

VOLUME 20 • ISSUE 2 • FEBRUARY 2020

# CONNECTIONS

District 29 OSSTF Hastings-Prince Edward



From the Desk of the  
**District President**  
*Scott Marshall*

Throughout this newsletter you will see pictures of OSSTF D29 members in action standing up against the Ford Government's cuts to education. If there is any truth to the saying that "difficult times bring out the best and worst in people", it is fair to say that the best has been from our members. Time and time again we have been asked to engage in action together to push back against education cuts that we all know will compromise student success. While our local membership is small, we have provided leadership to others on how to effectively respond together. The worst? Most likely shown by our Premier, Minister of Education, and MPP's. Since they announced deep cuts to education last year they have not engaged in good faith discussions with us, buried parent survey data that does not support larger classes or mandatory e-learning, and lied to the general public about the key issues of concern and what they will mean for students. Our solidarity remains our greatest strength, and together we are making a difference!

**Voluntary Mobility**

Members who would like to request a move to another work site can apply for a "voluntary mobility move". School vacancies and needs that exist can be filled through the mobility process after surplus and redundant teachers have been considered. The mobility process occurs during spring staffing (early May). Applications for mobility can be found on our [d29.osstf.ca](http://d29.osstf.ca) website and following the "forms" link. Contact Michelle or Scott at the District Office if you have any questions.



**Season 2, Episode 4**  
**LIVE! - Power in Numbers**

Chris and Adam attempt a series of live segments from Friday's provincial day of action, Tara Prance calls in to report on the day from Madoc, and a wrap up discussion including ETFO's Phase 6 action.

<https://anchor.fm/district-29-pac>





## TECHNOLOGY ENHANCEMENT PROGRAM (TEP) 2019/2020

**OPEN: JULY 1<sup>ST</sup>, 2019 – APRIL 30<sup>TH</sup>, 2020**

Applications can be made online at [www.d29.osstf.ca](http://www.d29.osstf.ca) beginning July 1, 2019 for the 2019/2020 funding year.

The \$33,000 TEP fund is again available for all permanent contract teachers and occasional teachers. **Computer systems, digital cameras, and smart phones are eligible expenses** (Software and LCD projectors are not).

First time applicants will be given priority consideration (including teachers who have not accessed the program in the last 4 years).

Final funding will depend upon the total number of claims received and the amount requested from the \$33,000 fund. (eg. if total funding requests from approved applications exceeds the \$33,000 available, all funding requests will be reduced).

**IMPORTANT!**

- Original receipts for eligible expenses must be forwarded to the District Office within 30 days\* of the application in order to remain an eligible applicant.
- \* **NO receipts will be accepted after May 1, 2020**
- All eligible rebates will be paid out between May 2, 2020 to June 30, 2020





Questions? Contact the District Office 613-968-3707 x223

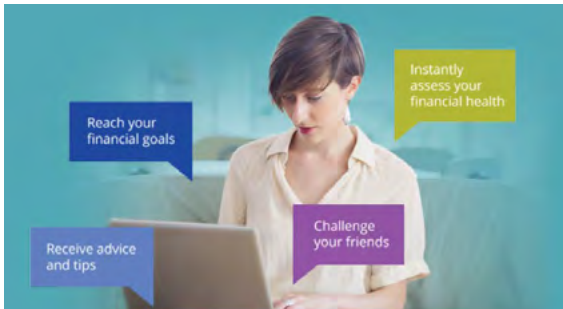




Education pays off. Take the Financial Kickstart Challenge!



[www.educatorskickstart.ca](http://www.educatorskickstart.ca)



Want to get ahead? Let's get started!

Take the first step towards achieving financial savviness with the Financial Kickstart Challenge.

This easy questionnaire will quickly help us assess where you are financially, then we'll help get you where you want to go. All it takes is a few simple questions. Over the coming weeks, we'll send you important advice and tips you won't want to miss!

Take the Financial Kick Start Challenge today!



OSSTF/FEESO conducts an Annual Meeting of the Provincial Assembly (AMPA) with representatives from all its bargaining units. The Provincial Assembly is the supreme legislative body of OSSTF/FEESO and is responsible for establishing or amending Federation policies, bylaws, constitutions, budgets, the annual Action Plan and for the election of the Provincial Executive and OTF Governors.

The following are the members, elected at the December 2019 meeting of the District Council, to represent D29 at AMPA March 13 -16, 2020:

Jason Bremner, Michelle Dalrymple, Kendra Kilpatrick, Eleanor MacNiven Hoecht, Scott Marshall, Keith Sled, and Andrew Wachner.



Day in and day out we have seen that the information about Education shared by the Ontario government can be incomplete and/or inaccurate. We are taking this opportunity to make sure that the public has the facts.

Fact Check

Statement by Lecce	Reference / Source	Refuting Statement
Minister Lecce says that with Regulation 274, "hiring is predicated, is premised, on your seniority, on your tenure in the union."	Twitter, February 11, 2020.	Regulation 274 mandates fair and equitable hiring practices founded on qualifications and then considering a variety of factors including merit, experience, interview results, and seniority with the school board. It was developed by the government and the school boards to prevent nepotism and to create more equitable hiring practices. <a href="https://www.ontario.ca/laws/regulation/120274">https://www.ontario.ca/laws/regulation/120274</a>
Minister Lecce says, "Parents are losing patience with OSSTF's ultimatum of proceeding with further strikes against students."	Statement from the Minister of Education, January 30, 2020	<a href="#">Polling shows parents want OSSTF/FEESO to keep fighting for publicly-funded education</a>
Minister Lecce thinks that, without EQAO tests, "we will not have any way to assess student,"  AND  "EQAO is the only measure of student performance."	Press Conference, January 8, 2019. Queen's Park Press Conference, December 6, 2019.	The Ministry of Education's own assessment document, "Growing Success" says, "The provincial assessments provide a snapshot of students' achievement and are only one measure of students' overall achievement," (p. 93).
Minister of Education, Stephen Lecce, claims that, "Compensation for teachers have grown by 80%. 80% since 2003."	Queen's Park Press Conference, December 6, 2019	From 2003-2018 #OSSTF teacher salaries increased by 31.7% while the Consumer Price Index (CPI) increased by 32.4% (OSSTF / Stats Can).
Minister of Education, Stephen Lecce, says, "OSSTF has actually admitted there have not been layoffs."	CBC Ottawa Morning, December 4, 2019	OSSTF has repeatedly said that hundreds of teachers and education workers have been laid off this year, including dozens of laid off OSSTF education workers who attended Question Period on October 28, 2019.
Minister Lecce tweeted, "203 days and counting...OSSTF has yet to make any significant moves at the table. It takes two to tango to keep kids in class"	@sflece 4:28 PM Dec 2, 2019	It's only been 62 days since we tabled our positions. They reflect what parents told the Ford government they want & they remain on the table to protect student learning.
Minister Stephen Lecce says they have made a major move on e-learning, decreasing mandatory e-learning credits from 4 to 2.	Queen's Park Press Conference, November 29, 2019	The government is still planning to make e-learning a mandatory graduation requirement.
Minister Stephen Lecce says that he has shown movement by reducing class sizes from 28 to 25.	Queen's Park Press Conference, November 29, 2019	The government is planning to increase class size averages from 22 to 25.
Minister Stephen Lecce says, "OSSTF has not accepted additional bargaining dates.."	Queen's Park Press Conference, November 29, 2019	The government hasn't offered any additional dates. <i>Note - after this statement was refuted, OSSTF/FEESO was offered and accepted four additional negotiating dates.</i>

<p>"We have made such significant moves to date. I would submit that at the tables, they are all sort of different, but I think the overwhelming or the overarching theme is that compensation is, not exclusively, but I would argue largely, the fault line here."</p>	<p>The John Oakley Show, November 26, 2019</p>	<p>None of our priorities have been decided at the table - not class sizes, not mandatory eLearning, not supports for students.</p>
<p>"They want [compensation] tied to cost of living, which means folks, tied to economic growth. So if you have a strong economic year, GDP's at 3 or 4 percent, that means they are requesting automatically a 3 or 4 percent increase."</p>	<p>The John Oakley Show, Global News, November 26, 2019</p>	<p>Cost of living is tied to the Consumer Price Index, not GDP. The government projects CPI increases of <math>\leq 2\%</math> per year, for the next 5 years.</p>
<p>On his push for mandatory e-learning courses, "The driver for me was listening to students."</p>	<p>Newstalk 1010, November 21, 2019</p>	<p>According to the 2019 Ontario Student Trustees' Association student survey, over 94% of respondents opposed making e-learning a mandatory requirement for graduation. See the full report under the bargaining for education.ca Research tab/Online Learning.</p>
<p>"We provided the same deal as we got with CUPE and they effectively sort of walked away from that deal."</p>	<p>Press Conference, November 21, 2019</p>	<p>They did not table the CUPE deal today and OSSTF/FEESO remained at negotiations all day. We asked them to table the CUPE deal to start discussions and they declined to do so.</p>
<p>"The government is making moves, being reasonable, trying to be constructive to keep kids in class, and on the very day, for example with OSSTF, I announced that we're reducing class sizes from the 28 provincialized average to 25, on that very day, Matt, like you can't make it up, they decide to escalate and to go toward another step toward strike action."</p>	<p>CFRA Radio (Ottawa) Interview, November 20, 2019</p>	<p>The class size average for 2018/19 was 22:1. This year, it has increased to 22.5:1. The Minister now wants to increase the class size average to 25:1. That is not a reduction.</p>
<p>"This government, under the leadership of this Premier, is spending more on public education than any government in the history of Ontario. Those are the facts."</p>	<p>Question Period, Nov 19, 2019</p>	<p>According to the Ministry of Education, spending has decreased by an average of \$54 per pupil compared to the 2018-19 school year.</p>
<p>"We're asking them to accept the same rate that every other public servant in this province is being asked, or requested to meet – that's 1%."</p>	<p>CBC Metro Morning, November 19, 2019</p>	<p>They aren't "asking" – The government passed Bill 124 - limiting public sector workers to a 1% maximum increase in compensation per year, except Ford's deputy ministers, who were given 14%.</p>
<p>"The teacher unions want closer to 2% or more, and I'm simply saying that will cost \$1.5 billion."</p>	<p>CBC Metro Morning, November 19, 2019</p>	<p>OSSTF/FEESO is proposing the introduction of Cost of Living Adjustments (COLA) into our collective agreements, keeping the real wage increase to zero.</p>
<p>"It is this government that hired nearly 200 psychologists and psychotherapists for secondary schools."</p>	<p>Question Period, Nov 18, 2019</p>	<p>At the same time, there has been a reduction of \$19.8M in funding, or the equivalent of 297 to 354 full-time education worker jobs.</p>
<p>"The government has proposed to reduce class sizes from the maximum average from 28 down to 25."</p>	<p>Press Conference October 24, 2019</p>	<p>The class size average for 2018/19 was 22:1. This year, it has increased to 22.5:1. The Minister now wants to increase the class size average to 25:1.</p>

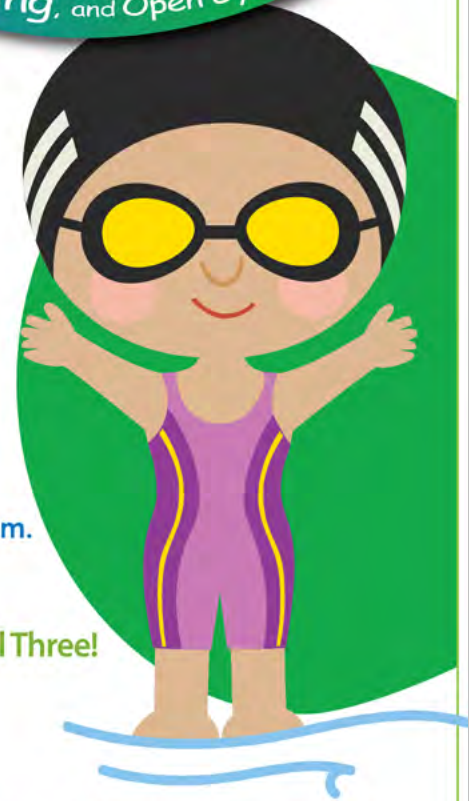


**FREE FOR MEMBERS!**  
**APRIL 25<sup>th</sup>, 2020**

# WellnessDay

Swimming, Skating, and Open Gym

at the  
**QUINTE**  
 SPORTS & WELLNESS CENTRE  
 265 CANNIFTON RD,  
 BELLEVILLE



**GYM: 2:00 – 5:00 p.m.**  
**SKATING: 2:00 – 3:00 p.m.**  
**POOL: 3:00 – 5:00 p.m.**

Participate in One Activity or All Three!



Brought to you by: ETFO-HP, HAPE-OTL, and OSSTF D29

**Family Passes will be available upon request from your Branch President in April**





# From the Desk of the District Officer

Michelle Dalrymple

**Deadline for applying for a personal leave or for submitting a retirement notice is March 31, 2020.** Members can contact the District Office for retirement related information, such as how to write/submit a resignation letter or how to cancel LTD coverage (if applicable).

**Deadline for Applying for a Special Circumstances Leave** ('not VLAP') of 5 days or less in order to have your pay smoothed – **June 30, 2020**

## WORKLOAD

Official count date, as per our Collective Agreement, is February 28. Please speak to your Staffing Representative with any questions or concerns.

The Joint Staffing Committee was to meet on **March 5<sup>th</sup>** to look at workload (class sizes), but this meeting has been cancelled due to the scheduled job action and will need to be rescheduled ASAP. Please let your staffing rep know if you have classes over the cap/flex.

## FROM YOUR COLLECTIVE AGREEMENT – DID YOU KNOW?

- L57.04 In the matter of staffing, the School Staff Advisory Committee shall:
  - L57.04.01 have access to the calculations of the school's staffing needs in accordance with the staffing formula;
  - L57.04.02 review the allocation to the school by the Joint Staffing Committee of the secondary system's sections for Classroom Teachers, including non-credit Special Education and Guidance and Library Teachers for the school year and provide feedback to the Joint Staffing Committee on the matter;
  - L57.04.03 provide input to the Principal with respect to the preliminary and final allocation of the school's sections;

School Staff Advisory Committees are to be involved at every step of the staffing process. While department heads have responsibility for advocating for the needs of individual departments, SAC members play an important role in ensuring fair and equitable distribution of staffing that meets the needs of the whole school.

## Early Progress/Anecdotal Reports

Early progress reports are due at schools, and with days missed due to both job action and to the usual spate of inclement weather days, assessments may be based on quite limited information.

Members are reminded that Early progress reports are **NOT** an official report card, so there is no need to make them look the same or to include marks. Members are required to comment on three of six learning skills either with "Meeting Expectations" or "Not Yet Met", but fill in the other three with "Not Applicable Yet".

Anecdotal comments are limited to the learning skills as well, so references to poor attendance or behaviour-related comments (lack of self-regulation) are acceptable. These things can affect a student's progress and eventual success.



### FEBRUARY

- 4 — Quinte Labour Council
- 5 — Council
- 17 — Family Day Holiday
- 19 — Health & Safety
- 24 — PAC/Ed. Services/SW/HR
- 26 — Executive

### MARCH

- 3 — Quinte Labour Council
- 4 — Council
- 13-16 — AMPA
- 25 — Executive
- 30 — PAC

# DISTRICT 29 ANNUAL GENERAL MEETING

**MAY 14, 2020**  
**4:30 P.M.**

**BELLEVILLE BANQUET CENTRE**  
**SAVE THE DATE**





# OTIP Contest and Bursary Information

## "Giving Back"

<https://www.otip.com/Why-OTIP/Giving-Back>

**Deadline for Submission**

OTIP Support Staff Worker Awards	<a href="https://www.otip.com/Why-OTIP/Giving-Back/Support-Staff-Award">https://www.otip.com/Why-OTIP/Giving-Back/Support-Staff-Award</a>	May 1, 2020
OTIP Teaching Awards	<a href="https://www.otip.com/Why-OTIP/Giving-Back/Teaching-Awards">https://www.otip.com/Why-OTIP/Giving-Back/Teaching-Awards</a>	March 31, 2020
Sponsorship of School Projects and Initiatives	<a href="https://www.otip.com/Why-OTIP/Giving-Back/School-Project">https://www.otip.com/Why-OTIP/Giving-Back/School-Project</a>	March 31, 2020
OTIP Bursary Program	<a href="https://www.otip.com/Why-OTIP/Giving-Back/Bursaries">https://www.otip.com/Why-OTIP/Giving-Back/Bursaries</a>	June 15, 2020



**IF I'M NOT AT FAULT  
IN A CAR ACCIDENT,  
DO I HAVE  
TO PAY MY  
DEDUCTIBLE?**



If you're in a car accident and your insurance provider determines that you were not at fault, one of the first questions you probably have is "If it wasn't my fault, do I have to pay a deductible?" Although each situation is unique and there is no quick and easy answer, here are a few factors that can determine whether you will have to pay.

**For more information, visit [www.otipinsurance.com/article59](http://www.otipinsurance.com/article59).**

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OSSTF D29 Hastings-Prince Edward

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