



Connecting . . . Occasionally

wrotl.ca

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President's Message

Welcome back to another school year! I hope you were able to find time over the summer to rest, relax, and enjoy time with friends and family. As we begin another year, I encourage you to continue to make time for yourself. The state of education continues to change rapidly, and the challenges facing educators can often feel overwhelming. Taking care of ourselves and supporting one another is more important than ever.

With our Collective Agreement now expired, this year is sure to bring additional challenges as we navigate another round of Collective Bargaining. As we enter this process, it is important that we remember the strength we have as a collective. Our Collective Agreement is more than words on a page—it protects our rights, recognizes our experience and contributions, and provides the foundation for fair and equitable working conditions. Your involvement, your voice, and your support of one another will be essential as we move through bargaining.

The underfunding of our education system has been especially noticeable this week, with the extremely large class sizes and lack of supports we are seeing throughout WRDSB

schools. These challenges have a direct impact on students and educators alike. Locally, we continue to have significant concerns with the staffing process, particularly around ensuring that Occasional Teachers have access to a fair, transparent, and equitable LTO staffing process that respects their experience and recognizes their contributions to our schools. These are issues that we will continue to raise and advocate for on behalf of our members.

As Occasional Teachers, we know that our work is essential to the success of our schools. We deserve to be treated with respect, fairness, and dignity. We can remain strong by standing together, supporting one another, and speaking out with one united voice. Our collective strength comes from our members, and every voice matters.

I would also like to take this opportunity to wish Nathan Core a very successful year as he begins his second term as President of the Ontario Teachers' Federation for the 2026/2027 school year. We will definitely miss his experience, knowledge, and leadership in the Local office, but we are incredibly proud to see him continue in this important role at the provincial level. We wish Nathan all the very best in the year ahead!

I would also like to welcome Brennan Wells as she steps into her new role as First Vice President. We look forward to working with Brennan and supporting her as she takes on this new responsibility. We are excited for the perspective and energy she will bring to the Local this year.

Lastly, I want to extend my sincere thanks to our 2026/2027 Executive. There is a great deal of work ahead of us, and I am grateful to have a team that brings an incredible blend of experience, knowledge, dedication, and thoughtfulness to the table. The work we do on behalf of our members is not always easy, but it is important work, and I know that our Executive is committed to advocating for our members and strengthening our Local.

As we begin this new school year, let's continue to support one another, stay informed, get involved, and stand together. There will undoubtedly be challenges ahead, but there will also be opportunities to make positive change.

Here's to a successful, strong, and united school year ahead!

Marsha Auxilly
President, WROTL

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WROTL 2026-2027 Executive



The Local Executive governs the ETFO Waterloo Region Occasional Teachers' Local, in between general meetings, guiding decisions, representing member interests, and ensuring smooth operations.

President:	Masha Auxilly	mauxilly@wrotl.ca
First Vice President:	Brennan Wells	bwells@wrotl.ca
Second Vice President:	Open Position	
Treasurer:	Joanne Threndyle	jthrendyle@wrotl.ca
Communications Officer:	Lauren Penfold	lpnfold@wrotl.ca
Executive Member - Designated:	Trish Morgan	tmorgan@wrotl.ca
Executive Member:	Ramzi Abdi	rabdi@wrotl.ca
Executive Member:	Sarah Heesaker	heesaker@wrotl.ca
Executive Member:	Andrea Moniz	amoniz@wrotl.ca
Health & Safety Rep:	Open Position	

Committees and Chairs

Joining a committee is a great opportunity to have a greater degree of say within your union and provides a space to make connections and develop leadership skills. The union helps with travel to meetings and dependent care for those who need it.

Find others who share similar interests and get involved with planning some of your favourite events.

2SLGBTQ+

Chair: Trish Morgan

To promote and encourage the positive self-image of 2SLGBTQ+ members and develop educator awareness

Collective Bargaining

Chair: Brennan Wells

To represent the local in Collective Bargaining with the WRDSB

Constitution and Bylaws

Chair: Marsha Auxilly

To annually review the Local Constitution and Bylaws

Equity & Social Justice

Chair: Andrea Moniz & Helen Smith

To educate members in issues related to equity and social justice

Member Development Fund

Chair: Brennan Wells

To allocate funding for PL to the membership

Political Action / Public Relations

Chair: Krystel Kun

To promote positive public relations within the membership and the community

Professional Learning

Chair: Pavit Mann & Lauren Penfold

To organize PL activities for the membership

Social

Chair: Helen Smith

To create events that bring members together in a social setting

Status of Women

Chair: Kim Stenhouse

To promote awareness of the issues affecting women and girls

[Committee Sign Up](#)



PROFESSIONAL DEVELOPMENT DAY



Mandatory Training

Those in a Long Term Assignment (LTO) are provided time to complete the training on the first PD Day. Anyone who is in a partial LTO may also fill out the form for any hours they worked **OUTSIDE** their FTE to complete the H&S Training.

Occasional Teachers who are working in daily assignments will need to complete a Google Form to request pay from the Board for time spent doing the training. Please indicate on the form that your "bargaining unit" is **ETFO Teachers, and the number of hours to complete the training should be at least 5 hours or more.**

- Anti-Human Trafficking - Complete by September 30, 2026
- Anaphylaxis - Complete by September 30, 2026
- Concussion Awareness - Complete by September 30, 2026
- 2026 Fall Security Awareness Training - Complete by September 30, 2026
- Violence and Harassment in the Workplace Training - Complete by November 6, 2026
- Workplace Violence Prevention Training - Complete by December 31, 2026

The following Trainings are now to be completed on a three-year cycle or are one time trainings. Only complete if you have been newly hired or it is your turn in the 3 year cycle:

- NEW - Asbestos in the Workplace - November 6, 2026
- WHIMIS - complete by November 6, 2026
- Human Rights & Equity Training - complete by November 6, 2026
- Worker and Health and Safety Orientation (MOL) --one time only for new hires
- Accessibility Awareness--one time only

The training platform can be accessed through the [Online Employee Training Centre](#). Refer to the [Steps to Easy Access and FAQ](#) resource for more information.

To access the form, ensure that you log on with your WRDSB account. Please note that the "completion date" you select on the form will be the day you are paid for. Ensure that you choose a date on which you have not already worked.

[Click Here to Report the Completion of Your Training](#)

2026/2027 Tentative Pay Dates

*please note these are tentative upon confirmation by the Board



Pay Date	# of Days in Pay Period	Period Covered
September 18, 2026	2	August 31 – September 4, 2026
October 2, 2026	9 (Labour Day)	September 7 – 18, 2026
October 16, 2026	10	September 21 – October 2, 2026
October 30, 2026	9 (Thanksgiving)	October 5 – 16, 2026
November 13, 2026	10	October 19 – 30, 2026
November 27, 2026	10	November 2 – 13, 2026
December 11, 2026	5 (Daily OT) 10 (LTO)	November 16 – 20, 2026 (Daily OT) November 16 – 27, 2026 (LTO)
December 24, 2026	10 (Daily OT & LTO)	November 23 – December 4, 2026 (Daily OT) November 30 – December 11, 2026 (LTO)
January 8, 2027	10 (Daily OT) 5 (LTO)	December 7 – 18, 2026 (Daily OT) December 14 – 25, 2026
January 22, 2027	5 (Daily OT & LTO))	January 4 – 8, 2027 (Daily OT) December 28, 2026 – January 7, 2027 (LTO)

February 5, 2027	10	January 11 – 22, 2027
February 19, 2027	10	January 25 – February 5, 2027
March 5, 2027	9 (Family Day)	February 8 – 19, 2027
March 19, 2027	10	February 22 – March 5, 2027
April 2, 2027	5 (March Break)	March 8 – 19, 2027
April 16, 2027	8 (Good Friday & Easter Monday)	March 22 – April 2, 2027
April 30, 2027	10	April 5 – 16, 2027
May 14, 2027	10	April 19 – 30, 2027
May 28, 2027	10	May 3 – May 14, 2027
June 11, 2027	9 (Victoria Day)	May 17 – 28, 2027
June 25, 2027	10	May 31 – June 11, 2027
July 9, 2027	10	June 14 – 25, 2027
July 23, 2027	3	June 28 – 30, 2027



Day of Action- September 16th!

Show your support for a strong fully funded Ontario public education system. Stand alongside fellow education workers from ETFO (Elementary Teachers' Federation of Ontario), OECTA (Ontario English Catholic Teachers' Association), OSSTF (Ontario Secondary School Teachers' Federation) and AEFO (L'Association des enseignantes et des enseignants franco-ontariens)

This is your chance to stand up for public education and show our collective strength and solidarity.

On Wednesday September 16th:

- **Wear your “I ❤️ public education” t-shirt (or any red shirt) and smaller classes button or sticker**

- Connect with the school steward when you arrive on September 16th to join the activities planned at your site (both daily OT and LTO)
- Take a picture/selfie wearing your red for ed and post the picture to social media (Instagram and/or WROTL's closed Facebook group), tagging the Local - @WROTL using the hashtag #ontedunited #bigdifference

If you don't have an "I ❤️ public education" t-shirt and would like one, please fill out the form below. Sizing is limited and will be confirmed once your order is placed.

[Order Your Shirt](#)

Membership Development Fund - Term One Applications Now Open



Did you complete a course or purchase a resource recently or throughout the summer?

The MDF application form is now open for any courses (AQ, Summer Academy, etc.) completed or resources purchased since July 1, 2026.

Visit our [website](#) for more information about the program or eligibility!

[Application Form](#)



2026 WROTL Fall General Meeting
Save the Date!

Tuesday October 20th, 2026

4:45pm

More details and registration to follow...

Federation Annual Meeting

Eight members of the Waterloo Regional Occasional Teachers' Local took part in this year's Federation Annual Meeting which took place August 17th-20th, 2026. We attended the meeting at the Sheraton Centre Hotel, in downtown Toronto. Delegates took part in debating motions, budget considerations, asking questions, and connecting with other teachers from across Ontario.

A big thank you goes out to Ramzi Abdi, Marsha Auxilly, Andrea Moniz, Tierra Moscrip, Lauren Penfold, Juliana Ramirez, Meenal Singh and Joanne Threndyle for representing WROTL as the delegates and alternates who attended this meeting! All members are strongly encouraged to consider attending next year's Annual Meeting. Delegates are elected at our Winter General Meeting in February each year!





Congratulations to Mary Karchemny!

The Waterloo Region Occasional Teachers' Local is proud to celebrate Mary Karchemny, who has been honoured with the ETFO Honorary Life Membership Award in recognition of her outstanding contributions to education, unionism, and the labour movement.

Mary is a past President and Executive member of WROTL and has dedicated an incredible 50-year career to education and public service. Throughout her career, she has served as a classroom teacher, principal, and District President of OPSTF. After her retirement, she went on to become the President of WROTL, then continued serving more than 15 years on the WROTL Executive in a variety of roles.

Mary played a significant leadership role in helping guide the transition from OPSTF to ETFO, contributing her knowledge, experience, and commitment during an important period of change for Ontario educators.

Her mentorship, integrity, dedication, and commitment to strong union governance have inspired generations of unionists who have followed in her footsteps. Her impact can be seen not only in the organizations she served, but also in the many educators and leaders she supported and mentored throughout her career.

On behalf of WROTL, we extend our heartfelt congratulations to Mary on this well-deserved recognition. Thank you, Mary, for 50 years of leadership, advocacy, and service to education and to our union movement.

Congratulations on receiving the ETFO Honorary Life Membership Award, Mary!



Take Back the Night!

A Call to End Gender-Based Violence: Take Back the Night

Save the date!

Take Back the Night returns to KWC Region this year with powerful activities. This event is a vital opportunity to stand against gender-based violence and make your voice heard. According to Public Health Canada 1 in 3 women and 1 in 10 men experience violence in their lifetime.

Event Details for Cambridge:

- **Date:** Thursday, September 17, 2026
- **Time:** 6:00 p.m. - 9:00 p.m.
- **Location:** The W, located at [20 Dickson Street](#) in Cambridge
- **What to Expect:** Youth-led rally, march, night market with local artists and small businesses, and community booths.

Event Details for Kitchener:

- **Date:** Thursday, September 17, 2026
- **Time:** 6:00 p.m. - 9:00 p.m.
- **Location:** Gaukel Block in Kitchener
- **What to Expect:** A 1.3 km march through downtown Kitchener (approximately 30 minutes at a slow pace on paved surfaces), inspiring speeches and performances, and community information booths.



Welcome Back Breakfast!

Start the new school year off by catching up or meeting new Occasional Teachers!
The all-you-care-to-enjoy brunch cost is covered by the Social Committee. Just bring yourself, appetite and your summer stories for sharing:)

Ernie's Roadhouse

Sunday September 20, 2026

10:00am

**A registration fee is required but will be refunded upon your attendance at the event.*

[Register Here](#)



Booshoo, tansi, tawnshi, She:kon, udlukuut, tungasugitsi, aanii, bonjour, greetings!

As we begin another busy school year it is important that we as educators continue to work towards truth and reconciliation. One way that we can do this in our school communities is by being prepared for 'Orange Shirt Day' also called the National Day for Truth and Reconciliation. This is a day to reflect on the impacts colonialism has had and continues to have on the Indigenous peoples of Turtle Island.

If you are looking for more information on ways to incorporate National Day for Truth and Reconciliation into your classroom there are a variety of resources on the ETFO secure site. <https://members.etfo.ca/resources/fnmi/truth-and-reconciliation-resources>

Additional resources can be found at [Truth and Reconciliation Week Resources](#) and [Truth and Reconciliation Resources](#)

If you wish to continue your own personal learning journey there are a number of programs offered at ETFO provincial you will not want to miss! [ETFO registration login](#)

BMS Training

Looking to work in congregated classrooms? Take the **PAID** day of initial or half day of recertification training on **November 24th, 2026**.

BMS training is available to those willing to provide Daily OT coverage for congregated teachers. Understand that you must not be in an LTO and are agreeing to have your name made available to schools requiring support for these classes.

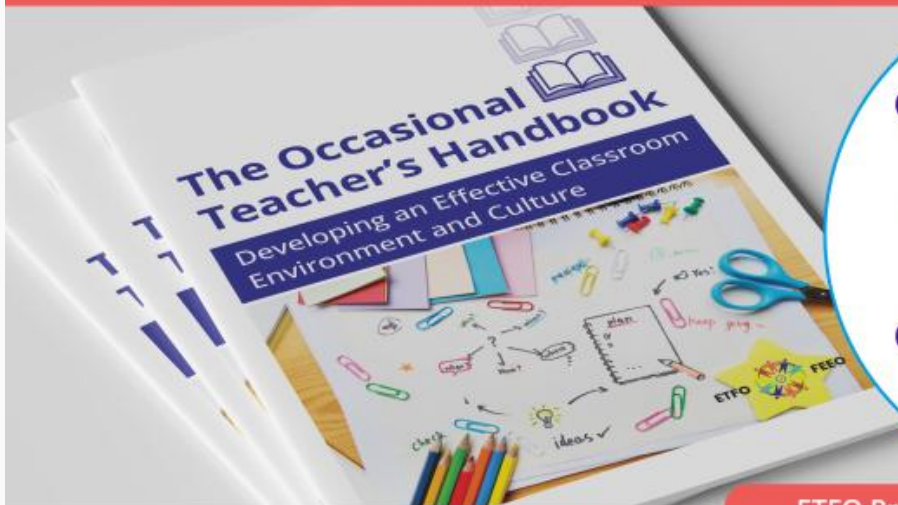
Register through the [PRO Learn Catalogue here](#) by searching BMS and looking for the OT's willing to work in congregated Classes sections.

2026-2027

Occasional Teacher Conference



Every Day Ready: Supporting Occasional Teachers in Building Effective Classrooms



October 23

7:00 p.m. to
9:00 p.m.
(registration opens
at 6:00 p.m.)



October 24

9:30 a.m. to
3:30 p.m.

Every Day Ready is a two-day professional learning conference that will equip occasional teachers with practical and actionable strategies centred on connection and creating success from the moment they walk through the classroom door. Members will explore the newly released ETFO resource *The Occasional Teacher's Handbook: Developing an Effective Classroom Environment and Culture*.

Selection Criteria

This conference is open to ETFO OT members. Preference will be given to members in their first five years. Consideration will also be given to bargaining unit, designated group, and geographic representation.

ETFO Provincial Office

Space is limited.

To apply, submit the application and registration form through events.etfo.org.

There is a \$50 registration fee.

Registration:
August 27 to September 11.

Costs for release time, travel, meals, and accommodation are covered per ETFO provincial guidelines.

For more information, please contact
Mandisa Bromfield at mbromfield@etfo.org.

ETFO



FEEO



Summer is over, but the fun continues with OTIP!

Get a car, home or leisure insurance quote in September for your chance to win \$1,000 cash to start the school year off right. Plus, receive a \$20 gift card when you get a quote.

Get a quote: <https://bit.ly/4qDBEwS>

Upcoming Events

For registration information regarding any upcoming events, please click [here!](#)

September 16 - Day of Action! (wear red)
September 17 - Take Back the Night!
September 18 - Pay Day for Sept. 2nd & 3rd
September 20 - Welcome Back Breakfast
October 2 - Pay Day for Sept. 8th to 18th
October 12 - Thanksgiving Day (schools closed)
October 16 - Pay Day for Sept. 21st to Oct. 2nd



October 20 - Fall General Meeting

Marsha Auxilly

ETFO WROTL President

mauxilly@wrotl.ca



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