

Local Negotiations Page 7



June 25, 2013

Teachers'

Bulletin

www.osstfd20.ca

905-332-1228

Have A Great Summer!



Brad Fisher
TBU President

There's light at the end of the tunnel! For me it's the sun shining off the lake at the cottage. Teachers are busy trying to finish off the loose ends of those missing assignments, summatives to collect, exams to mark, phone calls to make, and report card comments.

It has been a trying year for all of us. I think back to the September strike vote, protest rallies, strike sanctions, District General Meetings, numerous emergency meetings, political protest, pension and negotiation votes, and tumultuous staffing issues

It's a time to reflect, to say good-bye, and to welcome new staff into the school family. For some of you it means a new path in your career as you move to a new school, an exciting and rejuvenating experience.

For most, it means packing up the classroom until next year, saying goodbyes, and finally being able to drop the yoke of the daily demands of the classroom for the long awaited FREEDOM that summer brings.

Whatever your plans, the District Office would like to thank you for all the efforts you have made on behalf of public education in Ontario, and wish you all a safe and enjoyable summer holiday.

Retirements Page 2

Council Dinner Extends Best Wishes to Retirees

The District 20 Teachers' Celebration Dinner honouring the retiring members was enjoyed by all. The event was held at Sotiris in Burlington on June 17th. Good food, company, friendly banter and reminiscing topped the evening off.



OSSTF District 20 brings you:

Leading Cause Prevention Strategies - Community Cardiovascular Emergency Awareness Workshop

This 90 minute course provides learners with a basic understanding of cardiovascular emergency management and also serves as an excellent refresher. The critical elements of CPR and AED (defibrillator) use are demonstrated.

This session is being offered on Wednesday, August 28th, 10:00-11:30 a.m. Snacks will be provided!

Please RSVP by chatting Lorie Wiersma. For more information, email Janet Scott, OSSTF District 20 TBU Educational Services Officer, scottj@osstfd20.ca.

Also available, if sufficient numbers: Heart and Stroke CPR "C" Certification -

This 3 hour course confers Heart and Stroke Foundation CPR "C" accreditation. This course also includes information on AED's and Paediatric Heart Rhythm Disorder Recognition and Management. Tentatively scheduled for August 28th, 12:00-3:00 p.m. Snacks will be provided.

Retirements

Thanks for Your Dedication!

Twenty eight members' letters of retirement have come in to date.

I know that it must be bittersweet for many of you who have fond memories of what has been a very rewarding career, for it is mixed with the anticipation and excitement of the freedom to pursue new experiences and challenges.

To all of the retirees, thanks for all you have done for our students in Halton, and best wishes for the future.

The following OSSTF members are retiring this year:

HALTON DISTRICT 20 RETIREES 2012-2013

Allison	Frank	on leave
Atkins	Elaine	Milton District
Bujold	Ron	Milton District
Butterworth	Tom	T.A. Blakelock
Davies	John	Milton District
Giles	Ann	White Oaks
Hall	Gillian	JWS
Hartnett	Deborah	T.A. Blakelock
Hipple	Donald	Milton District
Hutton	Betty Jean	Gary Allan HS
Irving	Ellen	Iroquois Ridge
MacLennan	Marilyn	Lester B. Pearson
Menka	Carolyn	MM Robinson
Park	Marilyn	Gary Allan HS
Pellizzer	Richard	OTHS
Plens	Janet	MM Robinson
Price	Ulana	Milton District
Reed	Ted	Gary Allan HS
Sisman	Nancy	Robert Bateman
Stanley	Ellen	Milton District
Stewart	Donna	OTHS
Wallace	Kim	New St. Ed.
Webster	Freda	Robert Bateman
Wettlauffer	Helen	Nelson
Wilcox	Peter	Gary Allan HS
Wilcox	Heather	MM Robinson
Williams	Randy	Lester B. Pearson
Williams	Lucy	Burlington Central



Randy Williams



My teaching career began at Burlington Central High School for one year then I moved to Aldershot for 2 years, Pearson for 12 years, Iroquois Ridge for 2 years before returning to Pearson for 13 years. I have fond memories of working with many wonderful teaching

colleagues and administrators, simply too many to mention. The opportunities I had to teach different subjects, coach, supervise the yearbook, and produce many assemblies all were made possible by the support of those that understood the value of risk and the positive effect it had on a school and its students. I can safely say my legacy of live tigers and indoor pyrotechnics will not be reproduced anytime soon! My wife Lucy (who is also retiring from teaching in Halton this year) and I have bought a log home on a river and plan to retire there this summer. I am proud to be in the teaching fraternity that is represented by OSSTF. We have seen some very difficult times for the teaching profession during my past 29 years and I am grateful to all those that have worked, and continue to work, on our behalf to strengthen the teaching community.

Richard Pellizzer

Rick Pellizzer started his teaching career in April 1979. He taught at High Park Private School until it closed two and a half years later and then he



moved to Park Avenue Academy. This school also closed so Rick took it as a sign that education wasn't for him and he returned to industry. A year and a half later Rick heard about an opened position at Oakville Trafalgar High School and decided to try his luck in education again. Rick got the job at OT and never dreamed that he would be there for another twenty-seven and a half years as a Business teacher, Department Head and Guidance Counsellor. Rick hopes, and we know, that he has made a difference in the lives of students and staff and that he will be remembered as a caring person. He is happy to go on to the next stage of his life, but is sad, of course, to leave the people he has worked with for so many years. To the youth in our industry, Rick would like to say "love what you do, love the students, and love the people you work with". He certainly did and OTHS will miss him dearly.

Donna Stewart

Donna started teaching at the HDSB in 1987 after teaching for 3 years at Elmvale District High School, in Simcoe County. She thoroughly enjoyed working at Milton District High School for 13 years and, most recently, Oakville Trafalgar High School for 13 years. Donna taught English, History, Special Education and worked as a Teacher-Librarian at MDHS. She moved to OTHS as the Head of the Library in 1999, and three years later moved across the hall to work as the Head of the Special Education Department. Favourite memories include the fun she had working with the staff in the Library at MDHS; working with the talented, compassionate and fun Special Education staff at OTHS; the many crazy joys of balancing life with four young

children; and the opportunity to have a creative, challenging job that was never boring. In retirement Donna plans to spend time with her husband and their four children, travel, pursue hobbies and spend time at the cottage.

Heather Wilcox

Raised in Meaford, Ontario, Heather Wilcox (nee King) began her teaching career at G.E. Perdue teaching ESL; then spent time at General Brock, Sir Ernest MacMillan, Aldershot and Lester B. Pearson. Teaching music for the past 25 years at M.M. Robinson was not only Heather's calling in life, but her true passion and joy. She instilled that same joy in all of her music students over the years, and they in turn excelled in MMR's musical productions and countless Musicfest Canada competitions. Heather's devotion to her students and the importance of music in our everyday lives will be her lasting legacy. Congratulations and best wishes to not only an inspirational teacher, but a wonderful colleague and friend!

Janet Plens

During her thirty-eight year career, Janet has positively impacted students in three provinces, New Brunswick, Nova Scotia and Ontario. In a career highlighted by versatility, Janet has been a business teacher, a Guidance Counsellor and, for the past twenty-five years, has embodied the quintessential Cooperative Education teacher at M. M. Robinson High School. One of Janet's many gifts has been her ability to create positive relationships with individual students, finding the ideal placement for each one. Janet has



the special ability to work successfully with all

students, always honouring their right to feel positive about themselves and their coop experience. Future coop students at M. M. Robinson will continue to benefit from the positive relationships she has established within our community over the past twenty-five years. Janet has been an energetic and involved member of staff throughout her teaching years and her retirement promises to be just as busy, with plans to enjoy her cottage and to travel the globe with her husband, Joe, beginning this summer with a cooking course in Italy.

Caroline Menka

During her thirty-three year career, Carolyn Menka has demonstrated a strong commitment to educating students. While she began teaching in the elementary panel, the majority of her career was spent at M. M. Robinson High School. She has had an impact as a classroom teacher, department head of languages and, for the last ten years, as a teacher-librarian, where she has had the opportunity to support the entire student body. Over the years, Carolyn has accumulated many great memories, many of her fondest as the result of the student exchanges she organized to France, where being immersed in the French language and culture provided the authentic learning experiences that cannot be created in the classroom alone. Carolyn will continue to build great memories, as her retirement will include more travel, beginning with a trip to Israel this summer, followed by a cruise on the Danube in September.

Lucy Williams

It is a rare that a teacher spends his or her career at one school. Then again, Lucy Williams is a rare teacher. She began her career in 1987 in the science department. A passionate coach, she was immediately involved in extra-curriculars such as basketball, volleyball, and track, while willingly lending a hand wherever it was needed. Mrs. Williams was instrumental in organizing and running the Athletic Association.

Although the first part of her career was dedicated to phys. ed. and science, her gift for guiding students led her to her current role in Special Education and Student Success where she

inspires and encourages the kids she works with, as well as the staff around her. She is a natural mentor.

Willi, as she is affectionately called, will be remembered for always being positive, smiling, caring and generous. She strives to teach each kid how to be his or her best whether on the field, in the classroom or in life.

It is impossible to imagine BCHS without her; she bleeds Blue and Gold and is a Trojan through and through. She plans to enjoy her retirement “living the cottage life” with her husband, Randy, who also retires from teaching this year.

Ellen Irving

Ellen has spent the “meat” of her teaching career at Iroquois Ridge High School (18 years), where she has developed and sustained lifetime relationships and friendships with students, parents/caregivers and colleagues. Known to be impeccably organized as a consummate professional, Ellen has made a huge impact on the lives of hundreds of students and staff whom she



has taught, coached and mentored. Ellen takes great pride in her student centered approach, where she has been known to go “above and beyond” to ensure her students’ success. Even after students have left our school they continue to seek out Ellen for advice and mentorship. Ellen’s passion for teaching Grade 9 Math and Grade 12 Exercise Science and her contributions as a coach in curling, badminton, volleyball and field hockey has endeared her to our staff, school and community. Ellen’s deep, caring for others, wicked sense of humour (“The Toasted Western!”) and indomitable spirit will be greatly missed. She

will look forward to a "whole month of Sundays," as she plans to spend time travelling, golfing, enjoying family and volunteering at the new Oakville Hospital. We wish her the very, very best!



Tedd Reed

Tedd Reed, an English, Theatre Arts and ESL teacher for more than forty years, has been described by parents as "having had the most incredible impact on their children's lives." Tedd also worked as an Assistant Head of English at BCHS and helped start Central Company for the school. During the past sixteen years of teaching English at Gary Allan High School, Tedd has been the Master of Ceremonies for many graduation ceremonies featuring adult students who have had to persevere to complete their high school diplomas. Colleagues who have been fortunate to work with Tedd will miss his kindness, dignity and grace. In the future, he plans to return to the stage, and, hopefully, to write a second novel.

Peter Wilcox

Peter Wilcox is a loved and respected educator who began his career in 1983 at Frontenac Public School where he taught grades 6, 7 and 8. He then moved to Acton District High School where he taught music, special education and English for many years. His dedication to the music department and the concert and jazz bands, which often involved well over 15% of the school population, earned him many accolades from students, parents, staff and the community. In

2008, the Acton community was very sad to see him move to Gary Allan High School in Georgetown to work with the students in the SCORE program. However, Acton High's loss was Gary Allan's gain as many students benefitted from his patience and teaching expertise and he once again earned the respect of the school community. Peter and Heather are moving to their retirement home in Perth this summer and plan to travel (without 50+ high school band students!) to many wonderful destinations.

Betty Jean Hutton

Betty Jean Hutton joined the Halton Board of Education in 1969, working at Burlington Central and Lord Elgin until 1978. During those years Betty Jean often worked a reduced assignment as she was "long listed" as a dressage rider.

In 1978, Betty Jean took a 12 year sabbatical to raise her children, returning to the board in 1990.

In the 90s, Betty Jean worked at 7 different schools in the board before joining Gary Allan High School in 2000, the same year as her husband Blaine retired from the board. She found it interesting that Gary Allan High School had the same motto as Lord Elgin High School - "Whatever it takes".

In her 13 years at Gary Allan she taught every one of her students according to that philosophy, and has enjoyed the challenges of working in adult and alternative education.

After retirement, as anyone who knows her would expect, Betty Jean will be found working with her horses.





Helen Wettlaufer

Helen's teaching career began at Syl Apps, when it was still a Ministry school. A brief stint there was followed by a move to General Brock and then to E.C. Drury. While teaching Social Science at E.C. Drury, Helen experimented with a work placement model for a particularly challenging class and stumbled upon her true teaching passion: Cooperative Education. She has been teaching Co-op ever since, building and growing the program at Lord Elgin and Robert Bateman, then bringing her skills and dedication to Nelson, where we have been most fortunate to benefit from her belief in the value of Cooperative Education for students in all Pathways.



Ulana Price

Ulana began her 32 year career with Halton at General Brock High school in Burlington, where she taught many subjects including History, English, Geography and Physical Education. She also acquired her Guidance Specialist

qualifications while at Brock. It was 1986 when Ulana came to Milton District and became a mainstay in the Physical Education department. A passionate coach, she immediately became involved in extra-curriculars. She coached many different teams over the years, but her love for coaching basketball and volleyball continued throughout.

She was instrumental in assisting with the Student Athletic Association as well as organizing numerous tournaments and fundraiser events at Milton District. On behalf of the many students Ulana mentored, coached and taught, the Milton community salutes Ulana's dedication, commitment and leadership throughout her career.

In retirement, along with her husband Tim, Ulana will be busy travelling to the U.S., as she visits and follows the careers of her two boys, Matthew and Jeremy. When at home, Ulana plans to work in her already beautiful gardens and relax by the pool. Playing more golf and picking up curling again are definitely in her plans as well. On behalf of all the staff and students at Milton District we wish you all the best!

Don Hipple

Don began his teaching career at Acton H.S. in September 1982 where he taught Math, Business and Special Education. He moved to Blakelock H.S. two years later, before moving finally to Milton District in 1985. Milton has been home to Don for the past 29 years, during which time he has taught a number of subjects, including primarily Physical Education. In 1996 Don embraced the role of Phys. Ed. Department Head, leading the Department for the next 5 years. Over the course of his career at MDHS Don has contributed significantly in many diverse areas, examples being to head school excursions to Algonquin Park, and serve as a counselor at the Ontario Student Leadership Course. He has been integral to the Junior Achievement program at MDHS, and of course coached a myriad of sports teams including, football, baseball, basketball, soccer and skiing. In retirement, Don looks forward excitedly to more time spent with his children Becky and Thomas, puttering in the garden, playing baseball and hockey and honing his already impressive golf skills.

Elaine Atkins

Elaine Atkins started her teaching career in Haldimand County, driving along the Grand River to Cayuga, after which she moved to Caledonia, from where she retired for the first time. She was looking for a new direction, but soon gravitated back to teaching, this time in Halton.

Most of her time was spent at M.M. Robinson H.S., working as a supply and part-time teacher, as well as teaching night school. She retired once again after a maternity leave.

Once more Elaine returned to MMR, where she particularly enjoyed working with the Special Education department. She earned her Spec Ed qualifications, but primarily worked as an Instructional Assistant. Her most gratifying experience was guiding an artistically gifted autistic boy through his early years in high school.

She went back into the classroom—for a while dividing her days between MMR and Milton District H.S. She has taught at MD for a record 14 years straight, commuting from West Flamborough since 2002 while listening to many CD books. While at MD she was involved in DECA and the Eco Club.

Elaine is looking forward to regular yoga practice, having time to bike and cross-country ski, to play the piano, and to enjoy the country half-acre.

She will have more time for family—respite care for mother and sister, visits to Edmonton to enjoy the grandkids.

Her first project? Photography 201 while discovering her new DSLR camera!

Staffing Process Continues

Staffing for 2013-14 has been a long, complicated, and challenging process. HDSB started the process short 541 option sheets for 2013-2014. In early April, the Board declared 89 teachers potentially excess to region. Of that number, 10 teachers still remain redundant to the Board's needs for September. The process is not over. OSSTF will continue to work with the the Board in the effort to place as many of these teachers as possible in teaching positions by the start of the new school year.

Local Negotiations Concluded

On June 11, 2013, the District 20 Secondary Teachers' Bargaining Unit and the Halton Board signed a Memorandum of Settlement, establishing the collective agreement for the period extending from September 1, 2012 to August 31, 2014. This Memorandum concludes 18 months of troubled negotiations at the provincial level, followed by a much briefer period of local negotiations. What follows is a brief summary of the Memorandum. A more detailed summary is being prepared by the District Office and will be distributed to all members of the Bargaining Unit. The full Memorandum will be available on the District 20 website.

Our contract for the period September 1, 2012 to August 31, 2014 has, as its base document, our 2008-12 contract. The articles of the 2008-12 contract remain status quo, except where modified by the government's imposed terms and regulations, as well as the provisions of the provincial Memorandum of Understanding (April 9, 2013) on the one hand, and by the provisions of the local Memorandum of Settlement (June 11, 2013) on the other.

The government's imposed terms include the following:

- A salary freeze for the duration of the contract period.
- Grid movement permitted but delayed in each school year until the 97th school day.
- Alterations to the sick-leave plan, including the elimination of banked sick days.
- A permanent freeze on existing vested retirement gratuities, and a pay-out on non-vested sick days for teachers who do not qualify for a retirement gratuity.
- Status quo on existing benefit plans for the duration of the contract period, with a view to implementing a province-wide benefit plan thereafter.
- Up to three unpaid days in the 2013-14 school year.

The provisions of the provincial Memorandum include the following:

- A guaranteed reduction in unpaid days from three to two, with a further possible reduction from two to one, dependent on savings generated through a Voluntary Leave of Absence Program and other cost-saving measures (including an Early Retirement Incentive Plan).
- Maternity leave benefits for not less than eight weeks at 100% of salary.
- A Voluntary Leave of Absence Program, allowing for up to five unpaid leave days in the 2013-14 school year.
- One day's pay for all teachers who use less than six sick days in the 2013-14 school year, which would offset the cost of the mandatory unpaid day on December 20, 2013.
- An annual sick-leave plan providing for 11 fully-paid sick days, up to 120 additional days paid at 90% of salary, and a salary top-up from 90% to 100% utilizing unused fully-paid sick days from the previous school year.
- An improved formula for the pay-out on non-vested sick days for teachers who do not qualify for a retirement gratuity.

The provisions of the local memorandum include the following:

- Clarification of the calculations for bi-weekly pay, summer deferral, and unpaid days.
- Improved contract language on the assignment of split classes and imbalanced timetables.
- Establishment of a joint committee to review the secondary staffing process.
- Tighter timelines in the grievance process.
- Inclusion of all Letters of Agreement achieved since the signing of the previous contract.

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