

Violence in School is not a Competing Right



Dave Barrowclough *President's Report*

Competing rights is a difficult area of jurisprudence. You can see both sides of the argument and both have merit. Does the right of a deaf person to have visual fire alarms trump that of a person who has strobe-light-induced seizures as a result of having epilepsy? Not a simple question. The safety of both people needs to be considered. How can you keep both people safe, while not endangering either? There is an age old argument being made by the Board when it comes to violence in our schools: that student privacy trumps the safety of staff and other students.

Members have probably seen the recent local push from Durham ETFO about violence in our elementary schools. Simultaneously, OSSTF has been pushing this issue at Queen's Park. In the June edition of Inprint13 last year, I outlined OSSTF's campaign and relayed the news that the Ministers from

Education and Labour were both in attendance at our Provincial Council and told us that change is coming. These two campaigns have worked well together to both bring public awareness and to put pressure on the very people who can make change. The Ministry of Labour is going to be visiting each and every school board to review their procedures and assess how they comply with the Occupational Health and Safety Act requirements. OSSTF will be in attendance at this meeting and will be talking about the difficulties we have faced from the employer on this front. We will discuss the information silos that leave teachers, occasional teachers and the vast majority of students in our classrooms at risk. We will be talking about the pressure that some members receive from Administration not to comply with our legislated duty to file Safe School Reporting Forms when we witness behaviour that must be considered for suspension or expulsion. We will be talking about the fact that these forms are not being housed in the OSR as the Safe Schools Act requires. We will be reporting on the

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UPCOMING EVENTS

PD Day.....	Nov. 17
Family Day Skate	Feb. 19
Pink Shirt Day	Feb. 28
OTIP Retiree Benefits Workshop....	Apr. 12
D13 Maternity Leave Workshop...Apr.	25
OSSSTF Pension Workshop	Apr. 26
Day of Mourning	Apr. 28
DAM	May 3
Steps for Live.....	May 6
Student Award Night.....	May 17
OTBU AGM.....	May 31
Golf Tournament.....	June 8

Violence in School is not a competing right (cont'd)

information we are receiving from schools which are in crisis and who are being ignored by the DDSB who seems content to cross their collective fingers and just hope nothing really bad happens. We have a school currently under siege with gang violence, looking to the DDSB for support only to receive little in return. We have a school with a police officer chasing a student through the building and no information going to the staff from the employer. We have students marked with a "G" for grant days to avoid suspending the student. All of this leads to more violence in schools.

When the Ministry of Labour visit occurs, we will be sharing all of this information with them.

That and the need to get rid of the concept once and for all that privacy trumps safety. Teachers are professionals. We are not going to post on Twitter what assaults a student may have committed when that information is shared with us. The safety of students and staff is not a competing right. We are not going to breach the privacy of a student with the public. We should be informed so that we know what the triggers are for that student. The less we know, the greater the risk of unwittingly

aggravating a situation or hitting on the triggers of a potentially violent student. If entrusted with information, we would safe guard it, and the privacy of the student would be maintained. At the same time, armed with this information, teachers can provide the best education experience and environment for both the student in question and all the other students around them. OSSTF members are professionals. We are committed to our students and our profession – we will continue to deliver that message as well.

Is Your Home Insured for Water Damage? provided by OTIP



Images of extreme flooding have been dominating headlines of late. Unfortunately, it doesn't take exceptional hurricanes, like Harvey or Irma, to flood urban areas. Residents of Windsor and Essex County experienced devastating damage to their homes in August as heavy rainfall caused thousands of people to wake up to flooded basements. Water can cause a lot of damage to your home, and repairs can be costly; so, don't presume you're fully covered, only to find out you're not.

Visit www.otipinsurance.com/article14 to read the full article.

From the ARM Chair

Colleen Ireland

ARM Chapter 13/16 members held their first meeting at D13 office on Sept. 28/17. OTIP & EFG were presenters at this event and there was discussion about issues around health coverage and matters which surface once we retire. We are now embarking on a variety of initiatives. Cyndie Jacobs, from our Executive, attended an Oct. 20/17 Election Readiness meeting on our behalf. Oct. 26/17 was an opportunity for ARM members to attend a ghostly cemetery walk put on by Theatre 3x60 in Port Perry. On Nov. 10/17, some members will be attending the Buffy Ste. Marie concert at FLATO Markham Theatre.

Lastly, we have taken baby steps in supporting Youth Shelters (16-24 years) in both Durham and York. Our hope is to collect gift cards, school supplies, new underwear/hygiene products, toques, gloves, socks for donations all year to Joanne's House in Ajax, 360 KIDS in Richmond Hill, Sutton Youth Shelter, and Kevin's Place in Newmarket.

Political Readiness, Social Justice, Research, Fun - it is all part of being an ARM 13/16 member!

Remedy and Extension Pay - What to Expect on Your Pay Cheque this Year



Lamia Sabbagh *Chief Negotiator's Report*

Our collective agreement expired in August this year...sort of because the membership ratified an extension to the contract. At the same time, we won the court case against Bill 115 and we came to an agreement with the government on a remedy. It is important to understand the differences between the two

especially when asking questions about eligibility because the two documents affect our members in different ways depending on when they were hired as Permanent Teachers. I will not go into all the details of the Extension and the Remedy in this article because members can access the actual documents through our website at www.d13.osstf.ca under the Useful Information tab where we keep our Collective Agreements.

However, it may be useful to outline in chronological order what you can expect in terms of money paid out through the

Extension and the Remedy and who is eligible for which payment.

Of course, both the Extension deal and the Remedy brought us more than just what is outlined in this article such as a paid day off (see Nicole Bléau's article for how to apply for that), more benefits, better equity for adult day school teachers, more staffing, and as far as the Remedy is concerned, a legal win that reinforces the value of bargaining a collective agreement and an admonishment by Justice Lederer that these rights are not to be trampled on by any government.

Sept 1st 2017: Pay increase of 1.5% (Extension deal)

- See the grid on our website: www.d13.osstf.ca/grids.

Eligibility: All members employed as Permanent Teachers as of September 2017 as well as Occasional Teachers and Continuing Education Day, Night and Summer School teachers. Department Heads and Facilitators also see this increase to their stipend. These increases are not applied to Extra-Degree allowances.

Fall 2017: Gratuity compensation pay-out (Remedy)

- Vested Sick leave gratuity: \$604. These are members who received a notice of frozen gratuity amount as of August 31st, 2012.
- Non-vested sick leave gratuity: \$1208. These are members who received a wind-up payment in place of an owed gratuity.

Eligibility: All teachers (whether currently employed with DDSB or not) who were employed as Permanent Teachers and who had vested or non-vested sick leave as of August 1st 2012. Anyone who was hired as a Permanent Teacher for the 2012/13 school year or beyond is not eligible. We expect that teachers currently on parental leave who are eligible for this pay-out will be receiving it upon their return to work so as not to interfere with EI.

(cont'd on page 4)

Remedy and Extension Pay - What to Expect on Your Pay Cheque this Year (cont'd)

Late fall 2017 – June 2018: Grid Loss Payments (Remedy)

- Any member who was frozen on the grid for the two half years during 2012/13 and 2013/14 will receive half of the lost money back as part of the Remedy in late fall 2017.
- Individual calculations will be made. Due to the complicated nature of these calculations we are not guaranteed to receive this payment in the fall. According to the Remedy, the Board has until June of this school year to make this payment.

Eligibility: All teachers (whether currently employed with the DDSB or not) who were employed as Permanent Teachers or as an LTO at any point during 2012-2014 and were frozen on the grid. We expect teachers currently on parental leave who are eligible for this pay-out will be receiving it upon their return to work so as not to interfere with EI.

By November 1st, 2017 - Lump Sum (Extension deal)

- This lump sum is in recognition of potential expenses for professional development, supplies or equipment or for other professional expenses. No receipts are required for qualification for this payment although there will be an anonymous survey conducted by OSSTF on the usage of these funds.
- This lump sum is based on 0.5% of earned wages in the 2016-17 school year.

Eligibility: Available to all members who are or who became Permanent Teachers or Occasional Teachers in the 2016/17 school year and are still employed with the DDSB even if they are on a statutory leave.

A look ahead at further pay increases through the Extension Deal:

- September 1st, 2018: Increase 1.0%
- February 1st 2019: Increase 1.0%
- August 31st 2019: Increase 0.5%

See the grids on our website: www.d13.osstf.ca/grids

Eligibility: All members employed as Permanent Teachers as of the above dates as well as Occasional Teachers and Continuing Education Day, Night and Summer School teachers. Department Heads and Facilitators also see this increase to their stipend. These increases are not applied to Extra-Degree allowances.

November 17th PD Day Let's get it together

Joint OSSTF/DSB

Register by the deadline of November 5th at <https://pdplace.dsb.ca>

Over 80 workshops available!

Paid Leave Days: What is Available and How do I Apply for Them?



Nicole Bléau
Executive Officer

There are several types of paid leave days available to our Permanent Teacher members. Most are for specific purposes such as the birth of your child, attending your child's graduation or attending a funeral. But there are other paid leave days which are not for specifically assigned reasons. Those are the ones discussed below. Before requesting a leave day, you can contact the District Office to discuss what is available and what may need to be included in your request. All leave days - except sick days - must be requested through the Portal using the new Forms Online platform in the ESS system. Please note that there is a total maximum of 5 paid leave days for the following reasons: special/compassionate, religious holidays, moving, legal transaction and inclement weather.

Provincial Leave Day

(1 day in 2017-2018 or 2018-2019):

There is 1 paid day available in either 2017-2018 or 2018-2019 only; send an email directly to your Principal indicating that you would like a Provincial Leave Day approved and include the specific day you are requesting; you must request the day at least two weeks in advance; complete a planned absence form and submit it as usual, indicating that the reason for the absence is the Provincial Leave Day and use absence code 200; there is no need to provide any rationale for why you are requesting this day; as long as you don't select any of the blackout dates cited in the Board's announcement email dated August 31st, the days are granted on a first-come-first-served basis; unless there is a huge demand for this particular day, this approval should be automatic.

Special or Compassionate Leave Days:

Up to three paid days per school year; this is a combined number of days for special or compassionate reasons even though they are listed as two separate types of leave; it is an application process not an automatic granting, so you must provide information to the Board conveying the importance of the situation in the comment box; apply on the Portal under Quick Links → Employee Self Serve → Forms Online (on left side of screen) → Leave of Absence → Reason for Absence: 030 Special Event or 028 Leave for Compassionate Reasons.

***NOTE: When you apply for any paid leave days, you must answer the following question: *"If your request does not fully meet criteria, would you still take this leave as unpaid?"* The purpose is to determine what you would like to do for these days if your request for paid leave is denied: do you still wish to be off those days even though unpaid, or do you wish to work those days instead? If you are denied for paid leave under this request, the remaining days will automatically be considered as an unpaid request if you answer "yes" to this question. If you are denied paid leave when you believe it should qualify as paid, please contact the District Office.

Unpaid Leave Days:

The Board may grant unpaid leave days when:

- The days exceed the number of paid days allowed;
- The days are denied as paid days because they do not qualify as paid days.

It is an application process not an automatic granting, so you must provide information to the Board of the situation in the comment box; apply on the Portal under Quick Links → Employee Self Serve → Forms Online (on left side of screen) → Leave of Absence → Reason for Absence: 090 Unpaid (Short Term) Less than 10 days; you do not need to make a separate request for any denied days already applied for under Special or Compassionate Leave.

In Memory - Robbie Stewart



One of our members, Robbie Stewart, passed away on September 2, 2017 after a five year battle with cancer. He was 52 years old. Robbie will be sadly missed by his wife of 19 years, Maria, his parents Brian and Charlotte, his brothers Brian and Mike, and countless other

family, friends and students. In memory of Robbie, a donation was made by OSSTF District 13 to Lakeridge Health Foundation.

In addition to being a teacher, Robbie served proudly for 11 years in the 7th Toronto Regiment, Royal Canadian Artillery Reserves and retired a Sergeant. In 1993, he was deployed to Cyprus with the United Nations Peacekeeping Force.

Robbie was a dedicated teacher, most recently at G.L. Roberts, where he passed on his love of the culinary arts to his students. He was an important part of the G.L. Roberts team for 10 years where his generosity and hard work were greatly appreciated by students and staff. Robbie led with his heart and brought

his considerable industry experience to bear on community and school fundraisers, skills competitions, and Hospitality and Tourism curriculum. He was an important contributor to the G.L. Roberts Grade 9 Saturn Camp initiative. His kind and playful nature helped to promote resilience and foster positive self-esteem in his students. Robbie was one-of-a-kind and will be missed.

Robbie had an incredible enthusiasm to live his life to the fullest and, even during his illness, was inspired to become a patient advocate. He volunteered as a member of the Patient and Family Advisory Council at Lakeridge Health and with Cancer Care Ontario. His courage and strength were an inspiration to everyone who knew him.



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 Cancer Info Line at 1 800 290 5106.

OTIP provides support for our teachers and their families when they are faced with a new diagnosis or a recurrent diagnosis of cancer.

End the Silence, Stop the Violence



Ryan Kelly
Executive Officer

Currently in Ontario, the definition of a violent incident varies from school to school and board to board. Violence in the workplace has contributed to members feeling less safe at work, and less capable of addressing the behaviours we see emerging. While the profile of this phenomenon rises, our federation is working hard to support our members toward creating a safer workplace.

In May, local representatives visited Queen's Park to address these issues with our Members of Provincial Parliament. Our message detailed how improvements to training, reporting, and staffing will have a direct and sizeable impact on our current school climate.

Members of our Joint Health & Safety Committee have worked to improve violent incident reporting processes to ensure less obstacles to reporting, and have collaborated in developing a board-wide electronic reporting procedure. It is our expectation that this will eliminate many of the barriers members feel when using our current reporting procedures.



In photo, l-r: Ryan Kelly, Jennifer French, MPP Oshawa, and Diane Brochu, District 64

Our Provincial Council – our federation's legislative body between AGMs – was visited by both the Minister of Education and the Minister of Labour in early June. Assurances were made by them to make improvements based on our concerns. This includes a commitment by the Ministry of Labour to visit each school board to review obligations under the Ontario Health and Safety Act, and a commitment to ensuring all members have access to the information they need to protect themselves, and to maintain a safe and inclusive classroom.

End the Silence, Stop the Violence is the suitably named slogan for our Violence in the Workplace Task Force. In consultation with local leaders

and education sector stakeholders, our provincial workgroup will compile a comprehensive report detailing initiatives that members can participate in toward a safer workplace. Please contact the District Office with any concerns regarding safety at your work site.

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OTIP RAEO

Union Do's - Installment 1: OSSTF Leadership Experience



Richard McCormack Communications Chair

As a member of our District 13 Executive, I had the chance to partake in the annual OSSTF Leadership Conference in

Toronto in August. It was a two-and-a-half-day conference led by Provincial OSSTF whose goal is to train the local leaders within our union. The training covers many topics in order to help local leaders help their members.

I had the opportunity to participate in many workshops like Benevolent Council, White Privilege and White Power. It was definitely an experience that was very worthwhile.

It goes to show that OSSTF works hard at providing professional development and training for its leaders. Having knowledgeable local leaders is just one way that OSSTF helps its members. It was definitely refreshing to partake in professional development workshops that were self-directed by the participants as opposed to the model from our employer.

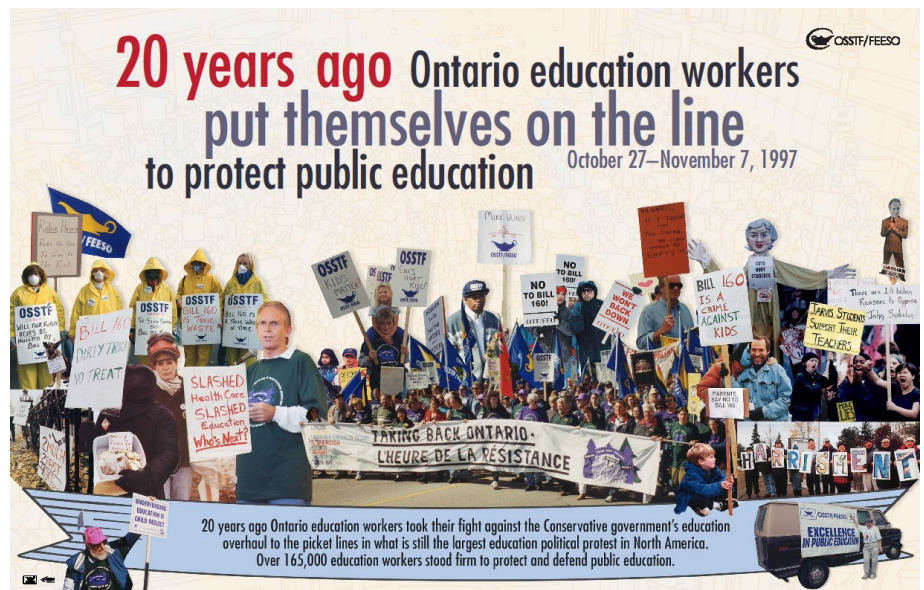


Posaction Plus counselling service is available through our OTIP LTD contract. On an annual (calendar year) basis, you can access up to 12 hours of face-to-face psychosocial counselling for you and/or your immediate family members. Posaction Plus can assist you with work-related, family, personal or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

20th Anniversary of BILL 160

Twenty years ago, Ontario education workers took their fight against the Conservative government's education overhaul to the picket line in what is still the largest education political protest in North America. From October 27—November 7, 1997, over 165,000 education workers stood firm and put themselves on the line to protect public education and oppose Bill 160.



OSSTF Benefits News



Nicole Bléau
Benefits Officer

Now that we have been in our new benefits plan since April, our focus turns to new/returning members, using our benefits wisely and updates to the plan.

New/Returning Members

Due to the high number of status changes which occur at the start of the year and the technical problems we are experiencing with the data in the new benefits plan, new hires or existing employees with a change to their work status or personal information will experience a significant delay in seeing their coverage and premium costs updated to reflect their new status. This delay is likely to be longer than 6-8 weeks. **If you have not had any recent changes in your employment status or your personal information, you will not be impacted.** Here are some of the reasons for this delay:

1. The Board sends status updates to OTIP at a scheduled time every two weeks. So when

the Board enters your new status into the system, it cannot be sent to OTIP except on those regularly scheduled update cycles, i.e. it isn't sent immediately. As well, OTIP has put a temporary hold on these updates while it tries to fix the problems outlined in #3.

2. September is the time when there are the most status changes, from new hires to people returning from a leave. This means that the OTIP system has a massive spike in data received at this time of year.

3. The most crucial element here causing the delay is in the corruption of our data once it is sent to OTIP. Our Board, like 25 others, uses an employee data system known as IPPS. Unfortunately, the IPPS system and the database at OTIP are a combustible pair. For example, the Board enters correct data, i.e. that you went on mat leave in August 2017, and it is being corrupted upon arrival at OTIP, i.e. that your leave began in 1969. As a result, OTIP has to run all of DDSB's data through a test program looking for corruptions. Once they find them, they have to send the files back to the Board for verification. The Board confirms the data and sends it back to OTIP. Only then can your info be entered into the OTIP database where the Call Centre

can see it. Multiply this by the 25 school boards impacted and the spike of status changes in September and you have a perfect storm.

As you can imagine, this means a major delay for anyone with a status change now or in the near future. The DDSB is working hard to process the corrections as soon as they can, and OTIP and the ELHT Trust that governs our benefits are working on a patch which will fix this corruption issue once and for all. In the meantime, unfortunately, there is nothing you can do to change the situation, and calling the DDSB or OTIP will only frustrate you further. If you call the OTIP Call Centre, they won't know anything about your status changes until they are reflected in their system, so they will tell you to contact the Board. If you call the Board, they will tell you that they have entered the data correctly and they are waiting for OTIP's system to process it, so they will tell you to contact OTIP. This creates a vicious cycle of frustration so please avoid it. Once your status change has been processed, OTIP will send you an email inviting you to make whatever changes you want to your benefits. That's when you will know that this issue has been resolved.

Despite there being a delay in receiving your authorization for

(cont'd on page 10)

OSSTF Benefits News (cont'd)

your status change, you will be eligible for benefits retroactive to the date your change took effect. You can begin using your benefits and simply save your receipts and submit them once your status has been processed. If you have benefits but the rates are incorrect, you will be eligible for a reimbursement once the processing occurs. For information on your benefits available, see your benefits booklet and digital guide which are available on the OTIP website or by contacting me at the District Office.

New Plan, New Rules

In the February 2017 issue of INPRINT 13 (available on the District 13 website at www.d13.osstf.ca/inprint13), I outlined some of the changes to the benefits from what you have been used to in the past. The most important thing to remember is not to assume that things are the same under the new plan as they have always been. This is a new plan with new procedures and new mechanisms. We don't want you to be out of pocket for expenses simply because you did not do things the way the new plan requires. For example, the new plan changes over the "plan year" on September 1st instead of January 1st. As well, our new plan will apply "reasonable and customary limits" on services at each visit regardless of the

annual maximum. For example, the current limit for massage therapy is \$102 for one hour. The list of these limits is available on the OTIP website or through the District Office. As well, you will be required to provide a note from your doctor referring you for massage therapy once per school year in order to have this treatment covered under our plan. This provision was waived until September 2017 but is now in effect.

Changes in the Plan

Since the OSSTF ELHT now owns the plan, it can be more responsive to changes which benefit our members or the health of the plan. So far, we have seen two specific changes of this type. First, psychotherapists have now

been added to the list of eligible providers under the counselling services for our plan. This change makes these services much more accessible and affordable for our members. Secondly, a review of the associations providing certification for osteopathy was undertaken. As a result, several of these associations and their member practitioners were delisted from our plan. This helps support the health of our plan by making sure that the providers we cover are legitimately certified practitioners. As these changes occur, District 13 will send out this information to members via our email blasts.

As always, if you have any questions relating to benefits please contact Nicole Bléau at



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D13 in the Community

Lamia Sabbagh Executive Officer

The Public Relations Committee is dedicated to raising the profile of our union in our community and every year, the committee comes up with fun and interesting ways to maintain ties with our members while at the same time reminding our friends and neighbours that teachers do far more than just stay in their classrooms and teach. This year, we would like to welcome a new committee member: Laura Michaluk.

Sponsorships:

We support many initiatives through our new sponsorship fund which helps to fund community groups and events. Last year we supported Theatre 3X60, The Pickering Soccer Club, the Whitby Minor Baseball Association and Leaders in Training Program run through CAREA at the Oshawa Community Health Centre. If you are interested in OSSTF sponsoring a group or an event, ask your Branch president for a form or download one from the front page of our website under *News*.

I Teach, I Care:

We are still giving away free “I Teach, I Care” hats recognizing our members who volunteer their time in the community and we are excited to see them around town. Download a form from the front page of our website under *Items of Interest*. As always, we encourage our members to join the Public Relations Committee. We meet on the first Thursday of every month at the District Office and have lots of fun thinking up ways to raise our profile with our own members and with the public.

“I Teach, I....”

I Teach and I am an Entrepreneur!

Are you an incredibly busy teacher *and* an entrepreneur? Do you run a small business in addition to teaching? Do you have talents and interests that you would like to offer to our District 13 educational community? Then your Public Relations Committee would like to hear from you! We would like to run a classified section in INPRINT 13 where our teachers can advertise their businesses for **free**! If members are in need of a service they may prefer to hire a colleague. See example on Page 12. To advertise your business send a small description of your business or service along with non-board contact information and the name of your school to ruth.leone@d13.osstf.ca.

(The D13 Communications Committee will need to vet the ads before they can be printed and District 13 will not be in a position to endorse any of the services or businesses that are sent to us for the new classified section.)

STUDENT ACHIEVEMENT AWARDS

The Student Achievement Awards is a writing and creative arts competition which is open to all public secondary school students in Ontario. Two bilingual posters were delivered to each workplace to promote not only the \$1000 provincial prizes, but also this year's theme 'What's Your Super Power?'.

As usual, students are encouraged to produce written, visual and digital pieces that address the assigned theme with thought and creativity. Schools must submit their winning entries to the District 13 office no later than November 17th.



School News

The District 13 family is growing by leaps and bounds:

- ♦ Mary-Ellen Pucknell from Henry St. recently became a grandmother.
- ♦ Paul Wayling from Maxwell Heights, welcomed a daughter, Alice Lynn Irene Wayling on June 16th.
- ♦ Allyson Vanderkooi from G.L. Roberts, welcomed a daughter, Brooke on September 2nd.
- ♦ Richard McCormack from Maxwell Heights, welcomed a daughter, Evelyn Caroline McCormack on September 9th.
- ♦ Ryan Johnston from Maxwell Heights, welcomed a son, Keegan Timothy Johnston on September 14th.

Save the Date: May 3, 2018
District Annual Meeting

Classified Ad

From Member,
Nadia Affolter Lee



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