

Bargaining Pathway



Shane Stagg
TBU and District President

With the membership vote that finished at the end of September, OSSTF has adopted a bargaining pathway with the government and school boards that includes the option for arbitration. With this pathway in place, there are now established timelines and steps that lead to a collective agreement without a strike vote or strike action. Arbitration is a tool in labour relations to settle a negotiation impasse between parties. In the case of collective bargaining, it can either be imposed or agreed upon by the parties. The arbitrator in this case has two tasks. The first is to determine the retroactive increase to be applied for 2021-2022 as a remedy for the Bill 124 wage cap legislation. The second is to handle remaining items after the central bargaining deadline at the end of October which may include salary.

Arbitration is particularly well suited to handling matters of compensation. Whereas the

government may be reluctant as a bargaining partner to consider the realities of cost-of-living increases over the past few years and into the future, or what has been achieved in other employment sectors, an arbitrator will look directly at these signposts to determine fair values to apply. In some industries, a full withdrawal of services through strike action can be a very compelling motivator for the employer to bargain a fair deal. Shutting down an assembly line or an airline has a strong and immediate effect on company revenue, brand reputation, and customer retention. When those employers weigh the long-term risks of a prolonged job action, they are able to see the value of coming to an agreement. In the case of public sector job action, those factors don't necessarily apply. It's difficult to motivate an employer that is not concerned about profits and saves money each day of a strike. There's the battle of public perception that can be won but that's a contest with risks and tends to be drawn out. Having an arbitrator determine salary items based on objective measures of inflation and what has been

gained in other sectors is a reliable method of getting a fair outcome.

Timing plays an important factor in choosing a bargaining pathway. At this time, a court decision indicates that the Bill 124 wage cap legislation was unconstitutional. The government, however, is appealing that decision. The result of that is uncertain and could be years away. There's

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Bargaining Pathway (cont'd)

wisdom in having an arbitrator rule on a remedy now under the current court decision that will be protected from any future decision. As well, having a wage remedy applied to the pay grid now will have a significant impact on any salary increases that are applied as part of the new collective agreement. Having new increases applied on top of corrected increases from the past would be an improvement that members need now in the face of the current cost of living.

It's important not to entirely discount the value of strike action. It can be predicted that in a future round of bargaining, perhaps as soon as 4 years away, we will be reaching out to members to ask for a strong

strike mandate. Taking an arbitration pathway now does not eliminate the option of strike action in future bargaining years. It's about selecting what is believed to be the best tools at the time. Right now, the consistent message from OSSTF members has been that this is the right path for them. Our affiliate partners have chosen to work with a strike mandate and their respective memberships have given them strong support for that. Ultimately, we are all working toward the best support for public education and the best outcome for members.

What members describe as reasons to pursue an arbitration pathway include a commitment

to aspects of the job which they love and do not want to give up or put on pause. Members are also sensitive to our relationship with students, parents, and the public. Furthermore, it is felt by members that this government will not be a fair and willing partner at the bargaining table. With its tendency to impose conditions on workers, including back-to-work legislation, it's best to allow a neutral third party to interrupt that style of negotiation. The next best opportunity to change the conditions at the bargaining table is during the next provincial election. This could bring about a government more willing to bargain fairly and allow a return to a more traditional style of negotiation.



CAREpath provides support for our Permanent 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, contact the District Office for the 1-800 number and 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.

Where is President Waldo?

To reward our eagle eyed readers, the first 5 members to find President Waldo and send an email to Ruth Leone at ruth.leone@d13.osstf.ca identifying his location will receive a D13 prize!

Please note that readers may only win once per school year.

Can We Talk? More Than One “House On Fire”



Garrett Metcalfe
District Representative

Those who have participated in one of my “Intro to Equity 101” workshops or are immersed in social justice pedagogy have heard the “Whose House Is On Fire” analogy. In short, it is a way to acknowledge that while all oppressed identities experience harm, sometimes we must prioritize a particular group given a pressing need in society at the time. When we spend our time and resources assisting in extinguishing a fire, it doesn’t mean others don’t require support as well, it just acknowledges that the immediacy of the fire is pressing.

Right now, there are a lot of fires to put out and it can feel so incredibly overwhelming. There is a war between Ukraine and Russia, global increases in anti-2SLGBTQ+ hate, and more recently, we have another war that has broken out in the Middle East. These are a few of the “fires” that western media is choosing to report on. There are so many others not being reported.

All of these issues need to be prioritized and all involve identities (and intersecting identities) that are being directly impacted right here in Canada. Some of the issues enable us to clearly land in our position and others can be more difficult as we explore our own bias, navigate media and geopolitical bias and our own lack of understanding or knowledge on the topics.

This is NOT an easy time to do social justice work and can weigh very heavily on those of us whose life work is rooted in fighting injustice. We can find ourselves being asked by folx representing multiple sides of an issue to “step up and do the right thing.” Many of us find ourselves with friends and colleagues experiencing significant harm and trauma whose identities sit on all sides of a conflict.

In my work, I hear from colleagues daily as they share their stories and experiences. I’m honoured and humbled that they are trusting in me and their union to be so vulnerable in speaking their truths. As I’m hearing about their lived experiences, it pains me that I don’t have the easy fix or nor am I able to offer what is being asked of me. However, I can provide space, listen, and make a commitment to continue my learning.

There is no question that levels of hate experienced by oppressed groups has reached an all-time high right here in Canada. The past year has seen a huge uptick in anti-Queer hate (particularly towards Trans identities) and the past two weeks has seen unprecedented increases in both antisemitism and Islamophobia. Folx are afraid at work and in the broader community.

Please be responsible and mindful of our conversations in our classrooms and staffrooms. Be aware that our words and actions can cause significant harm to folx in our presence. We don’t know the identity or lived experience of everyone sharing spaces with us. Even while trying to be an ally, we can be causing significant harm. Reach out with a “check in” to our friends and colleagues being impacted. Sometimes all they need is to know you are thinking of them and to acknowledge how difficult it must be right now.

Most importantly of all, give yourself kindness and space as well. It is okay to not have the answers. It is possible to hold two differing perspectives or views at the same time. It is okay to find ourselves changing our minds daily. It is possible to be committed to fighting all forms of hate simultaneously.

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Can We Talk? More Than One “House On Fire” (cont’d)

Give yourself the gift of healing and finding joy. Reach out to friends and family to share a meal, spend quality time alone

listening to music or exercising, draw your loved ones near with a hug. We are of no service to others if we have not filled up

our own buckets. Remember, it is possible that your own house is on fire and needs to be prioritized!

District 13 TBU & PSSP Anti-Oppression & Social Justice Workshop Series 2023/2024

You Are Invited To Join Us For One Or All Of The
Following Workshops From 4:30 to 6:30pm!

Wed Nov 29	Anti-Oppression 101
Tue Jan 30	2SLGBTQ+ 101
Tue Apr 16	White Supremacy Culture 101
Mon May 27	Towards Decolonizing Education

For Further Information and to Register, reach out to
Garrett at 905 668 7100 or garrett.metcalf@d13.osstf.ca



WINGS!
PIZZA!
BEVERAGES!

601 Palace Street
Whitby

New Equity, Anti-Racism & Anti-Oppression Committee



Meeting Location: 601 Palace Street, Whitby
Meeting Time: 4:30 to 6:00pm

Tue Nov 7 th	Tue Dec 5 th
Tue Jan 16 th	Tue Feb 13 th
Tue Apr 9 th	Thur May 9 th
Tue Jun 4 th	

Familiar With Social Justice Pedagogy?
Looking for Systemic Change in Your Union?
Looking to Advocate for Systemic Change
With Your Employer?

This is the Committee for You!

For further information or to get on the contact list, please reach out to
Garrett Metcalfe at 905 668 7100 or garrett.metcalf@d13.osstf.ca or join
us at our next scheduled meeting!

TBU and PSSP Members Are Invited to Participate!

Upgrading Your Salary: QECO Category and Teaching Experience



Richard McCormack
District Representative

It is wise for members to consider moving up the salary grid so that they can maximize their pay. There are two ways to move through the salary grid: category (certification) and teaching experience.

Category Upgrading

Certification evaluation is done by the Qualifications Evaluation Council of Ontario, QECO. This is a change for many OSSTF members, as previously, certification was completed by Provincial OSSTF. Upgrading one's certification is done by taking additional courses. Before taking additional courses, it is recommended that members connect with QECO to receive advice on what courses can be used to move into a higher category specific to their credentials. Once additional courses have been completed, members will need to apply with QECO to have them complete a re-evaluation. QECO will

complete a statement of evaluation which indicates the new category rating.

The QECO statement of evaluation alone does not result in a member moving through the salary grid. The statement of evaluation must be submitted to the respective DDSB HR associate assigned to your school. Members can locate the HR associate assigned to their school through DDSB Spark, <https://spark.ddsb.ca/en/my-employment/employee-information.aspx>.

Article L7.02 in the local collective agreement outlines that if courses for upgrading are completed before the school year begins, a member's salary will be adjusted as of September 1st if the corresponding QECO statement of evaluation is submitted to the Board as documentation by the last teaching day in December of that year. If courses for upgrading are completed before January 31st of that year, a member's salary will be adjusted as of February 1st if the corresponding QECO statement of evaluation is submitted to the Board as documentation before May 31st of that year.

The District 13 OSSTF TBU office is receiving reports that QECO is

taking up to 3 months to complete their evaluations. It is recommended that members take advantage of the collective agreement language which indicates that they can submit a pending letter to the DDSB. A pending letter is like a place holder. The pending letter signals to the Board that documentation will be forthcoming. If a pending letter is submitted and the QECO statement of evaluation arrives past the last teaching day in December or May 31st, the application will still be accepted upon receipt of your supporting evidence.

A sample pending letter can be found at the bottom of the certification page under the flip chart menu on the District 13 website, <http://www.d13.osstf.ca/flip-chart/certification.aspx>.

Teaching Experience

When a member becomes a Permanent teacher in DDSB, the Board will send along a calculation of teaching experience with their contract. The advice is that members review their teaching experience to ensure its accuracy.

Upgrading Your Salary: QECO Category and Teaching Experience (cont'd)

Consider that the following experience counts towards the calculation of Permanent teaching experience. The corresponding article in the local collective agreement has been provided for reference.

- Long Term Occasional work (L6.03)
- Extended Supply work (L6.03)
- Continuing Education, courses taught in night school and summer school (L6.03)
- Continuing Education Adult Day School (L6.03)
- Teaching experience in another School Board (L6.03)
- Teaching experience as an elementary teacher (L6.03)
- Teaching experience in another province (L6.03)
- Teaching experience in a university or community college (L6.04)
- Teaching abroad (L6.04)
 - Note: this is at the discretion of the Board
- Related trade and/or professional work experience (L.6.06 and L6.07)

In many cases, members will need to contact previous employers to request a record of employment be sent to the Board. Any documentation submitted that supports a member's previous employment should indicate the start date and end date of their work as well as whether the work was part-time or full-time.

Three Mortgage Tips that will Save you Time and Money

Brought to you by Educators Financial Group

Is your mortgage coming up for renewal? Are you looking to buy a home for the first time? With interest rates higher than they've been in a long time, there are certain factors to consider that will help to ensure you end up with a mortgage that works in your best interest.

Check out these 3 tips that will help save you time and money:

<http://bit.ly/3IR7iCL>.

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



Contract Negotiations and Binding Arbitration: What Does It All Mean?



Nicole Bléau

District Representative

After nearly 13 months of talks with very little movement at the table, OSSTF presented a proposal to the government to proceed with a novel pathway towards binding arbitration. President Shane Stagg addressed what led us to this pathway in his cover article. Members voted overwhelmingly in favour of this pathway, but many still have questions about what this means for them and how this will all play out.

Design of the Collective Agreement

Our collective agreement is composed of two sections: a Central portion bargained for the entire province, and a local portion bargained for the DDSB only. A determination is made of which issues are to be negotiated centrally and which are to be negotiated locally so the division of topics for bargaining is clear. For our next collective agreement, the division of issues remains much the same as before.

No Strike Action

Part of the pathway involves both sides agreeing not to change terms and conditions as we move through this process. This means that there will be no strike action for OSSTF members.

Remedy to Bill 124

In 2019, in the midst of bargaining for our last collective agreement, the Ford government imposed wage restrictions on most public sector workers, limiting their increases to 1% per year. This action was a flagrant attempt to interfere with free and fair collective bargaining. Unions representing public sector workers brought this violation to the Superior Court of Ontario where the courts determined that Bill 124 was unconstitutional.

Unfortunately, instead of meeting with unions to provide a remedy to this violation, the Ford government is appealing the court's decision in an effort to avoid paying workers appropriately.

To avoid the uncertainty of this appeal and to provide members guaranteed salary increases they should already have had, the pathway approved by OSSTF includes a remedy to Bill 124.

The remedy applies as retroactive payments on our prior collective agreement from 2019-2022. In addition to the 1% each year already applied to our grids and received by members, the agreed-to remedy includes:

- For Sept 2019: an additional 0.75%
- For Sept 2020: an additional 0.75%
- For Sept 2021: this increase is to be determined by the arbitrator. But the parties have agreed that the increase will be between an additional 1.5% and 3.25%.

These retroactive payments will be processed no later than 120 days after the Year 3 increase is determined.

Our Future Collective Agreement

The remedy only addresses retroactive salary increases. The discussion about salary from September 2022 onward will be addressed in the subsequent bargaining and arbitration process. The next collective agreement will run from September 1, 2022 to August 31, 2026. For that agreement, we will continue to bargain until pre-determined deadlines:

- Central Bargaining:
 - until October 27, 2023
- Local Bargaining:
 - until March 28, 2024

Contract Negotiations and Binding Arbitration: What Does It All Mean? (cont'd)

Any language agreed to by these dates will be codified in the collective agreement. If any issues remain unresolved after these deadlines, they will be brought to binding arbitration.

Binding Arbitration

The binding arbitration process may be unfamiliar to members, but it is a long-established practice. The process involves both sides presenting their positions including evidence, examples, comparators, etc..., to an arbitrator who will decide on

the final language. At the Central table, there will be a panel of three arbitrators lead by William Kaplan making the decisions. At the Local tables around the province, there will be one arbitrator making decisions.

While the hope is that the collective agreement will be finalized well before then, there is an ultimate deadline for a completed collective agreement of December 31, 2025.

Final Thoughts

At this time, OSSTF is the only affiliate following this pathway. Therefore, you will still continue to hear about bargaining and strike votes for other groups in the education sector. But as we move through this new process, we will continue to keep members informed about issues which concern them. Please don't hesitate to reach out to the District 13 TBU Office if you have any further questions about this process.

The graphic is a promotional poster for 'Starling Minds', a self-guided digital program for managing stress, anxiety, burnout, and depression. It features the Starling Minds logo (a blue bird) and the OSSTF/FEESO logo (a yellow sun). The text 'Starling is here for you.' is prominently displayed. Below this, a paragraph explains the program's purpose. The 'How it Works' section is divided into three numbered steps: 1. Take a Check-Up (with a battery level gauge), 2. Build your skills (with a video icon), and 3. Connect with Peers (with a chat bubble icon). At the bottom, it says 'Ready to get started?' and provides the website 'member.starlingminds.com' and access code 'OSSTFMEMBER'. The background is a light blue sky with a small green plant growing from a rock.

Starling Build Resilient Minds | **OSSTF/FEESO** Ontario Secondary Teachers' Federation / Fédération des enseignants de l'Ontario

Starling is here for you.

We all deserve easy, helpful support for managing stress, anxiety, burnout and depression. This is why we created our self-guided digital program that is available 24/7, immediate, private and tailored just for you. As simple steps, you can proactively build daily habits that help you better manage your mental fitness and take control of your life and well-being.

How it Works

- 1 Take a Check-Up**
Uncover insights into how you're doing.
- 2 Build your skills**
Your training sessions adapt to you. Providing you with the skills and tools to improve your mental fitness.
- 3 Connect with Peers**
Share your story and find support from peers in our anonymous community.

How full is your battery?

100%
75%
50%
25%
0%

Videos

What do you think?
[Video thumbnail showing a person's head with a brain icon]

Community Chat

Kayla@osstf008
Welcome to the community!

Joan@osstf001
Thanked I'm dealing with a lot of stress right now.

Kayla@osstf008
Me too, I found session two really helpful.

Ready to get started?

Visit member.starlingminds.com
Access code: OSSTFMEMBER



Kitchen Korner

Heather Tyrrell
Communications Rep.
Henry St. HS

As the days grow shorter and the air becomes crisp, there's an undeniable shift in the atmosphere – autumn has arrived, bringing with it the promise of cozy moments and heartwarming meals. There's something inherently comforting about the colder days, inviting us to slow down, indulge in hearty dishes, and savor the simple pleasures of life. One of the best ways to navigate the chill of the season is through the art of meal prepping, ensuring that delicious, soul-warming food is always within reach.

Comfort Food: A Hug for Your Taste Buds

When the temperatures drop, our bodies crave warmth and nourishment. Comfort food, with its rich flavors and soothing

textures, becomes our culinary sanctuary. Here are some classic comfort food ideas perfect for colder days:

1. Hearty Soups and Stews:

Nothing beats the cold like a steaming bowl of soup or stew. Think creamy butternut squash soup, hearty beef stew, or classic chicken noodle soup. These one-pot wonders are not only delicious but also incredibly easy to make in large batches.

<https://tasty.co/recipe/classic-chicken-noodle-soup>

2. Roasted Delights:

Roasted vegetables and meats are the epitome of comfort. Try roasted root vegetables like carrots, potatoes, and parsnips, alongside succulent roast chicken or beef. The aroma of roasting fills the house with warmth and anticipation.

<https://www.foodnetwork.com/recipes/food-network-kitchen/pot-roast-with-roasted-vegetables-recipe-1951937>

3. Pasta Perfection:

A bowl of pasta can feel like a warm hug from the inside. Experiment with different sauces – marinara, creamy Alfredo, or even a rustic Bolognese. Top it with grated cheese and pair it with garlic bread for the ultimate comfort meal.

<https://feelgoodfoodie.net/recipe/pasta-bolognese/>

4. Baked Goodies:

Baking is a therapeutic activity in itself. Embrace the colder days by baking homemade bread, cinnamon rolls, or apple pie. The smell of baking wafting through your home is a delightful way to combat the chill outside.

<https://www.recipetineats.com/easy-yeast-bread-recipe-no-knead/>

Kitchen Tip

Meal prepping can save you time, money, and stress during the week while helping you maintain a balanced diet. Here are some meal prep tips to make the process efficient and enjoyable:

- ⇒ **Create a Menu:** Plan your meals for the week, considering breakfast, lunch, dinner, and snacks.
- ⇒ **Balance Nutrients:** Include a variety of proteins, vegetables, fruits, whole grains, and healthy fats in your meals.
- ⇒ **Keep it Simple:** Choose recipes that are easy to prepare and can be stored well.

~Chef Tyrrell~

Today's Funny

"Strength is the capacity to break a chocolate bar into four pieces with your bare hands – and then eat just one of the pieces." Judith Viorst, author

-Chef Tyrrell-

Medi-Dent Benefits—Direct Billing Instead of Payroll Deduction



Nicole Bléau
District Representative

Currently, Permanent Teacher members have their premiums for extended health, dental and life insurance deducted from their payroll. Effective February 1, 2024, these premiums will move to a direct billing model. Members will need to enroll for PAD (Pre-Authorized Debit) to maintain their benefits.

Why is this Change Happening?

Moving to a PAD model means that OTIP can be more responsive to changes in a member's life and eligibility. For example, if a member moves from Single to Family, goes from

LTO to Permanent or starts/ends a leave of absence, OTIP can quickly and easily arrange for reimbursements and rate changes.

What Will I Have to Do?

As we move to this model, you will need to provide your banking information to OTIP. But don't assume that you have already done that. If you did previously give them your banking info, that was to allow them to DEPOSIT money into your account. This will be for you to authorize them to WITHDRAW money from your account on a regular basis. In the coming months, you will receive an email from OTIP through your DDSB email or the email that you have registered for communication with OTIP. They will provide step-by-step instructions to make these changes in their online system.

Timing of these Changes

As of February 2024, premiums will stop on payroll and begin being deducted from your bank account. The deductions will occur monthly on the 10th of every month, including through the summer. Your rates aren't changing as a result of this model. The only thing changing is the way that premiums are collected. Please note that LTD deductions will continue to be deducted from Payroll.

What if I Do Nothing?

If you don't set up PAD before February 1st, your benefits access will cease. Billing from pharmacies and practitioners will be declined. Once you arrange your PAD, you can submit receipts retroactively for declined items.

If you have any questions during this process, contact Nicole Bléau at the District 13 TBU Office.

TELUS Health (formerly LifeWorks/Posaction)

TELUS Health (formerly LifeWorks/Posaction) counselling service is available through the OTIP LTD contract for Permanent Teachers. On an annual (calendar year) basis, you can access up to 12 hours of free face-to-face psychosocial counselling for you and your immediate family members. TELUS Health can assist you with work-related, family, personal or dependency problems. At this time, sessions are also available via distance options. As well, there are other web-based services available. TELUS Health is mentioned on the District 13 website and in each newsletter. To access these services, download the app or visit otiptl.lifeworks.com.

Log in with the username and password below:

Login: Lifeworks1

Password: @OTIPTL123

Upcoming OSSTF Workshops for Permanent Teacher Members and PSSP Members



Richard McCormack
District Representative

Pregnancy/Parental Leave Workshop

District 13 TBU Benefits Officer Nicole Bléau will host two pregnancy/parental leave workshops for permanent teacher members and PSSP members this year.

An in-person session will take place on Tuesday, November 28th, 2023, from 4:15-6:15 pm at the District 13 OSSTF TBU Office at 601 Palace Street, Whitby.

A virtual session will take place on Monday, April 22nd, 2024, from 4:15-6:15 pm with Zoom link to be provided.

If you wish to join, please confirm your attendance so materials can be prepared by sending an email which provides your name and Bargaining Unit (Permanent Teacher or PSSP) to nicole.bleau@d13.osstf.ca with the subject line “parental leave workshop”.

OTPP Pension Workshop

An in-person OTPP pension workshop has been scheduled for January 18th at 4:15 PM at the District 13 TBU Office in Whitby. If you would like to attend this session, please complete the registration form available at the following link: <https://forms.gle/jmUqCif8HXzei5N1A>.

Please register by December 22nd, 2023. This workshop is for members only. If you would like to have a partner attend with you, please reach out to the District 13 TBU Office after January 8th to inquire about whether there is space available.

OTIP and Educators Financial Host a Free Retirement Workshop

Starting to plan for retirement? This exciting transition also comes with a lot to consider.

Join OTIP and Educators Financial Group for a free retirement workshop so that you can walk into retirement with a plan!

This free workshop will take place on November 30, 2023, at Deer Creek Golf Course from 4:30pm - 7:30 pm. It is open to members and spouses. As a courtesy, refreshments will be provided. Please note any dietary or accessibility requirements at time of registration.

Register online at: otip.com/events.

The registration page includes a list of other workshops if you are unavailable to attend on November 30, 2023.

Disney on Ice—Into the Magic

Disney on Ice will be performing at the Tribute Communities Centre on February 15 to 18, 2024. They are offering educators discounts on your tickets by entering the code found on the poster. Tickets can be purchased in-person or online.

To find out more about the Disney on Ice—Into the Magic performance visit www.tributecommunities.com.

Produced by Feld Entertainment

Disney ON ICE INTO THE MAGIC

THURS. FEB 15 - 7:00PM
FRI. FEB 16 - 11:00AM // 7:00PM
SAT. FEB 17 - 11:00AM // 3:00PM // 7:00PM
SUN. FEB 18 - 11:00AM // 3:00PM // 7:00PM

USE CODE: **GSSCHL**
SEE PRICES OR ONLINE AT TRIBUTECOMMUNITIES.COM/DisneyONICE

TICKET OFFER	ADULT	CHILD
113.00	\$123.00	\$73.00
89.00	\$99.00	\$49.00
65.00	\$75.00	\$39.00
41.00	\$51.00	\$25.00
17.00	\$27.00	\$11.00

RESERVE YOUR GROUP OF 10 OR MORE NOW. CONTACT AKIL JULIEN AT AKILJULIEN@AKVWORLD.COM OR BY CALLING 905-448-1554.

©VG 360

PSSP Update

Stephanie Pritchard

PSSP President

Welcome to the 2023-24 school year. I would like to introduce the PSSP Executive team. We look forward to working with you in the schools again!

PSSP Executive 2023-2024

President: Stephanie Pritchard

1st Vice President: Amanda Frumkin

Secretary: Megan Bergin

Chief Negotiator: Elizabeth MacDonald

Pay Equity Officer: Jenifer Mascoll

Educational Services Officer: Jennifer Morris

Health & Safety Officer: Krystal Griffiths

Work Group Representatives

Interpreters: Sunny Bishop

Intervenors: Jacquie Westcott

Speech and Language: Jenifer Mascoll

Psychological Services: Mary McArthur

Social Workers: Emily Lam

Child and Youth Support Workers: Darcy Fields



Attention D13 Members



The D13 PD Committee provides up to \$150 to members who attend conferences or workshops or take non-credit courses as self-directed professional development.

Apply using the PD request form by June 1st

<http://www.d13.osstf.ca/pdfunding>

Upcoming Events for TBU and PSSP members: 2023-2024

November 17, 2023	Joint OSSTF-DDSB PD Day
November 28, 2023	Pregnancy/Parental Leave Workshop, 4:15-6:15 pm, D13 TBU Office
November 29, 2023	Equity Series, 4:30 pm, D13 TBU Office
November 30, 2023	OTIP & Educators Financial Free Retirement Workshop, Deer Creek Golf Course, 4:30-7:30 pm
January 18, 2024	OTPP Workshop, 4:30-6:30, D13 TBU Office
January 30, 2024	Equity Series, 4:30 pm, D13 TBU Office
February 19, 2024	District 13 TBU & PSSP Member & Family Skate, details TBD
February 28, 2024	Pink Shirt Day
April 16, 2024	Equity Series, 4:30 pm, D13 TBU Office
April 22, 2024	Pregnancy/Parental Leave Workshop, 4:15-6:15 pm, Virtual
April 28, 2024	Day of Mourning
May 5, 2024	Steps for Life Charity Walk, 10 am, details TBD
May 8, 2024	District & TBU Annual General Meeting 2024, details TBD
May 15, 2024	PSSP Annual General Meeting 2024, details TBD
May 16, 2024	World Education Support Personnel Day
May 17, 2024	Student Award Night, details TBD
May 27, 2024	Equity Series, 4:30 pm, D13 TBU Office
June 14, 2024	Deceiving Divas, 8 pm, Oshawa Legion
June 21, 2024	District 13 Golf Tourney @ Lyndebrook Golf Course, details TBD
June 2024	Durham Pride Parade, details TBD
June 2024	Toronto Pride Parade, details TBD

OSSTF DISTRICT 13 TBU

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