

MARCH 8, 2018



International Women's Day
Teaching Resources

teachstarter International Women's Day



For 2018, the theme for International Women's Day is "Press For Progress". For more info and to access Teaching Resources visit: www.internationalwomensday.com (IWD, 2018)

President's Message

During the week of February 5, legal representatives from OSSTF and OPSBA (Ontario Public School Boards Association) met to discuss the application of sections of Bill 148 within the teaching profession. Both sides agreed that the majority of changes within Bill 148 did not apply to teachers as "better provisions" already existed in the current Collective Agreements. This specifically refers to the access of 10 emergency days. Although D16 members do not have access to personal days, the 5 bucket days, 11 short term sick leave days and 120 long term sick days which members have access to are considered to be a superior "package" than 10 emergency days. As the medical note provision was also tied to the 10 emergency sick days, Boards will continue to be able to ask for medical notes as per Collective Agreements.

Certain leaves in the Bill will apply, such as the increase of maternity leave from 12 months to 18 months (only members who are to begin their mat leave after January 1, 2018 are eligible). Members will also be able to access parental leave following the expiration of the mat leave provided



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Signal is a publication of **District 16 OSSTF**
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2012 Provincial Amie Award Winner for Best Newsletter

that the combination of mat leave and parental leave does not exceed 24 months.

The Annual Meeting of the Provincial Assembly (AMPA) occurs the first weekend of the March Break and this year D16 will be sending a contingent of representatives from our teachers, occasional teachers, PSSP and York Catholic PSSP members. AMPA is a time for OSSTF representatives to come together and debate motions concerning the operation, budget, by-laws, constitution and policies of OSSTF. I would like to extend a big Thank You to those members who have volunteered to come to AMPA and hope all members have a safe and rejuvenating March Break.



International Women’s Day March 8, 2018 - “Press For Progress”

Gloria Steinem, world-renowned feminist, journalist and activist once explained “the story of women’s struggle for equality belongs to no single feminist nor to any one organization but to the collective efforts of all who care about human rights.” (IWD, 2018).

This year, March 8th is International Women’s Day and the World Economic Forum report has illustrated that gender parity is over 200 years away – with this in mind it is even more important to strive every day in all aspects of life to #PressforProgress. In our everyday life let us advocate for workplaces free from sexual harassment, sexist behaviour and demeaning comments/ jokes directed at women. Most importantly, let us continue to actively press our Provincial and Federal governments to make legislative changes to implement gender parity. Over the past few years I have participated in many events and women’s marches and I am always struck by the signs that older women are carrying that express disbelief that gender equity is still an issue in 2018 and our need to continue to #PressforProgressNow.

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 2018 into your courses.

Vanessa Stoby- OSSTF D16 Status of Women Committee Chair 





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 be sure to contact them to send you a copy (1-866-783-6847). This amount/coverage was on your employer T4 in previous years.

2018-2019 TENTATIVE SCHOOL YEAR CALENDAR

The 2018-2019 tentative school year calendar has been 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 2018

OCT COUNCIL VOTE



Members can vote electronically to elect members to the eighth Council from March 5- April 9.

The election will be conducted entirely online via the OCT Members' Area. You can vote there or via the College's smartphone election app.

It's simple: Log in to your Members' Area account and follow the instructions. If you have not opened an account, you can do so now. Results will be posted to the College website on April 11.

To learn more about the candidates please go to the following link: www.oct.ca/about-the-college/council-election-2018

STAFFING TIMELINES IN MARCH

March 19: 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 pm Wed, March 21 to email their expression of interest. School and Student Services Principals arrange conversations and make determinations by 4 pm April 13.

March 19: POR List # 5 Posted. Closes 4 pm on March 22.

March 29: Staffing Rollout Meeting where BP's and Administrators are provided with school staffing

www.d16.osstf.ca

RESEARCH ED CONFERENCE



The second ever researchED Conference in Canada is sponsored by OSSTF and will take place on April 13 from 6-9 pm at the Westin Hotel Toronto Airport Hotel & April 14 from 9:30-4:30 at Mississauga Secondary School.

ResearchED is a grassroots movement from the UK that encourages teachers and education workers to share data, studies and informed practices.

If members would like to have their \$65 registration covered by D16 OSSTF they can visit the Conference Funding Website for D16 and follow the instructions to have their registration reimbursed after the conference. This funding is available to members who have not used their conference funding allocation yet this school year. Be sure to register soon as this event will sell out fast!

www.d16.osstf.ca/committees/educational-services/conference-funding.aspx



SPOT IT

What is the theme for this year's International Women's Day?

Be the first to email d16.office@osstfd16.on.ca (Subject: Spot It) with the correct answer and win a Stainless Steel Water Bottle.

Maternity & Parental Leave Workshop

Topics Covered

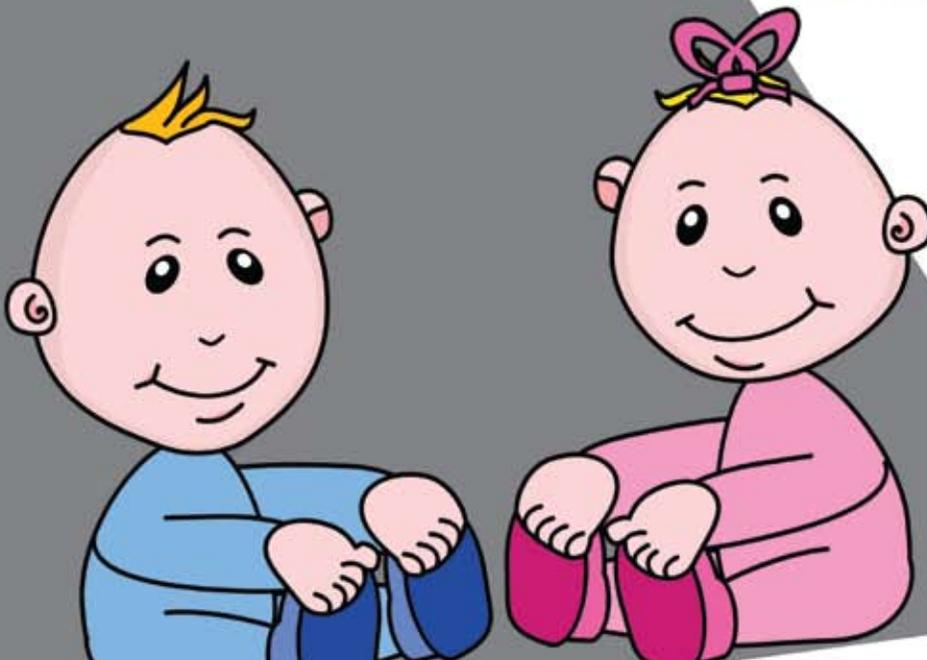
1. *Types of Leaves*
2. *How to Apply for Leaves*
3. *Employment Insurance*
4. *SEB Plan*
5. *Benefits Coverage*
6. *Pension Contributions*
7. *Return to Work*

District 16 Office

110 Pony Drive Unit 6, Newmarket
Wednesday, April 11, 2018
4:15 PM

Please RSVP to Daniela
by April 6, 2018
d16.office@osstfd16.on.ca

**DINNER
PROVIDED!**



IWD: A Time to Reflect and Plan Next Steps

International Women's Day is an annual time for women to reflect on the advances we have made towards gender parity and the concrete next steps we can take to support one another. Many of the improvements we have made have been as a result of women working together to break barriers and make room for our voices in spaces that have been predominantly occupied by men.

5 ways we can work together to go further:

1. Amplify the voices of other women in the room- this is a strategy that comes from women in the Obama administration. When a woman makes a point in a meeting, other women can repeat the point crediting the original speaker. This acknowledges the contribution of the original speaker and ensures that no one else can take credit for the idea.
2. Insist that women get to make their own choices- when in meetings that include the brainstorming of other members who would potentially like to join make sure that family status is not used as a reason to exclude. Women with children are often overlooked because it is assumed that their family status makes them too busy to take on new opportunities.
3. Advocate for work to be done during the work day- if a project is important then it should be worked on during the work day.
4. Mentor one another- as you take on new roles in your career seek out newer members to mentor. This can be as simple as inviting someone to shadow you on a project or even identifying new opportunities that might be of interest to another woman at your worksite and encouraging her to apply.
5. Check in- recent data from Statistics Canada indicates that women spend 50% more time doing unpaid work than men. Our life commitments don't mean we have less career ambitions, we just need good support systems. Take a few minutes every week to chat with a colleague to see how she is doing. When we support one another, we gain the strength to collectively move forward.

In Solidarity,

Muna Kadri 



OSSTF Equity Mentorship Program

OSSTF/FEESO is excited to introduce their new Equity Mentorship Program. This important program is designed to reduce barriers to leadership positions within the federation for members of equity seeking groups.

The OSSTF Equity Mentorship Program is intended for active members of OSSTF that belong to equity seeking groups who are interested in leadership mentorship and wish to further develop their leadership opportunities in Federation within the next few years.

Application Process

A complete application must:

- include a fully completed Equity Mentorship Program—Application Form
- include two Equity Mentorship Program—Personal Reference Forms
- be sent to Wayne Milliner, OSSTF/FEESO Equity Officer
- arrive no later than midnight April 30, 2018

For more information, please contact the Equity Officer Wayne Milliner (wayne.milliner@osstf.ca) at the OSSTF Provincial Office. 

FOLLOW US



@D16OSSTF

'March for Our Lives'



Students of Marjory Stoneman Douglas High School in Parkland, Florida returned to their classrooms on February 28 after the horrific mass shooting that took place at their school on February 14.

OSSTF/FEESO strongly supports the movement that has arisen since the shooting, led by those very students, advocating a sane approach to gun control, and a legislative regime that places the lives and the safety of students above the perceived rights of gun owners.

On March 24, March for Our Lives will converge on Washington DC. The March aims to bring together youth and allied adults to demand that the lives of students become a priority and that governments work to end gun violence and mass shootings, especially in schools.

OSSTF/FEESO members who wish to support March for Our Lives can find more information, leave messages of support, or make donations through:

www.marchforourlives.com



March 2018

Two-Part Workshop Series Opportunity with Indigenous Elder from the Dodem Kanonsha



On behalf of the D16 Human Rights Committee, the D16 Educational Services Committee, and the D16 Status of Women Committee, we are pleased to inform you about an upcoming two-part workshop series with an Indigenous knowledge keeper from the Dodem Kanonsha scheduled for Saturday, April 28th (from 10:00 a.m.-3:00 p.m.) and Saturday, May 12th (same time and place) for a maximum of 30 participants at the D16 office located at 110 Pony Drive.

More specifically, using an interactive, experiential learning model, participants will engage in activities (led by Elder Maria) that includes:

- Smudging
- Knowledge acquisition (including historical information and understanding of Indigeneity)
- Breathing techniques
- Strategies that foster self-care

If you are interested in attending and CAN COMMIT TO GOING TO BOTH SESSIONS (which builds upon each other), please send an email to Nicole Baxter-Lyn at lynnict@hotmail.com as soon as possible since spots will only be reserved for the FIRST 30 PEOPLE based on a first come first served basis! NOTE: lunch will be provided for both sessions.

In unity,

Nicole Baxter-Lyn

OSSTF D16 Human Rights Committee, Chair 

Get that sweet feeling back again!
Insurance renewing In 60 days?
Get a car or home quote!
As a bonus, receive a gift card of your choice!*

 Exclusive to Ontario educators
*Restrictions apply.

www.d16.osstf.ca

Supply Times

Greetings to all Occasional Teachers, I can hardly believe that we are already into the second semester of the school year. It has been an extremely busy year for occasional teachers and I anticipate that the rest of the school year will continue to be just as busy. Therefore, I would like to thank you all for your dedication to occasional work.

As a kind reminder, the Board will be holding a spring interview for those wishing to apply for the LTO list and the Board will email you if you meet the minimal requirement to apply for the list. Please also keep an eye out for postings on the Apply To Education (ATE) website.

As your OT Branch President, I will once again be attending the Annual Meeting of the Provincial Assembly (AMPA) during the March Break. I look forward to hearing about and voting on all the motions that particularly affect occasional teachers.

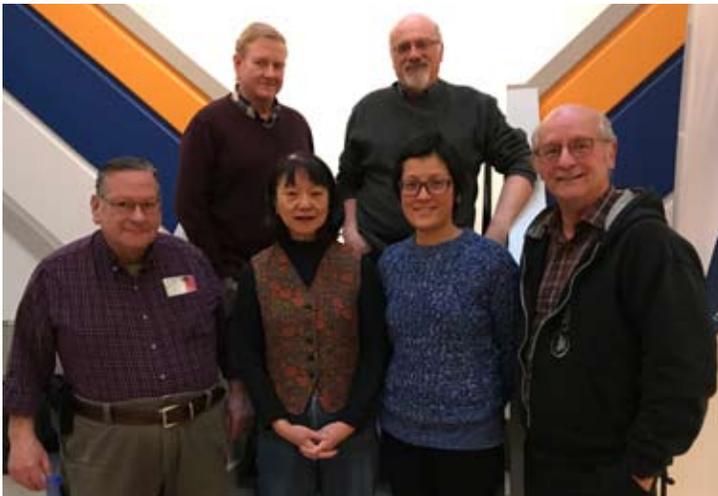
The OT Branch Executive already met twice this year to discuss all the issues related to your occasional work. Your OT Branch Executive has been encouraged to wear their OT Branch Executive ID tags in the schools they are supplying at during non-instructional time. This will make it easier for you to communicate any feedback or concerns to them and they will then forward it on to the rest of the OT Branch Executive.

This year, the topic of misconduct has dominated the OCT forum and policies. Many misunderstandings in the workplace can be avoided and therefore we ask all OTs to please always exercise professional judgment and use discretion when dealing with staff and students in the school.

Finally, it is an honour to continue serving the OT Branch in our district. Thank you all for being so supportive and making it a great experience for me. I wish everyone a very happy March Break, full of fun and relaxation!

In solidarity,

Diane Truong
OT Branch
President



Board Message Regarding Edsby

Edsby is an intuitive cloud-based platform for K-12 that links a simple classroom design with powerful communication tools. *Edsby* provides a secure student, teacher, and parent engagement platform that will bring consistency in our communication practices across Elementary and Secondary panels.

Many schools in both our Secondary and Elementary panels are leveraging the *Edsby* Parent-Teacher interview-booking (PTI) module and this has proved an excellent opportunity for teachers to familiarize themselves with the *Edsby* platform.

The *Edsby* project team is working closely with *Edsby* to complete the development of the On-call and Credit Recovery modules before we proceed with secondary school pilots for *Edsby* attendance and grade reporting. The team hopes to be ready for pilots in a few Secondary schools for September 2018. These pilots will help inform the formal implementation plan & schedule for all secondary schools for the 2019-2020 school year. The project team will continue to provide information and updates to our Secondary Schools about the *Edsby* implementation.

Additional resources are available at: <https://bww.yrdsb.ca/services/cis/ModernLearning/edsby/Pages/default.aspx>



DATES TO REMEMBER

OCT Council Online Voting

March 5- April 9, 2018

International Women's Day

March 8, 2018

AMPA

March 9-12, 2018

Toronto Sheraton Centre

March Break

March 10-18, 2018

International Day for the Elimination of Racial Discrimination

March 21, 2018

March For Our Lives

March 24, 2018

Day of PINK

April 11, 2018

D16 Maternity / Parental Leave Workshop

April 11, 2018

D16 Office at 4:15 PM (RSVP)



INTERNATIONAL DAY for the ELIMINATION OF RACIAL DISCRIMINATION

MARCH 21, 2018



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.



District 16 OSSTF Executive 2017-2018

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1st Vice President

Muna Kadri, District 16 Office

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Educational Services Chair

Michelle Best, Vaughan S.S.

Status of Women Chair

Vanessa Stoby, Middlefield C.I.

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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