

## HIGHLIGHTS

### TEACHER SETTLEMENTS

Recent successes of education  
unions in North America  
page 2

### STRATEGIC ACTION PLAN

Priorities reaching across all areas  
of the Federation  
page 3

### EDITORIAL

Class size and full-day  
Kindergarten  
page 14

# Update

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pre-AMPA issue

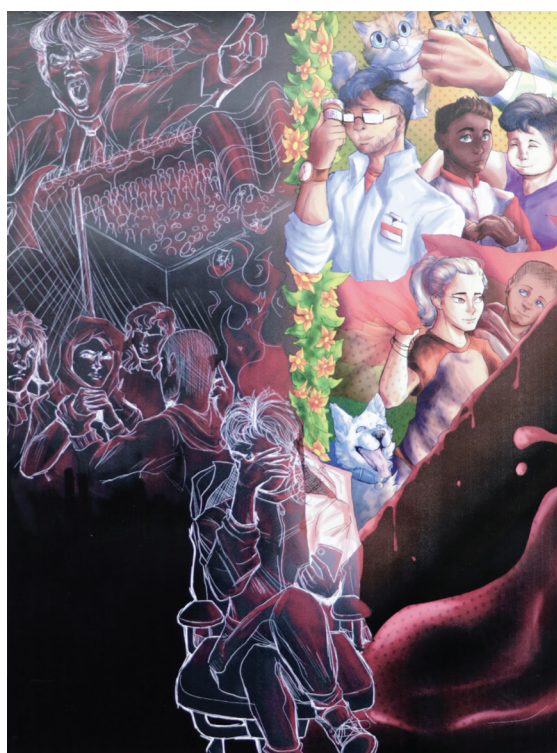
## Student Achievement Awards

“Are we really ‘Ahead by a Century’?” That is the question OSSTF/FEESO asked this year with our 2019 Student Achievement Awards. We received submissions from the most remote locales and from busy metropolitan centres across Ontario.

The nine award winners will be officially recognized at the Annual Meeting of the Provincial Assembly (AMPA) during a ceremony featuring the traditional video. The winners will be presented with awards of \$1,000 each.

Here’s a sneak peek at the provincial winners:

In the Prose and Poetry Division, Zilale Tursun, of A.N. Myer Secondary School in Niagara Falls, was the winner of the Intermediate Academic 9-10 category, with a touching story called *Just Wait*. This story highlights the human rights struggles that some students go through to find their own identity. Zilale’s story encourages us to be compassionate and highlights the need for all of us to help understand each other’s difference.



Winner of the Intermediate 9–10 Visual Arts category  
*Forward in Reverse* by Emma Kelly, Lambton Central  
Collegiate and Vocational School in Petrolia



Winner of the Senior 11–12 Visual Arts category,  
*The Dead Sea* by Bailey MacIver, Centennial  
Secondary School in Belleville

Harris Annett of Lambton Central Collegiate and Vocation School in Petrolia claimed the Intermediate 9–10 Applied/Essential category with his depiction of machinery on *The Century Farm*. Harris showed us how innovation and technology are everywhere, even in the century old family farms scattered across Ontario.

Catherine Cadigan, a student at I.E. Weldon Secondary School in Lindsay, won in the Senior 11–12 University category for her prose piece, *Starting at the Top*. Catherine takes us on a journey through the memories with which she is flooded as she listens to the school valedictorian during her graduation ceremony.

In the 11–12 College/Workplace category, Caitlin Chiblow, of W.C. Eaket Secondary School in Blind River, highlights the atrocities of residential schools in her piece entitled *Making Sense of the Past*. Her work questions how people failed to see the suffering of Indigenous people as their children were taken away to residential schools.

Peyton Wither, of Eastwood Collegiate in Kitchener, won the category of French Prose and Poetry 9–10, for her poem, *Je Suis la Terre—I am the Earth*. The poem is about climate change and cautions us to take care of our mother earth because we are nothing without her.

CONTINUED ON PAGE 2...SAA

The winner of the French Prose and Poetry 11–12 category, Alexandra Graham from Lambton Central Collegiate Vocational School in Petrolia, moved us with her prose *Illusion d'avancement—The Illusion of Advancement*. The piece speaks of ways in which social media can be deceptive, creating a false sense of togetherness, when really we are all solitary individuals sitting in front of a computer screen.

Lambton Central Collegiate and Vocational School in Petrolia is home to Emma Kelly, winner of the Intermediate 9–10 Visual Arts category whose art piece *Forward in Reverse* suggests that while we may have the illusion of moving forward, many world events are actually dragging us back into the past.

Bailey MacIver, a Centennial Secondary School student in Belleville, submitted a beautiful piece created with pencils. Winner of the Senior 11–12 Visual Arts category, *The Dead Sea* depicts a young person holding sea animals destroyed by our carelessness. Stark and foreboding, the piece suggests that it is the youth who will save us from our misdeeds.

Finally, the winner of the Digital Arts 9–12 category was Claire Tillapaugh, of Northern Collegiate Institute and Vocational School in Sarnia, for her video, *Shoeless*. This stunning look at residential schools captures the story of Indigenous families whose children were taken from them.



# International Women's Day 2019: Think Equal, Build Smart, Innovate for Change

*"Innovation and technology provide unprecedented opportunities, yet trends indicate a growing gender digital divide and women are under-represented in the field of science, technology, engineering, mathematics and design." (UN Women)*

The United Nations' 2030 Agenda for Sustainable Development is a plan for the future of people as well as the planet. In 2017, the theme of International Women's Day (IWD) was "Planet 50–50 by 2030: Step It Up for Gender Equality". That year, governments were called upon to take bold steps and make big changes to move toward a 2030 where gender equality is a lived reality. Things have been changing but, unfortunately, not always in the right direction.

Given our current trajectory, we will not reach the UN goals for gender equality by 2030. That is why this year's theme, "Think Equal, Build Smart, Innovate for Change" is calling for "innovative ways in which we can advance gender equality and the empowerment of women, particularly in the areas of social protection systems, access to public services and sustainable infrastructure." (UN Women) As we are designing and building for the future, women's voices must be heard and our lived experiences must be respected in order to create a future that will lead us to planet 50–50.

As education workers, we have the ability to make great changes just by doing small things. If you are looking for ideas on how to celebrate IWD, the Government of Canada has created an International Women's Day Educator's Learning Toolkit, available online at [cfc-swc.gc.ca/com-memoration/iwd-jif/kit-trousse-en.html](http://cfc-swc.gc.ca/com-memoration/iwd-jif/kit-trousse-en.html). If we truly want to reach Planet 50–50 by 2030, we should be encouraging our students and our colleagues to recognize the social, economic, cultural and political contributions of women every day.

*/Kelly Bevan, is a member of District 19, Peel and sits on the provincial Status of Women Committee.*

# Teacher settlements

Some of our counterparts in education unions in both Canada and the United States have recently achieved settlements at the bargaining table. For some unions, these agreements have been hard-won after job action, and for others, the road has been less bumpy. However they are achieved, victories don't come at all without solidarity within the membership. It is important to acknowledge some recent successes of education unions in North America:

## United Teachers of Los Angeles (UTLA)

After more than 30,000 members of the UTLA spent six days walking the picket lines, the union was able to negotiate a tentative agreement with the Los Angeles Unified School District. The settlement includes a three percent retroactive pay increase, a future pay increase of three percent, reductions in class sizes, and guarantees to have nurses and counselors in schools. A day into the strike, OSSTF/FEESO sent a letter of solidarity and a photo of our local leaders standing in support of UTLA. The new UTLA collective agreement was ratified with an historic 81% approval rate.

## Newfoundland and Labrador Teachers' Association (NLTA)

The Newfoundland and Labrador Teachers' Federation reached a tentative agreement with the Newfoundland and Labrador School Boards Association and the provincial government. While no details of the agreement have been publicly shared to date, Dean Ingram, President of the NLTA said, "We look forward to consideration of the details by teachers and possible ratification of an agreement which will enable us to continue to concentrate on our main job of educating the children and students of this province."

## Yukon Teachers' Association (YTA)

The Yukon Teachers' Association had been without a Collective Agreement since July 1, 2018 and now have a tentative agreement with the Government of Yukon that they will take to their membership for ratification. The new agreement allows substitute teachers to join the union for the first time.

Apart from these settlements, in Colorado, the Denver Classroom Teachers Association is preparing for strike action, in part to stave off performance-based pay.

As always, OSSTF/FEESO congratulates our education colleagues on the settlements they achieve, and stands in solidarity with them when action becomes inevitable to achieve their goals.

# Update

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# STRATEGIC ACTION PLAN



## Maximizing best governance practices

OSSTF/FEESO Vice Presidents Cindy Dubué and Rob Gascho, have assembled a Strategic Action Plan to be presented for endorsement at the Annual Meeting of the Provincial Assembly (AMPA) 2019. Below are excerpts from the report.

Many of the member submissions to the Plan for 2019–2020 identified priorities that are best dealt with locally. These priorities reach across all areas of the Federation—from member engagement and communications, to collective bargaining and member protection.

The submissions confirm that we must prioritize local autonomy, capacity building and succession planning. These are ambitious undertakings, and we believe that the actions should take place over a time span exceeding one year. We are proposing a multi-year Strategic Action Plan to allow sufficient time to achieve the objectives.

OSSTF/FEESO understands that the strength of our union resides in the strength of our local leadership. Bargaining units are critical for the delivery of day-to-day services to our members, and successful locals are at the heart of an engaged membership.

Provincial Office will always remain ready to assist local leadership when needed, but high functioning bargaining units that operate with a degree of independence are critical to our future.

Local collective bargaining and implementation are key services. In order to ensure that the future of collective bargaining and ongoing implementation remain vibrant at the local level, we must focus on building capacity through training and mentorship. The new Protective Services Committee and Field Secretary pilot have both been established with these goals in mind.

### Bargaining Unit governance

This year's Strategic Action Plan will focus on improving governance, policies and procedures, and financial accountability at the district and bargaining unit levels. While OSSTF/FEESO has done a great job at training its local leaders on the representation of members through its regional structure and other conferences such as

Summer Leadership, there has not been a concerted effort to focus on internal processes in the recent past. This Strategic Action Plan proposes to do just that.

Many Districts and Bargaining Units already have exemplary practices in many areas. That expertise needs to be leveraged and shared. This Strategic Action Plan will also provide more direct tools to local leaders to meet their service imperatives. Assistance will be provided for unit record keeping including training for local treasurers, and web-based financial software will be integrated with Provincial office.

Provincial Office is piloting a new Field Secretary model which provides districts and bargaining units with expertise in a number of areas, including governance. We believe that it is important to highlight governance as an important union priority by actively supporting several initiatives that either reaffirm current best practices or introduce new and improved ones.

### Member communication

Communications is key for any successful union and so, direct digital communications to members will be improved. The quickest, most direct way that we can share information with our members is by email. As part of our ongoing communications strategy, we continue moving our publications online, including *Education Forum* and *Update*. The Communications/Political Action Department is continuing to transform our *Update* newsletter from a monthly paper publication to an always-current website with news items posted online as they are ready. Members would receive links to *Update* posts on a more frequent basis, along with any other relevant news, publications or notices.

### Mental Health First Aid (MHFA)

OSSTF/FEESO has addressed mental health for a number of years through workshops and through the publication of articles and reports on new initiatives. Leaders want to support members who are dealing with mental health concerns, but they require appropriate training to do this.

In the same way St. John First Aid addresses the physical needs of someone who is hurt, the Mental Health First Aid (MHFA) workshop addresses the emotional needs of a member in distress. MHFA assists persons who may be a danger to themselves or other, provides help to prevent mental health problems from developing

into more serious states, and promotes the recovery of good mental health.

MHFA training will not replace workshops that have already been developed by OSSTF/FEESO. It does not train individuals to counsel, but will give leaders an additional tool for directing members to the help they require. Over the next two years, we will provide MHFA for every president and time-release member services officer.

### Grievance/Arbitration module and Member Labour Relations Training

UnionWare is the database used by Provincial Office for dues processing and member information. We have developed a module for tracking grievances that enables electronic filing of all related documents. It has been implemented at Provincial Office and has been piloted in a limited manner at the local level. A database of this nature can only be effective if all bargaining units use it. This would facilitate the tracking of the file at the bargaining unit level and the eventual transfer to Provincial Office.

The software provides search capabilities, notifications of deadlines, automation of certain processes and a permanent and secure electronic database. Ensuring that all bargaining unit leaders are trained and supported, however, will require additional time and resources, and we will plan for a multi-year onboarding of every local leader. The training will include the establishment of appropriate privacy protections for the data gathered. Appropriate processes will be developed for bargaining units with minimal time release and/or no office manager. Ongoing support will be provided by the Secretariat at the local level.

According to the Vice-Presidents, “the proposed Strategic Action Plan is ambitious, but it is focused on improving member services by maximizing bargaining unit leaders’ autonomy and effectiveness. It will be actively supported by Provincial Office, the new staffing model, and the Provincial Executive. Every OSSTF/FEESO department will have specific staff assigned to the various initiatives and the Provincial Executive will monitor overall effectiveness of the plan and modify elements as appropriate. Through investigation, training and support, we believe that a new level of service delivery and local autonomy can be achieved through the strategies in this plan.”



## PLAN D'ACTION STRATÉGIQUE PLURIANNUEL

# Maximiser les meilleures pratiques de gouvernance

Cindy Dubué et Rob Gascho, vice-présidents d'OSSTF/FEESO, ont constitué un plan d'action stratégique qui sera présenté pour approbation à la Réunion annuelle de l'Assemblée provinciale (RAAP 2019). Vous trouverez ci-dessous des extraits du rapport.

Plusieurs des soumissions des membres dans le cadre du plan pour 2019-2020 ont identifié des priorités qui sont mieux traitées au niveau local. Ces priorités couvrent tous les domaines de la Fédération, de l'engagement des membres aux communications, en passant par la négociation collective et la protection des membres.

Les soumissions confirment que nous devons privilégier l'autonomie locale, le renforcement des capacités et la planification de la relève. Ce sont des mesures ambitieuses et nous croyons que les actions devraient se dérouler sur une période de plus d'un an. Nous proposons un plan d'action stratégique pluriannuel afin de disposer d'un temps suffisant pour atteindre les objectifs.

OSSTF/FEESO comprend que la force de notre syndicat réside dans celle de nos dirigeants locaux. Les unités de négociation sont un élément déterminant dans la prestation des services au quotidien à nos membres et la réussite des unités locales est au cœur de l'engagement des membres.

Le Bureau provincial sera toujours disposé à aider les dirigeants locaux, le cas échéant, mais des unités de négociation qui fonctionnent très bien et qui peuvent travailler avec une certaine indépendance sont essentielles à notre avenir.

La négociation collective et la mise en œuvre locales constituent la clé de ces services. Afin de veiller à ce que l'avenir de la négociation collective et la mise en œuvre continue demeurent dynamiques à l'échelon local, nous devons mettre l'accent sur le renforcement des capacités par le biais de la formation et du mentorat. Le nouveau Comité des services de protection et le projet-pilote d'affectation des membres du Secrétariat ont tous deux été mis sur pied dans cette perspective.

### Gouvernance d'unité de négociation

Cette année, le plan d'action stratégique sera axé sur l'amélioration de la gouvernance, des politiques et procédures et de la responsabilité financière

au sein des unités de négociation et des districts. Alors qu'OSSTF/FEESO a fait un travail remarquable pour former ses dirigeants locaux sur

la représentation des membres grâce à sa structure régionale et aux autres conférences comme le Leadership d'été, il n'y a pas eu d'efforts concertés récemment pour se concentrer sur les processus internes. Le présent plan d'action stratégique va dans ce sens.

Plusieurs unités de négociation et districts disposent déjà de pratiques exemplaires dans de nombreux domaines. On doit tirer parti de cette expertise et la partager. Le présent plan d'action stratégique fournira aussi plus d'outils directs aux dirigeants locaux afin de répondre à leurs réalités en matière de services. De l'aide sera offerte aux unités en matière de tenue de dossiers, y compris la formation des trésoriers locaux et un logiciel financier sur le Web sera intégré au Bureau provincial.

Le Bureau provincial met à l'essai un nouveau modèle de Secrétariat qui offre aux unités de négociation et aux districts de l'expertise dans de nombreux domaines, y compris la gouvernance. Nous estimons qu'il faut souligner que la gouvernance est une importante priorité syndicale en soutenant activement les nombreuses initiatives qui réitéreront les meilleures pratiques actuelles ou en instaureront des nouvelles ou des pratiques améliorées.

### Communication aux membres

Les communications sont déterminantes à la réussite d'un syndicat et les communications numériques directes aux membres seront améliorées. La façon la plus rapide et la plus directe de partager des renseignements avec nos membres est par courriel. Dans le cadre de notre stratégie de communication continue, nous poursuivrons avec nos publications en ligne, y compris *Education Forum* et *Update*. Le Secteur des CAP continue de transformer notre bulletin *Update*, d'une publication mensuelle imprimée à un site Web toujours à jour avec des reportages affichés en ligne au fur et à mesure qu'ils sont prêts. Les membres recevraient plus fréquemment des liens vers les affichages dans *Update*, en plus d'autres nouvelles, publications ou avis pertinents.

### Premiers soins en santé mentale (PSSM)

OSSTF/FEESO s'est penché sur la santé mentale depuis plusieurs années en créant des ateliers et en publiant des articles et des rapports sur les nouvelles initiatives. Les dirigeants veulent s'assurer de soutenir les membres qui ont des problèmes de santé mentale, mais ils ont besoin d'une formation appropriée.

Tout comme la formation en secourisme de l'Ambulance Saint-Jean porte sur les besoins physiques d'une personne blessée, l'atelier de Premiers soins en santé mentale (PSSM) traite des

besoins émotionnels de la personne souffrante. Les PSSM aident les personnes qui pourraient présenter un danger pour elle-même ou pour autrui, contribuent à empêcher un problème de santé mentale de se développer en une condition plus grave et favorisent le rétablissement d'une bonne santé mentale.

La formation en PSSM ne remplacera pas les ateliers qui ont déjà été créés par OSSTF/FEESO. Elle ne formera pas les personnes à offrir du counseling, mais donnera aux dirigeants des outils additionnels pour aiguiller les membres vers l'aide dont ils ont besoin. Au cours des deux prochaines années, nous offrirons les PSSM à chaque présidence et agent des services aux membres en libération.

### Module de grief/arbitrage et formation sur les relations de travail des membres

*UnionWare* est une base de données utilisée par le Bureau provincial pour le traitement des cotisations et les coordonnées des membres. Nous avons développé un module de grief/arbitrage visant à suivre les griefs, ce qui permet de sauvegarder électroniquement tous les documents connexes. Il a été mis en œuvre au Bureau provincial et à l'essai de manière limitée à l'échelon local. Une base de données de cette nature ne peut être efficace que si toutes les unités de négociation s'en servent. Cela faciliterait le suivi du dossier à l'échelon de l'unité de négociation et le transfert éventuel au Bureau provincial.

Le logiciel offre des possibilités de recherche, des avis d'échéance, l'automatisation de certains processus et une base de données électronique sécurisée et permanente. Veiller à ce que tous les dirigeants d'unité de négociation soient formés et soutenus nécessitera cependant du temps et des ressources supplémentaires. Nous prévoyons une intégration pluriannuelle de chaque dirigeant local. La formation comprendra aussi l'établissement des mécanismes appropriés de protection de la vie privée pour les données recueillies. Des processus appropriés seront créés pour les unités de négociation avec une libération minimale et (ou) sans gérance de bureau. Le soutien continu sera offert à l'échelon local par le Secrétariat.

D'après les vice-présidents, « le plan d'action stratégique proposé est audacieux, mais il est axé sur l'amélioration des services aux membres en maximisant l'autonomie et l'efficacité des dirigeants d'unité de négociation. Il bénéficiera du soutien actif du Bureau provincial, du nouveau modèle de dotation et de l'Exécutif provincial. Chaque secteur d'OSSTF/FEESO aura du personnel spécifique assigné aux diverses initiatives et l'Exécutif provincial contrôlera l'efficacité globale du plan et en modifiera les éléments, au besoin. Par la recherche, la formation et le soutien, nous croyons qu'un nouveau niveau de prestation de services et l'autonomie locale peuvent être réalisés grâce aux stratégies. »



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## Companion guides available

OSSTF/FEESO, with the assistance of the Educational Services Committee, has produced a set of companion guides entitled *An Occasional Teacher's Guide* and *The Classroom and Occasional Teacher Team*. Both of these documents are available on the OSSTF/FEESO Provincial website, in the password protected myOSSTF section.

These resource guides include best practices for teachers and occasional teachers in order to support the most effective and positive learning environment for the students in the classroom.

*An Occasional Teacher's Guide* provides those who are both daily occasional teachers as well as those who have a term of occasional work with important information related to the nature of their work.

*The Classroom and Occasional Teacher Team* document contains useful suggestions for teachers on the important information occasional teachers might require. Suggestions such as having seating plans, clear lessons that identify learning goals, as well as emer-

**The Classroom and Occasional Teacher Team**

It is important to remember that occasional teachers are certified teachers and should be treated with the same respect as any other member of your staff. By the very nature of their work experience, occasional teachers can provide a great deal of insight into our educational system. It is in the interest of the classroom teacher, the occasional teacher and the students that everyone works together as an effective team.

**OSSTF/FEESO advises that classroom teachers:**

- Prepare your students, when possible, for your absence.
- Be clear with your students about your expectations in the event that an occasional teacher is brought in to cover your class.
- When possible let your teaching colleagues know when you are going to be away so that they can support the occasional teacher.

**OSSTF/FEESO suggests that classroom teachers:**

- Leave a clear seating plan on the desk and a class list.
- Leave instructions for any emergency procedures specific to your room or students.
- Leave washroom and break protocols.
- Leave information to indicate access to resource rooms, student success teachers or other supports as appropriate.
- Leave a name and room number for another teacher on staff who might provide support to the occasional teacher.
- Be clear in your expectations for the period/day. Set specific goals for the period as it helps to keep students motivated and on-task.
- Ask for summary notes from the occasional teacher.

**After you have had an occasional teacher cover your class:**


- Reflect on the summary notes from the occasional teacher.
- Follow-up with students who were disruptive for the occasional teacher.

**If you encounter an Occasional Teacher in your workplace, make them feel welcome and offer them your support.**

OSSTF/FEESO

gency procedures will help the occasional teacher ensure that the day goes well for everyone. Clear communication between both professionals is essential to providing students with a positive transition between the classroom and occasional teacher.

OSSTF/FEESO continues to develop resources to support educational workers in many of the job classes that we have within our Federation. Resources are also being

developed for our occasional or casual workers who are educational assistants and early childhood educators. 

**An Occasional Teacher's Guide**

OSSTF/FEESO





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# 2018 audit at a glance

## DISTRICT FUNDING

\$15,009,527 30.8%

District Funding Master rebates, PD (including workplace representative training and new member workshops), Union Training, Special Negotiations Assistance, Inter-district Meetings, Supplemental Time Release for Small Bargaining Units, Involving the Not Yet Engaged, Community Outreach, Special Political Action Programs, District Coalitions, District Environmental Funding, Local Climate Change Initiatives, District WSIB premiums, Human Rights Initiatives and Member Accessibility funding.

## EDUCATIONAL SERVICES

\$3,726,448 7.7%

Teacher Certification, Mediation Services, Federation Library, Member Training Modules, French Language Committee, Educational Services Committee, Status of Women Committee, Human Rights Committee, Faculty of Education Work Group, Climate Change Curriculum, Race, Racism and White Privilege Workshop Development, Strategic Goal-setting for Collaborative Professionalism Resource Books, and a portion of staff salaries and benefits.

## PROTECTIVE SERVICES

\$10,662,502 21.9%

Collective Bargaining Committee, Health and Safety/WSIA Committee, Pension Work Groups, LTD Advisory Work Group, Organizing, Legal Costs, Grievances, and a portion of staff salaries and benefits.

## COMMUNICATIONS/POLITICAL ACTION

\$3,755,893 7.7%

Publications including Update and Education Forum, Advertising, Communications Political Action Committee, political action materials, training and lobbying, Charter for Public Education, coali-

tion memberships, Lobby Day, First Nations, Métis and Inuit Work Group, FNMI Cultural Understanding Presenter Training, Impact of Online Credit Delivery Work Group, Equity Advisory Mentorship Program, Workplace Sexual Violence, Assault and Harassment Survey, Communications Training, awards and international assistance, and a portion of staff salaries and benefits.

## PROVINCIAL MEETINGS MEMBERSHIPS

\$6,043,868 12.4%

Annual Meeting (AMPA), Summer Training Workshop, Provincial Council, Conferences, OTF, CLC, and OFL Memberships, OTF Board of Governors, National/International programs, Provincial Office functions, Benevolent Council, Judicial Council, Parliamentary and Constitution Council, Finance Committee, Financial Workshops, Active Retired Members Council, Equity Advisory Work Group, Governance Review Work Group, Emerging University Issues Work Group, Occasional Teacher Work Group, Subject Associations, Environmental Work Group, New Member Engagement Advisory Work Group, Amalgamating/Merging Bargaining Unit Work Group and a portion of staff salaries and benefits.

## PROVINCIAL EXECUTIVE

\$2,066,888 4.2%

Provincial Executive meetings, allowances for affiliations and conventions, field services and expenses, and salaries and benefits (including transportation) for the elected members of the Provincial Executive.

## OFFICE OPERATIONS

\$7,425,381 15.3%

Provincial office (realty taxes, insurance, utilities, security and repairs and maintenance), Information Services, Telecommunications, Membership Database, Professional fees, General Office Expenses, Secretariat Field Services and Expenses, Staff Training, Translation services, and a portion of staff salaries and benefits.

formation à l'intention des représentantes et représentants en milieu de travail et ateliers à l'intention des nouveaux membres), formation syndicale, aide spéciale pour les négociations, réunions interdistricts, libération additionnelle pour les petites unités de négociation, engagement de ceux qui ne le sont pas encore, sensibilisation de la communauté, programmes spéciaux d'action politique, coalitions de district, fonds environnementaux aux districts, initiatives locales sur les changements climatiques, primes de la CSPAAAT pour les districts, initiatives en matière des droits de la personne et fonds pour l'accessibilité des membres.

## SERVICES ÉDUCATIFS

3 726 448 \$ 7,7 %

Certification du personnel enseignant, services de médiation, bibliothèque de la Fédération, modules de formation à l'intention des membres, Comité des services en langue française, Comité des services éducatifs, Comité du statut de la femme, Comité des droits de la personne, Groupe de travail des facultés d'éducation, programme d'étude sur les changements climatiques, atelier de perfectionnement sur la race, le racisme et le privilège blanc, cahiers pédagogiques sur l'établissement d'objectifs stratégiques pour la collaboration professionnelle et une partie du salaire et des avantages sociaux du personnel.

## SERVICES DE PROTECTION

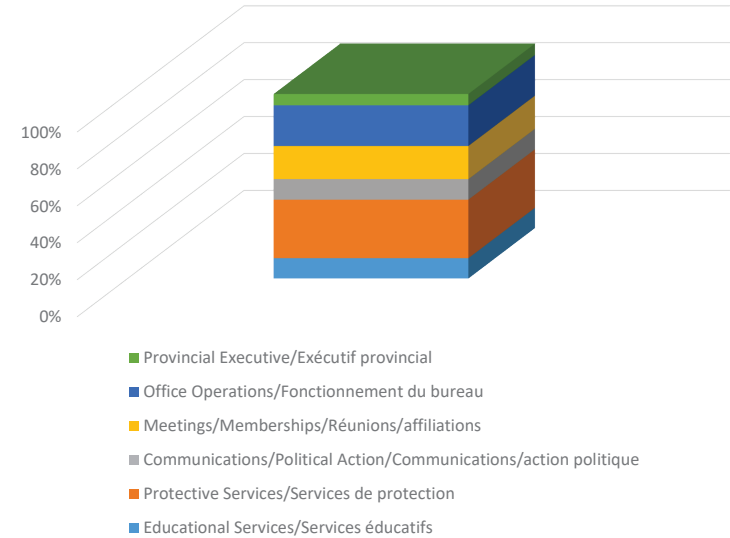
10 662 502 \$ 21,9 %

Comité de négociation collective, Comité sur la santé et sécurité/LSPAAT, groupes de travail sur les pensions, Groupe de travail consultatif sur l'ILD, recrutement, frais juridiques, griefs et une partie du salaire et des avantages sociaux du personnel.

## COMMUNICATIONS/ ACTION POLITIQUE

3 755 893 \$ 7,7 %

Publications, y compris *Update* et *Education Forum*, annonces publicitaires, Comité des communications/action politique, documentation d'action politique, formation et lobbying, Charte pour l'éducation publique, adhésion à des coalitions, Journée de lobbying, Groupe de travail des Premières Nations, Métis et Inuits, formation d'animateurs sur la compréhension culturelle des PNMI, Groupe de travail sur l'incidence de la prestation en ligne de cours à crédit, Programme de mentorat consultatif en matière d'égalité, violence sexuelle en milieu de travail, sondage sur les agressions et le harcèlement, formation en communication, prix et aide internationale et une partie du salaire et des avantages sociaux du personnel.



# Coup d'œil sur la vérification de 2018

## FINANCEMENT DES DISTRICTS

15 009 527 \$ 30,8 %

Remboursement de base aux districts, PP (y compris

SUITE À LA PAGE 13...VÉRIFICATION





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# PARKER ROBINSON

for OTF Table Officer / pour représentant au Bureau de la FEO

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- Communicating clearly and openly with members
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- Helping to prepare OTF and OSSTF/FEESO for our future

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### SUITE DE LA PAGE 11...VÉRIFICATION

#### RÉUNIONS PROVINCIALES DES MEMBRES

6 043 868 \$ 12,4 %

Réunion annuelle (RAAP), ateliers de formation d'été, Conseil provincial, conférences, adhésions à la FEO, au CTC et à la FTO, conseil des gouverneurs de la FEO, programmes nationaux/internationaux, rencontres au Bureau provincial, Conseil d'entraide, Conseil judiciaire, Conseil parlementaire et constitutionnel, Comité des finances, ateliers financiers, Conseil des membres retraités actifs, Groupe de travail consultatif en matière d'égalité, Groupe de travail sur l'examen de la gouvernance, Groupe de travail sur les

questions émergentes liées aux universités, Groupe de travail du personnel enseignant suppléant, associations par matière, Groupe de travail sur l'environnement, Groupe de travail consultatif sur l'engagement des nouveaux membres, Groupe de travail sur la fusion/le regroupement d'unité de négociation et une partie du salaire et des avantages sociaux du personnel.

#### EXÉCUTIF PROVINCIAL

2 066 888 \$ 4,2 %

Réunions de l'Exécutif provincial, allocations pour adhésions et congrès, services aux membres, dépenses, salaires et avantages sociaux (y

compris les déplacements) des membres élus de l'Exécutif provincial.

#### FONCTIONNEMENT DU BUREAU

7 425 381 \$ 15,3 %

Bureau provincial (taxes foncières, assurance, services publics, sécurité, réparations et entretien), services d'information, télécommunications, base de données des membres, honoraires professionnels, dépenses générales de bureau, services aux membres et dépenses des membres du Secrétariat, formation du personnel, services de traduction et une partie du salaire et des avantages sociaux du personnel. 🐦

# Two issues to watch: class size and FDK

There is little question that the future is concerning for many public sector services. The Ford government is focused on finding “efficiencies,” and with each passing week, it seems, another public sector group becomes a target for funding cuts. Most recently, universities and colleges faced the announcement that post-secondary institutions themselves would have to offset the funding loss precipitated by a 10 per cent reduction in student tuition fees. (See editorial *Sleight of hand*, *Update* Vol. 46, No. 4 [osstfupdate.ca/2019/01/29/sleight-of-hand](http://osstfupdate.ca/2019/01/29/sleight-of-hand).)


On January 23, Education Minister Lisa Thompson announced that her government was considering the removal of class size caps in early primary grades. The Ministry released a “Class Size Engagement Guide”, which notes that “implementing hard caps on class sizes...is expensive and difficult for school Boards to manage.” For frontline education workers, who actually have to manage the learning environment in the classroom, any consideration of increased class size sends a chill.

What could increases in class size mean to frontline education workers and students?

For teachers, educational assistants and early childhood educators, increased class sizes would mean direct job losses for some and a dramatically increased workload for the rest. It would mean classes with more students, greater overcrowding in classrooms that are already full, and fewer adults helping students learn. It would significantly erode the amount of personal attention educators are able to dedicate to high-needs learners. For educators, students and parents alike, larger class sizes are a losing proposition.

Just as disconcerting is the lack of clarity on the part the government with regard to the future of Ontario’s full-day Kindergarten (FDK) program. Initially neither the Minister of Education nor the

Premier himself would commit to the continuation of the program beyond the 2019–20 school year. Since those initial statements, the government has clarified that full day learning will continue in some form, but there’s no commitment that the current model, with an early learning classroom team comprising a certified teacher and a registered Early Childhood Educator (ECE), will remain in place. All available evidence tells us that the current FDK program has provided significant benefits to early learners. Research has shown that FDK students are better prepared for Grade 1 and better positioned for success in subsequent years. Students enrolled in FDK are also likely to be more socially adept and are at less risk of encountering problems with language and communications skills.

In spite of the compelling evidence; however, the government seems poised to focus only on the cost of the program rather than on the enormous value FDK has provided to young learners. As with any move to increase primary class sizes, the Ford government should steer clear of changes that would undermine the current full-day Kindergarten model. 

## Pre-budget submission

As part of the Ontario Legislature’s pre-budget consultation process, the Finance and Economic Affairs Committee held hearings across the province seeking input into this spring’s upcoming budget. The committee, comprised of a majority of government PC MPPs and a minority of the official opposition NDP MPPs, heard from OSSTF/FEESO at its Kitchener-Waterloo stop. With neither the Liberal Party nor Green Party recognized as an official party in the Legislature, neither is represented on the committee.

OSSTF/FEESO’s submission called on the government to:


1. Fully implement the recommendations of the Rozanski Report.

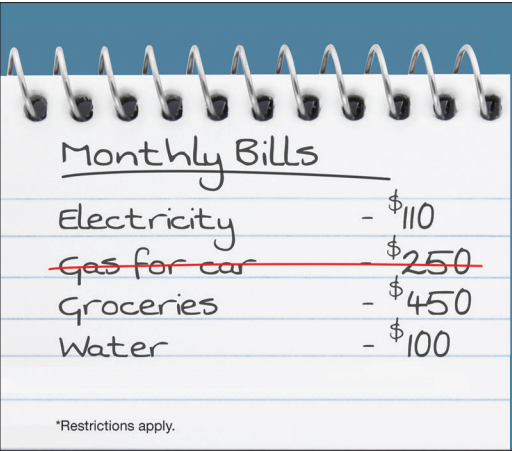
2. Immediately review and redesign the funding model that meets the needs of students and education workers to ensure that Ontario remains one of the top jurisdictions in the world for education.
3. Rework the Student Foundation Grant to ensure that:
  - a. Each school is funded for a minimum complement of custodians, teacher-librarians, guidance teachers, teachers and education support staff,
  - b. Community schools become community hubs and are not closed.
4. Reintroduce a Local Priorities Amount as a percentage of Pupil Foundation Grant funding to allow school boards to address local needs.
5. Ensure the funding to school boards from all sources for non-credit continuing education is sufficient to provide teachers the adequate tools and time to deliver a successful program.
6. Increase funding to the Continuing Education and Other Programs Grant through a revised ADE amount to provide parity for adult day school teachers and regular day school teachers.
7. Abandon the DSENA funding model in favour of a funding model that reflects the individual requirements of high needs students to ensure better student outcomes and a safe school environment.
8. Adjust the Teacher Qualifications and Experience Grant so that school boards are appropriately funded to meet salary obligations.

In the post-secondary sector, OSSTF/FEESO called on the government to:

1. Create and fund a mechanism that recognizes non-academic staff form an integral part of the university so that universities can employ and pay for appropriate staff;
2. Reduce the reliance on tuition fees for post-secondary education by providing appropriate funding, thus allowing all Ontarians to attend a college or university, regardless of economic status;
3. Compel universities to report publicly to the provincial government their allocations from public and private funds to appropriate expenditures and promote transparency;
4. Consult with stakeholders on a yearly basis regarding funding issues and changes to funding.


OSSTF/FEESO’s full presentation is available at [www.osstf.on.ca/submission-jan-2019](http://www.osstf.on.ca/submission-jan-2019).

Premier Doug Ford’s PC government is expected to release its budget sometime in late March or April. 



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# Rallies for 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.

In many locations, OSSTF/FEESO members were joined by members of our education affiliates and other unions to reinforce the message that any cuts to frontline staffing in Ontario's schools or universities will have a palpable negative impact for students.

The rallies also come on the heels of Ministry of Education announcements that call into question the government's commitment to appropriate class sizes and to the continuation of the province's full day Kindergarten program in its current. Earlier the Ministry of Training, Colleges and Universities announced changes to student tuition rates and to the OSAP program that will result in the removal of tens of millions of dollars in funding for universities where support staff is represented by OSSTF/FEESO. Those announcements were certainly on the minds of OSSTF/FEESO members and others attending the rallies.

The date for the provincial budget has not yet been announced, but it is expected to be presented at Queen's Park sometime between late March and late April.



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