

# The Dispatch



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## Local Executive

Your Local Executive would like to wish you a wonderful holiday break. Your Executive has been working hard in the first part of the school year to advocate and implement change on your behalf.

Speaking of changes, there is one change happening in the office that we thought deserved special mention.

Marion Mutton, currently your Local Treasurer, will be leaving us after 18 years of dedicated service. Marion began teaching as an Occasional Teacher in 1989, attended her first Union meeting in 1989 and walked out of the meeting as a member of the Etobicoke Occasional Teacher executive.

Marion has been involved with the ETFO Toronto Occasional Teachers' Local since its inception in 1998 when the GTA school Boards amalgamated. She began her work with the Local as an Executive-at-Large and quickly moved into the 3rd Vice President position, then became the 2nd Vice President and finally made the leap up to President in 2005. Marion has been an exceptional advocate for Occasional Teacher rights and working conditions. Marion sat on the Provincial Regulation 274 task force to ensure that Occasional Teachers had a strong voice in the roll-out of Regulation 274. She has worked with passion and true commitment to advance the rights of Occasional Teachers both in the TDSB and through out the Province. Marion will be missed by all members of this Local and by ETFO members across the Province. We wish Marion the very best and thank her for many years of dedication to this Local.

*Thank you Marion!*



Kavita Chandoo will be joining the Released officer team as your new Local Treasurer. Kavita brings with her a wealth of skills and experiences that will be an asset to this Local and our membership. We look forward to working with Kavita and to the passion that she will bring to the office and to ETFO advocacy.

### Reminders

- ◆ **January 20, 2017**  
Board Wide P.A. Day
- ◆ **February 17, 2017**  
Board Wide P.A. Day
- ◆ **February 20, 2017**  
Family Day – Schools closed
- ◆ **February 23, 2017**  
Winter General Meeting
- ◆ **March 13 - March 17, 2017**  
Inclusive, Spring Break

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## Letter from the Minister of Education about Regulation 274

The Minister of Education has acknowledged that Regulation 274 is now enshrined in our Collective Agreement and is here to stay. Your Union endorses Reg 274 because it ensures that the people who have the most experience get the first chance at a “promotion”. It is not a perfect solution by any means, but it is a step in the right direction toward fairness for everyone. Please be sure to visit the website that is highlighted in the letter below and read through the final Report of Hiring Practices, specifically the “Moving Forward” section that addresses some of the concerns that were raised after the Central round of Collective Bargaining had concluded.

**Ministry of Education**

Minister

Mowat Block  
Queen's Park  
Toronto ON M7A 1L2**Ministère de l'Éducation**

Ministre

Édifce Mowat  
Queen's Park  
Toronto ON M7A 1L2

Ontario

November 24, 2016

Dear Public Elementary Hiring Practices Committee,

The first round of bargaining under the *School Boards Collective Bargaining Act* provided a strong foundation and framework for future bargaining. We want to ensure upcoming rounds of negotiations are effective, efficient and collaborative.

I would like to express my sincere thanks to the committee, which included members from the Elementary Teachers' Federation of Ontario and the Ontario Public School Boards' Association, for their commitment to having meaningful, productive and collaborative discussions regarding O. Regulation 274/12: *Hiring Practices*.

I have reviewed the committee's report that documents the discussions and highlights considerations for addressing the size of the long term occasional list, the number of interview cycles and the interview process. I am pleased to say that we are sharing the report publicly via the Ministry of Education's website. The report can be directly accessed here: [www.edu.gov.on.ca/eng/policyfunding/hiring\\_practices.html](http://www.edu.gov.on.ca/eng/policyfunding/hiring_practices.html).

Once again, I would like to thank everyone who participated in these comprehensive discussions for their continued commitment to student achievement and collaborative professionalism. I look forward to building strong relationships and engaging with our education partners to further strengthen student achievement.

Sincerely,

A handwritten signature in black ink, appearing to read 'MH'.

Mitzie Hunter, MBA  
Minister

## Employment Insurance Information for the Spring Break

The Service Canada Reference Code for EI Applications for March 2017 school related intake is: **3511012017201703** - this code is effective on March 10, 2017 and expires April 2, 2017. For complete details and information about Service Canada and EI for Occasional Teachers please refer to your Local's website under Important Documents.

## Political Climate

The election of our southern neighbour's President sent shockwaves through out the world. And whether or not you find yourself in support of the new US President, it's safe to say that there is one thing we all agree on: discrimination and bullying are never ok. The world watched the US political drama unfolding in real time; a drama that centered around bullying and discrimination. Accusations based in discriminatory rhetoric, insulting insinuations made towards groups of people that weren't white, male and wealthy; all of this feeding the ever growing fire of animosity, anger and intolerance.

While this particular synopsis is specific to the US Presidential elections, make no mistake that we are not immune to this type of divisive discourse. It happens here too.

When we teach our kids about bullying, we teach a three pronged approach. We teach them about the person who is doing the bullying, the person who is being bullied and the active bystander. The notion of an active bystander was not introduced into the bullying resolution framework until a few years after the initiative was launched and it became apparent that the bystander has a role to play as well, hence the term active bystander.

What is becoming more and more concerning, is that in today's political climate, it's not enough to just **not** take part in bullying, racism, sexism or discrimination. The time has come to be an active bystander and speak out against these hurtful actions when we see them. As educators that travel to different locations frequently, it is not always easy to speak up when we see intolerance, but it is our duty. We must speak up for those who's voices have been silenced by fear. We do this not only because it's the right thing to do, but because it's our job to role model this for the students we teach and to infuse an intolerance for bullying and discrimination into our classrooms. We must ensure that we do our part to help our children change the path for the future.

## Benefits Update

### What is going on with our TDSB Health Benefits?

Daily Occasional Teachers were not included in the negotiated Central Health and Benefits Trust. Our current Benefits are protected until our Collective Agreement expires in August 2017. After that, according to the ETFO ELHT (Employee Life and Health Trust) plan, only LTO's who have been in an assignment for 90 consecutive days or more will be eligible to enroll in the ETFO ELHT and will have their premiums paid at 100% by ETFO. This is problematic for Daily OT's in our Board, and a handful of others across the Province who had access to benefits for Daily OTs.

Your Local has been and will continue to advocate for Daily OTs to have access to Health Benefits. Every Employee should have access to Benefits and we are working tirelessly to ensure that the Benefits that Daily OT's had access to, through the TDSB will still be available after August 2017. Your Local is due to roll into the ETFO Benefits plan at the beginning of April 2017, but that date may be pushed back until June 2017. Check our website for the most up-to-date information.

We are aware that there will be many questions about the ETFO ELHT as the date for our Local to roll-in comes closer, please don't hesitate to contact us by email or phone.

## Local Executive Elections for 2017-2018

It's that time of year again! Where voting matters, where advocacy matters, where your involvement in your Local will help shape the future of Occasional Teaching in the TDSB. Please consider running for your Local Executive or nominating someone that you think would be a great addition to your Local Executive team. Enclosed in this mailing is the nomination form which can also be found on the Local website under Elections.

The nomination form must be sent directly to the Elections Officer by Canada Post and must be received by the deadline of **4:00 pm Monday February 13th, 2017**. Each candidate has the opportunity to include a candidate profile of up to 200 words with their nomination form. These profiles will be included with the mail-out ballot sent to all members in April. You also have the option to email a photo of yourself to the Elections Chair at [elections@ica.net](mailto:elections@ica.net) which will be posted on the website along with your Profile immediately after the nomination deadline. Executive candidates will have two minutes to address the membership at the Winter General Meeting on Thursday, February 23rd, 2017 at the Holiday Inn - Yorkdale.



### 2017 ETFO Annual Meeting Delegate Elections

The Annual Meeting of the Elementary Teachers' Federation will be held at the Sheraton Centre in Toronto from August 14th to the 17th, 2017. Elections for these delegate positions will take place at the Local's February 23rd, 2017 General Meeting. This year the Local is allotted 16 delegate positions at the Annual Meeting. The Constitution guarantees delegate status for the President and First Vice-President, Second Vice-President, Third Vice-President, Treasurer and Secretary.

If you are interested in running for one of the 10 open delegate positions, please email [elections@ica.net](mailto:elections@ica.net) no later than **4:00 pm, Monday February 13th, 2017**. An email confirmation will be sent to you within 3 school days of receiving your request. All members, in good standing, who register by the deadline will have their name printed on the ballot. Before the vote, each delegate will have the opportunity to address the members for up to two minutes at the Winter General Meeting on Thursday, February 23rd, 2017 at the Holiday Inn - Yorkdale.

### Local Executive By-Election for Executive-at-Large Position

Your Local Executive currently has a vacancy for an Executive-at-Large position that will be filled by membership election from those in attendance at our February 23rd General meeting.

If you are interested in running for the open Executive-at-Large Position, please email [elections@ica.net](mailto:elections@ica.net) by **4:00pm on Monday February 13, 2017**. Please note that you cannot run from the floor and you must submit your name via email, by the deadline, in order to be considered as a candidate for the by-election. Each candidate will be given up to two minutes to address the membership at the Winter General Meeting on Thursday, February 23rd, 2017 at the Holiday Inn - Yorkdale.

## Motions to the 2016 ETFO Annual Meeting

The ETFO Annual Meeting provides Locals the opportunity to bring forward motions that influence the direction, goals and fiscal commitments of our Provincial body for the next year.

The first step in the process requires that any motion to the Annual Meeting be approved by the Local's membership at a General Meeting. If you have a motion you would like to bring forward, please submit your motion by email, to the Local by **4:00 pm Monday February 13th, 2017** to **communications@ica.net**. The deadline for these motions to be submitted to ETFO Provincial once approved at the Local level is March 1, 2017.



## ETFO Provincial Standing Committees

The members of the ETFO Provincial Standing Committees are appointed provincially and meet during the school year to carry out their assigned tasks and make recommendations to the Provincial Executive. Here's your chance to become involved in your union by applying for an ETFO Standing Committee. Involvement with your union will provide you with the opportunity to share your expertise and become a voice on Federation issues related to Provincial policies, positions, programs, and initiatives. These committees have a two year term length and the deadline for applications for the 2017-2019 term is **MARCH 1, 2017**. For more information go to [www.etfo.ca](http://www.etfo.ca) - About ETFO - Standing Committees.

## NTIP available for Occasional Teachers in an LTO

NTIP or the New Teacher Induction Program is a government funded program available to all new OCT certified Teachers in Ontario.

"As of 2009-10, beginning LTO teachers are to be included in the induction elements of the NTIP (orientation, mentoring and professional development). For the purposes of the NTIP, a beginning LTO teacher is defined as a certified occasional teacher who is in his or her first long-term assignment, of 97 or more consecutive school days as a substitute for the same teacher."  
<http://www.edu.gov.on.ca/eng/teacher/induction.html>

NTIP consists of the following induction elements:

- orientation for all new teachers to the school and school board
- mentoring for new teachers by experienced teachers
- professional development and training in areas such as:
- Literacy and Numeracy strategies, Student Success, Safe Schools, and Politique d'aménagement linguistique in French-language boards
- Classroom management, effective parent communication skills, and instructional strategies that address the learning and culture of students with special needs and other diverse learners.



Please note that beginning LTO teachers are **not** required to receive two performance appraisals.

For more information on the NTIP program please visit  
[http://www.etfo.ca/AdviceForMembers/PRSMattersBulletins/Pages/New Teacher Induction Program.aspx](http://www.etfo.ca/AdviceForMembers/PRSMattersBulletins/Pages/New%20Teacher%20Induction%20Program.aspx)



**ALL MEMBER GENERAL MEETING**  
**Thursday February 23, 2017**  
**Holiday Inn Yorkdale — 5:00 p.m. - 7:30 p.m.**  
**3450 Dufferin Street**  
 Light Dinner from 4:30 p.m.  
 (See enclosed flyer for details)

**Message from your President:**

Dear Colleagues,

In my short tenure as your President, I have been privileged to listen, share ideas and meet many of you. I hear that Occasional Teachers in the TDSB do not feel respected by their employer; this is unacceptable. I understand that the humiliation and isolation that members go through during the PR560 allegation process is degrading and demoralizing. I am aware that for some of you the precarity of work as an Occasional Teacher is draining and leaves members wondering why their aspirations of teaching have turned into a reality of just scraping by.

Your representatives in this Local, are working hard, on your behalf, to hold the Board accountable and responsible for the obligations they have to their employees. We are building strong professional relationships with the Board that will assist us in negotiating advancements in your Collective Agreement and better working conditions for you overall.

Your Local is busy gathering data to present hard facts to the Board and documenting anecdotal records of individual hardships to share with the Board. We will continue to fight for and bring about the changes that you want to see. As the holiday break approaches, I hope all of you have a chance to relax and enjoy a well-deserved break.

Yours in Federation,

*Sophie*



**Your 2016-2017 Local Executive**

President	Sophie Kroesen
First Vice-President	Christina Meynell
Second Vice-President	Scott Maudsley
Third Vice-President	Kavijit Gogia
Treasurer	Kavita Chandoo
Secretary	Andreea Constantin

Executive at Large:

Pia Berger	Gail James
Vanessa Johnson	Marisa Gallippi
Christopher Loben	

ETT Liaison: Sonia Ellis-Seguin



**\*\*TORONTO\*\***  
**\*OCCASIONAL\***  
**\*\*TEACHERS\*\***

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