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President's Message

With the holidays now behind us things will slowly begin to pick up as the Province and D16 begin to prepare for the next round of bargaining. Last fall Doug and I were able to visit almost every OSSTF worksite in York Region. We engaged in many great conversations and we were able to identify some common themes in every building. The next steps will be appointing a 2nd Negotiator and finalizing the members of the negotiations committee. The negotiations committee will then work with the central bargaining committee (every school should have a representative on this committee) to put together a negotiations survey followed by the local brief. Before this can happen we will need to wait and see what issues will be deemed to be central table topics and local table topics. No conversations have begun regarding this and so it may be a few months still before the committee is able to create a working brief.

As we get closer to negotiations rumours will continue to build and with the many social media platforms available, it doesn't take long for these rumours to spread. We have already seen numerous rumours explode across Facebook and Twitter regarding changes to the pension plan, class size and other working conditions. The best course of action is to disregard any random



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2012 Provincial Amie Award Winner for Best Newsletter

information appearing on Twitter or Facebook. OSSTF's primary method of communicating will be directly to the membership via personal emails. If you haven't been receiving any communications from OSSTF via your personal email or have accidentally unsubscribed from the emails, please contact Daniela Miele (d16.office@osstf.on.ca or 905-836-5954) to confirm that we have your current personal email address.

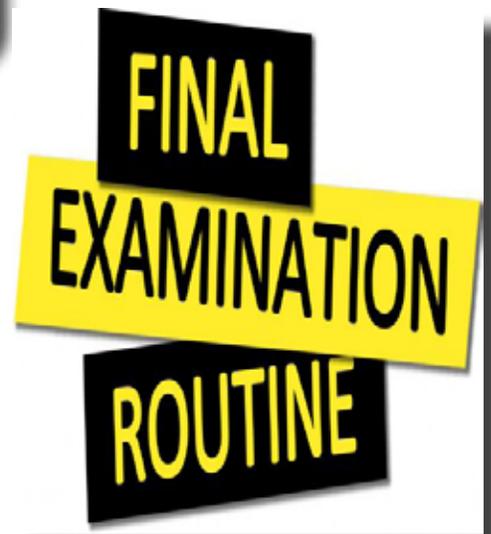
If you haven't done so already, you should also make sure that you have an active account with the Provincial OSSTF website (osstf.on.ca) and have access to the My OSSTF section. The Provincial Office will be posting "Bargaining Bulletins" in this section as well as special bulletins dealing with various Province wide issues which could have a impact on OSSTF members. If you have forgotten your password or login information, the Membership Database team at the Provincial Office can help you recover it. They can be reached at 1-800-267-7867.



Examination Period Reminders

General Reminders

- Any members who do not have exams for their courses must be present at the school during exam days unless otherwise approved by school Administration.
- Schools must employ a period-by-day schedule for exams
- Community Classes attend their regular classes during exam periods and keep to a regular program as much as possible
- Teachers are to be in school during exam days:
 - a) on those days of the exam period prior to their own exams being written by students;
 - b) when they are invigilating exams or are on supervision duty;
 - c) when their own exams are being written by students, including e-Learning teachers; and
 - d) on exam period days after their own exams, supervision, and allowable marking period.



Timelines

- The schedule for the Exam Review Day must be communicated to all staff, students, and the community in advance of the exam period.
- Exam schedules, marking schedules, information about supervision duties, the timing of exams for each course, course mark due dates and teacher supervision schedules must be communicated to all staff members as far in advance of the exam period as possible.
- There is a **two working day** turnaround for exam marking and final course marks/reports (if the exam is on Friday, marks/reports are due by Tuesday).
- The one exception to the above point is that exams written on the last day must be marked in time for the schools 'Exam Review Day' however, members will still have a **two working day** turnaround for final course marks and reporting.



Hot Topics represent current issues that have come to and are being addressed by the district office and have an immediate impact on members.

DEFERRED SALARY PLAN

The Deferred Salary Plan (DSP) has been developed to afford employees the opportunity of taking a one year Leave of Absence by spreading 'X' years salary payment over a 'Y' year period.

Who is Eligible to participate in the Plan?

- * Completed 2 full years of continuous service
- * Worked a minimum of 2 school years between deferred salary plans; and
- * Not enrolled in a deferred plan more than 4 times in their career.

Your completed Application must be signed by your Manager/ Principal and Superintendent and received in Human Resource Services, Aurora **by January 31.**

For more information see the BWW, search for 'Deferred Salary Plan'. If you have any questions, please feel free to contact the D16 Office.

OT WORKSHOPS

The Board is currently offering workshops specifically for OTs on various topics of interest. All secondary OTs are invited to sign up for available workshops through the BWW and 'Connect to Learn'. If you are a new OT who does not have BWW access please contact the D16

Office and we will assist in getting you registered.

Examples of OT workshops include:

- Music - Center based learning
- Power of Identities
- Mathematics
- Book Study - Mental Health
- OT Survival Kit
- Special Education for OTs
- Responsive Teaching: Comprehension and Collaboration

SEMESTER 2 LTO STAFFING

Please find below upcoming important dates in the secondary staffing timeline for Semester 2 LTOs. For more information or to view the entire timeline please search for "Staffing Timelines Secondary" in the BWW search bar.

January 7: Starting on this day postings for Semester 2 LTOs at Bill Crothers Secondary School only will be available for OTs to apply.

January 15: Mid-Year Vacancy List #3 posted, for qualified OT applicants only. This posting will include Semester 2 vacancies.

The postings will close at 4:00 p.m. on January 17.

January 15: Starting on this day postings for Semester 2 LTOs will be available on the BWW and 'Connect to Learn' for OTs to apply.



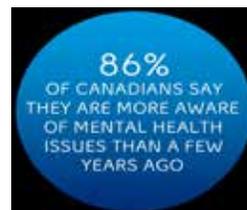
Update is the official monthly newsletter of Provincial OSSTF. Schools are provided with hardcopies of the publication, however you can also access all of the articles featured in the newsletter at: www.osstf.on.ca/publications/update

HEALTH AND SAFETY MENTAL STRESS ENTITLEMENTS

A psychologically healthy workplace is one that actively works to prevent harm to worker psychological health and promotes psychological well-being. If achieved, such workplaces enjoy better attendance, improved employee engagement, higher levels of creativity and innovation, and overall happier workplaces. Within this framework are amendments to provide for both chronic and traumatic mental stress entitlements through the Workplace Safety and Insurance Act. The WSIA requires that claims for mental stress entitlement at the WSIB and WSIAT be adjudicated by the WSIB in accordance with the expanded mental stress entitlement.

The provincial workers' compensation board has denied 90% of the chronic mental stress cases since the new legislation was passed less than a year ago.

Workers whose claims for mental stress entitlement were previously denied may wish to seek reconsideration of their claims by the WSIB. If there are any questions or concerns in this regard please contact the D16 Office. 



Keep our Schools Public

During the provincial election Doug Ford repeated the mantra that when it comes to education parents should have choice. As with everything else he said, it demonstrated that he didn't have an understanding of the variety of programs our schools already offer in Ontario.

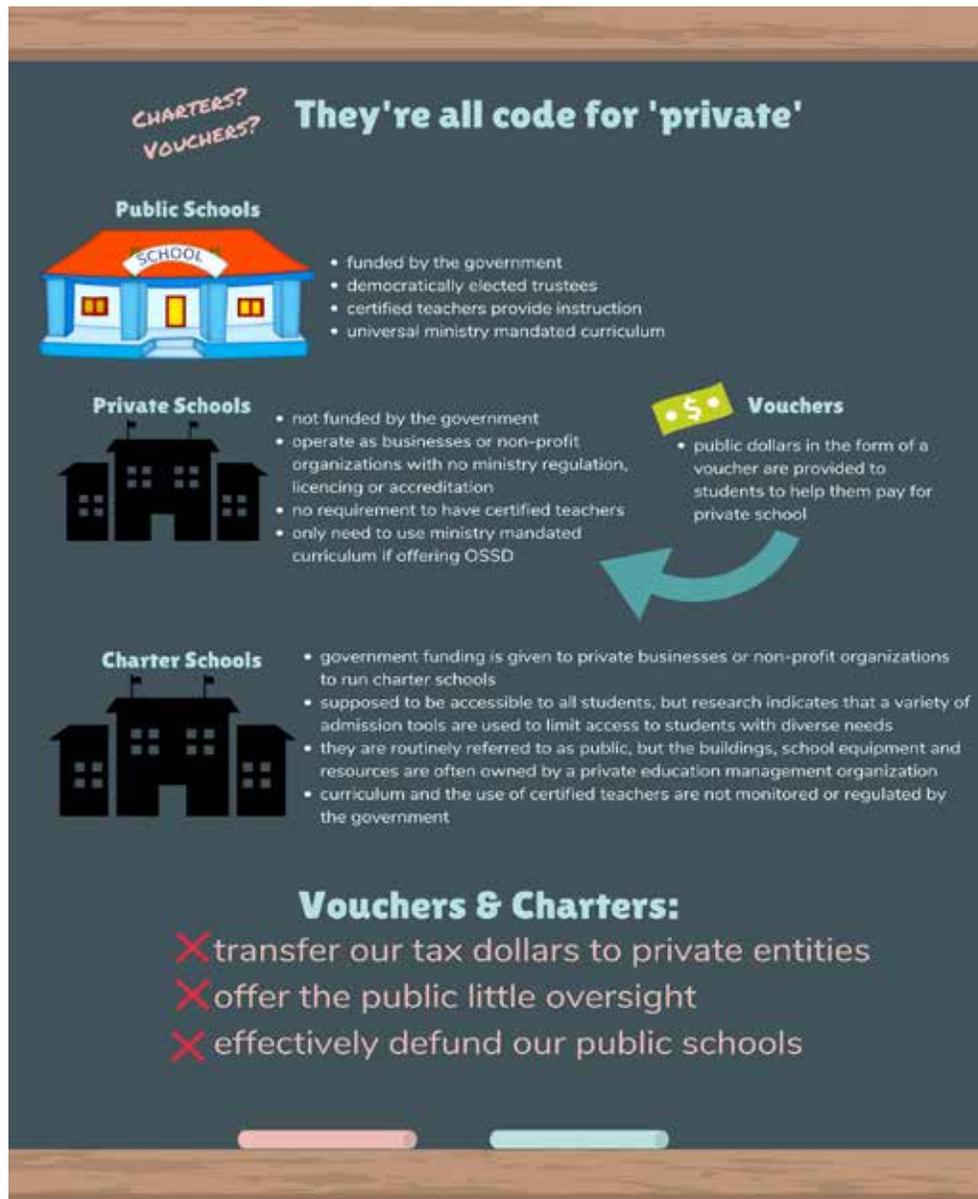
Particularly troubling about his fixation on the idea of choice is that it is the same excuse that was used to defund and destabilize the American public education system with the introduction of voucher and charter schools.

Vouchers and charters are problematic for a variety of reasons and have been a recipe for failure in the United States. They essentially are a way to transfer public funds to private institutions.

Think about a class of 28 students, if 5 students elect to attend a voucher or charter school that would remove thousands of dollars of funding from the classroom. While the funding that accompanies those 5 students will no longer be available to the public school, most of the costs associated with running the class will not decrease. The school, teacher and resources in the room will still have to be funded but will have fewer public dollars available.

Below you will find a very brief breakdown of the different schemes that are used to conceal the privatization of our public education system. 

In Solidarity,
Muna Kadri





Celebrating 100 Years as a Leader in Education
Célébrons 100 ans comme chef de file en éducation

AMPA 2019 Delegation

AMPA 2019 meets from the evening of March 8 to March 11, 2019 and this year's D16 delegation consists of the following members:

Tony Antoniou	Woodbridge C
Michelle Arsenault	Middlefield CI
Rosie Baker	Bur Oak SS
Nicole Baxter	DBSCL
Michelle Best	Vaughan SS
Chris Bloom	HHSS
Marsha Bloom	Newmarket HS
Doug Brydie	D16
Julie Brydie	Dr. Denison SS
Laura Cipolla	BCSS
Alex Filippetti	WC
Dawn Fovargue	BCSS
Sandy Glassford	D16
Gerry Harrison	D16
David Howell	OT
Lillian Ing	OT
Muna Kadri	D16
Zena Karim	Alex Mac
Janine Lane	Middlefield CI
James Lane	Tommy D SS
Gregory Lavalle	MMHS
Jason Lay	Vaughan SS
Matthew Mahoney	OT
Andrew McConnell	CLL
Mike Morin	Middlefield CI
Darryl Newbury	Thornhill SS
Victoria Pike	Keswick HS
Terry Price	OT
Matthew Rondina	Vaughan SS
Katrina Sale	Stouffville DHS
Nadia Savelli	Newmarket HS
Jennifer Speiran	Sutton DHS
Vanessa Stoby	D16
Blair Vowles	Keswick HS
Scott West	D16
Ryan Wineberg	LSS
Alexandra Wright	Keswick HS

PSSP:

Sherry-Ann Bowen-Gordon	PSSP
Brenda Johnson	PSSP



DISTRICT 16 OSSTF CALL FOR Second Negotiator REPOSTING

RESPONSIBILITIES:

- To serve on the T/OT BU Negotiations Committee, and
 - a) Attend meetings of the Collective Bargaining Committee
 - b) Assist the Chief Negotiator in:
 - i) Ascertain the negotiating priorities of the membership, with the Collective Bargaining Committee, through the development, distribution and debriefing of a membership survey;
 - ii) Collating and summarizing the membership survey;
 - iii) The preparation, presentation and approval of the Teacher/OT Bargaining Unit negotiating brief and the negotiating bottom lines
 - iv) Providing recommendations to the T/OT BU Executive regarding priorities based on the results of the membership survey
 - c) Assuming duties as assigned by the Chief Negotiator
- To assume the duties of the Chief Negotiator if they are unable to do so

REMUNERATION:

- Honorarium
- Mileage and approved expenses reimbursed

Notice of interest and a brief outline of related experience should be received by the District 16 Office no later than Noon on [Friday, January 18, 2019](#)

For consideration, please contact the District Executive Officer, Gerry Harrison, at gerry.harrison@osstfd16.on.ca or 905-836-5954



education



We wanted to let you know that the application window for the 2019-2020 academic year is now open for Seconded faculty members in York University's Faculty of Education. The application deadline is **January 14, 2019**. You can find this year's postings at: <http://edu.yorku.ca/about-us/current-opportunities/> Completed applications should be sent to us at: secondehiring@edu.yorku.ca.

Please feel free to spread the word with your colleagues; you may also be interested in applying directly.

STUDENT ACHIEVEMENT AWARDS

DISTRICT WINNERS



Dylan Tan - Winner of Visual, Senior

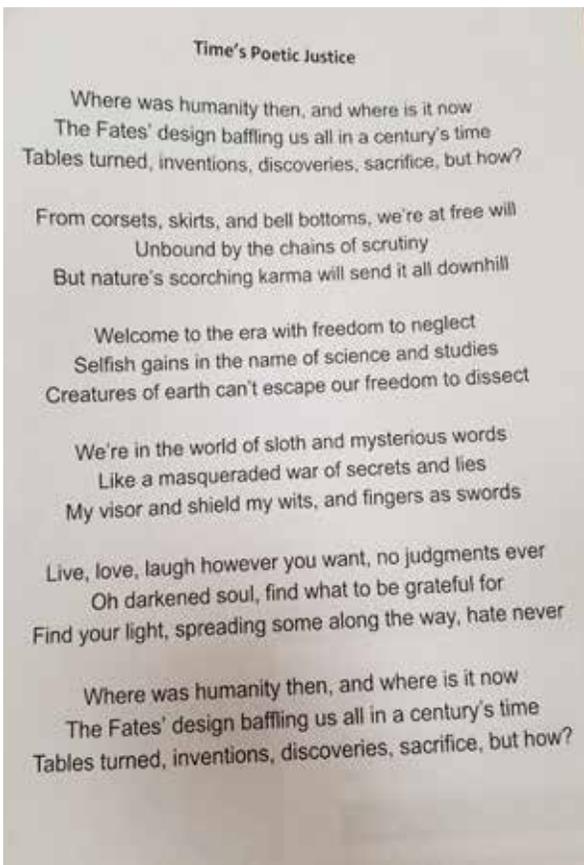
Ahead By a Century was the theme of this year's Student Achievement Awards. Students across D16 and Ontario interpreted the theme in poetry, prose, and visual arts. This year District 16 received fantastic submissions and the Excellence in Education Committee and Communications Political Action Committee would like to thank both staff and students for their efforts. We have selected 6 creative and outstanding works to represent District 16 at the provincial competition. The provincial winners will be announced at AMPA 2019 in March.

The competition is meant to encourage the intellectual development of our students and an interest in societal issues. The 1984 Provincial Assembly established the awards in honour of Marion Drysdale, a secretary at OSSTF/FEESO Provincial Office for twenty-three years.

Congratulations to the District 16 winners of the 2018 OSSTF Student Achievement Awards in Honour of Marion Drysdale. 

The District 16 winners

- Vianne Cai of Newmarket HS supported by teacher Samantha Hutchings
- Kira Green of Newmarket HS supported by teacher Paula Rush
- Eden Prosser of Stephen Lewis SS supported by teacher Kaitlin Skinner
- Dylan Tan of Milliken HS supported by teacher Sherly Ng
- Elite Lu of Newmarket HS supported by teacher Samantha Hutchings
- Sarah Zaidi of Markville SS supported by Ann Cape



Sarah Zaidi - Winner of Prose and Poetry, Intermediate



Elite Yu - Winner of Visual, Intermediate



This event is supported
in part by an

District 16 OSSTF Excellence in Education Grant



The Middlefield Drama Department and Drama Guild created and hosted the first-ever York Drama Exchange on November 1. Students and teachers from Middlefield CI, Milliken Mills HS, Bill Hogarth SS and Langstaff SS came together for a day of learning and creation. Led by teachers and OSSTF-sponsored guest artist Andrew Lamb, students participated in Drama workshops in the morning, and then in a collective creation activity in the afternoon, focussing on the role of Drama in improving Mental Health. It was a fantastic success, and we are already in the early planning stages for YDX19.

Shawn Rocheleau
MCI -Drama Subject Head



The grade 11 and 12 drama classes at Markham District High School perform plays at the end of each semester as their final summative. The students act, direct, produce and design the shows themselves for audiences over two evenings in their performance space. This January, their productions of *The Tower of Tyler* and *Nightmare High* will feature some spectacular new multi-coloured footlights through the support of OSSTF's Excellence in Education Grant. The students and teachers are so excited to add a new dimension to their performances and they are incredibly grateful to OSSTF District 16 for the support!

Jennifer Duncan
MDHS -Drama Subject Head



On December 14, Richmond Green Secondary School held its annual Social Justice Fair. This year the event was hosted by students in the IDC 4U: Social Justice course. In the beginning of the semester students began learning about the role of NGO and community groups in creating Social Justice and the importance of building community partnerships with schools in raising awareness for issues causing concern for our community. Approximately 25 organizations including: Silent Voice, White Ribbon Campaign, David Suzuki, Wishing Well Sanctuary, Belinda's Place, ABCD Art Building Children's Dreams, Blue Dot, Indspire, among many others set up displays and spoke to students and staff about the work they are doing to both locally and internationally. It was a great learning experience!

April Morris
Richmond Green HS



On December 5, 2018, the Sutton Robotics League (robotics team) from Sutton District High School hosted a FIRST LEGO League Tournament for 7 local Georgina Elementary schools in both the Public and Catholic Boards. In total almost 70 students with their teachers attended the event which included three judging sessions (core values, robot design, and a research project) followed by the robot competition where they had to design, build and code a robot to complete as many missions on the playing field as possible in a 2 ½ minute round. They had opportunities to practice in the morning, followed by three competition rounds per team in the afternoon. The Champion's Award was awarded to the Robotic Bears from Black River PS and they now advance to the Ontario East FIRST LEGO League Championship held at Durham College on January 12, 2019. To learn more about FIRST Robotics and the different programs it offers please go to www.firstinspires.org

Jennifer Speiran
SDHS Teacher

DATES TO REMEMBER

Ed.Services/Human Rights/Status of Women joint meeting

Thursday, January 10, 2019
District Office 4:15 p.m.

Women's March - Toronto

Saturday, January 19, 2019
12:00 Noon- 3:00 p.m.
Nathan Phillips Square
(RSVP to Laura Cipolla)

D16 Council Meeting

Wednesday, January 23, 2019
District Office 3:30 p.m.

Bell Let's Talk Day

Wednesday, January 30, 2019

CPAC Meeting

Wednesday, February 13, 2019
District Office 4:15 p.m.

Family Day (Schools Closed)

Monday, February 18, 2019



Change in Personal Information?

Have you changed your LEGAL name, address, phone number or email? If so, please notify Daniela Miele at the D16 Office - d16.office@osstfd16.on.ca



The **D16 Status of Women Committee** is organizing a group to go down and participate in the Women's Day March on **Saturday, January 19, 2019.**

Location: Nathan Phillips Square in Toronto

Time: 12 Noon to 3 p.m.

If you would like to attend, please email Laura Cipolla, by Friday, January 11, 2019. Participants are also invited to a lunch following the march.

Further details, such as where we will meet before the March, will be shared at a later date.

For more information on the event itself, please see the following link: <http://ofl.ca/womens-march-events-across-ontario/>



District 16 OSSTF Executive 2018-2019

President & Provincial Councillor
Sandy Glassford, District 16 Office

1st Vice President

Muna Kadri, District 16 Office

Vice Presidents

Marsha Bloom, Newmarket H.S.

Katrina Collins, Stouffville D.S.S.

Darryl Newbury, Thornhill S.S.

Treasurer

Terry Price, Occasional Teacher

Provincial Councillors

James Lane, Tommy Douglas S.S.

Blair Vowles, Keswick H.S.

OT President

Diane Truong, Occasional Teacher

Chief Negotiator/Staffing Officer

Doug Brydie, District 16 Office

Executive Officer

Gerry Harrison, District 16 Office

Communications/Political Action

& Excellence in Education, Chair

Vanessa Stoby, District 16 Office

Educational Services Officer

Michelle Best, Vaughan S.S.

Status of Women Chair

Laura Cipolla, BCSS

Human Rights Chair

Nicole Baxter, Dr. Bette S.C.L.

District 16 Officers

Health and Safety Officer

Scott West, District 16 Office



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