



The Call Out

The Official Newsletter of the District 12 Occasional Teachers' Bargaining Unit

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Occasional teacher Patrick McDonald pipes educators along the Labour Day Parade route

Many thanks to OTBU member, Patrick McDonald, who brought his bagpipes, enthusiasm and his stamina to the Labour Day Parade, September 5th.

All of the OSSTF members who came to march in the parade were buoyed by Patrick's lively renditions of a number of Scottish favourites over the course of the Labour Day Parade from Queen and University to the Dufferin Gate entrance of the C.N.E.



It was good to see so many friends from the Occasional Teacher Bargaining Unit join their colleagues from the Secondary Teachers' Bargaining Unit and the Professional Student Services Personnel Unit of District 12 in celebrating the important work we all do to make the Toronto schools a better place to work in and to learn in.

Important Information for Occasional Teachers

In order to remain on the Toronto District School Board's Secondary Teaching Roster members must complete 20 Full-time Equivalent Days of teaching in the academic year 2011-2012.

Effective September 1, 2011, the daily rate for Occasional Teachers will rise to \$214.46 for those teachers who have taught for less than 100 days and \$235.92 for those teachers who have worked more than 100 days for the TDSB.

To qualify as a Long Term Occasional Teacher members must complete 10 consecutive days as a substitute for one teacher.

All members wishing LTO or contract teaching positions are strongly advised to ask Principals in schools where they work on a regular basis for an formal evaluation of their work so that these evaluations may be submitted with any applications for LTO or contract teaching positions or applications to be considered for the TDSB Eligible to Hire List.

Effective September 2011, teachers who are currently on the TDSB'S Eligible to Hire List, and who accept positions as Long Term Occasional Teachers will no longer be removed from the TDSB's Eligible to Hire List. This change is a result of negotiations between the OTBU and the Board.

This means that LTOs will retain the right to apply for any contract positions that may arise after September 2011

Some Dates to Remember

- **October 6th, 2011** - Provincial Election Day. Please vote to protect public education and help to keep Toronto Tory-free. Go to www.osstfd12 to view the list of candidates endorsed by District 12.
- **October 13 and November 10, 2011**, - 4:30 p.m. OTBU Pub Night at Pauper's Pub 539 Bloor Street West, just east of Bathurst Street.
- **October 20, 2011** - 4:30 p.m. District 12 General Meeting at 1482 Bathurst Street.
- **November 23, 2011** - 4:30 p.m. OTBU General Meeting at the Latvian Centre (Eglinton East and Credit Union Dr.) Followed by dinner and a social at 60 Mobile Drive.

President's Report

By: Linda Bartram, OTBU President

Welcome back to you OTBU veterans and welcome to you who are new to the OTBU. This school year promises to be a very busy one for the Bargaining Unit.

JOB AVAILABILITY, UNFILLED JOBS AND NEW HIRES

The composition of OT list changes each year as people retire, get permanent teacher contracts or move on to other careers. As members leave, the Board hires to replace them. The staffing agreement which the union has with Board provides for consultation on hiring and hiring has been limited to areas of need by subject and geographic areas. A balance between the jobs available and the number of OTs on the list is always the goal. There must be enough Occasional Teachers to be able to fill available jobs, and enough jobs to allow OTs sufficient work. For the past few years, there have consistently been many unfilled jobs every month.

This means that the Board is hiring in order to alleviate this situation. We do not want to have so many people on the list that work opportunities are reduced. **There are things we can all do to prevent this. The most important thing is to take the job if you are qualified or willing to teach the offered timetable when Smart Find calls you. Even half day jobs.** These jobs will often turn into a full day and/or lead to more work in that school. From the board's perspective, a half day is a job and counts as an unfilled job if it is not picked up. Unfilled jobs equals more hiring. I'm sure you see the pattern and the implications for work for OTBU members.

THE END OF OUR CURRENT COLLECTIVE AGREEMENT

Our current collective agreement ends August, 2012. Our Chief Negotiator, Vince Zambrano, and the Collective Bargaining Committee have been working on a member survey which will arrive in the mail in the near future. Please watch for this and send it back to us. It is your opportunity to tell us what your priorities are in upcoming negotiations for our next Collective Agreement.

Your Executive looks forward to working with you over the year. Please contact us if you have questions, concerns, ideas or comments.



Pension rules changing

In response to a number of calls that have come into the OTBU Office this Fall, the following clarifications are offered to help out members who have retired from contract teaching positions.

Starting in September 2012 all members who are in receipt of a pension from the Ontario Teachers' Pension Plan will be able to work fifty days (50) per year without it having any effect on pensions.

If you retired from teaching in June 2007 or earlier you may work 20 days this year, 2011-2012.

If you retired from teaching after June 2009 you may work 95 days this year, 2011-2012.

The following chart is adapted (borrowed) from the Summer 2011 edition of *Pension News*.

Examples to help illustrate how working after retirement limits may differ for you:			
Pensioner	Situation	no. of days allowed in 2011-2012	no. of days allowed in 2012-2013
Carol	- retired in 2007 - worked 3 years of 95 days - worked 20 days last year	20	50
Tom	- retired in 2009 - took a year off after retirement - worked 95 days 2010- 2011	95	50
Martin	- will retire in December 2011 - considering teaching night school in the spring of 2012*	95	50

* note that Martin's arrangement to return to work directly or indirectly for a particular employer has to be made after the later of the date we receive his pension application or the date of his resignation.

Social Activities and Networking

Where: Paupers' Bar
539 Bloor Street West
[just east of Bathurst and Bloor subway station]

When: From 4:30pm.
October 13 & November 10, 2011

A Canvasser's Diary

By: Paul Bocking, Exec Officer

Leading up to the provincial elections scheduled for October 6th, 2011, I have been canvassing for Trinity-Spadina incumbent Mario Marchese, an OSSTF-endorsed candidate. It has been relatively easy with the riding's long standing as a progressive bastion populated by university students, hipsters, service sector workers, well-healed professionals and Italian retirees. Many easily identify with the NDP - particularly given the party's rise to prominence federally and the persona of the recently deceased Jack Layton. For those not in the education system or accessing health care, the most pressing issues lean toward municipal services - many are most concerned by threats of impending cutbacks from a right-wing city hall.

The participation of Toronto OSSTF members has been instrumental in the election of NDP and Liberal candidates as well as school trustees considered to be pro public education. Not surprisingly, this has earned opposition from right-leaning commentators including those at the *Toronto Sun*. The *Sun* is to the lunchroom crowd as the *National Post* and the *Globe and Mail* are for their managers, a consistent message in support of right wing politics in general, and against unionized and public-sector workers in particular. That the *Sun* has broadcast its opposition

to OSSTF's plan to coordinate the engagement of its membership in support of endorsed candidates is evidence that our involvement as union members can make a difference in the elections and this worries conservatives.

After reading out a list of the OSSTF-endorsed candidates at a staff meeting last June, I was asked if we were supporting any Conservatives. It would be against our professional interests as teachers, and our sense of solidarity, were we to help the party which last time in office attempted to increase teachers' workloads (7/8), cut education spending by millions, slashed the monthly payments received by Ontario Works and Disability recipients by 22%, froze the minimum wage at \$6.85 and cut taxes for the highest income earners during their seven years in power. The Tories have not shifted from this agenda, which broadly seeks to redistribute wealth from the poor and the middle class to the richest people in the province.

In less than one month, the status of public education and the working conditions of teachers will be defined for the next four years. Help in a campaign if you are able, but be sure to vote.

General Meeting Motions

For motions to be accepted as "On Time" for the General Meeting of November 23rd, 2011, they must be submitted to the OTBU Secretary, Linda Enright, by the end of business (4:30 p.m.) **October 26, 2011.** Motions may be sent to Linda Enright by email (otbud12@sympatico.ca), by fax (416-423-5984) or by mail to the address of the OTBU Office.

Keep Toronto Tory-Free

OSSTF ENDORSED CANDIDATES IN THE OCTOBER 6TH ELECTION

CANDIDATE NAME	PARTY	RIDING
Rosario Marchese	NDP	Trinity -Spadina
Michael Prue	NDP	Beaches-East York
Peter Tabuns	NDP	Toronto-Danforth
Cheri Di Novo	NDP	High Park
Kathleen Wynne	Liberal	Don Valley West
Margaret Best	Liberal	Scarborough-Guildwood
Mike Colle	Liberal	Eglinton-Lawrence
David Zimmer	Liberal	Willowdale
Dr. Eric Hoskins	Liberal	St Paul's
Glen Murray	Liberal	Toronto Centre
Laurel Broten	Liberal	Etobicoke-Lakeshore
Brad Duguid	Liberal	Scarborough Centre
Tracy MacCharles	Liberal	Pickering-Scarborough East
Monte Kwinter	Liberal	York Centre
Michael Coteau	Liberal	Don Valley East
Donna Cansfield	Liberal	Etobicoke Centre

Worth Repeating ... District President Doug Jolliffe's remarks to the 2011 Annual General Meeting

There are two critical dates for education workers in the next 15 months. The first is August 31, 2012 when our current Collective Agreements expire...the second is October 6, 2011 when there will be a Provincial Election. I don't think I need to go into great detail on the current political culture throughout the western world other than to say that public sector unions, particularly teacher unions are under severe attack, especially here in North America.

The radical right has conned a frighteningly large of people into believing that the villains who caused the economy's collapse were not greedy investment bankers and lavishly-paid CEOs but working people in unions. Even a basic such as having a decent pension has been called into question.

...We should be worried by recent trends in Ontario.

First buffoonish millionaire Rob Ford is elected mayor of Toronto on a variety of promises to "respect the taxpayer", easily broken code for bust the unions. Then ...Stephen Harper, the former president of the right wing lobby organization the National Citizens' Coalition wins a majority in Ottawa.

Will the far right win the triple crown in Ontario? If the numbers don't change we will have Premier Hudak joining Ford and Harper for the northern version of the Tea Party. If the Conservatives win the Ontario election, our working lives will deteriorate.

Here's what will happen if the Tories win: To begin, the Conservatives really don't like to negotiate; they legislate it and it is easy to predict what they will legislate. First, they will almost certainly legislate province-wide bargaining. We would no longer have the capacity to fight locally for local issues as we did in 2009.

Internationally-Trained Teachers



By: Jennifer Mills, Executive Officer

Are you an OTBU member who was educated and/or teacher trained in another country?

Are you interested in preparing for contract teaching and getting on the TDSB's Eligible to Hire List?

If so, you may be interested in attending our workshops. These workshops have been running for over five years, and have been very helpful to those attending. Mrs. Tasneem Khan, an internationally - trained teacher herself, who became a very successful and well-respected Principal within the TDSB has been very helpful in developing our workshops. She is extremely knowledgeable about issues facing newcomers and understands the transitions that these teachers need to make.

Some issues we address:

- classroom management strategies
- the application process in getting on the Eligible to Hire List
- Toronto District School Board (TDSB) Policies

At each workshop, we look at sample interview questions and how best to answer them to reflect your skills and understandings. If these workshops sound as if they could be of use to you, consider attending. We always have new people joining. Perhaps you will be one of those people at our next meeting!

These workshops are also open to any OTBU members who feel they would profit from these workshops.

DATE; Friday, October 14th

TIME; 4:00 - 6:00 p.m.

LOCATION: CALC (City Adult Learning Centre) located on the southwest corner of Broadview and Danforth (right before the bridge). We gather in the meeting room in the main office.

If you are taking the TTC, exit at the Broadview Station and look to the southwest corner for CALC. There is also some parking available on the school premises.

We have heard that there is some confusion among the membership regarding "Other Groups" claiming to represent Secondary Occasional Teachers.

These organizations have nothing to do with the OSSTF OTBU and we have no contact with them. They have no affiliation with OSSTF and are not privy to any of the discussions, communications and shared resources which we, your elected OSSTF OTBU executive, have.

Should you be one of those members, please call the OTBU office for clarification.

Office: 416-423-3600

E-mail: otbud12@sympatico.ca

Fax: 416-423-5934

Report on Chicago Conference to Defend Public Education

Last Spring the Executive voted to send a delegate (Paul Bocking) to the Chicago Conference to Defend Public Education. What follows is part of the Report he prepared for the Executive on the Conference.

By: Paul Bocking, Executive Officer

When I arrived in Chicago, I was met by Dave, a retired steelworker and a member of his local elementary school's council. His responsibility on the School Council was to be the official photographer and create publications and brochures which could be distributed to parents in the neighbourhood to encourage them to send their children to public schools in general and his elementary school in particular. The idea of a school having to promote and sell itself to parents was unreal to me, but across the street from the elementary school was a publicly-funded but privately-run, non-union, charter school which was in direct competition for enrolment - at least for students who were deemed academically and behaviourally 'suitable'.

Through my attendance at the conference I have come away with various facts about what is going on in many U.S. jurisdictions. There is a coordinated movement led by Chambers of Commerce with an interest in creating more business opportunities in K - 12 education, local, state and national politicians and think tank/lobby groups funded by pro-market philanthropists such as Bill Gates, Oprah Winfrey, Eli Broad and others toward the:

- ✓ replacement of conventional public schools with privately managed and increasingly privately-funded charter schools;
- ✓ the continued de-funding of public

education;

- ✓ the complete de-unionization of teachers and education workers, and the market 'disciplining' of these workforces.

This may sound extreme given the size of the National Education Association (NEA) which has about 3.2 million members, and the American Federation of Teachers (AFT) with around 1.6 million members but consider the fact that charter school teachers in Chicago are prohibited by law from joining the Chicago Teachers' Union. In Chicago and the District of Columbia (Washington) right-wing mayors have virtually abolished elected school board trustees and run the schools themselves. Imagine District 12 teachers having to bargain directly with Rob Ford.

Over 200 teachers attended the Chicago conference, coming from cities across the U.S. and Puerto Rico and Mexico.

As one keynote speaker noted, local teacher/educational worker unions are fighting a 'national struggle at the local level. Unfortunately, AFT and NEA have begun to buy into some of the demands for teacher evaluation and there is talk about tying teacher evaluation (can pay be far behind) to student testing. This is a trend which we have been able to resist in Ontario up to now.

Images of The Labour Day Parade 2011



Enjoying the Fall Colours

Many of us enjoy taking in the magnificence of the Ontario Fall colours as the leaves change from green to many hues, from bright red to gold. Below is a guided drive/tour of Caledon and the beautiful Forks of the Credit as developed by one of our members.

It all started at a two-family dinner some years ago ... two of us (Peter & David) were left sitting at the table ... our discussion turned to friends who had commented on how we both knew where to take people (e.g. visitors, children) on interesting and scenic trips in the countryside.

How could we take this knowledge and put it in a manner that would give people the confidence to explore the back roads of Ontario ... as well as tell them both the stories that abound and local tourist information?

Thus **SideRoad Guidebooks** were born.

We now have five published *Guidebooks*, with the sixth ready in July 2011.

The GuideBooks are designed with a numbering system. Each turn has number. We have a standard form for instructions ... four verbs ... turn, cross, pass and continue. The turn instruction will state 'turn onto a road' not 'at a road'.

The GuideBooks cover the Oak Ridges Moraine, Niagara Escarpment, Around Lake Simcoe and Cottage Country and the Grand River Valley

Our website is www.sideroadguidebooks.com

A short tour round the Forks of the Credit, Caledon

Begin at the north end of Hwy 410 where it merges with Hwy 10

You are north of Brampton

Drive north on Hwy 10 for 1.6 km

1. Turn left (west) onto Olde School Road
2. Turn right (north) onto McLaughlin Road
Pass on the right "Great War Flying Museum
Cross King street
Cross Boston Mills Rd.
3. Turn left (west) onto Olde Base Line
Cross Chinguacousy Rd.
Pass on left 'The Badlands'
Cross Creditview Rd.
4. Turn right (north) onto Mississauga Rd.
Pass on left 'Melville White Church'
Cross the Grange Side Rd.
Enter the hamlet of Belfountain
Pass on the left Bush St. (at the centre of hamlet)
Our route curves to the right (east)
Pass on right ice cream parlour
Pass on right the entrance to Belfountain Conservation Area
Our route is now Forks of the Credit Road
Pass on right Scott Dr.



Cross Boston Mills rd.
 Pass on the left Mississauga Rd.
 Our route drops down to a hairpin turn (**caution**)
 Pass under railway bridge
 Pass on right Dominion st. which crosses the Credit River

(Helpful hint: If you park and stand on the bridge, you will see the joining of the two branches of the Credit River which gives the place its name.)

5. Turn left (north) onto McLaren Rd.
 Pass on left entrance to Forks of the Credit Provincial Park

Helpful-hint - good hiking and historical ruins in the Park

6. Turn left (west) onto RR 124 (Charleston SR)
 Pass on left a parking spot before crossing the Credit River.
7. Turn left (south) onto Main St.

Helpful Hint - gas station and restaurant on corner

Our route curves right at the former Cataract Inn (now a brick house) ...

Our route is now Cataract Rd.

Winding road

Cross Elora - Cataract Trailway (former railway)

8. Turn left (south) onto Mississauga Rd. winding road by ski hills
9. Turn left (east) onto Forks of the Credit Road
 This is a repeat of the route down by the hairpin turn until McLaren Rd. (See turn 5)
 Pass on left McLaren Rd.
10. Turn right (south) onto McLaughlin Rd.
 Cross the Grange SR
 Pass through the hamlet of Inglewood

Helpful hint: from Inglewood there is a pleasant walk (east) along the Caledon Trailway to Hwy 10 and Ken Willhans Conservation Area.

11. Turn left (east) onto Olde Base Line
 Cross Highway 10
 Cross Kennedy Rd.
12. Turn right (south) onto Heart Lake Rd.
 Cross Boston Mills Rd.
 Cross King St.
 Pass on right Downey's Farm Market (children friendly)
13. Turn right (west) onto Old School Rd.
 Cross Kennedy Rd.
 Arrive at Hwy 10 and the end of the tour
14. Turn left (south) to return to Toronto

I hope that you will enjoy this sample. All of these places are featured in our guidebooks along with short stories, tourist information and web site.

David Rawcliffe
 OTBU, D-12

PAY DATES 2011-2012

Pay Date	Period Covered
September 15, 2011 September 29, 2011	September 1 – September 3, 2011 September 4 – 17, 2011
October 13, 2011 October 27, 2011	September 18 – October 1, 2011 October 2 – 15, 2011
November 10, 2011 November 24, 2011	October 16 – 29, 2011 October 30 – November 12, 2011
December 8, 2011 December 22, 2011	November 13 – 26, 2011 November 27 – December 10, 2011
January 5, 2012 January 19, 2012	December 11 – 24, 2011 December 25, 2011 – January 7, 2012
February 2, 2012 February 16, 2012	January 8 – 21, 2012 January 22 – February 4, 2012



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