E-Newsletters from President Amanda

August 18, 2026

I hope that you have been having a great summer thus far! I just wanted to let you know that the September LTO Postings have started being posted. They are available on Apply to Education.

I also wanted to let you know that there are mass rallies occurring across Ontario on August 29, 2026. You can find the locations here. These rallies are protesting the cuts that the Ford Government has made to Education since 2018. I encourage you to attend a location that is convenient and show support. The rallies are organized by the Ontario Education Coalition and the Fight Ford Protests. The following is a message from the Provincial Office - "We invite you and all ETFO members to attend the local action near you, bring your ETFO flag, and please help to promote this community protest. Every rally is an important opportunity to come together with parents and concerned residents to raise our voices and demand better for students in the public education system."

I hope that you have a great rest of your summer. This week, I along with Maryanne Goldsmith our VP and four other Local Members are attending the Provincial Annual Meeting. You can follow the meeting Blog through ETFO Secure (go to etfo.ca>member login>ETFO>Annual Meeting).

While the Local Office is still closed until September 2, 2026, I am checking emails and voicemails and will respond when time allows or when the Local Office re-opens. You can reach 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

September 2, 2026

Welcome back! Today was the first PA Day of this school year for anyone in a LTO. Whether you are in a LTO or are planning on working daily assignments, I wish you all the best as we start out this school year. I want to apologize in advance for the length of this email as I am providing a lot of start-up information including Annual Training and important dates for this school year. Professional

Learning Fund information will be sent out next week, after our first Executive Meeting.

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 and have worked a minimum of 10 FTE, you will be compensated for a half day (0.5 FTE) pay on February 15. This training has been available since June 1, 2026. If you completed your training over the summer, please do not forget to check PowerSchool PL to ensure that no new courses have been added.

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.

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.

Please ensure that your personal information is up-to-date with the Local and with ETFO Provincial. This is extremely important as we are in Bargaining this school year. Please ensure that you are providing a *personal email* address and cellular phone number if available. Please ensure that if you have recently married and have changed your last name, that you also provide this information.

We will be hosting our first Red for Ed Day of Action with all Education Affiliates on September 16, 2026. Please wear red as well as one of the "Smaller Classes, BIG DIFFERENCE" buttons or stickers on that day and participate in any photos or other actions that the school you are working in is hosting.

Important Dates
September 2, 2026 - PA Day
September 3, 2026 - PA Day
September 7, 2026 - Labour Day
September 30, 2026 - Deadline for Annual Training
October 6, 2026 - PA Day
October 12, 2026 - Thanksgiving
October 21, 2026 - General Meeting
November 20, 2026 - PA Day
November 18, 2026 - Zoom Check-In
December 9, 2026 - Seasonal Social
December 21 - December 31, 2026 - Winter Break
January 1, 2027 - Winter Break
January 13, 2027 - Zoom Check-In
January 22, 2027 - PA Day
February 15, 2027 - Family Day
March 15-19, 2027 - March Break
March 26, 2027 - Good Friday
March 29, 2027 - Easter Monday
April 14, 2027 - Zoom Check-In
May 24, 2027 - Victoria Day
May 19, 2027 - Annual General Meeting
June 11, 2027 - PA Day
June 30, 2027 - 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.

September 11, 2026

Happy Friday! It has been a busy week with September start-up. I hope that you had a good first week in the classroom whether you are in a LTO or working daily assignments.

I have updated Membership information this week and have added some new Members to the Database and have updated information for all Members. If you need to make any changes to your contact information, please ensure that you also update your information with the Local Office.

Your Executive had their first meeting of the school year and we have approved $10,000 for Professional Learning Funding this school year. You can find the PL Funding Guidelines here. PL Funding will remain at $450/school year/member. The link to apply for PL Funding is embedded in the Guidelines. We have increased the Professional Resource Reimbursement to $40/school year/member. You can find the information on the Professional

Resource Reimbursement here.

Political Action

We will be holding our first Day of Action on Wednesday, September 16, 2026. We ask that you wear red and participate in any events (photos) that the school you are working in on that day has organized.

We are still encouraging everyone to wear red on Mondays and purple on Wednesdays to support our CUPE colleagues. You can view our poster here. If you are curious as to why we wear red, you can find more information here.

There is also a Rally being organized. You can find more information in the ETFO Provincial Save the Date email. The Rally will be on October 24, 2026 and will occur in various locations including London and Toronto.

Health and Safety

The Annual Training is available. You will be compensated for this training, in February, provided that you complete it prior to September 30. Please ensure that you have checked back if you completed your training prior to September to complete any additional training that the Ministry of Education has added to the list. To find the training, log into the Staff Portal > Quick Links > Professional Learning. Your courses (11 in total) will be displayed on the right hand side of the page.

Bargaining Bite

Our Local Letter of Agreement #2 is copied below.

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.

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

Provincial Bargaining has commenced. If you have not been receiving information regarding ETFO Provincial Bargaining updates, you can do so by ensuring your contact information is accurate here.

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

September 18, 2026

This week has flown by with several virtual meetings, the Day of Action and our first Joint Occupational Health and Safety Meeting of the school year.

Our first General Meeting is fast approaching on October 21, 2026. This meeting will take place at the Best Western Brantford Hotel and Conference Centre with doors opening at 4:30pm with a business session and a buffet dinner to follow. We will be reviewing our Annual Budget and an update on Bargaining (if available) will occur. To register, click here.

Reminder - You can find the PL Funding Guidelines here. PL Funding will remain at $450/school year/member. The link to apply for PL Funding is embedded in the Guidelines. We have increased the Professional Resource Reimbursement to $40/school year/member. You can find the information on the Professional Resource Reimbursement here.

ETFO Provincial also offers Professional Learning experiences. To find out more about ETFO AQs (which qualify for PL Funding) please click here. ETFO Provincial has several upcoming conferences, click on the topic for more information - Artificial Intelligence, Kindergarten and FSL.

Political Action



Photo from Branlyn Community & Notre Dame Catholic Elementary Schools with representation from all Affiliates and Local Leaders.

We held our first Provincial Day of Action on September 16, 2026. Thank you to those of you who participated. Your Solidarity does not go unnoticed!

We are still encouraging everyone to wear red on Mondays and purple on Wednesdays to support our CUPE colleagues. You can view our poster here. If you are curious as to why we wear red, you can find more information here.

There is also a Rally being organized. You can find more information in the ETFO Provincial Save the Date email. The Rally will be on October 24, 2026 and will occur in various locations including London and Toronto.

Health and Safety

Important Update for Annual H&S Training - there are 8 required training sessions this school year. Please disregard the WHMIS Training. This populated independently and is not required. Please see the Memo here which outlines the required training which must be completed by September 30, 2026. I am also including the list below.

Workplace Violence Reporting
Slips, Trips and Falls
Workplace Harassment Reporting Steps
Work Refusal Process
De-Escalation Training
Student Health Management
Ladder Awareness
Asbestos Awareness for School Staff

I confirmed this information with Lena Latrielle, Manager of Health and Safety, yesterday at the Joint Occupational Health and Safety Meeting.

The Ontario Federation of Labour has organized a conference for Injured and Ill Workers. You can find more information regarding this conference and register here. The conference will take place on October 1, 2026.

Bargaining Bite

13.01 - Working Conditions

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.

It is so important, especially during bargaining, that we are ensuring that the Board is following our Collective Agreement. Please ensure that you are receiving all information and resources (technology) for your assignment. Access to the above bargained information and resources will aid in your success in any assignment on any given day. If you do not have access to the above information or resources, please speak to the Administrator as it is their responsibility to ensure that this information is available in all classrooms in their school. It is your right to have access to Safety Plans for students in your care in order to ensure that you can work safely in your assignment.

Provincial Bargaining has commenced. If you have not been receiving information regarding ETFO Provincial Bargaining updates, you can do so by ensuring your contact information is accurate here. ETFO Provincial has announced Central Strike Vote dates - November 8-18, 2026. Voting will take place online. To read the ETFO CB eNewsletter click here.

If you need to make any changes to your contact information, please ensure that you also update your information with the Local Office.

Are you considering retiring or starting to plan for retirement? OTIP is hosting a retirement workshop on November 25, 2026 at the Brantford Golf and Country Club. For more information and to register, click here.

September 25, 2026

Happy Friday! This week, I attended POTs - a meeting of Occasional Teacher Presidents from across Ontario. POTs meets twice per school year, once in the fall and once in the spring. We use this time to collaborate and discuss issues that impact Occasional Teachers across the Province. Occasional Teacher Locals take turns hosting and this meeting was hosted by Blue Water and was held in Owen Sound.

Our first General Meeting is fast approaching on October 21, 2026. This meeting will take place at the Best Western Brantford Hotel and Conference Centre with doors opening at 4:30pm with a business session and a buffet dinner to follow. We will be reviewing our Annual Budget and an update on Bargaining (if

available) will occur. To register, click here.

Political Action

The federal government has introduced changes to labour laws that would give it new and expanded powers to intervene and shut down legal strikes in bill C-39. Next week Parliament is not sitting. Debate would continue on October 5. Sources tell us that it's quite likely that the government would force an end to debate on that day and schedule a vote on the second reading of the bill as early as October 6 or 7.

The government is moving much faster than expected to enshrine its authority to end legal strikes, and we need to move quickly too. Here are urgent actions you can take:

Share the MP letter action through email, social media, and your organizing networks.

Click here for the QR Code that will take you directly to the action:

- **Text RIGHTS to 55255**

Weakening the right to strike federally could set a dangerous precedent for workers provincially.

Doug Ford says Ontarians shouldn't be buying products from the U.S.

So why is Ford's government funneling $66 million in Ontario education funding to a U.S. company for classroom supplies?

That doesn't add up.

The decision to select Staples to provide school supplies for Ontario public schools continues the Ford government's broader pattern of privatization, centralization and the erosion of public services.

Doug Ford says that when something is going sideways, Ontarians should give him a call. So let's take him up on it.

Call Doug Ford. Tell him Ontario's education dollars should support Ontario communities — not U.S. profits – and be available to all educators. 416-325-7635

View the Building Better Schools Video here.

We are still encouraging everyone to wear red on Mondays and purple on Wednesdays to support our CUPE colleagues. You can view our poster here. If you are curious as to why we wear red, you can find more information here.

Together for Public Education Rallies have been organized for October 24, 2026. Power is in numbers and we encourage you to attend one of the upcoming rallies.

ETFO members will join AEFO, EWAO-ATEO, OECTA, OCEW, OPSEU, OSBCU-CUPE, OSSTF, and concerned citizens from across the province at five regional rallies in Ottawa, London, Sudbury, Thunder Bay and Toronto. These rallies are a chance to put pressure on the Ford Government to properly invest in public education and show the unity of teachers and education workers across Ontario. Power in bargaining is demonstrated by unity and visibility, showing that the public is on our side. To register your attendance and save a seat on the bus, please click here.

Professional Learning

Dear Fellow Grand Erie Occasional Teachers,
I'm your Professional Learning Chair, Karin Terry. I'm asking you to complete a short survey to help me gain an understanding of members' preferences for professional development. I will use the information to help make decisions on the different workshops we do this year. There are a total of 9 questions on two pages. Please ensure you hit submit at the end of the questionnaire on the second page.

Health and Safety

Our Letter of Agreement #5 in the Central portion of our Agreement states -

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.

While this Letter of Agreement has been in place since 2012, we still hear reports of Daily Occasional Teachers not receiving keys. It is imperative that you reach out to the Local Office when you do not receive a key to lock your classroom door when you sign in at the office. Please complete this form if you have not received a key for your classroom door when you have reported to work.

Bargaining Bite

C2.5 "Professional Judgement" shall be defined as judgement that is informed by professional knowledge of curriculum expectations, context, evidence of learning, methods of instruction and assessment, and the criteria and standards that indicate success in student learning. In professional practice, judgement involves a purposeful and systematic thinking process that evolves in terms of accuracy and insight with ongoing reflection and self-correction.

C9.00 DIAGNOSTIC ASSESSMENT

a) For the purposes of C9.00, the term "Teachers" shall include Occasional Teachers.

b) Teachers shall use their professional judgement as defined in C2.5 above. The Parties agree that a Teacher's professional judgement is the cornerstone of assessment and evaluation.

c) Teachers' professional judgement is further informed by using diagnostic assessment to identify a student's needs and abilities and the student's readiness to acquire the knowledge and skills outlined in the curriculum expectations. Information from diagnostic assessments helps Teachers determine where individual students are in their acquisition of knowledge and skills so that instruction is personalized and tailored to the appropriate next steps for learning. The ability to choose the appropriate assessment tool(s), as well as the frequency and timing of their administration allows the Teacher to gather data that is relevant, sufficient and valid in order to make judgements on student learning during the learning cycle.

i) Boards shall provide a list of pre-approved assessment tools consistent with their Board improvement plan for student achievement and the Ministry PPM.
ii) Teachers shall use their professional judgment to determine which assessment and/or evaluation tool(s) from the Board list of preapproved assessment tools is applicable, for which student(s), as well as the frequency and timing of the tool. In order to inform their instruction, Teachers must utilize diagnostic assessment during the school year.

d) The results of diagnostic assessments shall not be used in any way in evaluating Teachers. No Teacher shall suffer discipline or discharge as a consequence of any diagnostic assessment results.

ETFO Provincial has created the following documents on Professional Judgement and Pedagogy and Professional Judgement to support those of you

in LTOs during the process of conducting diagnostics.

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If you need to make any changes to your contact information, please ensure that you also update your information with the Local Office.

October 2, 2026

I cannot believe it is October! This week five Members of your Executive attended Leadership. Leadership focuses on specific areas including Political Action, Professional Learning, Social Justice and Equity as well as Status of Women. A selection of workshops are offered for Local Presidents. I attended three different workshops one regarding unsuccessful appraisals and two surrounding Collective Bargaining - enforcing our Collective Agreement and Negotiation psychology. The last two are particularly timely as we enter into Local Bargaining.

Call Hub - the Local will be utilizing Call Hub this school year. You will receive text messages and/or phone calls from the following numbers related to our account 519-900-5253 (text) and 226-829-5266 (phone calls). *Please note that you are able to opt out once you receive a message but I would encourage you to respond to our messaging*. Messaging will include important updates on upcoming meetings, votes and events during this round of Collective Bargaining.

We are looking forward to seeing you at our first General Meeting on October 21, 2026. This meeting will take place at the Best Western Brantford Hotel and Conference Centre with doors opening at 4:30pm with a business session and a buffet dinner to follow. We will be reviewing our Annual Budget and an update on Bargaining (if available) will occur. To register, click here.

Political Action

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Together for Public Education Rallies have been organized for October 24, 2026. Power is in numbers and we encourage you to attend one of the upcoming rallies. You can bring your family and/or friends on the bus too!

ETFO members will join AEFO, EWAO-ATEO, OECTA, OCEW, OPSEU, OSBCU-CUPE, OSSTF, and concerned citizens from across the province at five regional rallies in Ottawa, London, Sudbury, Thunder Bay and Toronto. These rallies are a chance to put pressure on the Ford Government to properly invest in public education and show the unity of teachers and education workers across Ontario. Power in bargaining is demonstrated by unity and visibility, showing that the public is on our side. To register your attendance and save a seat on the bus, please click here. You can find FAQs regarding the rally here. The Provincial Office is asking Members to change their profile photo on their personal social media to one of the images in this dropbox. You can also use the other images for making signs and/or other media for the event.

Professional Learning

Please do not forget to complete the Professional Learning Survey. This survey will aid in the planning of our Professional Learning that is offered this school year. Thank you!

Health and Safety

Have you ever heard of the Internal Responsibility System, also referred to as the IRS. According to the IRS, a worker must complete any paperwork for Workplace Violence and report to their Administrator. If they do not feel that their Administrator is providing adequate support, they can then reach out further - to the Union. The Local will then provide advise on next steps. Did you know that a Safety Plan needs to be reviewed after every serious incident? If you have to evacuate your classroom, there needs to be a review of the Safety Plan - what worked well, what needs to change. Please reach out to the Local Office if you require support. Even if you experience a near miss (something thrown but does not make contact) you must complete the Workplace Violence and Safe Schools Report. Not sure when to report? See the Board's Procedure HS-002.

Collective Bargaining

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October 16, 2026

I have been receiving calls and emails about the slow start to the school year for Daily OTs. It is true, assignments have been down so far; however, work should start to pick up as Board PL and events start as well as cold and flu season. I had a very busy week this short week! I started the week with Presidents' Council (where the Presidents of all of the Local Bargaining Units meet with the Director), Labour Management, JOHSC (Joint Occupational Health and Safety) and ended with NTIP (New Teacher Induction Program). I am looking forward to a little break this weekend!

I did confirm with the Board that all Occasional Teachers can access one Math AQ through Board funding this school year. This is separate from our Local PL Funds. If you are interested in taking a Math AQ Course, please log into the Staff Portal>Learning Services>Leadership>Additional Qualifications.

***Call Hub* - the Local will be utilizing Call Hub this school year. You will receive text messages and/or phone calls from the following numbers related to our account 519-900-5253 (text) and 226-829-5266 (phone calls). *Please note that you are able to opt out once you receive a message but I would encourage you to respond to our messaging*. Messaging will include important updates on upcoming meetings, votes and events during this round of Collective Bargaining.**

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Political Action

We have decided to change our weekly day of action and are now encouraging everyone to wear red on Wednesdays. If you are curious as to why we wear red, you can find more information here.

Ottawa-area education affiliates, are hosting a virtual EDUCATION TOWN HALL on 20 Oct. from 7-8pm with Erika Shaker (Director, National Office of the Canadian Centre for Policy Alternatives), Chandra Pasma (MPP - Ontario NDP, Education Critic) and Tyler Watt (MPP - Ontario Liberal Party). They will be discussing the current crisis in education and are open to answering questions

submitted in advance. *This is a virtual event open to anyone interested in Education in Ontario*. Please see our flyer and sharables below, and feel free to distribute widely through your channels. Register here.



Together for Public Education Rallies have been organized for October 24, 2026. Power is in numbers and we encourage you to attend one of the upcoming rallies. You can bring your family and/or friends on the bus too!

ETFO members will join AEFO, EWAO-ATEO, OECTA, OCEW, OPSEU, OSBCU-CUPE, OSSTF, and concerned citizens from across the province at five regional rallies in Ottawa, London, Sudbury, Thunder Bay and Toronto. These rallies are a chance to put pressure on the Ford Government to properly invest in public education and show the unity of teachers and education workers across Ontario. Power in bargaining is demonstrated by unity and visibility, showing that the public is on our side. To register your attendance and save a seat on the bus, please click here (scan the QR or click on the phone). You can find FAQs regarding the rally here. The Provincial Office is asking Members to change their profile photo on their personal social media to one of the images in this dropbox. You can also use the other images for making signs and/or other media for the event.

Professional Learning

As Professional Learning Chair, I've continued my quest to explore resources on the ETFO website. This week I happened upon the text, "The Heart and Art of Teaching and Learning - Practical Ideas and Resources for Beginning Teachers." Wow! What a great find!

As an Occasional Teacher, I feel Chapter 4 provides a wide range of practical tips and strategies to use for classroom management and that Chapter 7 provides clear information on how to prepare for the day (checklists, tips for success, what to prepare, etc.). My favourite chapter though is, Chapter 3 - Building Inclusion: Practical Ideas for the First Hours/Days/Weeks of School. Ideas are grouped together by grade level/division and are highly engaging. The best part is, this book can be downloaded! Click on the link to view and/or download.

The Heart and Art of Teaching and Learning
Karin

Health and Safety

Slips, Trips and Falls are currently the most frequent result in lost time injury for Teachers. Please be aware of your surroundings while at work and always wear proper footwear (no flip flops). For more information on how to prevent these types of injuries, please see the Board's Document here.

Collective Bargaining

***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.**

The Board has already utilized Unqualifieds this school year. If you are ready, willing and able to work, please reach out to Anne Marie Morse at 519-756-6301 ext. 281168 anytime after 6:45am and ask if there are any assignments available for the day. You can also contact Anne Marie to review your ADS profile and update your preferences at anytime. She is in the Office daily from 6:45am-2:30pm.

ETFO Provincial has announced Central Strike Vote dates - November 8-18, 2026. Voting will take place online. To read the ETFO CB eNewsletter click here.

If you need to make any changes to your contact information, please ensure that you also update your information with the Local Office.

October 23, 2026

Happy Friday! I do not know about you but this week was exhausting! While the week started "quiet" on Monday, Tuesday brought the Breakfast of Champions at 7:00am. Your Executive enjoyed a meal, silent auction and live auction. It was a busy early morning, followed by my completing Annual worksite Health and Safety Inspections at two of our Elementary Schools. On Wednesday, we hosted ETFO President David Mastin at our Fall General Meeting. Members who were present passed our Annual Budget as well as our Financial Report from 2025-2026. I would like to personally say thank you to those of you who came out to

enjoy the evening with us! I also enjoyed an evening with Board Retirees from 2025-2026 on Thursday as the Board hosted their Annual Retirement Gala. Finally, I was able to play some catch-up on Friday after a busy week out of the office.

I can confirm that the Board had already utilized Un-Certifieds 21 times this past September. An Un-Certified is a person who does not have their qualifications with the OCT and is not on our Roster. There were a total of 39 unfilled assignments in September. If you are ready, willing and able to work, please reach out to Anne Marie Morse at 519-756-6301 ext. 281168 anytime after 6:45am and ask if there are any assignments available for the day. You can also contact Anne Marie to review your ADS profile and update your preferences at anytime. She is in the Office daily from 6:45am-2:30pm.

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regarding the rally here. The Provincial Office is asking Members to change their profile photo on their personal social media to one of the images in this dropbox. You can also use the other images for making signs and/or other media for the event.

Professional Learning

Crock A Doodle Workshop - Thursday, November 19 at 4:30 pm

Sign-up for a stress-free evening painting pottery. Each member can choose an item(s) to paint & GEDSBOT will pay up to $35 value (limited to the first 15 applicants).
Register Here

Check here to choose a piece to paint or choose a piece in store. Crock a doodle Selection

Virtual Workshop - Monday, November 30, at 4:30 pm

Sign-up for this virtual workshop - *The Class Ecosystem: Regulation, Belonging, and Class Climate*. The workshop balances research-informed frameworks (SEL, trauma-informed practice, ecological systems theory) with concrete strategies teachers can use immediately, including co-regulation approaches, relationship-based practices, and tools for distinguishing stress behaviour from misbehaviour.

For more details, please visit the Programs section of etfo.ca and navigate to Presenters on the Road course catalogue.

Registration is limited to the first 30 applicants. Registration will be available at the beginning of November.

Professional Learning Resources

As we approach Treaties Recognition Week, I've explored some of the resources available through ETFO that are focused on First Nations, Metis, and Inuit (FNMI) perspectives and worldviews. One is a wonderful new resource, Responsibility and Reciprocity: Learning from the Natural World in the Early Years. This downloadable document includes clear, easy to follow lesson plans for Grades K-3. Before implementing any of these activities, it is highly recommended that you first read through pages 2-5 in order to understand and appreciate the purpose of these lessons.

FNMI Resource
I look forward to hearing feedback from members on this resource.
Karin

Health and Safety

Did you know that there is a yellow binder in every school? Whenever you enter a building, you should be reviewing this binder each time you enter a school to ensure your safety in the workplace?

Check the Yellow Notification of Risk Binder
The Notification of Risk binder identifies all the locations within a Board building where workplace violence may be a risk to workers. The Notification of Potential Risk of Injury (Violence Awareness for School Staff) is used to identify students in the school who have a history of violence AND have a Safety Plan. When you are working or visiting a school or Board building, please ensure you attend the main office to sign in and then you should be reviewing the yellow binder to ensure you are aware of the risks in the building.

Collective Bargaining

The Letter of Agreement below has been in our Central Collective Agreement since 2012. You must have a key for any classroom that you teach in. If you do not receive a key, please complete this form. Your information will remain anonymous. I require this information to report which schools are not providing keys and to ensure that they have them available for *all Occasional Teachers*.

LOA #5 Central

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.

ETFO Provincial has announced Central Strike Vote dates - November 8-18, 2026. Voting will take place online. To read the ETFO CB eNewsletter click here.

If you need to make any changes to your contact information, please ensure that you also update your information with the Local Office.

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

October 30, 2026

This week has flown by! I started with an Inspection on Monday at Simcoe Composite School, an office day followed by two days in Toronto for Representative Council. Representative Council occurs three times a year and is comprised of Local Presidents, additional delegates for larger Locals and the Provincial Executive, General Secretary and the Deputy General Secretaries. The Delegates make recommendations to the Provincial Executive and bring questions to the General Secretary. It is a smaller version of Annual Meeting. Today I met with our Local Affiliates to plan for the upcoming months.

If you are ready and able to work, please reach out to Anne Marie Morse at 519-756-6301 ext. 281168 anytime after 6:45am and ask if there are any assignments available for the day. You can also contact Anne Marie to review your ADS profile and update your preferences at anytime. She is in the Office daily from 6:45am-2:30pm.

Call Hub **- the Local will be utilizing Call Hub this school year. You will receive text messages and/or phone calls from the following numbers related to our account 519-900-5253 (text) and 226-829-5266 (phone calls).** ***Please note that you are able to opt out once you receive a message but I would encourage you to respond to our messaging*****. Messaging will include important updates on upcoming meetings, votes and events during this round of Collective Bargaining.**

Political Action
We have decided to change our weekly day of action and are now encouraging everyone to wear red on Wednesdays. If you are curious as to why we wear red, you can find more information here.

Our red t-shirts have come in!!! If you are new to an LTO this year and didn't receive a red t-shirt in an LTO last year and if you attended our Fall GM you will be getting a t-shirt! We will be reaching out to you for your size and arrangements to get you the t-shirt.

Professional Learning

Event Sign-up

We have two events that you can currently sign up for. One is an evening out at the Crock A Doodle in Brantford. Snacks will be provided and members can select an item to paint (GEDSBOT covers the cost up to $35).

The other is a virtual workshop where participants will develop their understanding of how stress impacts regulation, as well as build strategies to use

when responding to behaviour.

November 19th CrockaDoodle Evening Out

November 30th Workshop on Behaviour, Regulation, & Belonging

Professional Learning
Resources

Next week is Treaties Recognition Week. As I looked through the resources that are available at ETFO.ca I used the 'Occasional Teachers' link and used the search bar. I found material developed by the Ministry of Education that was very promising Treaties Recognition Week.

These lesson plans are targeted toward Grades 7 and 8, but are adaptable to lower grades. I noted that the video link on page 5 doesn't work, but a search of Youtube found the missing video. On the Treaties - Kairos Canada

I look forward to hearing feedback from members on this resource.

Karin

Health and Safety

Stair Risk of Falling, Slips and Trips
Click here for information on how to minimize the risk of falling down the stairs and ways to prevent slipping and falling. Use extra caution when approaching doorways that swing into the stairwell. We are experiencing a steady frequency of staff slipping and falling.

Collective Bargaining

Collective Agreements and Bargaining (Central vs Local)

Our Collective Agreement is an essential part of your day to day work as an Occasional Teacher. It outlines the requirements of your job and the benefits you are entitled to as an Occasional Teacher.

Did you know there are two parts to our Collective Agreement - Central (ETFO Provincial) and Local (GEDSBOT)? The improvements to our working conditions have been negotiated over many years at both the Central and Local tables. The requirement for all OTs to have a key to lock the classroom door was achieved at the Central table. The half day pay for daily OTs that complete their Health and Safety training by September 30th was achieved at our Local table.

Below is a chart that helps to explain the differences between the Central and Local parts of our Collective Agreement. - Maryanne Goldsmith (CB Committee Chair) - maryannegoldsmith11@gmail.com

Feature	Central Agreement (Part A)	Local Agreement (Part B)
Bargaining Parties	ETFO Provincial vs Provincial Govt + CODE (Council of Directors of Ed)	ETFO Local (GEDSBOT) vs School Board (GEDSB)
Scope	Provincial - applies to all ETFO Teachers and Occasional Teachers in Ontario	Local - applies only to ETFO Occasional Teachers in Grand Erie DSB
Key Issues	Salaries, benefits, leaves (eg. sick), major funds	Board working conditions, call-out system, number of days required, local procedures
Current Status	At OLRB (Ont Labour Relations Board) to resolve dispute over what should be negotiated centrally and what negotiated locally Decision expected in early November after which negations can START	CB Committee has reviewed survey and compared our local agreement terms with other bargaining units in Grand Erie (OSSTF, DECE, CUPE) Committee has not met this year as we need to wait for OLRB decision to know what we can negotiate locally
Strike Vote	ONLINE - NOV 9 - 18, 2026	NOT YET PLANNED
Information/ Questions?	TOWN HALLS - NOV 9 & 10, 2026	Stay tuned or feel free to reach out with any questions!
Where to Find It	www.gedsbot.com > Publications & Documents > Collective Agreement Starts on page 1	www.gedsbot.com > Publications & Documents > Collective Agreement Starts on page 33

ETFO Provincial has announced Central Strike Vote dates - November 8-18, 2026. Voting will take place online. To read the newest ETFO CB eNewsletter click here.

If you need to make any changes to your contact information, please ensure that you also update your information with the Local Office.

November 6, 2026

Another busy week is in the books! I started the week in Toronto for the Provincial Health and Safety Conference on Monday and Tuesday. We spoke about the impact of workplace violence on Educators, how Climate Change is impacting Educators and I received my certification for Critical Incident and Post Traumatic Stress Disorder. On Wednesday, I conducted Annual Inspections at the Education Centre, Facility Services and the Joseph Brant Learning Centre. Your Executive met on Thursday evening after VP Maryanne and I attended the Grand Opening at Blanche E. Williams Public School (pictured above).

If you are ready and able to work, please reach out to Anne Marie Morse at 519-756-6301 ext. 281168 anytime after 6:45am and ask if there are any assignments available for the day. You can also contact Anne Marie to review your ADS profile and update your preferences at anytime. She is in the Office daily from 6:45am-2:30pm.

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Collective Bargaining

ETFO Provincial has announced Central Strike Vote dates - November 9-18, 2026. Voting will take place online starting at 8:30pm on November 9 and will close on November 18 at 4:30pm. You should have received an email, yesterday (November 5, 2026) with your voting details. If you did not receive it, please check your junk mail and then reach out to memberrecords@etfo.org or call Member Records at 1-888-838-3836.

Member Town Halls will be hosted on November 9 & 10 from 7:00pm-8:30pm. I encourage you to register and attend one of these events. Information on registering can be found in the eNewsletter linked below.

To read the newest ETFO CB eNewsletter click here.

Political Action

Tuesday is our next Provincial Day of Action. ***We will be wearing red on Tuesday this week.*** **If you are in a school, there will be a meeting for all ETFO Members. I encourage you to attend, there will be snacks and time provided for you to learn more about why voting "Yes" in our strike vote is important during this critical round of Provincial Bargaining.**

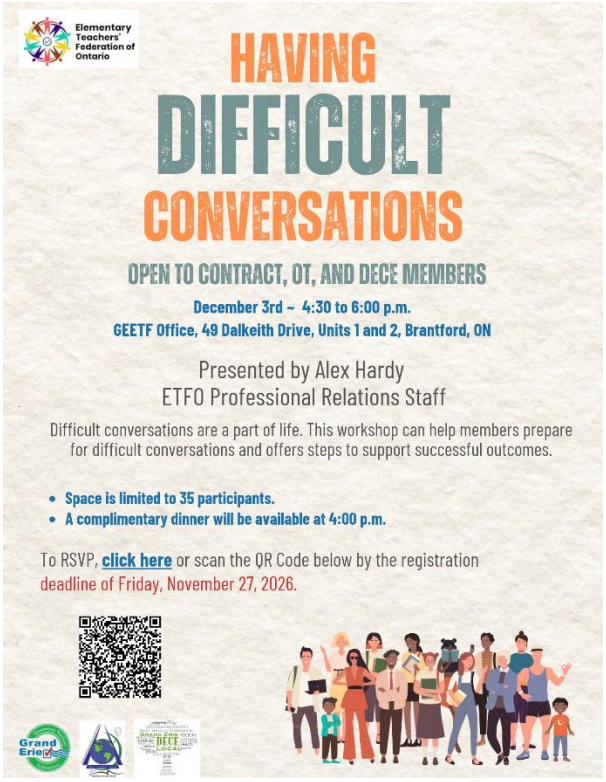
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Professional Learning

Upcoming Professional Learning



Register Here - Virtual Workshop



Register here or scan the QR Code

Upcoming Social Event



Register Here for Crock A Doodle

Resource

This week's resource sharing is for UFLI. This reading and phonics program is meant to be delivered in a clear, predictable manner. The University of Florida Literacy Institute (UFLI) has an amazing website that offers lots of resources, including pre-made Slides for each lesson, and 'cheat sheets' to delivering lessons.The following are a few of my favourite links.

Slides & Powerpoints - Scroll down to the bottom to select lessons that can be downloaded or viewed online. Cheat Sheet - Understanding How UFLI works - This is really helpful to understand how the slides work. Cheat Sheet - Pocket Reference

Finally, take time to click on links in the red box titled, 'Other Tools in the Toolbox.'

If you have any questions about UFLI, please let me know, and I will try to help.

Karin

Health and Safety

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Carbon Monoxide Awareness Week
November 1 to 7 is Carbon Monoxide (CO) Awareness Week. The County of Brant Fire Department is reminding residents to check their carbon monoxide alarms and take steps to protect their families from this potentially deadly gas. Find out more about Carbon Monoxide and what you can do to prevent an exposure.

It is important to note that only our new buildings have Carbon Monoxide detectors. Older buildings are not included in the policy regarding Carbon Monoxide detectors in schools.

If you need to make any changes to your contact information, please ensure that you also update your information with the Local Office.

November 20, 2026

It was another busy week here in the office! On Monday, I travelled to Brantford and spent the day supporting Members. I conducted a Semi-Annual Workplace Inspection on Tuesday at Dunnville Secondary School and Wednesday was spent at the Provincial Collective Bargaining Conference. At the Conference, I attended two workshops - one on using the Occupational Health and Safety Act and one on Decoding Words. Both workshops were very informative and will be utilized in this round of Collective Bargaining. Wednesday evening we hosted our first Zoom Check-In where Members can attend and ask any questions of the Local Executive. Thursday afternoon, Local Presidents attended a Zoom regarding the OLRB decision and the steps moving forward in this round of Bargaining. On Friday, I attended an OT Presidents' Zoom Meeting to discuss the outcome of the OLRB decision and it's impact on Local Bargaining for Occasional Teacher Locals.

Our Seasonal Social is also quickly approaching. This is an evening for you to come out, play some games, win prizes and socialize with other OTs. We will be hosting this event on December 9, 2026 at the Best Western Brantford Hotel and Conference Centre. To register, please click here.

If you are ready and able to work, please reach out to Anne Marie Morse at 519-756-6301 ext. 281168 anytime after 6:45am and ask if there are any assignments available for the day. You can also contact Anne Marie to review your ADS profile and update your preferences at anytime. She is in the Office daily from 6:45am-2:30pm.

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Collective Bargaining

To help you prepare for possible job action, please review this guide.

The ETFO Provincial has announced the Central Strike Vote outcome which was 97% in favour of job action. To read the newest ETFO CB eNewsletter click here. The summary of the OLRB decision is also included in the eNewsletter. Your Local Collective Bargaining Committee will be meeting in the near future to discuss the impact of the OLRB decision and to start work on our Local Preliminary Submission.

Political Action

We will be wearing our red t-shirts on Wednesdays moving forward. Our red t-shirts have come in!!! If you are new to an LTO this year and didn't receive a red t-shirt in an LTO last year and if you attended our Fall GM you should have received an email from VP Maryanne to order your shirt size. If you did not receive an email, please reach out to VP Maryanne to request your t-shirt.

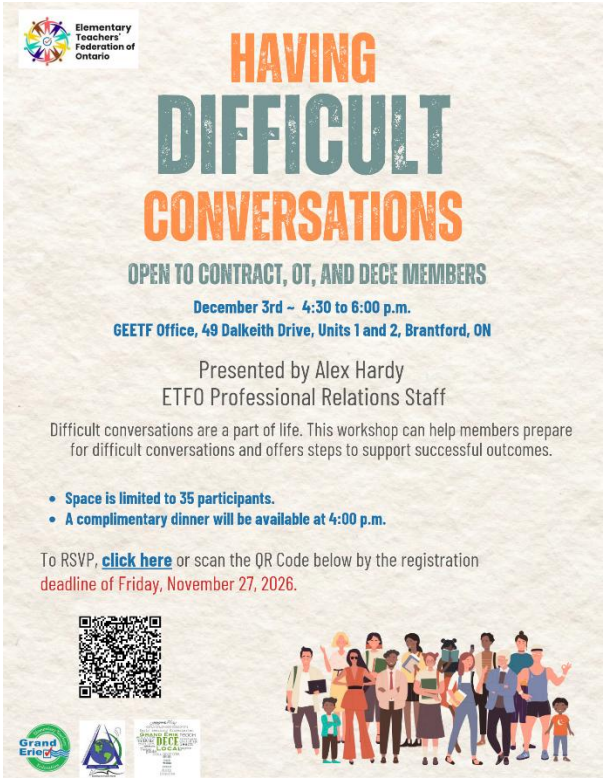
The Health Coalition is making their way to Ottawa on November 28, 2027. They have arranged transportation from the GTA. For more information and to register, please click here.

Professional Learning

Upcoming Professional Learning



Register Here - Virtual Workshop



Register here or scan the QR Code

Resource

This week, as I browsed ETFO's Resource section, I took a look at the PRS (Professional Relations Services) Bulletins. There were a multitude of topics, from NTIP advice for new teachers, to teacher responsibilities in relation to 'Managing Current Events and Sensitive Issues'. There is even one specifically for occasional teachers that was issued on February 1, 2025. These bulletins provide practical information about the rights and responsibilities of teachers, including protective steps teachers should take to safeguard their reputation (in-person and online). While the hyperlink to the indexed list of bulletins does not work, the search bar does, or you can simply scroll down. All bulletins are posted there, from current ones in 2026 to the oldest in 2004. I highly recommend reviewing these for both new and seasoned teachers.

Karin

Health and Safety

Appropriate Winter Footwear
Slips, trips, and falls are the leading cause of critical injuries in school boards and occur most frequently during the winter months. As snow, ice, and wet conditions

become more common, staff are encouraged to wear footwear that provides proper fit, ankle support, secure fixation, and slip-resistant soles designed for winter conditions.

Taking a few extra precautions, including wearing appropriate footwear and being mindful of slippery surfaces, can significantly reduce the risk of injury.

If you need to make any changes to your contact information, please ensure that you also update your information with the Local Office.

November 27, 2026

This week was a quiet one, here in the Local Office. As I was reflecting, I realized that I forgot to share that on November 14 VP Maryanne and I attended Labour Cares, alongside our ETFO Affiliates and student volunteers at St Andrew's Church in Brantford to distribute items to community members in need. On Tuesday, I attended the Humanity Fund Board at the Provincial Office to distribute monies to applicants across the world. We meet twice per school year and distribute funds after reviewing applications. This Fall, we received 38 applications seeking a total of $498,001.50. The Board was able to distribute $185,000 amongst those applicants. If you wish to make a personal donation to the ETFO Humanity Fund, you can do so by visiting the ETFO website. According to our Collective Agreement, we donate a percentage of each day that we work to the ETFO Humanity Fund (approximately $0.10/day). We also reviewed and selected two new Members to join the Board and to continue the work of the ETFO Humanity Fund.

The Grand Erie Learning Foundation - there has been misinformation spreading around regarding the GE Learning Fund. Please be aware that the Learning Fund deductions are voluntary. You can choose not to support the Fund. The Fund was created to support students in need. It is not being utilized to raise monies to provide school supplies. It is being utilized to provide students in families who are in need, extras (such as cleats and winter outerwear). While I agree that the timing of the ask was not ideal, coming out on the heels of our strike vote announcement, the Board has created this fund to support the less fortunate families in our school community. While I am also aware that many schools already provide these extras to students through donations by staff, the Board has created the Fund to enhance that support.

Want a Red T-shirt?

We will be starting a new initiative this week! We are starting a weekly Answer the Question Contest. The first three members who correctly answer the question

will receive a GESBOT Red T-Shirt. The questions will start easy and get progressively more difficult. You can send your answers to Maryanne Goldsmith at maryannegoldsmith11@gmail.com. Read to the end of this email for the trivia question.

Our Seasonal Social is also quickly approaching. This is an evening for you to come out, play some games, win prizes and socialize with other OTs. We will be hosting this event on December 9, 2026 at the Best Western Brantford Hotel and Conference Centre. To register, please click here. You will receive a red t-shirt if you attend in addition to any prizes that you might win!

If you are ready and able to work, please reach out to Anne Marie Morse at 519-756-6301 ext. 281168 anytime after 6:45am and ask if there are any assignments available for the day. You can also contact Anne Marie to review your ADS profile and update your preferences at anytime. She is in the Office daily from 6:45am-2:30pm.

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Collective Bargaining

To help you prepare for possible job action, please review this guide.

As reporting season approaches and LTOs end at Winter Break, please review the following sections of the Collective Agreement regarding the responsibilities of OTs who are told that report cards are their responsibility.

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.

To read the newest ETFO CB eNewsletter click here.

Political Action

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We will be wearing our red t-shirts on Wednesdays and on days that the Provincial is in Bargaining. The Central Bargaining dates for next week are December 3 & 4. Our red t-shirts have come in!!! If you are new to an LTO this year and didn't receive a red t-shirt in an LTO last year and if you attended our Fall GM you should have received an email from VP Maryanne to order your shirt size. If you did not receive an email, please reach out to VP Maryanne to request your t-shirt.

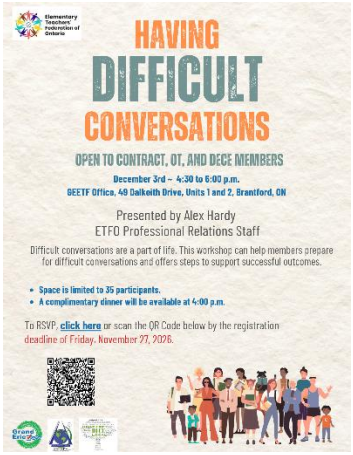
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Professional Learning

Upcoming Professional Learning



Register Here - Virtual Workshop



Register here or scan the QR Code

Resource

This week I took some time to explore the new resource shared by the board this year- Edwin. After setting up my account with my preferred grades, I looked through some of the material and was pleased to see that it covers all subjects, including French. While some lessons appeared to have minimal information, I really appreciated those that came with slides which could be shown to the class. They had clear, colourful visuals and came with teacher notes to guide the conversation. As an occasional teacher, who may be in a position where planning needs to be supplemented for the day, I really appreciate access to this digital resource. A word of warning, familiarize yourself with the system and build a collection that you are comfortable using before implementing in the classroom.

Karin

Health and Safety

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Please be aware of your abilities and surroundings. Many accidents occur due to inattentiveness and people being unaware of changes in their environment. We are still seeing a high number of slips, trips and falls which have resulted in a critical injury thus far this school year.

If you need to make any changes to your contact information, please ensure that you also update your information with the Local Office.