

# **TORONTO SECONDARY UNIT ANNUAL GENERAL MEETING**

**Wednesday, May 16, 2018  
4:00 PM  
Toronto Secondary Unit  
18 Wynford Drive, Suite #216**

**COMMITTEE**

**REPORTS**

**Awards  
Committee Annual Report**

**Prepared By:** Michael D'Addario, Chair

**Committee Members:** Marion Duarte-Monteiro  
Maria-Marta James (Executive Liaison)

**Terms of Reference:**

- A. To review and make recommendations to the TSU Executive about award recipients.
- B. To review the requirements for the each award and make recommendations to the TSU Executive about changes.
- C. To promote the involvement for all TSU members.

**Meetings:**

**The Award Committee did meet to review protocol regarding awards procedures and criteria.**

**The Award Committee will be meeting to review nominees and award recipients.**

**Our goal is to ensure all TSU members are aware of these awards through the TS\*YOU Newslist, TSU website, emailing the membership and Association Rep.**

**Recommendations:**

- Modify the current requirements for the awards in order to appeal to a wider range of applicants.
- Continue partnership with Membership Services Committee.
- More advertisements need to be done to promote awards.
- Try to get more TSU members to join the Award committee.
- Inform all TSU members about application packages through TS\*YOU Newslist and the TSU website.

## **Beginning Teachers Committee Annual Report**

### **Committee Members:**

Paul Di Prospero (Executive Liaison)  
Katharine Gainor, Chair (Blessed Archbishop Romero)  
Milver Bravo (Blessed Cardinal Newman)  
Stephanie Covello (Chaminade College)  
Christina Nisan (Senator O'Connor)  
Davide Trabona (Notre Dame)  
Linda Ziccarelli (Madonna)  
Lauren Galloway (Neil McNeil)  
Stephanie Iacobacci (Lieberman)

### **Terms of Reference (Purpose)**

- to familiarize beginning teachers with the role and function of the Toronto Secondary Unit;
- to promote the involvement and participation of beginning teachers in the Association;
- to address the needs and concerns of beginning teachers.

**Number of Meetings:** 5 official meetings to date (approximately 2 more planned - TBD)

### **Actions from September 2017 to June 2018**

- November 7th, 2017: TSU BT Info Night
  - The committee welcomed new TSU attendees by creating gift bags ("Survival Kits"), hosting all meals, and providing a hospitality suite with refreshments.
  - Presentation/ Information included discussion on work related experience, sick days and general code days, NTIP and TPA details.
  - Approximately 15 new beginner teacher attendees registered.
- November 24th, 2017: Social Event #1 – Games Night
  - Using the new TSU facility location, new and previously acquainted members met to watch the scheduled hockey and basketball games, as well as participate in group games and trivia.
  - In addition to the games, BT committee decorated, hosted the meal, and provided refreshments.
  - Approximately 40 attended, very positive feedback was provided afterwards, and this event is expected to repeat in the future.

- **March 23rd, 2018: Social Event #2 – Trivia Night (in partnership with the Membership Services Committee)**
  - Held in the SALA Caboto at Villa Colombo, this year’s edition of the trivia night grew from approximately 150 participants in 2017 to 200 in 2018. The returning host, Gaby, was welcomed to our event again and was one of many reasons several usually unrepresented schools attended or grew in numbers. Congratulations to champions from Chaminade College!
  
- **April 5, 2018: Second TSU BT Info Night**
  - The committee welcomed new TSU attendees (for the start of the second school semester) by creating gift bags (“Survival Kits”), hosting all meals, and providing a hospitality suite with refreshments.
  - Presentation/ Information included discussion on work related experience, sick days and general code days, and grievance procedures.
  - Approximately 20 new beginner teacher attendees registered.
  
- **May 4th, 2018: Social Event #3 – Volleyball Tournament**
  - An 8 team tournament will be held at Senator O’Connor, followed by a social for all participants at nearby 3 Monkeys Pub. Approximately 75 players & volunteers attended.
  
- **June 2018: Social Event #4 – TBA**
  - Plans are underway to hold a new event for the first time ever, but details have not yet been finalized.
  
- **Committee Communication:**
  - Committee internal communications also transitioned midway through the year as we adopted a group messaging application in order to communicate quickly between formal meetings.
  - Event registrations have begun to transition into a hybrid-online format (paper forms still available for those who require them) through the use of Google forms, as that has increased the committee’s ability to be organized, efficient, and fair to members (in cases of maximum capacity).

**Action Plans for the Future**

- Continue to seek efficiencies in spending and communication in order to provide better value to members.
- Survey beginning teachers in the board to determine desired format and venue for a future TSU introductory workshop hosted by the committee.
- Make an early booking for next year’s Trivia Night event venue as numbers look likely to grow beyond the capacity of the current venue.

**Prepared By: Katharine Gainor (Chair)**

# **COMMUNICATIONS COMMITTEE ANNUAL REPORT**

## **TERMS OF REFERENCE:**

Procedure 5: Duties of Standing Committees,

### **3.5.3 Communications**

- a. The mandate of the Communications Committee is to serve all Unit members by printing in the official Unit publication items pertaining to:
  - i) unionism and items pertaining to professionalism amongst its members
  - ii) information pertaining to the employment of Unit members and their welfare in general
  - iii) achievements and activities by the Unit and its members, O.E.C.T.A., and the Board
  - iv) matters relating to Education and the Church
  - v) matters relating to social justice, peace and brother/sisterhood.
  
- b. The Communication Committee shall adhere to the "Editorial policy."

## **Policy 2: Editorial Policy**

- 2.2.1 Articles/letters shall conform to the mandate of the official Unit publication prepared by the Committee; members, through their articles and letters, must address the issue and not indulge in personal attacks.
- 2.2.2 The Unit publication shall be the voice for all T.S.U. members in good standing; no article/letter being refused because it expresses a divergent view.
- 2.2.3 The Unit publication shall adhere to the Ethic Codes outlined under the Professional Duties of teachers for the O.T.F. affiliates.
- 2.2.4 Major modification to letters/articles shall not be made without the consent of the author.
- 2.2.5 Names can be withheld at the Committee's discretion.
- 2.2.6 The views and opinions expressed are those of the authors and not necessarily those of the Unit.
- 2.2.7 All questions/complaints made in writing shall receive a written answer. If a complainant is not satisfied with the Editor's reply, he/she shall be given the chance to a hearing before the Communications Committee.
- 2.2.8 Advertising for personal gain will not be printed.

## **COMMUNICATIONS COMMITTEE MEMBERS**

Jennifer D'Addario	Chair (Notre Dame)
Veronica Tuzi	Executive Liaison (TSU Recording Secretary, Francis Libermann)
Alan Orino	(St. Mary's Academy)

## **GENERAL ACTIVITIES**

1. To have a minimum of seven (7) Communications committee meetings per year.
2. To publish seven issues of *TS\*YOU*, the official Unit publication, including three special issues: one for the OECTA AGM, one for the TSU AGM, and one for Maternity/Parental Benefits (this is the second year we have run this special issue).

## **SPECIFIC ACTIVITIES**

1. The committee encourages general membership, executive members and other TSU committees to contribute to the *TS\*YOU* publication by submitting opinion pieces and reports on different events/activities that are relevant in nature. The Committee members participate in TSU organized and/or other events and take photographs so they could report on these and provide the visual documentation.
2. The submitted articles and materials are distributed to committee members several days before the meeting for review.
3. At the committee meetings, members select material for the next *TS\*YOU* publication; this is a process that consists of discussion and editing of submitted

articles from TSU members, executive and /or other sources. Visuals (pictures/images) for the cover and articles are selected as well.

4. The day for "setting" the **TS\*YOU** issue follows the committee meeting. During the setting, two to three committee members work on the publication by contributing to final editing and page layout.
5. The "special issue" for the TSU AGM presents all candidates running for the available executive positions each year.

## **SUMMARY**

The focus of the Communications committee this year was a further improvement of the quality of **TS\*YOU**. The following areas were taken into consideration.

### **Accessibility to membership**

- The name of the newsletter is **TS\*YOU: Highlights**, and the philosophy behind that is "ownership by the membership". It is still printed for 25% of each school, and sent out electronically to all members, along with being posted on the website. The electronic version is now easier to read, due to the committee's ability to separate the pages from the printable version.
- A survey was sent out to the membership in January, regarding being more environmentally friendly with the publishing of the newsletter. Most members were in support of reducing paper copies. Due to issues with the new printer at TSU, we were unable to print any issues this year, but have sent out electronic versions to members of all publications.

### **Improvement of the quality of published articles**

- To address the current, pressing, interesting and relevant issues in areas and matters relating to education, church, unionism, teaching, social justice and teachers' welfare.
- Articles were predominantly written by our TSU members to appeal to all teachers, and the topics were aimed at capturing an instant interest of a reader. It was good to see an increase of first time individual submissions.
- Quite a few articles were published regarding Self Directed Professional Development, as this is now a requirement for any members receiving the large SISDPD grants.

### **Reporting on the work of TSU**

- Involvement and dealings with different organizations, unions and other groups and participation various events
- Organization of various events, such as PD sessions, seminars, workshops and socials for teachers
- Other committee work so that teachers get a better understanding of the nature of each committee and are encouraged to join

*The Communications Committee strongly believes that the TSU newsletter, **TS\*YOU: Highlights**, is an important and effective TSU tool to communicate with its members and acts as a mechanism for involvement. This will be achieved by continuously implementing all of the strategies mentioned above to affect positive change and to disseminate important information to TSU members.*

Respectfully submitted:            Jennifer D'Addario

## **Environmental Stewardship Committee Annual Report**

### **Committee Members:**

Maria-Marta James (Executive Liaison), Sean O'Connor (Chair), Jacqueline Palma, Nicholas McCowan and Anna Szumilas

### **Terms of Reference:**

- a) To generate activity on environmental stewardship.
- b) To model and promote environmentally sustainable practices in schools and within the unit.
- c) To educate and inform members on environmental issues.
- d) To consult and collaborate and assist with the TCDSB Environmental Initiatives Committee's initiatives.

### **Activities:**

- a) To generate activity on environmental stewardship.
  - Promoted "Bike to Work" raffle for all TSU members to take place in May for Toronto and TCDSB "Bike to Work Week"
- b) To model and promote environmentally sustainable practices in schools and within the unit.
  - Sent motions to provincial AGM to
    - 1. Conduct a 10 year review of Shaping our Schools Shaping our Future, Ministries Environment Document
    - 2. Create a provincial eco committee
- c) To educate and inform members on environmental issues.
  - Published articles in TSYOU!
  - Will host a June cycling event at the Beaches Martin Goodman trail
- d) To consult and collaborate and assist with the TCDSB Environmental Initiatives Committee's initiatives.
  - Represented the union at all joint meetings this year

**FINANCE AND BUDGET**  
**COMMITTEE ANNUAL REPORT**

**Committee Name:** Finance and Budget Committee

**Prepared by:** Jennifer D'Addario

**Committee Members:** Francis Corrigan, Michael D'Addario, Jennifer D'Addario (Chair), Joseph D'Addario (Executive Liaison), Christina Nisan, Sally Tellis

**Terms of Reference:** TSU Constitution Part 4 Procedure, Procedure 5  
Duties of Standing Committees, # 5 Finance and Budget.

1. To present a preliminary budget to the Unit executive for approval in advance of the budget meeting.
2. To manage the Unit budget and Unit budget meeting.
3. To discuss all financial matters of the Unit and to present its recommendations to the executive or at a general meeting.
4. To approve any expenditure in excess of \$1,000

**Meetings:**

1. Preliminary budget was prepared and presented to the Executive.
2. Draft budget was presented to the membership at the TSU Budget meeting.  
Any changes made with the budget were noted in the minutes of the meeting.
3. Subsequent meetings to discuss investments, expenditures for the new building, selling of the old building, renting of old building until selling occurs, mortgage/loan negotiations, and resolutions for the UAGM.

**Recommendations:**

- Further detailed discussions are needed to determine how the budget is distributed between the political unit and bargaining unit.
- The policies and procedures regarding expenses and expense claims should be more consistently adhered to.
- Approve Executive decision to investigate the feasibility of renting the old building.
- To continue providing support to the Treasurer in their first year.



## **Human Rights Committee Annual Report**

### **Committee Members:**

- Michelle Blais (Cardinal Carter)
- Steven Watson (Chair-DWM)
- Angela Tersigni (Executive Liaison)

### **Terms of Reference:**

- a. To generate activity on human rights.
- b. To monitor, investigate, expose and ameliorate those situations in which teachers or students are faced with discrimination on the grounds of gender, race, sexual orientation, age, ability and/or culture.
- c. To improve employee morale by ensuring that hiring and promotion practices are fair.
- d. To produce a more efficient utilization of human resources and talents.
- e. To assist members to prepare for the rapid changes in the world of work and technology.

### **Activities:**

- Regular Committee meetings
- Representation of Committee members at 2018 AGM
- Continued with first provincial OECTA Gay-Straight Alliance for LGBTQ Catholic teachers and allies. Meetings held.
- Advocating for TSU participation in Pride Parade Toronto
- Recommended Solidarity Funds

### **Recommendations:**

This committee continues to lead provincial locals in advancing the human rights of LGBTQ members. We recognize there are TSU committees whose work overlaps with the human rights issues that affect us all. In moving forward, intentional connections and liaison within these committees would be helpful, especially in addressing (d) of our terms of reference. The Committee continues to monitor, investigate, expose and ameliorate those situations in which teachers or students are faced with discrimination.

# **Legislation**

## **Committee Annual Report**

Prepared by: Christopher Premdas

Members: Christopher Premdas (chair), Dave Szollosy, Gillian Vivona, and Bianka Hudec

**Terms of Reference:** (see TSU Bylaws, Policies & Procedure June 2014, Procedure 5, (Duties of Standing Committees) 3.5.7 Legislation:

- a. To study and report on all matters pertaining to the constitution, by-laws, statement of policy and procedures.
- b. To be responsible for submitting such matters to the Unit annual general meeting.
- c. To receive all resolutions submitting for consideration of the Unit annual general meeting, to verify their constitutionality and to make suggestions. Any resolution, which in the view of the legislation committee, would be rules out of order should be noted as such and returned to the author for amendment.
- d. To prepare an updated version of the Constitution/By-laws/Policy/Procedures and to have the updated version completed between the time of the Unit AGM and early July.
- e. To receive all resolutions submitted for consideration at the Unit resolutions meeting.
- f. To review the provincial resolutions to the AGM and report on these at the pre-AGM meeting.

### **Committee Activities: 2017-2018**

1. **Introductory meeting:** the committee met on February 14, 2018 in order to review process for preparation of resolutions for OECTA AGM
2. **Meeting by email, December:** the committee discussed and evaluated resolutions that were put forward by Provincial.
3. **Resolutions for OECTA AGM:** on March 9, 2018-March 12,2018 committee members attended the meeting of TSU delegates to the AGM to review the motions that would be considered at the AGM.
4. **Resolutions for the TSU Unit Annual General meeting:** on April 30, 2018, the committee reviewed draft resolutions from TSU committees and TSU members to ensure that they conform to format and procedures for in order to be considered at the UAGM.

Committee members are grateful for the experience, effort and leadership provided by Dave Szollosy in aiding the work of the committee.

## Membership Services Committee Annual Report

**Committee Name:** Membership Services

**Prepared By:** Theresa Oakley, Chairperson

**Committee Members:** Angela Tersigni, Executive Liaison  
Alan Kwok, St. Mary's Catholic Secondary School  
Theresa Oakley, Msgr. Fraser College  
Allan Orino, St. Mary's Catholic Secondary School

**Terms of Reference:** The purpose of this committee is to provide social activities and the benefits of group discounts for the TSU members and their families.

**Activities:** Activities addressed by the Committee this year include:

The Annual Teacher Appreciation Night, June.

The fourth Annual Joint membership Services/Beginning Teachers Trivia Night, held in March.

Socials to promote teacher interaction within a social setting including:

October, Chalkers Pub, Celebration	Central, Fall
December, Crooked Cue, Celebration	West End, Christmas
February, Old Stone Cottage, Celebration	East End, Pre PD Day
May, Georgie Porgies	Post U-AGM

February, Annual Pension Retirement Work Shop  
A full day Saturday Workshop dedicated to TSU members only.

Discounts and Services:  
Edvantage (sponsored by OECTA)

**Additional Considered:** The committee welcomes suggestions and information regarding benefits to the members.

**Plans for 2018/2019:** Survey Monkey the membership, regarding preferred activities.

Possible activities include:

Bingo Night	Wine Tour	Paint Night
Family Christmas Party	Casino Night	

## **Professional Development Committee Annual Report**

- Prepared By:** Stephanie Iacobacci, Committee Chair
- Committee Members:** Veronica Tuzi, Francis Libermann, Executive Liaison  
Stephanie Iacobacci, Francis Libermann, Chair  
Lucia Taddio, Marshall McLuhan  
Linda Witney, James Cardinal McGuigan
- Terms of Reference:**
- A. To encourage members' professional development;
  - B. To draw up regulations and guidelines for submission to the Unit executive, relating to Professional Development matters;
  - C. To administer the PD budget;
  - D. To organize professional development workshops for members.

### **Activities:**

1. **Individual Professional Development Support:**  
The Executive passed a motion to allow members to claim up to \$100.00 in ancillary fees, only if their PD has been paid for by the Board or another outside agency. This policy came into effect September 1, 2017. We have distributed \$5911.47 for individual PD up to April 26, 2018. The budget for the year was \$20,000 so there is still \$14,088.53 remaining but this does not include any application forms that the PD Processor has in his possession or any that have not been submitted yet.  
  
Members are reminded that Principals and Superintendents receive monies for PD as well (\$75 per member, provided that an application is made three weeks prior to the event) and are encouraged to seek out funding in this manner.  
  
OECTA Provincial provides bursaries and scholarships for some credit courses and degrees; members interested should consult the TSU OECTA websites and the Handbook.
2. **General distribution of the Guiding Principles for Professional Development funding occurred.** Guiding Principles were revised to reflect the new Special Individualized Self-Directed Professional Development Grants. Of the \$7,000.00 available for the \$500.00 grants, \$850.00 has been utilized as of April 26, 2018. However, there are several grants which were reserved earlier in the year (for PD which is happening around this time), and those

reimbursements will occur before the end of the school year. Of the \$3,000.00 available for the \$1,000.00 grants, none have been dispersed yet, as they have been reserved far in advance for summer PD, and those reimbursements will occur in September 2018.

3. Ongoing review and revision of the Guiding Principles took place at several committee meetings which were held this past year. Revisions will be brought to Executive for final approval for general distribution in June 2018. Revisions mainly revolved around clarifying the language around ancillary fees and the criteria for an event to be considered Professional Development. The format of the application form has also changed, in order to better clarify and assist with the completion of the request.

**Recommendations:**

1. Sending out e-mail to all members as a reminder that they can apply for funds to a maximum of \$200.00, and that there are Special Individualized Self-Directed Professional Development Grants.
2. The committee would like to remind members that there are many ways to access PD. These included: Self-Directed PD; TCDSB Summer Institutes; OECTA/OTF courses; workshops; and other organizations/providers. Members who access the OECTA website at [www.tsuoecta.org](http://www.tsuoecta.org) will find OECTA facilitated workshops offered at minimal cost. If interest is shown, the LPD can schedule these topics through TSU.

**Additional Considerations:**

The Committee welcomes suggestions, information, and new members.

**Respectfully submitted:**

Stephanie Iacobacci

## **Religious Affairs Committee Annual Report**

### **Committee Members:**

Gillian Vivona (Executive Liaison), Ciara Crowley (St. John Paul II - Chair), Marion Duarte-Monteiro (Vanier), René Jansen in de Wal (St. John Paul II-Executive Liaison), Fr. Michael Lehman (CEC), and Al Zawadzki (TOTL)

### **Terms of Reference:**

- a) To sponsor activities to support the members of the Toronto Secondary Unit as teachers in a Catholic education system. Such activities may include, but are not limited to: liturgies, speakers, retreats, workshops, columns/articles for the Unit newsletter.
- b) To liaise with other Catholic and other denominational/faith groups and organizations.
- c) To develop and maintain a Unit resource centre for personal and professional use of the membership
- d) To report on initiatives/conferences with respect to religious affairs, for the purpose of supporting and educating the membership.
- e) To maintain a media file of relevant media coverage.
- f) To work with the executive and the Political Advisory committee to observe the Religious Affairs committee of the TCDSB.
- g) To recommend to the TSU executive appropriate TSU representatives to committees in the area of religious affairs and spiritual development.

### **Activities:**

- Gillian Vivona represented TSU on the Board's NCC Committee (Nurturing Catholic Community committee) in order to provide the membership's input on issues relating to the faith dimension of our school communities and advocate for a comprehensive Bereavement Package.
- On the LOYOL Joint TSU/Board Professional Development PD Day. The committee helped seek out partners and arrange for 5 PD Sessions.
- The Committee will be pursuing the creation and distribution of a prayer card at the remaining spring meetings.
- Ciara Crowley & Al Zawadzki represented TSU at the Catholic Teacher's Guild Formation Series.
- The committee considered options for broad outreach to members

### **Recommendations:**

- That the TSU Executive, through the Religious Affairs Committee and through its membership in the NCC Committee take every opportunity to promote social justice issues and a culture of life.
- That the committee continue to seek partners for and to promote PD sessions for the Jt Board/TSU LOYOL PD Day next year.
- The committee continue to considered options for broad outreach to members

## **Safe Schools**

### **Committee Annual Report**

#### **Committee Members:**

Marion Duarte (Chair, Jean Vanier), Mike Coyle (St. Mary Academy), Ellen O'Sullivan (Dante Alighieri), Kevin Painter-Main (James Cardinal McGuigan), Jacqueline Sang (Senator O'Connor), Franco Santarossa (DWM), Angela Tersigni (Executive Liaison)

#### **Mission Statement**

To make our schools as safe as they can be, places of respect, dignity and mutual support in *keeping with our Gospel values.*

#### **Vision Statement**

We want all members of our school communities to feel safe. We will work to ensure this happens through:

- the promotion of principles of our faith.
- instilling a culture of security and support.
- recommending an effective mix of enforcement and social development.
- developing community and agenda collaborations.
- identifying and addressing risk factors.
- studying and recommending practical interventions and practices.

#### **Terms of Reference TSU By-Laws 3.5.12:**

##### **Safe Schools**

- a) To evaluate the effectiveness of Toronto Catholic District School Board's Violence-Prevention Policy
- b) To assess existing programs/committees in schools and share effective programs with members.
- c) To research existing programs in other boards and affiliates
- d) To investigate worker rights and employer responsibilities with regard to workplace safety.
- e) To educate members on issues around violence (i.e.: harassment; racism, gender discrimination; gangs, etc.)

- f) To make recommendations on items that would make schools safer
- g) To support members with concerns about violence in the schools.

### **Committee Selected Objectives**

- Research existing programs in other Boards and Affiliates
- Evaluate effectiveness of the TCDSB Violence Prevention Policy

### **Summary of Meetings:**

The committee met on **two** occasions: Sept. 28, 2017 and Oct. 26, 2017

### **Committee Recommendations**

- That the Safe Schools Committee continues identifying pressing Safe Schools related issues and assist members with providing them with useful information on these. This could be even more successfully done with a collaboration with the Joint Safe Schools Committee (i.e: provided pamphlet with information on how to complete the on-line Safe Schools Reporting Form Part 1 and incident log on-line)
- That the Safe Schools information on the TSU website be regularly up-dated and completed as per information that our members should be familiar with.

**Prepared by:** Angela Tersigni, Executive Liaison



# Speaker's Bureau Committee Annual Report

**Prepared By:** Ewa Lipinski (Chair)

**Committee Members:** Dave Szollosy (Executive Liaison)  
Ewa Lipinski  
Gerard Ardanaz

**Terms of Reference:**

- a) To recruit and train members in Parliamentary procedure to assume the speaker role at unit general meetings.
- b) To facilitate workshops to educate all members in parliamentary procedure.
- c) To develop guidelines for the operation of the Speakers Bureau.

**Activities:**

1. Created the schedule for chairs/co-chairs for all Staff Rep meetings and all general meetings.
2. Chaired three General Meetings: The Budget Meeting; The Resolutions Meeting and the Pre-AGM Meeting.
3. Chaired all Staff Rep meetings.
4. G. Ardanaz will chair the Unit's AGM.

**3. Recommendation:**

1. Since all three members of the committee are retired it is important to recruit and train new members in order to serve TSU's future needs
2. To establish a Parliamentary workshop as an annual event.
3. Facilitate unit participation in the 2018 NAP Training Conference in Buffalo.

**Additional Considerations:**

Consider including parliamentary training of some sort as a pre-requisite to attending the OECTA AGM.

## **Status of Women Committee Annual Report**

- Prepared By:** Linda Witney, Committee Chair
- Committee Members:** Veronica Tuzi, Francis Libermann CHS (Exec Liaison)  
Linda Witney, James Cardinal McGuigan (Chair)  
Jacqueline Sang, Senator O'Connor College
- Terms of Reference:**
- A. To advise the executive on ways to enhance the status of women in society
  - B. To educate members about women's issues
  - C. To make recommendations to the executive for possible action related to the status of women
  - D. To make recommendations to the executive on outreach to community based women's organizations
  - E. To inform members of the current trends, issues, and problems as they pertain to the status of women.

### **Activities:**

1. The Status of Women Committee sponsored the two Maternity/Parental Leave workshops this past year. The Committee does this by providing bookmarks to all participants and by providing all refreshments and meals. Both workshops were well attended by members, and these workshops will continue to be held into the future, especially in light of changes at the federal level (EI).
2. The Status of Women Committee held their second workshop during the TCDSB/TSU LOYOL Day on February 16, 2018. Approximately 40 participants attended, and the day was spent discussing healthy lifestyle, diet, and the practice of mindfulness. Unfortunately, the morning presenter was unable to attend due to illness. Participants also created participated in a drumming session, which was an excellent experience. It is the Committee's hope to continue presenting a workshop geared specifically towards women and their lifestyles.
4. Plans were made to hold a Conflict Resolution Workshop, and the groundwork was completed. The Workshop itself will be held next year.
5. Plans were made to host a special awards evening for members who had a positive impact in their communities. The Committee prepared the awards package and presented criteria to the Executive. The Executive approved the initiative, and several applications were received. The Committee selected 5 recipients, and the awards ceremony and dinner will be held on Thursday May 10, 2018.

**Recommendations for 2018-2019:**

1. Suggestions for PD sessions: self defense; mindfulness/stress relief/meditative breathing.
2. Hope to have 2 PD sessions next year, one in the fall and one in the spring. One will be specifically focused on conflict resolution.
3. Guest speakers about women's issues.
4. Create and send out a survey to the membership in order to determine what members would like to see done.
5. Collaborate in order to participate in International Women's Day March 2018.
6. Continue to host the Annual SOWC Awards Dinner.

**Additional Considerations:**

The Committee feels that initiatives have been fulfilled, and will continue to keep building upon an already firmly established foundation.

The Committee welcomes suggestions, information, and new members.

**Respectfully Submitted:**

Linda Witney

## **STUDENT LIAISON COMMITTEE ANNUAL REPORT**

**Committee Name:** Student Liaison

**Prepared By:** Mark Tuohy, Bishop Allen Academy (Chairperson)

**Committee Members:** Stephanie Covello, Chaminade College  
Avi Karunakar, Executive Liaison

### **Terms of Reference:**

The purpose of this committee is to judge the entries of the OECTA Young Authors Award and the TSU Graduating Student Award.

### **Activities:**

Activities addressed by the Committee this year included:

1. To continue to promote the OECTA Young Authors Award.
2. Reviewing and updating the TSU Graduating Student Award Application and submission process

### **Recommendation:**

1. The committee discussed the possibility of allowing schools to narrow down candidates for the TSU Graduating Student Award on the rationale that teachers know their students better than we do and have a sense of who will be winning other awards at graduation ceremonies.

## **Teacher Education Network Committee Annual Report**

Prepared by: C. Steven Watson

### **Committee Members:**

- C. Steven Watson, Chair
- Maria Zangrilli
- Gillian Vivona, Executive Liaison

### **Terms of Reference:**

- To assist the representative from TSU on the TELC committee of OTF.

### **Activities:**

The TELC committee meeting monthly at OISE to discuss educational issues, the flow of information between OTF, the affiliates and the university's teacher education program at OISE.

The TELC also develop and organize the Professional Preparation Conference (one of the largest in Ontario) at OISE, (in Dec. each year). It is a two day conference for teacher candidates, giving them an opportunity to gain information and network with the affiliates, and other organizations, and another day for OTF and Boundaries. TELC was involved in the discussion involved in the new 5 semester Masters program at OISE. Also involved in information regarding the ongoing and future possible strike actions with the effect to teacher candidates.

TEN, (Teacher Education Network), assisted in the acquiring of first year teachers, and, presenters to talk at the conference and assist in running the PPC. TEN was and continues to be involved in the discussion involved in the new 5 semester Masters program at OISE. Also involved in information regarding the ongoing and future possible strike actions with the effect to teacher candidates.

When OECTA, TSU chairs TELC the finances are run though TSU, however paid for by OTF, which is the case this year.

Suggestion considered: Having a TC (teacher candidate) and AT (associate teacher) social to introduce them to the association.

## **UAGM/ELECTIONS**

### **Committee Annual Report**

#### **Committee Members:**

Teresa D'Addario (Chair), Michael D'Addario, Jennifer D'Addario, Marie Foley, James Mackasey, Davide Trabona, Margherita Ziraldo, Joseph D'Addario (Executive Liaison) and Sabina Barbagallo (Executive Assistant)

#### **Terms of Reference:**

- A. To organize and administer the Unit Elections/Annual General Meeting in accordance with the unit by-laws and bargaining unit procedures.
- B. To organize and administer the election of the Executive members.

#### **Meetings:**

- The committee met to review and discuss policies and procedures regarding the Elections and Unit AGM.
- The committee recommended continue using Telephone voting along with Internet voting for this years' elections. The Executive approved this recommendation in order to effectively facilitate the Election procedures.
- The committee recommended continue using Intelivote Systems Inc. (ISI) to the Executive as the service provider.
- Meetings were held to discuss and review the; budget requirements, policies and procedures for the UAGM/Elections, location of the UAGM, preparing the agenda for the UAGM, voter letter, accuracy of addresses of the membership lists (TSU and TOTBU), bio's from candidates and preparing the special edition of the TSU Highlights Newsletter, timelines for both the Elections and UAGM, web ballot screen shots and audio recording for the Elections.
- The committee explored the use of personal emails to distribute PIN's for the Election instead of a mailout. Using personal emails did not prove to be cost efficient, therefore, the committee recommended using the mailout option.
- The committee ensured that all members receive pertinent correspondence regarding the Elections and the UAGM through email,

TSU Highlights Newsletter and that all information be posted on the TSU Website within the timelines.

- Co-ordinate the submissions of: Committee reports, Resolutions, Treasurer reports, UAGM draft minutes (previous year), Grant Thornton financial report and Elections Newsletter for the UAGM.
- The Chair and Executive Liaison will be trained on the ISI system as CEO and Auditor for Elections at TSU.
- Request and compile a list of scrutineers and volunteers for the UAGM and Elections.
- Request the presence of an OECTA Representative and a Speaker for the UAGM.
- Request the presence of an OECTA observer for the TSU Election.
- Coordinate and prepare for the UAGM at the new TSU location (Wynford Dr.)
- Provide prizes as an incentive for attending the UAGM and participating in the Election.
- Prepare and arrange for a random draw for the prizes through a third party.
- Report Election results as soon as they are available.

**Recommendations:**

- The committee continually welcomes suggestions and recommendations which would benefit the members.
- Continue dialogue with TSU members, TOTBU and TCDSB.
- Encourage more members to participate and join committees.
- Engage members to participate in the Election process.
- To continually review policies and procedures for the Elections and UAGM

Respectfully submitted,  
Teresa D'Addario, Chair