

The Call Out

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

Volume 17, Issue 4

Summer 2019

Back to the Future?

Is it 1996 with PC Premier Harris
or is it 2019 with PC Premier Ford?
(and will the return of shoulder pads be next?)
Answers below



On April 6th thousands of teachers, parents, trustees, politicians and children gathered on the lawn in front of Queens's Park to let the Ford government know what they think of their beer over education priorities. Five different teacher unions were involved in the protest and demonstrators arrived on over 150 buses from as far as a Dryden.

The Thursday before, on April 4th, thousands of students across the province had walked out of their high schools in protest. At one downtown Toronto high school they chanted "Doug Ford has got to go" as they walked out of class, joining students at hundreds of Ontario schools who oppose the coming changes to the province's world recognized education system.

One Grade 12 student from Western Technical-

-Commercial School in Toronto, who helped organize the student protest said bigger class sizes — which school boards have warned could result in job losses for teachers, and decreases in the kinds of courses offered at individual schools — will be devastating, particularly for students with special needs or other challenges.

"This government is trying to distract from their education policies by focusing on us instead of the policies themselves. Why don't we focus on the fact that they are slashing teachers from the education system and slashing course options," said Harvey Bischof, OSSTF president.

The rally was the largest protest so far. But not the last.

Answer: Ford and it's 2019 and No.

Two Things to Do before June 30th... *And One More Thing in Sep-*

Offence Declaration

Each year as part of the TDSB renewal process, Occasional Teachers are required to complete an Offence Declaration Form. To do this, log in as a Staff Member and click on the Employee Services tab. Follow the prompts to complete the form. Be sure to arrange for a confirmation receipt to be sent to your email. All employees of the TDSB, except those hired after March 31, 2019, are re-

quired to complete the 2019 Offence Declaration Form. Employees who are retiring or going on a leave of absence are required to complete their Offence Declaration before June 30th. Employees hired on, or after April 1, 2019 will be required to complete this 'Declaration' starting in April 2019.

It's June Renewal Time for all Occasional Teachers at the TDSB

All OTBU members should check their TDSB email account regularly. An email regarding the Annual Renewal Process has been sent to all Occasional Teachers and will be in your inbox as of June 1st. You will have until June 30, 2019 to complete the renewal process

and the Annual Offense Declaration. **These are two separate processes.** If they are not completed by the June 30th deadline, you **will** be removed from the Occasional Teaching List

LABOUR DAY PARADE September 2nd, 2019

Join with your colleagues and friends for our annual march to the CNE in support of organized labour and good union jobs in fair and equitable work places.

Free admission to the EX and lunch at the Gladstone.

Meeting time: 9:30

Meeting Spot: TBA

Check the OTBU D12 website in August for more details.

www.otbud12.com

President's Report, JUNE 2019

Linda Bartram

As we pass the one year mark of the Ford government, the devastation of the massive and needless cuts to education are beginning to sink in as we see our Toronto Teacher colleagues declared surplus. The TDSB is in an enrollment growth period and normally they would be adding teachers, not laying them off. Their future is uncertain as is ours.



*Do whatever
you are
comfortable
doing.*

Just do it.

*It is going to be a
long 4 years.*

We need to continue to fight this government for the sake of quality public education in Ontario. There are many opportunities to do so. If we have your personal email address, you will already be in receipt of our regular emails to members. You can join your teacher colleagues to rally at Conservative MPP's offices or join colleagues to help inform and engage the public at subway stations and in your community. You can participate in government consultations, you can make phone calls or write letters to Conservative MPPs to voice your

concerns. You can wear the **No Cuts to Education** buttons, put signs on your lawns or in your windows. You'd might be surprised at how people want to engage. Most people have an interest in education at some level. Do whatever you are comfortable doing. Just do it.

It is going to be a long 4 years. But it means we have 4 years to work to create the conditions that see this Conservative government gone.

HAVE A SAFE AND ENJOYABLE SUMMER. SEE YOU IN SEPTEMBER.



Collective Bargaining Committee Meeting

Provincial OSSTF Bargaining Update #1 April 29

Starting the bargaining process with this government has been an exercise in “hurry up and wait”.

While the Minister of Education could have issued a regulation to start bargaining on March 4, she chose to delay bargaining by waiting until April to pass a regulation under the School Boards Collective Bargaining Act to allow the notice to bargain to be given on April 29. OSSTF/FEESO gave such notice on April 29.

Our notice to bargain was well publicized. The Minister of Education went so far as to hold up our willingness to get to the bargaining table as an example for the other education sector unions to follow. Despite this public declaration, we did not receive formal acknowledgement of our notice until after the end of the working day on May 6.

The Act states that the parties must meet within 15 days of the notice to bargain being issued. This meeting is the first step in deter-

mining the scope of the central bargaining table—which items will be central and which items will be local. Based on our experience, this process can be quite complex.

All parties knew that notice to bargain could be given on April 29. It is perplexing that rather than setting aside blocks of time to start bargaining, the government seems to be delaying the process. By initiating the regulation, the Government sent the message it was eager to start bargaining but its actions have demonstrated the opposite.

Provincial OSSTF Bargaining Update #2 May 24

On May 23, OSSTF/FEESO met with representatives from the government and the Ontario Public School Boards Association (OPSBA) to continue discussions to determine the scope of bargaining at the Teacher/Occasional Teacher central negotiating table.

The parties have been unable to reach an agreement, as management is proposing a more extensive list of central items than OSSTF/FEESO is willing to agree

to. We are frankly troubled that both OPSBA and the government are exhibiting such little faith in the ability of school boards and local bargaining units to find local solutions to issues that have clear local impacts.

OSSTF/FEESO has proposed an alternative dispute resolution process that would resolve the issue as quickly as possible. We are awaiting a response from the management team.

Failing an agreement to move to an alternative process, the next step is to move the decision of what the central table issues will be to the Ontario Labour Relations Board (OLRB), as outlined in Section 28 of the School Boards Collective Bargaining Act. Under the Act, the earliest we can apply to the OLRB for a decision is 45 days after our initial notice to bargain was submitted on April 29.

Take Action on Classroom Cuts: Mail Your MPP

The government announced massive funding cuts that will see the average high school class size in Ontario move from 22 students per classroom to 28. This means 25% fewer teachers, resulting in a

25% reduction in the number of classes with no reduction in the number of students.

In response, the OSSTF have launched an advocacy campaign site where parents, educators, concerned citizens and stu-

dents can send an email directly to the Premier and their local MPP letting them know that they do not support crowded classrooms, disappearing programs or cuts to our education system.

Chief Negotiator's Report

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



The impact of approximately \$1 billion in proposed cuts to K-12 education, primarily targeting the secondary level, continues to unfold. When it was announced in March, the Conservative government claimed that a fund had been created that would prevent permanent teachers from being laid off while average class sizes increased by six students over the next three years. This has so far proven to be false, as it does not cover teachers returning from leaves, who are centrally assigned, or who worked in programs covered by other cut funding. As a result, many permanent teachers are at risk of being surplus. In early June, 144 Professional Student Service Personnel employed at the TDSB received pink slips. All of this is at a time of rising student enrolment.

One fear about the government's plan to force students to take at least one course online by the 2020-2021 school year, is that this e-learning program would be privatized. There are now signs that this is the government's intention. OSSTF is warning guidance counsellors not to participate in requests for information about student course enrolment from Price Waterhouse Cooper, a multinational consulting firm hired by a branch of the Ontario government (not the Ministry of Education). The data is being gathered to assist in the outsourcing of e-learning.

The shadow extends to collective bargaining, with the Ford government announcing legislation on June 5 that would impose a cap on wage increases for the province's public sector workers. This would be a funda-

mental violation of free collective bargaining. At the central bargaining table, the government has dragged out the process of agreeing to the division of local and central issues, which must be decided before the OTBU can begin negotiations with the TDSB. All K-12 education collective agreements expire on August 31.

The bad news continues to pile up, but resistance is not futile. The cuts to education, health and other sectors are deeply unpopular with the public. As a result, the Conservatives are trying to pivot attention to corner store beer sales -anything other than the reality that students across Ontario will have worse learning conditions in September, and that many education workers are at risk of losing their jobs. On June 6, teachers, education workers, parents and students at over 300 elementary and secondary schools across the GTA rallied in support of public education and against the cuts. More actions are planned for the coming months.

Take time to relax this summer, but keep an eye out for email updates from the OTBU on collective bargaining and political action. No one can predict with certainty what will happen this fall. We must all be prepared to stand together with our teacher and education worker colleagues in Toronto and across Ontario.



Picketing at PC MPP Christina Mitás's constituency office.

Employment Insurance

The TDSB transmits all Records of Employment (ROE) to Service Canada. Your ROE can be accessed at www.servicecanada.gc.ca

You should file your application as soon as possible or within two weeks of your last day of work

PLEASE NOTE: The application process has changed and reference codes are no longer required for school-related applications. Members should call the Employment Insurance Call Centre at 1-800-206-7218 from 8:30-4:30 Monday To Friday to get answers on how to apply for Employment Insurance benefits.

If you cannot access your ROE (at Service Canada) two weeks after your last day of work, please contact Payroll at 416-395-9642

Ontario Student Group Issues Report Protesting Education Cuts, Mandatory e-Learning

Ontario students are opposed to bigger class sizes and mandatory online credits because such changes will harm achievement, says the Ontario Student Trustees' Association, which is now calling on the Ford government to nix plans for both.

The group, which advocates for the province's 2 million students and consults extensively with them on an ongoing

basis, says in a report to be released Monday that it "strongly recommends that the provincial government reverse its class size increases..."

Once implemented, Ontario would be the only jurisdiction known to mandate four online courses; a handful of U.S. states require one for graduation, or strongly encourage it.

The Halton public board has warned of classes as large as 46 students.

By Kristin Rushowy Queen's Park Bureau. Toronto Star Sun., May 5, 2019
Toronto Star

Other boards have warned of the loss of tech and specialized courses.

...and Some Good News!

The May 24th Mainstreet Research poll shows that the Ontario PCs led by Doug Ford have dropped in support to 22.4%, while the NDP led by Andrea Horwath have 24%. The Liberals with John Fraser at the helm are at 39.9%. Mike Schreiner and the Greens have 12%. The PCs have taken a dramatic slide since Janu-

ary – so much so that they would not win a majority if an election were held today. Ford's decline in favourability closely follows the fall in PC support among Ontario voters. Research shows that 70% of those that voted for Ford a year ago did so to get rid of former Premier Kathleen Wynne and the Liberals. Ford is now less popular than Wynne was at her lowest

point. It took the Liberals sixteen years to reach that point, it took Ford less than one year. The premier's net favourability rating has plunged to -53.5 per cent in the survey, almost 20 points below the -35.3 per cent of former premier Kathleen Wynne at her lowest.

[Ed. Note: this is the third time I've had to update this article to reflect the continued drop in PC support.]

Taking the Self Out of Self-Regulation. Changes Are Coming to the Ontario College of Teachers

Proposals are being made to make the Ontario College of Teachers even less of an ally and more like your boss.

Teachers would be a minority in this re-organized body. Power would reside in the hands of government-appointed members.

Some of the most concerning recommendations include: reducing the size of Council and eliminating both the current majority of teacher members on Council and the democratic election process ...

From the OSSTF Update:

The Ontario College of Teachers (OCT) unleashed 37 recommendations at the December Council meeting concerning the future of College governance.

Although it was claimed that stakeholder engagement was central to this review, it is clear that there was limited input sought on key governance issues, calling into question the report's validity. Stakeholder engagement involved 89/15,775 members of the public; 255/8,000 members of the College; and only 11/36 key external stakeholders, including OSSTF/FEESO. Some of the most concerning recommendations include reducing the size of Council and eliminating both the current majority of teacher members on Council and the democratic election process for selecting these professional members. If the recommendations pass, Council would be reduced to 14 members: seven professional members appointed by Council, and seven public members appoint-

ed by the Government. Currently, Council is made up of 37 members: 23 of whom are democratically elected. All of the appointments in the proposed model would be made by a new, all-powerful Governance and Nominations Committee made up of a majority of appointed, public members. This move would concentrate control of the Council in the hands of a small number of government-appointed members under the guidance of the Registrar. A system where teacher members are in the minority effectively takes the "self" out of self-regulation.

If the recommendations pass and are adopted by the Ford Government, the College will be renamed "The Ontario Teachers Regulatory Authority." The rationale includes the assertion that the College of Teachers" implies a representative ("of teachers") role and contributes to the sense that its priority is to protect and advance the profession, rather than students. It is also argued that while other regulated profession governing bodies in Ontario have traditionally been called "College", this is even more problematic for the teaching profession, whose members also still refer to an "Ontario Teacher's College," a pedagogical institution. This rationale for a new name does not hold up to scrutiny.

From Around the Province...

In Minister of Finance Vic Fedeli's Riding

PARRY SOUND — Half of Parry Sound High School teachers are facing unemployment.

The Near North District School Board met just hours after the Ontario Secondary School Teachers' Federation announced that 121 Near North teachers could be let go at the end of this school year; the board has 248 full-time teaching positions.

"Let me be absolutely 100 per cent clear — this is happening directly as a result of the Ford cuts and because of the budget that (Finance

Minister and North Bay MPP Vic Fedeli) has crafted, this is directly affecting the Near North and our education system and these layoffs today are a direct result of ... the government that they have passed down," said local secondary teachers' union president Glen Hodgson.

The picture may change once the province announces the overdue Grants for Student Needs, the main funding source; that number isn't expected until mid-to-late May.

The union pushed back against the notice being normal.

"Let me also be clear — this is not business as usual," said Hodgson. "Last year we had zero redundant teachers, the year before that, we had zero redundant teachers, in the past 12 years since I have been president we have had at most a couple of redundant teachers purely as a result of declining enrolment, and every single one of those teachers was rehired before the beginning of the next school year." **ParrySound.com**

In the Minister of Education's Riding "teacher cuts threaten 'core curriculum'"

A school board in Education Minister Lisa Thompson's own riding says it will lose up to 50 secondary school teaching positions under the government's plans for bigger classes, and that smaller schools will struggle to provide not only specialized classes but "even the core curriculum required to graduate."

"Our main area of concern is the proposed change to class sizes, particularly at the sec-

ondary level," says the letter, signed by chair Jan Johnstone and vice-chair Jane Thomson.

"Your proposed increase in secondary class size numbers will result in a reduction of approximately 40 to 50 full-time-equivalent teaching staff positions within our board. It would be equivalent to closing two of our nine secondary schools."

Such a move "would amount

to a substantial loss in both teaching and programming support for our students, and the inability of our small high schools to provide specialized course options, and even the core curriculum required to graduate," they wrote.

Bluewater is among the public boards in current Progressive Conservative strongholds — including Halton and Durham — to reach out to the minister, urging her to rethink the changes and hold proper consultations. **Toronto Star**

And in Halton, Burlington, Milton and Halton Hills

The Halton Public School Board is warning that classes could balloon to 46 students as the Ford government cuts the number of high school teachers over the next four years.

In a letter to the education minister, the 905-area board notes Lisa Thompson herself has said "the ideal class size lies between 26 and

28 students. However, to go from the current average of 22 up to the planned 28, "specialized courses with lower enrolment or smaller classes with students who have high needs that have a 10-to-20-student class size will mean that other courses have very high class sizes of 36 to 46 students," the letter says. "The issue with the tech

courses is that the province is pushing STEM (science, technology, engineering and mathematics) and skilled trades, but yet they are saying class sizes have to be higher — but we can't offer our skilled trades at those class sizes. It's too dangerous," says the HPSB chair, Andrea Grebenc.

Toronto Star

Ford Wants to Put an End to Reg. 274 from Osstf Update

The Conservative government of Doug Ford has announced to the media, and in its proposed provincial budget, that it intends to eliminate the policies for hiring to LTO and permanent (contract) teaching positions, known as Regulation 274. To affect OSSTF members and Elementary Occasional Teachers with ETFO, the government would need to enact a new policy. The Catholic Teachers have the language of the regulation within their Collective Agreements -members may recall that Reg. 274 was originally negotiated between OECTA and the government in 2012, and subsequently imposed on OSSTF and ETFO members.

While it has flaws, the OTBU executive believes that Reg. 274 has reduced the precariousness of Occasional Teaching to the extent that it has been successfully implemented. Through Reg. 274, the OTBU won, through arbitration with the TDSB, that all LTOs of at least 15 days duration must be posted, so that all qualified members have the opportunity to apply, rather than the job being assigned by a princi-

pal's tap on the shoulder. A seniority mechanism in hiring means that the time one spends working from job to job does add up, and that one's prospects of gaining permanent employment continuously improve.

Some newer members may believe that eliminating a seniority component in hiring will help get them a permanent position, or a longer LTO, faster. Without Reg. 274 the working lives of new OTs will also be more precarious. A considerable body of research has found that for many teachers, the most stressful years are at the beginning of their careers, when every course is new, requiring a large amount of prep, and while classroom management skills are being developed. Without Reg. 274, being in the good graces of admin, will be even more important than it is now. To get a good reference, many new teachers will feel compelled to sacrifice a healthy work-life balance in order to volunteer for more extra-curriculars, despite their own classes already taking their full attention.

The OTBU has filed a number of grievances

and requests for arbitration for both individual and policy-level violations of hiring practices by the TDSB. These remain in process. The government claims that it is still carrying out 'public consultations' on hiring policies. If the Ford government's Health Curriculum and class size 'consultations' are any guide, it is simply using this time to develop its own preferred policy.

The OTBU has filed a number of grievances and requests for arbitration for both individual and policy-level violations of hiring practices by the TDSB. These remain in process.

THE PRIVATIZATION PLAYBOOK

THE GOVERNMENT OF ONTARIO IS SETTING THE STAGE FOR OUTSOURCING ONTARIO'S PUBLIC EDUCATION SYSTEM.

- 1 SET THE STAGE AND FIND SOMEONE TO BLAME
- 2 UNDERMINE SUPPORT
 - DISTORT STANDARDIZED TEST RESULTS
 - ACCUSE UNIONS OF FEAR MONGERING
 - CLAIM THAT 100,000 STUDENTS RALLING ARE JUST UNION PAWNS
- 3 CREATE ALTERNATIVES TO THE SYSTEM
- 4 ADJUST THE MESSAGE BASED ON REALITY
- 5 HAVE A LEGAL STRATEGY
- 6 NEW FORMS OF PRIVATIZATION



Ontario's Education System is at Stake



Lisa Thompson

MPP for Huron-Bruce since 2011 for the Progressive Conservative Party on Ontario

Who is Ontario's Minister of Education?

- No education degree
- No teaching experience
- No experience working in a school environment
- Believes making students' lives more difficult will make them "resilient"
- Has demonstrated she doesn't know the difference between a class size cap and a board wide average in radio interviews
- Mandated four online credits for secondary school students in Ontario with no evidence to support increased outcomes
- Thanked her Deputy Education Minister, Sam Oosterhoff for his support when cuts were announced over March Break; (Oosterhoff has not attended public schools in Ontario as he was home schooled)
- Continues to dodge questions about how many people asked for larger class sizes in the education consultation

FACT CHECKING THE FORD GOVERNMENT

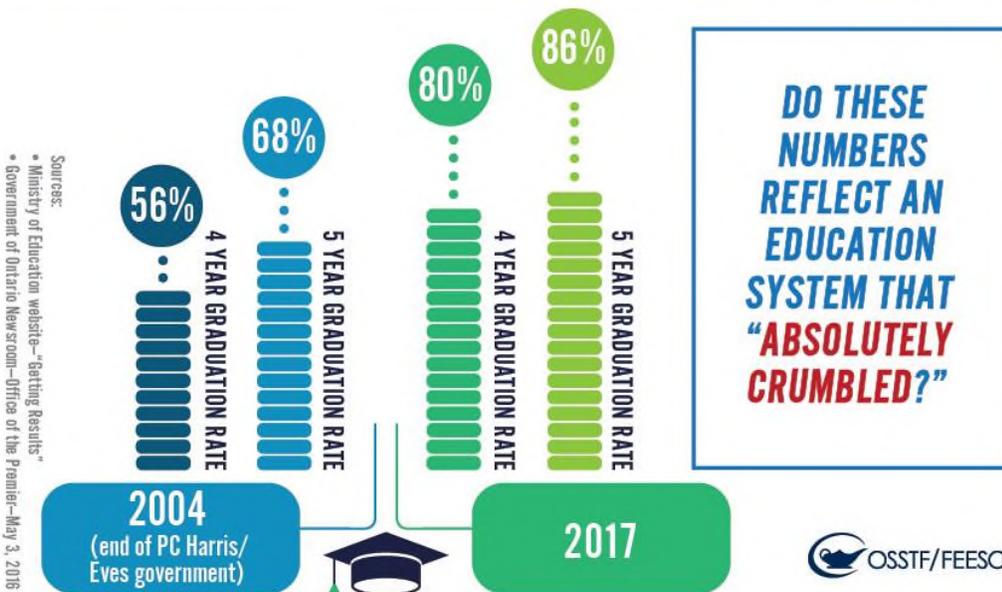


Minister of Education, Lisa Thompson

"I understand the system is broken, as minister of education. We inherited an education system that **absolutely crumbled** over the last 15 years..."

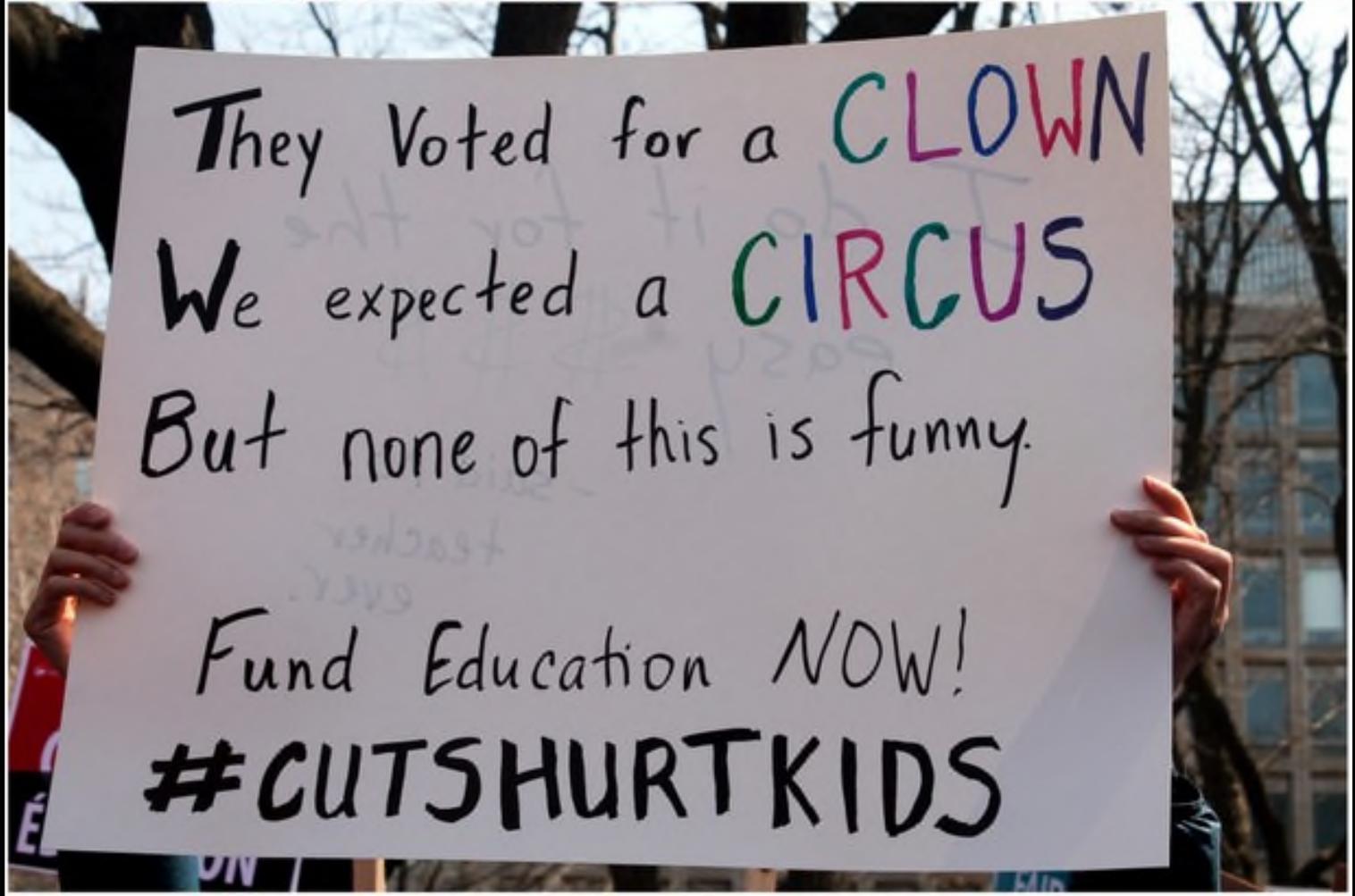
Source—CTV News Toronto—April 4, 2019

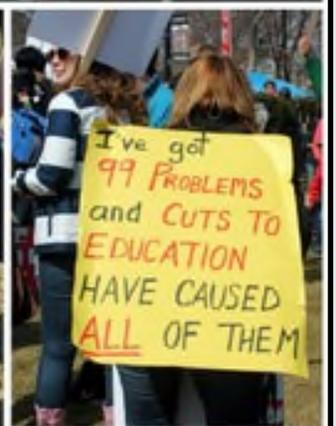
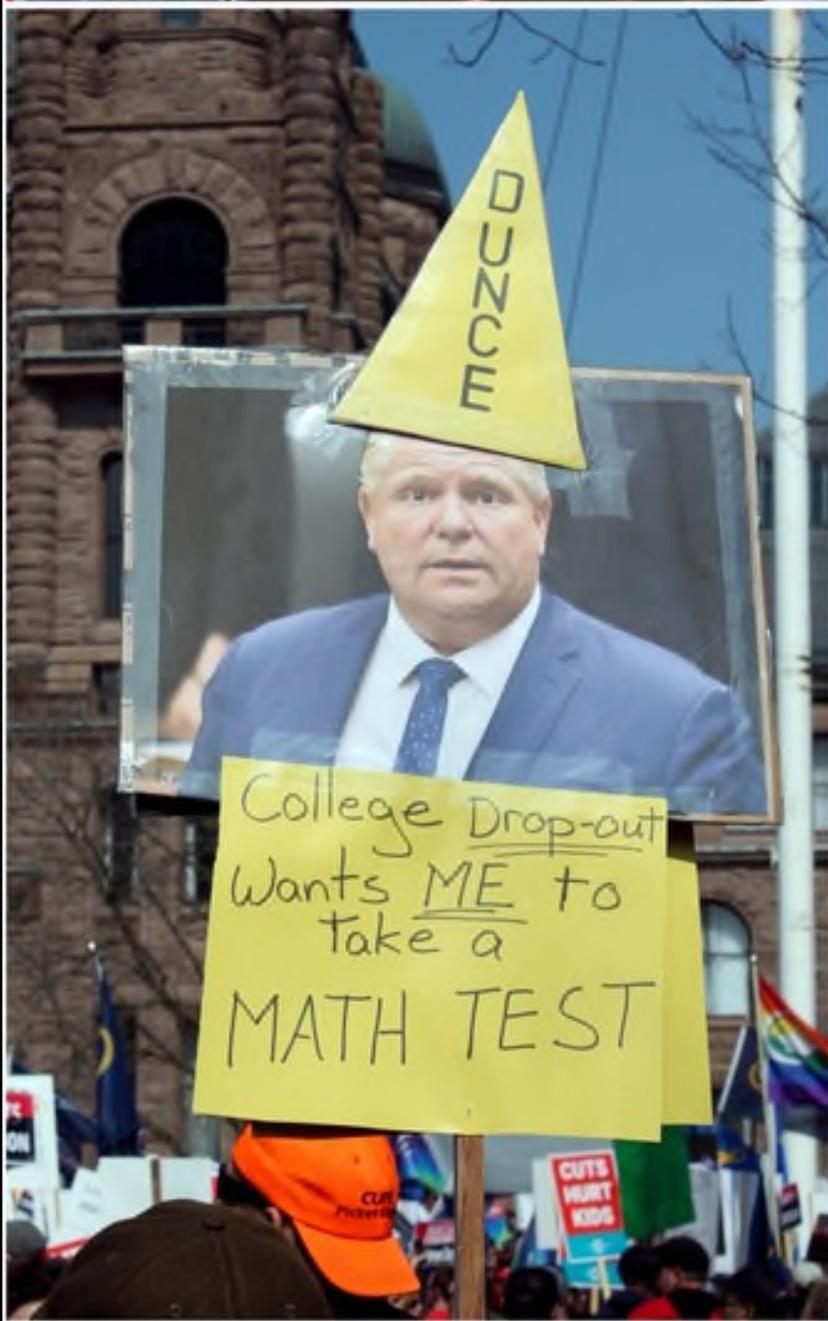
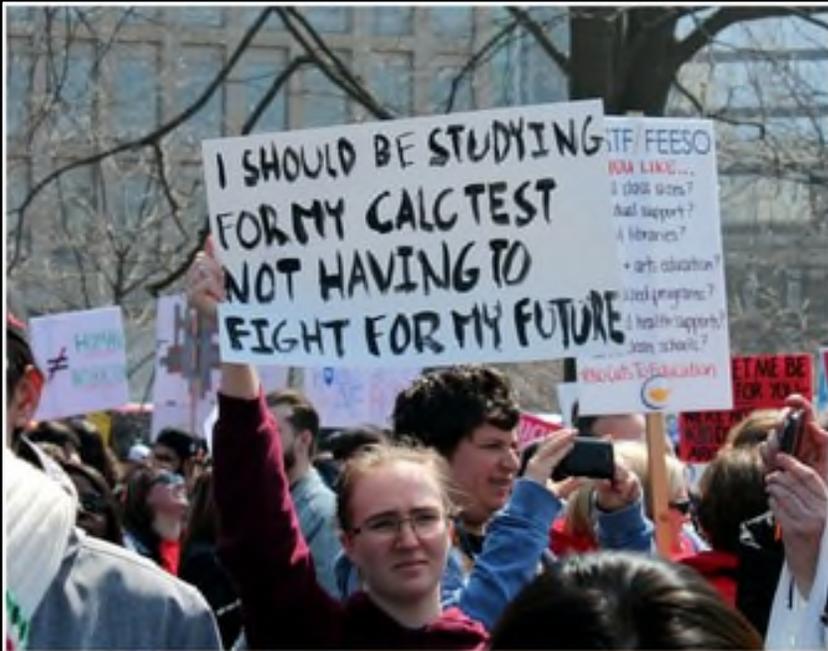
"More and more Ontarians are turning away from Doug Ford as his support is collapsing," said Quito Maggi, President and CEO of Mainstreet Research. "We have never seen an incumbent premier reach these depths in popular opinion with barely a year into his mandate."



Summary of Total Jobs and Unfilled Jobs 2013-2019

	TOTAL JOBS		STATS									
	total jobs	unfilled										
	september		october		November		december					
2013-14	9601	22	12869	33	12243	54	8568	59				
2014-15	10948	63	14245	64	12537	64	9360	153				
2015-16	9764	37	13614	33	13858	58	9514	46				
2016-17	10586	17	14390	59	14628	116	11485	362				
2017-18	11563	52	14757	154	15125	281	8443	450				
2018-19	12252	69	14163	211	12871	466	7988	347				
	january		february		march		april		may		june	
2013-14	9730	82	13718	132	10717	79	14096	170	16183	302	9548	157
2014-15	9848	46	12494	236	11555	52	13943	117	14828	220	9078	83
2015-16	11388	41	13513	142	11217	207	15025	335	17212	446	12129	250
2016-17	8726	53	13002	184	13225	368	13387	854	17220	908	11910	560
2017-18	7279	145	11545	774	12008	845	16019	1590	17673	1479	11449	1042
2018-19	7229	184	10929	736	9146	700	11808	1009				





AGM May 22nd, Old Mill

Over 150 members attended the Annual General Meeting (AGM) at the Old Mill on May 22nd. The meeting started somewhat promptly at 4:38. Rob Banderbob from the Provincial OSSTF was the chair. Jenny Chen (from the TTBU) and Vince Zambrano served as the steering committee.

Linda Bartram introduced the newest member of the OTBU D12 executive Elaine Karroum, replacing Brad Mcleod. In her opening remarks Linda says that 2019-2020 is going to be a trying year for OT's as the Ford budget cuts and their effect on teacher jobs and therefore the amount of work for OT's has yet to be determined. Linda emphasized the importance of members to be active: Write letters, phone your MPP and wear your "NO CUTS to EDUCATION" button.

Michael Frascetti, the OTBU Treasurer reviewed the budget for 2019-2020, and we are in good shape. The only major change is the increase in the member service budget line as a result of changes resulting from effects of Bill 48, *the Safe and Supportive Classrooms Act, 2016* (see *Professionally Speaking*, June 2019 for more details on Bill 148).

Vice-President Paul Bocking reviewed the results of the survey on Working Conditions and School Safety Survey, copies of which were attached to the AGM handout.

Earl Burt OSSTF, provincial treasurer, brought greetings from the province and reviewed the cur-

rent and expected state of bargaining with a government that wants to negotiate in public. *(We are not dealing with a brain trust it seems.)*

Most of the questions put to Earl Burt and the OTBU D12 executive dealt with what the union is doing to prepare for September and how the cuts to education will affect jobs. The answers generally were— *we don't know yet, but we must be careful not to take the bait. Don't act without being very careful. We need public support and there are lots of unknowns.*



There were nine motions to deal with, eight on the changes to our voting procedures. The membership approved the move to all electronic voting for future OTBU D12 elections. The ninth motion was to expand our ratification process to include telephone town hall meetings.



This AGM's keynote speaker was **Erika Shaker** from the **Canadian Centre for Policy Alternatives**. Erika has been at the CCPA since early 1997 as director of the Education Project, which was originally established to monitor corporate involvement in public education with a focus on standardized testing, social justice in schools, education finance, technology and privacy, and education restructuring

In her all-too-brief thirty minute presentation

Erika went over how to deal with the unaffordable government we have.

Her Message: **Be the adults in the room.**

“ Most parents, students and pretty much anyone you run into on the street will tell you it makes obvious sense to cap class sizes, so that kids can get the best education. As the Ford government threatens to lift those caps yet again, we all need to remember that they were not put in place out of kindness. Classroom caps were



Erika Shaker

won by educators and their unions through the collective bargaining process. They fought for the caps not because it made their lives easier, but because teaching conditions affect learning conditions.

When collective agreements expire on August 31, and educators are in a strike position, and are rejecting concessions demanded by the province, or are being threatened with (possibly pre-emptive) back-to-work legislation, remember what’s at stake where our kids’ education is concerned, and what education unions have been fighting for.

Be prepared to fight—not just for unions, but for the gains they’ve made on our behalf, and the gains we need to continue to collectively make for the next generation.”

Thanks to everyone who came out and made the meeting a success. The union cannot function without your support.



A pair of bookends



Can I get this in button size?



AGM Regulars



Looking good.

OTBU D12 Executive: Who Does What



Linda Bartram
President
 Provincial Councilor
 Member Protection
 Contract Maintenance
 TDSB/OTBU Secondary
 Consultation Committee
 District Executive VP
 Collective Bargaining Committee



Michael Frascetti
Treasurer
 Staffing Officer
 Member Protection
 District Finance Committee
 Collective Bargaining Committee
 Educational Services Officer
 District 12 Human Rights Committee
 District 12 Constitution Committee



Vince Zambrano
First Vice-President
 Provincial Councilor
 Member Protection
 Contract Maintenance
 Grievance Officer
 TDSB/OTBU Secondary
 Consultation Committee
 District Executive Officer
 Collective Bargaining Committee



Lillian Speedie-Court
Secretary
 Recording Secretary
 Office Manager
 Collective Bargaining Committee
 Pregnancy/Adoption Leave Advisor
 Grievance Appeal Committee
 Collective Bargaining Committee
 Professional Development
 Webmaster



Paul Bocking
Second Vice-President
 Member Protection
 Contract Maintenance
 TDSB/OTBU Secondary Consultation Committee
 District Executive Officer
 Collective Bargaining Committee Chairperson
 Professional Development
 Communication/Political Action Officer
 District 12 Communications/Political Action Committee



Coleridge Browne
Executive Officer
 Constitution Officer
 Health and Safety Inspector
 Collective Bargaining Committee
 Membership Credentials
 Professional Development
 District 12 Constitution Committee



Jamie Whitaker
Executive Officer
 Newsletter Editor
 Member Protection
 Collective Bargaining Committee
 Health and Safety Inspector
 Joint Health and Safety Committee



Laura Drexler
Executive Officer

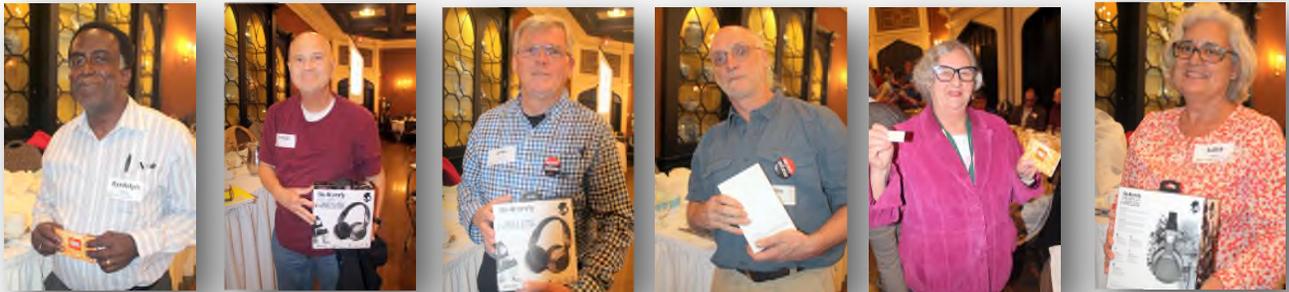


Elaine Karroum
Executive Officer
 Professional Development
 Collective Bargaining Committee
 Health and Safety Inspector

...and welcome
Elaine Karroum to the OTBU executive.
 Elaine replaces Brad McLeod who will be focusing on Health and Safety in the coming year.

...AGM continued from page 15

Door Prize Winners #1 to #6



OTBU Members in Singles, Doubles and Triples...



Music by Thelonious Hank

And once again thanks to Ann (Rosie) Burke for organizing the event.



From the Ontario College of Teachers
Full document is

Professional Advisory Maintaining Professionalism – Use of Electronic Communication and Social Media

PRIVATE VS. PROFESSIONAL

There is a distinction between the professional and private life of a teacher. Ontario Certified Teachers are individuals with private lives; however, off-duty conduct matters and sound judgment and due care must be exercised.

Teaching is a public profession. Canada's Supreme Court ruled that teachers' off-duty conduct, even when not directly related to students, is relevant to their suitability to teach. Members must maintain a sense of professionalism at all times – in their personal and professional lives.

Electronic messages are not anonymous.

“Canada's Supreme Court ruled that teachers' off-duty conduct, even when not directly related to students, is relevant to their suitability to teach.”

Electronic messages are not anonymous. They can be tracked, misdirected, manipulated and live forever on the Internet. Social media sites create and archive copies of every piece of content posted, even when deleted from online profiles. Once information is digitized, the author relinquishes all control.

The use of the Internet and social media, despite best intentions, may cause OCTs to forget their professional responsibilities and the unique position of trust and authority given to them by society. The dynamic between a teacher and a student is forever changed when the two become “friends” in an online environment.

Ontario's certified teachers should never share information with students in any environment that they would not willingly and appropriately share in a school or school-related setting or in the community.

CRIMINAL AND CIVIL LAW IMPLICATIONS

Inappropriate use of electronic communication and social media can also result in a member being criminally charged and convicted, or facing civil action.

Examples of actions and resulting charges are:

- posting harmful images or videos, or making slanderous comments, leading to civil actions such as defamation
- disclosing personal or confidential information about the school, students or colleagues, thus breaching workplace privacy policies and provisions in the Education Act
- posting the work of others without proper attribution, raising copyright violation issues
- breaching a court-ordered publication ban
- inciting hatred against an identifiable group
- disclosing information about a minor, contrary to the Youth Criminal Justice Act
- using technology to harass a student, colleague or others, contrary to the Criminal Code
- using a computer to lure a child or for juvenile prostitution under the Criminal Code
- exchanging or forwarding compromising photos, videos, or audio recordings of students leading to charges of possession or distribution of child pornography.

Electronic communication and social media can be used as evidence in criminal and civil proceedings.

- Inappropriate emails, texts and other forms of electronic communication have been used as evidence in disciplinary cases and cited in findings of professional misconduct.

Examples of inappropriate electronic communication include:

- intimate or personal texting with students
- inviting students to meet privately or without a valid educational context
- sending personal email or social networking contact information to students to communicate for personal reasons
- using informal and unprofessional language with students, such as profanity
- criticizing students, parents or colleagues openly on Facebook
- posting or forwarding content, links or comments that might be considered offensive, discriminatory or inconsistent with professional or ethical standards.

***Avoid
impulsive,
inappropriate
or heated
comments.***

***Even if you
create a false
identity,
courts can
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disclosure of
your true
identity.***

ACT PROFESSIONALLY

Operate in all circumstances online as a professional – as you would in the community.

If you are using a web page or social media site professionally with students, treat the space like a classroom. Apply the same rigorous professional standards.

Consider whether any content may reflect poorly on you, your school or the teaching profession before you post it.

Be transparent and authentic. Use your true, professional identity at all times. Even if you create a false identity, courts can compel disclosure of your true identity.

Avoid online criticism about students, colleagues, your employer or others within the school community.

Ensure that your comments do not incite others to make discriminatory or other professionally unacceptable comments.

Use your professional email and social media accounts for professional electronic communications; avoid using your personal accounts.

Be aware of your employer's applicable policies and programs regarding the use of social media/e-communications and the appropriate use of electronic equipment. Even if your employer has no applicable policy, it is your responsibility

Be aware of your employer's applicable policies and programs regarding the use of social media/e-communications and the appropriate use of electronic equipment. Even if your employer has no applicable policy, it is your responsibility to exercise good judgment.

Priorities of the Ford Government.

In the April Budget beer and alcohol were mentioned 46 times, teachers and education 25 times.

YOUR OTBU EXECUTIVE WISHES YOU A SAFE AND RESTFUL SUMMER HOLIDAY. SEE YOU IN SEPTEMBER...

...at the Labour Day Parade

[Check the OTBU D12 website in August for more details.](#)

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