

THE OTBU NEWS



THE OFFICIAL NEWSLETTER OF THE OCCASIONAL TEACHERS BARGAINING UNIT DECEMBER, 2008
OSSTF DISTRICT 12 VOLUME 6, ISSUE 4

President's Report David Hopkins

Provincial Bargaining Talks Conclude

The swirling world of teacher bargaining has begun to develop a little more clarity with the approval by Bargaining Unit Presidents (87%) of a new framework agreement worked out between OSSTF provincial bargainers, representatives of the Ministry of Education and the Ontario Public School Boards Association.

The agreement provides for a 3% salary increase in each year of a four-year Collective Agreement(2008-2012). This works out to about 12.55 % as an end rate by 2012.

In return for the 3% per year salary increase, the Federation and OPSBA have agreed that there will be no job actions or lockouts.

As mentioned above, this is essentially a funding framework and it will be up to each local bargaining unit to "frame" a local agreement within the terms of the PDT (Provincial Discussion Table) Agreement by a new deadline of January 30, 2009. It is now up to our local bargaining team, led by Dale Leckie (Provincial Secretariat)and Vincent Zambrano (OTBU Chief Negotiator) to do this.

Financial Changes

All members need to be aware that if they are contributing members of the Ontario Teachers' Pension Plan (OTPP), that their pension deductions will rise a further 0.8% in January. This was part of an earlier agreement among the pension Plan partners to help close the gap between future liabilities and assets in the Plan.

Also, all teachers in the province will see a rise in their College of Teachers fee in February from the current \$104 to \$120. I have written to Brian McGowan, the College's Registrar urging, on your behalf, that the College consider a differentiated fee structure which would permit Occasional Teachers, who obviously work less than contract teachers, to pay a fee more commensurate with the actual wages an Occasional Teacher earns. This is done in other professions to accommodate members who are less well off than the majority of other members. We await a response from the College.

Kudos

Finally, a personal thank you to: members of the Executive Team who have all been working hard on your behalf.

Linda Bartram our 1st Vice President who is learning quickly the ins and outs of grievances and of representing members, while at the same time continuing her work on the District Status of Women Committee.

Vince Zambrano, our 2nd Vice President, who has taken on a very steep learning curve in working as our Chief Negotiator. In addition, Vince has, with the assistance of Art Turner, aided by the previous work of Bill Pryde, taken on the task of making our list of members more accurate and up to date.

Linda Enright, our Secretary, who continues her great work, organizing our records and keeping the minutes of Executive and General Meetings while also contributing to the Health and Safety work done within the District .

Art Turner, our Treasurer who came on board to help us out, and who has continued the good work done by former Treasurer Rudy Winter to keep the Bargaining Unit finances in good order. Art also plays a significant part in the layout and production of our newsletter.

Liz Barkley, our "senior" advisor, produced in October, one of our best newsletters as editor, while battling illness. Fortunately she is on the mend and we look forward to better and better issues in the future.

Coleridge M. Browne our jack-of-all trades member who happily and willingly takes on whatever tasks needs doing with a quiet sense of efficiency and good humour. The kind of member that every group needs to have to be successful.

Jennifer Mills, our past-pres and Executive Officer whose work with the Internationally-trained teachers in our membership has been truly gratifying. She and her side-kick Tasneem Khan have done wonders coaching, cajoling and prodding their group, many of whom now have LTO assignments or full-time contracts.

Bill Pryde our Exec Officer who continues his many years of service to OSSTF members through his work as Health and Safety Officer. Bill has been working to identify the many hazardous plants and factories near TDSB schools, and to push the Board to put plans in place to deal with the possibilities of events such as the Sunrise Propane explosion.

You the membership who continue to do such admirable and necessary work in the high schools of Toronto.

May everyone have a safe and happy holiday season.

Propane Sites Bill Pryde

After last summer's huge propane explosion and fire at Sunrise Propane near Keele and Wilson there was extensive damage to structures in the area surrounding the propane facility, as well as some asbestos debris spread about. Among the structures damaged was Downsview Secondary School which is about 0.5 kilometers west of Sunrise Propane. The TDSB did an excellent job in repairing the school for opening in September and in informing those who work at Downsview SS of the circumstances. The Technical Standards & Safety Authority (TSSA) is the provincial body that oversees propane facilities in Ontario. TSSA has identified the other propane sites in Ontario that are similar to Sunrise Propane and four of them are nearby some TDSB secondary schools. These sites are:

3993 Keele	about 1.6 km from C. W. Jeffereys C. I.,
141 Toryork	about 1.5 km from Emery C. I.,
2044 Kipling	about 1.5 km from Thistletown C. I., and
1345 Martingrove	about 1.6 km from West Humber C. I.

STATUS OF WOMEN "COOK FOR THE CURE" A GREAT SUCCESS

By Linda Bartram, V.P.- OTBU Liaison to the D 12 Status of Women Committee

On December 4th the District 12 OSSTF Status of Women Committee held a "Cook for the Cure" event to raise money for breast cancer research. The event was truly a District 12 event, with members of the OTBU, PSSP, and the STBU attending. There were lots of raffle prizes, including a PINK Kitchen Aid food processor donated by Kitchen Aid. The food was prepared by Status of Women Committee members and it was fabulous!! To date, the event has raised over \$2700.

The D 12 Status of Women Committee is the largest of all the district committees and I would urge interested OTBU members to get involved. The meeting schedule is posted on our website. The next big event is the Status of Women Awards dinner which takes place on May 7, 2009. Any member of the D12 bargaining units can nominate members for awards. More information will be available in the next OTBU newsletter.



COALITION RALLY LIKE A FLASHBACK TO EARLIER TIMES

Linda Bartram

On December 5th, 2008, with encouragement from our provincial and local OSSTF executives, we converged on Nathan Phillips Square to rally in support of a coalition government to replace Harper's minority government (which includes some odious holdovers from Mike Harris days). Standing shoulder to shoulder with many of the same people who fought the Harris/Eaves Tories at Queens Park in the 90's, somehow felt right. The banners and signs waved, speeches were made, songs were sung and there was a sense of hope that something good was possible. Mary Walsh MC'd the event. It was a cold, windy day and she told us it was cold enough here in Canada without having the likes of an ice cube like Harper around. Just so Mary Walsh!!

In the aftermath of the American election, Canadian politics have finally sparked our interest. We shall see...we shall see. Yes we can!

Three Reports Point the Way Forward to Improve School Safety Liz Barkley

The TDSB is pleased with the strides we are making in the area of **school safety**. There have been three major reports. **The first report** was headed by Julian Falconer which followed the shooting death of Jordan Manners at C.W. Jeffries. The report contains 126 recommendations. The TDSB indicates many "have been addressed". The TDSB states that twenty-Six recommendations have been dealt with in existing programmes or policies such as including the implementation of equity training for staff and teachers, additional staff for schools at risk, and development of a plan that graduation rates would improve for underachieving groups.

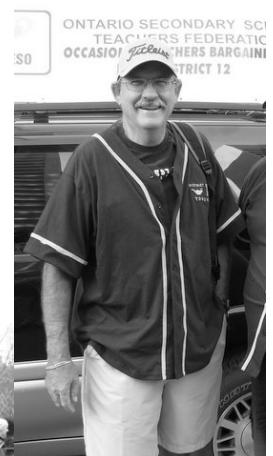
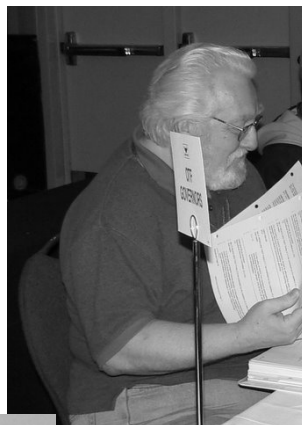
The second report, *The McMurtry/Curling Report (the Roots of Youth Violence)*, contains 30 recommendations. A major recommendation is **to establish a Cabinet Committee on social inclusion and anti-racism** that would draw together and centralize what is to be implemented. They are now the responsibility of over a dozen different ministries. The report points to racism, lack of education opportunity, poverty, community design, education, the justice system, and lack of economic opportunity as major factors which breed youth violence.

Three recommendations were stressed. The first one is **Children and Youth's mental health problems**. It is estimate the cost would be approximately \$200 million. The money must be found. The province has a health budget of \$400 million dollars and a youth incarceration budget of \$163 million. Mental illness is a pressing problem which must be dealt with. The second priority stressed is **Anti-Racism**. A methodology must be developed for collection of race-based data. The third priority is to **build community hubs**. These hubs would serve many needs one such as centres which would be places to play and gather. This is particularly true in disadvantaged neighbourhoods.

The third report is from the **Provincial Government's Safe School Action Team (SAAT)**. The report has 78 proposals which contain legislation that will be brought forward for consideration in early 2009. The legislation, if passed, would make it mandatory to report to the principal all serious incidents such as assault and sexual abuse. That is not the case presently. As well, the report states schools should stress an understanding of such things as **gender based violence, homophobia, sexual harassment, and unacceptable sexual behaviour**. This should start as early as grade six. Another interesting recommendation was that there should be separate marks for health and physical education. Curriculum could and should change.

The Reports were very thorough. If the recommendations were implemented our schools, our communities would truly benefit.

Members at Various Meetings



Internationally-Trained Teachers Workshop

Jennifer Mills

Friday, January 16th, 2009 4:00 - 6:00 p.m.

CALC (City Adult Learning Centre) - main office meeting room
The school is on the south-west corner of Broadview and Danforth/ Bloor,

If you are coming by TTC get off at Broadview and look for the school. There is parking as well in the front of the school.

If you are an internationally-trained teacher you may be interested in our workshops. New members appear at almost every meeting - so you are most welcome and will fit in easily. Some come wanting to prepare themselves properly for getting on The TDSB Eligible to Hire List.

Others have concerns around classroom management strategies, The College of Teachers, etc.
Whatever the concerns we endeavour to help you get the answers you need.

Mrs. Tasneem Khan provides much of the information at these meetings. She is a highly successful and popular TDSB secondary principal. Mrs. Khan was herself internationally educated and so is in a perfect position to see where the problems may be between your training and understandings and the realities of teaching in Ontario and the TDSB.

Over the past four years we have had over 60 people attend. Many have moved on into contract teaching. Others have got what they needed and moved on.

One of our members writes:

he workshop for Internationally Trained Teachers is an ongoing program that serves to assist teachers, who have international experience, enter the teaching fraternity.

These workshops guide and prepare you for interviews, they lend support , it also allows teachers to discuss and problem solve any situation that may arise in seeking employment.

I personally have gained tremendous knowledge from these workshops and have successfully gained employment, however I continue to attend these seminars since they serve as a support system for teachers.

Camille R.

Do consider attending our workshop!



Safety in the Schools – Lockdowns

Vincent Zambrano

All Occasional Teachers should ensure that when they walk into a TDSB school/site they acquire as much information as possible on the school's procedures. Some schools will provide a file folder to each OT which, along with the timetable and lessons for the day, also might include information about the school, a map of the school and the operational procedures for eventualities that might happen at the school.

One of the most important procedures that all OTs should know about is the school's lockdown procedure. The Toronto District School Board has an Operational Procedure PR.695 SCH Called SCHOOL LOCKDOWN. The following is a **very brief extract** from that procedure and more information can be obtained by going to the board website or by asking the school administration for the specific school lockdown procedure.

The Board document, in general, establishes a procedure for emergency situations when a school/site cannot be safely evacuated. The procedure includes specific plans to keep students, staff and others safe in the event of a serious accident, violent incident or act of terrorism.

*A **Full Lockdown -- Internal (FLD-I)** is used in a serious emergency situation where the danger is in the school. An **FLD-I** requires that all students be kept in classrooms or other designated locations that are away from the danger. A lockdown minimizes access and visibility and shelters students, teachers, staff and visitors in secure locations. Staff members within the school/site, including caretaking, teachers, administrative team and other support staff, are responsible for students and ensuring that no one leaves the safe area. School personnel (as designated by the Principal / Site Supervisor and working in conjunction with the Head Caretaker or designate) will also secure building entrances, ensuring that no authorized individuals, such as students and staff, leave the building. One access door should remain unlocked for easy access of emergency personnel ONLY. During an Internal Lockdown (**FLD-I**) lights are turned off in the classroom, /blinds are closed and all interior windows/glass panes must be covered.*

***Full Lockdown – External (FLD-E)** is used in a serious emergency situation where the danger exists immediately outside the school. An **FLD-E** requires that all students be kept in classrooms or other designated locations that are away from the danger. A lockdown minimizes access and visibility and shelters students, teachers, staff and visitors in secure locations. Staff members within the school/site (includes caretaking, teachers, administrative team and other support staff) are responsible for students and ensuring that no one leaves the safe area. School personnel (as designated by the Principal/Site Supervisor and working in conjunction with the Head Caretaker or designate) will also secure building entrances, ensuring that no authorized individuals, such as students and staff, leave the building, and where possible ensure that no unauthorized individuals enter the building. During an External Lockdown (**FLD-E**), lights are shut off in the classroom and curtains are closed to prevent visibility from outside.*

***Partial Lockdown (PLD)** A Partial Lockdown ensures the safety of students when a serious incident occurs in the community (e.g. school is made aware of potentially dangerous police action near a school). This event poses no immediate danger to students or staff unless they were to leave the building. In a **PLD** situation, the school doors would be closed, lights are shut off in the classroom and curtains are closed to prevent visibility from outside. Students and staff would continue their school day in normal fashion. A **PLD** is similar to an **Environmental Lockdown** or a **Shelter-In-Place** procedure for environmental hazards.*

While recognizing that each school and each potential crisis will vary, below is a suggested set of procedures for school use, which conform to current emergency procedures within the Board. Each school will adopt these procedures in light of their school's unique structure and/or needs.

***All schools will hold two (2) lockdown practices in each school year.** All schools will develop school specific lockdown procedures as part of their Safe Schools planning process. Such procedures will take into account site specific special needs, such as mechanisms to communicate messages to those who may not adequately hear verbal communications and those who may not be readily mobile without assistance.*

Specific "safe sites" within a school/site are to be taken into consideration for those with special needs. Such practices will be in addition to any fire drills or other related types of school evacuation procedures. The lockdown practice session will be logged, as a permanent record. The log can be accessed via the Principals' Intranet site.

A brief plan outlining the procedures to be followed in a lockdown should be printed and posted in each classroom. All visitors and occasional staff to the school/site are to be made aware of the contents and location of such plans.

The plan for each classroom should ideally be written in a checklist format. Students must be informed that in the event of a lockdown, all students must report to the nearest classroom if they are not able to safely and quickly reach their own classroom. In an emergency situation all students, staff and visitors work under the direction of the school principal or designate.

The safety of our students and staff is the highest priority of the TDSB and schools must be prepared. During a serious emergency, schools will be in constant communication with emergency personnel at the scene. From that point, school and emergency officials determine the duration of a lockdown. Schools will follow the general "School Lockdown Procedure" described in this document **while making adjustments for individual school circumstances**. Parents are not permitted access to the building and to their children during a lockdown situation.

Office Responsibilities

- (a) All staff is to be notified as follows: "Attention All Teachers and Staff! THIS IS A (Name of School) EMERGENCY. THE SCHOOL IS NOW IN LOCKDOWN MODE" (indicate type of lockdown). I repeat...(repeat previous sentences)";
- (b) Notification, as above in (a) must take into consideration those within a site that may require alternate forms of communication
- (c) Follow normal Crisis Communications Procedures;
- (d) Always call the Police at 911 immediately – this will ensure a line of communication is established with police – **DO NOT CALL THE DIVISION**;
- (e) Contact the TDSB call center (416-395-4620);
- (f) Send a Crisis Report to Communications ASAP;
- (g) Lock all classroom door; and
- (h) Lock all exterior doors, except in the event of a full lockdown – internal, when you are advised to keep one exterior door unlocked for emergency personnel access .

Staff Responsibilities

Note: schools will modify/adjust based on type of lockdown and school specific lockdown procedures

- (a) Teachers take attendance in each room and note any additional students who have entered your room;
- (b) Teachers should remain calm and reassure students that the emergency is under control;
- (c) Staff is to direct students in hallways to seek shelter in the nearest classroom;
- (d) Staff is to direct students in outdoor areas to immediately take cover. Return to the gym if it is safe to do so. If the threat is outdoors on campus grounds, all outdoor activities should be cancelled and students should remove themselves as far from the event as possible;
- (e) Keep everyone facing away from the glass and doors where possible. Stay away from open or exposed situations;
- (f) Pull shades or drapes and turn off classroom lights;
- (g) Don't release anyone, except by the direction of the principal or designate or the police;
- (h) Do not allow students or staff to use restrooms or lockers;
- (i) Turn off all electronic devices, including radios, televisions and cell phones. However, if you have vital information or need to report a medical emergency, call 9-1-1;
- (j) Everyone should lie on the floor if gunshots are heard;
- (k) Do not call the office for general information – you will be advised;
- (l) Prepare students for staying in a "lockdown" mode for an extensive period of time;
- (m) Only open the doors when an "all clear" or "release Code" is given;
- (n) Lunchroom supervisors and School Based Safety Monitors should follow these procedures in the cafeteria or lunch room space if the lockdown occurs during the lunch hour;
- (o) Support staff (including Head Caretaker or designate, support staff at all levels) will report to a previously designated location (e.g. Main Office, Library);
- (p) Main Office Staff will contact transportation to advise staff of the situation;
- (q) Main Office Staff will have a consistent message for parents who are calling the school during a lockdown;
- (r) Adult students, visitors and all others in the building are required to obey lockdown procedure instructions while on Board property; and
- (s) When asked by the Main Office Staff, all teachers are to identify students who are NOT in the building during the lockdown procedure.

Student Responsibilities

- (a) Follow the directions of school staff and emergency personnel;
- (b) Remain calm and quiet;
- (c) Proceed immediately to the nearest classroom;
- (d) Turn off all electronic devices including ringers on cell phones;
- (e) Relay any pertinent information to school staff.

School Evacuation Procedure

When emergency officials first respond to the scene of an incident where a lockdown procedure is in effect, another option they might consider is evacuation of the school (see Emergency Evacuation Procedure). If that determination is made, school administrators would either walk the students to a safer location (if possible) or emergency personnel would arrange ground transportation to a designated location well out of harm's way. Once the school board's official Emergency Response Team receives additional clarification from local emergency officials, it may assign a different level of risk to the situation. If any portion of an area is threatened by a situation, all schools within that area will operate under the same lockdown procedures unless notified differently by school board or police officials. Schools will be notified concerning their threat level and status as quickly as possible.

Lifting the Lockdown

In the event of a lockdown, once school officials receive word from emergency personnel that the danger has passed, the lockdown would be lifted. Final word on lifting the lockdown will be given by the school administration or by emergency personnel only. If students were evacuated from their local school, they would be returned to the school after receiving approval from officials. Once a lockdown of any type has been lifted, staff within a school/site is to be provided with the opportunity to hear an explanation of why a "lockdown" was initiated. This opportunity is offered and can be in the form of a brief summary of who initiated the lockdown, why the lockdown was initiated and subsequently lifted.

We all benefit when Occasional Teachers are prepared and knowledgeable about procedures are informed and prepared to help in eventualities. Hopefully this information will be of use to members in this regard.

PICTURES FROM GENERAL MEETING SOCIAL



EMPLOYMENT INSURANCE UPDATE Linda Bartram
DECEMBER 2008

Many members apply for Employment Insurance during the winter holiday layoff. We are providing the information below to help you with that process.

Whether you are reactivating an existing claim or starting a new claim, you are requested to do this **on-line**. If you do not have a computer at home, you may do this by using a computer in your local Employment Insurance Office or Public Library.

PLEASE USE THE FOLLOWING REFERENCE CODES WHEN APPLYING TO EI BETWEEN DECEMBER 8 AND JANUARY 23 :
3515012008SCHOOL - Service in English
3529012008FRENCH - Service in French

RE-ACTIVATING A CLAIM

If you started a new claim in March or the Summer, you only need to reactivate the claim .
If you did apply for Employment Insurance last year, you will only require Records of Employment for the past 52 weeks.
If you have continued to file your EI reports during the Fall, you will just continue to do so.

BEGINNING A NEW CLAIM

If you are starting a new claim, follow the instructions below.

If you did not apply for Employment Insurance last year, you will need Records of Employment (ROE) for the past 104 weeks. Check the Service Canada website for the number of insured hours required to qualify.
www.servicecanada.gc.ca

The Toronto District School Board will transfer the information on your Record of Employment directly to Service Canada **once you have requested it** .You will not need to take a copy to Service Canada. A copy of your ROE will be mailed to your home.

If you require an ROE, call your TDSB payroll officer and request your ROE individually.
You can find out who your payroll officer is by calling 416-395-9642.

It is very important to check your ROE to ensure it covers the full year or two years.

You must apply within 14 days of being laid off.

If your new claim is accepted, please remember that that there will be a two week waiting period before you will receive and employment benefits

PLEASE NOTE that when you speak with EI officers over the phone, comments you make to EI officers are written down and become part of you EI file.

.The OTBU will assist you with problems you may encounter with your unemployment insurance claim.

Have a Happy, Restful and Safe Holiday

FOR YOUR INFORMATION

Liz Barkley

Legislation has been introduced to stop unscrupulous employers from taking advantage of temporary workers.

"Temps" have had to fight to get basic employment rights. This legislation, if passed, will help to even the playing field by giving "Temps" rights in the areas of holiday and termination pay, access to contract information, and a prohibition on the practice of some employers to charge a "fee" to be hired. The bill would force employers to tell workers the hours of work, benefits, and the description of the work one would be doing. There would be holiday pay recognition that would mean an extra nine days of pay per year. This amendment to the Employment and Standards Act will go a long way to help the most vulnerable, and low-income families. The majority of "Temps" are woman and/or immigrants.

On November 26 we held **our fall General Meeting** at the Latvian Centre. The meeting was followed by a very well attended social. The major task of the meeting was to elect 8 delegates from the OTBUD-12 to be your representatives at the Annual Meeting of the Provincial Assembly (AMPA). This is a very important meeting as it will determine after discussion, debate, and votes, what our Programmes and Priorities will be in the coming year. Approximately 20 members ran for 8 positions. The following were elected and they are listed in random order.

Coleridge Browne	Art Turner
David Hopkins	Linda Bartram
Jennifer Mills	Liz Barkley
Vince Zambrano	David Owen

We heard excellent reports from our President, David Hopkins, our Chief Negotiator, Vince Zambrano, and our Treasurer, Art Turner. The reports were followed by questions and answers.

Questions were well responded to and on -time motions were dealt with until adjournment at 7 p.m. We then proceeded to a very pleasant Social at 60 Mobile Drive (a hop skip and jump from the Latvian Centre).

There will be a 20% cut in funds from the province allocated to school repairs. The TDSB was to receive \$42.5 million for facility repairs and now will receive \$34 million. The TDSB has a \$1 billion shortfall in this area (capital needs). Many of our facilities have serious needs in the area of repairs. Some schools are crumbling, some are in reality..... decrepit!! There was no discussion with School Boards rather it was **a unilateral decision by the provincial government.** If there had been discussions between the Board and the Government the result could be cuts in other areas where the problems are not so pressing.

Ontario is quickly achieving the very dubious honour of becoming **the most expensive jurisdiction for a student to attend University in Canada.** Very shortly we will become the most expensive! In Ontario what is being created is a privatized system. Tuition has risen between 4% and 8 % every year since the provincial government lifted a tuition freeze. More and more low-income families cannot afford the cost. Inequality inevitably follows!

Women and girls are dying of AIDS in unprecedented numbers! In 2006 woman accounted for 28% of Aids victims, the highest level ever. A level that is continuing to rise. Education is badly area needed particularly in the schools.

Ontario has lost 190,400 manufacturing jobs since 2005. This fall employment in November, across Canada, was 71,000 jobs which is triple what was expected. 38,000 jobs in manufacturing were lost and there were many in the services sector. Ontario lost 66,000 jobs. Largest loss in at least 32 years. To make matter worse the job losses were much greater in full time jobs then part time jobs.

Consumer confidence and spending are crumbling as surveys show that in both areas confidence is declining to a new quarter century low.

According to the Conference Board of Canada **our environmental record is among the worst in the industrialized world.** We placed 15 out of 17 industrialized nations. Problems that contributed to this were greenhouse gas emissions, high garbage production, and **extreme** overuse of our fresh water.

We may soon see mandatory **school uniforms in our schools.** The Toronto District School Board this month has adopted a motion that could determine if students would wear uniforms. A motion was given to senior staff that could, if implemented, change the "community consensus" needed in a school from 80% to 60%.

The TDSB has held three meetings to explain the program in the **new Africentric alternative school** which welcomes students from **kindergarten to Grade 5.** The school is located on Sheppard Avenue. The school welcomes students from all races and backgrounds. The curriculum will include more global material rather then the almost completely European cantered material that exists in almost all schools now. History will include African-Canadian history and achievements. There is a special emphasis on hiring some black teachers. The supporters of the school are very concerned about the 40% drop-out rate of black youth and hope this school will establish a model that will give the black students an improved sense of knowledge, confidence, and pride.

From the Board:

An important Change in who will be included on the Eligible to Hire List – 2008

Christine McGahey TDSB

Eligible to Hire – for the very first time, secondary teacher candidates who were successful to the Eligible to Hire list in 2008 but were not selected for a permanent contract position will have their status rolled over from ETH 2008 to ETH 2009 without being required to submit a new online application or attend an interview. Affected ETH candidates will be advised of this roll over process in early December 2008.

This renewal process will be valid for the period of one (1) year.

These applicants will, however be required to submit any new documents reflecting:

- Resume revisions
- Additional Qualification course(s)
- Additional teaching experience acquired during the 2008-2009 school year
- Reference changes

Elementary/Secondary Occasional Teachers for Permanent Teaching Positions – An Information Meeting will be held to outline the application and hiring process for 2009-2010 on Tuesday, January 20, 2009 at 4:30 p.m. The meeting will be held at :

North York Civic Centre

5100 Yonge Street

Council Chambers – Lower Level

BULLETIN BOARD AND MEMBER COMMUNICATIONS

The OTBU is a special organization in the sense that its members do not have a specific and permanent place of work.

To communicate with the membership the Executive uses the mail system, the phone system and the website to contact/inform members when an issue or event requires.

The Executive will endeavour, in the New Year, to also set up a permanent District 12 OTBU, Occasional Teacher Bulletin Board in each school/site.

This bulletin board will be in a prominent place, and will serve as a repository of officially issued information which OTBU is entitled to according to the Collective Agreement.

The bulletin board will be very visible and will have a banner sheet with the name of the organization and information on how to contact the Executive.

There will be space to post any new official information on the bulletin board so that members can be kept up to date not only via mail, phone and website but also by this very visible manner in each school.

Be on the lookout for **a bulletin board near you** which will be the official means of communications for all OTBU members in the schools.

Since September, the OTBU has sent out several mailings to the members.

The members were also contacted via automated phone system call-out

The Provincial Office of OSSTF has also sent out a mailing to the membership.

If :

You have not received any of the mailed out information;

You did not receive the phone announcements about meetings;

You have moved recently;

You want information sent electronically;

Please contact the OTBU (416-423-3600) and provide us with up to date information! OR, Send us an email with your information otbud12@sympatico.ca

Report by the collective bargaining team on local negotiations.

Vincent Zambrano

On Friday November 28, 2008 the OSSTF reached a tentative provincial framework agreement thus establishing parameters within which local collective bargaining would be undertaken.

On December 2, 2008 the Teacher/Occasional Teacher Presidents attended a meeting to review the detail of the provincial framework agreement and the specific details were released soon thereafter in the *STAFF ROOM RAP* sheet sent to the schools.

Many of the members will already be aware of the monetary items included in the agreement as it pertains to teachers and occasional teachers. There will be a 3% increase each year for the 4 years. Also important is that the agreement extends the deadline to January 30, 2009 to achieve local collective bargaining agreements.

Your collective bargaining team has undertaken to bargain with the board to achieve the best possible agreement.

We have met informally with the Board to discuss possible changes to the Collective Agreement, but the Board has been waiting for the conclusion of the Provincial Discussion table meetings.

We have met several times and will continue to do so until we achieve a collective agreement. The OTBU negotiating team is focused on making bargaining progress in the following areas:

-Job Security - the idea of a cap for members which would be reached by attrition.

-Application of daily experience for salary calculations and recognition of previous experience outside teaching

-Improvements in the area of professional development.

-Improvements to working conditions – eg., the clear understanding that the Occasional teacher will follow the timetable of the teacher they are replacing .

-An earlier trigger for the number of days one teaches before becoming an LTO.

-Better sick leave provisions.

-Improvements to benefits, although much of this will be determined by the sort of benefits gained by the other bargaining units the - STBU and PSSP for example.

Now that the provincial framework has been agreed to we are endeavouring to have a collective agreement before the deadline.

We have heard that there is some confusion among the membership regarding a certain "*Substitute Teachers Political Action Caucus*".

This organization has nothing to do with the OTBU and we have no contact with them. They have no affiliation with the OSSTF and are not privy to any of the discussions, communications and shared resources which we, your elected OTBU executive have.

Should you be one of those members please call the OTBU office for clarification.

We are the ones who have the OSSTF affiliation and the correct information for you. Office: 416-423-3600 Website is www.geocities.com/otbud12.

We will put the information you need to know on the OTBU D12 website.

Are You Interested in Contract Teaching for Sept. 2009?

By Jennifer Mills Executive Officer, OTBU

If you want to teach as a full-time contract teacher in September 2009 you need to get busy with this now. You will need to put together an application package and send this on-line to the TDSB. Faxed materials will not be accepted however you may mail in your supporting documents if you are unable to scan and upload them to your online application.

All the information is on the TDSB web-site but here is an overview for you.

The TDSB is beginning to look at its teaching needs for the next school year. This process begins in January and February. If you are applying for a September 2009 teaching position you need to get your application package in to them in January as the interview process begins in February. You can apply at any time but they need your application early if you are thinking about a September start.

Here are some key points:

The application consists of the following - ALL ON-LINE!!:

- completed on-line application form
- covering letter
- resume - maximum two pages
- teacher evaluation reports (may be mailed in)
- copy of certificate of qualification (may be mailed in)
- reference letters (optional) (may be mailed in)

There is an INFORMATION HOTLINE for more application details : tel: 416-393-8880

The Interview is Important !

The idea here is to put together a very good application package so that you will be invited to attend an interview. Not everyone will be called for an interview. It will in part depend on the anticipated subject qualification needs of the TDSB. Some years they need more teachers than they do in others. (The TDSB is currently in a declining enrolment situation so they expect to do less hiring for this coming year at least.)

If you are selected and successful through your interview , your references will be contacted. If they are also successful, you will be placed on The Eligible to Hire List. This is the list that hiring principals are obliged to use. If a principal has a vacancy s/he must consult this list to look for suitable candidates for that position.

For more details on all these areas you will need to go to the TDSB web-site and find out about this (e.g. formatting, addressing your package, etc.). The web-site is quite comprehensive.

www.tdsb.on.ca , select CAREERS@TDSB, then select "Secondary/Elementary Contract and Occasional Teacher Application Requirements".

NOTE: There is only 1 application form for both contract and occasional teaching.

For questions and concerns you should contact:

secondaryrecruitment@tdsb.on.ca or phone: 416-397-3937/416-393-8092

There will be an information session for anyone who is interested on January 20th , 2009, 4:30 p.m. in Council Chambers at North York City Center. TDSB officials will be there to explain the application procedure in detail and answer questions.

Completing your Application December Holiday 2008

The following information should assist you in completing your application for EI benefits.

New EI Claim

- 1. If you are applying for a new claim where you will be serving a week waiting period and your ROE is showing the statutory holiday pay in 17b.**
 - The reference code will be open from 8 December until 23 January only. Complete your application using the appropriate **reference code**. After the 23 January please complete a normal application.
3515012008SCHOOL – Service in English
3529012008FRENCH – Service in French
 - Submit all paper ROE(s), where the serial # begins with **A, E or L**, to your nearest Service Canada Centre.
 - When you receive your claimant reports there will be no need to indicate the stat pay on these reports.
- 2. If your employer advises you that your stat pay will not show on the ROE.**
 - Complete your application using the appropriate **reference code**.
 - Submit all paper ROE(s), where the serial # begins with **A, E or L**, to your nearest Service Canada Centre.
 - When you receive your claimant reports you will be responsible for reporting your stat pay for each day for which you are being paid.

Important:

It is your responsibility to report all earnings on your claimant reports. If you receive the amounts after the reports have processed you have the responsibility of contacting Service Canada to correct these reports. Failure to do this could result in an overpayment and penalty.

Re-activating a claim in the past 52 weeks.

- 1. Statutory Holiday Pay will be paid.**
- The reference code will be open from 8 December until 23 January only. Complete your application using the appropriate **reference code**. After the 23 January please complete a normal application.
3515012008SCHOOL – Service in English **3529012008FRENCH – Service in French**
 - Submit all paper ROE(s), where the serial # begins with **A, E or L**, to your nearest Service Canada Centre.
 - On your application you will be asked if you will be receiving other monies.
 - Answer “**Yes**” and complete the appropriate section with details and amounts you will receive.
 - If you do not know the amounts, leave blank and press continue.
- 3. Statutory Holiday Pay will not be paid or received**
 - Complete your application using the appropriate **reference code**.
 - Submit all paper ROE(s), where the serial # begins with **A, E or L**, to your nearest Service Canada Centre.
 - You will be asked if you will be receiving other monies.
 - Answer “**No**” and press continue

Important:

It is your responsibility to report all earnings on your claimant reports. If you receive the amounts after the reports have processed you have the responsibility of contacting Service Canada to correct these reports. Failure to do this could result in an overpayment and penalty.

Assorted Photos



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