

MARCH 8, 2019



For 2019, the theme for International Women's Day is "Balance For Better". For more info and to access Teaching Resources visit: www.internationalwomensday.com (IWD, 2019)

President's Message

With the March Break only a few days away we still haven't been able to glean a lot of information regarding the intentions of the Ontario Government for the structure of the education system. Rumours continue to circulate regarding funding cuts, class sizes and most recently the merging/dissolving of school boards. In 1997, Premier Mike Harris cut the number of Schools Board's in Ontario in half, as well as amalgamating cities to create the first "megacities" in Canada. The merger was done under the auspices of cost savings measures, but in reality the savings were never realized. Twenty years later the Doug Ford government is contemplating similar mergers and on February 26 Health Minister Christine Elliot announced the creation of a super health agency to be comprised of 6 agencies including Cancer Care Ontario, eHealth and 14 LHINs (Local Health Integration Networks). Considering the massive overhaul of the Health Network in Ontario, what could be in store for Education in Ontario? In the past few years, education reforms and restructuring across North America have taken a variety of forms. In the United States a movement has occurred towards a voucher system; a system which has been overwhelmingly denounced by voters. In a voucher system, parents



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We will forge positive visibility of women

#BalanceforBetter

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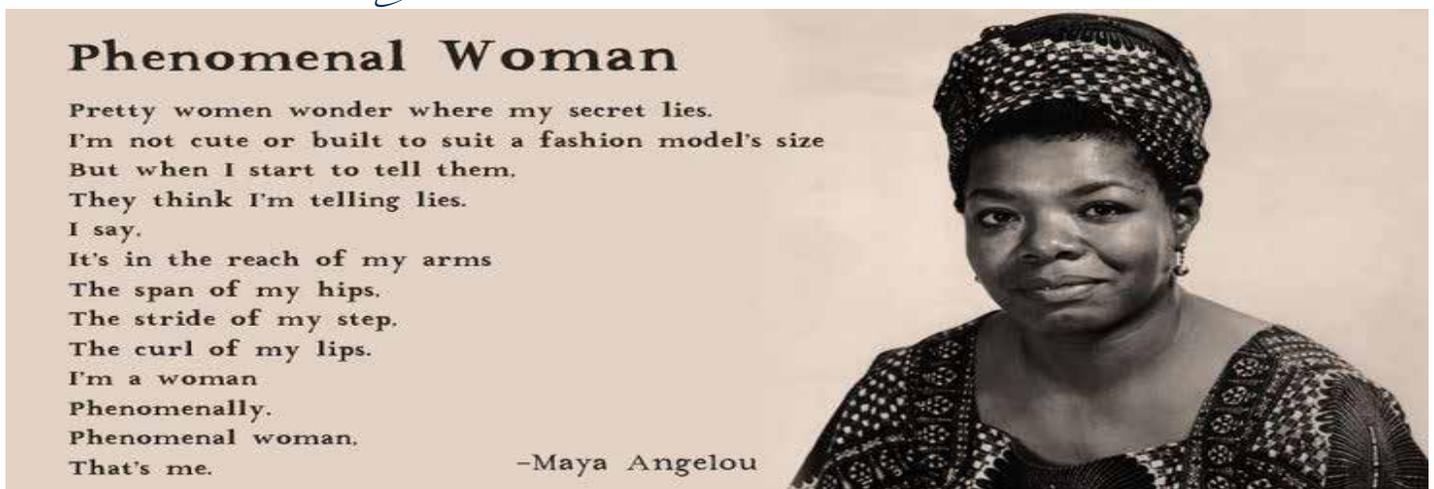
2012 Provincial Amie Award Winner for Best Newsletter

Continued from page 1

are given a “voucher” which is the equivalent to cash, which they can use towards the tuition at a private school. In essence this becomes a system whereby private schools end up being subsidized by public funds. There is no discernible benefit to students who attend schools under the voucher system however, the drain on resources in public schools can be high as all public schools must reserve a space for every student who leaves to attend a voucher school in case they return.

Another trend in Education is the creation of Charter Schools. So far in Canada, Alberta is the only Province with Charter Schools; something the Fraser Institute is encouraging other provinces to explore. A Charter School is a publicly funded, but privately operated school which could be non-profit or for profit. The difference with a Charter School is that it operates with a specific focus, (this could be a focus on athletics, discipline or art) and has the ability to control admission to the school. In a similar way as voucher schools, this puts a drain on the resources and funds for public schools as public schools must preserve space for students who may not appear plus they can't control admission except by geography.

Regardless of the alternative system implemented by the government it is important to remember that any diversion of funds from the public education system will fracture the system, result in job loss and will be a detriment to students' learning conditions. 



Phenomenal Woman

Pretty women wonder where my secret lies.
I'm not cute or built to suit a fashion model's size
But when I start to tell them,
They think I'm telling lies.
I say,
It's in the reach of my arms
The span of my hips.
The stride of my step.
The curl of my lips.
I'm a woman
Phenomenally.
Phenomenal woman.
That's me.

-Maya Angelou

International Women's Day March 8, 2019 #BalanceforBetter

Ruth Bader Ginsburg was asked when she felt there would be enough women appointed to the supreme court of the United States, and she stated “when there are nine”. The future is exciting. Let's build a gender-balanced world. Everyone has a part to play - all the time, everywhere. From grassroots activism to worldwide action, we are entering an exciting period of history where the world expects balance. We notice its absence and celebrate its presence. Balance drives a better working world. The 2019 #BalanceforBetter campaign runs all year long. It doesn't end on International Women's Day.

The campaign theme provides a unified direction to guide and galvanize continuous collective action, with #BalanceforBetter activity reinforced and amplified all year. The International Women's Day website has excellent resources including a dedicated resource section for educators which includes activity booklets, printable fact sheets, activity task cards, detailed lesson plans, and video and reading lists.

Visit www.internationalwomensday.com/School-Resources for resources and make it a goal this year to include IWD 2019 into your courses. Let's all help create a #BalanceforBetter. 





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

BENEFITS PLAN T4A TAX SLIP

OTIP Benefits Services have mailed out T4A tax slips (for Life Insurance and AD&D coverage) to all members of the OSSTF Benefits Plan home addresses. If you did not receive a T4A tax slip from OTIP, please contact them to request that another copy be sent out to you (1-866-783-6847). In previous years this amount/coverage was notated on your employer T4.

2019-2020 TENTATIVE SCHOOL YEAR CALENDAR

The 2019-2020 tentative school year calendar will soon be released on the BWW. Please be reminded that this calendar is TENTATIVE and still requires approval from the Ministry of Education.

Therefore, we caution members from booking flights, vacations, etc until the school year calendar is officially approved by the Ministry which tends to occur in late April - early May.



March 2019

TRUNCATED SAFETY PLANS

Truncated Safety Plans, (abridged versions of the Safety Plan) can help to facilitate notification of risk of potential workplace violence. The Truncated Safety Plan would be shared with all staff who do not require all information included within a Safety Plan. Truncated Safety Plans can automatically be created within SSNET and can be printed and shared with staff. The Board has links on the BWW that offer directions for developing and bulk printing the Truncated Safety Plans. Please note, not all Safety Plans are created for acting out/targeted behaviour. It is the responsibility of administrators, not teachers, to determine who has access to which Safety Plans based on the behaviour of the student and the likelihood that there is a risk of injury to all staff in the building.

STAFFING TIMELINES IN MARCH

March 18: Autism Program Group (APG) Vacancy List was shared with existing APG teachers; teachers may request to be transferred to another APG program location where it has been determined there is a vacancy, before APG vacancies are opened to other OSSTF teachers. Current APG teachers have until 4 p.m. on March 21, to email their expression of interest. School and Student Services Principals arrange conversations and make determinations by 4 p.m. April 13.

March 19: POR List # 5 Posted. Closes 4 p.m. on March 21.

April 2 and 4: Staffing Rollout Meeting where BP's and Administrators are provided with school staffing allocations.

OSSTF D16 MAY PA DAY

This year's OSSTF PA Day will take place on Friday, May 3, 2019. The OSSTF DISTRICT 16 PA Day is about professional growth and continued professional development as an educator. Every year the day has been an incredible success and we would like to thank all members who have assisted in making this happen. This year, we have chosen to stay with a **site-based** model to provide members with an opportunity to collaborate with colleagues at their home schools.

Morning: Annual Learning Plan

Choosing to work actively on understanding and development of an item or two items on your ALP. You may choose to do this independently/with others. Some examples of how you may use the time is by finding resources, viewing webinars, collaborating with others who have knowledge/skills to aid in your learning (at your site), and inviting an expert.

Afternoon: Department/Subject area Focused Professional Development

This time will be dedicated to working with your department/subject area on your choice of professional development. Departments that are smaller or consist of one person may choose to collaborate with others in the building. Some examples of what you might choose to focus on are: curriculum (embedding equity), pedagogy, digital/technology, collaborative inquiry, eco-schools/healthy schools, assessment and evaluation, new teacher mentorship, bring in an expert, bring in a community agency/leader.

Department/Subject area Focused PD Forms **MUST** be filled out and handed in to your site contact by March 29, 2019.

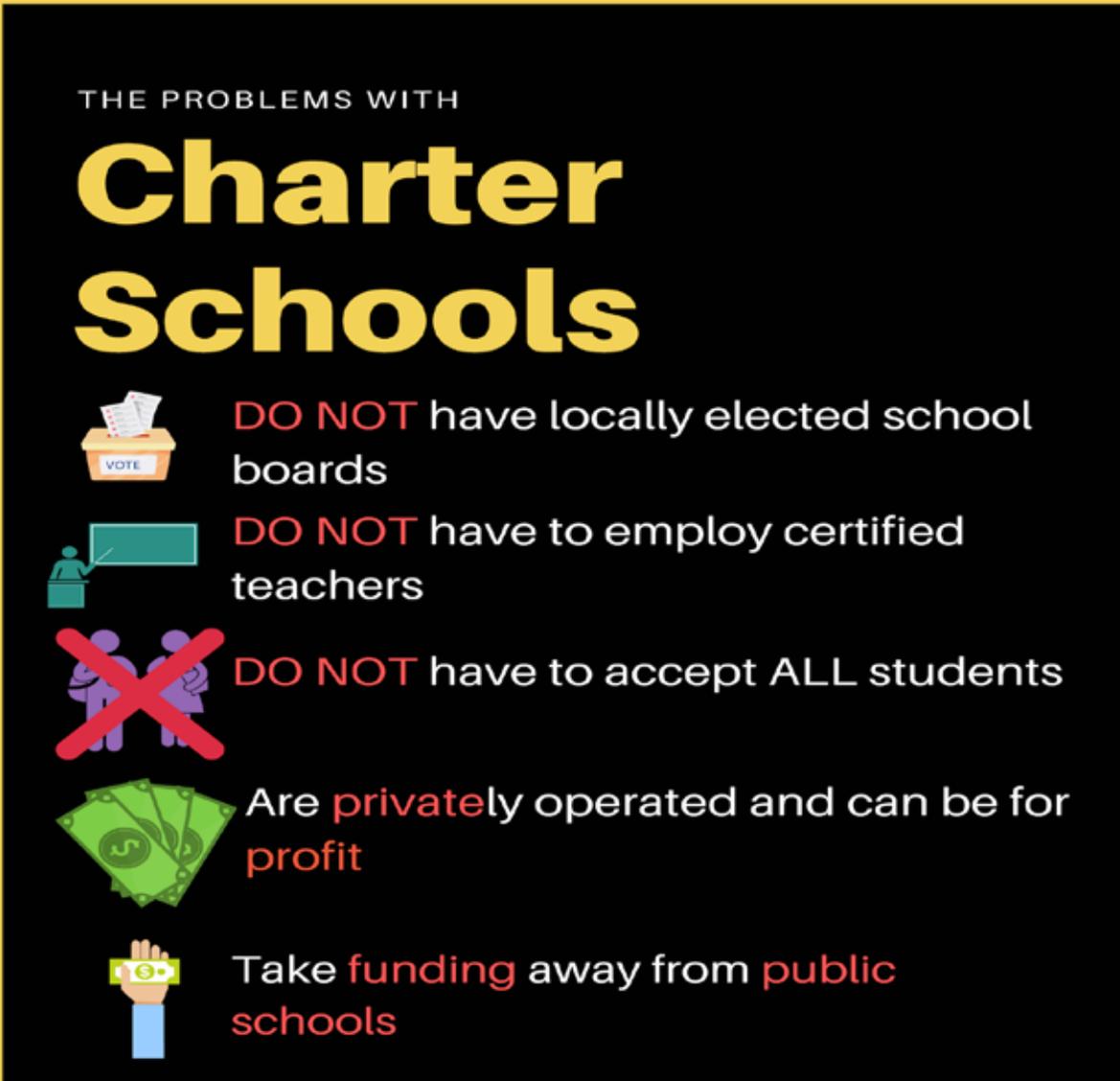
Visit D16 website www.d16.osstf.ca/paday2019

Public Education vs. Charter Schools

There are a variety of ways that Doug Ford will attempt to conceal his attempts to privatize public education. It is important to be familiar with the words that will be used to transfer public funds to private organizations. Choice, charters and vouchers will all be tools that he will employ.

Below you will find a brief breakdown of some of the problems associated with charter schools. 

In Solidarity,
Muna Kadri



THE PROBLEMS WITH

Charter Schools

-  **DO NOT** have locally elected school boards
-  **DO NOT** have to employ certified teachers
-  **DO NOT** have to accept ALL students
-  Are **privately** operated and can be for **profit**
-  Take **funding** away from **public schools**

 **KEEP THE CONVERSATION GOING**
Talk to colleagues, friends and family about the benefits of public education.

Feb 7 Rally for Public Education

On February 7, OSSTF/FEESO members held rallies outside the offices of both government and opposition MPPs across the province to warn against cuts to education in the upcoming provincial budget, which will be presented at Queen's Park in the spring. In many districts, local leaders were able to arrange for meetings with their MPPs to coincide with the rallies, ensuring that the message could be delivered in person.

D16 members, teachers, OTs and Professional Student Service Personnel (PSSP), were out in full force on February 7 outside MPP Christine Elliott's office. We were joined by many labour/education affiliates: CUPE 905, OECTA York and CUPE 1734. We stood together in solidarity with a singular message, "No Cuts to Education". Any cuts to education will negatively impact frontline staffing in Ontario schools/universities and will have a palpable impact for all students. In addition, over the last month, Sandy Glassford and Vanessa Stoby have scheduled visits with 6 out of 10 of the PC MPPs in York Region. The premise of the meetings is to help MPPs understand that Public Education is key to Ontario's future, and that investing in Public Education is essential to maintaining a quality system for students, parents/guardians and education workers.

As we move forward we ask members to keep the conversations going about the benefits of investing in public education. 



'Feeling Better With A Book'

When author, Will Schwalbe, described his high school experience, he spoke of the very profound impact his Teacher-Librarian had on him. It was in her practice to leave specific books out on the cart for individual students. The book she left for the young Schwalbe included a passage where two men walked jovially through the streets, lovingly tossing cherries into each other's mouths. It was a passage that not only normalised homosexuality, but celebrated it; it was a passage that Schwalbe says saved his life, or at least the life he lives now.

It is easy to underestimate the importance of words, or more specifically how empowering it is to have our human experiences articulated for us. Regardless of our respective disciplines, this simple truth is a means to support our students' sense of self and well-being.

A step we can take to help our students feel a sense of belonging is by knowing which books to recommend; by updating our own reading lists to include our students' diversity, identity, and individual experiences; by discussing themes in YA and Adult fiction openly; by collaborating with our Teacher-Librarians to learn more about the books circulating amongst our students; and by participating in book selection committees or book clubs. These are not add-ons to our busy lives, but an intentional extension of the conversations we are already having with our friends and colleagues.

We may not always have the words we need to comfort our students; but they are always there, lovingly written in the pages of books, tucked away on bookshelves everywhere. 

Leigh Aspevig
Bill Hogarth SS

ACTIVE RETIRED MEMBERS

RETIRED FROM WORK BUT NOT THE FIGHT



Across the province, ARM chapters have supported provincial OSSTF/FEESO to heighten awareness of issues which have an impact on students, staff, and community. On January 22, 2019 one of our members attended an Ontario Health Coalition information session on Long Term care and service to seniors. On February 7, 2019, ARM 13/16 was present at "No Cuts To Education" information rallies in both York and Durham Region. We will continue to work closely with D13 and D16 by bringing relevant information to current and future retirees at retirement workshops. In addition, some of us will be at AMPA in various supporting roles.

We have received heartfelt expressions of appreciation for the support we have given the four Youth Shelters in Durham and York. On that note, we have recently learned that Joanne's House in Ajax is in need of new twin size bedding and that will be a project in the next few weeks.

Thanks for all of your support and help. 

Colleen Ireland
ARM 13/16



PINK SHIRT DAY

February 27th



D16 members wearing pink to show our support to #stopbullying and #choosekindness



DATES TO REMEMBER

International Women's Day
March 8, 2018

AMPA - 100 Year Anniversary
March 8-11, 2019
Toronto Sheraton Centre

March Break
March 11-18, 2019

Status of Women Meeting
March 19, 2019
D16 Office at 4:15 p.m.

Human Rights Meeting
March 21, 2019
D16 Office at 4:15 p.m.

International Day for the
Elimination of Racial Discrimination
March 21, 2019

Resiliency and Workplace Wellness
Expert Speaker
March 23, 2019
D16 Office at 11 a.m. (RSVP)

Educational Services Meeting
March 25, 2019
D16 Office at 4:15 p.m.

OT Executive Meeting
March 26, 2019
D16 Office at 4:00 p.m.

D16 Council Meeting
March 27, 2019
D16 Office at 3:30 p.m. 

Ontario Secondary School
Teachers' Federation
District 16 York Region



Maternity & Parental Leave Workshop

Topics Covered

1. Types of Leaves
2. How to Apply for Leaves
3. Employment Insurance
4. SEB Plan
5. Benefits Coverage
6. Pension Contributions
7. Return to Work

District 16 Office
110 Pony Drive, Unit 6, Newmarket
Tuesday, April 30, 2019
4:15 PM

Please RSVP to Daniela
d16.office@osstfd16.on.ca



DINNER
PROVIDED!

www.d16.osstf.ca



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.



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