



OUR SCHOOLS
OUR FUTURE
OUR STORY



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CONNECTIONS

District 29 OSSTF Hastings-Prince Edward

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D29 COMMUNICATIONS / EXCELLENCE IN EDUCATION COMMITTEE (CEE)



2017 CEE Committee reviewing local student submissions for the Student Achievement Awards

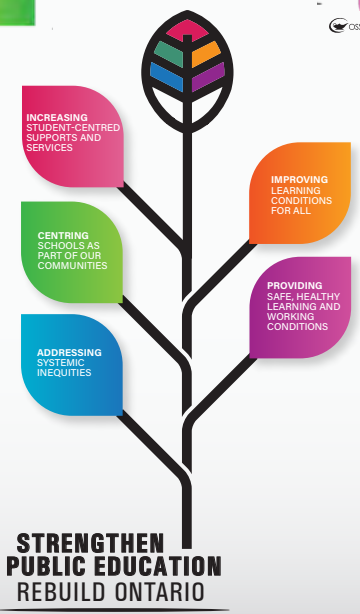
2021-2023 Committee Members:

Susan Sheppard (Chair/ESS), *Colleen Galway* (PECI), *Tara Prance* (CHS),
Eleanor MacNiven (Communications Officer/CSS), *Scott Marshall* (Executive Liaison/D29 President)

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 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*, *World Teachers' Day* and our *D29 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.
- To recommend local Marian Drysdale *Student Achievement Award* entries to the Provincial CPAC;

2022 EDUCATION PLATFORM



www.d29.osstf.ca



Dear Colleague,

It has been a while since we published our last edition of our local newsletter "Connections". The last edition was printed in February of 2020, shortly after our 5th day of local job action fighting the Ford Government cuts to education, and prior to the March 2020 COVID-19 provincial wide shut-down. We moved very quickly from the "No-Cuts" campaign to coping with a myriad of new issues created by significant changes to education under pandemic measures. Our local office put our committee work on hold knowing members had their plates full navigating new education procedures. We also switched from our monthly newsletter to more timely information emails and updates to keep members informed. While these changes were intended to alleviate additional workload stresses, limiting the work of our union to just the local office is not the best long-term strategy for us. Our strength remains in grassroots involvement in OSSTF, so we have re-established committee work this year, and our newsletter Connections as it has input and messaging from more than just the office of the president.



This year has already proven to be every bit as challenging as last. The levels of fatigue that we see this early in the school year clearly indicate that the current teaching and learning environment is not sustainable. Teacher burn-out is not good for the health of our members, nor is it good for students when we cannot be at our best. Addressing this requires us to acknowledge where the challenges lay locally, and where they lay provincially. We are fortunate to have a strong group of local leaders here to provide representation to you on all matters of concern. Your Branch Presidents, our local committee members, local Executive, and District Council are all engaged and working for you. **We encourage all of you to set aside time dedicated to some sense of personal work-life balance**, and to remain engaged with us on the work side so that we are best prepared to manage what we already know will be another difficult year.



AMPA 2022

1.4.3 The District President will announce one month prior to when the election shall take place (at District Council) to allow potential delegates to put their name forward for election as a delegate.

AMPA (Annual Meeting of the Provincial Assembly) is the ultimate governing body of OSSTF. This annual provincial meeting works on a delegate system, with each local electing delegates to represent them based on the size of their membership. All members of the OSSTF District 29 Teacher/Occasional Teacher bargaining unit are eligible to put their names forward for election as one of our delegates. The local Teacher/Occasional teacher council elects our AMPA delegates. **If you would like to be considered for election as a local delegate to AMPA 2022, please submit your name to Michelle Dalrymple (d29officer@gmail.com) no later than Friday December 10th at 4pm.**

Feel free to contact the District Office should you have any questions.

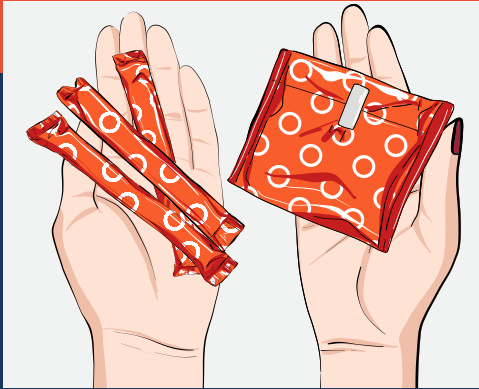
Student Achievement Awards 2022



Although the pandemic has caused unprecedented challenges and tremendous risk and hardship, many communities rallied and found ways to connect, and support those in need. The events of the past year have highlighted numerous flaws and gaps in critical public services and supports. As a result, many have begun the call for an evaluation of our priorities both at the individual and community level. Going back to the "way things were" doesn't seem like an option, instead, more and more, people are coming to the realization that we must advocate for a new and improved way forward. The time has come for renewal, rebirth and reinvention.

OSSTF D29 CEE committee invites teachers to support student writers and artists to submit creative work exploring this year's theme: ***Our Moment in Time.***

DEADLINE: submissions are due to the CEE committee by November 17th. The CEE committee will meet on this night to decide which submissions will move on to the provincial judges. Eleven provincial winners will be awarded \$1000 each in prizes!



TAMPON TUESDAY

Feminine hygiene products are always needed at our local women's shelters and organizations that provide for our women in need.

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.

If you do not have *Status of Women* committee member and would like to make a donation, please either contact Kendra Kilpatrick (kendra.kilpatrick@gmail.com) or Sarah Boggett (sboggett@hotmail.com) or take your donation directly to a local women's shelter or the local foodbank.

Thank you for your support, D29 Status of Women Committee

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.

PLEASE REGISTER FOR ONE OF THE FOLLOWING DATES:

Wednesday, November 24th, 2021

5:00 – 6:15 p.m.

<https://attendee.gotowebinar.com/register/1466504836976850188>

Thursday, January 13th, 2022

4:30 – 5:45 p.m.

<https://attendee.gotowebinar.com/register/1903909254203851788>



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>





Tips for getting the most out of your mortgage renewal

Don't be so hasty to renew your mortgage without doing a bit of homework first.

According to an Angus-Reid survey, 27% of Canadian mortgage-holders allow their mortgages to automatically renew without a second thought. That lackadaisical approach to renewal can mean missed opportunities to save money and take advantage of new mortgage features and products that may actually be a better fit for your needs.

To avoid missed savings or opportunities, here are our top 10 tips to ensure you're getting the most out of your mortgage renewal:

Tip #1: Do your rate research.

Knowing what other financial institutions are offering in comparison to your current rate will give you an idea of how much wiggle room you'll have to negotiate.

Tip #2: The posted rate is usually the 'lowest' rate.

This number typically has plenty of room to be talked down. So, don't be afraid to negotiate.

Tip #3: The lowest rate may not be the best way to go.

Cheaper doesn't necessarily mean better when it comes to your mortgage. So, it's best to read the fine print before you sign—or better yet, ask the lender what penalties are associated with the lowest rate. For example, by accepting the lowest rate, are you sacrificing the ability to make extra payments? Also, what are the penalties for breaking your mortgage early? (*In case that big windfall or gratuity payment comes in*)

Tip #4: If you get a lower rate, consider keeping your payments the same.

You're probably thinking WHY go to all the trouble of negotiating a lower rate, only to make the same monthly payment? But we have a good reason for that. While lower monthly payments could increase your cash flow, it most likely wouldn't be by much. However, keeping the same monthly payments at your renewed lower interest rate means reducing the overall amortization and paying your mortgage off sooner—giving you maximum 'bang' for your buck.

Tip #5: Put a little extra towards the principal.

Renewal time is the perfect time to make a lump sum payment on your mortgage because there are no pre-payment limits. This is your opportunity to make a serious dent in your amortization and save in total interest costs because every dollar goes to paying down the principal.

TIP: If you've recently moved up the pay grid or consolidated your debt and now have some extra cash flow to play with, consider putting that extra money aside for making a lump sum payment at mortgage renewal time.

For the remaining 5 tips visit: <https://www.educatorsfinancialgroup.ca/affiliate/article003>

Get educator-specific mortgage advice.

Have a mortgage renewal coming up? Speak to one of our mortgage agents, call today at **1.800.263.9541** or go to: <https://www.educatorsfinancialgroup.ca/affiliate/F2211/get-started>



The Active Retired Members (ARM) organization helps retired OSSTF members remain actively involved, politically and socially, with their colleagues.

Benefits of joining ARM:

- Engage in local community/social activities and travel opportunities
- Receive advice on pension, legal and financial matters
- Flexible health, dental and travel insurance through ARM retiree health insurance

Ready to join ARM? Visit www.otip.com/ARM to fill out the online form or call the OSSTF Provincial Office at 1-800-267-7867.

Vous voulez adhérer à l'Organisation des MRA? Rendez-vous au www.raeo.com/MRA pour remplir un formulaire de proposition en ligne ou appelez le bureau provincial de l'OSSTF/FEESO au 1-800-267-7867.

Retiree Health Insurance from OTIP:

- Three health-care plans with different prescription drug maximums to fit your needs
- Deluxe travel insurance for up to 95 consecutive days per trip included in every plan
- Option to add dental coverage at any time
- Complimentary access to the following services: CAREpath, FeelingBetterNow®, Express Scripts, Edvantage, The Seniors' Care Assistance Program

Learn more about OTIP's retiree health insurance



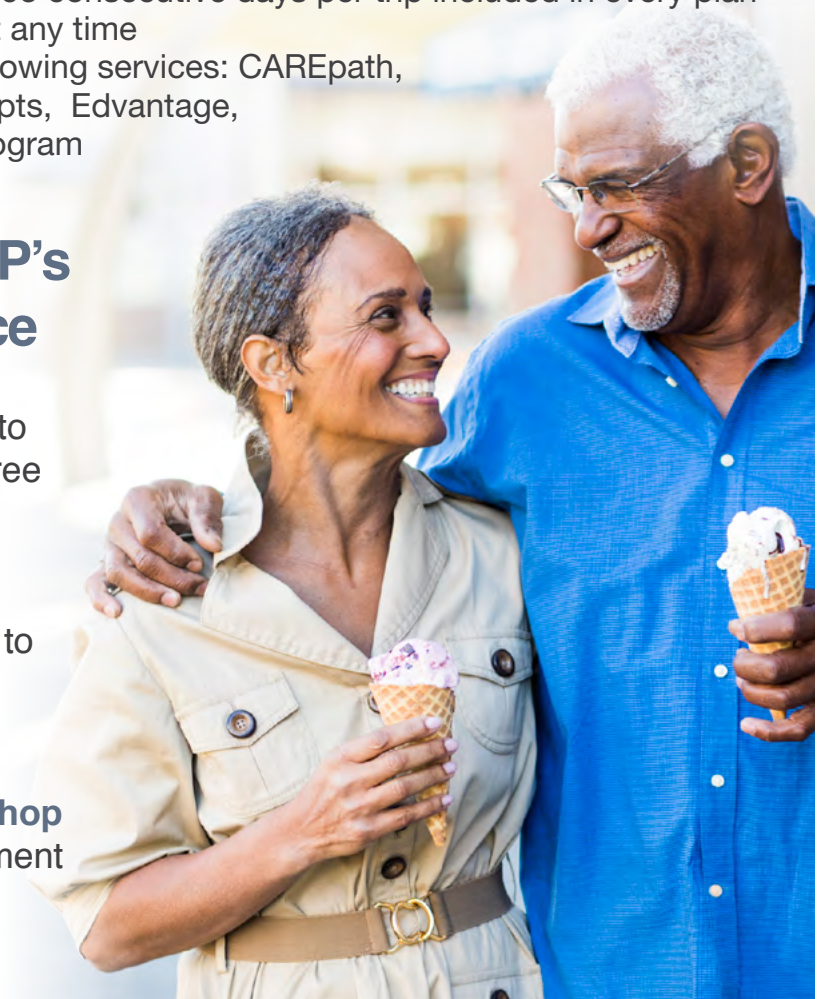
Visit otip.com/arm-plans to learn more about your retiree health, dental and travel insurance options.



Call us at **1-800-267-6847** to find out which plan is right for you.



Visit otip.com/arm-workshop to register for a free retirement workshop or webinar.



HOME INSURANCE 101

for homeowners and renters



The word “home” means something different to everyone. Whether home is a detached house, a duplex, a townhouse, or a condo, it’s important to ensure that your home and belongings are protected. We’ve put together a quick guide to help you determine what type of insurance policy is best suited for you and your home.

Learn more at <https://otipinsurance.com/article127>.



OSSTF/

NEW
WEBSITE LINKS!

Secondary School Teachers' Federation

DIST 29



Hastings–Prince Edward

SITE MAP

SEARCH

PRINT THIS PAGE



LTD and benefits

Cancer Assistance Program Brochure
Feeling Better Now Brochure
and more...



TEP: Attach your electronic receipt(s) or a clear photo/scan of receipt(s) right in this application in order to qualify (no need to email it separately).

T/OT JSD (Joint Staff Development):

JSD - STEP 1: APPLY FOR APPROVAL Request approval from your school Educational Services Rep. online
(To be filled in prior to the start date of the activity)

JSD - STEP 2: APPLY FOR THE RELEASE OF FUNDS Applicants upload receipt(s), proof of completion, and approval of funds in order to have their JSD recovery processed.
(To be filled in after activity is completed)

NOTE: ALL D29 FORMS will now send the applicant a carbon copy of their completed Form emailed to their non-board address provided on the application. Please double check to make sure your email is typed correctly prior to hitting the “submit” button.

From the Desk of the
District 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 to look at mid-year mobility, increases in contract entitlement and new contract hiring starting on November 24th.**

District 29 filed 3 new policy grievances on November 1st, challenging the Board's new expectations surrounding contacting administration when absent, using family illness for Covid-related isolation orders, and raising the possibility of discipline for issues related to personal travel on unpaid time, It is important to protect members from what appears to be Board intrusions into our personal work-life balance.

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. We are aware that members are experiencing difficulties in using Clevr, and should report problems to their administration and to Doug Isaak, our Health and Safety Officer. Form 378-15 can be accessed on the Board website under Policies and Procedures.

Retirement Planning

There are ongoing webinars run by OSSTF for people looking for help with retirement planning. The next date is November 24th and links to registration can be found at <http://www.d29.osstf.ca/news/latest-news/retirement-workshops.aspx>. OTIP also has webinars regarding health, dental and travel plans for retirees with dates all through November. Links to registration can be found at <https://otip.secure.force.com/wrpen/>.

Sick Leave

My Empath, which is the tool used by the Board to track individual sick leave, has been updated to reflect this year's usage. Members should check to make sure their usage is accurate.

- Everyone has access to 11 sick days per year
 - Everyone has access to a further 120 days per year at a minimum of 90% of salary, with the possibility of top up to 100% based on last year's sick leave usage.
- Members should log in to My EmPath to check their amount of available top-up.
- Our LTD waiting period is 120 working days

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.

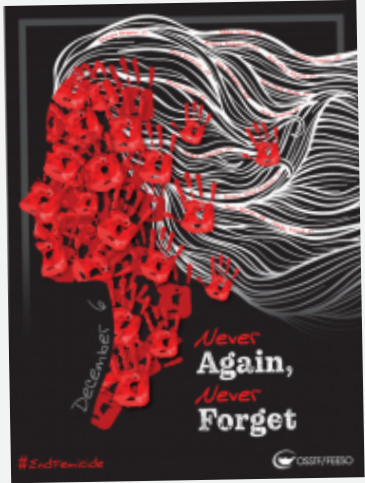
Pay stubs are housed in My Empath under earnings.

NOVEMBER

- 2 — Quinte Labour Council
- 3 — Council Meeting
- 17 — Executive Meeting
- 17 — CEE meeting / deadline for submissions to the Student Achievement Awards
- 19 — Provincial Council

DECEMBER

- 1 — Council Meeting
- 6 — National Day of Remembrance and Action on Violence Against Women



- 7 — Quinte Labour Council
- 15 — Executive Meeting



The Women's Advocate in this District is:
 Name: Michelle Dalrymple
 Phone: 613-968-3707 x225
 Email: d29officer@gmail.com

DID YOU KNOW THAT OUR DISTRICT HAS A Women's Advocate?

Your Advocate is someone who can listen and help.

She will respect your confidentiality and your right to make your own decisions. She may give support but won't judge.

She can help if you are facing violence or abuse in your relationship; are experiencing sexual harassment in the workplace; or need the help of community resources.



OSSTF/FEESO

Women's Advocate
PROGRAM

AND THE LAST WORD BELONGS TO:

ONTARIO COLLEGE OF TEACHERS Sexual Abuse Prevention Program

Bill 229, the Protect, Support and Recover from COVID-19 Act included amendments to the Ontario College of Teachers Act and both the development and implementation of a Sexual Abuse Prevention program by the Ontario College of Teachers were incorporated into legislation.

At a meeting with the OCT, late October, OTF Affiliate Staff asked many questions regarding the mandatory Sexual Abuse Prevention Program (SAPP) that will be available January 2022 and has a completion deadline of August 31, 2022.

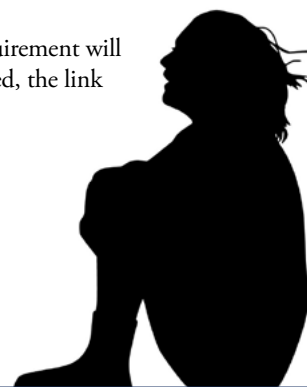
Below are the responses received:

- 1. How long/how much time does the program take?** Approximately 2.5 hours. It does not have to be completed in one sitting.
- 2. What happens if a teacher is on leave?** If the individual is in good standing on January 1, 2022, they are required to complete the program by August 31, 2022.
- 3. How much time upon return (if there is any) from leave would teachers have to successfully complete it?** See above.
- 4. How much time do members generally have to complete it – is it the same deadline every year and how does it work for new members (i.e. a teacher who becomes certified or recertified in August or November)?** As of January 1, 2022, members who are inactive-non practicing and applying for reinstatement and applicants who are applying for initial certification, will be required to complete the program prior to being moved to good standing.
- 5. What, if any, reminders or notices will the College send to members?** The College will be actively promoting the program in our monthly newsletter, Your College and You, on our external website, on social media, through our mobile app, via direct email and in the password protected member area.
- 6. Will the French version be quality checked by Ontario educators for context and culture and language?** The SAPP was developed by the Canadian Centre for Child Protection in both English and French. It has been available nationally for some time. The College has reviewed the program in both languages.
- 7. How often will it be updated and, once updated, do members who have successfully completed it have to successfully complete it again?** The program, developed by the Canadian Centre for Child Protection incorporates a new introductory module specific to the College. Individuals who may have already completed the program voluntarily in the past will be required to complete it again. Beyond that, there is no plan to update the content further or to require the entire membership to complete it again in the future.
- 8. Will the link be updated soon** A live link to the program and the program completion requirement will appear in the password protected member's area at the beginning of January. Once completed, the link will be removed and a notation of completion added to the public register.



The information provided above is from the November 5, 2021

OSSTF provincial D/BU (District/Bargaining unit memo) #073/2021-2022



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President: Scott Marshall x223 • **District Officer:** Michelle Dalrymple x225
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