



OUR SCHOOLS
OUR SCHOOLS
OUR FUTURE
OUR FUTURE
OUR STORY
OUR STORY



VOLUME 22 • ISSUE 2 • FEBRUARY 2022

CONNECTIONS

District 29 OSSTF Hastings-Prince Edward

February 22, 2022

VIA E-MAIL: stephen.lecce@pc.ola.org

The Honorable Stephen Lecce, Minister of Education
Ministry of Education
5th floor, 438 University Avenue
Toronto, ON M5G 2K8

Dear Minister Lecce

We are writing on behalf of 200,000 educators in Ontario's publicly funded education system to offer our expertise and service as the government prepares to implement de-streaming in Ontario schools.

As the organizations representing Ontario teachers, education workers, and other school staff, we remain deeply committed to eliminating racism, discrimination, and all systemic barriers in our schools and society. We acknowledge the varied and systemic ways that inequalities are produced and re-produced in our social institutions, and will continue to advocate for, and support, efforts to address inequities in our classrooms, our publicly funded education system, and our broader communities.

To this end, the government's announcement on November 10 that the Grade 9 curriculum would be de-streamed starting in the 2022-23 school year presents a welcomed and unique opportunity. We have been raising concerns for many years about how streaming has led to students being "labelled," creating barriers for them along their educational journey. We appreciate that the government has acknowledged these factors.

However, announcing an end to streaming is only a first step in this process. The government cannot simply tick a box, change course codes, and assume their work is done. Without proper consideration or investment to address the many issues at a systemic level, the transition to a de-streamed curriculum could inadvertently exacerbate existing problems and prove counterproductive to improving equity and diversity in Ontario's publicly funded schools. This would do a disservice to students and risk jeopardizing the success of any de-streaming efforts.

As the front-line educators in Ontario's publicly funded education system, we are acutely aware of the need to take a comprehensive and holistic approach to implementing de-streaming in a way that involves meaningful collaboration with education experts and community stakeholders and establishes a robust suite of resources and supports for students and educators. We are best situated to provide expertise on the structural, pedagogical, and cultural changes that will be necessary to address in order to realize the vision of a de-streamed curriculum.

Important Benefits Reminder for Part-Time Teachers

On page A-9 of our collective agreement, under the Central Terms, Occasional Teachers with the HPEDSB may be eligible for up to 75% (max. \$3980) of payments made for participation in a benefits plan. Occasional teachers who worked 60 full time equivalent days for the Board in the previous school year and who remain available to teach 60 full time equivalent days in the current year are eligible. You can access an electronic copy of our collective agreement from our local website: d29.osstf.ca



If you meet the eligibility criteria above, and are now on a part-time permanent contract paying benefits, or an eligible LTO (90 days or more) with part-time status, you may be eligible for reimbursement of some of these costs as noted above. You would submit your payment receipt to the board and they should reimburse you as agreed to in the contract.

Part-time contractual increases

When contract teaching vacancies occur, the first step to fill these vacancies is to look at teachers who have been placed on the surplus/recall list. After that, we have negotiated into our collective agreement language that allows teacher with part time fte status to increase their contractual entitlement. This language does not exist in many school boards, leaving many of these part time teachers with uncertainty about future increases, and some without ever gaining full contract status. The staffing process that we follow here, in compliance with our contract language, works in order of seniority and matches qualifications to school needs. The needs of each school are determined in consultation with School Staff Advisory Committees. With a number of retirements submitted for June 2022, it is likely that there will be contract vacancies in the spring when the JSC begins staffing for September 2022. This is assuming we don't see a significant decline in enrollment, or another reduction in staffing levels imposed by the government.

Provincial and Municipal Elections

For the past two years our schools, and our members, have been in survival mode. This has primarily been due to the constantly changing landscape and expectations presented by COVID-19. Other significant underlying factors, however, do exist. The reduction in staffing levels and corresponding increase in class size maximums that resulted from the last round of government cuts to education can not be ignored. Nor should the government's move away from collaboration and meaningful dialogue on emerging educational issues.

During this spring and fall we will participate in the provincial and municipal elections, and begin another round of collective bargaining. Both of these events will have an impact on the working lives of teachers and education workers. The elected government has enormous influence on both education funding and policy. Collective bargaining allows OSSTF to negotiate our working conditions from a position of strength relative to when we are not in a recognized period of negotiations.

OSSTF District 29 is preparing for both the upcoming elections and negotiations. To be successful, we will need the support of our membership. We ask that you take time to read related information from OSSTF, and that you consider volunteering time to support some of the work that is being done.



OSSTF/FEESO conducts an Annual Meeting of the Provincial Assembly (AMPA) with representatives from all its bargaining units each March in Toronto. The Provincial Assembly is the supreme legislative body of OSSTF/FEESO. It is responsible for establishing and amending Federation policies, procedures, bylaws, constitutions, budgets, the Strategic Action Plan, pass motions, adopt the OSSTF/FEESO budget, and electing the Provincial Executive and OTF Board of Governors.

Due to the continuing uncertainty surrounding the COVID-19 pandemic, related restrictions, and with an abundance of caution, the Provincial Executive has made the decision to move the Annual Meeting of the Provincial Assembly (AMPA), scheduled for Saturday, March 12, 2022 to Monday, March 14, 2022 to an online delivery model to protect the health and safety of all participants.

Representing D29 T/OT at the virtual AMPA 2022 will be *Scott Marshall, Michelle Dalrymple, Andrew Wachner, Kendra Kilpatrick, Chip Gillis, and Steve Everhardus.*



OTPP *Pension Planning and Retirement*
WEBINAR WORKSHOPS

Whether you are fifteen years from retirement or a few months away, you will discover common sense financial strategies & retirement planning ideas.

Tuesday, May 24th, 2022

4:30-5:45 p.m.

<https://attendee.gotowebinar.com/register/3111237894079000076>



Members will also be able to request a meeting to speak privately with an EFG financial specialist assigned to their region when they complete the survey, or they can submit a request through the following web link: <https://educatorsfinancialgroup.ca>

D29 POLITICAL ACTION COMMITTEE

2021-2023 Committee Members:

Jason Bremner (CSS/Officer), Peter Johnson (PECI), Adam Gibson (BSS/CHAIR), Steve Everhardus (BSS/Executive Liaison), and Scott Marshall (D29 President)

Our Responsibilities:

- To provide advice and assistance to the District Executive in relation to lobbying governments and political parties on matter of concern to the Federation;
- To advise District Executive and Council on matters concerning political activity at the regional and local levels;
- To liaise with and organize actions with other interest groups to deal with areas of mutual concern, subject to the prior approval of the District Executive.

The PAC committee has been busy preparing for both the June 2nd provincial election and the October municipal election of trustees. PAC has been developing a preparatory package for prospective trustees to inform them of the duties of the job and how to apply. We are in the process of approaching prospective trustees who might run in the fall election as supporters of public education. We have also been in contact with provincial office to best prepare for the coming provincial election. We will be meeting with candidates in both the Bay of Quinte and Hastings-Lennox-Addington Ridings to determine their support of OSSTF's platform for the upcoming election. We will then offer report cards on each candidate to inform members before the election.



PAC still needs representation from many of the branches, as we currently are only represented by Centennial and Bayside. Members are encouraged to contact Scott Marshall or myself to see how they can be of support.

Adam Gibson, PAC Chair

TAMPON TUESDAY



Every Tuesday from now until the end of the school year is **TAMPON TUESDAY**. Please either make a small monetary donation or a donation of feminine hygiene products every Tuesday. You can either put your donation in the designated area at your school or give it directly to your school branch Status of Women committee member.

Thank you for your support, D29 Status of Women Committee

LEASING VS. BUYING A CAR: WHAT'S BEST FOR ME?



Both leasing and buying have their benefits and drawbacks, so the right choice all depends on your budget, driving needs and lifestyle. We've outlined some of the key factors to consider when deciding between leasing versus buying your next vehicle to help you determine which option is best for you.

Read more at www.otip.com/article135

Educators
FINANCIAL GROUP



PLANNING



INVESTING



BORROWING

The RRSP contribution deadline is March 1!

Make the most of your RRSP contribution room by the deadline. Do you want to know the key information regarding your RRSP and contributions?

Educators Financial Group can help you get organized for the RRSP deadline. We can educate you about:

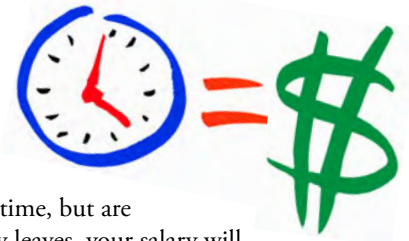
- Your individual maximum RRSP contribution limit for the 2021 tax year.
- Making life (*and investing*) easier by automating your RRSP contributions.
- Contributing to your RRSP now and consider saving your deductions until next year.
- How a RRSP strategy can complement your pension.

Get real educator-specific advice, and real value!

Contact us at [1.800.263.9541](tel:18002639541) or go to:

<https://www.educatorsfinancialgroup.ca/affiliate/F2202/get-started>

How to Read Your Pay Cheque — For Contract Teachers and OT's working in an LTO



It is great to see money come into your bank account every two weeks, but it is important to ensure that you are being paid correctly. You can access your pay slips at anytime through SEMS. You will be paid 27 times annually for 2021-2022 and 2022-2023 (*starting in August 2023 for the 2023-2024 school year, it will return to the normal 26 weeks of pay*). This is not based on the number of days you teach during that time, but are distributed evenly so that you will still get paid during holidays and summer months. If you have taken any leaves, your salary will be reconciled to reflect that.

Before you begin to analyze the numbers you find, dig out your OSSTF Collective Agreement and turn to the page that outlines the salary grid. Determine where you fall based on your years of teaching experience. Also pay attention to what qualifications you have so you know your category rating. To calculate your biweekly pay, you will look at your annual salary and divide by 27 (*or 26 see above*). Any allowances above this such as for a masters degree will also be divided by 27 (*or 26 see above*).

You will notice certain deductions on your pay stubs. Every January there will be the annual *Ontario College of Teachers* fee. You will also receive deductions every pay for pension, employment insurance, and union dues. Employment Insurance and Canadian Pension Plan can max out so near the end of the year, these may disappear and restart again in January.

It is wise to make it a habit to check your pay stub at least once each year. Payroll can make mistakes and when they are found quickly, it is easier to correct. If you have any questions you can contact the Payroll Department at: pb.service@hpedsb.on.ca or by calling 613-966-1170 ext. 62419.

IMPORTANT CALCULATIONS TO KNOW

FROM HPEDSB
WEBSITE



CALCULATING YOUR ANNUALIZED SALARY

= *Placement on the Salary Grid x Current FTE*

Example: Teacher holds a rating of A4/S4 with 10 years of teaching experience and works 194/194 days this school year. This year they are working an FTE of 0.85 (85%).

Annualized Salary = \$103,008 x 0.85
= \$87,556.80

CALCULATING YOUR BI-WEEKLY INSTALLMENT (using the example above)

= *Annualized Salary / 26 OR 27*

In most years we will divide this annualized salary over 26 installment pays
= \$87,556.80 / 26
= \$3,367.57 Gross Bi-weekly Pay

As mentioned in the NOTE above, during 2021/2022 & 2022/2023 school years, we will pay installments over 27 pay periods
= \$87,556.80 / 27
= \$3,242.84 Gross Bi-Weekly Pay

This Bi-Weekly installment amount will appear as your GROSS Regular Teaching/Regular LTO pay amount on your bi-weekly pay statement

CALCULATING YOUR DAILY RATE OF PAY

We determine your daily rate of pay for the following reasons

1. Unpaid Days
2. Pro-Rating Salary Earned Due to:
 - a. Start date after the first day of school
 - b. Retirement/Resignation before end of school year
 - c. Leaves of Absence part way through a school year
 - d. Return to Work part way through the school year
 - e. Changes in FTE throughout the year

For these reasons, we urge you to **immediately convene a De-streaming Implementation Work Group**. This multi-stakeholder work group should inform, develop, and monitor a robust implementation strategy. In addition to government officials, this work group should involve people from different regions of the province and include representatives from:

- teacher and education worker unions;
- principals and trustee associations;
- parent groups;
- student organizations;
- community advocacy groups.

Ontario's classrooms are among the most diverse in the world. Every student deserves the opportunity to realize their potential and de-streaming can play an important role in realizing this objective. In order to achieve real results, to move beyond exercises in performative equity, we must bring to bear a range of experiences and perspectives. Our students deserve nothing less. We look forward to hearing from you about establishing a **De-streaming Implementation Work Group**.

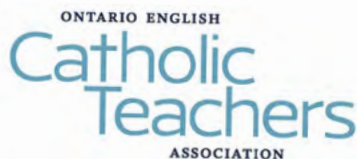
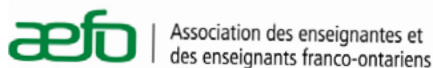
Yours truly,

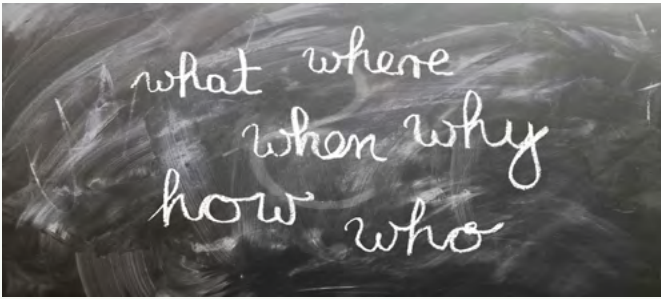
Karen Brown, President
Elementary Teachers' Federation of Ontario

Barb Dobrowolski, President
Ontario English Catholic Teachers' Association

Karen Littlewood, President
Ontario Secondary School Teachers' Federation

Anne Vinet-Roy, présidente
Association des enseignantes et des enseignants franco-ontariens





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 will be meeting to look at workload. Please let your staffing representative 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.

Changes to Number of Working Days for Retirees

Retirees can now work 95 days in a year without affecting their pensions, up from the previous 50.

Contract Maintenance

The District Office has resolved outstanding grievances on Deducting Sick Leave for Quarantine and Section Allocation, as well as an individual grievance. These resolutions are important in the protection of our contract language.



DISTRICT 29
ANNUAL GENERAL MEETING

MAY 12th, 2022

LOCATION TBD

SAVE THE DATE

Correction To: Volume 22, Issue 1 of CONNECTIONS

Category B–1: Visual, Intermediate, 9–10
Suneet Bains (NHHS), “Our Moment in Time”
(Teacher: Leaf Worsley)



AND THE LAST WORD BELONGS TO:



International Women's Day March 8th

#BreakTheBias

<https://www.internationalwomensday.com/Theme>

International Women's Day is marked every year on March 8th. Born during the early struggles for women's equality, it has had two main goals over the years; to celebrate the achievements of women and to underscore the necessity for continued work to maintain and extend equality rights. Gradually the emphasis has shifted more to the first goal, and today the celebration has become a truly global day of recognition, spanning both the developed and developing worlds.



Certainly Canadian women have much to celebrate. Equality is enshrined in our Charter of Rights and Freedoms. Women participate in higher education in greater numbers than men, while women's presence in the labour force continues to grow. We should not make the mistake, however, of thinking we have achieved complete equality. A growing gender wage gap, higher rates of poverty and violence affecting women, particularly among indigenous women, and inadequate representation of women in leadership roles underline the fact that there is still much to do.



The time has come for Canadian women to return to the second goal of International Women's Day and take action, both to protect our achievements and to extend equality benefits to those women in Canada who do not fully enjoy them. The theme of International Women's Day 2022 is #BreakTheBias, and it invites us to consider the intersecting impacts that class, race, ethnicity, religion and sexual orientation may have on women's fight for equality.



By calling out gender bias, discrimination and stereotyping when we see them, we can #BreakTheBias in our communities, workplaces and schools and, in doing so, forge a more diverse, equitable and inclusive Canada.



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