



Executive Meeting Agenda For Friday, March 28, 2025

Chairperson – Kellie

Secretary – Mike

Human Rights – Amy

In Attendance - Kellie Kirkpatrick, Mike De Rose, Catherine Mann, Mark Janke, Shawn Forth, Amy Lugtenburg, Leslie Orchard
Regrets - nil

1. **CALL to ORDER and ATTENDANCE - 1:15pm**
2. **HUMAN RIGHTS STATEMENT, LAND ACKNOWLEDGEMENT STATEMENT and ETFO EQUITY STATEMENT** -Lugtenburg read the HR Statement and the Land Acknowledgement.

3. **Declarations of Conflicts of Interest -none declared**

4. **APPROVAL of the AGENDA**

Moved by: Forth Seconded by: Orchard **CARRIED**

5. **APPROVAL of the MINUTES** (February 20, 2025)

Moved by: Lugtenburg Seconded by: Janke **CARRIED**

6. **BUSINESS ARISING from the MINUTES**

6.1 Steward Retreat Feedback

- Consider putting on feedback on how long teaching or how long a steward to provide context
- Grateful to bring their families along.
- Breaking down barriers for women in particular it was great.
- During the scenarios, it was noticed that Stewards have a lot of gaps in their knowledge.
- Stewards having a cheat sheet (updating the cheat sheet) of common CA issues. Part of it is experience, but part of it can be supported.

6.2 Constitutional Amendments Prepared

- Mike shared that the amendments have been completed and requested that Exec take time to read
- Shawn shared that it may be better to reduce the preamble.

6.3 Union 365 Member Portal Update (Mike)

- Committees need to be updated and member handbook needs to be updated

7. **NEW BUSINESS (INFORMATION & ACTION ITEMS)**

7.1 Local Update (K. Kirkpatrick)

- Administrative Transfer
 - Kellie updated the executive about the Admin Transfer process changes this year.
 - Up until this year this part of our contract has been used very little
 - Executive asked questions around protecting member rights, and not allowing this to become a pathway to Principals removing people they don't like from schools, which is an acknowledged concern from all parties at the Executive Table

7.2 Committee Structure/Ideas (Mike)

- How to engage more members
- How to increase productivity and output OR change directions to make committees relevant
- Shawn shared that we do a huge disservice to our committee by not having our committees set for the next year by June. Request for members go out way too late. Pulling up the timeline in calling to committee members.
- Leslie shared that we would like to collaborate with other committees. It takes time and I don't think we got there with the time.
- Making them purposefully driven (the objectives of the committees may be helpful)
- Catherine shared that it may be a good idea to open up events for focussed on jobs. SERT get together, Music Teachers, Prep Teachers, etc. Sharing resources and expertise is very helpful.
- Kellie shared that we're seeing a lot of apathy.
- Mark had shared that if we start to think about teachers. Free things and helping people. Linking events to charity or other events. Linking things into the helping community spirit.
- Briefing notes/mandate letters are not a bad idea (given to the Liaison)
- Create a common calendar.
- Marketing is a concern that we should address.

7.3 Growth Plans (Catherine)

- Growth plans have become a thing. Anyone who is accessing resource support requires a growth plan. 4-6 week cycle. There's a form. Teacher signs and place for a parents to sign.
- Areas of FOCUS, Expectations to address (curriculum), approaches to be used. What is the teacher doing/targeting. Responsibilities/RESOURCES.
- These are potentially a lot of work with a 4-6 week turnaround.
- Feedback from the table is that these are NOT IEPs-in-training
- Concern around new IEP way of being that an IEP is closed off by the SERT and cannot be accessed for changes by the classroom teacher without SERT opening it back up?
- When the IEP is done it is closed. The next day I can click a button that creates the next IEP version. So it's fine.
- A message about IEPs vs Growth Plans. NOT junior IEPs.

7.4 Pride Events will be advertised to members

Kawartha Pride -Saturday July 12, 2025 from 11am-3pm at Victoria Park in Lindsay

Muskoka Pride -Sunday, July 27th, 2025 from 11am-3pm at Memorial Park in Bracebridge

Minden Pride Streetfest-Sunday August 24, 2025 from 11am-3pm on the main street of Minden

8. Local Committees

(Executive Liaisons)

8.1 Political Action - Catherine

- Have some signs. Elbow's Up!
- 16 signs out.

8.2 Professional Learning - Mark

- Updated that we have \$59,104.00 have been spent (85% of budget used)

8.3 Social Activities - Leslie

- I have promised to contact my committee right after March Break. We'll have a meeting soon.

8.4 Social Justice & Equity - Shawn

- Cancelled workshop that was to happen this week.
- 5 signed up for the Muskoka workshop. WE have until Wednesday to see the numbers.

8.5 Communications - Mike

- Reminder to let me know if you have newsletter items, please.

8.6 Status of Women - Amy

- Only one person wanted a t-shirt. Other people were pleased.
- A little more equitable in spreading the resources around.
- Liberated menopause coaching. In person or virtual.\$1400.00. Does groups of 30.

9. FINANCIAL REPORT (De Rose)

9.1 Financial Statement

- Mike updated the Executive on the state of finances in the Local.

9.2 Proposed Budget (with and without 2nd VP Release)

- Mike will share the budget next meeting.

10. GRIEVANCE OFFICER'S REPORT (Kirkpatrick)

Active Grievances (Local)

(Kirkpatrick)

Individual Grievance

- Denial of Top Up (in abeyance)
 - Kellie shared information around this grievance.
- Denial of return from Extended Leave for Childcare (in abeyance)
 - Kellie shared information around this grievance.

Active Grievances (Central)

a) nil

11. Senior Executive Reports

11.1 Mike De Rose - Nothing to report

11.2 Mark Janke - Starting to look at retirements. Board has put out announcement on Our Dock.

12. OTHER REPORTS (Information/Updates if any)

- Labour Councils
NSMDLC - Nothing to report
LCDC - Nothing to report

13. TLDSB Board Meeting

- Shawn attended last week. Approved the calendar for next year including a PA day on the Tuesday. Budget stuff is on the horizon. 51 applicants to the P/VP pool. Really impressed with the level of leadership from within the board.

14. CORRESPONDENCE

- Thanks you's through Everything Card

15. NEXT EXECUTIVE MEETING - in person, 4:00 pm, April 8, 2025

Chair - Shawn Secretary - Mark Human Rights Officer - HRO

16. ADJOURNMENT - 3:10

DeROse/Forth