

AMPA 2020: The Greatest AMPA That Didn't Happen



George Chaktsiris
AMPA Delegate

AMPA 2020 was supposed to be a slightly lower key event than last year where we celebrated 100 years and held elections for our Provincial Executive. Generally, this would have been four days of meeting, debates and motions that help guide the general direction of the Federation for the next year. We would have without a doubt heard something about the current state of negotiations too.

So what happened? Well in a single word Postponed! It should hopefully be no surprise to us that this was because of the current COVID-19 Pandemic that we find ourselves living through just one day at a time. The decision to postpone AMPA was not taken lightly, arrangements for what seems like an annual pilgrimage to those of us that are AMPA regulars having been made at least a year in advance. AMPA was scheduled to take place at the Sheraton Centre Hotel in

Toronto. In the past, I asked about how much of the hotel is taken up by OSSTF for this event. I was told about 70% of the rooms and pretty much all of the meeting rooms too. Knowing this, it will certainly be interesting to see what a postponed AMPA looks and feels like. It is also important to note that this is the only time that I am aware of that AMPA did not run as intended. Much like the reasoning to cancel this event, these are truly unprecedented times.

As far as the way in which the postponement played out, those of us who were delegates in District 13 had what is known as our Pre-AMPA meeting on Wednesday March 4th where we went over the details of how AMPA will work, where we will meet up, answered questions for those who are new to AMPA and reviewed some of the motions that we expected to see come before us. Fast forward to the following week, there was some chatter that started to surface about what would happen with AMPA as the recommendations from the Ministry of Health started to become more serious. Then on the morning of Thursday, March 12th, the day before AMPA, the decision was made to postpone the event for the

health and safety of everyone. The announcement was sent out in many ways. I personally received the news in an email from the AMPA team at Provincial Office, our Local District office, a text message as I had signed up for AMPA updates, AND through the new OSSTF AMPA app that was made available this year. The message was also sent out on social media and the Provincial OSSTF website.

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AMPA 2020: The Greatest AMPA That Didn't Happen (cont'd)

With such short notice, delegates from all over the province had to suddenly, at the drop of a hat, cancel travel plans, hotel reservations and the whole event seemed to just vanish suddenly.

This was all coordinated with Provincial OSSTF and the Sheraton Centre Hotel. At this point, the important thing is that we wait out the current pandemic by listening to the health

officials in an effort to keep us all as safe and healthy as possible. I would also like to commend OSSTF for taking the steps it did to keep our members safe.



Posaction Plus counselling service is available through our OTIP LTD contract. On an annual (calendar year) basis, you can access up to 12 hours of free face-to-face psychosocial counselling for you and/or your immediate family members. Posaction Plus can assist you with work-related, family, personal or dependency problems.

Posaction Plus is mentioned on the District 13 website, in each newsletter, on the yearly information cards that District 13 distributes to members in September and brochures are available from your Branch President and Health & Safety Committee reps in each school. You can also contact the District 13 Office for the LTD Policy number, which changed January 1, 2020.

What life changes do I need to tell my auto and home insurer about?

Provided by OTIP

Got a new job, moved into a new home or sold your car? Your insurance broker may not be the first person you think to discuss your life changes with, but in certain cases it's important to notify them as soon as possible. This is because many life changes can impact your insurance premiums. In some cases, a failure to notify your insurance broker within the time period indicated on your policy could result in one of several penalties, including your insurer's decision not to renew your policy.

For more information, visit www.otipinsurance.com/article62.

District 13 OSSTF Annual Meeting

THURSDAY, MAY 7, 2020 (as currently scheduled)

AGENDA

4:00 - 4:30 p.m. REGISTRATION AND HOSPITALITY

‡4:30 p.m.

1. Call to Order
2. Approval of the Agenda for the District 13 Annual Meeting May 7, 2020
3. OSSTF Pledge
4. Reading of Indigenous Acknowledgement Statement and Reading of Anti-Harassment Statement
5. Moment of Silence
6. Recognition of new members and Recognition of Branch Reps
7. Minutes of the District 13 Annual Meeting May 2, 2019
8. Business Arising from the Minutes
9. Procedural Resolutions
10. Greetings from Provincial OSSTF
11. Report of the District 13 OSSTF President

‡4.45 p.m.

12. PRESENTATIONS
13. Report of the Nominations Committee (immediately prior to dinner recess)

‡6:00 p.m.

DINNER RECESS

Introduction of Head Table

‡ 7:00 p.m.

14. Speeches of Candidates and Balloting for the Office of:
 - a) District and/or TBU President
 - b) District Vice President
 - c) District Treasurer
 - d) District Secretary
 - e) Additional TBU Provincial Councillor
 - f) AMPA Delegate
15. Receipt of Reports
 - a) Collective Bargaining Committee
 - b) Communications Committee
 - c) Constitution Committee
 - d) Education Issues/Political Action Committee
 - e) Health and Safety Committee
 - f) Human Rights Committee
 - g) Professional Development Committee
 - h) Public Relations Committee
 - i) Provincial Councillors
 - j) Occasional Teachers' Bargaining Unit
 - k) Professional Student Services Personnel Bargaining Unit
 - l) Treasurer
16. Questions on above Reports
17. Resolutions to amend the Constitution, Bylaws and Policy of District 13 OSSTF
18. Resolutions to amend the Constitution, Bylaws and Policy of District 13 OSSTF Teachers' Bargaining Unit
19. Other Resolutions
20. New Business
21. Introduction of elected District 13 Executive members for 2019-2020
22. Adjournment

‡ indicates a timed item.

The Anti-Harassment officer for this meeting will be Nicole Bléau.

Shane Stagg for District and TBU President



- Commitment to the District
- Proven work ethic
- Strength of character

Together, we will continue
the strong legacy of District
13 OSSTF

I have enormous respect for the members of District 13. For 20 years I have known them to be dedicated, hard-working, and principled. My commitment is to reflect that back to the membership as District and TBU President.

Whether supporting individuals, representing the membership with the Board, or defending public education, my promise is to demonstrate the integrity members expect and deserve.

Both as TBU President, representing permanent teachers, and as District President serving all members, including Occasional Teachers and Professional Student Services Personnel, I am proud to work with, and for, such a diverse group of education professionals.

I have been honoured to serve as Interim District and TBU President. It has been especially heartening to be trusted with this responsibility during these remarkable times. Together with dedicated branch representatives, a diligent District Executive, and a membership devoted to the defense of public education, there is no challenge too great!

**With your continued support, I look forward to serving you into the future.
Please elect Shane Stagg for District and TBU President.**

Leadership that Reflects Members

Re-Elect Erin Crawford for Vice President



Principled, Committed Leadership Working hard for the District

| | |
|------------------------------|----------------------------|
| District 13 Vice President | 2007-2010, 2011-2020 |
| Bargaining Team Member | 2007-2009, 2012-2016, 2020 |
| CBC Representative | 2007-2009, 2011-2020 |
| GSA/HR Committee | 2005-2019 |
| Chair, GSA | 2010-2011 |
| EPAC | 2009-2010 |
| Leadership & CBC Conferences | 2007-2015 |
| AMPA Delegate | 2008-2020 |

Experienced

Involved

Knowledgeable

I am proud to contribute to District 13's tradition of strong, principled leadership. I seek your ongoing support as we work together to ensure that our rights as educators are respected and protected and our working conditions are safe and equitable.

Re-Elect: Richard McCormack for District 13 Vice President

We are only stronger together!



Interim District 13 Executive Office – Present

District 13 Vice President – 2 years

Communications Chair – 2 years

District Executive – 4 years

AMPA delegate and alternate – 4 years

OSSTF Leadership – 3 years

Branch Vice President – 4 years

Branch CBC Rep – 2 years

Strike Captain 2015

Picket Captain 2019/2020

Committed – Passionate – Professional

RE-ELECT Garrett Metcalfe For Vice President

*District 13 2nd VP 2018 to Present

*District 13
Human Rights Co-Chair

*Two time AMPA Delegate

*DASS Branch President
2015 to present



*2018 James Forster Provincial OSSTF
Human Rights Award Recipient

*OSSTF Provincial
Racial Justice Workshop Facilitator

*OSSTF Provincial Workshop Team Writer
"Dealing With Difficult Interactions"

*OSSTF Provincial FNMI Advisory Committee



Pride

Advocate... Challenge... Change
UNITE

Integrity

Professionalism

Confidence



Re-Elect
Rob Walker
for
Vice President

For Experienced, Principled Leadership

- Currently Vice President, District 13 Executive
- Currently Branch President, Uxbridge SS
- Formerly, Secretary, District 13 and 17 Executive
- Formerly, Health & Safety Rep., Uxbridge SS
- Formerly, Collective Bargaining Rep., Uxbridge SS
- Formerly, District 13 AMPA Delegate 1991–2004

Elect Laura Michaluk for Secretary



- Enthusiastic & detail oriented to a fault
 - Impressive and experienced note taker
- OSSTF Involvement (Past & Current):**
Branch Exec (PR, PD, EPAC), AMPA Delegate and Alternate (too many times to count), Provincial working group for Mental Health & Well-Being

Re-Elect NICOLE BLÉAU for Provincial Councillor



**EXPERIENCED LEADERSHIP
YOU CAN TRUST**

Re-Elect NICOLE BLÉAU For Treasurer



COMPETENT

DEDICATED

RESPONSIBLE

Experience you can trust

Elect Ryan Kelly for Provincial Councillor



Experience:

- ✓ TBU Chief Negotiator (2017 – Present)
- ✓ District Health & Safety Officer (2019 – Present)
- ✓ Faculty of Education Liaison (2017 – Present)
- ✓ Co-Chair Education Issues/Political Action Committee (2009 – 2018)
- ✓ District Vice-President (2010 – 2017)
- ✓ AMPA Delegate (2006, 2008 – Present)
- ✓ Provincial Communications & Political Action Committee (2011 – 2014)
- ✓ Collective Bargaining Committee Member (2011 – 2017)
- ✓ Branch President – Donald A. Wilson S.S. (2011 – 2017)
- ✓ Negotiations Table Team Statistician (2012 – 2017)

Fighting for Fairness in our Worksites!

Resolutions to Amend the Constitution, Bylaws and Policy of District 13 OSSTF and District 13 OSSTF TBU 2020

According to our Constitution, the resolutions to amend the Constitution, Bylaws and Policy of District 13 OSSTF and District 13 OSSTF TBU must be published to the membership at least 5 weeks in advance of the District Annual Meeting.

Please visit this link to access the proposed amendments: www.d13.osstf.ca/resolutions

FeelingBetterNow®
Connecting Mental Health Problems to Solutions

Stressed, anxious or depressed?
Go to: feelingbetternow.com/otip

Assess your mental health → View your action plan → Access your self-care toolbox

Resources in *Your Toolbox* include:

- Helping Yourself
- Stress Reduction
- Helping Others

www.feelingbetternow.com/otip

OTIP RAEO®



PSSP News



Jennifer Seif

PSSP BU President's Report

This is an ELECTION YEAR for our Bargaining Unit!

PSSP Members who are interested in joining the Executive or becoming a Job Classification Representative are encouraged to apply! Please visit www.d13.osstf.ca, PSSP Tab for a copy of the 2020-2022 Nomination Form. Nomination forms must be submitted by **April 29, 2020 by 4 p.m. to be considered on time**. All positions are for a 2-year term and are open to all **ACTIVE PSSP Members (including Contract)**. The leadership positions are:

PSSP Executive

President
Vice-President
Chief Negotiator/Grievance Officer
Secretary/Treasurer
Health and Safety Officer
Educational Services Officer
Executive Officer
Pay Equity Officer

Job Classification Representatives

Interpreter
Intervenor
Social Worker/Child and Youth Worker
Psychological Services Representative
Speech and Language Pathologist

Completed nomination forms should be submitted to ruth.leone@d13.osstf.ca.

The following amendments to our District 13 PSSP Constitution will be presented at our Annual General Meeting on Thursday, May 14, 2020:

1. Page 5 - **Article VI - Dues and Levies**
ADD - 6.3 Every member of the Bargaining Unit shall pay a District Levy in accordance with Bylaw VII of the District Constitution.
2. Page 8 - **Elections and Term of Office**
Housekeeping - 5.4 - Ten (10) **calendar** days
3. Page 10 - **The Vice-President is a voting officer who shall:**
ADD - (5) serve as the Chair of the Grievance Appeals Committee

Please visit www.d13.osstf.ca, PSSP Tab, for a copy of the District 13 PSSP Constitution.

AGM Location: TBA

Professional Judgement: Addressing Parent Concerns

Chris Davis
Pickering HS
Communications Rep

As teachers, we are stakeholders in the success of our students. Their parents or guardians are also significantly invested, as they should be. We are working together toward the same goal—the development and success of their child. Naturally, as in any relationship, there can be differences in expectations, misunderstandings, breakdowns in communication, even outright disagreements, all in the interest of how this child is educated and their success.

Sometimes it can be forgotten that we are on the same team. Parents may be having the same challenges with their child that you are having with them as a student and they may find themselves lost on what to do next. They may have just as high expectations for them as you do, if not higher, as we all want every child to achieve to their highest potential. Either way, when parents feel frustration, sometimes it would appear that we are caught in the middle for a variety of reasons. There are times when the parent may blame themselves or their child, however, some may appear to blame the teacher.

The reasons for this may be two-fold. Firstly, there is the

frustration that the parent(s) may feel as they try to navigate the educational system looking for supports and solutions to help their child. Secondly, in the social media era, there seems to be a trend in society to seek instant gratification, which has led many to feel there is an instant solution to every problem. When we find ourselves in a scenario that deviates from this expectation, it can lead to parents reaching out to administrators at the school or Board level to seek a quick resolution.

When this happens, what we sometimes see is parents being labeled as “demanding”. The teacher is sometimes labeled as “not caring”, “unwilling to help”, or even “a bad teacher”. Unfortunately, none of these labels help the situation at hand. We as teachers are trying to use our Professional Judgement to help find solutions, the parents are actually pleading for help, and we all feel a level of disappointment when the student does not achieve their full potential.

Below is a number of common questions and scenarios that you may find yourself in that can seem in opposition to your Professional Judgment, and can lead to a feeling of being unsupported as a professional.

Alongside these questions/scenarios are some suggestions to help find solutions that are helpful, and supportive of all three parties, students, parents and teachers.

First off, it is recommended that you keep some sort of record of your communications that you can use to show that you have communicated, and what you have communicated about. This is also important to help jog your memory when following up at a later date. How you do this is up to you. You can keep it as simple as having a notepad in your desk that is used for nothing other than parent contact notes where you note the date, time, student name, whom you spoke with/left a message with, what you spoke about and possible next steps. The important part here is that you have a record for future reference.

1. *A parent requests that you provide extra help at a specific time.* This is a perfect case of how you can use your Professional Judgement to assess and explain to the parents what may work best here. If the student is not asking for help during class, start with the suggestion that the parents encourage the student to seek help during class, while you also check in during class. After this starts to happen, you can then

see if you can find a mutually agreeable time for some extra help, when appropriate. You are not compelled to provide extra help at a specific time outside of class, but if you can find a time that works for both you and the student we have a win/win outcome.

2. *A parent requests daily or weekly contact (phone or email) about their child.* Contractually, there are four required points of contact with parents: progress reports, mid-term reports, credit endangered letters, and final reports. However, if there are concerns that you have regarding the progress of a student, additional contact such as a phone call may not be a bad idea. This allows you to ensure parents know what is going on and to see if they can help in some way. If the student has an IEP then you may also want to consult with those in Academic Resource as well to see if they can provide more insight. But you get to use your professional judgement about how frequently contact needs to be made.

3. *A parent has dropped in to the school unannounced and wants to meet with you.* Assuming this is at the end of the day, as is most common, if the timing does not work for you and you have other obligations to attend, explain to the parent that now is not a good time, but you will try to connect over the phone soon.

4. *A parent is aggressive when dealing with you either in person or on the phone.* If you find yourself in a situation where this happens, either in person or on the phone, the process would be the same. Firstly, politely end the conversation and excuse yourself without “getting into it” with the caller. Then go and speak to an administrator about this and determine a plan with them of how to deal with this individual going forward. Also keep some notes about this just like any other contact with parents. It may be decided that all future communication will go through a VP as a third party, or they may be present for all communications and will intervene in anything that begins to become an attack towards you. Administrative involvement is important as they need to be aware of what happened so that if the parent raises the issue with the office, they already have a background from you and are not blindsided. This will help them in supporting you. At any rate, this is behavior that you should not be subjected to.

5. *There is a violent incident in the classroom.* Hopefully, this is not something you have to experience, however, you should fill out both a Safe Schools Incident Report and an Employee Violent Incident Report (the latter only if the

violence was directed towards you). The process of having these filled out alerts the administration to deal with the situation and you should be able to work with your administration with regards to any concerns you have regarding safety. SERT colleagues and other professionals may be involved in developing or modifying a safety plan. You would not be dealing directly with the parent on your own. If you feel that your concerns are not being listened to, please contact your Branch President and/or the District Office for further support.

6. *A student is identified (IEP) and exhibits outbursts in class and the parent would like them to remain in the class for tests, quizzes and exams.* This is best handled in coordination with your Academic Resource team, who can help you set up a plan that complies with the student’s IEP, and meets the needs of the student in the best possible way.

We have all been in a situation where someone is asking for our assistance as we are in a service industry of sorts after all. However, we deserve to be treated as professionals and as people, much the same way we strive to treat others. Maintaining your confidence and knowing where to seek assistance can help with addressing challenging situations in a calm and professional manner.

OTBU News



Avril Burns
OTBU President

The current Executive members continue to plan for our OTBU Annual Meeting, scheduled for Thursday, May 28th at the Bella Notte Restaurant in Whitby. We realise that it is very possible that the meeting may not be able to run as scheduled but we are also aware of the need to recruit new members and craft much needed reforms to the Constitution and By-laws in preparation for the future.

This has been the first year that we have had additional Occasional Teacher members represented on District Council and it has gone extremely well. Up until last year, only Permanent Teacher members and Bargaining Unit Presidents had the opportunity to participate in these meetings where elected members would keep their District Council colleagues and District Executive members informed about the questions, concerns, and initiatives arising from their local membership. Now members from both the new PSSP unit and the OTBU have access to this opportunity to share insights and perspectives.

Unit Two of the four OTBU Representatives to District Council are elected at our Annual Meeting. Other elected positions include President, two Vice-Presidents, Secretary, Treasurer, and representatives to the various District Standing Committees.

This is also the first year where we have had a full slate of OTBU representatives to our District Standing Committees. These committees play a crucial role in supporting the various services offered by the Federation and are great ways for people to participate by offering their expertise or pursuing areas of interest. Although an OTBU member has never been a Chair of one of these committees, it is worth noting that the Chairs also sit on the District Executive Committee.

OTBU Representatives to District Standing Committees are elected at our Annual Meeting. The District Committees include: Communications, Constitution, Educational Issues/Political Action, Health and Safety, Human Rights, Professional Development, and Public Relations. For more information about what each committee does and how often they meet, please go to our District 13 website and click on the "Committees" tab.

Although our President is appointed to the District

Executive by virtue of their office, we have never had an OTBU member elected to any of the other District Executive positions. These are key leadership opportunities where members can make a contribution to the membership of the entire District. These positions are filled at the District Annual Meeting which is scheduled to occur this year on Thursday, May 7th at the Ajax Convention Centre. The elected positions available to all members are: District President, four Vice-Presidents, Secretary, and Treasurer.

For more information about elected positions available, including duties, on both the OTBU and District Executives, please see the respective Constitutions and By-laws by going to our District 13 website, clicking on the "Useful Information" tab and selecting "Collective Agreements and Constitutions".

Could this be the year you decide to take advantage of the great leadership and professional development opportunities offered by participating in one of these roles? Whether it is or not, I certainly hope to see you at both the District and OTBU Annual Meetings. It is a great way to socialize with your fellow teachers and educational workers while enjoying a really great meal!

How to make Nominations and Resolutions:

Nomination and Resolution forms will be distributed by mail, email, and posted to the OTBU Tab of the District 13 website, www.d13.osstf.ca

The current OTBU Constitution, which includes a list of elected positions, can be found on the OTBU Tab of the District 13 website, www.d13.osstf.ca

On-time Resolutions will be posted to the OTBU page of the District 13 website **on Wednesday, May 13th**.

The deadline to submit on-time resolutions is Friday, May 8th at 4:00 pm

For more information contact us by email:
avril.burns@d13.osstf.ca



OSSTF/FEESO District 13
Occasional Teachers' Bargaining Unit
Certified Teaching Professionals

Members of the District 13 OTBU
are invited to attend our

Annual Meeting

Currently Scheduled for
Thursday, May 28, 2020

Email updates will be sent to all subscribers on our Member Contact list and any changes will be posted on the OTBU page of the District 13 Website, www.d13.osstf.ca



Dinner at Bella Notte Restaurant, 3570 Brock St N, Whitby

Meet and greet 4:00 pm
Business meeting 4:30 pm
Dinner and door prizes to follow

No charge for dinner when you register by email no later than 4:00 pm Friday, May 22nd

To register for dinner: Send an email from your personal (not Board) email account to avril.burns@d13.osstf.ca.

Include your full name and phone number, specifying any accommodation or special dietary requirements.

CAREpath
The Health Care Navigation System



CAREpath provides support for our teachers and their families when they are faced with a new diagnosis or a recurrent diagnosis of cancer. The support also includes a cancer survivor support program which can assess health risks in order to reduce the risk of recurrence. If you, your spouse or children need this support, call today! Contact the District Office for the LTD Policy #. If you want cancer treatment information for friends and extended family members, you can call the free Cancer Info Line at 1 800 290 5106.

Upcoming Events for D13—2019-2020 (as currently scheduled)

| | |
|----------------|---|
| April 15, 2020 | OTIP/EFG Retirement Workshop @ Ajax Convention Centre, 4:30 pm |
| April 16, 2020 | D13 Maternity Leave Workshop @ D13 Office, 4:30 pm |
| April 22, 2020 | OSSTF OMERS Pension Workshop @ D13 Office, 5:00 pm |
| April 24, 2020 | Deceiving Divas @ Oshawa Royal Canadian Legion, 7:00 pm |
| April 27, 2020 | OSSTF OTPP Pension Workshop @ D13 Office, 4:30 pm |
| April 28, 2020 | Day of Mourning |
| May 3, 2020 | Steps for Life @ OPG Pickering, 10:00 am |
| May 6, 2020 | OTIP/EFG Retirement Workshop @ Ajax Convention Centre, 4:30 pm |
| May 7, 2020 | District and TBU Annual Meeting @ Ajax Convention Centre, 4:00 pm |
| May 14, 2020 | PSSP Annual General Meeting @ D13 Office, 5:00 pm |
| May 21, 2020 | Student Award Night @ D13 Office, 7:00 pm |
| May 28, 2020 | OTBU Annual General Meeting @ Bella Notte Restaurant, 4:00 pm |
| June 7, 2020 | Durham Pride Parade, details to follow |
| June 12, 2020 | District 13 Golf Tourney @ Lyndebrook Golf Course, 4:00 pm |
| June 28, 2020 | Toronto Pride Parade, details to follow |

DISTRICT 13 OSSTF

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www.d13.osstf.ca

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