



OUR SCHOOLS  
OUR FUTURE  
OUR STORY

VOLUME 22 • ISSUE 6 • NOVEMBER 2022

# CONNECTIONS

District 29 OSSTF Hastings-Prince Edward

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[www.d29.osstf.ca](http://www.d29.osstf.ca)

## CUPE 1022 Political Protest

On November 4, 2022, CUPE education workers left their jobs across the province in protest of the draconian Bill 28 and the Ford government's use of the notwithstanding clause. Members of OSSTF D29 joined CUPE's picket at MPP Todd Smith's office during their lunch hours and after school, in solidarity against this naked attack on workers' rights. On November 7<sup>th</sup>, the Ford government repealed the bill and the contract it imposed on CUPE workers. **Solidarity works!!!**







## Member Involvement

OSSTF is ultimately responsible for representing all of you, including advocating for a teaching and learning climate that best supports successful outcomes for all students in our schools. To effectively represent the interests of our membership we must be engaged and connected with those whom we represent. At the local level, this is best accomplished by establishing structures (eg. school based OSSTF positions, district committees, knowledge and access to all elected positions) that are open and accessible to all members and seeing that the terms of reference for these structures meet the current needs of all of you. If you are new to OSSTF District 29 we would like to hear from you, and encourage you to inquire about how you can get involved with the work that we do. Looking at current demographics we expect to see a significant change in the face of our membership over the next decade!

## School Climate

As our current school year began there was a great deal of optimism and excitement about returning to robust in person learning, and a return to our traditional semester system. As the new school year began, the impact of the new workload provisions contained in the past ratified Central Contract began to be realized. The additional workload generated by larger class sizes and destreaming without adequate resources or student supports has created a teaching environment that many have told us is not sustainable. The long-term remedy is to elect a government that has genuine respect for public education, and holds its value to society in high regard. In the short term, ensuring that additional work that is not included in the workload provisions of our collective agreement is not being assigned to teachers is important. The District Office was able to meet with many of you in October during our workplace visits to discuss strategies to address this additional workload, and we have filed a number of grievances in circumstances where we believe the employer has violated our workload agreement. If you feel that you have been given duties that are beyond our workload agreement please speak with your Branch President or contact the District Office.

## Negotiations

If you are on our local OSSTF email list, you should be receiving frequent updates on the status of the contract negotiations that are currently happening at the Central Bargaining Table (between the Provincial Government, Public School Boards Association, and Provincial OSSTF). In addition to Central Bargaining we will have a local Table Team meeting with our Board to carry out the local components of negotiations. Our local CBC Committee has met several times and have now completed the brief that will be recommended to our local Executive for approval. Once this is done we will be in a position to start formal negotiations with our employer. A big thank you is extended to **Ashley Graham** (NHHS and CBC chair) and the rest of our CBC committee for their work putting this brief together. **Hugh Culliton** (ESS), **Ryan Gabourie** (PECI), **Steve Everhardus** (BSS), **Leaf Worsley** (NHHS), **Steve Kennedy** (CHS), **Graham Gough** (OT), and **Andrew Wachner** (CSS/Lead Negotiator)

## NTIP

The New Teacher Induction Program is a legislated requirement in the Education Act intended to provide new teachers with professional learning to support success and growth as they enter the teaching profession. Here in OSSTF District 29 all new teachers in permanent contract positions and those in LTO contracts shall be included in NTIP. Key components of NITP are an initial orientation session to the school and the board, a teacher driven mentorship program, and professional learning supports in specified areas. This past spring we were notified by several new teachers that the NTIP program was lacking here in our board. We have sent several communications to our employer to see that they are aware of deficiencies in what is being offered, and that they are moving to see that all new teachers are included in this important program in a meaningful way.



Tish Francis (CHS) and Jason Bremner (CSS) from D29 attend Lobby Day on November 2, 2022 in Toronto.

## 2023 Student Achievement Awards

We would like to thank and acknowledge the Teachers and Students who submitted entries to this years OSSTF Student Achievement Awards, as well the CEE Committee for supporting our local submission and awards process. The theme this year, **I AM EVERYTHING THEY SAY I AM NOT**, inspired remarkable work once again from the students here in our schools. Take a few minutes to review the student work that we have highlighted in this edition of Connections.



November 2022: Kendra Kilpatrick (NHHS) and Andrew Wachner (CSS) attend PSC regionals in Ottawa.

Category A3 (senior, 11-12 university)



**LOCAL WINNER**

**Harshita Srikanth**

“The Color Brown”

ESS: *Karen Murray*

The Colour Brown:

If white is dawn  
And black is dusk  
What is brown?  
Are we a clown?

They say how perfect it is  
A life of a legend  
They say how horrid it is  
A life with an accent

Shatter me into a thousand pieces

My lovely Bones revive

Betray me in your ignorance

Divergent is a right

To be brown, there is a pride

To be brown, there is a light

To be brown, there is a fight

And to be brown, it's just all right

Because the deeper I trudge,  
The harder it gets

The stronger I budge,  
My shadow is kept

From a frame of obedience  
To a flame of visions

My thoughts are in-between  
Just like the colour, Brown

The parts that hold me.  
taken  
hammered out  
melted down  
reforged returned  
And lost.

i do not keep time

I tick.

i do not keep knowledge

I am bound.

i do not keep the past

I remain.

All that I am,  
taken  
stretched  
bent broken  
repaired returned  
And lost.

i do not give guidance

I glow.

i do not give warmth

I embrace.

i am a giver of freedom

i release.

**Riley Wade**

“i/me/myself”

ESS: *Karen Murray*

Category A4 (Senior 11-12 college/workplace)

**LOCAL WINNER**

**Shawn Easton Brown**

“Look Through Me”

*CSS: Heidi Moncrieff*

Look Through Me

You look through me.

At least you think you do.

But I am not the double sided mirror that you think you see.

I am more complex than what you expect me to be.

I am more than the smile that hides behind the screen.

More than my Instagram posts of wonderful skies and beautiful scenes.

But you don't know what I've seen.

Because with each glimpse through the glass comes reminders of hated memories.

And you begin to assume.

But behind the words that seem more like razors in my papers,

There are folds and rips for ages.

Hands that type essays so precariously, it becomes muscle memory.

Panic attacks that fit perfectly into the indents of each paragraph.

Words spilling over each page, tears hidden behind awkward laughs.

I call it spellcheck, it reminds me which side of the mirror I am on.

You don't look through me. You see exactly what I want you to see.





The facade I've built for myself, to hide from reality.  
A double sided mirror that becomes a double edged sword.

*Everything I am Not.*

but possibly what I wanted to be.

That one kid with a hundred likes a post,  
With a group of friends that likes to boast.  
The A+ kid with the perfect family structure.  
Dinner at the table, a father and a mother.

*Everything I am not.*

Because I spend my dinners alone, most nights I'm barely home.  
And the "friends" that aren't using me are a thousand kilometers away from me.

*Everything I am Not.*

So read me, look through me.  
But I promise you, the glass you try to look through isn't even clear to me.

This type of fog doesn't wipe away so easily.

So never say you knew me, you just knew who I wanted to be.

What I presented myself to be.  
And like a double sided mirror,  
You knew *Everything I am Not.*  
Only what I wanted you to see.

*Everything, I, Am. Not.*

**Category B1 (intermediate 9-10)**



**Ava Bilodeau**

“A glimpse into your own world”

THS: *Maggie Stevenson*

**LOCAL WINNER**

**Heidi Dietrich**

“Stepping Away from Expectations”

CSS: *Sara Kamink*

Since I was ten years old I thought the only detail in school I had to focus on was my grades. This was clearly incredibly stressful and I did not stop to think what other purposes going to school every day could have for me. It was not until last year, when I was fourteen, that I recognized how much school contributed to my social life and inspired me to delve deeper into areas I was interested in. That is what this art piece represents. “I Am Everything They Say I Am Not” in my painting speaks to how grades are just a number and are not always as important as growing as a person or learning an important life lesson. The character in the piece is stepping out of the frame and mindset that getting high grades is the only part that matters in their education. This character, much like myself, and I am sure many other students, is realizing a young person in school can be more than just grades or a number.



## Category B2 (senior 11-12)

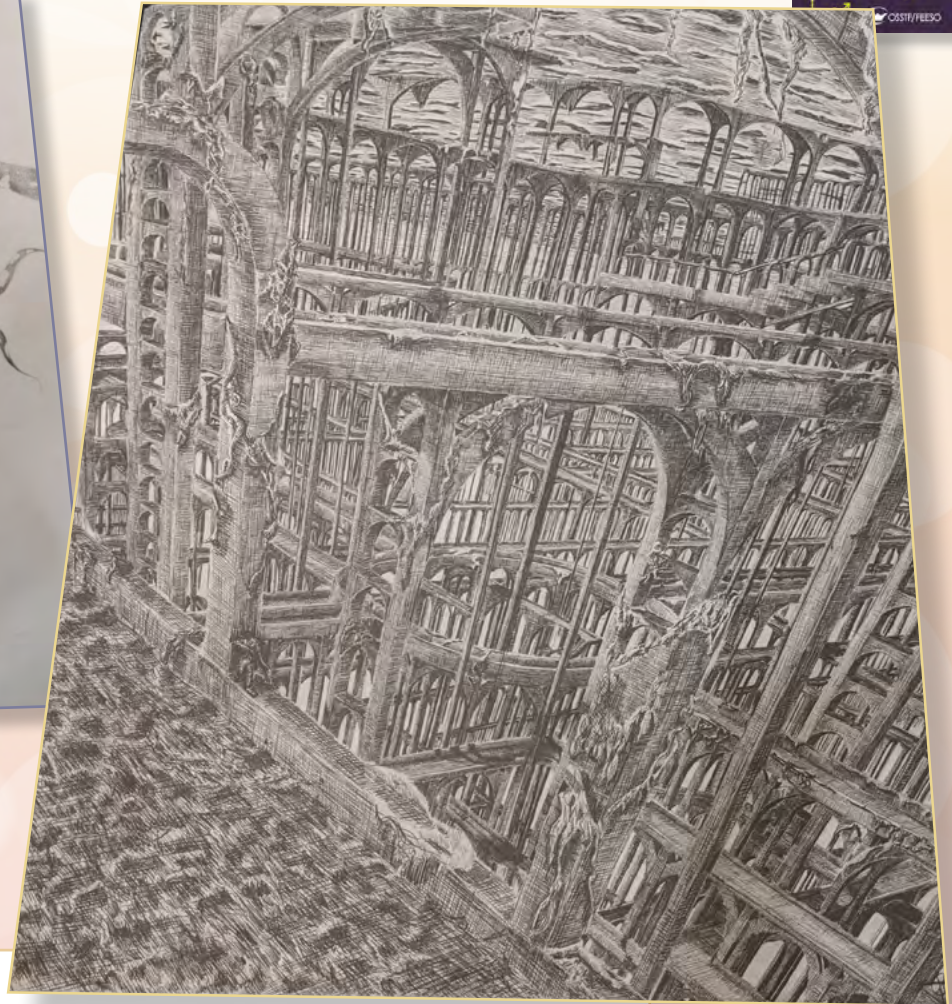


Medusa

**Kayla Merrill**

“I Am Enough”

THS: *Maggie Stevenson*



The potential of every individual is limited by social pressures. Even when a pathway is logistically feasible, the fear of judgement always seems unavoidable. Some judgement is inexplicable, coming from a place of ignorance and callousness, while some is well-intentioned and thoughtful. All of it, however, leaves an impression on the recipient. In *Seascape*, the dense network of aqueducts reflects every remark and opinion, melding them all into a low hum of disapproval, like the sound of a cavern beneath a river.

The layers of archways and stone channels certainly are not natural, but are they man-made? The lower levels must be devoid of sunlight, defaced by the waves below, and the highest of the towers is reliant on too many other structures to stand, subject to the elements. Just as each monolith is a system limiting my growth, each small foothold is a friend, and each stable platform is a community. A place like this was not designed for people, so to live and scale its pillars despite this is a radical act.

The towers echo sentiments about my inadequacy. These messages that bury themselves in my subconscious come from voices in the distance, in the sky, and in my head. They bounce off the structures and become part of me.

Ultimately, my surroundings will not matter. This place that I have found myself in is not actually a piece of me, just an ineffectual limiter on my success. A vision of what is just, an interest in human happiness, and an inexorable confidence in those values will carry anybody away from a place like this. Regardless of what the pillars are saying or what the low hum is doing to you, you genuinely are everything that they say you are not.

## LOCAL WINNER

**Esther Heroux**

“Seascape”

CSS: *Christine Christos*





# PROJECT OVERSEAS 2023



Are you ready for something more in your professional life?

Are you looking for a larger, more global view of education?

As a teacher, do you feel you have more to offer and more to learn?

Are you ready for a personal and professional adventure?

**If yes, Project Overseas (PO) might be for you!**

### Volunteer for PO with the Canadian Teachers' Federation (CTF/FCE)

The CTF/FCE is seeking English and French-speaking Canadian teachers at the elementary and secondary levels who are interested in volunteering their time and talents to offer professional development in-service programs in partnership with teacher organizations in developing countries. Each year, over 50 Canadian teachers are chosen to volunteer on CTF/FCE's PO in countries throughout Africa and the Caribbean. The PO in-service projects take place in July.

#### All candidates must:

- be a Canadian citizen;
- hold a Canadian passport valid until at least July 2024 at the time of application (proof that a passport application has been made will be accepted);
- be a member of a provincial or territorial teacher organization that supports PO;
- hold a valid teaching certificate;
- have completed at least five years of teaching in Canada by July 2023;
- be in excellent health and be able to work in developing country conditions;
- have high standards of professionalism and personal conduct;
- show evidence of flexibility and mature judgment;
- be willing to put the team and project needs above personal needs.

#### Please note:

PO is a volunteer experience. Administrative, travel, and living expenses are covered by the CTF/FCE and its Member Organizations. No salaries or honoraria are paid to PO participants. No family or friends are permitted to accompany the PO participants during pre-departure orientation or overseas programs.

**Please contact your provincial or territorial teacher organization for additional information and an application form.**



www.ctf-fce.ca



November 9, 2022  
D/BU #058/2022-2023

## OSSTF/FEESO Research Grant for Emergent Issues and Priorities

To: Presidents and All Members

From: Cathy Renfrew, Associate General Secretary – Professional Services

### For Information

OSSTF/FEESO is strongly committed to supporting and promoting evidence-informed practices in public education. As part of that commitment, OSSTF/FEESO supports high-quality research and is pleased to announce up to three research grants of up to \$3,500 each, to support conducting, presenting, and publishing research in support of public education and anti-racism.

#### Award Criteria:

- Relevance to 2022-2023 research priorities, listed below;
- Willingness to write a summary report for OSSTF/FEESO and/or an article for Forum;
- Evidence of support for public education and/or the labour movement in previous publications and activities;
- Quality and feasibility of the project for which funding is sought;
- A budget of estimated research expenses.

#### Theme Identified for the 2022 – 2023 Academic Year:

- Recruitment and Retention of Workers in Education: OSSTF/FEESO is interested in research around issues about, and solutions to, attracting new workers in education, and the retention of employees in education, from Ontario, as well as from national and international contexts or perspectives. Research looking at the recruitment and retention of workers from equity-seeking groups are of particular interest.

Note: At least one of the three awards will be reserved for researchers who identify as Indigenous, Black or racialized.

The application deadline for the 2022 – 2023 Academic year is November 30, 2022. All successful applicants will be informed by December 15, 2022.

#### The application form can be found at:

English: [OSSTF / FEESO Research Grant for Emergent Issues and Priorities Application Form](#)  
French: [OSSTF / FEESO Research Grant for Emergent Issues and Priorities Application Form](#)

If you have any questions regarding this D/BU memo, please contact Peter Bates [peter.bates@osstf.ca](mailto:peter.bates@osstf.ca) and Chris Samuel [chris.samuel@osstf.ca](mailto:chris.samuel@osstf.ca).

PB/le cope 343

## ALL TEACHERS MUST REPORT Accidents/Violent Incidents/Safe Schools Incidents To their PRINCIPAL as soon as possible!

If you are reporting a **VIOLENT INCIDENT INVOLVING YOURSELF**, please complete the following two forms:

**STEP ONE:** [Clevr Online Forms](#) (Employee Accident/Violent Incident Form)  
At Employee Links on Board website. If you are reporting an accident that occurred while at work, you only need to complete the online form.

**STEP TWO:** [OSSTF Online Form](#) (OSSTF Violent Incident Reporting Form)  
This form can be found on the District 29 website. These are kept confidential and allow follow up from OSSTF staff.

If this **VIOLENT INCIDENT INVOLVES A STUDENT AND THE BEHAVIOUR OF THE STUDENT CAN LEAD TO A SUSPENSION**, you MUST ALSO complete a CLEVR Safe Schools Form.

**STEP THREE:** [Clevr Online Forms](#) Found at Employee Links on Board website and click on Clevr Forms. Select the Safe Schools Incident Report.

### EXAMPLES

Incident A: A teacher slips and falls on ice while at work (Workplace Accident).  
(STEP 1) [Employee Accident/Violent Incident Report](#) needs to be filled out and submitted online through Clevr.

Incident B: A teacher experiences verbal attacks from a parent.  
(STEP 1 + STEP 2) [Employee Accident/Violent Incident Report](#) + [OSSTF Online Form](#) both need to be filled out.

Incident C: An aggressive student kicks a teacher or threatens them harm.  
(STEP 1+STEP 2 +STEP 3) [Employee Accident/Violent Incident Report](#) + [OSSTF Online Form](#) + [Safe Schools Incident Report](#) All need to be filled out.

If you have witnessed a **SAFE SCHOOLS INCIDENT**, such as: uttering a threat, swearing at a teacher or at another person in a position of authority, or bullying, then complete the online CLEVR Safe Schools Form.



**If you have any questions please ask your OSSTF Rep.**

# OSSTF/FEESO THE NEW DISTRICT 29 COUNCIL

The structure that combines the D29 PSSP bargaining unit, and our traditional D29 T/OT unit. The regular D29 T/OT BU Council will still meet once a month in addition to this new District Council group.

6 Committee Officer and 3 Executive Officer positions are vacant to sit on this new D29 Council.

Nothing prevents a T/OT Council member (non-voting officer, chair of committee, Executive member) not already assigned by BU title, from putting their name forward.

**OPEN TO ALL OSSTF D29 MEMBERS!**  
— CANDIDATES WILL BE APPOINTED BY THE NEW DISTRICT EXECUTIVE —

Vacant Officer Positions

**JOIN OUR TEAM!**  
for 2022-2023

OSSTF/FEESO District 29

|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**

**3 Executive Officer "Voting" Positions 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



## D29 T/OT Communications/Excellence in Education Committee

2021-2023 Committee Members: *Susan Sheppard* (ESS), *Tara Prance* (CHS), *Leaf Worsley* (NHHS), *SharaLee Foster* (BSS), *Eleanor MacNiven* (CSS/Officer), Executive Liaison: *Kendra Kilpatrick* (NHHS)

### Our Responsibilities:

- To provide advice, assistance and training to Communications and Excellence in Education Officers
- To recommend to the Provincial CPAC local entries for provincial awards for excellence in communications & public relations;
- To recommend local Drysdale entries to the Provincial CPAC;
- To promote the pride of members in their own skills and in their contributions to their profession, students and communities through sponsorship and support of Education Week and our Excellence in Teaching Award.
- To develop and maintain the District 29 website;
- To publish our District newsletter and other such publications and media as authorized by the District Executive.







From the Desk of the  
**Member Services Officer**  
Michelle Dalrymple

**Contract Maintenance**

Thank you to all Staffing Reps. and Branch Presidents who have helped to keep the District Office informed. Please continue to make sure we are aware of any workload concerns. This information is brought forward to the Joint Staffing Committee and is crucial for the accurate deployment of staffing. We will be meeting soon to look at mid-year mobility, increases in contract entitlement and any new contract hiring.

**Just a reminder...**

It is very important that members use the Safe Schools Reporting form to report any incident that might ordinarily result in suspension. This reporting responsibility includes incidents involving Special Education students. It is part of our required duties. The Board has moved the reporting form to the online platform Clevr.

**Retirement Planning**

There are retirement workshops hosted by Educators Financial scheduled for November 29<sup>th</sup> in Belleville and November 30<sup>th</sup> in Kingston. See the poster on page 9 for details and information on how to register.

**District Officer Vacancies**

Our new District structure has created vacancies on the new District Council. The following positions are open to all OSSTF members (Teachers, Occasional Teachers, and PSSP members)

*- Political Action, Constitution, Educational Services, Human Rights, Status of Women, and Equity Officer -*

Officers will be appointed by the new District Executive. Please contact the District Office for information on what these positions entail and on how to apply. See the poster on page 12 for details and information

**Provincial Committee Vacancies**

Interested in the work of OSSTF? OSSTF/FEESO is seeking members to fill vacancies on provincial committees and councils for the 2022-2023 federation year.

Some vacancies are for fixed terms, and some are for one-year co-options. In addition, while some committees and councils may have a full complement, they may not have any names in reserve in case a vacancy were to arise sometime during the year.

Committees and councils with vacancies and/or for which there are no names in the reserve include:

- Comité des services en langue française
- Communications/Political Action Committee
- Educational Services Committee
- Health and Safety/Workplace Safety and Insurance Act Committee
- Human Rights Committee
- Parliamentary and Constitution Council

Links to the application forms can be found at :

<http://osstfupdate.ca/2022/06/10/vacancies-on-provincial-committees-and-councils-2022-2023/>

**Check Your Pay Stub!**

It is not uncommon for members to realize at some point in their career that they have not been paid at the appropriate grid rate in the collective agreement. We encourage members to always check your pay stub to see that you are being paid at the proper rate. One quick way to check when salaried is to multiply the gross amount by 26 and check against the annual grid rate.

Members should be aware of our contract language dealing with category changes (members can be paid back to the date of course completion if proper notification is provided to the board) and language granting experience for grid placement.

LTO teachers are paid on the same pay schedule as contract teachers, as a biweekly percentage of their grid step and category, while daily rate occasional work is paid according to days worked in the pay period.

Pay stubs are housed in My Empath under earnings.

**Should you have any questions concerning your pay, don't hesitate to contact the Payroll Department,**

**Email: [pb.service@hpedsb.on.ca](mailto:pb.service@hpedsb.on.ca)**

**Phone: 613-966-1170 Teaching X 62419 Supervisor X 62519**



- NOVEMBER**
- 1 — Quinte Labour Council / Health & Safety
  - 2 — Council
  - 9 — Communications/ Excellence in Education
  - 14 — Human Rights/ Status of Women
  - 15 — Collective Bargaining Committee
  - 23 — Pensions & Benefits
  - 29/30 — Educators/OTIP Retirement Workshops
  - 30 — Executive Meeting



- DECEMBER**
- 6 — Quinte Labour Council
  - 7 — Council
  - 21 — Executive Meeting



**In-person  
March 10 –  
March 13, 2023.**

**Contact the  
District Office  
(deadline:  
Dec. 6<sup>th</sup> 2022)**

**Calling  
all members  
interested in  
attending**

**AMPA  
2023!**



# Access Free Online Mental Health Resources

As a part of the Ontario Education Community, you have access to FeelingBetterNow, an e-mental health platform for assessment and treatment. This platform uses evidence-based e-mental health technologies to help you improve your mental health, allowing you to confidentially identify mental health issues early and take immediate action.

Learn more by watching this **FeelingBetterNow** informational video and sign up for your confidential and anonymous account at:

<https://www.feelingbetternow.com/otip>.



## HOW TO PREPARE YOUR VEHICLE FOR WINTER IN CANADA



Seasoned Canadian drivers know the toll a long winter can take on a vehicle. Between the snow, ice, salt and slush on the roads and the wet, cold climate, it's a tough season for vehicle owners. While harsh winters are an unavoidable reality of life in Canada, there are steps you can take to prevent damage to your vehicle and to keep you safe on the road. Here's a list of 7 things you can do to get your vehicle winter ready.

Read more at [www.otip.com/article155](http://www.otip.com/article155).

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Photo credits: Page 1; original artwork of Federation House by District 29 member Bill Keast



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OSSTF D29 Hastings-Prince Edward

### DISTRICT 29 OFFICE

FEDERATION HOUSE

114 Victoria Avenue, Belleville, ON K8N 2A8

[d29.osstf.ca](http://d29.osstf.ca)

Phone: 613-968-3707

President: Scott Marshall x223 • District Officer: Michelle Dalrymple x225  
[d29pres@gmail.com](mailto:d29pres@gmail.com) [d29officer@gmail.com](mailto:d29officer@gmail.com)

