

# Retirements - Page 3

OSSTF/FEESO

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Teachers'

# Bulletin

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905-332-1228



## Our right to strike, their choice to not bargain

**OSSTF Update:** As we have moved through this round of bargaining, some members of the public have referenced OSSTF/FEESO as a “powerful union” that has control over the government and school boards. If that were the case, negotiated settlements at all local tables and the provincial table would have been reached months ago.

The reality is that the only power that we have as a union to move toward a fair, negotiated settlement is our legal right to strike. Recent actions by the government and school boards have now put our rights in jeopardy.

Their combined actions point to a clear agenda on their part: don't bargain. They have left it up to other commissions and legislative means to all but force another contract upon us. Through these government powers and obscure bodies, the management team has sought to erode our right to strike; the only real power and leverage we legally have to get to a fair deal.

Despite their assertions that they support the negotiations process, the Wynne Government and

**Their choice not to bargain – see page 2**

## Mentorship Award Winners



*The Mentorship Awards were presented at the President's Celebration Dinner on June 16<sup>th</sup> at the Holiday Inn Banquet Centre in Burlington. Tanya Maclean Syl Apps, (top picture on left) and Leslie Aver, Gary Allan, (bottom picture on right) are shown receiving their awards.*

The Mentorship Award recipients for this year are:

Anna D'Alessandro, T.A. Blakelock, Carrie Clarkson, Milton District, Leslie Aver, Gary Allan, Melissa Fleming, Acton District, and Tanya MacLean, Syl Apps.

## **Their choice not to bargain – from page 1**

various chairs of school boards have turned to other means to force resolutions rather than talking it out at the bargaining table. Their tool box is full of legal gadgets at their disposal. One is the Ontario Labour Relations Board, which can be used by any party in negotiations to help resolve disputes. The school boards have already used that one to their advantage.

But, there are other more exclusive tools that they can use. The Education Relations Commission, made up of government appointees, has determined that the school year was in jeopardy in three boards. More imposing is the majority that the Wynne Government holds in the legislature. The government has the ability to pass any law that it chooses.

Make no mistake; the management team is using those weapons to destroy the only means of defense that we have to preserve our working conditions and the learning conditions for students: the right to strike.

This addiction to using legislation rather than negotiation to settle contracts has been all too frequent in recent years. The Harper Conservatives did this to Canada Post employees in 2011, and then again to Air Canada workers twice, both in 2011 and 2012. McGuinty legislated TTC workers back after less than two days on the picket lines in 2008. The threat of legislative interference in the bargaining process reaches both the public and private sectors. Did we forget to mention Bill 115?

## **Civics AQ is Politics**

### ***Mutual Agreement Needed Without AQ***

The [\*Canadian and World Studies, Grades 9 and 10, 2013\*](#) (Revised) document was released last August and mandatory implementation of the document began in September 2014.

One significant revision affects staffing and should be brought to members' attention. The Civics course (CHV20), now called "Civics and Citizenship," is now identified under the heading "**Civics (Politics)**" and this means that teachers with Intermediate/Senior Politics (or I/S Political Science) listed on their Certificate of Qualification may now be assigned to teach Civics with no mutual agreement necessary.

Any other general education teacher with divisional qualifications must give mutual agreement to teach Civics. (I have confirmed this information with the Ministry of Education.)

## **Have A Great Summer!**

This has been a year filled with uncertainty as the Government and the Ontario Public School Boards Association came to the table seeking severe strips in the collectively bargained rights of OSSTF members and with an attack on the professional judgment of the teaching profession.



**Brad Fisher**  
**TBU President**

Unfortunately the central negotiations have fallen through, District 20 Teachers are operating under Administrative Sanctions and OSSTF is reviewing provincial strike sanctions come September.

It's now 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. For other it means a new beginning with retirement.

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 vacation.

## **Timetabling Look-Fors:**

As timetables for September are firmed up, Branch Presidents and teachers should be aware of the following Article 18 workload provisions:

1. Assignment to a combined credits class (i.e. a class in which more than one credit programme is being delivered within a period) requires the agreement of the teacher. Hence, school admin should be actively seeking this agreement when such assignments are made and before they are finalized.
2. Similarly, assignment to a timetable requiring a teacher to teach three periods in a row requires the agreement of the teacher. Again, admin should be actively seeking this agreement when such assignments are made and before they are finalized.
3. Every teacher's timetable should indicate a lunch period and a prep period, as well as instructional periods. The lunch period cannot be the first or last period of the school day.



# Retirements

## Thanks for Your Dedication!

Over thirty members' letters of retirement have come in to date in the second semester.

We 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 2014-2015

Douglas	Adams	White Oaks S.S.
Robert	Attrell	Georgetown D. H.S.
C.Wayne	Burse	Georgetown D. H.S.
Chris	Cavalier	Robert Bateman H.S.
Gary	Cooper	Robert Bateman H.S.
Janet	Davis	T.A. Blakelock H.S.
Victor	Disyak	Robert Bateman H.S.
Shirley	Dusmet	Craig Kielburger S.S.
Barbara	Edwards	Burlington Central H.S.
Carol	Elder	Gary Allan H.S.
Thomas	George	Nelson H.S.
Dave	Hamilton	Milton H.S.
Laura	Hanisch	Georgetown D. H.S.
Gail	Kawaguchi	T.A. Blakelock H.S.
Malcolm	Macaulay	Milton H.S.
Janette	Patrick	Syl Apps
Luba	Pryszlak	Craig Kielburger S.S.
Brian	Rennie	Oakville Trafalgar H.S.
David	Rose	Georgetown D. H.S.
Sandra	Shields	Aldershot H.S.
Ingrid	Soans	Nelson H.S.
David	Somerset	M.M. Robinson H.S.
James	Spence	Craig Kielburger S.S.
David	Stothart	L.B. Pearson H.S.
Gord	Swanson	Georgetown D. H.S.
Marian	Thorpe	New St. Ed. Centre
Rose	Tofano	Georgetown D. H.S.
Susan	Wheelihan	Robert Bateman H.S.
Paul	Wren	Georgetown D. H.S.

## Victor Disyak



*Victor served as OSSTF Branch President representing Robert Bateman High School on the OSSTF District 20 Teachers' Council for over a decade. As Vice-Chair of TBU Council, Finance Chair, and as a member of the Hiring and Benevolent committees his contributions to the bargaining unit were significant.*

Victor began working at General Brock High School in the fall of 2000 after graduating with a Bachelor of Education from Brock University. He also holds an Honour B.A. in History from the University of Western Ontario. His Trade certification is as an Industrial Maintenance Mechanic.

At General Brock he began teaching in the Technology Department as the manufacturing and landscape teacher. He organized and promoted successful annual Spring Plant Sales and Grade Eight welcome visits to General Brock and the Halton Skills Competitions. He applied his previous experience and skills learned from having worked in industry, fund raising and the not for profit sectors, as well as twelve years between working with YMCA and the Ontario Government supervising Community Summer Work programs.

Victor served on the General Brock/ Lord Elgin amalgamation team which led to the creation of Robert Bateman High School, one of our multi-

disciplinary pathway schools in Halton. Victor's broad and varied background was quickly utilized in further developing a broad based Co-op program at RBHS and in developing a Summer Student Success Co-op program serving at risk students.

Victor served as Branch and Co-Branch president representing RBHS on the OSSTF Council of District 20. He has served as Vice-Chair, Finance Chair, and served on the Hiring and Benevolent committees.

His philosophy has been to promote a caring, cheerful and collaborative approach with students, colleagues and our community. It's been a great fifteen year experience!

A smile: After being out of the Manufacturing shop for a couple of years, then Principal, Dave Boag asked me and colleague Steve Droblich to go back and help rebuild the program. As professionals we both agreed and I said "No problem 'Boss', be happy to return as long as Steve shows me how to turn the machines on." Just to see the momentary processing look on Dave was priceless.

## ***Robert Attrell***



*Robert Attrell (left) was awarded the OSSTF Mentorship Award at the President's Celebration Dinner in June, 2014.*

I began my 33 year career teaching French at Oakville Christian School. Under the leadership of Headmaster Mark Kennedy, I experienced first-hand the benefits of teamwork, detailed lesson planning, working hard and having fun on the job. Life-time friendships were formed.

I spent a few years in North York as the Head of an Arts Department and gradually moved closer to home in Etobicoke to spend more time with my little children rather than commuting on the road. I am grateful for the impact that Principal John Niedre had on my teaching career. Together we opened Rosethorn School with a team of dedicated and energetic teachers. The adventure was a thrill.

The last half of my career, for over 15 years, has been spent as a French Immersion and Art teacher in Acton and at Georgetown High. I am thankful for co-workers who allowed me to lead them in establishing a vibrant and healthy Arts department. Their support, encouragement and energy made it an honour to teach. I am very grateful to my friend Richard Stanley for his wisdom as we travelled through life's challenges together during this period.

The future is bright with my children, grandchildren and my beautiful bride by my side. I look forward to spending time with them and keeping them a priority in the second half of my life. My wife continues to be my greatest cheerleader and long-time supporter. God willing, as my grandmother taught me to say, I will work on the family farm, paint, travel to some "voluntouring" destinations, ride my bicycle, perhaps do some translation work, and enjoy the new adventures ahead of me.

## ***Janet Davis***

After teaching 10 years in Alberta as well as Peel District, Janet joined HDSB in January of 1999 at Iroquois Ridge and then moved to T.A. Blakelock in the fall to teach mathematics.

Janet had taken a few years to stay at home with her young children and move twice between Calgary and Toronto with her husband. Oakville became her permanent home and T.A. Blakelock became her 2nd home.

For a number of years, she acted as a staff advisor for the Blakelock Cheerleaders and committed to working with the Hall of Fame committee. Many memorable moments were experienced during her teaching career but



most enjoyable are those moments speaking with former students.

Janet is looking forward to travelling with her husband, enjoying time with her family and improving her golf game.

## *Gail Kawaguchi*



*T.A.Blakelock veteran Gail Kawaguchi retiring after 36 years.*

Gail Kawaguchi, veteran Family Studies teacher began her career at T.A.Blakelock H.S. in September 1979, and never left. She will be retiring after 36 years.

After a brief stint in the Science department, she concentrated on teaching nutrition while helping her students learn how to cook in their memorable weekly food labs.

She hopes they have acquired all the "ingredients" for success. Gail is looking forward to fine dining and world travel, but she will likely be wilderness camping instead!

*Bon appetit.*

## *Ingrid Soans*



*Ingrid Soans, former Branch President, Nelson High School.*

I've heard many former colleagues say that they were leaving teaching with mixed emotions. Not me...or so I thought. Now that my vocation is turning to full-time vacation, I am able to reflect on what a crazy busy and enjoyable journey I have been on for the past 30 years.

My first teaching job was in Port Elgin. Toronto girl moves to a place where *everyone* knows your name. Those were the days when young teachers got a taste of every subject but I eventually settled into Phys. Ed and Dance. The snowy winters brought me back south to the Hamilton/Halton area, first to Ancaster High and then finally to Nelson High School.

There have been too many experiences to list here but along the way staff and students have taught me how to be a teacher. This has inspired me to learn and grow each day. My journey will now continue along a new path into uncharted territory.

What am I planning to do? Right now my plan is not to plan and let life set the course for me.

## *Karen Colwell*



*Karen Colwell found mentoring young science teachers beginning their careers at MDHS was immensely rewarding. In the latter years of Karen's career, she participated as a guest speaker addressing 'Same-Sex Marriage' and 'Coming Out' in a colleague's senior sociology course.*

Karen worked for the Halton Board of Education as an Intermediate-Senior general sciences, biology, chemistry, math and art teacher since February 1987. The journey began the summer of 1983 when Karen was volunteering at the Chitokoloki Missionary Station in Zambia. Unknown to her, she was expected to teach grade 5 and 6 religious education classes at the local government school as one of her duties. What a thrill that turned out to be! It felt very natural to be in a classroom and working with children.

Upon return home, Karen applied to Queen's Faculty of Education, was accepted (class of 1985), and the beginning of a career started. A one-year stint at Albert College (teaching sciences to grades 9 to 12) and living in residence on the Junior girl floor was followed by being hired by the HDSB. Karen was mentored, made connections with other science teachers, furthered her teaching skills, and paid her dues by working at the 'old' Oakville

Trafalgar High School for one year and then Gordon E. Perdue High School for a semester. In 1988, Karen was hired by Greg MacPherson and started a 27-year teaching career, teaching generations of students, at Milton District High School.

Working with the students and the community of Milton was fulfilling both in and out of the classroom. Whether teaching in a Socratic fashion, encouraging groups of students exploring a topic, 'running' around monitoring students performing experiments, and giving extra help in the Science Clinic or after school, the role of a teacher was varied and satisfying. Seeing 'light bulbs' go on when a concept finally made sense to students was exciting. Helping students to follow their dreams or exposing them to other possibilities (plan B or C) was a privilege. Being there when students needed to talk beyond the curriculum, of their lives and troubles, and guiding them to the right person was a key and special part of the teaching. Being involved in extracurricular activities from coaching basketball, organizing students for the Red Shield Appeal and United Way drives, the MDHS Christmas Food Drive, photographing a variety of school events for the yearbook, producing and organizing publicity for the spring plays all added to a busy schedule but added a way to get to know students outside of the classroom and get to know those never to be seen in a senior science classroom. What a rich career.

In the latter years of Karen's career, she participated as a guest speaker addressing 'Same-Sex Marriage' and 'Coming Out' in a colleague's senior sociology course. This was an enriching experience for both Karen and the students, and made her proud to share her experience of an issue so important to approximately ten percent of the student population. Mentoring young science teachers beginning their careers at MDHS was immensely rewarding – it involved a different curriculum called 'experience' and teaching adults. What a joy! It brought her career of teaching full circle – Karen now making sure that there were leaders in science at MDHS to teach when she retired. Done. It is now time for a new pursuit!

## *Brian Rennie*

Oakville Trafalgar High School bids farewell to a master teacher - Brian Rennie. During Brian's

teaching career at OT he held formal leadership positions where he was instrumental in maintaining the strong academic fiber of not only the Pure and Applied Science department but the direction of the school leadership team.

Brian ignited the passion for biological science in his students by incorporating current information on scientific explorations into his daily teaching and extrapolating the potential impact of new discoveries on future advancements and ethical debate. His classroom was one of authentic activity, critical thought and high student engagement. Year after year, students as well as colleagues were spell-bound by his intellectual capacity and his story telling capabilities.

Arguably, Brian's greatest legacy lives with the staff members that worked with him on a daily basis. Brian embraced change that came from new education initiatives though he self-identified as someone who struggled with any change, professional and personal.

His acceptance of change was contagious. Teachers became better teachers from observing his mastery of the craft and working under his gentle guidance. He was a quiet champion of mentorship.

Therefore, Brian reached students beyond the walls of his own classroom and his influence will continue after his retirement from the profession.

Oakville Trafalgar High School is grateful to Brian Rennie for exemplifying the school motto "A Tradition of Excellence".

## *Susan Wheelihan*

Susan began teaching full-time with the Halton District School Board at the former Lord Elgin High School in the Mathematics/Science Department in February 2000, and remained there in the same

building through its transition into the present Robert Bateman High School.

She taught a wide variety of courses over the years: from Life Skills Math and Science to Gr 9 and 10 Academic and Applied Math and Science to IB Chemistry – even Earth and Space Science ( a great learning experience that revealed her own fascination with rocks and geology).

Susan strived to share with her students her enthusiasm for learning and her fascination and love of the subjects she taught. In the last few years of her career she had the opportunity to work closely with many of the math teachers at Bateman in her role as RBHS's in-school Math Coach, and this was an especially rewarding and enjoyable collaborative learning experience.

During her career Susan enjoyed her role as teacher supervisor for Bateman's SchoolREACH teams and helping with the annual Commencement ceremony.

"My time teaching has been a truly rewarding and inspirational period of my life. I have had the opportunity to work with an amazing group of caring and energetic staff at RBHS and I take many happy memories and good friendships with me. I am very much looking forward to having the freedom to spend more time with my husband, children and grandchildren - with no more homework to do in the evenings or weekends - and to travel in the years ahead."

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