



Please Take Note

The date for the Annual General Meeting (AGM) has been shifted to one week earlier, May 16, 2018 from its traditional spot in the fourth week of May. Members planning to attend, must also remember to bring a piece of OSSTF identification or their most recent pay stub.

The venue for the AGM will be the Old Mill Hotel. This location is in keeping with the OTBU's executive's desire to alternate important meetings between the east and the west ends of the city.

The Old Mill is only steps from the Old Mill station on the Bloor-Danforth line of the subway and there is also ample parking for those members who wish to drive.



Welcome to new Exec officer Basia Stec Atherton

A welcome goes out to Basia after her appointment to an Executive Officer position on the OTBU executive. Basia replaces Eitan Laufer who had to relinquish his exec position after accepting a permanent contract position with the TDSB.

Ontario Government changing rules

The Ontario Ministry of Education announced in January, that they intend to change the rules and the number of offences (of a sexual nature) that would, if proven, lead to the mandatory revocation of a teacher's licence. This will be done by amending the definition of sexual abuse.

The changes would be brought in under the *College of Teachers' Act* and would essentially be an expansion of the number of behaviours that would fall under the rubric of sexual abuse.

Given the climate, today, such an expansion of the numbers of zero-tolerance sexual offences should not come as a surprise to teachers and administrators.

The time line for instituting these changes has not yet been announced by the government.

Perhaps somewhat ironically, the PC Party of Ontario announced that they would "within 100 days, if elected, make licence revocation mandatory for teachers who engaged in any form of sexual abuse."

Semester Two Pay Dates (Feb-July)

FEBRUARY 22, 2018
MARCH 8, 2018
MARCH 22, 2018
APRIL 4, 2018
APRIL 19, 2018
MAY 3, 2018
MAY 17, 2018
MAY 31, 2018
JUNE 14, 2018
JUNE 28, 2018
JULY 12, 2018
JULY 26, 2018



Getting them involved early

OTBU Treasurer Michael Frascchetti and his daughters along with other OSSTF members (Paul Bocking) picketing in support of striking York Teaching Assistants

From the Desk of President Linda Bartram...

I hope everyone had a restful March Break and are ready to get back to the classroom. There is lots of work this time of year. Thankfully, Flu season appears to be over, so we hope that good health will prevail for the last three months of the school year.



Thanks to OTBU Members Who Helped

Our February PD event was a great success. Our stalwart registrars, **Mike Jasenko** and **Howard Bernstein** once again made registration a breeze. **John Lavery** volunteered to help out in the computer workshop and was greatly appreciated for his knowledge and patience.

A Few Reminders

College of Teachers must receive you membership fees before April 17. If you miss this deadline to renew your membership in the College by that time, you will not be licensed to teach in Ontario and will incur a hefty reinstatement fee of \$130, so make sure you pay your fees in plenty of time. Also, it is important to remember that the TDSB may not continue to employ you unless your dues are paid up and you are a member of the College in good standing.

Please ensure that you **check your TDSB email account** regularly. Notices to Occasional Teachers from the employer are only communicated via TDSB email. Recent examples of this are an announcement of changes to the SFE call out times and an announcement to some OTBU members who take benefits about a random audit of members who have opted for payment-in-lieu benefits. Also, your TDSB email account is where you will get your annual renewal notice in June.

Our Annual Meeting 2018

The **OTBU Annual General Meeting is on May 16, 2018 at the Old Mill**. This is an election year for the OTBU. At the AGM you will have the opportunity to meet the candidates running for the OTBU Executive and hear what they have to say in their election speeches. There a free dinner, live music and an opportunity to socialize and renew acquaintances with your OTBU colleagues. Details can be found in this newsletter. I hope you will make the time to attend this important meeting and I look forward to seeing you there.



Chief Negotiator's Report

By: Paul Bocking, OTBU Chief Negotiator

Preparing to Negotiate

Preparations have begun for negotiations to replace our collective agreement which expires August 31, 2019. Under the *School Boards Collective Bargaining Act* (SBCBA), negotiations will occur on two tiers. Provincial OSSTF will bargain a CENTRAL agreement with the Ontario Government over economic issue including salaries, class size, benefits and sick leaves. The OTBU will negotiate the LOCAL agreement over issues related to working conditions and employment. The exact division of issues between the central and local tiers must first be decided in discussions between Provincial OSSTF and the government.

To get ready, the provincial union has already begun to collect initial feedback from members. In January and February, the OTBU executive organized lunch time meetings with leaders from Provincial OSSTF and Occasional Teachers at Western Tech, Ursula Franklin Academy, Earl Haig S. S., Central Tech and Malvern C.I. Members at these schools provided some initial input on priorities for the next round of central negotiations. Improvements to our access to benefits and their cost was frequently raised. Next fall, all members will be asked to complete surveys to share their priorities for central and local negotiations. Also more lunch time meetings are being planned.

Occasional Teacher Work Group

Last year, OTBU delegates to OSSTF's Annual Meeting won a motion to establish a provincial workgroup to identify and relate OT issues to the Provincial Executive. I was appointed to this work group along with OTs representing the geographical breadth of Ontario. We have met twice, with much discussion focussing on how to improve benefits for Occasional Teachers. I will present a final report on the workgroup's activities at the OTBU Annual Meeting on May 16th.

Provincial Election

The next provincial election will define the context of our upcoming collective bargaining. OSSTF's Communications & Political Action Committee coordinated the development of an Education Platform for the union. The platform highlights early learning, the need for more professional support for students and that the professional judgement of teachers needs to be respected. It also calls for a better provincial funding formula for education, improved funding for universities, one publicly funded school system in each official language and some repairs to the SBCBA. The OTBU executive is assisting OSSTF by interviewing candidates in Toronto from the three major parties concerning their views on these educational issues. Results of our interviews and our recommended candidates will be introduced this spring, prior to the election.

Problems with Payroll?

The OTBU office has received complaints from members regarding under or over payments by the TDSB payroll department. It is always a good idea to check your pay stub as, unfortunately, you cannot assume that the Board will pay you correctly. Be sure you are familiar with how to access your pay stubs online via myInfo. If you find a discrepancy, the first person you should contact is your TDSB payroll officer. If you are informed by the Board that you have been overpaid, you can negotiate the rate at which the difference is recovered. Despite what the payroll department might say, you do not have to pay it all back immediately in one lump sum or have it all deducted from one pay stub. If you find yourself in this situation, call the OTBU office for immediate assistance.

PD Victoria College February 16, 2018

Nice weather and nice people. The workshops on Compliance Training, and were well-received. Many thanks to Mike Jasenko, Howard Bernstein for registering attendees and to John Laverty for his assistance in the computer workshop. A special thanks to Ann Burke for putting it all together.



On a knife's edge...



Ctrl + Alt + Del = solves the problem



Prize Winner #1



Break time at Vic



Vince and Coleridge at registration



Prize Winner #2



PD Organizer Ann Burke



Doing Compliance Training at the Vic computer lab



VP Paul Bocking reviewing the OT Workload Survey



...and Prize Winner #3

Settlement of Grievance Announced

By Vincent Zambrano, OTBU 1st Vice President

The following Settlement has been reached between OSSTF and the TDSB regarding a group of grievances dealing with the POSTING of LTO jobs. The grievances were filed on an almost monthly basis going all the way back to the proclamation of Regulation 274 in September 2012.

The OSSTF continues to grieve all other aspects of Regulation 274 that we contend the TDSB is not in compliance with. It is a long and tedious process and we ask the members for their indulgence and support.

The following is an agreed to settlement outlining the requirements by the Board, and the school administration, to the posting of LTOs on a go forward basis.

The OTBU is asking the members to help ensure this Settlement is abided to by the Board and the administrators of TDSB schools and work sites.

Please apprise the Bargaining Unit if you have any questions regarding the POSTING of LTOs on a go forward basis.



In the Matter of an Arbitration

BETWEEN: TORONTO DISTRICT SCHOOL BOARD (“Board”)

And

OSSTF District 12 Occasional Teaching Bargaining Unit (“Union”)

Re: LTO Hiring Grievance

WHEREAS the Union filed the following grievances regarding the hiring of occasional teachers into long term occasional assignments

OTBU Grievance - REG 274 November 22, 2012

OTBU Grievance -REG 274 December 10, 2014

OTBU Grievance -REG 274 September 10, 2015

Grievance continued...

OTBU Grievance - REG 274 September 25, 2015
OTBU Grievance - REG 274 October 26, 2015
OTBU Grievance - REG 274 November 27, 2015
OTBU Grievance - REG 274 December 18, 2015
OTBU Grievance - REG 274 January 29, 2016
OTBU Grievance - REG 274 March 31, 2016
OTBU Grievance - REG 274 April 29, 2016
OTBU Grievance - REG 274 May 31, 2016
OTBU Grievance - REG 274 September 12, 2016

WHEREAS the parties want to fully and finally resolve all issues raised in the Grievances:

1. The parties agree that the Board maintains its management right to determine whether a vacancy will be made available to the permanent teacher bargaining unit (TBU)
2. The parties agree that in order to constitute a long term assignment, an assignment must be at least 10 school days in length. If it is less than 10 school days in length, then there is no obligation to post because its not a long term assignment.
3. For the purposes of this Agreement, the Board receives notice of an LTO assignment when the teacher being replaced reports his/her absence to one of either the Vice Principal, Principal or a Human Resource Representative for the Board.
4. The parties agree that the process for posting, interviewing and filling a position under Regulation 274 takes a maximum of 15 days.
5. When at least 15 school days prior to the commencement of an assignment, the Board receives notice that the occasional teacher assignment will be at least 10 school days in the length, the assignment shall be posted and filled in accordance with Regulation 274.
6. Regardless of when the Board receives notice, the Board shall post and fill in accordance with Regulation 274 any long term assignment it knows will last at least 10 school days beyond the length of time it takes to fill the assignment in accordance with clause 4. For greater clarity, this clause applies to LTO assignments where the Board initially was not advised of the length of the permanent teacher's absence and the end of the permanent teacher's absence is unknown.

For example:

- A. If the Board receives notice that the LTO assignment will be 10 school days in length, the Board does not have to post the assignment.

- B. If the Board receives 10 school days notice of an LTO assignment that will be 15 school days in length, the Board has to post and fill the assignment in accordance with Regulation 274.
7. Every two months, the Board shall provide the Bargaining Unit with a list containing the Long Term Occasional positions posted and the name of the successful candidate for each position.
 8. The parties agree this settlement is subject to any amendments that be made to Regulation 274 to the Education Act.
 9. The Board shall forthwith provide a directive to all Administrators that is consistent with these Minutes of Settlement to ensure they are operationalized.
 10. OSSTF hereby agrees to withdraw all Grievances in full and final settlement. The OSSTF agrees to withdraw any claims in any other current grievances regarding the failure to post LTO assignments in accordance with Regulation 274, however the parties agree that other issues not addressed by this settlement are not withdrawn.
 11. The parties agree that this settlement is without prejudice and without precedent to any position either party may take in the future.
 12. The parties agree that Arbitrator Gedalof shall remain seized to deal with any disputes regarding the implementation or interpretation of this settlement.

Dated at Toronto on this 19th day of January, 2018

Catherine E. Renfrew

For the Federation

D. Moore

For the Board

OTBU Executive Elections - Information for Candidates

Frank Cirone- Chief Returning Officer

The elections are governed by the rules established under Bylaw 2 of the OTBU Constitution. The election will be co-ordinated and conducted by the Election Committee. Any OTBU member, in good standing, may be nominated by providing, through the OTBU Secretary, his or her name and the signature of a supporting OTBU member, in good standing. Nominations for any position require the submission of the completed Official Candidate Nomination Form 2016. This form will be available to all candidates from the OTBU web site. The form(s) must be received by the OTBU Secretary by the close of business April 18th , 2018 and must be in order for the nomination to stand. Candidates shall have the opportunity to make an election speech at the Annual General Meeting (AGM). Five minutes will be allocated for candidates for the Presidency to speak to the members and two minutes for any other position. Our Constitution does not permit "proxy" presentations. Candidates must be present at the AGM in order to speak. All forms and information must be submitted by the candidate not by a third party. The candidates who submit their nomination

forms to the OTBU Secretary by April 18th , may also advertise their candidacy in the election edition of the OTBU newsletter, The Call Out. The candidate ads must be submitted to the OTBU Secretary at the same time as nomination documents - April 18, 2018. The format of the candidate ads is prescribed in the OTBU Constitution, Bylaw 2.1.5.2.2. Each ad may include a photo of the candidate (black and white) and written text. The ad must conform to 1/4 of a page of an 8 ½ x 11 sheet of paper. Please note, the submission may be edited for size if necessary. Please note, that any candidate wishing to have a scrutineer supervise the vote count, is asked, as a courtesy to the Election Committee, to submit the name of this scrutineer along with other elections material to the OTBU Secretary. Scrutineer forms are also available from the OTBU web site. Each candidate is asked to provide an up to date phone number and email address where he/she may be contacted during the election/nomination process by the Chief Returning Officer, should a need arise. Please provide a valid private email address. Do not use the TDSB email system for this.

Candidates May Be Nominated for up to Two(2) of the Following Elected Positions on the 2018-2020 Executive:

President

1st Vice President

2nd Vice President

Treasurer

Secretary

Executive Officer (4 positions available)

District 12 OSSFT
Occasional Teachers' Bargaining Unit
ANNUAL GENERAL MEETING



OLD MILL HOTEL & SPA

21 Old Mill Road, Etobicoke ,ON.

Wednesday, May 16, 2018

4:30 - 7:00 p.m.

- Reports from the OTBU Executive
- Voting on proposed amendments to the OTBU Constitution
 - Speeches by candidates for election to the 2018-2020 Executive
- Complimentary dinner & entertainment

Members who plan to stay for the dinner must RSVP to the OTBU Office by phone - 416-423-3600 or email (otbu.office@d12.osstf.ca) not later than Monday, May 7, 2018



Vince Zambrano at the mic



Treasurer Earl Burt before the budget debate



Treasurer Earl after the Budget debate



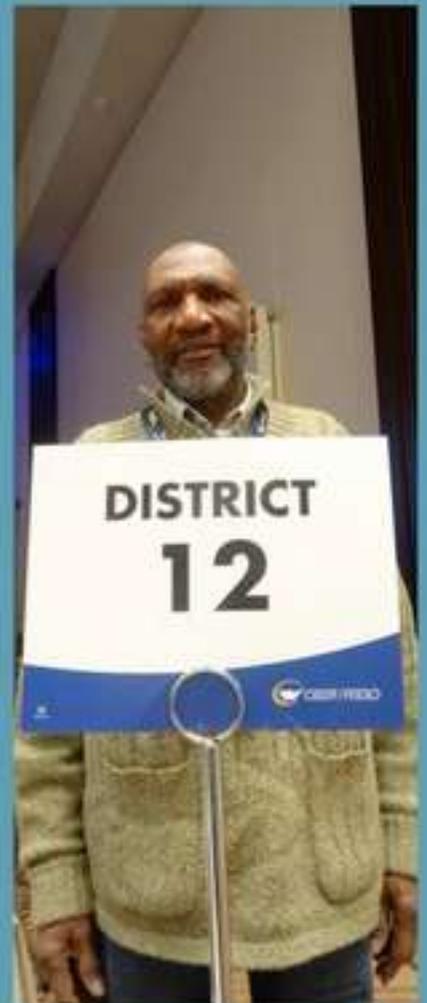
Harvey says Hi.



T-shirt seen at AMPA



Our OSSTF liason Karen Littlewood



AMPA delegate Coleridge Browne



AMPA delegate Jamie Whitaker

On Sunday Andrea Horwath, Provincial NDP leader addressed the convention at 9:30 in the morning. Her message to the assembly was that “it doesn’t have to be this way”. Doug Ford is the return of Mike Harris and all that implies for teachers. In her view, the PC’s are “going backwards”. Since Ford, and the PC ‘s are promising to get rid of the carbon tax, this would create a billion-dollar hole in the budget which will be made up by cuts to health and education. Ontario is dead last in terms of secondary school funding among the provinces, this can only mean thing would get worse. The Liberals, have had 16 years to repeal the Harris funding formula, to stop school closings, to restore school funding and do something about violence in schools . “it’s time for change”. Patrick MacDonald, OTBU D12 delegate, asked Andrea about having the NDP and Liberal’s work together to stop the Conservatives, Andrea’s reply was “we are in this to win”. When asked about “one publicly funded school board” she said that would be ‘status quo”. Neither leader wants to touch the issue of the funding of Catholic schools. Andrea took a few more questions before moving on her next event. Ms. Horwath, and the NDP, might be thinking that with Ford as PC leader many voters will vote strategically and vote for the candidate most likely to stop the PC’s, at the expense of the NDP



Hi OTBU D12 !

AMPA 2018 also saw OSSTF re-joining the Canadian Federation of Teachers after an absence of over ten years.



The youngest AMPA delegate.

In the News :

Gun-Trained Teacher Accidentally Shoots Gun In Calif. High School Classroom while teaching Gun Safety

A high school teacher — a reserve police officer — accidentally discharged his gun during a lesson at Seaside High School in Seaside, Calif., on Tuesday.

The incident occurred in the midst of a national conversation about arming teachers that stemmed from the mass shooting at Marjory Stoneman Douglas High School in Parkland, Fla., which left 17 people dead.

A news release by the Seaside Police Department identified the teacher as Dennis Alexander. "Alexander was believed to have been providing instruction related to public safety awareness," said the statement. "No one was seriously injured during the incident."

Monterey County Weekly noted that Alexander "is a math and administration of justice teacher who is also a Seaside city councilman and a reserve officer for Sand City Police Department."

"The teacher accidentally discharged his firearm during a lesson while it was pointed at the ceiling. Debris from the ceiling then fell," according to a statement by the Monterey Peninsula Unified School District issued to parents of students in the classroom.

"He was going to go to his next class, but he was pulling out metal fragments," Gonzales said of his son. "It was a soft metal."

"Nobody from the office came in and looked at what had happened," he alleged.

Georgia School Evacuated After Teacher Barricaded Himself In Classroom And Fired Gun

A north Georgia high school teacher was arrested on Wednesday after he barricaded himself in a classroom and fired a shot from his handgun out of a window, police said.

No one was injured in the incident at Dalton High School, ex-

cept for a female student who injured an ankle running through the school, police spokesman Bruce Frazier said.

The shooting about 85 miles north of Atlanta heightened the already tense debate around guns in schools in the wake of the deadly mass shooting in Parkland, Florida, two weeks ago.

President Donald Trump and the National Rifle Association, among others, have proposed that teachers should be allowed to bring firearms into schools to defend against possible attacks. But critics have said arming teachers would create a host of other dangerous side effects, and pointed to the Dalton shooting as Exhibit A in that argument.

Hurting for substitute teachers, Brevard Schools considers outsourcing

There are days inside Brevard County public schools when upwards of 70 teachers are absent and schools can't find substitutes to fill their shoes. Classes without teachers are forced to split up, and teachers take on extra students for what's usually considered a throw-away day.

On average, schools have between 200 and 400 classroom positions they need to fill every day, according to an analysis by the district. School officials can find substitutes for most, but about 30 are usually unfilled. One Friday in November — the most popular day for teacher absences — there were 74 positions that schools couldn't find subs for.

School board members and district staff met Tuesday afternoon to discuss ways to attract more substitute teachers or possibly outsource the process altogether to Kelly Services.

The district currently has a pool of 1,224 substitutes, compared to its 4,500 full-time teachers. However, the district struggles to fill positions in low-income schools and those in the north and south ends of the county, as well as positions that deal with special needs students and VPK classes.

"We are looking at three to four days out of the week where teachers are splitting classes because they can't find substitutes," said board member Misty Belford, who represents North Brevard. "When we split a classroom, students aren't learning. When we have a substitute in the classroom, unless they are a high-quality substitute, students really aren't learn-

-ing. When we have a substitute in the classroom, unless they are a high-quality substitute, students really aren't learning. They are babysitters."

Board members cited gaps in recruiting, training on the district's substitute-assigning computer program and low pay as reasons behind the difficulty in attracting substitutes. The district currently has one employee who oversees recruiting; many schools do not use the district's computer program SmartFind to request subs; and substitute teachers have not received a raise for 10 years.

Substitute teachers in Brevard with a high school diploma currently make \$8.25 an hour, those with associate degrees make \$8.75, those with bachelor's degrees make \$12.50 and retired teachers make \$16.25.

According to a cost analysis by district chief financial officer Penne Zuercher, contracting with Kelly Services would increase the pool of available substitutes, allow the district to rehire retired teachers as substitutes immediately and fill more positions. Human resources director Carol Kindt said school districts that use Kelly Services often see the qualifications of their substitutes improve as well.

A two-year contract would cost the district about \$5.2 million — about \$1.2 million more than what the district is currently spending to pay substitutes and provide Medicare and workers' compensation. Zuercher said moving to Kelly Services would also save the district about \$52,559 in costs for fingerprinting, W-2 processing and SmartFind software, as well as hours in manpower for secretaries responsible for finding subs.

Board members agreed they'd like to look at a combination of solutions, including contracting with Kelly Services, hiring more district recruiters, enforcing schools to use SmartFind, creating incentives for substitutes, especially at more-challenging schools, and advertising the need for more subs. Ziegler suggested giving substitute teachers free lunch and letting them use the district's free clinics.

"We need to figure out why substitutes aren't filling positions. And a larger substitute pool isn't necessarily going to solve that problem," said Ziegler.

Kankakee ups ante for substitute teachers, Illinois — In an effort to attract more substitute teachers, Kankakee School District 111 on Monday raised its daily sub pay from \$95 to \$105.

The \$10 bump in pay comes at a time when all Kankakee County

schools are struggling to find subs. During the past five years, the Iroquois-Kankakee County Regional Office of Education's area-wide sub list has dropped about 70 percent from 330 subs in 2012 to 100 this year.

"I hope we can increase the number of available subs to our district," Superintendent Genevra Walters said of the pay increase. "There is a national sub shortage, and it's a problem in Illinois."

Several districts in Kankakee County have bumped up sub pay in order to attract subs. The sub shortage has created a competition between area districts.

Last fall, Bourbonnais Elementary School District 53 started offering subs a \$100 signing bonus to attract subs and boost the area's sub pool. It also offers \$100 bonuses to teachers who refer subs to the district.

West Virginia Raises Teachers' Pay to End Statewide Strike

The statewide teachers' strike that shuttered West Virginia schools for almost two weeks appeared all but over on Tuesday when Gov. James C. Justice signed a bill to give teachers and other state employees a 5 percent pay raise.

The strike ground the state's public schools to a halt for nine days, a remarkable show of defiance by the teachers in a state where the power of organized labor, once led by strong mining unions, has greatly diminished. Along the way, the teachers disregarded union leaders' advice to return to work when the governor first promised them the raise last week, deciding in meetings at malls and union halls and in Facebook groups that they would stay out until their raise was enacted in law.

"Maybe our voices are being heard, finally," said Danielle Harris, a third-grade teacher from Fayette County, whose eyes filled with tears after Mr. Justice announced the deal on Tuesday. "These strikes aren't for nothing."

The strike is demonstrating what I call the "Newsies rule," which is: "If we strike, then we're a union!" Oklahoma teachers, who have some protections, now seem to be following the lead of West Virginia's workers and contemplating their own strike.

AMPA 2018

By: Lillian Speedie-Court, OTBU Secretary

Your OTBU delegates worked throughout the 99th session of AMPA. OSSTF Provincial President, Harvey Bischoff opened the session by welcoming the newly organized PSSP unit from York Region Catholic School Board. He talked about the #metoo movement and how it provided a platform to express frustration at sexual harassment and violence being met with indifference. He highlighted some OSSTF initiatives including “Joke’s Over” and “Still not Laughing”, while reminding us that from the its beginnings in the 1920s OSSTF supported equal pay for equal work. He asked men to honestly audit their behaviour and think about ways to make culture shifts.

Bischoff talked about OSSTF’s education platform - “Public Education - It’s for Everyone,” and highlighted the importance of ensuring that school boards could no longer sweep issues of workplace violence under the carpet. Finally, he talked about OSSTF’s recent success in getting the Ministry of Labour to commit more resources to reduce violence in schools.

A discussion and presentation around benefits and the challenges of introducing members to the newly established benefit plan was well received by the delegates, who, nevertheless, expressed some anger and frustration at having been excluded in the first place. Although no course of action was decided, delegates were left with a better understanding of the perils and advantages of mandatory vs voluntary enrollment.

A common theme among many motions was a wish to review the last round of bargaining in order to propose improvements for the next round. From the structure of the bargaining committee to the time allotted to review a deal, delegates spoke passionately and were clearly concerned about some aspects of the previous negotiations process.

Many reports were tabled including one of particular interest to OTBU delegates, on the amalgamation of bargaining units. While no conclusions were reached,



many interesting questions were posed.

As usual there were a number of guest speakers at AMPA. Premier Kathleen Wynne indicated both Ministries of Labour and Education were engaged and involved in discussions to reduce violence in schools, and that they were open to discussion around the role that school boards play in central bargaining. She had a clear reluctance to endorse the OSSTF idea of one publicly funded school system in each official language, indicating that it would require a constitutional change and would be a big distraction for the public.

Andrea Horwath, the NDP leader, was equally unenthusiastic about this issue, but did commit to removing EQAO testing. She shamed the Government for the \$15 billion needed to repair schools citing crumbling infrastructure, and also the lack of support for mental health in schools as factors in escalating violence. Horwath also declared she was “In it to win it,” and would not consider working with the Liberals.

Farrah Khan, the sexual violence support and education co-ordinator at Ryerson University gave a humorous and heartbreaking overview of the challenges we face in educating youth about consent and sexuality. Members laughed, were uncomfortable, but ultimately left feeling more empowered and informed.

Next year will be the 100th year of OSSTF and we will surely see some special celebrations. AMPA delegates are elected every year at our fall General Meeting. Look for information to be posted in October/November 2018 on how to be nominated for election as a delegate.

New Voting Method for the OTBU Elections

At the 2017 AGM the OTBU-D12 approved a change to our voting method. Members will be able to vote one three ways:

1. mail, as in the past

2. phone

3. internet

You should receive in the mail by **May 16th** a letter with your name, ID number and a PIN.

Instructions will be enclosed with the letter. You can only vote once. OTBU has engaged **Union Strategies**, a Canadian owned and Ontario based company as our support provider. More information will be available nearer the date on the website, in the election newsletter and at the AGM.

OSSTF/FEESO has an internal system for providing **Certification Rating Statements** to its teacher members. These ratings are used to determine the pay rate for teachers by placing them in one of four possible groups.

All teachers must complete Application Form 1 for a Certification Rating Statement in order to receive their maximum salary.

Teachers are rated based on their academic backgrounds and trade records according to Bylaw 22 Certification (PDF) of the Constitution and Bylaws and Procedure 9 — Teacher Certification (PDF) of the Policies and Procedures governing the OSSTF/FEESO Certification Plan. Certification Department

OSSTF/FEESO

60 Mobile Drive

Toronto, ON

M4A 2P3

Phone: 416-751-8300 Toll Free: 1-800-267-7867 Fax: 416-751-0910

Hours of Telephone Service Certification telephone lines are open: Monday — Friday: 8:30 am – 5:00 pm

Summer hours (July – August): Monday — Thursday: 8:30 am – 4:30 pm

Editor

David Hopkins

Design and Layout

Ann Burke

David Hopkins

Contributors

Linda Bartram

Paul Bocking

Coleridge Browne

Ann Burke

Lillian Speedie-Court

Jamie Whitaker

Vince Zambrano

Phone No: 416-423-3600

E-Mail: otbu.office@d12.osstf.ca

OTBU D12

1708-95 Thorncliffe Park DR

Toronto, ON M4H 1L4

