 Where an Occasional Teacher authorizes, in writing, access to their personnel file by another person acting on the Occasional Teacher's behalf, Human Resources Services shall provide such access, as well as copies of materials contained herein, if also authorized and requested. The Board reserves the right to levy a reasonable charge for copies in excess of 25 pages.

6.04 An Occasional Teacher has the right to add a rebuttal to their file with a copy to their principal or immediate supervisor.

6.05 An Occasional Teacher is entitled to:

(a) request a correction of their own personal information if the Occasional Teacher believes there is an error or omission;

(b) require that a statement of disagreement be attached to information reflecting any correction that was requested but not made.

6.06 An Occasional Teacher shall receive a copy of any adverse material placed in their personnel file within seven (7) calendar days of the material being filed.

May 22, 2026

What an up and down kinda week! Mother Nature just is not so sure that we are ready for the warmer weather yet! We hosted our Annual Membership Meeting on Wednesday evening and have completed our Executive Slate for the 2026-2028 Executive Term.

Your Local Executive is below.

President - Amanda Gagnon
Vice President - Maryanne Goldsmith
Treasurer - Kevin Utley
Secretary - Mary Ellen Kaye
Health and Safety Officer - Amanda Gagnon
Political Action Chair - Maryanne Goldsmith
Social Justice and Equity/Status of Women - Mary Ellen Kaye
Constitution Chair - Kevin Utley
Website Co-Ordinator - Kevin Utley
Professional Learning Chair - Karin Terry
Goodwill Chair - Claudia Guzman
Executive at Large - Louise Allison

The following positions will remain in effect until Local Bargaining is complete - Chief Negotiator/Grievance Officer - Amanda Gagnon; Collective Bargaining Chair - Maryanne Goldsmith.

We will be joining CUPE for an Information Picket on May 25, 2026. Grand Erie has announced cuts to all CUPE Units. Please see the communication below regarding the picket.

GRAND ERIE DSB MUST DO BETTER!

CUPE Local 5100 has been very clear with GEDSB:

Frontline staffing cuts are unacceptable. Our workplaces are already STRETCHED to capacity. Our members see it every day. The needs are growing and there are not enough staff to meet these needs safely. Schools are barely holding together now, they ABSOLUTELY cannot function with less.

GEDSB has a RESPONSIBILITY to push for increased supports, not implement cuts that strip them from students and staff in our schools.

Frontline workers should not be expected to absorb the impact of chronic underfunding, and students should not be placed in more difficult learning conditions because of it.

Join us for an information picket to show Grand Erie that we will not stand silently by while they CUT FRONTLINE JOBS!

Monday, May 25, 2026 6:00pm - 7:00pm
349 Erie Avenue Brantford

Parking is available on several side streets in the area.

Our upcoming All Member Meeting (regarding Central Bargaining) is on May 28, 2026 at the Best Western Brantford Hotel and Conference Centre. Registration is now open. To view the flyer and register, please click here. Please indicate "unassigned" from list when registering if you are a Daily OT. Please come out to this very important event as we will be discussing Central Bargaining Priorities and possible actions that we might participate in leading up to this very intense round of Bargaining. Vice President Mary Fowler will be joining us for the evening.

Please continue to wear your button or sticker (available at schools). To find out more about Red for Ed, click here.

As a reminder, we are wearing red on Mondays and purple on Wednesdays (to support our CUPE Affiliates).

On Wednesday, June 3 at 4:45pm, we will be joining other Labour Affiliates for a BBQ and Rally at the Brantford and District Labour Council. This is a community event. Please feel free to bring your families, friends and neighbours! You can view the flyer and register here.

Health and Safety

During our JOHSC Meetings, we have been discussing the Annual Health and Safety training quite consistently and in consultation with the Worker Groups, the Board is making the Annual H&S training available to all casual groups as of June 1, 2026. You will still have until September 30, 2026 to complete your training and must remember that if the Government releases any new mandatory training that it will be available by the H&S PA Day in September and is to be completed by *all employee groups.*

Bargaining Bite

5.03 (a) An Occasional Teacher shall not be disciplined or discharged except for just cause. The reasons for discipline or discharge shall be communicated in writing to the Occasional Teacher.

(b) When a principal or supervisor calls an Occasional Teacher to a meeting which may result in discipline, the principal or supervisor shall inform the Occasional Teacher of the nature of the meeting. For such a meeting the Occasional Teacher is entitled to be accompanied by a Union representative,

unless otherwise agreed to with the Superintendent of Human Resources, or designate. Nothing in this article limits the ability of an ETFO Provincial union representative to attend a meeting with the member, and a local representative.

If you have any questions or concerns, please do not hesitate to reach out to the Local Office at 519-427-6993 or via email.

May 29, 2026

Members of the Grand Erie Elementary Teachers' Federation show off their signs outside of the Grand Erie District School Board head office during an information picket on Monday, May 25, 2026.

What another whirlwind week! While the weather was much better, it was an extremely busy week. We started the week with CUPE 5100's Information Picket on Monday and I ended the week in Toronto at the Provincial Office for our second meeting of the Humanity Fund Board of Directors meeting. In between, your Local Collective Bargaining Committee met for a day to discuss our current CA and possible changes to ensure that we are bargaining for equity. Our Provincial Collective Bargaining Officer joined us for an update on issues that Provincial will be addressing through Local Bargaining. We will meet again in the Fall. We also hosted our All Member Meeting with all ETFO Affiliates. It was a great success, we had an amazing turnout.

You should have received an email from HR today indicating that the survey to remain on the Roster is open as well as a reminder to complete your Annual Offence Declaration. The Annual Offence Declaration is for everyone to complete even if you have recently completed your VSC. This is to ensure consistency each school year. Please ensure that you complete these mandatory forms as soon as possible and no later than June 26, 2026.

Please continue to wear your button or sticker (available at schools). To find out more about Red for Ed, click here.

As a reminder, we are wearing red on Mondays and purple on Wednesdays (to support our CUPE Affiliates).

On Wednesday, June 3 at 4:45pm, we will be joining other Labour Affiliates for a BBQ and Rally at the Brantford and District Labour Council. This is a community event. Please feel free to bring your families, friends and neighbours! You can view the flyer and register here.

Health and Safety

As the year starts to wind down, you may notice that some of the furniture in your classroom is becoming well worn. Always check stools and chairs prior to using them. Improper use of these items can also cause injury. Please see the Board's safety sheet here. It is also time to start preparing for the end of the school year. If you are in a LTO, please follow the Board's safety sheet regarding classroom teardown and storage when preparing for the end of the school year.

Bargaining Bite

6.01 The only personnel file respecting an Occasional Teacher shall be maintained by Human Resources of the Board and shall be available and open to the Occasional Teacher for inspection in the presence of the Superintendent responsible for Human Resources, or designate, at any reasonable time during the regular working hours of the Department with advance notice of appointment.

6.02 An Occasional Teacher shall be entitled to request copies of any materials contained in his/her personnel file. The Board reserves the right to levy a reasonable charge for copies in excess of 25 pages.

6.03 Where an Occasional Teacher authorizes, in writing, access to their personnel file by another person acting on the Occasional Teacher's behalf, Human Resources Services shall provide such access, as well as copies of materials contained herein, if also authorized and requested. The Board reserves the right to levy a reasonable charge for copies in excess of 25 pages.

6.04 An Occasional Teacher has the right to add a rebuttal to their file with a copy to their principal or immediate supervisor.

6.05 An Occasional Teacher is entitled to:

(a)request a correction of their own personal information if the Occasional Teacher believes there is an error or omission;

(b) require that a statement of disagreement be attached to information reflecting any correction that was requested but not made.