

The Call Out

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The Official Newsletter of the Occasional Teachers' Bargaining Unit OSSTF District 12

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Fall 2019

Fool Me Once Shame On You, Fool Me Twice ...



Federal Conservative leader Andrew Scheer last year said that he and Doug Ford were on the same page on multiple issues, including, for example, opposing the carbon tax and ...*well, Scheer really hasn't laid out a plan for much else.*

"There's great co-operation between provincial and federal parties when we have interests and common ground.

That's something that's happened in the past. That's something I'm excited about," said Scheer.

Today, Scheer is careful not to mention Doug Ford's name. Recent polling says that that 60% of Ontario voters are LESS likely to vote for Scheer's Conservatives in the upcoming election because of Doug Ford's policies in Ontario.

The slogan, **For the People**, meant tax cuts for the wealthy and service cuts for everyone else. Scheer has voted against improvements to the Canada Child benefits and a stronger Canada Pension Plan. He has no climate change plan (but one is coming he says-*trust me*). In April Scheer held a private \$250 a plate fundraiser to discuss the "business of healthcare," to "reimagine" our system. That's code for privatization.

Oh, and Scheer supports using tax credits for private schools. (see page 18)

Make Unions Great Again!

INFO FOR NEW LTO'S

For Secondary Occasional Teachers the minimum number of days you must teach this year to remain on the list for the following school year is 20. You will have until June 30, 2020 to complete the 20 days. If you have been provisionally reinstated to the Secondary Occasional Teaching List, you must teach for a minimum of ten (10) full time equivalent days between February 1 and June 30 to qualify for reinstatement to the Occasional Teacher List.

Requesting a Leave from Your Occasional Teaching Position

Should you require to be on leave from the Occasional Teaching List for any reason, it is incumbent that you complete and return the Occasional Teaching Leave Form with the appro-

priate supporting documentation before the start date of your leave. Leaves cannot be granted after the fact. Those who neglect to provide an Occasional Teaching Leave Form for approval, prior to the start

of their leave, will not be considered to have been on an approved leave from the Toronto District School Board Occasional Teaching.

AND do not assume that your leave will be granted automatically.

Making Yourself Unavailable During an LTO Assignment

Once you have been advised that your LTO appointment has been setup, you will need to block yourself for the duration of your assignment on **Smart Find Express**. Please call the automated dispatch system phone (416) 338-4500, enter in your access ID (employee number) followed by (*), enter in your PIN # followed by (*). Press 5, and enter the dates of your unavaila-

bility. (e.g. enter in tomorrow's date and the end of your LTO assignment. You cannot enter in a past date.) If you are a half time LTO who works half day assignments, you will need to block yourself off by modifying your daily availability. Phone the dispatch system, enter in your access ID (employee number) followed by (*), enter in your PIN # followed by (*). Press 5, and modify your daily

availability (this must be done for each day of the week). If you are a half time LTO who works every other day you need to follow the same procedure under daily availability and block the days that you are not available. This is done on a weekly basis.

Once your LTO assignment has ended, please unblock yourself so you can receive future jobs

SOME FAQ's by LTO's

If I am on an LTO do I have to attend staff meetings?

Yes. One of the perks of the job is attending staff meetings.

If I am on an LTO do I have to attend PD Days?

Yes, and they do not interrupt your LTO.

Do I get any sick days?

Yes. See contract for details.

What happens to my LTO at the end of the year?

All LTOs end in June with some exceptions..

Do I have to attend Parent /Teacher nights?

Yes. Again, one of the perks of the job.

Do I have to do full period on-calls?

If necessary, yes. But call the office if this is a frequent occurrence.

Do LTO's count towards seniority?

Yes.

Can I ask for a Performance Review?

Yes. See contract for details.

Do LTO's have more fun?

Of course.

President's Report,

Linda Bartram

linda.bartram@d12.osstf.ca



Welcome back.

This promises to be a more exciting year than most. The effect of the changes to education wrought by the Ford government over the last six

months are still rippling across the province. It is important that we all be part of the efforts to save public education in Ontario. I urge you to read carefully Paul Pocking's report on page 5, and don't hesitate to speak out.

93%

The school council branch of the Canadian Union of Public Employees, 55,000 workers, held strike votes across the province in September.. The vote was 93 per cent to approve such a move if negotiations falter with the provincial government and school board associations. They are in a legal strike position as of Sept. 30th.

September 27 and October. Were you involved? Let us

If you attended the September 27 **Global Climate Strike**, where many students took part in collective action, including walkouts, to draw attention to climate change, and have a picture of you that we can use for our website, send it to us and you will be entered into a draw for an Indigo gift card.

Planning to attend the October 10 **Walk in for Education**, take a picture of how you participated and send it to us to be entered into another

Contact the OTBU D12 Office Immediately and Do NOT Discuss the Matter With Anyone If:

- You believe you might be disciplined by administration.
- You receive notice from the College of Teachers that you are being investigated.
- You are questioned or might be investigated by police.

In all of these situations, indicate that you will be happy to cooperate, but that you must seek counsel before meeting or answering. Call the OTBU Office at 416-423-3600.

Occasional Teaching Reinstatement Website

If you were unable to complete the required number of days as per your Collective Agreement, and/or did not renew by June 30th of this school year - submit your request to be considered for reinstatement going on the SFE website and following the links after you have logged in.

If you provide your TDSB Gmail email address, you will receive an email confirmation to verify your renewal has been received.

Please note - email, letter or phone requests will not be acknowledged.

Your reinstatement request will be reviewed and approved based on the needs of the Board, and you will be advised via email to your TDSB Gmail email account should your request for reinstatement be granted. Secondary Occasional Teachers - by submitting your request, you understand that if you are reinstated to the Secondary Occasional Teaching List for the coming school year you must complete a minimum of 20 days, 10 of which must be taught between February 1 and June 30, 2020. As well, you must complete the online renewal to maintain your Secondary Occasional Teaching position for the 2020/2021 school year prior to June 30th 2020.

Call Out Hours

Monday To Friday	Morning	Evening
Monday To Thursday	6:00 am—10:00 am	5:30 pm-10:30 pm
Friday	6:00 am—10:00 am	none
Saturday	none	none
Sunday	none	5:30 pm-10:30 pm
Holidays	none	5:30 pm-10:30 pm

Teaching Dispatch
416-338-4747
option 2

Remember -
if you do not have an SFE job number, which is your receipt, then the system will show that you did not accept that assignment.

A Message to All OSSTF/FEESO Members

...I urge all of you to stay active and informed during the coming year. We are facing the biggest threat to publicly funded education in a generation. We have no choice but to confront these challenges, together, with all the resolve we can muster. One hundred years of our Federation's history has taught us that no one better understands what's at stake. No one is better positioned to defend our schools....

Harvey Bischof
President, OSSTF/FEESO

Chief Negotiator's Report

Paul Bocking, OTBU Vice President & Chief Negotiator
paul.bocking@d12.osstf.ca



The first stage of the Conservative government's class size increases and program cuts has eliminated hundreds of secondary teaching positions at the TDSB and many more across the province, resulting in thousands of cancelled classes and more students pushed into fewer rooms. At the TDSB, 155 permanent secondary teachers were unplaced at the start of the school year. Some have since been placed in short term positions, contributing to a dramatic decline in the number of secondary LTOs posted so far this year. This is only the first of three years of phased in cuts to teachers, which if fully realized alongside the Conservatives' potentially outsourced mandatory e-learning scheme, is estimated to eliminate one in four of all secondary positions in the province. It stands to reason that fewer teachers means fewer jobs for OTs, and far more difficult conditions for teaching and learning.

The Ontario Labour Relations Board (OLRB) ruled September 6 on which issues would be negotiated between Provincial OSSTF and the Ontario government at the 'central table', and which would be negotiated at the 'local table', ie. between the OTBU and our local employer, the TDSB. The demands of the government and the Ontario Public School Boards Association to have as many issues as possible negotiated centrally, was unfortunately accepted by the OLRB. While it was assumed that salaries, benefits and sick leave would be negotiated centrally as was past practice, class size and prep time among other important issues, have been added to the central table. Toronto teachers have stronger language protecting prep time than elsewhere in the province. Also relevant to OTBU members, is that OT access to (paid) PD and training, Regulation 274 hiring practices, short term paid leaves, and many health and safety issues will now be bargained centrally. Working conditions and the dispatch of OT jobs, among other areas, remain at the local table. Local negotiations

between the OTBU and the TDSB may technically begin, but substantive progress will not be likely until central bargaining is at an advanced stage, given the extent to which it shapes the context.

Collective agreements for all K-12 teachers and education workers expired on August 31. School support staff affiliated with the Canadian Union of Public Employees, including nearly 12 000 custodians, secretaries and education assistants at the TDSB, have countered a bad deal offered by the Conservative government with a membership vote 93% in favour of job action. The Elementary Teachers Federation (ETFO) will hold a strike vote of its members in late September. The government has delayed OSSTF's arrival at a similar position by postponing the start of central table bargaining until September 30. However OTBU members should prepare for more developments very soon.

On the positive side, grassroots resistance to the Conservative government's cuts to education is growing. Rallies in defense of public education in Conservative-held ridings continue. A new initiative called Ontario Education Workers United is calling on members of all education unions to pledge to oppose the cuts, including going on strike if necessary. The pledge can be found at <https://linktr.ee/oewu>. On October 10, parent activists are organizing morning 'walk-in' rallies at elementary schools across the province. Teachers are taking the lead at secondary schools and working to build solidarity among all their colleagues, including support staff. OSSTF Toronto is organizing School Action Teams, open to members of all unions at our worksites. OTBU members are urged to get involved wherever and whenever they can. I'm currently the co-chair of OSSTF Toronto's Communications & Political Action Committee. Please contact me for more information on how to participate in these efforts. There hasn't been a better time to get involved with your union.

PD afternoon

Friday, October 11th.
1:00 p.m.-4:30 p.m.

AGO

317 Dundas St. W. St. Patrick Subway

1:00p.m.-4:30p.m.

Schedule

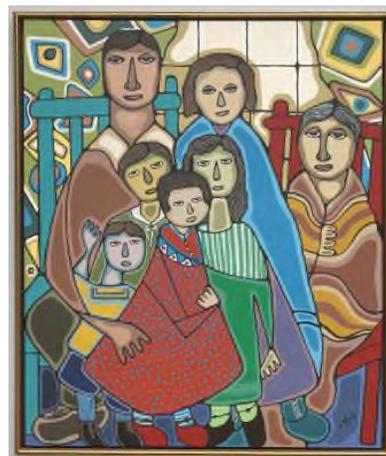
1:00 pm – 1:15 pm- Meet in the AGO foyer and proceed to Seminar Room I.

[Brown bag lunch provided.](#)

1:15 – 1:45: Presentation of the main themes of the exhibition and Teacher Resource Handout.

2:00 – 4:30: Tour of the galleries and discussion of the art pieces. Meeting back at the seminar room for culminating activity.

THE J.S.
MCLEAN
CENTRE FOR
INDIGENOUS
&
CANADIAN
ART



Drawing from stories about our origins and identities the artists in the **J.S. Mclean Centre for Indigenous and Canadian Art** invite us to engage with issues of the environment particularly our understanding and respect for land and water. This is a new showcase following a complete renovation and reinstallation of the individual galleries.

**Pre-registration is required .
Space is limited.**

Phone 416 423 3600 or email otbu.office@d12.osstf.ca
to register or if you have any questions.

OTBU

General Meeting and Festive Dinner

*NEW LOCATION

Wednesday,
November, 20th
4:30 p.m.

*New Location

Novotel North York Centre
3 Park Home Ave. North York
 Yonge and Park Avenue
 North York Centre Subway
 Near the TDSB Offices and Mel Lastman Square
Parking is included

Registration 3:30 to 4:30
 Meeting starts at 4:30
 Dinner break at 7:00



Pre-registration is required for the dinner.
 Phone 416 423 3600 or email: otbu.office@d12.osstf.ca
 to register or if you have any questions.

Labour Day Parade

September 2, 2019



It's the Mid-way or bust!



This is my 1st parade.



This is our 7th and 5th parade.



Mayor Tory says "Hi OTBU."



NDP Education Critic Marit Stiles addressing the crowd in the Gladstone.



City Councillor, Gord Perks, with two OSSTF union marchers on Dufferin Street. The Ex is so close now...



Five members of the OTBU Executive. A sixth is behind the camera.



Ex -Toronto D12 president Doug Jolliffe.



The excitement builds for the start of the parade.



Thank you Denmark. And also, don't ever sell Greenland.



A rose among thorns.

Who's the rose?



TTBU president Leslie Wolfe.

A sea of red in the teacher section of the parade



Is this an oxymoron?



That's OSSTF Treasurer Earl Burt on the right.



Along the parade route two members of the Ontario Cabinet were spotted in a cafe



I hope they aren't Chevy dealers crashing the parade.



Where's Waldo?



The end of the line. The CNE. Does it get any better? They had me at "Fried".

The 125th Annual Labour Day Parade kicked off at 10:00am from University Avenue. Unlike last year when the parade did not end inside the CNE due to a labour dispute, this year, under cloudy skies the marchers made it all the way to the EX, with a brief stopover at the Gladstone Hotel for a mid parade break. Thanks to Premier Ford the turnout was bigger and more motivated than ever. Thanks to all the OTBU members who came out.

A Modest Proposal,

For preventing the children of poor Ontario, from being a burden on society and Ontario or country, and for making them beneficial for business.

by Jonathan Swift VII

It is a melancholy object to those, who walk through this great town, or travel in the province, when they see the streets, the roads and cabin-doors crowded with the female sex, followed by three, four, or six children, importuning every passenger for a handout. These mothers instead of being able to work for their honest livelihood, are forced to employ all their time in begging the system for their helpless infants who, as they grow up, either turn thieves for want of work, or leave their dear native Ontario to drill for oil in Alberta, or sell themselves to the gig economy.

I shall now therefore humbly propose my own thoughts, which I hope will not be liable to the least objection. I have a modest proposal.

Why not get rid of public education altogether? Those parents who want to educate their children would do so at their own expense or they could stay home and teach them. This is the way it was done in the past, which was so much better than it is today. This would solve the government's budget problem, teacher union problem and create opportunities for the private sector to create a market based school system. Students would at age eight go into a trade apprentice/intern/work program, unless they are to remain in school. Lower the eligible 40 hour a week working age to 12 and cancel all child benefit programs. Work to eat should be our motto.

I have too long digressed, and therefore shall return to my subject. I think the advantages by the proposal which I have made are obvious and many, as well as of the highest importance.

Firstly, this would resolve the question of publicly funding two school systems, one Catholic and one not. Secondly, Ontario will now be able to compete with Alabama, Mississippi or West Virginia on a level playing field when it comes to wage levels, compliant workers and the freedom for business to do whatever it wishes. This then is a win-win.

Thirdly, those parents who could send their students to one of the private schools will be able to see their kids go to university with less competition from the bottom

90%.

Fourthly, the province saves money, no more pesky teacher unions and all those schools can be sold to developers to be turned into luxury condo's for foreign investors.

Fifthly, Ontario which once had the best secondary school system in the world will now be open for business, Sixthly, if they don't want to work then the government can bring back the "workhouses"- they worked so well for the British in the 1880's and provide a reliable pool of disposable labour.

Seventhly, the removal of 10,000 teachers from the classroom will save money so that more tax breaks can be given to those who need it most, the top 1%. As we all know, the top earners won't work unless they get more money and the low income earners won't work unless their wages are cut.

Therefore I repeat, let no man talk to me of these and the like expedients, 'till he hath at least some glympse of hope, that there will ever be some hearty and sincere attempt to put them into practice.

After all, I am not so violently bent upon my own opinion, as to reject any offer, proposed by wise men, which shall be found equally innocent, cheap, easy, and effectual. But before something of that kind shall be advanced in contradiction to my scheme, I desire the author or authors will be pleased maturely to consider two points. First, as things now stand, how will they deal with the provincial debt. And secondly, there being a round million of creatures in humane figure throughout this province, whose whole education would create billions of debt; I desire those politicians who dislike my overture, and may perhaps be so bold to attempt an answer, that they will first ask the parents of these mortals, whether they would not at this day think it a great happiness to have beer for a dollar and decreased taxes, and thereby have avoided such a perpetual scene of misfortunes, as to having to raise taxes on the well-to-do.

I profess, in the sincerity of my heart, that I have not the least personal interest in endeavouring to promote this necessary work, having no other motive than the public good of my country, by advancing our trade, providing for infants, relieving the poor, and giving some pleasure to the rich. I have no children in school or about to go to school, and my wife past child-bearing.

Ed. The views expressed do not represent the views of the OTBU.

J. Swift is a nom de plume.



OSSTF TORONTO
Presents

**PREGNANCY, PARENTAL,
ADOPTION AND SURROGACY
LEAVE WORKSHOP**

TO BE HELD ON

**Thursday,
October 24, 2019**



OSSTF Toronto Office
1482 Bathurst Street, 4th Floor
4:30pm – 6:00pm
NO ON-SITE PARKING

Nicole Gauthier
Executive Officer
ngauthier@osstftoronto.ca

OTBU members register by email to mreid@osstftoronto.ca



Organizing Against the Cuts

Save the Date ! December 6, 2019 at the OLD MILL

The OTBU is planning a meeting for December 6th, at the Old Mill. This will be a morning event followed by a buffet lunch in the dining room.

Details to follow: Watch for an email or check the otbud12.com website starting in November. Registration will be required. Space is limited.

TDSB's Commitment to Human Rights and Equity

The TDSB sent the following message to all school administrators on the Board's commitment to Human Rights and Equity. While there is nothing really new in terms of policy and procedures what is new is a specific reference to the potential of staff incurring discipli-

nary consequences for neglecting to abide by the policies and procedures outlined in the attached doc. that severe outcomes, up to and including **termination, may follow a first time** transgression if the nature of the incident is deemed sufficiently serious.

Staff Accountability

All TDSB Staff have an obligation to stop, interrupt, address, and remedy instances of discrimination. This includes correcting and, where appropriate, disciplining individuals who have engaged in a discriminatory act against individuals in our schools, and providing all necessary supports for individuals who have experienced discrimination. These expectations are part of the critical duties for which all staff in TDSB are accountable.

Staff who do not follow the expected policies, practices, and procedures may be subject to corrective or disciplinary action, up to and including termination. Therefore, supervisors must investigate and consider consequences for breach of these duties in consultation

with relevant departments to ensure an appropriate response. A progressive discipline approach is to be used. In some instances, the severe harm caused to an individual by lack of adherence to these expectations may result in significant levels of **discipline, up to and including dismissal, even on a first occurrence.** Repeated inattention to these expectations will result in progressive discipline in a more rapid manner.

EXAMINE YOUR WORKPLACE OR SCHOOL CLIMATE.

Address systemic issues that may have contributed to this situation. For example, consider the following actions:

Monitor for trends, for example, as revealed in complaint data, census surveys, anecdotal comments and references, etc.

Where necessary, conduct your own research (e.g. focus groups, surveys, consultations etc.) to better understand the root cause of the problem and to inform possible solutions.

Facilitate professional learning with your staff that supports equity and inclusion, promotes understanding of human rights and related responsibilities, and addresses systemic issues such as racism.

Explore and provide resources for school community members that address issues of discrimination, power and privilege.

Consult with the TDSB Human Rights Office and/or Learning Centre Staff for information and support.

Worth Repeating

"what is new is a specific reference to the potential of staff incurring disciplinary consequences for neglecting to abide by the policies and procedures outlined in the attached doc. that severe outcomes, up to and including termination, **may follow a first time transgression** ...(if the) incident is deemed sufficiently serious. "

What is Discrimination?

Discrimination is when people are treated unequally and unfairly based on their race, disability, sex, creed, sexual orientation or any other personal characteristic protected by the *Ontario Human Rights Code*.

This includes actions that occur when we act upon our biases, hate, stereotypes and prejudices about another group of people in our schools and workplaces. The *Ontario Human Rights Code* (the "Code") and the Toronto District School Board's Human Rights

Policy (PO31) prohibit actions that discriminate against people based on a protected ground in a protected social area.

Discrimination can take many forms. It can be direct and involve individuals (e.g. a person treats another person differently because of prejudice and stereotypes about persons who belong to a particular Code protected group). It can also be subtle, indirect and/or systemic, and target an entire group (e.g. discrimination may be evident in organizational and institutional structures, policies, practices and

procedures which inadvertently privilege one group over another).

Harassment is a form of discrimination. This includes inappropriate comment or action that is or ought to be known to be unwelcome. Sometimes, this can create a poisoned environment by making members of a Code protected group feel unwelcome and uncomfortable, even if the comment or action is not targeted against any particular individual.

What should you do if you think a discriminatory act may have occurred?



Who is Protected by the Ontario Human Rights Code?

All Toronto District School Board students, employees, trustees and other users such as members of consultative

committees, clients of the Board, parents, volunteers, permit holders, contractors, and employees of organiza-

tions not related to the Board but who nevertheless work on or are invited onto Board premises.

Go to the otbud12.com website for a complete version of this document. This has been edited for space considerations. (ed.)

On-line Learning Came to Kansas Schools. That Started a Rebellion.

On-line learning in the heart of Trump-land as Ontario moves forward to have students take four on-line courses in high school .

Compiled by Jamie Whitaker

Background: In 2012 Kansas introduced the largest income tax cuts in the state's history. Gov. Brownback said it would be a "shot of adrenaline" into the heart of the Kansas economy." The Kansas experiment has been called "one of the cleanest experiments for how tax cuts affect economic growth in the U.S." By 2014 monthly revenue for state government "crashed." By 2016 overall growth and job creation in Kansas had underperformed the national economy, neighboring states, and "even Kansas's" own growth in previous years. By 2017 even state Republicans voted to repeal the tax cuts... In 2018 Brownback's successor promised to repeal the tax hikes but was defeated by a Democrat. The Kansas experiment was a failure.

In order to save money from a system that was bleeding teachers to other states because of low pay some Kansas school boards rolled out a web-based platform and curriculum from **Summit Learning** from Facebook . The Silicon Valley-based program promotes an educational approach called "personalized learning," which uses online tools to customize education. Under Summit's program, students spend much of the day on their laptops and go online for lesson plans and quizzes, which they complete

at their own pace. Teachers assist students with the work, hold mentoring sessions and lead special projects.

Soon, students started coming home with headaches and hand cramps. Some said they felt more anxious. One child asked to bring her dad's hunting earmuffs to class to block out classmates because work was now done largely alone. "We're allowing the computers to teach and the kids all looked like zombies," said a parent who visited his son's fourth-grade class.

The seed of rebellion was planted in classrooms. It grew in kitchens and living rooms, in conversations between students and their parents. It culminated when Collin Winter, 14, an eighth grader in McPherson, KS, joined a classroom walkout in January. In the nearby town of Wellington, high schoolers staged a sit-in. Their parents organized in living rooms, at churches and in the back of machine repair shops. They showed up en masse to school board meetings. In neighborhoods with no political yard signs, homemade signs with dark red slash marks suddenly popped up.

In a school district survey of McPherson middle school parents released this month, 77 percent of respondents said

they preferred their child not be in a classroom that uses Summit. More than 80 percent said their children had expressed concerns about the platform.

The resistance in Kansas is part of mounting nationwide opposition to Summit. In Brooklyn, high school students walked out in November after their school started using Summit's platform. In Indiana, PA, after a survey by Indiana University of Pennsylvania found 70 percent of students wanted Summit dropped or made optional, the school board scaled it back and then voted this month to terminate it. And in Cheshire, CT, the program was cut after protests in 2017.

"When there are frustrating situations, generally kids get over them, parents get over them, and they all move on," said Mary Burnham, who has two grandchildren in Cheshire's school district and started a petition to end Summit's use. "Nobody got over this."

"I want to just take my Chromebook back and tell them I'm not doing it anymore," said a 10th grader in Wellington .

John Pane, a senior scientist at the RAND Corporation who has studied programs that use digital tools to customize learning, said the field remains in its infancy. "There has not been enough research," he said.

The New PC Minister of Education- Stephen Lecce

Since the last issue of **The Call Out** the Ford's PC's have replaced Lisa Thompson with Stephen Lecce as Minister of Education (MOE). Stephen Lecce, pictured here, is a bronze coloured PC Con with gold bolts solar panels, eye stalk, grasping claw and gun.

Mr. Lecce, 33, owns his own PR firm and worked for Stephen Harper before running as the PC candidate for the provincial riding of King-Vaughn.

The PC's, as you probably know, were engineered by the scientists Reaganos and Thacterio during the final years of a thousand year war between, the Coneks (Cons), and their enemies the Liberalians (Libs). With some Cons already badly mutated and damaged by war, Reaganos genetically modified the Cons and integrated them with a tank like robotic shell and removing their every emotion apart from greed. His creations soon came to view themselves as the supreme race in the world, intent on purging the world, and the universe,

of all non-Conservative life. Collectively they are the greatest enemies of Unions, progressives and Union Leaders known as Time Bosses, or by the nickname "Docs". The PC's acquired political technology and en-



Minister of Education Stephen Lecce pictured above preparing to negotiate with the OSSTF

gaged the Unions Leaders in a brutal Labour War affecting most of the world, with many battles taking place across the history of Ontario.

For many years it was assumed that, Cons were unable to climb stairs, and

that this provided a simple way of escaping them. A group of Cons at the foot of a flight of stairs once said, "Well, this certainly buggers our plan to conquer the World". The Cons generally make up for their lack of mobility with overwhelming firepower; a joke among Libs is that "Real Cons don't climb stairs; they level the building."

PC speech is characterized by repeated phrases, and by orders given to themselves and to others. Unlike the stereotypical emotionless Conservatives found in history, PC's are often angry; one writer has described the PC's as behaving "like toddlers in perpetual hissy fits", gloating when in power and flying into a rage when thwarted. They tend to be excitable and will repeat the same word or phrase over and over again in heightened emotional states, most famously "Privatize! Privatize!! or "Buck a Beer! Buck a Beer!"

It is nearly impossible to negotiate or reason with a Con, a single-mindedness that makes them dangerous and not to be underestimated.

Learning from the Harris Years

Let's travel back to June 8, 1995. Mike Harris leads the Ontario Conservatives to a majority government under the slogan "The Common Sense Revolution." Flash forward to June 7, 2018. Doug Ford leads the Ontario Conservatives to a majority government with his slogan "For the People."

Harris promised he would pay for his "Revolution" by finding billions of dollars in government efficiencies and eliminating government waste. Doug Ford promises to finance his extremely vague plan "For the People" by finding six billion dollars in government efficiencies and eliminating government waste.

Did we get rid of Bill 160? Sadly, no. but the Harris government did back away from some of the most contentious elements of the legislation, and that was a victory. Did we improve our standing with parents and the public at-large? Yes. Did our members walk taller and prouder? Absolutely. If our membership had not taken ownership of our action, it would never have materialized. That ownership, from the bottom up and not from the top down, was crucial. As it was in 1995, now is the time for the leaders of this Federation to ensure the members are aware of the political climate. Start "growling." Start that dialogue between the leader-

ship and the members that will lay the groundwork for fighting whatever Ford sends your way. Ensure that members understand the effects of the government's cancellation of the labour reforms passed by the previous government, and the effects on their students and parents of scrapping 15-dollar minimum wage. Support local environmental groups fighting the Doug Ford inaction on climate change. Get your local CPAC fully mobilized. Lobby your MPP. Start cultivating positive relationships with local media. This must become your priority now, not later. Decide how you can use those social media platforms to get your message out and do it! (OSSTF news)

Status of Women Award Winner 2019

Danielle Jolley, OTBU

Danielle is the recipient of the Status of Women Award. Danielle has taken a strong stand for equity, speaking out against practices that are unfit or biased. She teaches with an equity lens by encouraging students to question biases that exist in society and challenges students to think

critically. Danielle is an active OSSTF member. She is an active member of the District Communications and Political Action Committee, was a delegate to AMPA this year and is a member of the Collective Bargaining Committee of the Occasional Teachers Bargaining Unit of OSSTF Toronto.



Danielle Jolley (right) with Lillian Speedie-Court (left)
AMPA 2019

Students reject e-learning

The survey, by the Ontario Student Trustees' Association, found almost 95 per cent of the 6,087 respondents said they "disapprove of the new e-learning mandate" set to begin in 2020.

"The (plan) did come out of nowhere, and students are the biggest group impacted," said president Sally Meseret, a student trustee on the Durham District School Board. "I was disappointed that students were not consulted."

The association is calling on the government to reverse course because the e-learning plan "has huge implications ... if students don't get these four credits, they can't graduate," said Meseret, a Grade 12 student at Whitby's Donald A. Wilson Secondary School.

According to polls, the moves are highly unpopular with the public, and critics point out there is no Canadian or U.S. jurisdiction that requires four online courses. A handful of U.S. states mandate one; others simply recommend it. Alexandra Adamo, spokesperson for Education Minister Stephen Lecce, said the government is going ahead with the plan.

Source

Toronto Star. Sept. 9,
Kristin Rushowy

Teachers who lost their jobs left 'frustrated' by uncertain future

Jon Lefresne, ex OTBU Collective Bargaining Committee member, was in his fifth year with the board when he finally landed a full-time permanent position.

Jon was one of the 109 current full time positions that were laid off, and hopes to be one of the 80 expected to be recalled during the year, according to the TDSB. Jon was featured in the Toronto Star (Sept. 5) outside Mr. Ford's constituency office.



GET INVOLVED!

All members are encouraged to become active in the union. For more information about a committee or service, contact the OTBU office, 416-423-3600.

Last Spring OTBU members were invited to apply to ongoing OTBU committees. At right are the successful appointees.

With over 1800 members, the Toronto OTBU is the largest bargaining unit of OSSTF occasional teachers in Ontario.

OTBU Committees and Services

Member Protection

Contact the OTBU office when you have issues at work.

Collective Bargaining Committee

Develops surveys and conducts research on bargaining issues; supports the negotiations table team.

Health and Safety

Represents OTBU on Health and Safety Committees & on school inspection teams.

Pregnancy & Adoption Leave

Assistance for members applying for parental leaves.

Benefits Rebate

Questions and concerns about eligibility and applying for health benefits rebates.

Social & PD Committee

Organizes OTBU PD Days and social events, reviews funding for individual member PD.

OTBU Newsletter

Produces *The Call Out* newsletter.

Bargaining Unit Committee Positions for the 2019 - 2020 OSSTF Federation year

Chief Negotiator– Paul Bocking

Members of the Collective Bargaining Committee:

Linda Bartram	Coleridge Browne
Ann Burke	Michael Fraschetti
Danielle Jolley	Sarah Kamalzadeh
Elaine Karroum	Lillian Speedie Court
Jamie Whitaker	Vince Zambrano

Educational Services Officer

Michael Fraschetti

Communications and Political Action Officer

Pia Berger

Constitution Officer

Coleridge Browne

Grievance Appeal Committee

Lillian Speedie-Court, Jamie Whitaker

Health and Safety Officer

Todd Prescott

Members of the Joint Health and Safety Committee:

Coleridge Browne
Michael Fraschetti
Elaine Karroum
Jill Voges
Jamie Whitaker

Anti-Harassment & Anti-Bullying Appeals Committee

Laura Drexler,	Michael Fraschetti
Lillian Speedie-Court,	Jamie Whitaker
Vince Zambrano	

Jim Stanford and the Australian Experience

Andrew Scheer in his 2017 leadership campaign proposed a \$4000 income tax deduction for parents who send their children to private or religious schools. This won the support of many social conservatives and helped him gain the PC leadership. Scheer may hope this proposal will help in the upcoming federal election.

Jim Sandford, ex-economics columnist at the Globe and Mail, in a recent Toronto Star article (August 7, 2019) says this would cost Ottawa \$1.5 to \$2 billion dollars and “would plant a ticking time bomb at the core of Canada’s school system.” Mr. Stanford, who recently moved to Australia, writes the entire education system in Australia has been distorted because of a similar move there. In 1963 the conservative PM, in order

to win a close election, won on a promise to support private and religious schools.

In 1996 the then PM removed all restrictions on federal funding to private and religious schools. Hundreds of public schools were closed. Those that remained are underfunded, one third of all students are in private schools.

“There’s no evidence that, correctly measured, scholastic achievement is any better in private schools. But there’s no denying the social connections and privilege that come with attending private school. To take just one indicator: nine of the ten CEOs of Australia’s largest corporations attended private schools.”

Elite private schools charge up to \$40,000 per year.

They boast state-of-the-art technical equipment, world-class aquatic centres, libraries built like castles, and performance theatres that put Broadway to shame. Yes, their (mostly well-heeled) parents pay huge tuition fees to help fund those luxuries. But about half the total revenue of private schools comes from government.

While Scheer’s proposal would represent an intrusion into provincial politics it is something Doug Ford might embrace to shore up support with social conservatives and religious fundamentalists. As Mr. Stanford wrote, “Dressed up with rhetoric about ‘parental choice,’ it would in fact pose a major threat to the principles of equal, public education.”



The Australian Minister of Education

Australia has been ranked 39 out of 41 high- and middle-income countries in achieving quality education, in the latest international report to find that the country is falling behind in basic measures of teaching and learning. Only Romania and Turkey were ranked below Australia in education in the latest United Nations Children's Fund (UNICEF) report card. (2017)

Where does Canada rank? See page 19.

Some GTA Private Schools Are Behaving Badly

In July CityNews reported on the falsifying of report cards, inflating marks and faking attendance records at some GTA private schools. “There’s a credit mill around here, you just walk over, plunk down your \$600-\$800 and sometimes, depending the school, they may ask you what mark you need for what course and you don’t have to go to a class,” reported one teacher.

According to the MOE more than 20

private secondary schools have had their credit-granting status revoked since 2013. Fifteen of those schools were located in the GTA. CityNews reported that the closure of the schools often doesn’t stop the cycle of purchased grades. The private schools sometimes open up after being closed down by the MOE and then they re-open months later under a different name. U of T professor, Charles Pascal, calls the province’s oversight of private schools “abysmal”.

Pascal said the Ford government’s controversial overhaul of the education system means greater regulation of private schools has become even more important.

“If you’re asking me if this particular government will do it, well I doubt that very seriously, because what they’re doing with public education in general actually may lead to more activity outside of the public school domain.”

Source— City News

United Nations Report on Education. 2017

Do we really want to model ourselves on the American system?

<p>The countries in the order of their education ranking are:</p>	1. Finland,	10. Japan,	22. the Czech Republic,	33. Greece,
	2. Malta,	11. Switzerland,	23. Slovenia,	34. Cyprus,
	3. South Korea,	12. Spain,	24. Portugal,	35. Slovakia,
	4. Mexico,	13. Ireland,	25. Luxembourg,	36. Croatia,
	5. Denmark,	14. France,	26. Austria,	37. Chile,
	6. Belgium,	15. New Zealand,	27. Iceland,	38. Bulgaria,
	7. Germany,	16. Sweden,	28. Israel,	39. Australia,
	8. Canada,	17. the Netherlands,	29. Lithuania,	40. Romania,
	9. Norway,	18. Latvia,	30. Hungary,	41. Turkey.
		19. Italy,	31. Poland,	
	20. the United Kingdom,	32. the United States,		
	21. Estonia,			

Reminder

If you make an adverse report about another colleague to administration, the OSSTF/FEESO Constitution and By-laws require you to give that member a copy of said report.

OSSTF Toronto

District 12 Committees

All OSSTF Toronto Members - TTBU, PSSP and OT's are invited to join one or more of our District Committees.

Most meetings start at 4:30 pm at the Bathurst St. TTBU offices.

Communications & Political Action Committee

Works to promote public education in Toronto.

Please contact Hayssam Hulays at:

hhulays@osstftoronto.ca

*Paul Bocking, OTBU VP is current vice-chair.

Next meeting : October 24th.

Human Rights Committee

Campaigns for local & global social justice, organizes annual student conference. Please contact

Chris Chandler at: cchandler@osstftoronto.ca

Next meeting : October 24th.

Black, Indigenous & Workers of Colour Committee

Organizes member PD and public events around racial justice.

Danica Izzard at: dizzard@osstf.toronto.ca

Next meeting: October 1st.

Status of Women Committee Organizes workshops on gender issues and an annual Awards Dinner for students and OSSTF members.

Please contact Nicole Gauthier at:

nguathier@osstftoronto.ca.

Gay Straight Alliance

Supports school-based GSAs and coalitions that work towards making safe school environments for all.

Please contact Chris Chandler at:

cchandler@osstftoronto.ca

Health & Safety Committee*

New!

If you love Health and Safety and want to be part of this Committee, send an email to Linda Bartram indicating an interest and outlining any relevant background you have. Mike Platt is the liaison for the H&S committee. Please contact Mike at:

mplatt@osstftoronto.ca

More details for all of these committees can be found on the OSSTF TTBU website events page

<https://osstftoronto.ca/events/>

When someone tells me they aren't interested in politics I know I am talking to a fool.

Rosemary Brown

otbud12.com



95 Thorncliffe Park Dr.
Suite 1708

Toronto, ON M4H1L7

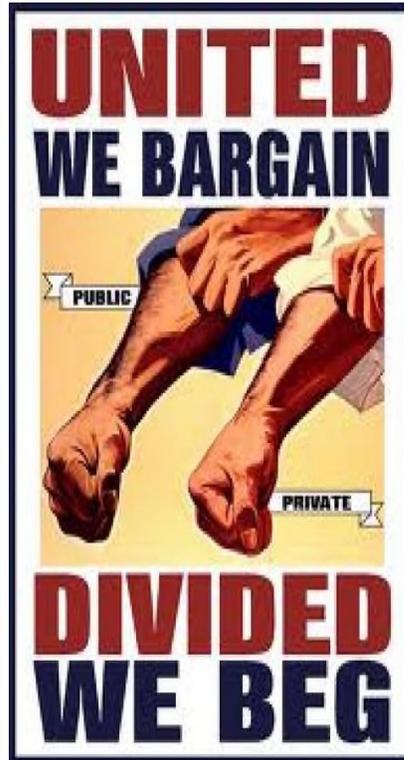
416-423-3600

General email:

otbu.office@d12.osstf.ca

Website:

www.otbud12.com



Editor

Jamie Whitaker

Photography

Paul Bocking
Jamie Whitaker

Contributors

Linda Bartram
Paul Bocking
John Swift VII
Jamie Whitaker

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Toronto Labour Council
City News

GOOD NEWS:

When he's under major pressure Ford has backed down—more than once.

Doug Ford has backed down on development in the Greenbelt, Francophone services and even aspects of sex-ed. Public outrage stopped Ron Taverner from being appointed OPP Commissioner. Parents of autistic children forced a change in attitude.

Lesson from the Harris era: It is possible to wage successful campaigns against a majority government!

In the 1990s, the Harris Conservatives set out to slash public education and health care, cut benefits to people living in poverty, privatize Ontario Hydro and the LCBO and drive the labour movement off the playing field. With the notable exception of their attack on people in poverty the Conservatives fell short of their objectives. We owe this success to decisive on-the-ground campaigns on many issues throughout the Harris era, and to the Days of Action which shut down 11 Ontario cities.

The Conservatives are extremely vulnerable on the most important issue of our time—the environmental crisis.

Ford and his MPPs should be vigorously challenged on this issue wherever they show their faces. The global uprising of youth in defense of the planet will make itself felt in a big way here in Ontario.

Go to: labourcouncil.ca/OneYearAfter to get material and a planning guide for a lunch + learn at your workplace.



Teacher Performance Evaluation for OT's and LTO's

Jamie Whitaker

Teacher evaluation is a holdover from the Outcomes Based Education (OBE) fad of the 1990's. The Ministry of Education (MOE) thought that if they determined how teachers were to be evaluated they could control how teachers taught. The Harris government was keen on the idea until the realization that OBE also implied a larger expenditure of education to improve outcomes. Goodbye OBE, but teacher evaluation stayed.

The MOE likes the idea that teachers are being evaluated even though they don't know how to do it fairly. They do know that teachers should not be involved in designing the process. The result is a form with check boxes, and a satisfactory/unsatisfactory rating system. Teachers must receive a satisfactory rating to stay employed. For most administrators this is number 51 on a list of 50 things to do.

Contract teachers are entitled to three Teacher Performance Evaluations, OT's/LTO's only one per assignment. A "satisfactory" rating for an LTO is a requirement in order to apply for a permanent position.

Our contract stipulates that an evaluation of an OT/LTO is made at the discretion of a principal, vice-principal or a Supervisory Officer. Under normal circumstances two days' notice shall be given prior to an evaluation, and only after an OT has been in that position for at least three days. The key word here is shall not will. Meaning notice **may not** be given. You should receive a written evaluation within fifteen school days signed by the evaluator.

Three forms that are used:

1. Short Term (less than 10 consecutive days)
2. Long Term (more than 10 consecutive days)
3. Long Term OT Evaluation Process and Form – to be completed in or after the fourth month of the same LTO assignment.

DO NOT proceed with an evaluation without reviewing the form first. Whoever is doing the inspection can only check off what is on the form. You may do something brilliant, but if there is no box for it, it may be all for naught.

If you have worked four consecutive months in a single long term assignment you should ask for a Long Term OT Evaluation. It is required by Reg. 274, but principals sometimes forget. If no evaluation assessment is carried out, then a satisfactory rating is assumed.



A Long Term Occasional Teacher who receives an unsatisfactory evaluation is considered not eligible to apply for permanent positions within the Board until such time as a satisfactory outcome is received in a subsequent LTO assignment. There is no provision for another evaluation in the same LTO assignment- that is at the discretion of the principal.

If you receive an unsatisfactory evaluation, what do you do?

First, you do have to sign the evaluation. It does not mean that you accept the evaluator's comments, only that you have received the evaluation. Refusing to do so does not invalidate the evaluation or stop the process, but a note that you refused will be recorded in your file. There is no advantage in refusing to sign.

Be prepared to make written comments to attach to the evaluation. They could be of extenuating circumstances with the class i.e. short notice given for the evaluation, you were evaluated not in your subject specialty etc. Have someone go over your comments to make sure that there is nothing written in the heat of the moment that might come back to haunt you.

Always ask for a de-briefing with the evaluator. Unlike contract teachers the evaluator is not required to give you another chance, But this would be a good time to ask for one at a later date. Be professional.

You are entitled to another evaluation in another LTO assignment.