

OUR SCHOOLS
OUR FUTURE
OUR STORY



VOLUME 19 • ISSUE 3 • MARCH 2019

CONNECTIONS

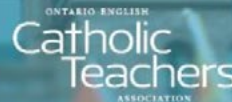
District 29 OSSTF Hastings-Prince Edward

RALLY for Education

Saturday, April 6
NOON



Association des enseignantes et
des enseignants franco-ontariens



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On April 6th Educators and concerned citizens from across Ontario will be participating in a rally at Queen's Park to oppose the cuts to education announced by the Ford Government. This rally is a very important event in our campaign to protect our schools. All OSSTF District 29 members are encouraged to attend so that your voices are heard. Family and friends are welcome to join us on the buses that we will have travelling from our communities to Queen's Park. If you have not yet registered follow this [link](#)

Local Campaign



MPP for Bay of Quinte is **Todd Smith**
phone: 613-962-1144
email: Todd.Smithco@pc.ola.org

MPP for Hastings-Lennox and Addington is **Daryl Kramp**
phone: 343-600-3310 or **Toll Free:** 855-229-6676
email: daryl.kramp@pc.ola.org

The impact of government cuts on OSSTF District 29

The announced change to the formula that generates teachers based upon student enrollment (from 22:1 to 28:1) will result in the loss of a significant number of full time teaching positions in our local. Additional positions will be lost with cuts to funding that supported student success and special education programming. Centralizing e-learning will further move teaching jobs out of our district. With all of these losses go the sections assigned to those teachers, their subject specific expertise that can not be replaced, and the volunteer commitments that they offered through their work. Those who remain will be in a teaching and learning environment without appropriate staffing for success.

What this means for students

The magnitude of the cuts announced by the Conservative Government will turn the teaching and learning environment in our schools upside down. Class size caps will balloon, smaller programs will be eliminated, subject specific qualifications lost due to retirement will not be replaced, at risk students will lose supports, and fewer adults in the building will mean that the program losses will expand well beyond the classroom. It is very likely that we will see support staff losses in addition to the loss of teaching positions.

Local Staffing

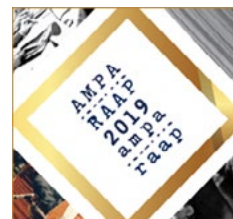
April 17th is the date that OSSTF D29 will receive projected enrollment numbers and corresponding staffing from our board. Our contract language is clear that 22:1 is the generator to be used to generate staffing for the system. The government has announced funding will be based upon a generator of 28:1. The April 17th staffing date will be a telling day for our local and the boards staffing plans for September of 2019.

Collective Agreement Matters

The local Collective Agreement that we have expires at the end of August 2019. If we have not settled on a new collective agreement with the board, through collective bargaining, the terms of the expired agreement will "live on" until such an agreement is reached, or we enter conciliation which puts us in a legal position to strike and boards in a position to change the terms and conditions. The cuts announced by the government have set up a near impossible task for locals to reach new collective agreements with their employers.

What can I do:

1. Be engaged – pay attention to all messaging coming to you from OSSTF and participate in events that are planned to fight against the announced cuts.
2. Use the summary documents provided by OSSTF to raise awareness in your community about the impact of these cuts on secondary programming.
3. Share the local OSSTF parent council document with all members of your school parent council.
4. Contact your local MPP to let them know your concerns about the cuts to education
5. Join colleagues and friends at the Rally for Education on April 6th.
6. Stay united – the pressures of the campaign ahead of us will increase dramatically and we must stand together as the pressure builds.



AMPA

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.

Over 500 delegates from across the province attended AMPA 2019 at the Sheraton Centre Hotel Toronto from March 8–11, 2019, to pass motions, vote on policies, and adopt the OSSTF/FEESO budget.

2019 D29 AMPA Delegates:

Scott Marshall, Andrew Wachner, Chip Gillis, Kendra Kilpatrick, Doug Isaak, Jason Bremner, and Michelle Dalrymple.



DISTRICT 29 ANNUAL MEETING

MAY 9, 2019 4:30 P.M.

BELLEVILLE BANQUET CENTRE

Bylaw 9

- There shall be a District Annual Meeting held prior to May 15
- Notice of the date of the District Annual Meeting shall be given in writing to the Branch President at least six (6) weeks prior to the date of the meeting
- Branch Presidents shall communicate the date of the District Annual Meeting to the members of their Branches

Article 18 – Amendments

- 18.1 Amendment to the Constitution and Bylaws may be made at a District Annual Meeting by a two-thirds (2/3) majority vote of the members present, qualified to vote and voting, provided that the members have received the amendments in writing at least four (4) full weeks prior to the meeting.
- 18.1.1 Amendments to qualify for a two-thirds (2/3) majority vote may be submitted to the District Officer by the District Executive, the District Council, or any two members at least 30 days prior to the District Annual Meeting.
- 18.2 Amendment to the Constitution and Bylaws may be made at a District Annual Meeting by a nine-tenths (9/10) vote of the members present, qualified to vote and voting, where sufficient notice has not been given under Article 15.
- 18.3 Interim Bylaws and /or Interim Amendments to the Bylaws may be made by District Council:
- 18.3.1 by a three-quarters (3/4) majority vote of the members present, qualified to vote and voting provided that such notice of motion was given on or before the date of the previous District Council meeting;
- 18.3.2 by a nine-tenths (9/10) majority vote of the members qualified to vote and voting, previous notice as in 18.3.1 not having been given;
- 18.3.3 Any Interim Bylaws and/or Interim Amendments to Bylaws shall be ratified, rescinded or amended at the next District Annual Meeting.

Article 7 – Local Levy

- Local dues shall be determined by resolution at the District Annual Meeting

Pre-Bill 100 protest
December 1973
Queen's Park



Pension Rally
April 1989
Hamilton

Bill 160 protest
October 1997
Belleville



Bill 74 protest
June 1, 2000
Queen's Park

KYP Rally
2004



D12 Rally
2009
Toronto

Bill 115 protest
and Solidarity in
Education Rally
Nov. 12, 2012



OFL Rally
Jan. 26, 2013
Toronto

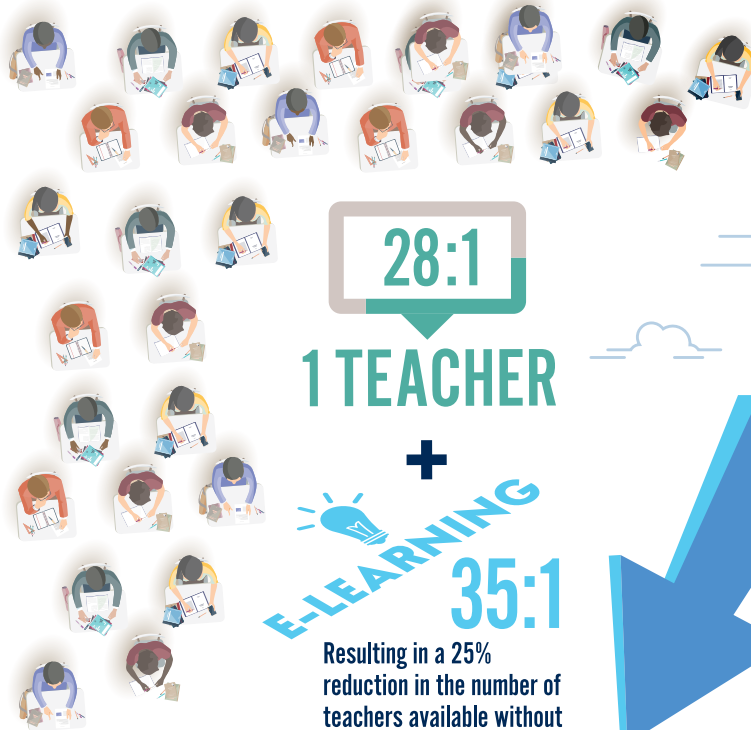
No Cuts to
Education Rally
Feb. 8, 2019
Belleville





HOW FORD'S CUTS

will impact our publicly-funded school system



28:1

1 TEACHER

+

E-LEARNING
35:1

Resulting in a 25%
reduction in the number of
teachers available without
removing a single student.

=

A change that would result in over **\$700 MILLION**
in known cuts to secondary education.

How will this impact our students?
LESS AVAILABLE TIME FOR EACH STUDENT
FEWER ADULTS IN OUR SCHOOLS
CROWDED CLASSROOMS
CLOSING OF PROGRAMS



Moving the funding of the average class size in Ontario's secondary schools from 22 students up to 28 students for every 1 secondary teacher and e-learning funded at 35:1 will result in the **CUTTING OF OVER 1/4 OF CURRENT CLASSES** from the system.



THE TRUTH

on education cuts

On March 15, 2019, the Ministry announced devastating cuts to Ontario's public education system. However thus far, they have refused to provide any details or formulas for those changes, and we are unable to project the final impact at this time. The following are minimum estimates of the impact of these cuts.

THE PUPIL FOUNDATION GRANT

The pupil foundation grant, in part, funds classroom teachers. The intermediate senior portion of this grant was cut by 20%. This cut includes moving average class sizes from 22:1 to 28:1 in Ontario public high schools and 35:1 for e-learning classes.

This will result in the removal of over 5,700 OSSTF/FEESO secondary school teacher positions, which will result in the removal of over 34,000 classes. To put this in context, one in every four classes would be eliminated from Ontario's secondary schools. This will also necessitate the removal of student course choice as school boards will be forced to cancel programs to meet these cuts. The Education Minister keeps repeating that, "no one will lose their job" and this may be true in terms of actual layoffs, but our students will lose their teachers through attrition and leaves.

SECONDARY PROGRAMMING GRANT

Also included in this cut is the removal of the Secondary Programming Grant. This grant was for staffing that was originally negotiated to provide extra supports for students through the hiring of student success teachers. These teachers work with our most vulnerable students on a day-to-day basis and contribute to Ontario's high graduation rate.

LOCAL PRIORITIES FUND

Also ending in August is the Local Priorities Fund. This allowed for the hiring of 219 teachers of which 91 were earmarked for special education. This represents a total of 1314 classes that will have to be closed of which 546 were in the area of special education.

Included in the Local Priorities Fund are support staff positions in the range of 298 to 354 members. Again 186 to 242 of these positions were to be used exclusively in Special Education. They provide essential supports for these students to be able to succeed in high school. These positions would include: educational assistants, social workers, behavioural assistants, and ABA trained staff among others. OSSTF/FEESO negotiated these positions in response to the need in the system for more support for our students.

There were numerous other cuts that were announced on March 15, that we cannot calculate the exact impact of yet. Of greatest concern are the removal of \$36.1 million from the Cost Adjustment Allocation and the adjustment to the School Facility Operations and Renewal Grant. School Boards will be forced to make even deeper cuts of support staff to make up for this cut.



OSSTF D29 UnPACked

A discussion for young and old interested in political questions that affect (and don't affect) members in District 29 OSSTF.

<https://anchor.fm/district-29-pac>
D29 UnPACked: Segment 4.1 Episode 4 ...



The Cuts Unveiled

Adam Gibson, Chris Masterson, and Jason Bremner discuss the Ford government's proposed cuts released over the March Break. Scott Marshall joins to talk about the local efforts to fight back, and the April 6th Queen's Park rally.

Subscribe to our podcast on iTunes!

ONTARIO'S INSURANCE INDUSTRY ENTERS HARD MARKET



If you are shopping for car or home insurance, chances are you may have heard that Ontario is now entering what industry veterans refer to as a 'hard market'.

It is a challenging cycle

that comes about every six to eight years that can lead to higher insurance premiums and stricter underwriting practices.

To learn more, visit www.otipinsurance.com/article35

APRIL 27th, 2019

WellnessDay

Swimming, Skating, Open Gym, and Yoga

at the
QUINTE
SPORTS & WELLNESS CENTRE
265 CANNIFTON RD.
BELLEVILLE

Participate in One Activity or All Four!

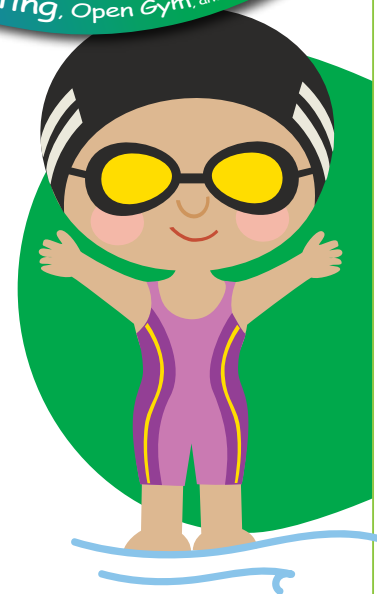
SKATING: 2:00 – 3:00 p.m.

GYM: 2:00 – 5:00 p.m.

POOL: 3:00 – 5:00 p.m.

YOGA: 2:00 – 3:00 p.m.
(Adults only)

Pre-Registration is required for Yoga:
RSVP to Sandy at: osstf29@hotmail.com



FREE FOR MEMBERS!

Family Passes are available upon request from your Branch President

OSSTF Occasional Teachers:
please contact your School Branch President or the District Office

Picture yourself sailing away on a Caribbean cruise!

ENTER OTIP'S SAIL AWAY CONTEST AND BE ENTERED TO WIN A CRUISE FOR 2!

Plus, additional prizes are also available to be won.

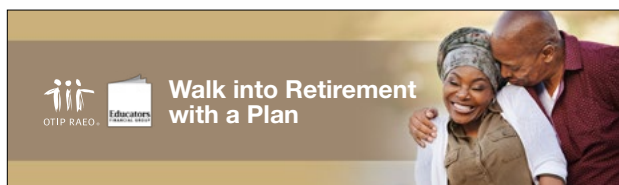
ENTER HERE: <https://bit.ly/2Lit9LX> #OTIPUpdate





Information for Members Retiring

Benefits coverage ends on the **date of retirement**. Retirees will need to secure their own benefits at this time. The Board will also disconnect HPEDSB email right away.



Members who have submitted their retirement letter or who qualify for a 60% unreduced pension may choose to cancel their LTD coverage. Cancellation is managed by OSSTF. Please contact the District Office for more information and the cancellation forms.

Important Staffing Deadlines

March 31st
Members intending to retire effective June 30th or August 31st should submit their notice in writing by this date. In order to request **x/y leave** in which the y counts begin September 2019, you should have your letter in by this date.

Retiring in the next five years?

Have questions about retirement benefits and finances?

OTIP, Educators and your local union invite you to attend the Walk into Retirement with a Plan workshop.

During this workshop, you'll learn about:

- Retirement benefits for life – discover why OTIP is now the leading choice for plan flexibility regarding retirement health, dental and travel benefits
- Your Pension – Let Educators help you understand your OTTP and/or OMERS
- Other sources of retirement revenue, including CPP and OAS

This complimentary workshop is open only to members and spouses. A light dinner will be served. Please note any dietary requirements at time of registration.

Date:	April 29, 2019
Time:	4:30 - 7:30 p.m.
Location:	Travelodge 11 Bay Bridge Rd. Belleville

Register online at: www.otip.com/events

Deadline to request a full/partial **leave** for the upcoming school year. Contact the District Office if this is a possible need/wish for you in 2018-19.

April 17th

Preliminary Teaching Staff Calculations for Secondary Schools shall be shared with OSSTF. Joint Staffing Committee meets to deploy staff based on credit profile

May 3rd

School needs posted If necessary, surplus teachers meet with HR at Ed. Centre.

May 17th

In order to put your name on the **Voluntary Mobility** list, you should have completed the [form](#) and notified your administration on/by this date (form available at d29.osstf.ca).

Contact the District Office with any questions/concerns. A new application is necessary each year.

May 21-24

Mobility Week - JSC meets to discuss, then finalize mobility and transfer moves.



NOMINATE THE
ALL-STAR ON
YOUR TEAM



Nominations for the 2018/2019 OTIP Support Staff Worker Awards are open until May 15!

Nominate the all-star on your team today
<https://bit.ly/2IZ2cHR> #OTIPUpdate



MARCH

- 5 — Quinte Labour Council
- 6 — Council
- 20 — Collective Bargaining Committee
- 25 — Political Action Committee
- 27 — Executive

APRIL

- 2 — Quinte Labour Council
- 3 — Council
- 10 — CBC/Health & Safety
- 15 — Status of Women/Human Rights
- 29 — Political Action Committee/Educational Services
- 24 — Executive

AND THE LAST WORD BELONGS TO:



Message to Members of OSSTF/FEESO from President Harvey Bischof – March 22, 2019

My name is Harvey Bischof and I'm the President of OSSTF/FEESO. I want to take a few minutes to talk about the circumstances in which we now find ourselves.

Before last week, we had already seen the Ford government slash funds from publicly funded education in a variety of ways. This included the so-called university tuition fee cut which reduced the funding to those institutions while transferring more of the cost to university students themselves. We collectively stand behind our university support staff members whose jobs may be put at risk when their employers' revenue is reduced. Most recently, Friday, March 15 was perhaps

the bleakest day in Ontario education history, with the release of Minister of Education Lisa Thompson's devastating announcement about the Ford government's intention to slash over \$700 Million from the province's secondary school budget.

We know the effect of that announcement is to eliminate at least 25% of our teacher positions over four years. We know, because the government is attacking the average class size, that some and perhaps many classes could easily balloon to 40 or 45 students if there is going to be the continuation of any smaller programs. 34,000 classes will be cut across the province under this proposal.

Because of the vagueness of the government's announcement, the impact on support staff jobs is less clear but we do know that when school boards see funding lines cut, support staff positions are often jeopardized. This is equally concerning to us, especially at a time when many more students in our classrooms absolutely require the additional supports that our members provide.

We have been attempting sincerely, since their election, to reach out to this government to provide them with meaningful advice about how to improve the education system. They have clearly refused to heed the voices of front line workers who are the real foundation of Ontario's excellent education system. In keeping with this approach, Minister of Education Lisa Thompson has only seen fit to meet with me once for 30 minutes back in October despite the radical and destructive changes she's proposing.

We have also been preparing in other ways, though. I urge you to visit hereforstudents.ca to see one aspect of our ongoing media campaign to support quality publicly funded education from Junior Kindergarten to University.

On March 28, we will meet with local leaders of bargaining units operating under the School Boards Collective Bargaining Act to present a draft negotiating brief and also to discuss negotiating strategy. I believe that local leaders will see that we are leaving no stone unturned in our efforts to defend the membership and the education system.

But, in the end, the union is not the leadership at either the provincial or local level. The union is, in fact, the collective body of members, working in solidarity with one another to defend each others' interests. An active and engaged membership is our greatest defense in fending off these outrageous government attacks on our work. As leaders, we will do everything we can to establish strategies that channel your energies, commitment, and activism productively. We will build alliances and work with our friends in education, labour, and civil society. We ask you, as members, to step up in these most difficult times.

One opportunity to do so will be at the Rally for Education being held on April 6th at Queen's Park. There will be more.

As we resist this latest round of assaults on Ontario's education system, we need to remember that no one can guarantee us victory. We cannot say that the reason we fight is that we know we will win. Governments are powerful, even when they are grotesquely misguided in their intentions. But we can say that the refusal to fight, that capitulation to this effort to cheapen and demean education, would be unworthy of us as educators who care for our students' and colleagues' well-being. We can say that the fight itself is worth it. And that our goal will always remain to win everything we can by resisting.

Please stay informed and active in the coming weeks and months. There will be many opportunities to be engaged. We have faced tough times in the past and we will again. But when this current storm passes, we must be in a position to say, we did everything we could to defend our students and ourselves from these latest barbarians at our schools' gates.

http://www.osstf.on.ca/en-CA/news/video_press-conference-with-osstf-feeso-president-on-mar-20-2019.aspx



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