



OSSTF/FEESO
DISTRICT 21

OSSTF District 21 New OT Roster Hires Workshop

May 10, 2023
4:00 - 5:00

Agenda

1. Welcome, IAS, Anti-Harassment Statement
2. Release Officer Portfolios
3. Knowing Your Collective Agreement / Negotiations
4. Remaining on the Roster
5. Job and Working Condition Expectations
6. Becoming Permanent
7. Pay and APAs: STO and LTO
8. LTO Benefits and Leaves
9. Survey Questions and Advice
10. OSSTF: Getting Involved and Harry Paikin Fund
11. Questions and Refreshment Reimbursement

Indigenous Acknowledgement Statement

The Ontario Secondary School Teachers' Federation acknowledges and thanks the Haudenosaunee Confederacy and the Mississaugas of the Credit Nation Peoples of this territory and other Indigenous Peoples for sharing this land so that we may come together today in a good way.

Release Officer Portfolios 2022-2023

President – Daryl Jerome

djerome@osstf21.ca

Relations Officer (Board, Political, Community and Media), Member Services, Joint Advisory, Contract Maintenance, System Staffing, Communications and Social Media, District Office Manager, Provincial Councillor

1st Vice-President – Julie McElroy-Morris

jmcelroy@osstf21.ca

Benefits Officer, Health & Safety Officer, Return-to-Work/Medical Accommodations (Last names: M-Z), Contract Maintenance, Grievance Support

2nd Vice-President – Dan Sheeler

dsheeler@osstf21.ca

New Members/Occasional Teachers, Return-to-Work/Medical Accommodations (Last names: A-L), Health & Safety, Contract Maintenance, Grievance Support, Communications, Provincial Councillor

Chief Negotiator – Trevor Powell

tpowell@osstf21.ca

Collective Bargaining, Grievance Officer, Contract Maintenance, System Staffing



Release Officer Portfolios 2023-2025

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djerome@osstf21.ca

Relations Officer (Board, Political, Community and Media), Member Services, Joint Advisory, Contract Maintenance, System Staffing, Communications and Social Media, District Office Manager, Provincial Councillor

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2nd Vice-President – Holly Van Der Marel

hvanderm@osstf21.ca

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Chief Negotiator – Julie McElroy-Morris

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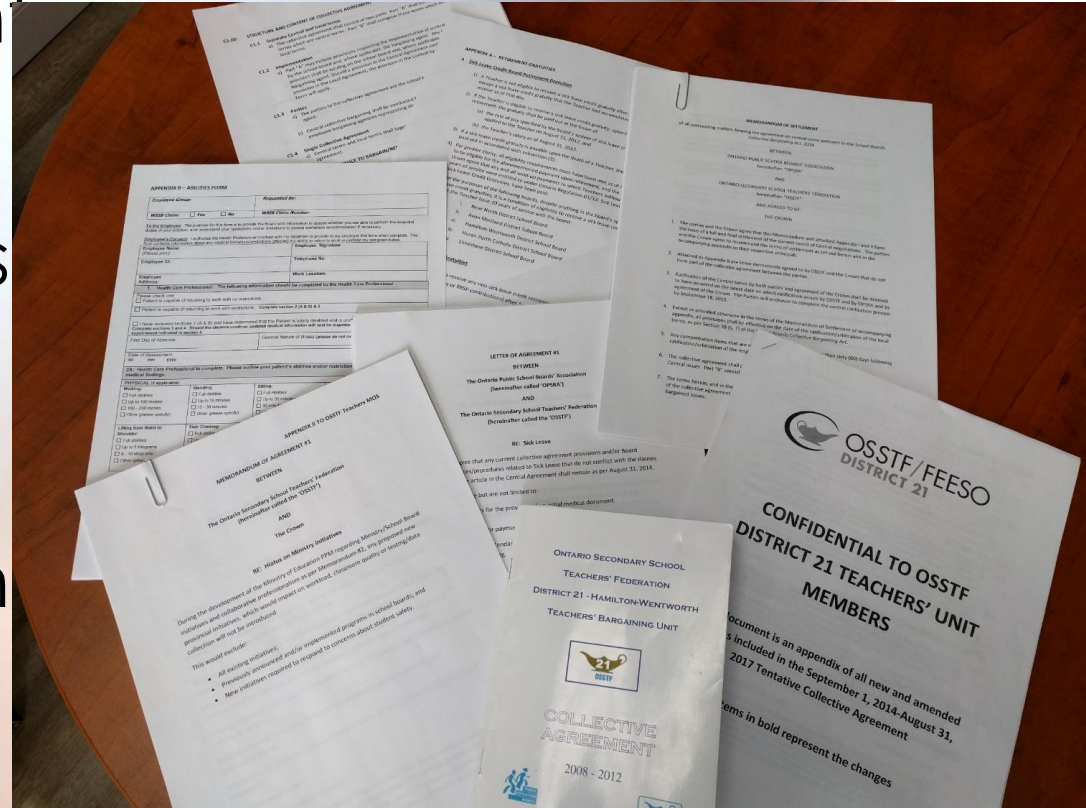
Knowing Your Collective Agreement

Access, Central vs. Local, Violations and Grievances

What is a Collective Agreement?

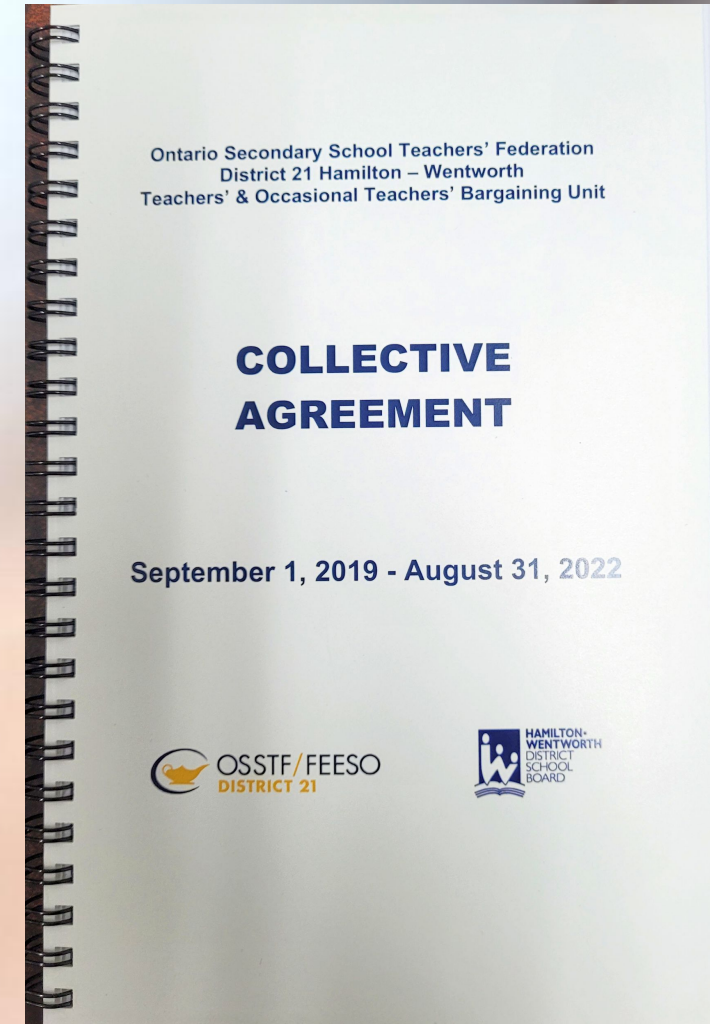
“A written contract of employment covering a group of employees who are represented by a...union. This agreement contains provisions governing the terms and conditions of employment. It also contains the rights, privileges and duties of the employer, the...union and the employees.”

(retrieved from <http://www.labour.gov.on.ca/>)



Where Can I Find Ours?

You can access it online at our [website](#) under [Teachers Resources](#). Feel free to drop by the office if you would like a hard-copy.



Central vs. Local Negotiations

As you may be aware, negotiations were done at both a **Central level** (the Ontario government, School Boards' Association (OPSBA), and Provincial OSSTF) and a **Local level** (the HWDSB and District 21 OSSTF).

A COLLECTIVE AGREEMENT

BETWEEN

THE HAMILTON-WENTWORTH DISTRICT SCHOOL BOARD

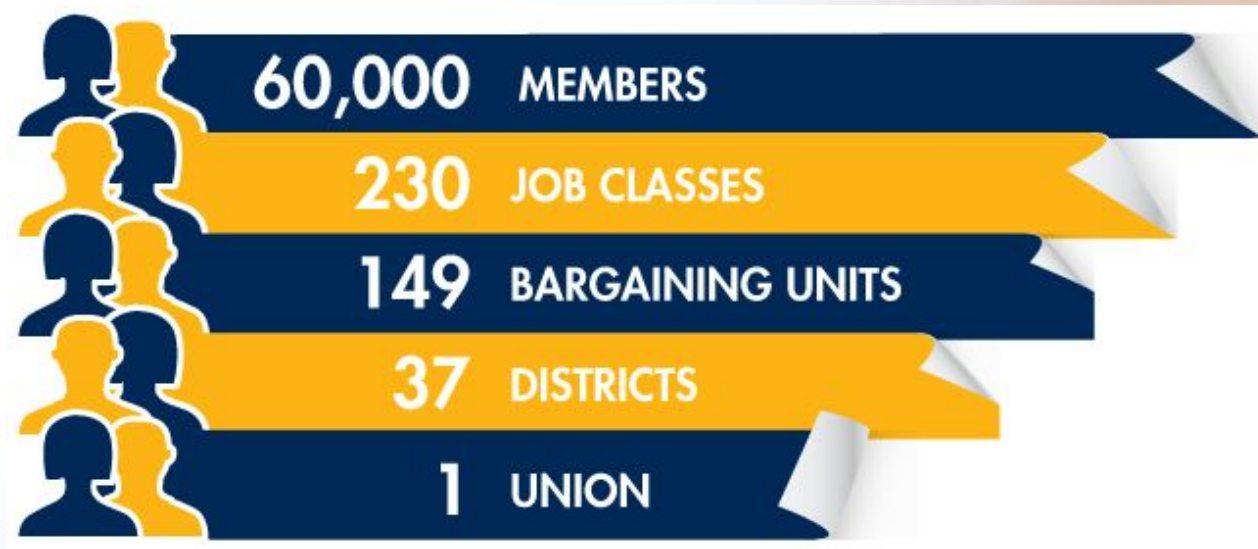
AND

THE ONTARIO SECONDARY TEACHERS' FEDERATION,
DISTRICT 21

EMPLOYED BY THE BOARD

What's the Difference?

Items that were bargained at the Central level (ex. salary changes and length of collective agreements) cannot be discussed at the Local level (ex. class sizes and staffing procedures), and vice versa.



Violations and Grievances

- Part of the role of an OSSTF officer is to protect and uphold our CA
- If you believe that your rights were violated, contact us as soon as possible for advice and support
- When the Board violates the CA, we can try to resolve it informally or formally
- Formal resolutions are called Grievances, which are “owned” by OSSTF
 - Should a grievance occur, the first 2 stages are done locally while the final stage involves going to arbitration (could take up to 2 years)
 - As they are very expensive, these are up Provincial OSSTF
- Sometimes we need to amend the CA outside of negotiations; though rare, when this occurs it involves signing a Letter of Agreement (LOA) or Minutes of Settlement (MOS) with the Board
 - Many of our current LOAs are contained at the end of our CA

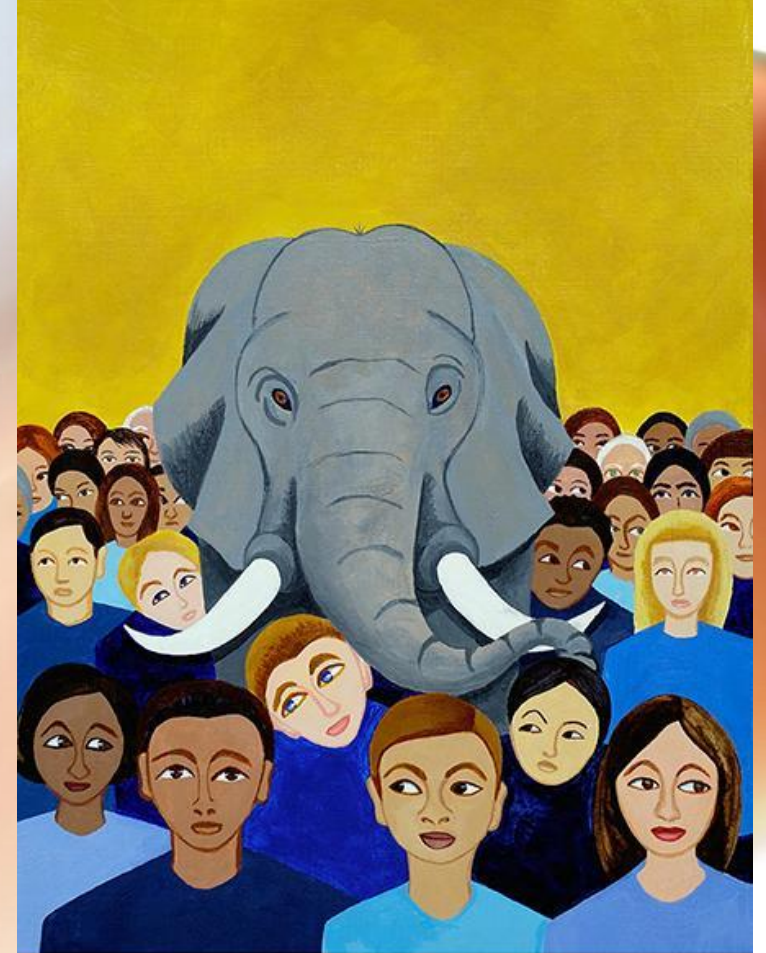
Negotiations

- We continue working under the same conditions until we get a new contract
- Before our Collective Agreement expired (August 31, 2022) the Collective Bargaining Committee solicits member input in the form of a survey
 - This survey forms the “brief” which is used to determine negotiation priorities
- Currently, the bargaining team has been elected and has met, and set additional meetings, with the Board’s representatives
- **After a central and/or local agreement is reached, members will be called to a meeting to review and then will participate in a ratification vote**



Addressing the Elephant in the Room: Are We Going on Strike?

- We have not taken a strike vote yet
 - The decision to do so would come from Provincial OSSTF
- A strong strike vote **DECREASES** the likelihood of a strike
 - A strike vote, strike or lockout is legally possible the 17th day following the issuance of the “no board” report; the two sides can keep trying to reach a deal after a “no board” report has been filed.
- Work Action can take various iterations



Remaining on the Roster

Our Collective Agreement L35.47 (a) states that “A person’s name may be removed from the Occasional Teachers’ roster for one or more of the following reasons only:

- (i) The person has obtained full-time employment as a teacher on probation or permanent status, or
- (ii) The person has not been paid or been assigned occasional teaching duties in secondary schools of this Board **for at least ten (10) days** during the previous school year, in day school, or home instruction (5 ½ hours equates to one day), or
- (iii) Failure of a person to complete and return the **Reactivation Form** and **required documents** as listed above in L35.46 to the Human Resource Staffing Officer by the last day of the school year for inclusion on the list for the following school year, or
- (iv) The person has made a written request to the Human Resource Staffing Officer responsible for secondary staff that the person’s name be removed from the roster
- (v) Failure of a person to register with the Smart Find Express, or
- (vi) Just Cause.”

- Each year the Board will email you a reminder to complete the roster reactivation requirements
- This must be completed by June 30, 2023
- Offence Declaration and Reactivation Form are completed in the [Employee Web Portal](#)
- If you are removed, the Board's past practice has been to allow members a 'once-in-a-lifetime' appeal with the outcome being reinstatement
- The Roster has a cap of 325 members; retirees and uncertified teachers are counted as 0.25
- Each year the [OT Seniority List](#) is posted on the HR Staffing subpage of myHWDSB; this is a snapshot at the time

Job Acceptance Expectations

- All STO jobs occur through EasyConnect; the Board has [several resources](#) for using this system
 - For concerns, email HRAbsenceAdministrator@hwdsb.on.ca or call 1 877 900 5627
- Exclusive of school closures due to inclement weather, the Board shall give a minimum of 3 hours notice of cancellation of any pre-arranged assignment; should cancellation of a pre-arranged assignment occur without 3 hours notice, the Board shall pay the OT for that assignment in accordance with L35.13
- An Occasional Teacher shall not abandon one assignment for another without giving SFX twenty-four (24) hours' notice unless an arrangement can be made between the schools involved.
- EasyConnect “calls” members in the order of: qualifications, preferences and everyone else
 - Some jobs are preemptively posted in EasyConnect
 - Members can accept STO jobs for which they are not qualified
 - EasyConnect now allows members to select their preferred sites

Working Condition Expectations

- You are entitled to a 40 minute uninterrupted lunch
 - L17.07 Each Teacher shall have a lunch break of a minimum of forty (40) consecutive minutes between classes, free from assigned duties, between the hours of 10:45 a.m. and 1:45 p.m., unless otherwise agreed by the Principal and the Teacher. For schools with start times at or earlier than 8:15 a.m., lunch will be between the hours of 10:30 a.m. and 1:30 a.m., unless otherwise agreed by the Principal and the Teacher.
- According to the Education Act, you are required to be at work 15 minutes before the start of that worksite's day; you are NOT required to remain for specific amount of time after the worksite's day ends
- Teachers are required to remain in their classrooms during assigned teaching time; do not leave your class unattended
- The Board's expectation is that members remain on-site during their prep
 - Be sure to know and follow your worksite's procedures for when you are off site during your prep

Work Refusals

- **Any worker has the right to exercise a work refusal**
- Process can be intimidating to some, but it can be a quickly addressed, highly effective way to address safety concerns
- **Teachers have a limited right of refusal** - they can't simply leave students unattended if they feel unsafe based on our duties and obligations as teachers
- The **hazard must be present at the time**
- You **must inform their Admin** and allow them to rectify the situation, but if it's inadequate, you can say that you feel unsafe and are exercising a work refusal; you should be moved to a space where you'll feel safe
- A worker rep from the CJHSC Committee will attend
- Ministry of Labour may send a rep to investigate
- Learn more about [your rights and the process](#)



Becoming Permanent

- The Board posts permanent lines based on new positions that members on the OT Roster can apply for via A2E
- Postings will indicate qualifications and key competencies
 - Unless otherwise stated, you can apply without having the listed qualifications as you would be mutually consenting to teach those courses (unless they are restricted)
- Unless you are hired into a 1.0FTE (6 line) position, you need to request expansion each semester
 - Expansion requests must be granted prior to any new hiring
- Board offers various job-related PD Inservices via [PD Place](#)
- Provides redundancy job protection for up to 5 years
-
- **Despite a lot of new perm hiring recently, we are close to having all members expanded and so we anticipate more**

Pay Schedule

- Occasional Teachers are paid on a biweekly basis;
 - the [daily pay schedule](#) and [LTO pay schedule](#) are updated by the Board at the start of each school year
- Occasional teachers' remuneration is based off the days worked (unlike permanent teachers who have monies held back in trust)
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STO Jobs: Pay, APAs, Expectations

- The daily rate of a Short-Term Occasional Teacher is calculated as 1/194 of the salary grid Category 1 Year 0, which equates to \$248.50 for a full day (3 line) assignment
- STO teachers are NOT required to submit timesheets, though you should check your pay stubs to ensure accuracy
- Should a Short-Term Occasional Teacher be required for less than a full day, the additional one-half period coverage shall be scheduled immediately before or immediately after the teaching period(s)
- If a Short-Term Occasional Teacher is required, the Teacher's pay shall be prorated according to the number of periods covered, as:
 - One period, or one period and one-half period coverage = 1/3 day's pay
 - Two periods, or two periods and one-half period coverage = 2/3 day's pay
 - Three periods, or three periods and one-half period coverage = full day's pay
 - An Occasional Teacher may be assigned up to three and one-half periods per day

“General Secondary” Jobs

- Some EasyConnect jobs are listed as ‘general secondary’
- Administrators use this placeholder when the assignment is not tied to a specific teacher OR the specific courses are unknown OR to get a faster response
- If you accept this job, you should not be assigned to restricted subjects for which you do not have the OCT qualifications: Special Education, French, Technology
 - If this is the case, please inform the OA so it can be changed
 - Phys Ed classes can be covered via mutual consent, but generally the expectation is non-physical lessons are left should the covering teacher lack the proper OCT qualifications

LTOs: Pay, APAs, and Expectations

- A Long-Term Occasional Teacher shall be paid on the secondary salary grid for probationary or permanent Teachers in accordance with their qualifications approved teaching experience, prorated per day based on the annual grid salary divided by the total number of teaching days in the school year
- LTOs automatically begin after 10 consecutive working days; when posted, they are posted on A2E, typically on Thursdays
 - Sometimes, OTs need to apply for a LTO, even if they had been in the class longer than 10 days, though they will be paid as a LTO regardless of being the successful applicant
- LTO Teachers are required to complete timesheets to ensure they are properly paid
- LTOs can be assigned APAs prorated to the assignment's duration and line allocation
 - Eg. for a 2 line, full semester assignment you can be assigned up to 16 APAs

L17.03 In addition to the classes assigned above, each Full-time Teacher may be assigned Additional Professional Assignments (APA) as outlined below:

	Maximum # of ½ period on-calls	Maximum # of ½ period on-calls /supervisions/ mentoring
Effective September 2011	25	48

Working both LTO and STO Jobs

- An Occasional Teacher can accept jobs in two different locations in a day, only if the combined jobs do not exceed three (3) periods. The Board will endeavour not to provide APAs. Teachers can only accept jobs between two (2) schools where they are reasonably able to begin the assignment on time. The Teacher shall endeavour to notify the schools that they have accepted two jobs prior to the commencement of the job at the school/worksite
- It is likely that an APA that day will be tied to the STO job; please check with your OA to confirm

OT Paystub Codes

Earning Pay Code	Description	Deduction Pay Code	Description	Deduction Process
DAYS_NOT_PAID	10% reduced days or unpaid days	EIC	Employment Insurance	all pays until maximum
REG TS	time sheet earnings	CPP	Canada Pension Plan	all pays until maximum
RETRO	retro payment	TAX	Income tax -federal and provincial	all pays
BO NP_NV	Bonus No Pension No Vacation - Misc.	TPP	Teachers' Pension Plan	all pays
BO PE NV	Bonus Pension No Vacation - Misc.	OSSTF OC	Union Dues	all pays
EMP EXP	employee expense reimbursement	OSSTF OL	Union dues levy	all pays
MILEAGE	mileage expense reimbursement	FSP	Family Support	1st and 2nd pay if applicable
HO IN	Home Instuction			
LIEU BEN	In lieu of benefits payment	OTIP Health Care benefits if applicable		
SEB BW	Employment insurance top up payment	CHILF	Child Life Insurance - OTIP	2nd pay of the month
		DEN	Dental - OTIP	2nd pay of the month
		EHC	Health Medical -OTIP	2nd pay of the month
		OPADD	Optional AD&D - OTIP	2nd pay of the month
		OPTLF	Optional Life - OTIP	2nd pay of the month
		SPAD	Spouse AD&D - OTIP	2nd pay of the month
		SPLIF	Spouse Life Insurance - OTIP	2nd pay of the month

Making More Money

- An additional year of teaching experience on the salary grid occurs after working 100 days of occasional teaching (STO and/or LTO) for the HWDSB in one school year
- Placement on the salary grid based on the number of years of approved teaching experience shall be determined as of September 1st of the school year
- Related Experience: Trade, Business, Related Work
 - If you have related experience, please refer to L35.15 (d) in the Collective Agreement and email Vikki Kokotec with the proof
- Most OTs are eligible to [apply for EI](#), unless they have an assignment pre-arranged for the following school year



Moving to Category 4

- Various additional qualifications (honours specialist, masters, 5 AQs, etc) can move you to category 4; check [QECCO's certification charts](#) to learn more
 - A teacher at Year 2, Cat 4 makes \$3509 more than a Year 2, Cat 3 teacher; at Year 12, Cat 4, the difference is \$6571 per year when compared to the Year 12, Cat 3 teacher!
 - When you get your new rating statement, make sure the Board gets that proof. QECCO sends it to you, **but not the Board**.
- Through the Educational Services Committee (ESC) District 21 OSSTF offers an annual (up to \$100) subsidy for an eligible AQ or PD: [Procedure](#) / [Claims Form](#)
- **Moving up and/or over does NOT cost the Board more!**

Effective September 1, 2021 to August 31, 2022, all Teachers employed in the secondary panel shall be paid on the following salary grid:

Year	CAT. 1	CAT. 2	CAT. 3	CAT. 4
0	\$48,208	\$50,841	\$54,786	\$57,851
1	\$50,841	\$53,686	\$58,073	\$61,356
2	\$53,465	\$56,537	\$61,356	\$64,865
3	\$56,092	\$59,382	\$64,642	\$68,367
4	\$58,721	\$62,231	\$67,931	\$71,880
5	\$61,356	\$65,082	\$71,222	\$75,385
6	\$63,989	\$67,931	\$74,512	\$78,887
7	\$66,618	\$70,783	\$77,794	\$82,390
8	\$69,253	\$73,628	\$81,078	\$85,896
9	\$71,880	\$76,476	\$84,363	\$89,409
10	\$74,512	\$79,327	\$87,654	\$92,916
11	\$80,641	\$85,465	\$96,428	\$102,999

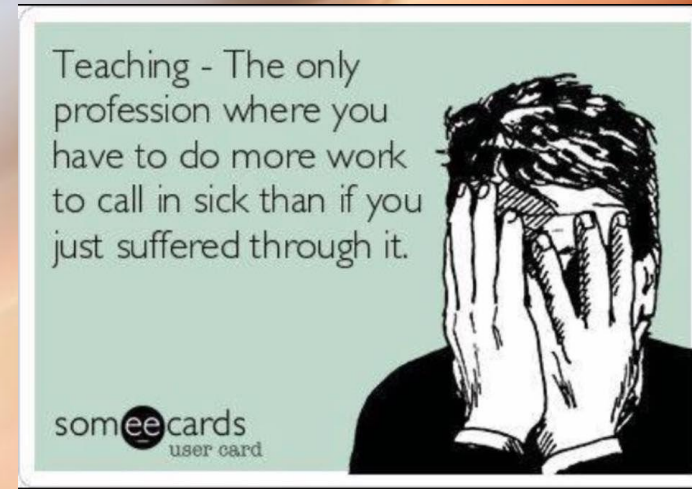
Benefits

- Under the Central CA, STO teachers are not eligible for benefits
- LTO teachers with assignments that are at, or greater than, 90 **calendar** days are eligible
 - OTIP will email you at your Board email address with information on how to enrol and what, if any, the prorated costs are
 - Keep your receipts in case your LTO is extended as benefits can be retroactive to the start of the assignment
 - www.osstfbenefits.ca/long-term-occasional/
- Part of your compensation package; you can pay extra for dental, family coverage and increased life insurance
- We have specific amounts for benefits (eg. physio, glasses) on our [website](#) in the [Benefits-at-glance](#) handout



Sick Leave

- A LTO will receive a prorated portion of sick days (100% pay) and short-term sick days (90% pay)
 - Eg. if you are in a full semester assignment, you will receive 5.5 sick days and 60 short-term sick days
- Sick leave is deducted on a per period basis in $\frac{1}{3}$ increments
 - Prep periods and lunch do not get deducted; DO NOT enter them into EasyConnect, use your internal school processes
- C9.1 (a) Routine medical and dental appointments will be scheduled outside of working hours where possible
- You can be on a LTO and on sick leave
- You can check your available balances on the [EWP](#)
- [Functional Ability Forms](#) are used for longer-term sick leave and Individual Accommodation Plans



Medical Accommodations

- Should you require medication accommodations, your doctor would complete a Functional Abilities Form (FAF) to be submitted to ESW (esw@hwdsb.on.ca)
- The FAF is part of our Central CA and is completed by medical practitioners to give the Board enough information about restrictions and limitations to provide accommodations or approve your absence
- If you are charged for the FAF's completion, save and submit the receipt to esw@hwdsb.on.ca to get reimbursed (up to \$35) on a future pay

- After submitting a FAF, you will be assigned an ESW Specialist
- At any Wellness or Return to Work meeting, you will have OSSTF representation
 - Dan Sheeler supports members with last names A-L
 - Julie McElroy-Morris supports members with last names M-Z
- Restrictions and limitations will be used to determine any accommodations, and you will be provided with an Individual Accommodation Plan (IAP), which will be reviewed and updated as needed
 - Your doctor is responsible for the restrictions/limitations, but the Board is responsible for the accommodations
- Your Administration will only know your accommodations
- If you are off work entirely, the Board needs to clear you before you can return to work

Other Leaves (not deducted from your sick leave bank)

Bereavement:

- 4 work days – death of a spouse, son, daughter, mother, father, sister or brother of the Teacher or the Teacher's spouse
- 3 work days – death of other relatives of the Teacher's or the Teacher's spouse's immediate family
- 1 work day – death of a close friend

Personal Leave: If you are in a 97 day LTO, you are allocated 1 PLD per semester; if unused in sem 1, this can be used in sem 2 if you get another 97 day LTO

Compassionate Leave: If you are in a 97 day LTO, up to 3 days per school year; must be pre-approved by HR (Danielle Meville)

Other Leaves

- There is more information in the [Collective Agreement](#) on entitlements to:
 - Holy Days
 - Pregnancy Leave
 - Parental Leave
 - Paternal Leave
 - Attending Court
 - Leave for elected office
 - Family medical leave or critically-ill child care leave

SEB

- SEB is an acronym for Supplemental Employment Benefits
- This benefit is available only to birth mothers on maternity leave
- Permanent teachers, LTO teachers and ADS teachers get a maternity top up from EI benefits to 100% salary paid by the Board for 8 weeks, or the duration of your LTO assignment, whichever is less
- We have comprehensive resources on our website about maternity and parental leave: [Booklet](#) and [Presentation](#)



Questions and Advice

**My family comes first,
even if that means
papers go ungraded
and emails go
unanswered a couple
more days.**

BORED
TEACHERS

RULE #1: Never share your personal number with students or parents!

BORED
TEACHERS

< 8

Today 11:08 PM

Hi Mrs. Gee, this is [redacted] moms. Are you free to jump on a quick FaceTime/zoom call? [redacted] doesn't understand the math assignment that's due tomorrow and I'm not good at math lol. I know it's a little late but we'll be super quick!

Survey Questions Not Covered Elsewhere

- What to expect on arrival to a school to supply?
 - *OT Binder including SIP/BIPs, keys, contact information*
 - [Lockdown keys are obtained from the Board](#)
- Behavior management strategies as a new occasional teacher (what to do when students leave for a whole period, etc)
 - *Speak to Guidance/LRTs; record and inform the office; forthcoming URLs*
- Who do I go to when I have a question about occasional teaching? Whether it be about pay, rules/right of occasional teaching, etc.
 - OSSTF:
 - *Office: 2nd VP (currently [Dan](#), as of September, [Holly](#))*
 - *Branch President: Camille Naranjit: otbranchpres@osstf21.ca*
 - Board:
 - *Staffing: [Vikki Kokotec](#) / Pay: payroll@hwdsb.on.ca*

- Tech Ed- how to market ourselves as health care teachers when schools seem to be using science teachers to teach the Tech Ed health & wellness course...who decides which tech courses start at different schools?
 - *Marketing via CV, interviews, and conversations with Admin*
 - *Course determinations are made by Principals, typically based off of option sheet selections*
- I have completed NTIP in my previous board (I've switched to HWDSB) do I need to do it again?
 - *Nope! :)*

- Do I need to complete assessments from the administration every LTO that I get?
 - *For AER Reporting requirements, this depends on the assignment's duration; however, it is not reasonable that large amount of previously assigned work is left for an LTO to assess/evaluate*
- Are we expected to work everyday? And are we expected to answer calls every morning for jobs?
 - *No. Unless you are in a LTO, it is your decision as to what jobs you will take on so long as you meet the 10 day requirement in the CA*

- 1. Being Sick:** don't be a martyr and come in when you are sick. Sick leave is not just for physical ailments - no one needs to know the nature of your illness. If possible, don't call in sick on a snow day!
- 2. Emergency Lesson:** Make a stand alone lesson that can be slotted in anywhere in the curriculum for each class and leave it somewhere accessible. That way if you are really sick, leaving work becomes easy (and update if you are away, so you still have a lesson, next time).
- 3. PLDs:** Make use of your personal leave days and don't feel guilty about using them. We bargained these days for a reason.
- 4. Pension:** Get yourself registered with [OTPP](#), so that you can login and review what retirement looks like with the pension calculator, even if retirement is a long way off. It will make you appreciate why you pay so much money into your pension plan.
- 5. Balance:** Remember to keep a positive work/life balance, because no job is worth endangering your health and, work-wise, everyone is replaceable.

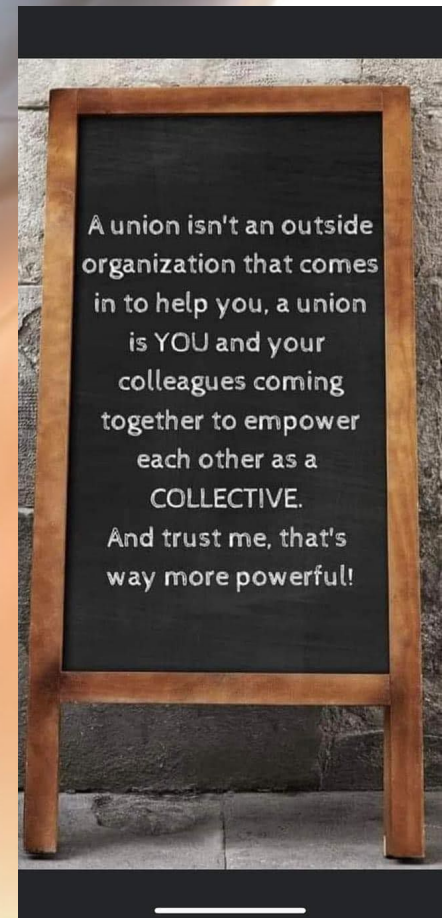
6. **Social Media:** There is no 'personal' or 'private' with social media. Be aware of what you post/share, as every year (and increasingly) we are representing members in Board investigations after social media content critical of the Board was shared with HR.
7. **OSSTF:** Don't be afraid to call the OSSTF office (**905-574-8285**). All calls are confidential and they can be a good place for information and support.
8. **Duty of Care:** You are required to remain with your students during instructional time. Do not leave the classroom unattended, even if you are only in the hallway.
9. **Boundaries:** Don't share your personal contact information. Don't touch students. Avoid 1-on-1 closed door situations. Be professional and concise in your communication with students and parents/guardians, especially written.
10. **Reality:** Don't reinvent the wheel. If you have work colleagues that have taught courses in the past, ask them if they have any lessons they might be willing to share. It is not up to you to solve all of the problems. Don't be afraid to ask for help.

These articles also contain some excellent advice for mitigating your workload, being efficient and ensuring you have time for yourself, your family and your friends.

1. [10 Ways Teachers Are Actually Making More Work For Themselves](#)
2. [15 Most Useful Keyboard Hacks to Save Teachers Time](#)
3. [8 High School Classroom Management Strategies That Empower Students](#)
4. [19 Big and Small Classroom Management Strategies](#)
5. [50 Tips and Tricks for High School Classroom Management](#)

Getting Involved in OSSTF

- OSSTF's motto is **“Let us not take thought for our separate interests, but let us help one another”**.
- Every branch has a series of roles members can volunteer to participate in, including:
 - Branch President and Deputy Branch President
 - Reps: Collective Bargaining Rep, Communication/Political Action, Educational Services, Health and Safety, Status of Women, and Human Rights
 - Branch Elections are currently held in September
- Attending our Annual General Meeting (AGM)
 - Historically in April at 4:30 at Liuna Station
- Other ways to get involved include sitting on committees/workgroups, running for Executive Officer positions, and running to attend AMPA



Harry Paikin Fund

- The Harry Paikin District 21 Student Benevolent Fund is a bursary that provides financial assistance to underprivileged students and students-in-crisis attending secondary schools in the HWDSB
- If you know of a student in need of this sort of support, you can complete an application and submit it to your local school's Head of Student Services for the committee to review
- Assistance is usually a one-time payment, though alternative methods have been used
- You can find the [application form](#) in the Teachers' Resources section of the District 21 website.

Learning's achieved through head, hand and heart,
And the greatest of these is heart.
Learning is not to be exploited or hoarded,
It must by all be ably afforded.
Learning's not meant to feed the fires of strife
Linked only to peace can it build a happy life.
– from Hall of Learning by Dr. Harry Paikin