

Site Visits



Shane Stagg

TBU and District President

This fall, site visits are being arranged at each workplace. Team members from the TBU office are attending at lunch or after school. The purpose of the visits is to provide an update and gather important feedback from members. We are currently at the end of a bargaining cycle and the beginning of a provincial election cycle. Here is a summary of details shared during these site visits.

With bargaining at an end for the time being we continue to inform members of changes to the collective agreement and are gathering information for the next round of bargaining. To ask members what they'd like to see going forward. Consistent responses refer to student code of conduct and violence in schools. Members want to have protections for professional judgment and are concerned about credit integrity. There are conversations about destreaming,

and how to best support student pathways. Members also want continued attention to compensation and salary increases. These items relate to both local and central bargaining as well as political forces at play.

Signs indicate that we can expect a provincial election as early as this spring. This marks an important time for members to consider how they might get engaged in the political process. Simply getting out to vote is important but so too is communication with others. OSSTF provincial Office has developed a plan that includes a media campaign. Members may be seeing "Ford High" graphics in their social media. These present as ads for a fictitious tv show portraying the challenges faced by members such as underfunding, burnout and overcrowding. The campaign invites viewers to visit fordhigh.ca and send a message to government opposing education budget cuts. SaferSchools.ca provides information regarding alarming trends in violence in schools and offers an opportunity for visitors to send a message to their MPP.

As part of our political action there is attention being given to member mapping. This is a process of better getting to know our members and what connections they have in the community. This allows us to provide communication directed at the interests of members and find synergies with community organizations to support common goals.

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Site Visits (cont'd)

Support for our political action is provided in part by community organizers hired by Provincial Office. In Durham we have the assistance of Mary Fraser-Hamilton. She has been working closely with Marcy McCrae who is the co-chair of our Educational Issues and Political Action Committee.

During our visits we introduce members to our bargaining unit committees. They provide options for members to get involved in ways that match their interests. From professional development, to political action, public relations, and human rights, there is something for everyone.

Our ability to connect with members is critical to the work that we do. We remind members to be sure they are included on our mailing list. With over 1600 subscribers we have connection to most and ask all members to check with their colleagues to be sure they are getting messages from the bargaining unit. Members can send a personal email address and their work location to orit.orlovsky@d13.osstf.ca to be added to our list. We try to limit the number of messages as best we can with 1 or 2 messages going out each week. In the event of needing to deliver a message to everybody, this mailing list is essential.

Members are always welcome to contact us in the bargaining unit office. During our site visits we are offering handouts which include the following information:

District 13 TBU OSSTF Quick Reference Guide

Address: 601 Palace St, Whitby

Phone Number: 905 668 7100

Shane Stagg:

shane.stagg@d13.osstf.ca

Richard McCormack:

richard.mccormack@d13.osstf.ca

Garrett Metcalfe:

garrett.metcalfe@d13.osstf.ca

Orit Orlovsky:

orit.orlovsky@d13.osstf.ca

Vansh Gulati:

vansh.gulati@d13.osstf.ca

Ruth Leone:

ruth.leone@d13.osstf.ca

D13 Website: <http://www.d13.osstf.ca/>

Vansh is new to our office this year as office manager. Ruth is still working with us part time as well.

On social media we can be found on X @D13_OSSTF, Facebook by searching OSSTF District 13 Durham, and on Instagram @d13osstf.

'Find Secret Word'

To reward our eagle eyed readers, the first 5 members to look for the **bolded letters to spell an acronym** and send an email to Ruth Leone at ruth.leone@d13.osstf.ca identifying the word will receive a D13 prize!

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

District 13 OSSTF TBU

2022-2026 Local Collective Agreement Highlights



Richard McCormack
District Representative

Notable Changes and Additions

New Letter of Commitment – Code of Conduct and Bias Aware Progressive Discipline

- The Parties have a shared commitment to equitable and respectful learning environments. The Board is committed to ensuring school codes of conduct are current and are effectively communicated to school communities. The Principal, if requested, will discuss with the teacher any bias-aware progressive discipline outcomes while supporting a student's dignity.
- This agreed item will be held outside of the collective agreement and would need to be renewed going forward to continue.

Guidelines for Placing Related Trade and/or Related Professional Work Experience as Teaching Experience on the Basic Salary Schedule

- Experience for related trade or professional experience will now be applied at a ratio of 1:1.
- Related experience credit is no longer capped at 6 yrs.
- Years of experience required for entry into teacher training program will now also count toward experience credit for grid placement.
- Important: Any teacher assigned to teach technology courses not yet at the top of the salary grid as of September 2023 can request to have their experience credit recalculated following the above criteria if documentation is received prior to May 1, 2024. Applicable retroactive pay will be paid back to September 1, 2023.
Contact: employee.records@ddsb.ca and indicate your home school.

Release Time for Special Education Teachers

- For the 2024-2025 school year, teachers working in a Special Education classroom that provides regular classroom programming throughout the exam/summative period between semester

one (1) and two (2) shall receive three (3) periods of release time during that exam/summative period. This release time is to be utilized to assist with report cards, IEPs, and transition and integration planning and will be scheduled by the Principal.

- This release time will be covered by teachers as part of the exam supervision schedule.

Continuing Education Adult Day School – Leaves of Absence

- Addition: one day leave of absence, with pay will be allowed to attend the funeral of an aunt or uncle or close personal friend.

Debrief Meetings

- Administrators shall schedule debrief meetings, at a mutually agreeable time as soon as reasonably possible after the submission of a Violent Incident Report, in accordance with the Board's Risk of Injury Procedure.
- A conversation with administration related to a violent incident that was reported from their class shall be available to teachers to support the safe return of the student.

District 13 OSSTF TBU

2022-2026 Local Collective Agreement Highlights (cont'd)

Technology (ILP Laptops)

- Equipment will now be provided to teachers upon request before completing the required course.
- Within twelve (12) months of receipt of the device, members may be required to attend a "Digital Citizenship and Professional Practices" workshop in order to maintain use of the device, as determined by the Board.

Lieu Time for Guidance and SERT Teachers

- Guidance Teachers and Special Education Resource Teachers who are requested by the Principal and agree to carry out duties before the school year begins, shall receive up to a maximum of two (2) days in lieu.
- These lieu days are to be scheduled at a mutually agreeable time by the Principal and the teacher, subject to operational requirements.

General Housekeeping

- Amend and update position and department titles as appropriate;
- General clean-up of articles referenced in other articles where necessary;
- Gender neutral language;
- Changes to language to align with current practice;
- Other changes to language

that do not alter intent or provisions of the collective agreement.

Items That Remain Protected

These items were tabled as strips by the Board but were not agreed to by the Bargaining Unit and remain protected in the Collective Agreement:

- Access to ½-time leaves;
- Access to job postings for permanent teachers;
- Right of qualified internal candidates to an interview;
- Protection in surplus process;
- Union access to safe schools data;
- Joint PD Day;
- Union oversight over staffing process.

Other Understandings

Without a change to collective agreement language a shared understanding with employer establishes:

- that teachers that have taken 3 paid days as religious holidays are able to also apply to have further religious holidays taken as special event days.
- that a teacher could request a 5-day bereavement leave for the passing of an aunt, uncle or close personal friend provided that the

teacher can demonstrate the individual's significance to the teacher.

- that there is no expectation for additional resources to be created when students are absent. Students have access to the usual class resources.
- that an Adult Day School Teacher could request access to an unpaid day for a religious day.

All portions of the collective agreement not affected by bargaining remain as status quo.

TELUS Health

TELUS Health 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

Common Good Bargaining



Marcy McCrae
EPAC Co-Chair

It's Monday, a perfect fall day. As you walk into your school, you greet your colleagues. You get your favourite hot beverage and head to your classroom. As students file in, you greet them. They are ready for the day's learning. All of them have had breakfast, either at home or at school. All of them woke up in their own home.

Your class composition shows that 20% of your students have an IEP and you have a dedicated EA for your classroom, based on that percentage because we negotiated that in our contract. The board has also hired enough psychologists to assess students with learning exceptionalities within weeks, not years. We bargained for that, too.

In your classroom are all the supplies and textbooks you and your students need. Just like last year, you didn't have to spend any of your own money on learning supplies.

During the lesson, Guidance calls down a student to see their social worker. There are enough

social workers assigned to your school that students can get an appointment within a week and can be seen on a regular basis. You feel confident that students are being supported. Your students' mental health is improved and they can focus on learning. The system sufficiently supports student and staff needs so that it can be a transformative system, where young people can gain skills and content knowledge to launch themselves into post secondary training and work that improves their lives, with sufficient access to loans and grants

This seems like a daydream, I know. For us, it's a cruel contrast to the real system we work within, where student and staff needs seem to be a low priority, where regulated and supported students seem to be the exception, not the rule. The system we work within has been deliberately underfunded by our current governing party, with the goal of privatization. Each year since 2018, education, health care, social services and infrastructure are funded less and less, until the system becomes untenable and is replaced with private options. This isn't random. It's deliberate and part of the plan of privatization.

It wasn't always this way. I graduated Brock High School

(go Bulldogs!) in 1998. The education system at the time supported me and my goals. Within that same timeframe, my mother also returned to post-secondary as an adult learner and earned a college diploma while I was earning my BA. That she was able to access enough OSAP to support herself and two teens (my siblings) while I was also able to access OSAP, grants and Millennium Scholarships to cover tuition and living expenses. This would seem like a miracle today. She became a social worker and I became a teacher. Both she and I were able to transform our futures through the power of education and with the support of funding and social policies that enabled success.

The ability of our current systems, whether it's K-12 education, post-secondary education, the health care system, housing policies, or income support programs, to transform lives is increasingly limited because of deliberate underfunding. Unless something shifts, our children and their peers as a generation will do more poorly than we have, simply because of a lack of support.

Bettering our schools will improve the community. When schools are good, communities

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Common Good Bargaining (cont'd)

thrive. When communities thrive, schools get even better. We need to get ourselves into that cycle - but how?

The answer lies in Bargaining for the Common Good. This emerging bargaining strategy goes beyond education workers' usual goals of salary, class size and other immediate concerns into bargaining for what students, their families and our communities need. This could mean demanding contract language on items like insisting we have sufficient mental health care providers in our education system, or by insisting that a certain percentage of new homes built in our communities are geared to income. We could contract for improvements to our buildings and insist on

“greening” our buildings to mitigate climate change.

Bargaining for the Common Good has been successful in other school systems, like the city of Chicago, where their education workers' union bargained for better housing for students and education workers, and in Los Angeles where educators bargained for better supports for newcomers to the country, or education workers demanding a living wage for workers at their work sites in Oregon.

It is a shift in how we view bargaining and our role as education workers within our broader community and province. If we have the power to bring not only the education

minister to the bargaining table, then we should also demand the ministers of health, housing, children and youth services, post-secondary training, environment and infrastructure attend as well to address the societal issues that so impact our working spaces. As education workers, we're called upon daily to be all things to all students - helping them find housing, secure food and transportation, and provide mental health supports. It's time we demand that the politicians whose job it is to provide those supports actually do their job. Using the bargaining table to compel them to adequately fund services in our communities is a path forward to better schools and stronger communities.

Retirement, Will and Estate Planning

Brought to you by OTIP

Creating a valid will can be an uncomfortable and confusing process. But you're not alone in feeling it's difficult to make a will. According to a 2019 study commissioned by Willful, over 57% of Canadians don't have a will. So, to help you get started this Make a Will Month, we've answered some questions you may have about legal wills in Ontario and what you'll need to consider when making yours. Life can be unpredictable, but having a will ensures the unexpected doesn't leave your loved ones unprepared.

Read more at <https://bit.ly/4efKcCd>. #OTIPUpdate

*Insurance built for all members of the education community. Get personalized service, exclusive discounts on car and home insurance, and a **\$20 gift card of your choice** when you get a quote.*

[Get a quote online](#) or call 1-888-892-4935 and mention this offer.

PD Day 2024: Registration Open!



Orit Orlovsky
D13 TBU Representative

The Annual Joint DDSB/OSSTF Professional Day will be held on **Friday, November 15, 2024**. This year's theme is "Weaving Wellness through Curriculum", with a combined curriculum and wellness focus. Over 100 workshops will be offered in various locations across Durham.

A wide variety of topics will be covered, including specific

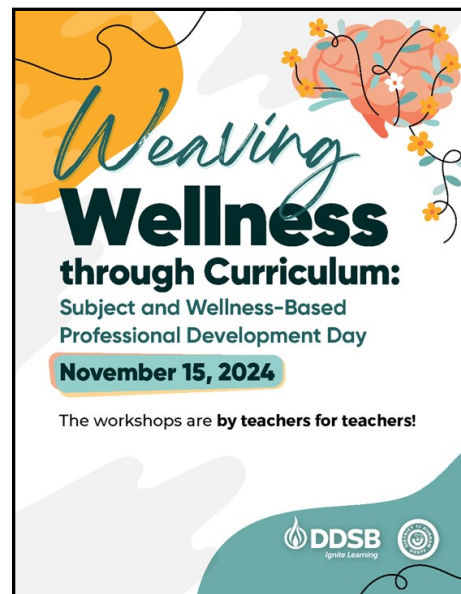
curricular connections, strategies for managing physical and mental health, assessment and evaluation practices, as well as communication and conflict resolution techniques.

On behalf of the Professional Development Committee, we would like to thank all members who submitted proposals to provide these wonderful opportunities for their colleagues.

To view and register for the available sessions, please access MyPD through the staff portal and search for session **#40062: OSSTF/DSDB PD DAY NOV 2024**. Registration will remain open until **November 11**.

Questions can be directed to Orit at the bargaining unit office at orit.orlovsky@d13.osstf.ca.

We look forward to a successful day of professional development!



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.

Can We Talk? September 30th



Garrett Metcalfe
District Representative

We have been wearing orange shirts on September 30th annually since the Indigenous-led grassroots commemorative day began in 2013. The day was originally intended to raise awareness of the individual, family and community intergenerational impacts of residential schools, and to promote the concept of "Every Child Matters."

In 2023, the federal government established the first National Day for Truth and Reconciliation in response to the Truth and Reconciliation Commission of Canada's 2015 recommendations. One could argue the day shifted from a grassroots movement to another federal government initiative as it became a national holiday.

Don't get me wrong, any form of recognition by the federal government was a step in the right direction. We all know however that creating a holiday of recognition does very little to

move towards Indigenous rights to self-determination, land, and resources. Awareness is important and I would suggest the initial Indigenous-led, grassroots movement had done its job. It is time for everyone else to do the heavy lifting and begin righting the historic and contemporary wrongs!

We have heard from our Indigenous members that the day brings with it significant stress and harm. All Indigenous people are directly impacted by residential schools and find themselves headed to work on September 30th to a day of orange shirts, classroom arts and crafts in commemoration, announcements and assemblies. This day of awareness and calls to action is so important but it is the work of the allies. I have heard story after story from our Indigenous colleagues of making it through the day holding back tears and weeping on their drive home. Other colleagues report that they find themselves "calling in sick" to avoid the day entirely.

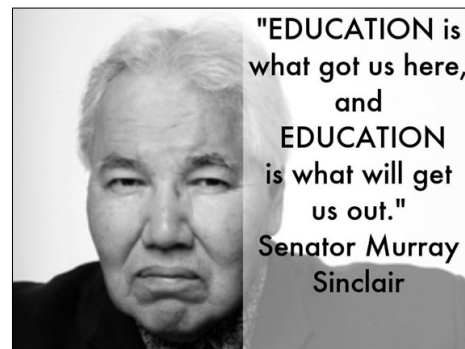
In response, District 13 OSSTF was proud to initiate a partnership working with all unions including ETFO Durham, ETFO DECE, and CUPE 218 and their employer, DDSB to provide a professional development opportunity for

Indigenous employees to come together in collective to support each other on September 30th.

Over 22 employees met at Durham Forest for a day of ceremony, conversation and reflection. A fire keeper, knowledge holder and Indigenous caterer joined us for the day of community and healing.

While the feedback was very positive, a common reflection was that our Indigenous colleagues were texting their children and other family members who were in schools that day with fear and worry for their well-being. We are planning next year to extend the invite to all employees and their families within DDSB.

District 13 OSSTF would like to thank the unions involved and DDSB for their financial and logistic support in ensuring the day was a success!



In memory of Murray Sinclair

District 13 TBU Committees Overview



CONSIDER JOINING A COMMITTEE!



Collective Bargaining: focused on determining bargaining priorities, contract maintenance and negotiation process

Mandate:

- To survey membership to determine bargaining priorities
- To keep membership informed of the process of negotiations
- Together with the Branch President, to vote on acceptance or rejection of any tentative settlement
- Together with the Branch President, to vote on acceptance or rejection of any course of action such as a move to arbitration

Communication: focused on keeping members informed of OSSTF events/updates and put together the bi-monthly newsletter (Inprint 13)

Mandate:

- To keep members informed of OSSTF events/updates
- To help write and put together Inprint 13, a bi-monthly newsletter for District 13 members

Constitution: reviews and proposes amendments to the bargaining unit constitutions

Mandate:

- To review the District Constitution
- To propose Motions to amend the District Constitution and Bylaws for the District Annual General Meeting
- To consult with the Provincial Office Field Secretary and the Provincial Parliamentary Committee for advice and to ensure compliance with the Provincial Constitution
- To offer help to any Bargaining Unit who would like their Constitution reviewed

Educational Issues and Political Action: focused on keeping members aware of political activities and organizing meaningful political action

Mandate:

- To assist in the development and administration of a survey of the membership on an on-going basis to determine those classroom-based professional priorities not addressed by the collective agreement
- To present the findings of the survey to the Executive for review, prioritization and action
- To keep members aware of political activities
- To help organize meaningful political action activities

Health and Safety: monitors and reports on issues related to health and safety in the workplace

Mandate:

- By law, every workplace requires a "Workers' Rep" for Health and Safety. The representative is to ensure a safe workplace exists for one's colleagues

Professional Development: focused on organizing meaningful development activities for members

Mandate:

- To provide funding assistance (to a maximum of \$150.00 per member per school year to be used towards registration fees only) to District 13 members for conferences, workshops or non-credit courses
- To organize meaningful professional development activities
- To co-ordinate and organize the District 13 PD Day

Interested in joining a committee or an advisory? Scan the QR code:



District 13 TBU Committees Overview

Equity, Anti-Racism and Anti-Oppression: advocates for and actively works towards dismantling systems of oppression and building an equitable, inclusive and accessible federation

Mandate:

- To advise the District Executive on how to develop and enhance policies and actions to implement and support equity, anti-racism and anti-oppression practices for all members within their federation and their workplace
- To work alongside and in partnership with the Durham District School Board's Equity Team, (when possible), to create safe spaces, and propel learning around Equity, Anti-Racism and Anti-Oppression
- To provide a forum to inform, discuss and advise issues relevant to Equity seeking and/or members of the First Nations, Inuit and/or Metis community with respect to these issues
- To advise on how to increase representation of Equity seeking and members of the First Nations, Inuit and/or Metis community at various levels within the federation
- To engage in continuous vigilance in addressing disproportionality and disparity in member engagement, participation, and representation and work alongside the Human Rights Committee, Public Relation Committee, Professional Development Committee, Collective Bargaining Committee, Constitution Community and all advisory committees to build federation knowledge, and union-specific skills to increase representation and participation
- To provide advice, assistance, training support and resources to all levels of the District regarding the work of the committee
- To develop a deeper understanding on ways to promote and educate members on how to engage, mobilize and build networks with members and community
- To advise District Executive on liaison opportunities with community partners who provide advocacy for Equity seeking and members of the First Nations, Inuit and/or Metis community
- To work to support the District in providing professional development and training opportunities for our members around Equity, Anti-racism and Anti-Oppression

Human Rights: focused on bringing awareness to human rights issues and supporting all under-served and under-represented members in our schools and within our federation

Mandate:

- To utilize an ally capacity model to support all under-served and under-represented members in our schools and within our federation
- To provide a forum for the discussion of issues pertaining to the provision and maintenance of a working environment free from harassment
- To help prevent harassment by working towards the elimination of discrimination
- To educate the school community and raise awareness of the types of incidents of behaviour which may be offensive, embarrassing, humiliating and/or patronizing and which deny individuals dignity and respect
- To create safer schools by working to eliminate poisoned environments associated with discrimination by dispelling the stereotypes, myths, and negative ideas that are part of these poisoned environments
- To increase awareness of human rights issues amongst our members

Public Relations: focused on promoting the positive contributions of our members to their students and the community, increasing public awareness of issues related to public education and boosting membership morale

Mandate:

- To promote the positive contributions of Teachers and Professional Student Services Personnel to their students and the community
- To boost the morale of the membership, through positive advertising and special events
- To keep the public aware of issues that directly affect public education
- To build allies within the community to collectively advocate for publicly funded education

Interested in joining a committee or an advisory? Scan the QR code:



Equity, Anti-Racism & Anti-Oppression Committee



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

Mon Oct 21	Mon Nov 18
Mon Jan 20	Mon Feb 10
Mon Apr 14	Mon May 12
Year End Celebration: Tue Jun 3	

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.metcalfe@d13.osstf.ca or join us at our next scheduled meeting!

TBU and PSSP Members Are Invited to Participate!

JOIN AN ADVISORY COMMITTEE!

(Or Create Your Own)

Indigenous
Accessibility & Systemic Ableism
Black
Jewish
Queer



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

Watch for Dates in MAILCHIMP!
TBU and PSSP Members Are Invited to Participate!

Kitchen Korner



Heather Tyrrell
Communications Rep.
Henry St. HS

Bringing People Together: The Heartwarming Tradition of Potluck Comfort Food

In a world that often feels disconnected, there's a simple and beautiful way to bridge the gaps between friends, family, and loved ones: the potluck. This cherished tradition not only fills our stomachs but also nourishes our souls, fostering connection and creating lasting memories.

Comfort Food as a Universal Language

Food has an incredible power to unite people. When we gather around a table laden with dishes that evoke nostalgia and warmth, we tap into shared experiences. Comfort food—whether it's grandma's creamy mac and cheese, savory chili, or a decadent dessert—has the ability to transport us back to moments of laughter and love. Each dish tells a story, often tied to cultural roots or family traditions, inviting us to share our histories while savoring every bite.

Creating a Welcoming Space

The essence of a potluck lies in its informal, welcoming atmosphere. Each person contributes a dish, making it a collaborative celebration. This shared effort not only eases the burden of preparation but also encourages creativity. Guests can showcase their culinary skills or even pass down family recipes, igniting conversations and sparking new friendships.

As everyone arrives, the table becomes a vibrant tapestry of flavors, colors, and aromas. It's a chance to explore new tastes, exchange cooking tips, and appreciate the diverse culinary heritage of each guest. In this setting, barriers dissolve, and connections flourish.

The Joy of Togetherness

Gathering over a meal allows us to slow down and truly engage with one another. As we share stories and laughter, we create a sense of belonging that is vital for our well-being. In these moments, we're reminded of what truly matters—relationships built on love and understanding.

In the end, a potluck is more than just a meal; it's an opportunity to celebrate community. It's about bringing people together, one dish at a time, and filling our hearts as

much as our plates. So next time you want to connect with those you care about, consider hosting a potluck. Embrace the comfort food, the stories, and the love that comes with it. It's food for the soul, and there's nothing quite like it.

Here are a few potluck recipes that can be inspiring:

Bulgur Salad

<https://www.tasteofhome.com/recipes/mediterranean-bulgur-salad/>

Cranberry Sauerkraut Meatballs

<https://www.tasteofhome.com/recipes/cranberry-sauerkraut-meatballs/#RecipeCard>

Citrus Sweet Potatoes

<https://www.tasteofhome.com/recipes/citrus-sweet-potatoes/>

Hot Cheese Dip

<https://www.tasteofhome.com/recipes/hot-cheese-dip/>

Food Quote

"Food for us comes from our relatives, whether they have wings or fins or roots. That is how we consider food. Food has a culture. It has a history. It has a story. It has relationships."

-Winona LaDuke-

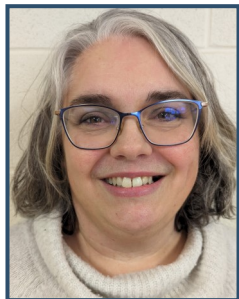
Today's Chuckle

Kid: Waiter! There's a bee in my soup!

Waiter: Of course. You ordered alphabet soup.

-Chef Tyrrell-

PSSP Update



Stephanie Pritchard
Executive Officer

I am proud to introduce the PSSP executive committee for this year.

President: Kristen Bennett

Vice President: Amanda Frumkin

Sec/Treasurer: Megan Bergin

Lead Negotiator: Elizabeth MacDonald

Health & Safety Officer/SLP Rep: Jen Mascoll

Education Services Officer: Jen Morris

Pay Equity Officer: Audrey D'Souza

Executive Officer/Interpreter

Rep: Stephanie Pritchard

Intervenor Rep: Jacque Westcott

Social Work Rep: Emily Lam

Psych Services Rep: Mary McArthur

Looking Forward

After a much-needed summer break, it is good to be back at school alongside our teacher colleagues again. All our clinicians are in schools, seeing students and working to address their needs. Our site-based staff are in classrooms, supporting

Deaf and Deaf-Blind students in their learning journeys.

As an executive, one of our goals this year is to raise the profile of workers that comprise the PSSP working groups. Classed under the 'Education Worker' umbrella by our current government, we are often mis-represented in the minds of the public. This unit is made up of Speech and Language Pathologists, Social Workers, Psychological Services personnel, Educational Interpreters, Intervenor and Child and Youth Support Workers. While not what you would expect in a traditional school setting, these professionals work with students daily to overcome barriers, learn new skills, practice self care and positive behaviours, among countless

other services. These services translate into a more accessible, positive school experience for all students.

Our PSSP clinicians are licensed, college-regulated professionals who provide flexible, proactive care to the student population. Along with teachers, SERTs, and Education Assistants, PSSP members are a part of the school team supporting students to become successful learners to the best of their abilities. Each team member has a role to play, and each role is important and necessary.

If ever you have questions about the role of the clinician in your school, please don't hesitate to reach out! We would be happy to provide information or answer your questions.

Professional Development Funding



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>

3 Ways to Celebrate Financial Literacy Month

Brought to you by EFG

Welcome to Financial Literacy Month!

Talking about money can be tough, but it doesn't have to be. This November, we're embracing the theme "Money on your Mind. Talk about it!" to help break the stigma around financial conversations.

Whether you're dealing with personal debt, budgeting for the future, or just curious about how to make your money work harder, Educators Financial Group can support you every step of the way.

Here are three ways you can learn with Educators Financial Group this Financial Literacy Month:



1. Fast-track your financial literacy by signing up for a [free 5-day mini course](#). In this 5-part email series, you'll learn how to manage your debt, build a successful financial plan, maximize your money through tax-saving strategies, and more. **Plus, when you sign up during Financial Literacy Month, you'll automatically be entered to win 1 of 5 \$50 gift cards.**
2. Get your questions answered by an Educators Financial Advisor. [Book a call with an Educators Financial Advisor](#) to discuss your finances and create a plan that works for you.
3. Attend a new lineup of webinars:
 - [Financial Planning in your Early and Mid Career](#) on Nov 12, 5:00 pm – 6:15 pm
 - [Investing - Empowering You to Make the Right Choices](#) on Nov 18, 7:00 pm – 8:15 pm
 - [Financial Empowerment - Securing Your Legacy](#) on Nov 26, 4:30 pm – 5:45 pm

Ready to take control of your finances? [Book a call](#) with an Educators Financial Advisor and get personalized advice tailored to your needs. Let's talk about money!

2025 World Tour: Harlem Globetrotters

Harlem Globetrotters will be playing at the Tribute Communities Centre on February 2, 2025 at 3:00 pm. 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 2025 World Tour—Harlem Globetrotters visit www.tributecommunities.com.

2025 WORLD TOUR
SUNDAY, FEBRUARY 2, 2025 - 3:00PM
TRIBUTE COMMUNITIES CENTRE, OSHAWA

SLAM DUNK SAVINGS WITH SUPERGROUPS

OSSTF MEMBERS USE CODE: G55CHL PURCHASE AT THE TICKET OFFICE OR AT TRIBUTECOMMUNITIESCENTRE.COM/PASSWORD	IN-PERSON	ONLINE
P1	\$126.25	\$127.20
P2	\$95.50	\$96.45
P3	\$65.50	\$66.45
P4	\$54.25	\$55.20
P5	\$43.00	\$43.95
P6	\$34.75	\$35.70
P7	\$27.50	\$28.45

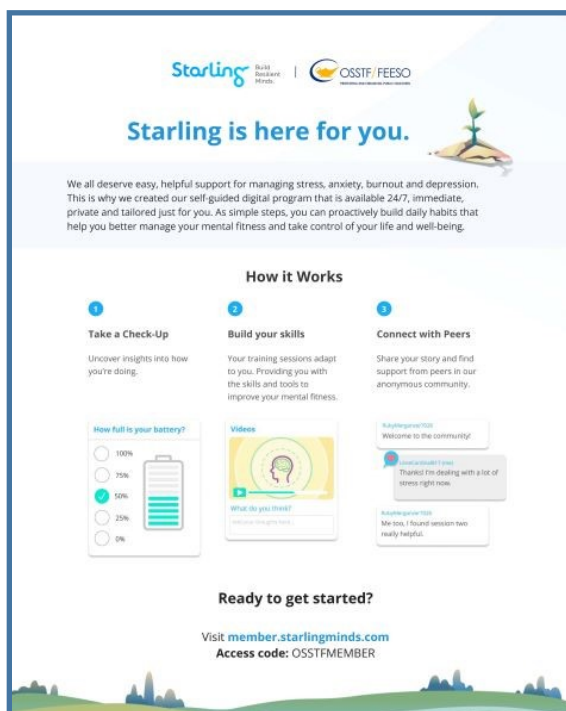
* PRICES INCLUDE FREIGHT & TOLL. ONLINE ORDERS WILL HAVE A \$4.75 ORDER CHARGE.
** PRICES OF 10+ ORDERS THROUGH GROUP SALES DEPARTMENT WILL HAVE A \$4.00 ORDER CHARGE.
*** ALL PRICES ARE SUBJECT TO CHANGE. ACCEPTED ON REDEMPTION.
**** ORDER AVAILABLE UNTIL FEBRUARY 1, 2025 AT 11:59PM.

CONTACT AKIL JULIEN, MARKETING & SALES COORDINATOR:
AKIL.JULIEN@OAKVIEWGROUP.COM OR 905-448-1554

OAKVIEW GROUP

Upcoming Events for TBU and PSSP members: 2024-2025

November 15, 2024	Joint OSSTF-DDSB PD Day
December 5, 2024	Pregnancy/Parental Leave Workshop, 4:15-6:15 pm, D13 TBU Office
February 17, 2025	District 13 TBU & PSSP Member & Family Skate, details TBD
April 15, 2025	TBU Pension Workshop, 4:30 pm, D13 TBU Office
April 28, 2025	Day of Mourning
May 4, 2025	Steps for Life Charity Walk, 10 am, details TBD
May 8, 2025	District & TBU Annual General Meeting 2025, details TBD
May 15, 2025	PSSP Annual General Meeting 2025, details TBD
May 16, 2025	World Education Support Personnel Day
May 21, 2025	Student Award Night, details TBD
June 13, 2025	Deceiving Divas @ Oshawa Legion
June 20, 2025	District 13 Golf Tourney @ Lyndebrook Golf Course, details TBD
June 2025	Durham Pride Parade, details TBD
June 29, 2025	Toronto Pride Parade, details TBD



OSSTF DISTRICT 13 TBU

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www.d13.osstf.ca

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