



District 17 Simcoe

REPORT OF THE PRESIDENT

TO: EA/DECE Executive Meeting

DATE: February 2, 2015

FROM: Patty Coates – Bargaining Unit President

AMPA 2015

AMPA is the annual convention of OSSTF provincial. Over 600 delegates from bargaining units across Ontario travel to Toronto to participate in this exciting democratic process. AMPA takes place the first weekend of March Break from Friday, March 13 to Monday, March 16, 2015. Delegates/Alternates debate and vote motions, vote on reports, determine the actions of OSSTF for the 2015/2016 Federation year and elect the provincial Executive.

Your Executive sought interest of the membership. I am excited to say that we had an overwhelming interest of members who put their name forward to attend AMPA. The process for selecting who attends AMPA is a simple lot selection. Names are placed into a “hat” and one at a time selected until the positions are filled. Our Bargaining Unit is entitled to send 5 delegates (one of which is the President) and 1 alternate. We have a mix of members who have not attended AMPA before and those who are seasoned attendees.

Your Delegates to AMPA this year are:

Patty Coates - President

Julie Lapierre – Vice President/Our Lady of Grace

Cindy Whidden – Secretary/Sacred Heart

Luciana Arabia – Saint Peter the Apostle

Bobbie Gamache – Supply EA/Emergency Supply DECE

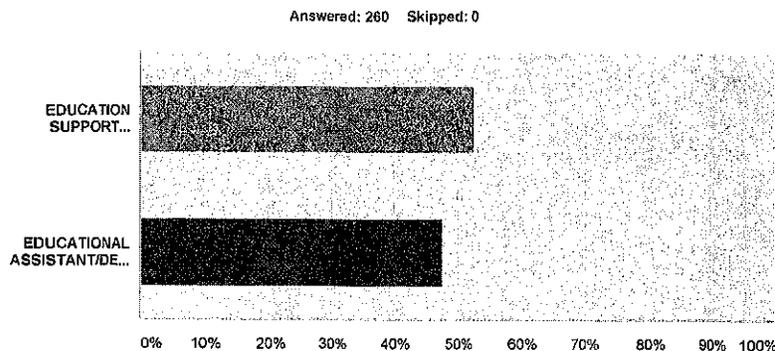
Your Alternate to AMPA this year is:

Donna Beischlag – St. Joseph

Members who indicated they are interested in attending whose names were not drawn have been put on a waiting list to be available to attend if there are vacant positions created. We thank everyone who showed interest in giving up part of their March Break to attend their union Annual Meeting.

BARGAINING UNIT NAME CHANGE

We had 260 members vote for the bargaining unit name they feel would best represent members. The results showed that 53% of those who voted selected EDEUCATION SUPPORT PROFESSIONAL BARGAINING UNIT (ESP) and 47% selected EDUCATIONAL ASSISTANT / DESIGNATED EARLY CHILDHOOD EDUCATOR BARGAINING UNIT (EA/DECE).



Answer Choices	Responses
EDUCATION SUPPORT PROFESSIONALS BARGAINING UNIT	52.69% 137
EDUCATIONAL ASSISTANT/DESIGNATED EARLY CHILDHOOD EDUCATORS BARGAINING UNIT	47.31% 123
Total	260

The next step will be to have a vote in schools to APPROVE or NOT APPROVE the name change from the EDUCATIONAL ASSISTANTS' BARGAINING UNIT to the EDUCATION SUPPORT PROFESSIONAL BARGAINING UNIT. If the name is turned down the official name of the bargaining unit will remain the Educational Assistants. Voting will take place in March. Further information will be sent to all members.

CENTRAL BARGAINING UPDATE

OSSTF/FEESO is engaged in the central bargaining process as set out in Bill 122-the School Board Collective Bargaining Act. Updates of central bargaining will always be posted on the OSSTF website under log in then member's only site. If you have forgotten or misplaced your log in information/password, you can either email provincial office from the site log-in page or by calling provincial office at 1-800-267-7867.

It is important to frequently visit this site. Your Bargaining Unit Executive will send out reminders via the email blast system.

All OSSTF/FEESO Support Staff Bargaining Unit Presidents and Chief Negotiators will be meeting in Toronto on Thursday, February 19, 2015 for the day to review the draft central bargaining brief and provide input. A second meeting will take place the following week.

LOCAL BARGAINING UPDATE

We are unable to begin local bargaining until actual Central Bargaining Begins which may not take place until after March Break.

Your local table team has meet and is working on refining the bargaining brief. You will be informed through an email blast when we begin local bargaining.

SENIORITY LISTS

The Seniority Lists for the 2014/2015 school year have been sent to school reps. We ask that the seniority lists are not photo-copied nor left lying around. The school rep should have the only copy and should provide opportunity for members to view the list anytime they request to do so. If a member has a concern with their seniority date they are to contact their union office. We are still waiting for the majority of the forms to be sent back to the office.

TRANSFERS

Educational Assistants

The Transfer Request Form for the 2015/2016 school year has been posted to Firstclass in the Board Office Services icon under Human Resources/forms/Educational Assistants. Note that members ONLY complete the form if; they wish to move schools or, would like to increase their FTE from 0.5 to 1.0. The Transfer Request Form will be available from January 1st to May 15th.

Designated Early Childhood Educators

Last year DECE members used apply-to-educate to indicate if they wish to transfer from one school to another. It has been determined, moving forward that DECE's will use a paper Transfer Request Form to indicate the desire to move to another school. The Transfer Request Form will be available for DECE's from March 1st to April 15th on Firstclass in the Board Office Services icon under Human Resources/forms/DECE. In addition, notice has been posted in the DECE's Firstclass conference.

PAY EQUITY

As you are aware the SMCD SB had decided that they believed that the process we used for Pay Equity was flawed. Because of this we put in a complaint to the Pay Equity Commission. Our OSSTF Lawyers, OSSTF representative, EA/DECE President Patty Coates and O/C President Suzanne Conley-Cholak met with the Board and a Pay Equity Review Officer on October 28, 2014 in Barrie. We are following the process as set out by the Pay Equity Act and the Review Officer. We are currently waiting for a report from the Pay Equity Review Officer

SCHOOL SOCIAL ACTIVITY FUNDS/FORM – Appendix A

Again this year, your Executive has approved for each school to receive funds (\$10.00 per person) to organize a social activity event for all members. Forms were sent to all school representatives through an email blast. We have had a good response again this year. Last year we had only 50% of the schools participate. Your Executive would like to see 100% participation this year. Attached to this report is a copy of the School Social Activity Form – Appendix A.

DECE'S WHO HAVE A TEACHING CERTIFICATE – Appendix B

Currently the College of teachers grants Additional Qualification (AQ) equivalency for non-accredited programs such as Early Childhood Education programs. After September 2015 this will no longer be the practice. If you have your ECE (registered with the College of ECE) and you have a Teaching Certificate you should be registered with the Ontario Teachers College and have your Early Childhood Educators program accredited with the college. Please see the attached District/Bargaining Unit Memo from Provincial OSSTF and the forms required – Appendix B.

ONTARIO COLLEGE OF TEACHERS MEMBER SURVEY – Appendix C

Any person with a teaching certificate and registered with the College of Teachers have been emailed a link to a very long survey in regards to professional learning - (We have both DECE's and EA members who have their teaching certificate). OSSTF/FEESO opposes any attempt of the college to introduce mandatory professional learning and/or recertification of those with a teaching certificate. OSSTF/FEESO strongly believes in self-directed professional learning and is against tracking by the college. Please see the attached District/Bargaining Unit Memo from Provincial OSSTF – Appendix C.

OISE ECE REPORT/S

The Toronto University's Ontario Institute for Studies in Education (OISE) has been involved in Early Childhood Education Research studies. The institute has put out two papers; one for all of Canada and one for Ontario. You can find information, a video presentation and a power point presentation on the following website:

http://www.oise.utoronto.ca/atkinson/About_Us/What_We_Do/Early_Childhood_Education_Report_2014.html

SMCDSB ATTENDANCE SUPPORT PROGRAM

The SMCDSB has decided to enforce their Attendance Support Program. Members who have reached the board's absenteeism ten (10) day threshold for the school year will receive a letter. If a member has an ongoing medical condition which may result in attending medical appointments during the work day (members are encouraged to book appointments after their regular work hours where possible) it is in the best interest of the member to provide the board with a note from their doctor. The note only needs to indicate you are under the care of a medical practitioner; members are not under any obligation to disclose the nature of any medical condition and neither is the doctor. You are entitled to have union representation at any meeting to discuss your attendance.

It is always wise to contact your union office to seek advice and possible representation.

BUS CANCELLATION DAYS

In December, the Director of Education issued a letter to ALL staff with regards to the Board's policy and procedure for bus cancellation days. The content of the letter is in-line with the language we have in our collective agreement. We would like to highlight that members are expected to attend work when busses are cancelled and attempt to make their way to work or to the closest school when the roads and weather conditions allow a member to do so safely. The intent of the language is not to force anyone to travel to work when the roads and weather conditions are unsafe. However; there are still members who stay at home using the inclement weather code for reasons which are not acceptable.

It is always wise to contact your union office to seek advice and clarification.

BARGAINING UNIT EMAIL BLASTS

Your Bargaining Unit Executive sends out E-MAIL BLASTS to members with important or pertinent information. It is vital that we have an updated e-mail address for all members especially new and supply members. Please forward updated or new e-mail addresses to julie.lapierre@d17.osstf.ca

Recent E-MAIL BLASTS include:

- Central Bargaining Update-Support Staff January 28, 2015
- Reminder to Vote-Bargaining Unit Name Change January 27, 2015
- Central Bargaining Update-Support Staff January 19, 2015
- Inclement Weather-Working at Closest School January 12, 2015
- SURVEY-Bargaining Unit Name Change January 14 2015
- December Newsletter December 18, 2014

DISTRICT STANDING COMMITTEES

Any member is invited to attend District Standing Committee meetings. There are three main committees; the Political Action Committee, the Human Rights Committee and the Status of Woman Committee. The chairperson of each committees reports to the District Executive Council on committee activities. All standing committee meetings are held at the District Office and the dates are posted on the District website: www.d17.osstf.ca

DISTRICT EXECUTIVE COUNCIL

Our District Executive Council (DEC) meeting was held on December 2, 2014. Presidents from the six bargaining units, an additional member from each bargaining unit, the district treasurer and chairs of the district committees attended the meeting. Each Bargaining Unit, the District Treasurer and Committee Chairs report to DEC. Main topics of discussion included; Approval to purchase additional tables for the meeting rooms, personnel matters and, a suite for AMPA 2015. Next meeting will be February 11, 2015.

PROVINCIAL COUNCIL

This is a Provincial OSSTF/FEESO meeting where all Bargaining Unit Presidents come to Toronto to discuss issues, pass policy motions along with deal with action motions, receive reports and have an opportunity ask questions to the Provincial Executive. The last meeting of Provincial Council took place on Friday, January 30, 2015 in Toronto. Presidents received reports on the OSSTF/FEESO Annual Action Plan, Negotiations Priorities, Provincial Office Regional Structure, and Committee to Review Committee as well as the Financial Audit for Provincial OSSTF. The next meeting of Provincial Council will take place in Toronto on Friday, February 20, 2015

EDUCATION SUPPORT STAFF SECTOR CAUCUS

On the Thursday evening prior to Provincial Council from 8:00 pm to 10:00 pm Presidents from support staff bargaining units meet to discuss and share issues, concerns and practices related to support staff job classes. Some issues/concerns relate to a specific job class such as lack of supplies for DECE's, or the working conditions of Plant Support bargaining units just to name a few of the topics and concerns. The president's also network and share ideas and protocol for best practices as a president. The next Caucus meeting will be February 19, 2015.

OSSTF/FEESO INVITING APPLICATIONS AS A WORKSHOP PRESENTER- Appendix D

Provincial OSSTF/FEESO is seeking members interested in becoming a workshop presenter. Presenters receive training on the specific workshops they are interested in facilitating. Once you have been trained you are added to the list and will be called on to present the workshop throughout Ontario. The cost of Time release, transportation, accommodations and meals are covered by OSSTF or the District you are presenting in. Please see the attached District and Bargaining Unit Memo for information and the form to complete. You must ensure that your Bargaining Unit President is informed that you will be applying to be considered a presenter for OSSTF/FEESO – Appendix D

OSSTF/FEESO APPLICATION TO PROVINCIAL STANDING COMMITTEES – Appendix E

Each year the OSSTF/FEESO Provincial Council Nominations Committee receive applications for provincial committees and councils. The attached District and Bargaining Unit Memo provided information on how to apply – Appendix E.

FEDERAL ELECTION READINESS

Any union's mandate is to protect members' working condition and advance the cause of the sector of that particular union. For OSSTF and for our local bargaining unit, protecting and advancing the cause of education and the workers within the education sector is extremely important. One way to do this is through lobbying governments, both provincial and federal as well as educating the public on what we do as education workers and how we can best ensure students are successful in school. This is called 'Political Action'. If a union does not engage in political action the government/parents will not know what our concerns and positions are. October 19, 2015 is the date that is set for the next Federal election. OSSTF and your local bargaining unit executive will be engaged in Election Readiness preparations through attending training workshops, gathering information, providing members, the public and government information and encouraging member to get out and vote. Why is this important to us? Laws that are passed at the Federal level are often adopted and passed at the provincial level. We must always protect the benefits and working conditions of our members. When the current Federal government attacked their Federal Employees sick banks and significantly reduced their sick days; that same attitude DID funnel down to the provincial level where this type of strip was imposed on us.

CLC ELECTION READINESS CONFERENCE

On Friday, February 6 to Saturday, February 7, 2015 three members of our Executive Diane Baldwin, Rita Golds-Nikolic and Patty Coates attended a conference sponsored by the Canadian Labour Congress to provide information and workshops on how to prepare and speak to members about the upcoming federal election.

SMCDSB WELLNESS COMMITTEE

The Board has developed a new icon on Firstclass under News and Notices called Employee Wellness. This icon will house information on wellness with articles on pertinent topics

EDUCTORS FINANCIAL GROUP – Appendix F

Educators Financial Group is a company that is owned by OSSTF/FEESO to offer financial services to all of its members. You can find information on their website at <https://educatorsfinancialgroup.ca/> Also, see the attached information about some of their services – Appendix F

BARGAINING UNIT EXECUTIVE MEETINGS

Topics Discussed/Reports:

AMPA 2015

Bargaining Unit Name Change

District Financial Workshop Update

Support Staff Appreciation Day

OSSTF Provincial Initiatives

Member Engagement

Community Involvement

Issues and Concerns

Executive/Area Reps Structure

BU President's Report

Health and Safety Report

Collective Bargaining Update

Financial/Expenditure Report

Grievance Report

Newsletter Update

District Committee Reports

Professional Development Day Report

Labour Council Report

The next Executive meeting will be held on Monday, March 2, 2015 from 5:15 pm to 8:30 pm at the OSSTF Union office in Barrie. Any member can attend executive meetings as an observer. If you are interested in attending any Executive Meeting please contact me at patty.coates@d17.osstf.ca.



District 17 Simcoe

EDUCATIONAL ASSISTANTS & DESIGNATED EARLY CHILDHOOD EDUCATORS



APPENDIX A

SCHOOL SOCIAL ACTIVITY FORM

PLEASE PRINT

SCHOOL NAME: _____

SCHOOL REPRESENTATIVE: _____

PERSONAL EMAIL ADDRESS: _____

Outline in detail the date, location and the activity or event being planned, including the approximate planned costs for the event/activity.

LIST THE ATTENDEES and indicate if they are permanent, long term temporary or day to day supply.

<u>EXAMPLE: Sally Smith – perm</u>	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

SIGNATURES AND DATE

School Representative: _____ Date: _____

Bargaining Unit President: _____ Date: _____

Bargaining Unit Treasurer: _____ Date: _____



APPENDIX B

February 5, 2015
D/BU #85/2014-2015

Ontario College of Teachers Sunsetting of Granting AQ Equivalency for ECE Diplomas

To: Presidents and All Members
From: Paul Elliott, President

For Information

The Ontario College of Teachers will be sunsetting the historical practice of granting Additional Qualification (AQ) equivalency standing for non-accredited programs completed in Ontario; memoranda to this effect have been shared with affected Ontario institutions or programs. The College will be further advising members and the sector of this change by including an information notice in the upcoming March issue of *Professionally Speaking* – and this will be accompanied by a news item on the College website.

When teacher certification responsibilities were transferred to the College from the Ministry of Education, the College continued the practice of granting equivalent standing for certain institutions' additional qualifications based on studies completed in Ontario. For example, graduates of Early Childhood Education programs at an Ontario College of Applied Arts and Technology are generally eligible to receive an equivalency for the Primary Education Part I Additional Qualification provided that their ECE program of study closely matches the AQ Guideline for Primary Education Part 1 (attached).

After September 2015, only College-accredited Ontario programs will be eligible for Additional Qualification. This reflects the College's accreditation functions more closely, and is consistent with the purpose of College's Accreditation Regulation. Studies completed outside Ontario can still be considered for equivalent standing after September 2015.

Members of the Ontario College of Teachers who have an ECE diploma from an Ontario College of Applied Art may apply for equivalent standing Guideline for Primary Education Part 1 by submitting the form "Application for Equivalent Standing" (attached) and all relevant documentation as indicated on the form. A non-refundable fee of \$49 for each equivalency assessment must accompany the completed form and relevant documentation, or may be paid by credit card through the [College's e-Services \(French link\)](#). Members should apply as soon as possible in order to allow for processing of the application prior to September 1, 2015.

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Ontario Secondary School Teachers' Federation
Fédération des enseignantes-enseignants
des écoles secondaires de l'Ontario
60 Mobile Drive, Toronto, Ontario M4A 2P3

TEL 416.751.8300
TEL 1.800.267.7867
FAX 416.751.3394
www.osstf.on.ca





Application for Equivalent Standing for a One-Part (Schedule C) or for Parts 1, 2 and 3 of a Three-Part (Schedule D) Specialist Qualification

Section A – Personal Information

LAST NAME _____ FIRST AND MIDDLE NAMES _____

COLLEGE REGISTRATION NUMBER _____ E-MAIL _____

ADDRESS _____ APT. # / UNIT / / P.O. BOX / NO. RR# _____

CITY _____ PROVINCE/STATE _____ POSTAL CODE/ZIP CODE _____

COUNTRY _____

HOME TELEPHONE _____ BUSINESS TELEPHONE _____

Section B – Self-Assessment

This information is intended to help you determine whether you should pursue this request for equivalent standing. Please complete all areas of this form.

My course(s):

- were completed at _____, an approved teacher education institution (that is, completed at a faculty of education of an approved postsecondary institution)
(NAME OF INSTITUTION)
- were in addition to my initial teacher education program required for certification
- consisted of at least 125 hours
- contained a concentrated study of teaching methodology appropriate for Ontario curriculum in elementary and/or secondary schools.

I also confirm that:

- I am a member in good standing of the Ontario College of Teachers.
- I have arranged for an official transcript of the courses for which equivalent standing is being requested to be sent directly from _____ to the Ontario College of Teachers.
(NAME OF INSTITUTION)
- I have submitted a detailed syllabus for each course to be considered for equivalent standing.
- I have enclosed a fee of \$49 for each equivalency assessment requested. This fee is non-refundable.

Section B – Self-Assessment (cont'd)

- I have reviewed the Additional Qualification (AQ) guideline for _____
(NAME OF AQ)
(at www.oct.ca → Additional Qualifications → Schedules and Guidelines) and my course(s) matches this guideline.

If you did not check (✓) all of the above boxes, your courses may not meet the equivalent standing criteria and it is unlikely that your request will be granted.

Teaching experience:

- If I am applying for a Part 2 equivalency, I have completed at least one year of successful teaching experience and have provided proof certified by the appropriate supervisory officer, if in Ontario, or the appropriate supervisory official if outside Ontario.
- If I am applying for a Part 3 equivalency, I have completed at least two years of successful teaching experience (at least one year in this subject area) and have provided proof certified by the appropriate supervisory officer, if in Ontario, or the appropriate supervisory official if outside Ontario.

Please submit proof of successful teaching experience by completing the *Statement of Successful Teaching Experience* form found on www.oct.ca → Forms and having it signed by a supervisory officer or supervisory official.

Section C – Course(s) to be Considered for Equivalent Standing

1.

_____	_____
ADDITIONAL QUALIFICATION (AQ) TITLE	FEE (NON-REFUNDABLE)
_____	_____
NAME OF COURSE(S)	COURSE CODE(S)
_____	_____
DEGREE / PROGRAM	DATE OF COMPLETION
_____	_____
NAME OF INSTITUTION	

INSTITUTION ADDRESS	

2.

_____	_____
ADDITIONAL QUALIFICATION (AQ) TITLE	FEE (NON-REFUNDABLE)
_____	_____
NAME OF COURSE(S)	COURSE CODE(S)
_____	_____
DEGREE / PROGRAM	DATE OF COMPLETION
_____	_____
NAME OF INSTITUTION	

INSTITUTION ADDRESS	

Incomplete applications will not be processed.

If you require further information, visit our web site at www.oct.ca, e-mail us at info@oct.ca or call Client Services at 416-961-8800 or toll-free in Ontario at 1-888-534-2222.

To pay by credit card, please visit the e-Services section of our website at www.oct.ca.



APPENDIX C

February 5, 2015
D/BU #86/2014-2015

OCT Member Survey: Share Your Vision for Professional Learning

To: Presidents and All Members

From: Paul Elliott, President

For Action

Please share the following information with your members who are members of the Ontario College of Teachers.

The Ontario College of Teachers has emailed to all College members a link to a very lengthy survey asking for input as they revise *The Professional Learning Framework for the Teaching Profession*. OSSTF/FEESO, along with the other affiliates and OTF, already participated in a consultation with the OCT on January 26 at which we made our views explicitly clear:

- We oppose any attempt by the Ontario College of Teachers to introduce mandatory professional learning and/or recertification of teachers.
- We continue to support the principle of self-directed professional learning for teachers.
- We oppose mandatory tracking of teacher professional learning by the Ontario College of Teachers.

Voluntary self-directed and meaningful professional learning continues to be the cornerstone of the Professional Learning Framework. Teachers already voluntarily participate in a wide variety of professional growth activities, both formal and informal, throughout their careers and as such, implementation of any kind of mandatory PD or tracking of such is not only unnecessary but insulting to their integrity.

OSSTF/FEESO's positions on professional learning are articulated in Policy 8.8 "Professional Development" and Policy 8.26 "Professional Learning Community." In particular, members should keep in mind:

- Policy 8.8.1: It is the policy of OSSTF that members should have the right to determine the objectives and programs of their professional development activities.
- Policy 8.8.4: It is the policy of OSSTF that professional development should be an activity that is designated specifically for the personal and professional growth of members and will be an activity that is initiated by, planned by, implemented by, and evaluated by member(s) and/or their elected or appointed representatives.
- Policy 8.8.8: It is the policy of OSSTF that professional development should not be imposed on Members by the Ontario College of Teachers or any other body.
- Policy 8.26.1: It is the policy of OSSTF that participation in a Professional Learning Community (PLC) or any other similar type of structure should be voluntary for all members.

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If you do choose to respond to the College survey, consider your responses carefully. Join with OSSTF/FEESO, OTF and the other affiliates in making your position to OCT's initiative clear: "The Professional Learning Framework (PLF) remains a valid and appropriate document outlining the principles and nature of self-directed learning for the profession; only minor adjustments are required to make the document more current without altering the philosophy upon which it is based."

OTF Communiqué Volume 19 Issue 1, "Recent Ontario College of Teachers' membership survey – what are they really asking?" is attached.

This information and the OTF Communiqué are also posted on the provincial website under Member News.

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APPENDIX D

January 29, 2015
D/BU #83/2014-2015



Inviting Applications for OSSTF Educational Services Workshops

To: Presidents and Local Executives

From: Paul Elliott
President

For Action

Due to continued demand for OSSTF/FEESO workshops, the Educational Services Department is inviting applications from members for presenter training sessions to be held at a future date. The application and training process established in 2013 will continue to be utilized with trainees being selected from an applicant pool for the majority of workshops.

OSSTF/FEESO has particularly noted an increasing number of requests for the *Managing Conflict* workshop.

Conflict resolution skills are an important component of effective interpersonal relationships. During this workshop participants will examine the sources of conflict that can occur between/among colleagues in the workplace, understand the reasons for addressing conflicts and explore a three-step approach for managing them.

The content of this workshop addresses the challenging situations that are often faced by local leaders. In order to address this growing issue, local leaders with a minimum of three year's demonstrated experience and knowledge in dealing with and managing conflict are invited to apply for a training opportunity to be held in Toronto on June 3-4, 2015.

Members of the Mediation Services Resource Bank are also invited to apply to participate in this two day session. Successful trainees will be assigned to deliver *Managing Conflict* through requests coordinated by the Educational Services Department.

With respect to other OSSTF/FEESO workshops, regional presenter training sessions will be offered and will typically coincide with the delivery of an actual workshop. This has been an effective method of training new presenters. We are currently accepting applications from active members in good standing who are interested in the delivery of the following workshops:

- Bullying (includes – *Beyond Bullying: Building Safe Schools, Beyond Bullying: Building Safe Workplaces, Cyber Bullying*)
- Classroom Management (includes – *Classroom Management, Classroom Management for OTs*)
- The Early Learning Team*
- Equity Issues (includes – *EQUIP: Equity in Practice, From PAIN to PRIDE: Homophobia and Transphobia, Still Not Laughing: Challenging Sexual Harassment in Our Schools*)

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- Mental Health – Let's Act!**
- The 3Rs of Workplace Violence**
- STAR: Students at Risk**
- Working Together: Effective Educational Teams**

Information about these workshops can be found at
<http://www.osstf.on.ca/en-CA/pd-training/workshops-and-presentations/educational-services-workshops>

The OSSTF/FEESO Educational Services Workshop Application is attached. Applications will continue to be received throughout 2015/2016. While time release for all training and workshop dates will be covered by provincial office, applicants should verify with their local president that there are no restrictions for time release within the bargaining unit. Completed applications are to be submitted with two letters of recommendation and with verification that the member is an OSSTF/FEESO member in good standing.

Bargaining Unit Presidents will be contacted regarding any individual being considered as a potential trainee. Individuals who are selected to participate in the training will be notified following approval by the Provincial Executive. Successful trainees will be expected to be able to acquire time release from their employer to assist in the delivery of workshops offered across the province. The Bargaining Unit President will be notified if a member is selected to participate as a trainee. Those members approved to be successful applicants will be notified of dates and locations of future training opportunities.

Local leaders are asked to forward this information to all OSSTF/FEESO members. Completed applications with supporting letters of recommendation are to be sent to the attention of Suzette Clark, Director, Educational Services. Applications can be sent by mail to 60 Mobile Drive, Toronto, ON M4A 2P3, by email to suzette.clark@osstf.ca or by fax to 416-751-7079.

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\\DBU\83-Applications for ES Workshops
Attachment

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FAX 416.751.3394
www.osstf.on.ca



Educational Services Workshop Presenter Application Form

OSSTF/FEESO is committed to providing members with useful, relevant professional development. Our focus on providing workshops for members by members has resulted in the creation of a variety of high quality workshops that remain in demand. The Educational Services Department is looking for dedicated members to facilitate these workshops.

A pool of applicants interested in being considered for training as presenter/facilitators is being created. As opportunities/needs arise, trainees will be selected from this pool of applicants. Members who are interested in being placed in the application pool must have strong presentation skills, a demonstrated knowledge of the area in which they wish to present and a desire to represent OSSTF/FEESO. Members must have the ability to obtain time release (paid for by OSSTF/FEESO) and be willing to travel to bargaining units and districts in various parts of the province. If you are interested in becoming part of the OSSTF/FEESO workshop presentation team, please complete the following application.

A. Identification – PLEASE PRINT NEATLY & LEGIBLY

Name _____
Address _____
Home Phone _____
Cell Phone _____
Personal Email _____

B. Identify all workshops you are interested in delivering:

- Bullying (includes – *Beyond Bullying: Building Safe Schools, Beyond Bullying: Building Safe Workplaces, Cyber Bullying*)
- Classroom Management (includes – *Classroom Management, Classroom Management for OTs*)
- The Early Learning Team*
- Equity Issues (includes – *EQUIP: Equity in Practice, From PAIN to PRIDE: Homophobia and Transphobia, Still Not Laughing: Challenging Sexual Harassment in Our Schools*)
- Mental Health – *Let's Act!*
- The 3Rs of Workplace Violence*
- STAR: Students at Risk*
- Working Together: Effective Educational Teams*

C. Expertise – Please list below examples of your appropriate training and demonstrated knowledge.

Appropriate Training

Demonstrated Knowledge

D. Experience

Working with Colleagues in a Collaborative Manner (Please provide examples below)

APPENDIX E

January 13, 2015
D/BU #78/2014-2015



Application to Provincial Standing Committees and Councils

To: Presidents and All Members
From: Paul Elliott, President

For Information

The application for Provincial Standing Committees and Councils for 2015-2016 is now available on the OSSTF/FEESO website.

List of Provincial Standing Committees and Councils:

Benevolent Council	Finance Committee
Certification Council/Certification Appeal Board	Health & Safety/Workplace Safety Insurance Act Committee
Collective Bargaining Committee	Human Rights Committee
Comité des service en langue française	Parliamentary and Constitution Council
Communications/Political Action Committee	Status of Women Committee
Educational Services Committee	

Members are encouraged to complete the application on-line rather than downloading the application. The on-line form has drop down boxes for quick data entry as well as automated features for submitting copies to both Provincial Office and local Provincial Councillors. The direct link is www.osstf.on.ca/provincial-council-application, which also contains information regarding the Committees including the Statement of Needs.

The applications must be in on time in order to be considered. The deadline is **March 1, 2015**. Applications received after that time will be considered late and will only be considered for appointment if there are insufficient on-time applications for a specific committee/council.

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THE OSSTF MEMBERSHIP ADVANTAGE

Did you know that as a member of the education community, you get access to a wide selection of educator-specific financial resources?

Educators Financial Group (*formerly OTG*) was created back in 1975 as a place the education community could turn to for free financial planning plus a wide selection of investing and lending products and services.

Since then, we have been helping education members to minimize potential pension income gaps, reduce the tax paid on gratuities, plan for a 4-over-5 (*or other deferred salary leaves*), purchase their first (*or second*) home, and achieve their various financial goals and aspirations.

With such a rich history of helping education members, why not benefit from the kind of understanding you just won't find anywhere else:

Insightful advice

Our highly accredited financial specialists understand how your pension plans (*OTPP, OMERS, etc.*), gratuities, 85/90 factor, and deferred salary plans work, and can help put together a plan that minimizes tax implications and maximizes your financial situation in order to reach your goals, faster.

Enhanced financial literacy

Take advantage of resources to increase your financial literacy including signing up for Educators eNews (*regular email communications*), webinars and workshops, online through The Learning Centre, or one-on-one with a financial specialist.

Products tailored to education community

Tap into exclusive financial products tailored to your unique needs. For example, with our 'Summer Freedom' option, you can spread your mortgage payments over 10 months, leaving more financial flexibility during the summer months.

A positive difference to your pocketbook

In addition to the wide selection of products and educator-specific resources, choosing Educators Financial Group has the potential to provide you with huge savings.

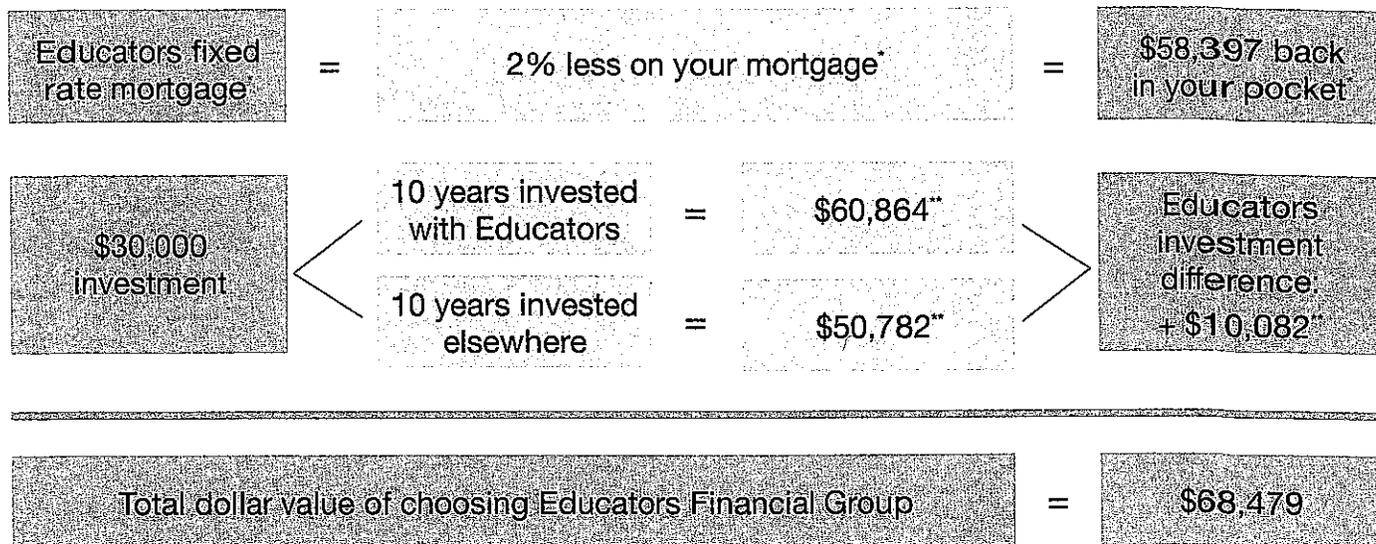
See next page for an example of just how much...

APPENDIX F

Educators Financial Group's lower fees = more money back in your pocket!

Our exclusive Educators funds are among the most competitive, with fees that are consistently below those of comparable funds (with no hidden administrative fees) – and our mortgage rates are regularly below the banks' posted rate.

Here is an example of the dollar value Educators Financial Group can offer education members:



**Based on our comparison of posted rates for 5-year fixed mortgages as of March 19, 2013 (2.99% vs. 4.99%), a \$250,000 mortgage over a 10-year fixed term, and a 25-year amortization period. \$58,397 breakdown consists of combined interest payment savings of \$45,444 and an extra principle pay down of \$12,953 over a 10-year period. Not all offerings have the same features. **Based on comparison of the Educators Balanced Fund with the Median Canadian Neutral Balanced Mutual Fund from February 2003 to February 2013. Morningstar Research Inc. Copyright ©2012.*

Share these exclusive products, resources and savings with your family members!

Not currently in the market for a mortgage but know of a family member who has been shopping around for rates, or is looking to renew their current mortgage? Put them in touch with Educators. From free financial planning, low-fee investments, and low-rate lines of credit and mortgages, your family members get access to all of the same great benefits of choosing Educators Financial Group as their financial services provider of choice.

Take advantage of the best kept secret available to the education community...

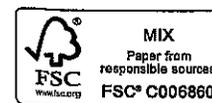
Educators Financial Group offers over 35 years of history in helping the education community achieve their financial dreams. We have seen your peers through from their first day on the job, all the way to retirement and beyond. With that kind of personal insight into your world, why go anywhere else for the financial solutions you seek?

Ready to put educator-specific financial resources to work for you? Call: 416.752.6843 or 1.800.263.9541.



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Commissions, trailing commissions, management fees and expenses may all be associated with mutual funds. Please read the prospectus before investing. Mutual funds are not guaranteed, their values change frequently and past performance may not be repeated.