

OUR SCHOOLS
OUR FUTURE
OUR STORY



VOLUME 19 • ISSUE 6 • OCTOBER 2019

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District 29 OSSTF Hastings-Prince Edward

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www.d29.osstf.ca

General Membership MEETING



On October 28th OSSTF D29 members attended a general membership information meeting at the *Belleville Banquet Centre*. Presentations about central negotiations by Dave Warda and Steve Newstead, members of the OSSTF Provincial Leadership Team, confirmed that the government and OPSBA (Ontario Public School Boards Association) continue to hold positions at these tables that would result in significant losses for the public education system.

Strike votes were held in all worksites on October 29th, and results were communicated to our membership through private email lists. All OSSTF locals taking central strike votes have been asked to have completed this task by November 15th.



(LEFT) OSSTF Provincial Executive Officer: Dave Warda and
(RIGHT) OSSTF Provincial Negotiator: Steven Newstead





Occasional Teacher Daily Assignments:

An occasional teacher hired to cover an absent teacher on a daily basis is responsible to cover the teachers regularly scheduled duties. Additional professional assignments (on-calls and supervisions) are only covered if they already existed on a schedule for the absent teacher. These should be included in the SEMS booking. This means that on-calls and supervisions should not be added to daily OT assignments upon arrival at a school. If you have concern that our contract is not being followed please raise this with the school branch president.

Celebrating 100 Years
as a Leader in Education



Professional Development Fund (JSD):

OSSTF D29 has negotiated funding to support professional development. Funds are available for both contract and occasional teachers. If you are a contract teacher, speak with your school educational services representative for more information. If you are an occasional teacher, contact Scott Marshall at the District Office.

Collective Bargaining Committee:

Our local collective bargaining committee is one of many active committees made up of volunteers from each of our branches (each school and OT branch). This committee was active last year developing a survey for our members to support the development of our negotiations brief, reviewing these surveys, and then developing the brief. Now that the local brief has been approved they will be involved in the planning and logistics necessary to support job action, should that be necessary. Current members of our CBC team are:

THS – Greg Fellows	BSS – Jon Jenkinson	CSS – Karen Brinklow
PECI – Ryan Gabourie	ESS – Heather Patterson	NHHS – Ashely Graham
OT Branch – Graham Gough	Chair – Scott Young (PECI)	Chief Negotiator – Andrew Wachner (CSS)

Member Social

OSSTF D29 Members are encouraged to join colleagues and friends at the *Stirling Theatre* Saturday November 23rd for the evening “Naughty Panto” version of *Mother Goose*. Tickets, normally valued at \$44, are being offered to OSSTF members (and friends) at a discounted rate of \$20 per ticket! A limited number are available, so please book yours soon. Tickets can be reserved through the local d29.osstf.ca website [link](#) see page 4 for more details.

AMPA

The *Annual Meeting of the Provincial Assembly*, is held in Toronto over the March break each year. This is the ultimate decision making body for our Union, setting bylaws, policies, procedures, and making budget decisions and allocations. This meeting works through a delegate system, with each OSSTF bargaining unit in the province allocated delegate spots based upon the number of members in that local. Our teacher bargaining unit has 5 delegate spots, and two alternate spots. The local president fills one position and the remainder are elected by District Council. The election of the delegates to represent OSSTF District 29 will occur at the December 4th meeting of District 29 Council. If you are interested in putting your name forward, or nominating a colleague, please contact Michelle Dalrymple (our District Officer) at d29officer@gmail.com.



Season 2, Episode 2
NOVEMBER 4th

<https://anchor.fm/district-29-pac>



OSSTF/FEESO rejects misleading class size proposal

TORONTO, ON – October 24, 2019 — Today the Minister of Education claimed that the Ford government was extending an olive branch to the Ontario Secondary School Teachers' Federation (OSSTF/FEESO) by offering to decrease the average class size the government is proposing for Ontario high schools from 28 to 25. It was not mentioned at today's press conference that the proposal OSSTF/FEESO received at the bargaining table this morning would also remove any class size limits imposed by local collective agreements with school boards around the province.

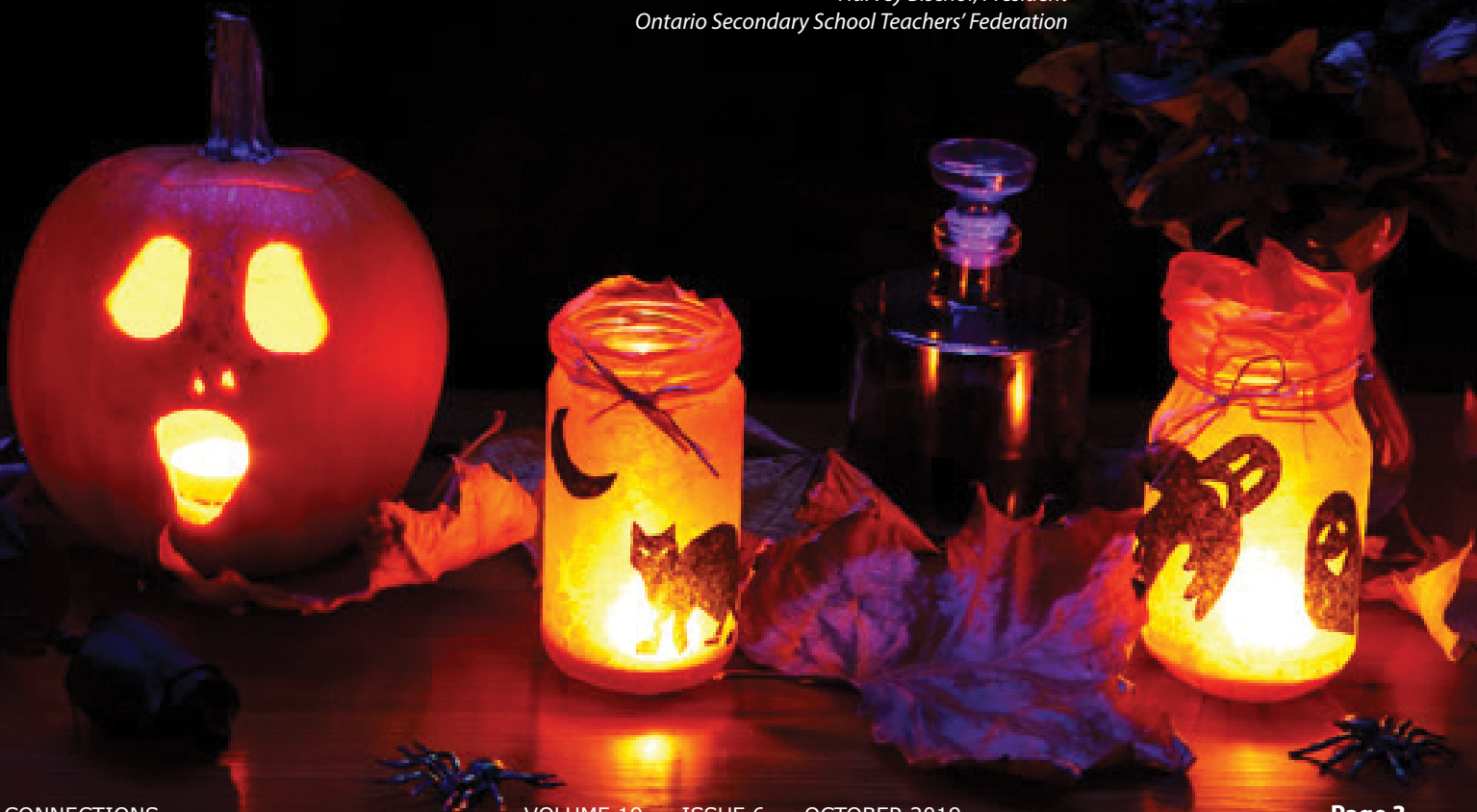
"The proposal that we received this morning is, in fact, worse than the Ford government's original plan to hike average class size ratios to 28:1," said OSSTF/FEESO President Harvey Bischof. "A move from the current class size ratio of 22:1 to 25:1 would still remove roughly 5,000 teachers from our high schools. And with the removal of locally-enforceable class size caps, there would essentially be no limits on the size of classes into which Ontario students could be squeezed."

"This fall we are already seeing the chaos that this government's class size policies are creating in Ontario high schools," continued Bischof. "To the degree that any semblance of order has been maintained, we have the class size caps in our local collective agreements to thank for that. An agreement on our part to remove those caps would be an agreement to undermine the learning environments in our schools. It would frankly amount to a betrayal of our students."

"Just as with their initial claims about the provincial deficit – claims that have now been exposed as a gross exaggeration – the Ford government continues to offer bogus numbers and incomplete information in an effort to misdirect the attention of the public. They simply don't want to acknowledge or discuss the real issue, which is the conditions under which our students are expected to succeed."

"We cannot and will not accept the government's proposal on class sizes. We will instead continue to advance proposals that are good for students, good for public education and good for the future of Ontario," concluded Bischof.

*Harvey Bischof, President
Ontario Secondary School Teachers' Federation*



OSSTF D29 Invites Members to:

"Naughty Panto" version 19+
Mother Goose

Saturday, November 23rd, 2019

8:00 p.m.



Written and Directed by Ken MacDougall

Mother Goose is a writer and she has run out of ideas and calls on her Fairy Tale and Nursery Rhyme friends to help her. Come see if Mother can get her Goose back.

Don't miss this show or 'your goose is cooked'!

Tickets: \$20 each

[REGULAR RATE IS \$44 EACH (REDUCED RATE BROUGHT TO YOU BY THE D29 COMMUNICATIONS/EXCELLENCE IN EDUCATION COMMITTEE)]

LIMITED TICKETS AVAILABLE, FIRST-COME-FIRST-SERVED
TICKETS MUST BE PAID FOR IN ADVANCE!

[TICKET RESERVATION LINK](#)



Learn more about the Student Achievement Awards and which of the categories you can enter at www.osstf.on.ca/studentachievementawards or contact:

Nine \$1,000 prizes to be won OSSTF/FEESO

one STRONG woman

OSSTF/FEESO PRESENTS
THE 2020 STUDENT ACHIEVEMENT AWARDS
in honour of Marion Drysdale

We all know one strong woman—mother, sister, teacher, activist, grandmother, best friend—who has guided, inspired and encouraged you to move forward in your life. Share that one strong woman with us. How has that one strong woman impacted your life? Get inspired by this year's theme 'One Strong Woman' and write a poem, short story or essay. Or create a drawing, or painting that explores the theme. We also have a category for digital productions such as videos and songs.

SHARE YOUR CREATIVE VISION WITH THE WORLD!

Please submit only original writing and artwork. Work that has already appeared in print cannot be considered.

The Student Achievement Awards is a writing and creative arts competition which is open to all public secondary school students in Ontario. The competition is meant to encourage the intellectual development of our students and an interest in society. The 1984 Provincial Assembly established the awards in honour of Marion Drysdale, a secretary at OSSTF/FEESO Provincial Office for twenty-two years, for her dedicated work over so many years.

Each year a new theme is determined by the Recognition and Promotion Sub-Committee of the Communications/Political Action Committee.

OSSTF/FEESO invites student writers and artists to submit creative work exploring this year's theme: One Strong Woman. Judging will be held at the school, District, Regional and Provincial levels. Nine provincial winners will be awarded \$1000 each in prizes and will be invited to our Annual General Meeting in March where a video showcasing their work will be screened.

INVESTING IN PUBLIC EDUCATION IS GOOD FOR STUDENTS AND ONTARIO'S ECONOMY!

Conference board of Canada recently released report titled "The Economic Case for Investing in Education".



Key findings include:

1. Each dollar of public education spending generate \$1.30 in total economic impacts to Ontario. At the same time, the inverse holds true for each dollar taken from public education.
2. Public education can generate social benefits, such as a healthier population, a higher standard of living, and a reduction in crime. That lessons demand for Ontario's social assistance, public health care, and criminal justice services.
3. Through increases in public education spending, Ontario could lift its high school graduation rates to 90.0 percent, matching the highest in the country and seeing average fiscal savings of \$16.4 million per year. That could accrue to total savings of \$3.5 billion over the course of two decades.
4. In a reverse scenario, where high school graduation rates instead fall to 82.6%, Ontario would spend an additional \$18.0 million each year. Over a 20 year period that could amount to total fiscal costs of \$3.8 billion.
5. Each additional high school graduate saves the Ontario government (on average) \$2,767 each year on social assistance, health care, and criminal justice, while each additional high school non-completer costs the province \$3,128 each year.

https://www.conferenceboard.ca/temp/e9bbcf12-91d9-49fd-8e92-0fc311ccd959/10322_EconomicCase_InvestingEducation_RPT.pdf



2019-2020 District 29 Council Members

Scott Marshall - T/OT President
 Michelle Dalrymple - District Officer
 Keith Sled - Vice-President
 Richard Long - Treasurer
 Andrew Wachner - Chief Negotiator
 Chip Gillis - Executive Officer
 Marian Moon - Executive Officer
 Chris Masterson - Executive Officer
 Kendra Kilpatrick - Executive Officer
 Paul Clair - Branch President (BSS)
 Jason Bremner - Branch President (CSS)

Cathy Woodley - Branch President (ESS)
 Kristin Wannamaker - Branch President (CHSS)
 Kendra Kilpatrick - (Acting) Branch President (NHHS)
 Shane Sweetapple - Branch President (PECI)
 Amanda Watson - Branch President (THS)
 Brett Manlow - Branch President (Education Centre)
 Sarah Boggett - Human Rights & Status of Women Officer
 Candice Stuart - Human Rights & Status of Women Chair
 Doug Isaak - Health & Safety Officer (and Chair)
 Mike King - Pensions & Benefits Officer
 Hilary Pearson - Communications Officer

Steve Everhardus - Staffing Officer
 Jason Bremner - Political Action Officer
 Susan Sheppard - Communications/Excellence in Education Chair
 Steve Everhardus - Collective Bargaining Chair
 Janice Masters - OT Branch Vice-President

PROVINCIAL EXECUTIVE LIAISONS

Dave Warda - Provincial Executive Officer
 Paul Kossta - (Political Action)
 Steven Newstead - (Protective Services)
 Randy Banderob - (Educational Services)

Not sure what to do if you get into a car accident?



Follow these 5 steps

It's just another day and you're driving to work, picking up your kids, buying groceries, or visiting family when it happens—a car accident. After screeching to a halt, your adrenaline is pumping, your heart is racing, and your palms are sweating. When you're in a panic it can be tricky to know what to do. By reviewing these steps now, you'll be ready to jump into action if the time comes.

To learn more, click here:

www.otipinsurance.com/article48





Retirement and Leaves

Sound good 'bout now? District 29 hosted another great OSSTF retirement workshop on October 24, 2019. It was very well attended and a lot of information was shared with members. Please contact the District Office with any further questions regarding the process for retirement. Deadline for retiring at the end of Semester 1 is **November 15th**.

November 15th is also the deadline to apply for a Semester II leave. The Joint Staffing Committee will meet on November 19th to look at Mobility and Semester II staffing so it is important that this deadline be met.

If you are planning to retire, it may be that you are eligible to discontinue LTD premium payments. Contact the District Office for more information and the cancellation form.

Absences

'Tis the season when absences peak because we are run ragged and run down. November 1st until the Christmas break represents the peak of stress and health related issues for educational workers in a secondary school setting. **TAKE CARE.**

All absences should be entered through SEMS. Out of consideration for our OT colleagues, please identify the periods/subjects taught, any supervisions to be covered and include any special instructions for the class not indicated by the course code (e.g. outdoor clothing/shoes for phys. ed. if class is leaving the gym)

In addition to lesson plans, each class should have a supply duotang that contains emergency procedures, contact numbers, and bell times.

Feel free to contact the District Office and/or the board office (Sue Taylor at staylor@hpedsb.on.ca) if you have concerns about how an absence has been or should be recorded. If you are unsure of the number of top-up days available to you, please check your My Empath page.

Absences of longer than five days require medical documentation. Members should have their doctor fill out a Functional Abilities Form, found at http://www.hpedsb.on.ca/wp-content/uploads/2016/12/Form-423-6_FAF_OSSTF-Central-Agreement.pdf. The form can be submitted in person to HR, or as scanned attachment to sdearman@hpedsb.on.ca. The District office can assist members in navigating sick leave process.

Other Resources related to Personal Wellness

Employee Assistance Program

613-966-4262 or 1-800-527-7793

www.qxplore.com

Counseling: individual, work, marriage, family, stress, financial, nutritional, grief, addiction

Feeling Better Now (OTIP)

www.feelingbetternow.com/otip

Mental and emotional health care: Sadness, anxiety, depression, stress, low energy, poor sleep, poor concentration, poor function at home, work or school

CAREpath (OTIP)

1-800-290-5106

www.otip.com

Cancer Navigation System: prepare for, understand, and discuss appointments and treatment options
Cancer Survivor Support Program

(contact the District Office for policy number and codes needed to access OTIP services)



OTIP RAEO[®]



AND THE LAST WORD BELONGS TO:

DOES CLASS SIZE MATTER?



DIANE WHITMORE SCHANZENBACH | NATIONAL EDUCATION POLICY CENTER (COLORADO: NATIONAL EDUCATION POLICY CENTER, 2014)

Similar to research by Charles Achilles and William Mathis, this report provides an overview of the main findings of the research on class sizes. Schanzenbach notes that class size is particularly important from a policy perspective because it is an area where education policy can have a direct, measurable outcome and that, "all else being equal, increasing class sizes will harm student outcomes." The research on class size shows that the harm is both short-term and long-term and that money saved by increasing class sizes now will create substantial social and educational costs in the future.

As other researchers have found, Schanzenbach notes that, "the payoff from class-size reduction is greater for low-income and minority children, while any increases in class size will likely be most harmful to these populations."

Executive Summary

Public education has undergone major reforms in the last 30 years with the rise in high-stakes testing, accountability, and charter schools, as well as the current shift toward Common Core Standards. In the midst of these reforms, some policymakers have argued that class size does not matter. This opinion has a popular proponent in Malcolm Gladwell, who uses small class size as an example of a "thing we are convinced is such a big advantage [but] might not be such an advantage at all."

These critics are mistaken. Class size matters. Research supports the common-sense notion that children learn more and teachers are more effective in smaller classes.

This policy brief summarizes the academic literature on the impact of class size and finds that class size is an important determinant of a variety of student outcomes, ranging from test scores to broader life outcomes. Smaller classes are particularly effective at raising achievement levels of low-income and minority children.

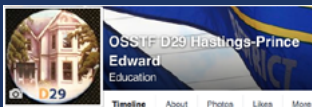
Considering the body of research as a whole, the following policy recommendations emerge:

- Class size is an important determinant of student outcomes, and one that can be directly determined by policy. All else being equal, increasing class sizes will harm student outcomes.
- The evidence suggests that increasing class size will harm not only children's test scores in the short run, but also their long-run human capital formation. Money saved today by increasing class sizes will result in more substantial social and educational costs in the future.
- The payoff from class-size reduction is greater for low-income and minority children, while any increases in class size will likely be most harmful to these populations.
- Policymakers should carefully weigh the efficacy of class-size policy against other potential uses of funds. While lower class size has a demonstrable cost, it may prove the more cost-effective policy overall.

bargainingforeducation.ca



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OSSTF D29 Hastings-Prince Edward

DISTRICT 29 OFFICE

FEDERATION HOUSE

114 Victoria Avenue, Belleville, ON K8N 2A8

d29.osstf.ca

Phone: 613-968-3707

President: Scott Marshall x223 • District Officer: Michelle Dalrymple x225
d29pres@gmail.com d29officer@gmail.com

