

## The First 100 Days and What They Mean for Education



**Lamia Sabbagh**  
*President's Report*

The media has been full of reports of Doug Ford's first one hundred days in government and the education sector has been keeping a close eye on this government's actions trying to size up our new provincial leaders. Let's be frank, their non-existent mandate didn't really give us much to go on. And so now we watch and study, just like all good educators, in order to understand who we are dealing with.

So far the actions of this government have not been inspirational to those of us interested in maintaining public education at a level that is the envy of the international community.

Ford's first blow came when he decided to roll back the 2015 Physical Education and Health Curriculum to the 1998 version.

He was obviously paying back those who supported him on the far right to become the PC party leader with this political favour. But he went even further and instituted the famous "snitch line" thereby robbing teachers of their professional judgement and integrity and thumbing his nose at school boards, bypassing established codes of protocol when a member of the public wants to address something happening in the classroom. Luckily for those of us in the secondary panel, he pulled back and decided to focus only on the elementary curriculum, leaving our colleagues in ETFO and OECTA to deal with an assault on some of our most vulnerable students.

At about the same time, in the middle of the summer, he scrapped the indigenous curriculum review in the most disrespectful way possible just as the whole nation is speaking about the respect that is owed to our indigenous people. There were many who had traveled great distances to Toronto to work on this review only to be told to turn around and go back home because

they had decided to scrap the program altogether.

His changes to Special Education funding affect yet another segment of the most vulnerable

Continued on page 2

### INSIDE THIS ISSUE

The First 100 Days and What They Mean for Education.....	P1-2
Goodbye Richard ... Hello this Guy?..	P3
Union Do's—Installment 5.....	P3
Municipal Elections & School Board Trustees.....	P4
Our OSSTF Benefits—The Future of Our Plan.....	P5
Endorsed Trustee Candidates.....	P6
From the ARM Chair.....	P6
Cannabis Use by Teachers.....	P7
Student Achievement Awards.....	P8
5 Reasons You Should Consider Unplugging.....	P8
OTs: Your Rights and Obligations....	P9-10
How to Deal with Floods.....	P10
PSSP Bargaining Unit.....	P11
Upcoming Events for 2018-19.....	P12

## The First 100 Days and What They Mean for Education (cont'd.)

of our students. He deliberately redirected recently increased funds for SIP grants that are used to hire Educational Assistants for those of our most needy students to the general Spec Ed allocation of a school so that it no longer guarantees that those funds will be used for jobs for people who are best suited to help the children who need it most. Instead, a Board will be able to redirect the money wherever they see it best used, be it new furniture or another program. This change also took money from smaller boards and handed it to larger boards with less need.

The latest announcement from the Ford government which claims that the prior government left us with a \$15 billion deficit is reminiscent of the Mike Harris days where numbers were deliberately manipulated to manufacture a crisis. With this claim, the Ford government could decide to implement a variety of measures in order to ensure austerity rules the day all in the name of balancing the budget. He has done what many governments do: pay for a report to make the deficit look larger than it is, so they can make cuts and then claim that the deficit is now lower.

Whatever this government decides to cook up, we must be ready and ever-vigilant.

Especially because we know he will stop at nothing to get what he wants as was evidenced by his willingness to use the notwithstanding clause in his vendetta against Toronto's city council. We are the stewards and the protectors of public education. Not the parents, not the school boards, but us – the education workers. The teachers, the social workers, the interpreters, the psychiatrists, the speech-language pathologists, the EAs, the custodians, the clerical staff – all of us who make up the different federations in support of public education. If a fight is

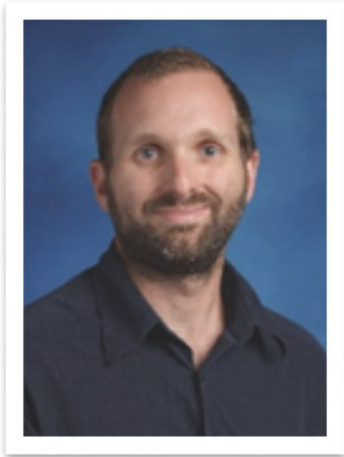
coming, we will be ready for it as we always have been. For now, the ball is firmly in Doug Ford's court. Will he accept that this is not a broken system by any means – far from it! - and he does not need to "fix it"? Or will he come after us in the name of balancing a budget at the expense of our children's education? We need to start building our resources by voting in these upcoming municipal elections. Let's make sure we vote in public school trustees who will stand by us in our fight to protect public education come what may.



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

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

## Goodbye Richard ... Hello this Guy? Who is he and where did we find him?



**George Chaktsiris**  
*Communications Chair*

Yes, it is true Richard McCormack is no longer the Editor of INPRINT 13; he has stepped aside from his role as the Chair of the Communications Committee to take on the role of District Vice President. As a result of this, I have chosen to take the opportunity and become our new Chair of Communications and therefore Editor of INPRINT 13.

So who am I and what have I done? I have been involved with the Federation since I started my career in the DDSB, way back in 2006. I have been a member on several committees over the years. This includes time spent on the Educational Issues and Political Action Committee and the Collective Bargaining Committee. Currently I am the Branch President at Maxwell Heights,

the Chair of the Communications Committee, and a member of the District Executive. You may also remember me from such things as the Chair of Elections at the District Annual Meeting (DAM), or the person who explains the process that we follow for electing people such as District

VP amongst other positions. I have also been a bit of a regular over the last few years at AMPA and went to Summer Leadership this past August.

I look forward to taking on the Editorial role of INPRINT 13 and continuing to serve everyone within our Federation.

## Union Do's—Installment 5: Joint OSSTF/DDSB Professional Development Day in November



**Richard McCormack**  
**Vice President**

One way that OSSTF supports its members is by planning and running the joint PD day between OSSTF and the DDSB. District 13 has strongly lobbied on behalf of our membership to gain and maintain control of the professional development opportunities during one PD day of the school year. This PD day is our opportunity to demonstrate that we have the professional wherewithal to participate in meaningful workshops that meet our needs.

Due to the ever-present push by the government, ministry and school boards to “teach” educators how to teach, it has become extremely important that we fight to take back control of our own professional development. This joint professional development day is exactly that! Please consider offering a session when you see the next call for proposals.

## Municipal Elections and School Board Trustees



**Ryan Kelly**

### ***Chief Negotiator's Report***

You *can* make a difference!

Voters will have the opportunity to select school board trustees during the municipal election on October 22<sup>nd</sup>. The result of that vote has a tremendous impact on education workers and the learning conditions in our classrooms. Unfortunately, voter turnout during municipal elections tends to be limited. Only approximately one-third of eligible voters cast a ballot. Out of those who vote, a significant portion of them choose to not cast a vote for Board Trustee. The common reason is that most voters have no idea which Trustee they would like to choose. The biggest opportunity

education workers have to directly influence the election of politicians that affect the working and learning conditions in schools is through the municipal elections.

So who should I vote for? District 13 OSSTF has reached out to the candidates in the running for Public School Board Trustee. They've been offered surveys that prompt them to respond on important issues such as negotiations, violence in schools and contact with the community. Candidates were also invited to attend an evening meeting with our members on September 26<sup>th</sup> at our District Office. Each candidate had two minutes to present details of themselves and their campaigns followed by an informal period where our members could speak to candidates directly. District 13 also invited select candidates to join us for a detailed interview

at a scheduled time on Wednesday, October 3<sup>rd</sup>. With the information gathered, our EPAC reviewed all available information to compose a list of endorsed candidates to offer our members. These selections are available on our website and have been distributed to members through our social media and our email distribution list.

Before heading to the polls on October 22<sup>nd</sup>, please confirm who the endorsed candidates are for your area and use the opportunity to select people who best support public education and its workers. Encourage your friends, relatives and neighbours to do the same. If you do not live in Durham Region and would like to find out if any candidates are being endorsed in your municipality, contact the local OSSTF District office in the area you live. See page 6 for Endorsed Candidates.

**CAREpath**  
The Health Care Navigation System



OTIP provides support for our teachers and their families when they are faced with a new diagnosis or a recurrent diagnosis of cancer. The support also includes a cancer survivor support program which can assess health risks in order to reduce the risk of recurrence.

If you, your spouse or children need this support, call today! Contact the District Office for the LTD Policy #. If you want cancer treatment information for friends and extended family members, you can call the free Cancer Info Line at 1 800 290 5106.

## Our OSSTF Benefits—The Future of Our Plan



### **Nicole Bléau** *Executive Officer's Report*

In April of 2016, we transitioned into our new province-wide OSSTF ELHT benefits plan. For members in Durham, this plan offers enhanced benefits almost across the board compared to our previous plan. Unfortunately, it also offered numerous challenges as we weathered the growing pains of OTIP running a new, very large plan. Luckily, most of us are now well established in the plan. For those of you getting in or out of the plan due to a new position or a leave, there are still unfortunate delays so please contact the District Office with any concerns.

#### **Pigging Out on Benefits**

Now that we have mostly settled into our new benefits plan, it is time for us to turn our minds to the future of our plan. What is the ultimate purpose of the plan? What should it provide to us? It is tempting to treat our benefits plan like an all-you-can-eat buffet: get as much from it as you can even if you don't really need that 12<sup>th</sup> helping. Why not buy a new pair of glasses or maybe some sunglasses even if your prescription hasn't changed and

your current glasses are still just fine? Why not get a new pair of orthopaedic shoes even if you still haven't worn the first pair?

So why shouldn't we think of our plan in a gluttonous way? Why not take advantage of every benefit our plan has to offer? That question comes back to WHY we have a benefits plan in the first place. Our plan is designed to provide a full and comprehensive benefits program that covers the health needs of members and their dependents. Having so much available on the buffet is great but if we all load up all the time, can it continue to be offered in this same way?

#### **Balancing the Books**

The funding for our plan is a combination of plan sponsor (i.e. government) contributions and member contributions. The government contributions are negotiated within our collective agreement, with our current one expiring on September 1, 2019. Based on these contributions, a plan is purchased. The costing of this plan is based on the benefits offered and our usage rates, and of course the cost of drugs and services under all benefit plans continue to rise steadily. If our plan starts to cost too much to sustain as it is, the ELHT Trust is obligated to make any necessary changes to balance the books. Since the government contributions are

locked into our contracts (and who knows what those will look like under Doug Ford), the only way to balance the books will be to either increase how much each member pays every month or by reducing the benefits offered.

The first in-depth analysis of the health of our plan occurred this summer. In analysing the data, it was determined that the usage rates of our members showed higher than expected claiming patterns. Nevertheless, the ELHT decided not to make any changes to the rates or the benefits offered for this year in the hopes that the increased costs were simply due to the newness of the plan. However, if we can't get costs under control, the Trust will be forced to implement cost containment strategies.

#### **Planning for the Future**

Of course, we want to avoid ever having to exercise either of those options. So the only way to make sure that the plan remains sustainable over the long-term is for us to always be judicious users of our benefits. That is not to say that we should not use the benefits that we need. That is what they are for. What I am suggesting is that we should explore where savings are possible and that we should not be wasteful with our benefits. For our plan, long-term sustainability is key and only we can ensure that. So keep that in mind the next time you step up to the buffet.



## Endorsed Trustee Candidates for Durham District 13

**OSSTF - DURHAM DISTRICT 13**  
**VOTE FOR TRUSTEE CANDIDATES WHO SUPPORT PUBLIC EDUCATION**

AJAX WARDS 1 & 2	Ajax Ward 3	North	Oshawa	Pickering	Whitby
✓ Roselyn Sagar-Lal	✓ Donna Edwards	✓ Carolyn Morton	✓ Darlene Forbes	✓ Chris Braney	✓ Jim Barkley
			✓ Ashley Noble	✓ Michelle Francis	✓ Niki Lundquist
					✓ Christine Thatcher

\*\*\*ADVANCE POLL DATES VARY BY LOCATION\*\*\*

**ELECTION DAY: MONDAY, OCTOBER 22<sup>ND</sup>, 2018**

Whitby  
Town of Ajax  
Lake Ontario

DISTRICT 13 DURHAM OSSTF

## From the ARM Chair

**Colleen Ireland**

**ARM 13/16 President**

ARM 13/16 (Durham-York) has entered its second year! Our first meeting was held at Scrambles in Uxbridge on September 6, 2018. If you are considering retirement this year or simply want answers regarding ARM 13/16 membership, please contact us at [chapter13and16@gmail.com](mailto:chapter13and16@gmail.com).

In addition to supporting D13 and D16 political initiatives and social justice events, we plan social activities and events for our members. We will continue to support youth shelters in both districts and we will be a presence at various retirement/financial workshops throughout the year presented by district offices, EFG, and OTIP.

Have a great year!

Colleen Ireland, ARM 13/16 President

## Cannabis Use by Teachers



### Nicole Bléau *Executive Officer's Report*

As the media is constantly reminding us, effective October 17<sup>th</sup>, recreational cannabis will become legal in Canada. What will this mean for us as teachers?

This legislation aims to decriminalize cannabis use not to endorse it. This law is not intended to encourage new cannabis use. It simply aims to bring the sale and distribution

which is already occurring into a legal framework. Given that, there will remain concerns around the use of cannabis among those entrusted with the care and protection of children. There will definitely be moral judgements made about teachers with regard to its use. But of greatest importance, your duty of care under the Education Act requires that you not be impaired in any way while at work.

So what does this mean for you if you intend to use cannabis? Here are a few pointers which may help avoid problems:

- Don't be impaired at work
- Don't smell like cannabis at work

- Don't discuss your use with students
- Don't discuss/display your use in public forums or on social media

Our obligations as members of the College of Teachers hold us to a much higher moral standard than the general public. Something can be very much legal and still see you stripped of your certificate to teach. Very much like alcohol use, do not allow your use of this product to become fodder for public discussion or open you to scrutiny as to your suitability as a teacher.

**November 16<sup>th</sup> PD Day**

**together.**  
... we learn

**Joint OSSTF/DDSB**

Register by the deadline  
of November 4<sup>th</sup>  
at

<https://pdplace.ddsb.ca>

Over 90 workshops available!

**FeelingBetterNow®**

Connecting Mental Health Problems to Solutions

**Stressed, anxious or depressed?**

Go to: [feelingbetternow.com/otip](http://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](http://www.feelingbetternow.com/otip)



## Student Achievement Awards



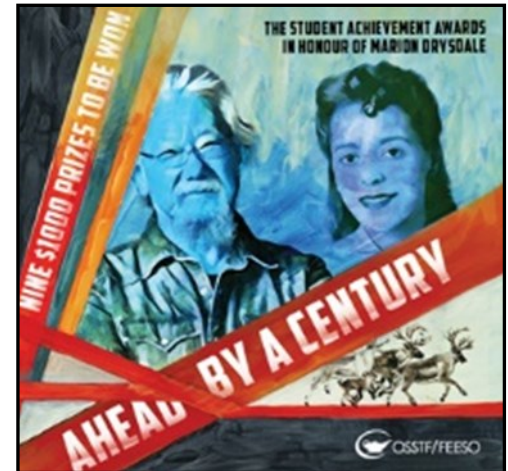
**Shane Stagg**  
*Executive Officer's Report*

Each year, OSSTF offers a writing and creative arts competition which is open to all public secondary school students in Ontario. The competition is meant to encourage the intellectual development of our students and an interest in society. The award was established in honour of Marion Drysdale, a secretary at OSSTF Provincial Office for twenty-two years, for her dedicated work over so many years. Each year, a new theme is determined.

OSSTF invites student writers and artists to submit creative work exploring this year's theme: **Ahead by a Century**. We are encouraging students, with the

support of an OSSTF member who has worked directly with them, to submit an original piece of writing, visual art or media. Judging will be held at the school, District, Regional and Provincial levels. Nine provincial winners will be awarded \$1000 each and will be invited to our Annual General Meeting, (AMPA) where a video showcasing their work will be screened.

AMPA, which takes place over March Break, is a large event with hundreds of members in attendance. The presentation and showcase of work is an exciting and meaningful experience for the students being recognized.



More information and a link to entry forms can be found on the front page of our local District 13 website, [d13.osstf.ca](http://d13.osstf.ca). Schools must submit their winning entries to our local District Office no later than November 16<sup>th</sup>. Please submit entries to Shane Stagg ([shane.stagg@d13.osstf.ca](mailto:shane.stagg@d13.osstf.ca)) by courier, email or drop them off at our District Office at 601 Palace St. in Whitby.

Samples of past student submissions from Durham can be viewed by visiting our website and choosing Committees from the main menu followed by Communications and Student Achievement Awards.

## 5 Reasons You Should Consider Unplugging

### Provided by OTIP

Between texts, emails, phone calls, calendar alerts and notifications from multiple social media platforms, being connected can seem like a full-time job. So much so that it's easy to forget that an off switch even exists.

It's a good idea to periodically re-evaluate your relationship with technology and consider making the choice to 'unplug' yourself from your devices more often.

To learn more, visit [www.otipinsurance.com/article24](http://www.otipinsurance.com/article24)



# Occasional Teachers: Your Rights and Obligations



**Avri Burns**

## *OTBU President's Report*

Sometimes memories fade over the summer and misinformation can, unfortunately, be passed around so the start of the year is probably a good time to refresh members' memories about their rights and obligations. If you have any questions about your rights or obligations, please contact us right away by email, [avril.burns@d13.osstf.ca](mailto:avril.burns@d13.osstf.ca) or phone, 905-668-7100.

If there is an urgent matter at school (like a principal has asked you to have a conversation and it looks like it might turn into a disciplinary action) let the administrator(s) know that you'd be happy to speak with them after you are able to speak to the union, then ask to speak to the school's OSSTF Branch President or call the District Office at 905-668-7100.

Below are some helpful bits of advice about pay, staying on the Roster, sick days, and leaves.

## **All Secondary Occasional Teachers**

### **Staying on the Roster**

Secondary Occasional Teachers need to work one (1) day per

year in order to stay on the Roster. In addition, they must submit the Substitute Status Form and complete the Offense Declaration at the end of each year by the deadlines specified by the Board.

### **Personal Emergency leave**

Daily and LTO teachers should be aware of their right to access a limited number of paid leave days under the new provisions of the Employment Standards Act (ESA). This new language ensures that all employees are entitled to Personal Emergency Leave (PEL) and Domestic and Sexual Violence Leave. While Daily OTs are not required to apply for any unpaid leave, both Day to Day and LTO assignment teachers should be aware that the act also provides for up to 2 days paid Personal Emergency Leave for personal illness, injury or medical emergencies, and 5 days paid leave to seek medical attention or other services related to Domestic and Sexual Violence. Email Arlene Walkes, [arlene.walkes@ddsb.ca](mailto:arlene.walkes@ddsb.ca) to access these leaves. Consult the Ministry of Labour website or contact the District Office, 905-668-7100, for more information.

### **Taking a Leave of Absence**

Secondary Occasional Teachers who wish to take time off from working in the Board may do so by making themselves Unavailable in SmartFind Express. There is no threshold

number of days or weeks that triggers a need to apply to the Board for a leave of absence. However, teachers who will be away for a full year are encouraged to request a leave if they feel that they may not be able to teach in the Board for at least one day during that time.

### **Arriving on time**

Your safety is more important than risking an accident. Don't let bad weather, late call outs, or half day assignments influence your better judgement. Drive safe and, if you have the time, call ahead to let the school know that you are on your way.

### **Long Term Occasional Contracts LTO Pay Rate**

Teachers on LTO contracts are reminded that their daily pay is their annual grid rate divided by 194. Your rate and experience credit are listed in the Salary tab of ESS. Consult the pay grid chart in our collective agreement if you are not sure of what your annual salary should be.

### **Sick Days**

Paid sick days are available to OTs who are within an Extended or LTO term at the rate of 11 days at full salary per year + 120 90% salary days, prorated to the length of your contract. For example, if you work one full semester, you have access to 5.5

Continued on page 10

## Occasional Teachers: Your Rights and Obligations (cont'd.)

full salary days + sixty 90% salary days as sick days. Please use the absence reporting feature in SmartFind Express and submit lesson plans and resources. This reporting in SFE triggers your replacement OT, but you need to email

[arlene.walkes@ddsb.ca](mailto:arlene.walkes@ddsb.ca) to report your use of a sick day in order to trigger your sick day pay. Be sure to include the details of your assignment.

You are responsible for submitting lesson plans during the first 3 days of your illness.

### Resigning from an LTO

If the need arises, secondary LTO teachers can resign from their assignment by providing 5 days' written notice to Arlene Walkes in Human Resources at [arlene.walkes@ddsb.ca](mailto:arlene.walkes@ddsb.ca).

### Extended Assignments

#### Pay Rate

Teachers will be paid their grid rate as of the 12th day of a daily

assignment for the same teacher. The pay rate is retroactive to the first day of the assignment and will appear on the pay in which the 12<sup>th</sup> day occurred.

### Sick Days

After the 12th day in an extended assignment, teachers are eligible to access paid sick leave according to the same terms as outlined for LTOs above. If your assignment is further extended, then your pro-ration of days is also extended.

### Daily Supply Assignments Declining Assignments

Day to Day teachers are able to decline assignments without penalty. Acceptable reasons are:

- Illness
- Working other Board
- Bereavement/Funeral
- Not Qualified
- Insufficient Time

Despite the fact that SFE allows you to enter these reasons, **entering them into the system does not trigger SFE to stop calling you.**

### When you are Not Available for Work:

If you are not available to work, please make yourself Unavailable in SFE by clicking on the Schedule tab and selecting the day or dates that you will be unavailable. It is quick and easy and you are not required to specify a reason for being unavailable.

### When you are Not Available to take a Call:

If you know that you will be in a situation where you will not be able to answer your phone for any length of time up to 24 hours into the future, you can use the Temporary Do Not Call function, which is also available under the Schedule tab.

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## How to Deal with Floods, *Provided by OTIP*

Floods are a common – and often costly – natural hazard in Ontario that can happen at any time of year. Overland water flooding can be caused by melting snow, ice jams, fresh-water hurricanes, breaking dams and heavy rainfall that oversaturates the ground. Summer thunderstorms in particular can pose a major flood risk in Canada.

Overland water flooding can leave you and your family at risk for serious injury, and your property at risk for extensive damages. Below are some tips to help you and your loved ones stay safe and mitigate potential losses from overland water flooding before, during and after the flood occurs.

To learn more, visit [www.otipinsurance.com/article23](http://www.otipinsurance.com/article23)

## PSSP Bargaining Unit



### Jennifer Seif

***District 13 PSSP President***

***Educational ASL/English Interpreter***

September 2018 was a very eventful time. Not only did students and teachers return to classrooms, over 100 Professional Student Services Personnel (PSSP) members joined the District 13 fold.

As the new D13 PSSP President, I am very happy to introduce the PSSP membership, which is comprised of Attendance Counsellors, Child and Youth Workers, Educational ASL-English Interpreters, Intervenors, Psychologists, Psychometrists, Psychological Associates, Social Workers and Speech Language Pathologists. This diverse, dedicated group of professionals provide services and supports to assist students and their families to eliminate many of the barriers that jeopardize academic success.

As OSSTF celebrates its 100th anniversary, with a mandate of protecting and enhancing public education in Ontario, our new membership will be learning how to navigate the new

organizational structure. PSSP is District 13's third bargaining unit, and we are excited about developing and exploring this new relationship which is grounded in strong leadership and growth.

The process of negotiations - our first collective agreement - will start on October 17, 2018, and we anticipate great productivity over this upcoming school year. We also look forward to progressing towards a Collective Agreement that supports our membership and furthers the OSSTF mandate.

Our 2018-2019 PSSP Executive is represented by:

- Jennifer Seif (Interpreter) – President
- Andrea Malyon (Social Worker) – Vice President

- Jenifer Mascoll (Speech Language Pathologist) - Chief Negotiator/Grievance Officer
- Laurie Light (Speech Language Pathologist) – Secretary/Treasurer
- Stephanie Pritchard (Interpreter) – Health & Safety Officer
- Elizabeth MacDonald (Psychological Associate) – Educational Services Officer
- Amanda Frumkin (Speech Language Pathologist) – Executive Officer
- Laura McGill (Psychometrist) – Pay Equity Officer

The 2019 PSSP Annual meeting will be held on May 14, 2019. This dinner meeting is open to all active PSSP members. All PSSP members are also invited to attend the District Annual Meeting (DAM) on May 2, 2019.



From left to right: Stephanie Pritchard, Laurie Light, Andrea Malyon, Jennifer Seif, Laura McGill, Elizabeth MacDonald, Amanda Frumkin, Jenifer Mascoll

## Upcoming Events for D13—2018-2019

November 1, 2018	OMERS Pension Workshop @ Oshawa Golf & Curling Club
November 16, 2018	Joint OSSTF/DDSB PD Day
November 28, 2018	D13 Maternity Leave Workshop @ D13 Office, 4:15 pm
November 29, 2018	ARM Meeting @ D13, 9:30 am
December 13, 2018	New Teacher Workshop @ D13, 8:30 am
December 17, 2018	New Teacher Workshop @ D13, 8:30 am
February 18, 2019	Family Day Skate @ McKinney Arena, 1—3 pm
February 27, 2019	Pink Shirt Day
April 10, 2019	D13 Maternity Leave Workshop @ D13 Office, 4:15 pm
April 24, 2019	OSSTF Pension Workshop @ D13, 4:30 pm
April 28, 2019	Day of Mourning
May 1, 2019	OTIP Retirement Workshop @ Deer Creek
May 2, 2019	District Annual Meeting @ Deer Creek, 4:00 pm
May 5, 2019	Steps for Life
May 14, 2019	PSSP District Annual Meeting
May 16, 2019	Student Award Night @ D13, 7:00 pm
May 23, 2019	OTBU Annual General Meeting
June 7, 2019	District 13 Golf Tourney @ Lyndebrook Golf Course

### DISTRICT 13 OSSTF

601 Palace Street | Whitby, ON | L1N 6S5 | phone 905.668.7100 | fax 905.668.5244

[www.d13.osstf.ca](http://www.d13.osstf.ca)

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