

OUR SCHOOLS
OUR FUTURE
OUR STORY



VOLUME 24 • ISSUE 2 • MARCH 2024

CONNECTIONS

District 29 OSSTF Hastings-Prince Edward

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AMPA 2024

D29 delegates attended the The Central Region Association (CRA) Pre-AMPA meeting in Kingston on March 1-2, 2024. Discussions on the proposed budget, annual action plan, and other important motions were on the agenda. The CRA consists of five districts (D29 along with D14, D15, D17, and D27). Representing D29 was: *Andrew Wachner, Michelle Dalrymple (Michelle also attended as a provincial Ed Services Chair), Rich Long, Eleanor MacNiven, Jason Bremner, Doug Isaak and Graeme Clarke (PSSP)*. These 7 delegates also attended the **Annual Meeting of the Provincial Assembly (AMPA)** in Toronto on March 8-11, 2024. AMPA is the highest legislative body of OSSTF/FEESO, and is responsible for establishing and amending Federation policies, procedures, bylaws, constitutions, budgets, and the Strategic Action Plan. It passes motions and adopts the OSSTF budget.

www.d29.osstf.ca



AMPA
2024
RAAP

AMPA photos continued on page 5



MEMBER SURVEY

(November 2023 Results Sampler)

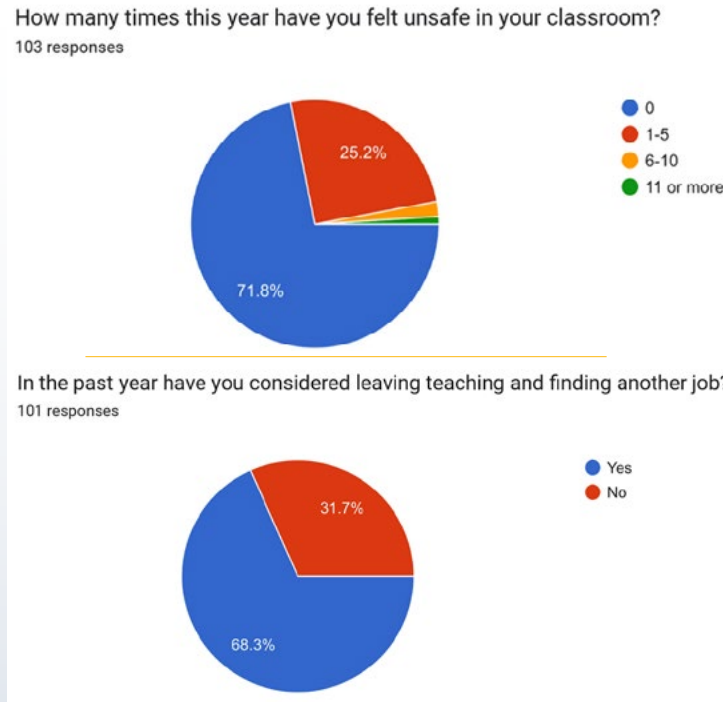
It has been a busy first month for me in the office. We have been working on several issues with the board during this time.

We have been collaborating with the board to come to agreement on updated salary grids, responsibility allowances, and degree allowances to ensure that the Bill 124 remedy decision is correctly applied to all of the monetary amounts in the Collective Agreement. It is always worth mentioning that it is important for you to check your pay stubs on MyEmpath to verify that the amount you are being paid matches the agreed to amount in the Collective Agreement. If you require assistance with this, let us know.

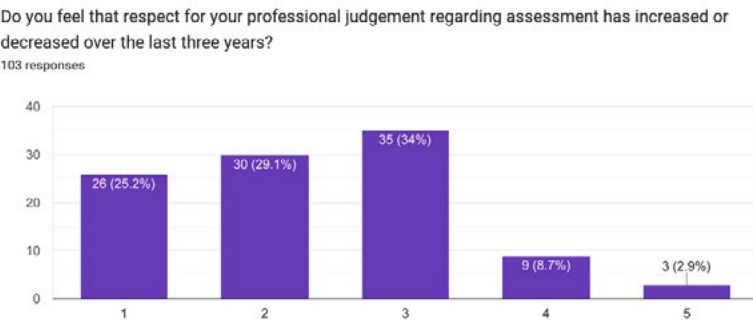
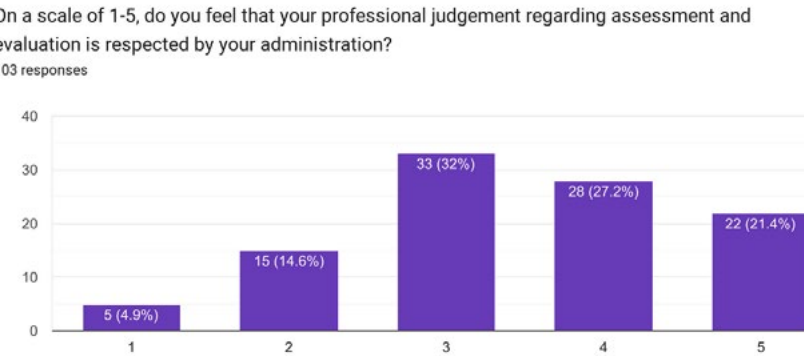
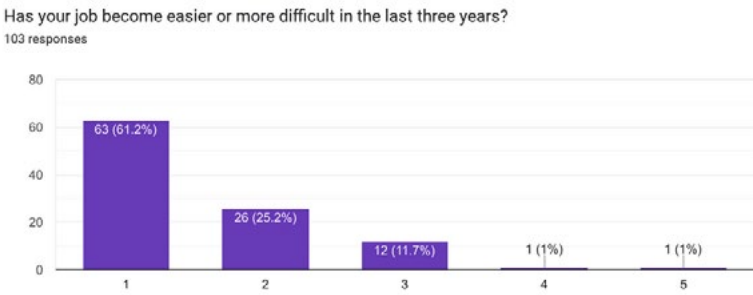
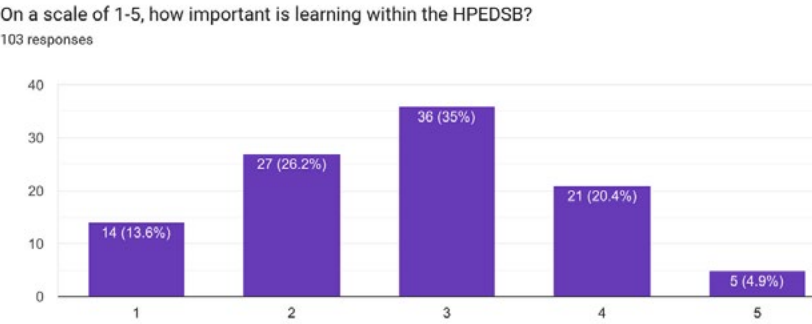
The board implemented a new process for students to select E-Learning courses this year. We have met with the board to reach consensus on how this process should be incorporated within the usual school timetabling process. We have agreed that at the schools, ILTs and SAC members should receive the student course selections for all courses including both classroom and E-Learning sections. This data should be used to make the best decision for the school in terms of how the course is ultimately delivered to students at each school. The board is in agreement that face to face instruction in a classroom is the best method of course delivery when possible. If you have questions about this process, please let us know.

I would like to thank everyone who has reached out to the district office with your concerns regarding what is happening in our schools. Your workplace issues form the basis for moving things forward; do not hesitate to contact us with your concerns.

In November, we asked you to complete a survey around professional judgment in our schools. We have presented this data to the board and used it to highlight the challenging working conditions that exist in our schools. We are optimistic that this will be the start of a long process to improve support for teachers at the school level. Thank you to everyone who filled out the survey; this information is essential in our discussions with the board.



All questions are rated on a scale of 1 to 5, with 1 being a low score and 5 being the high score.



Majority of teachers are unaware of the progressive discipline program • 40% of teachers have felt unsafe in the hallway • 25% have felt unsafe in their classroom



ANNUAL GENERAL MEETING

TEACHERS • OT's • PSSP

MAY 9th, 2024

4:30 P.M. SOCIAL

5:00 P.M.
MEETING

"THE GRAND"
70 HARDER DR.
BELLEVILLE



DISTRICT CONSTITUTION AND BYLAWS

BY-LAW 3 MEETINGS

3.1 District Annual General Meeting

3.1.1 Structure

- 3.1.1.1 members of District 29 Hastings 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...

DISTRICT 29
HASTINGS - PRINCE EDWARD
**CONSTITUTION
AND BYLAWS**

**D29 T/OT
CONSTITUTION
AND BYLAWS**


T/OT BARGAINING UNIT CONSTITUTION AND BYLAWS

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...

T/OT BARGAINING UNIT ELECTION YEAR

ARTICLE 5 Bargaining Unit Executive

5.1 There shall be a Bargaining Unit Executive.

- 5.1.1 The Bargaining Unit Executive shall consist of the following elected, voting, executive positions:
 - 5.1.1.1 The President, who shall also be the Provincial Councillor;
 - 5.1.1.2 the Vice-President;
 - 5.1.1.3 the Treasurer;

- 5.1.1.4 Four (4) Executive Officers;
- 5.1.1.5 the Lead Negotiator.

Article 10 ELECTIONS

- 10.1 The Bargaining Unit Executive shall be elected by a secret vote conducted in the workplace one day after the T/OT Annual Meeting.

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



NOMINATION FOR 2024-2026 OSSTF D29 T/OT EXECUTIVE POSITION

POSITIONS:

President – Vice-President – Chief Negotiator – (4) Executive Officers – Treasurer

Nominations

Nominations for the office of President, Vice-President, Chief Negotiator, (4) Executive Officers, and Treasurer shall be submitted to the *Member Services Officer* no later than **April 30th, 2024 at 4pm for inclusion on the list of officially declared candidates**. Late nominations can be submitted to the *Member Services Officer* no later than **May 8th, 2024 at 4pm** to allow for the preparation of ballots. Each nomination shall be signed by at least two members of the bargaining unit.

Campaign

Candidates may distribute one piece of literature prior to the date set for the District Annual Meeting, which is May 9th, 2024. Submissions must be received, electronically to the *Member Services Officer* **no later than April 30th**, for inclusion in the District Annual Meeting edition of Connections. Candidates will be allowed the following speaking times: President = up to 10 minutes, All other Executive positions = up to 5 minutes

Teacher/Occasional Teacher Bargaining Unit of OSSTF District 29 Hastings-Prince Edward CONSTITUTION and BYLAWS

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5.1.1.5 the Lead Negotiator.

Article 10 ELECTIONS

10.1 The Bargaining Unit Executive shall be elected by a secret vote conducted in the workplace one day after the T/OT Annual Meeting

BYLAW 1 ELECTIONS AND APPOINTMENTS

1.1 Bargaining Unit Executive

1.1.1 Election to the Bargaining Unit Executive shall be by a secret vote of the membership conducted in the workplace one day after the T/OTBU Annual Meeting.

1.1.2 The candidate with the greatest number of votes shall be declared elected.

1.1.3 In the case of the four Executive Officers, the four candidates with the greatest number of votes shall be declared elected.

1.1.4 Tie votes shall be broken by a secret vote of the membership conducted in the workplace one week after the T/OT Annual Meeting.

1.1.5 The term of these offices shall be two years.

1.1.6 Notwithstanding Bylaw 1.1.5 the election of the Lead Negotiator will be deferred to the first annual meeting following the ratification of a contract

Bylaw 3 NOMINATIONS

3.1 The Bargaining Unit Officers shall constitute the Bargaining Nominating Committee.

3.2 Nominations for election to executive positions shall be submitted in writing to the Member Services Officer who shall act as the Chair of the Bargaining Unit Nominating Committee.

3.3 The Bargaining Unit Nominating Committee shall develop balloting procedures and ensure that the elections are carried out in an equitable manner

WE, THE UNDERSIGNED, WISH TO NOMINATE

(NAME)

FOR THE POSITION OF: _____

(PRINT NAME)

(SCHOOL)

(SIGNATURE)

(PRINT NAME)

(SCHOOL)

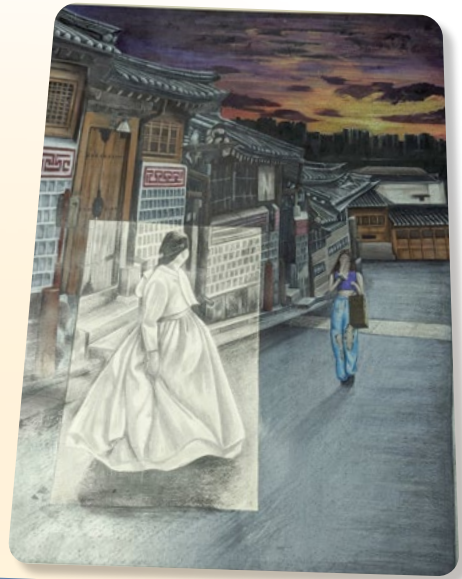
(SIGNATURE)

Nomination forms are to be submitted as an email (pdf or jpg) to the *Member Services Officer*: d29officer@gmail.com

AMPA 2024 (CONTINUED)



OSSTF President Karen Littlewood presents D29 student from CSS, Emma Little with a student achievement award for her winning artwork "From Letter to Likes" in the Category B-2: Visual, Senior, 11-12 .



(LEFT TO RIGHT) Andrew Wachner, Emma Little, Eleanor MacNiven, and Jason Bremner. CSS teachers celebrate Emma's award. CSS Art teacher not photographed: Christine Christos

Joint Staff Development Fund (JSD)

If you are considering taking a course or attending a PD conference, we have funds to support your self directed PD activity. Contract teachers may apply for up to \$750 per event, and Occasional teachers may apply for up to \$500 per event. The difference in amounts is due to the fact that we have only recently been able to negotiate PD funds for Occasional Teachers. To apply for funds, please follow the steps below:



Applications must be approved by your school Educational Services Representative, OT applications are approved by the District Office.

In order for your application to be considered please fill out the following online:

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.

THURSDAY,
MAY 9th, 2024

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 April 30th, 2024



Part 1 Sick Leave

Every full-time contract employee is entitled to 11 days at 100% pay. Days are renewable every year.

A partial sick leave day will be deducted for absences due to illness for a partial day. Medical appointments are considered a part of sick leave. Deducted in thirds.

On the 12th day of absence, consecutive or nonconsecutive, a member may access up to 120 Short-Term Disability Leave days. The member doesn't have to do anything to access these days, but pay could drop to 90% of salary.

Eligible members receive top-up to 100% based on their previous year's sick leave. Each unused sick leave day represents 10 days of top up — carried over to the next year only (no banking), and up to 2 days of compassionate top-up may be considered by the board.

Part-time employees or employees filling a long-term assignment will have sick leave and STLDP pro-rated as compared to 194 working days.

The Board shall follow established policies and practices when establishing the existence of illness and injury. No medical documentation is required for an absence of five days or fewer.

The Board uses a Functional Abilities Form in documenting sick leave.
A doctor's note will be accepted for an initial absence beyond 5 days, but an extension of that absence will require a form.

In the case of extended absence, employees who were absent on the last working day of the previous year, and who are absent on the 1st working day due to the same illness, may use any sick leave days remaining from the previous year, but will not be granted any for the current year.

Employees absent due to illness on the first day who were not absent due to the same illness on the last day of the previous year can access the current year's sick leave days.

Employees must attend **11** consecutive days to trigger renewal, if absent on the last day of the previous school year.

T/OT COLLECTIVE AGREEMENT

Benefits in the Collective Agreement

(Central Agreement C9 pp A11-A14; Local Agreement Article L14 pp B15-B16)

Deadline for applying for a personal leave or for submitting a retirement notice is March 31, 2024. 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).

You can still apply for a leave after this date but the Board has to approve it.

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

Deadline for Applying for a Special Circumstances Leave (not VLAP) of 5 days or less in order to have your pay smoothed – June 30, 2024

PENSIONS BENEFITS INFORMATION

No Changes to LTD plan for 2024-2025

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 1.607% of gross salary.
5. LTD premiums will be deducted on the retroactive pay amounts to reflect increases to gross salary..

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.

Brought to you by the OSSTF District 29/OT Member Engagement Committee

 **NEW MEMBER Social**
TUESDAY **MARCH 26TH** 2024
DROP-IN **5:30 - 8:00 P.M.**



Meet other New Members like yourself in a Fun & Social setting!

 **FEDERATION HOUSE**
114 VICTORIA AVENUE
BELLEVILLE, K8N 2A8

LIGHT SNACKS & REFRESHMENTS PROVIDED – DOOR PRIZES –

RSVP by **MARCH 22ND** at:
<https://bit.ly/42T6QfI>



WellnessDay
Family Fun for Members 10th year

Splash *Swimming*
decorate *Crafts*
Bounce *Basketball*



SATURDAY, APRIL 27th, 2024
SAVE THE DATE!

details to follow...



Insurance built for all members of the education community



Get personalized service, exclusive discounts
on car and home insurance and
a **\$20 gift card of your choice** when you get a quote! *

Get an [online quote](#) or call **1-866-206-7523** and mention this offer.

Why OTIP?

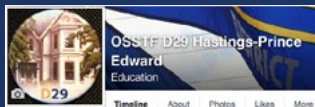
- Save up to 25% on car insurance.
- Save up to 50% on home insurance when you insure both your car and home with OTIP. *
- Deal with an insurance brokerage who understands your unique needs and is dedicated to the education community.

* Restrictions apply. [See details.](#)

CONNECTIONS — design/layout: Sandra Sled, editor: Eleanor MacNiven
Photo credits: Page 1; original artwork of Federation House by District 29 member Bill Keast.



facebook



OSSTF D29 Hastings-Prince Edward

DISTRICT 29 OFFICE

FEDERATION HOUSE

114 Victoria Avenue, Belleville, ON K8N 2A8

d29.osstf.ca

Phone: 613-968-3707

Interim President: Andrew Wachner x223 • Member Services Officer: Michelle Dalrymple x225

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d29officer@gmail.com

