

OUR SCHOOLS
OUR FUTURE
OUR STORY



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District 29 OSSTF Hastings-Prince Edward

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TEACHERS, OCCASIONAL TEACHERS, AND PSSP MEMBERS ANNUAL GENERAL MEETING

"THE GRAND" 70 HARDER DR. BELLEVILLE



EVERY WOMAN COUNTS

It's a reminder that all women, from all ages and walks of life, have a place in every aspect of Canadian society, including in the economic, social and democratic spheres.

Let's celebrate the successful women around us, reminding today's youth and girls that their dream is within reach.

For more information and social media toolkit visit: [Government of Canada](https://www.governmentofcanada.ca).

www.d29.osstf.ca

CONSTITUTION AND BYLAWS

OSSTF DISTRICT 29 HASTINGS-PRINCE EDWARD

BY-LAW 3 MEETINGS

3.1 District Annual General Meeting

3.1.1 Structure

- 3.1.1.1 members of District 29 Hasting Prince Edward shall be given notice at least thirty (30) calendar days before the date of the meeting
- 3.1.1.2 agenda items from the units should be received in writing at the District Office no later than fifteen (15) calendar days prior to the meeting

BY-LAW 5 DISTRICT LEVY

5.1 Any district levy shall be based on a percentage of gross salary earned.

- 5.1.1 The approval of the District levy shall be done by secret ballot of all members.
- 5.1.2 The membership shall be notified in writing of the proposed change in the levy, thirty (30) days before the District Annual General Meeting
- 5.1.3 The notice should indicate the amount, the purpose, and other restrictions which may apply.
- 5.1.4 The levy shall be paid through the employer by direct deduction from regular paycheques.

ARTICLE 8 AMENDMENTS TO THE CONSTITUTION...

TEACHER/OCCASIONAL TEACHER BARGAINING UNIT

BY-LAW 9 MEETINGS

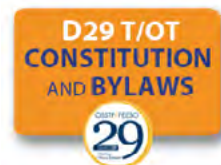
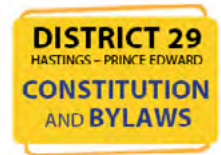
9.1 T/OTBU Annual Meeting

- 9.1.1 There shall be a T/OTBU Annual Meeting, held prior to May 15.
- 9.1.2 Notice of the date of the T/OTBU Annual Meeting shall be given in writing to the Branch Presidents at least six (6) weeks prior to the date of that meeting.
- 9.1.3 Branch Presidents shall communicate the date of the T/OTBU Annual Meeting to the members of their branches.
- 9.1.4 The T/OTBU Annual Meeting shall:
 - 9.1.4.1 ratify, rescind, or amend action taken by the T/OT Executive in the name of the Federation;
 - 9.1.4.2 receive the written annual reports of Officers and Committees;
 - 9.1.4.3 amend the Constitution and Bylaws in accordance with the provisions of the Constitution and Bylaws.
 - 9.1.4.4 approve the T/OTBU Budget for the next school year

ARTICLE 4 LOCAL LEVY

4.1 Local dues shall be determined by resolution at the T/OT Annual Meeting

ARTICLE 15 AMENDMENTS...



For the complete D29 Constitution and Bylaws go to: <http://www.d29.osstf.ca/Council.aspx>

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.

We continue to hear from members that they lack the resources, and in some cases the training, that they need to do their work.

Classes are too big in the face of the diversity of individual student needs, and there is a shortage of education workers in support roles, as well as a lack of support for schools from senior administration on issues of student discipline and outright violence. Added to this reality is workload creep in the form of increasing layers of administrative and accountability tasks, without any extra time allocated for them. Members feel as though they are expected to not only teach, but to be social workers and mental health experts as well.

The impact is seen by the office in higher rates of sick leave related to workplace stress, especially among the younger demographic and in increased contacts by experienced teachers, discouraged by the years of stagnant wages and declining job satisfaction, reaching out to look at early retirement options:

Perhaps of most alarm is the dissatisfaction expressed by our newest members - with jobs going unfilled and some members expressing doubt about continuing in education. Research conducted by the Canadian Teachers Federation highlights that as many as 40% of teachers will leave the profession in their first five years, with feelings of a lack of appreciation for their work far outweighing salary considerations.

Similar concerns are shared by our neighbouring Districts. Recruitment and retention issues abound and there is a feeling that school boards lack both the capacity and the will to address the issues raised by frontline workers.

On top of the low morale in our schools, it appears that the Ford government is deliberately starving the public education system from above, as part of its privatisation agenda and in contradiction of strong research showing a high rate of return for every dollar invested in public education.

Central bargaining is stalled although the government is sitting on unused funds. Anyone wondering what the future might contain need only look to the healthcare sector, where the Ford government is considering changes that support partial privatisation and the nurses are ramping up their efforts to protest the Government position and the difficulties they are having with negotiations. If the Ford Government successfully goes ahead with these changes, it is not unreasonable to expect to see a similar strategy employed in education.

CRA / Pre-AMPA

D29 will host this year's OSSTF Pre-AMPA meeting in Belleville March 3-4, 2023 along with D14, D15, D17, and D27. The Central Region Association (CRA) will take place at the Ramada Harbourview Hotel in Belleville. This meeting helps prepare delegates for the upcoming AMPA conference. Pre-AMPA discussions will be based on the proposed budget, annual action plan, and other important motions.

CENTRAL REGION ASSOCIATION

Hastings-Prince Edward

Kawartha Pine Ridge

Limestone

Simcoe

Trillium Lakelands

**AMPA/
2023
RAAP**

OSSTF/FEESO

**In-person
March 10 - March 13**

Annual Meeting of the Provincial
 Assembly D29 T/OT Delegates:
*Scott Marshall,
 Michelle Dalrymple,
 Kendra Kilpatrick,
 Chip Gillis,
 Eleanor MacNiven, and
 Amanda Watson.*

This meeting is responsible for establishing and amending Federation policies, procedures, bylaws, constitutions, budgets, and the Strategic Action Plan, passing motions, adopting the OSSTF/FEESO budget, and electing the Provincial Executive and OTF Board of Governors.

OSSTF and Climate Action



This is my fourth year sitting on the Provincial Environmental Advisory Work Group (EAWG) for OSSTF. It's an incredible group of people who do work all over Canada, grow partnerships with environmental agencies and support the environmental movement by giving time, energy and money. I've learned so much from this group (even though I only understand about half of what they say).

The EAWG is a subset of the Provincial Executive and recognized in the constitution. The Provincial Executive can refer matters around climate change, operational footprint and environmental issues to us for our input.

Our main focus is internal to OSSTF, but we also make motions for AMPA with respect to external work. One of these days, we'll make it to the floor, haha.

In the meantime, we are looking to our Toronto members as mentors in forging a Joint Management and Labour Committee for each district. This would allow members and employers to collaborate to create goals and action plans to address climate change and other environmental issues.

The EAWG continues to create resources and material for members to use at schools and at home. If you go to the OSSTF Provincial website, you'll see a tab that reads, "[Environmental Resources](#)". There you'll find everything you need to "green" your workplace, including a "Starter Kit".

This work is especially important in our capacity as educators. The students we teach will inherit the Earth from previous generations, and we know action needs to happen now.

In 2019, Canadian youth from across the country filed a lawsuit in the Federal Court

of Canada. They allege that our government causes and contributes to dangerous conditions on our planet. When we think about making learning relevant, meaningful and valuable to students' interests and goals, this is a powerful example.

Helping students realize their power to act, and confirming that we will listen requires support and guidance. Is there an environmental champion at your school? Let me know how I can help you find events, build culture and awareness and connect with your community. And, finally, if you're looking for materials and resources for your classroom, both World Wildlife Fund and The David Suzuki Foundation have beautiful and engaging websites filled with opportunities to read, watch, learn and, most importantly, act.



Amanda Watson
D29 T/OT
Ed Centre/EAWG Rep.

TRAVELLING FOR MARCH BREAK? KEEP THESE SAFETY TIPS IN MIND



Whether you are planning a road trip or a sunny resort getaway, you want your holiday to be enjoyable and stress-free. Read our list of safety tips to help you prepare for a safe and memorable trip.

Read more at www.otip.com/article161.



OSSTF/FEESO is proud to support the OTIP 2023 Teaching Awards. Sponsored by OTIP and administered by the [Ontario Teachers' Federation](#), the OTIP Teaching Awards recognize the vital contribution that teachers make to society. Awards are given each year to outstanding teachers in the categories of elementary, secondary and beginning teacher.

Past and present students, parents and colleagues are invited to nominate a teacher who inspires students to reach for the stars, who is an innovator, or who is a leader of other educators.

Dedication. Motivation. Inspiration. Do these words describe a teacher colleague you are proud to know? Share their unique story and nominate them for an OTIP Teaching Award! The OTIP teaching awards recognize and celebrate teachers who make a difference - teachers who light a spark in students, inspire their colleagues and give parents confidence. The winners are hosted at a ceremony in Toronto where they are presented with a personal award of \$1,000 and a Certificate of Recognition. There is also a commemorative video posted on the OTIP website.

The application process opens on January 23, 2023, and the deadline for applications is March 31, 2023. More information regarding the OTIP Teaching awards can be found [here](#).

<https://teachingawards.ca/home/>

The OTIP Support Staff Worker awards application process deadline is May 27, 2023. A separate DBU will be sent out to leaders and members closer to that award deadline

For more information you can visit the [OTIP website](#) or contact Tracey.Marshall@osstf.ca.

Ontario Teachers' Insurance Plan (OTIP) Teaching Awards



Nominate a deserving teacher!

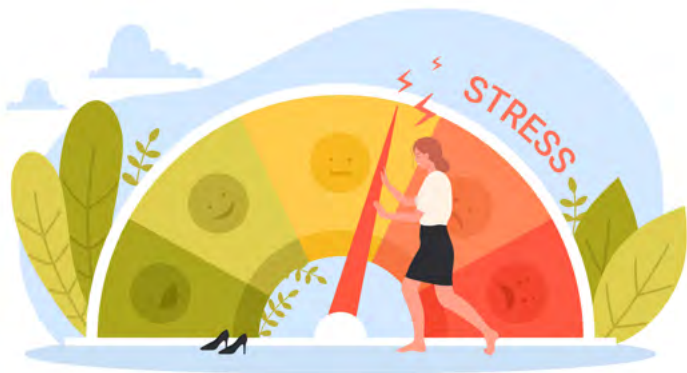
- ★ Nominations are now Open
- ★ Nominations close March 31, 2023

Anyone can nominate a teacher in Ontario's publicly funded schools, including public, Catholic, and francophone school boards. A winning teacher will be selected in each of three categories: elementary, secondary, and a beginning teacher in the first five years of teaching. Nominations can be submitted from January to March 31st of each year.

Nominate a teacher now 

Brought to you by OTIP and OTF





JUST SAY NO

It's hard. As educators we are in the helping profession. We want what is best for our students, to make it work, to push ourselves to the limit in order to see success in our schools. But we have to look after ourselves as well. We're not going to be good to anyone if we are tired and burnt out.

Job creep is an occurrence in which employers slowly increase the amount of work they require you to do over and above your normal duties. It can be overt or very subtle, gradually building over time. Things are added but other things are not taken away to compensate. It is not only supervisors pushing the boundaries of expectations, but coworkers could make you feel guilty about not being a "team player" as well.

The Education Act states that our primary duties are to:

- Prepare lesson plans, teach classes, and evaluate student progress
- Maintain discipline in the classroom
- Communicate with parents about a student's progress (as per section 264)

Nowhere does it mention overseeing of any kind of extracurricular. Our Collective Agreement further stipulates how much supervision is required of us, and how much prep and lunch time we are entitled to. Our union monitors our workload to protect us from unsustainable levels of work.

John Shewchuk, chief managing officer of the Waterloo Catholic District School Board, commented that "Right now, by far the biggest issue facing school boards right across the province is a major shortage of certified teachers" ([Supply teacher shortages and increased sick days taking toll on region's schools | TheRecord.com](#)). Burnout has been cited as a key contributing factor in teachers' decisions to leave the profession. In Canada, attrition ranged from 30 to 40 percent (Karsenti & Collin, 2013; Kutsyuruba, Godden, & Bosica, 2019). A survey conducted by the California Teachers Association in conjunction with UCLA examined why more than 300,000 educators left the profession in their state in 2022 alone. "The survey points to multiple reasons for unhappiness, and those teachers who are considering leaving the profession cited burnout from stress (57%) and political attacks on teachers (40%), followed by a heavy workload compounded by staff shortages." ([Thousands of California teachers say they are stressed, burned out | EdSource](#))

Perhaps the other recent buzz phrase, Quiet Quitting, is the answer. Do your duties as defined in the Education Act and what is legally required of you. Show up, do your job - do a great job - be fantastic in your job and duties... then leave! Quiet quitting is a movement toward work-life balance for all. Take stock of your mental health on a regular basis. Be aware of job creep and honestly ask yourself if you can take more on. Be supportive of your colleagues that choose to do the same. You will be a better teacher if you are not stretched to capacity and your students will ultimately benefit.

If you want to take on other things above your professional duties, then go for it! But if you feel tired and overwhelmed and haven't had quality time with your family, friends or furbabies in weeks, then you need to learn to just say no for the sake of your own mental and physical health. Saying no now to extra duties creeping up on us is in the long run going to provide better teaching and learning conditions in the future.

Eleanor MacNiven

D29 T/OT Communications Officer



-- CLOSES April 30th, 2023 --

<http://www.d29.osstf.ca/Forms/technology-enhancement-program.aspx>

Eligible purchases are those made between May 1, 2022 up to April 30, 2023.

Members may request a maximum of \$500. (Examples: \$400 purchase is eligible for a \$400 rebate, \$650 purchase is eligible for a \$500 rebate).

Priority consideration will again be given to first time applicants and repeat applicants who have not applied in the last 4 years.

Final funding will depend upon the total number of claims received and the amount requested.

Upload your electronic receipt(s) right in the online application in order to qualify.

Approved rebates will be sent out after this year's program closes - before June 30, 2023



THE BANK OF CANADA MUSEUM'S AWARD FOR EXCELLENCE IN TEACHING ECONOMICS

We're looking for educators who bring economics into the classroom in new and engaging ways. Do you know one? Nominate them for the Bank of Canada Museum's Award for Excellence in Teaching Economics—open to teachers from grades 6 to 12 (Grade 6 to Secondary V in Quebec) who have creatively explored economic concepts or topics in the classroom. Elementary and high school awards will be given out.

Whether you teach history, economics, business, math or languages, there are many ways to introduce economics concepts. Topics may include early trade in Canada, financial markets, the future of work, inflation and interest, or the green economy, or another connected topic.

Nominate someone today! You may apply until **March 12, 2023, at 11:59 p.m. ET.**

[Visit our website](#) to see who is eligible and how to submit a nomination.

https://www.bankofcanadamuseum.ca/learn/museum-award-teaching-excellence/?utm_source=EmailTeacherAss&utm_medium=Social&utm_campaign=TeacherAward

OPEN TO ALL OSSTF D29 MEMBERS!

— CANDIDATES WILL BE APPOINTED BY THE NEW DISTRICT EXECUTIVE —

Vacant Officer Positions

OSSTF/FEESO District 29

JOIN OUR TEAM!
for 2022-2023

|Constitution| |Human Rights| |Equity|

|Political Action| |Educational Services|

|Status of Women|

In Accordance with the OSSTF District 29 Hastings-Prince Edward Constitution and Bylaws,
BY-LAW 2 - DISTRICT EXECUTIVE

2.6 Officers of Standing Committees

- 2.6.2 The Officers of Standing Committees shall:
 - 2.6.2.1 liaison with related Bargaining Unit and District Ad Hoc Committees
 - 2.6.2.2 attend and report on a regular basis to District Executive
 - 2.6.2.3 encourage work on joint involvement from both bargaining units



If you are interested in one of these Officer positions, contact the District Office at:
d29pres@gmail.com or d29officer@gmail.com
613-968-3707 x223 or x225

OSSTF DISTRICT 29 HASTINGS-PRINCE EDWARD
FEDERATION HOUSE 114 VICTORIA AVE. BELLEVILLE, ON K8N 2A8

OPEN TO: T/OTBU MEMBERS

1 Executive Officer
"Voting"
Position Vacant!

D29 District Council
2022 - 2023

This new council is the structure that combines the new PSSP bargaining unit, and our traditional T/OT unit.

In Accordance with the OSSTF District 29 Hastings-Prince Edward Constitution and Bylaws,
ARTICLE 4 - ORGANIZATION

4.2 District Executive

- 4.2.1.6 Executive Officers. Each Bargaining Unit shall be entitled to an additional executive position for every 100 FTE of membership.
- 4.2.1.6.1 Each Bargaining Unit shall determine how executive positions available to it shall be filled.



If you are interested in 1 of the 3 Executive Officer positions on the NEW District Council, contact the District Office at:
d29pres@gmail.com or d29officer@gmail.com
613-968-3707 x223 or x225

OSSTF DISTRICT 29 HASTINGS-PRINCE EDWARD
FEDERATION HOUSE 114 VICTORIA AVE. BELLEVILLE, ON K8N 2A8



From the Desk of the Member Services Officer

Michelle Dalrymple

Important Deadlines

March 31, 2023

Members intending to retire effective June 30th or August 31st should submit their notice in writing by this date.

Members wishing to request **x/y** leave in which the y counts begin September 2023 should have their letters in by this date.

Members wishing 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 2023-2024.

May 19, 2023

In order to put your name on the regular **Voluntary Mobility** list, you should have completed the form by this date (form available at www.d29.osstf.ca).

June 30, 2023

Members wishing to apply for a special circumstances leave of 5 days or less ("not VLAP") in order to have payroll smoothing should submit their requests by this date.

For staffing purposes, earlier notice of leaves or retirements is preferable.

PHONE THE MEMBER SERVICES OFFICER IF YOU HAVE QUESTIONS/CONCERNS

PENSIONS BENEFITS INFORMATION

No Changes to LTD plan

The Plan Benefit will remain as follows

1. The Benefit Level maintained at 50% of pre-disability salary
2. The maximum benefit period will be the earlier of:
 - i) the end of the month of attaining age 65;
 - ii) the date the member becomes eligible for a 60% unreduced service pension.
3. The Waiting Period will be the later of 110 working days or expiration of sick leave, max 24 months
4. The premium rate will stay at 1.58%.



OTIP Benefits Memoranda

1. T4 slip will be issued by OTIP for Life and AD&D premiums.
2. The new semester means a time of benefits-related changes due to new hires, starting or returning from leave, FTE changes etc. Affected members should watch for emails from OTIP. If members have not received anything by the end of February they should contact OTIP Benefits Services Department at 1-866-783-6847 or contact Donna Morrison at donna.morrison@osstfbenefits.ca for assistance.



11 REASONS WHY WE NEED INTERNATIONAL WOMEN'S DAY

TOGETHERBAND.ORG

1. 28 girls a minute are being forced to marry against their will

There are more than 250 million women alive today who were married before their 15th birthday, many against their will. This is a worldwide problem driven by deep-rooted patriarchal beliefs that girls only have value in roles as traditional housewives and homemakers, therefore it is not worth investing time and money into education or a life beyond marriage. The pandemic has exacerbated the issue: according to UN Women, 10 million more girls are at risk of becoming child brides by 2030 as a direct result of COVID-19.

2. 1 in 3 women will experience violence

According to the World Health Organisation, it is estimated that one in three women will experience some kind of physical or sexual abuse in her lifetime. As a result of national lockdowns, cases of domestic abuse skyrocketed in what the UN called the 'shadow pandemic'. Calls to domestic violence helplines increased during the pandemic by 40% in Malaysia, 50% in China and Somalia and a huge 79% in Colombia.

3. It will take nearly 140 years to bridge the gender gap

The Global Gender Gap Report 2021 found that at our current rate, it will take another 135.6 years to achieve equality between men and women globally. Like many points on this list, the gender gap has only been worsened by the pandemic, with women facing higher redundancy rates and greater job instability as a result of economic shock - reports suggest that 5% of all employed women lost their jobs, compared with 3.9% of employed men. Data from LinkedIn also showed a decline of women's hiring into leadership roles, creating a reversal of 1 to 2 years of progress across multiple industries.



THURSDAY,
MAY 11th, 2023

at The Grand
70 HARDER DR., BELLEVILLE

OUR SCHOOLS
OUR FUTURE
OUR STORY

OSSTF Celebration Dinner

DISTRICT 29 TEACHERS, OCCASIONAL TEACHERS, & PSSP MEMBERS



Social 6:00 p.m.

*Followed by Dinner & Presentations
(Honouring Retirees, New Members, and many more!)*



FREE event for D29 members.

Please RSVP to your Branch President by May 2nd, 2023

Joint Staff Development

Request approval from your school Educational Services Rep. **ONLINE**

<http://www.d29.osstf.ca/Forms.aspx>



STEP 1 **PRIOR** to the start date of the activity/course.

[JSD - STEP 1: APPLY FOR APPROVAL LINK](#)

There is a limited amount of funding available, get your activity approved well in advance, so your school Ed. Services Rep can set aside funds for you.

STEP 2 **AFTER** activity/course is completed.

[JSD - STEP 2: APPLY FOR THE RELEASE OF FUNDS LINK](#)

Applicants upload receipt(s), proof of completion, and approval of funds in order to have their JSD recovery processed.

Ed. Centre, Sagonaska, and SHAPE teachers apply via your home school.