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

### Student Achievement Awards 2022

On September 24, 2022, the Ontario Secondary School Teachers' Federation (OSSTF/FEESO) held a virtual ceremony celebrating the 2022 Student Achievement Award provincial winners. The 2022 theme - *Our Moment in Time*, captured the students' imaginations and inspired some truly amazing work. Eleven provincial winners were awarded \$1000 each in prizes.

[Video Link](#)

## Student Achievement Awards 2023



### DON'T DELAY!

Student entries & completed paperwork  
**DEADLINE:**

**Wednesday,  
November 9<sup>th</sup>,  
2022 by 4:00 p.m.**  
to the District Office:

*(CEE committee will  
review submissions at their  
meeting that night)*

The **Student Achievement Awards** ([LINK](#)) 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.

This year's theme: **"I AM EVERYTHING THEY SAY I AM NOT"**. Judging will be held at the school, district, regional and provincial levels. Eleven 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.

Turn to page 7 for more information ➔





### School Branch Presidents

The OSSTF worksite representative, or Branch President, exists at each worksite to support and represent you in all matters related to your employment. These representatives are there in a volunteer capacity, filling one of the most important positions in our union. If you do not know your school Branch President please take a moment during the day to find them and introduce yourself, they are all very good in their roles and take all matters related to supporting you seriously. In our local structure the school Branch Presidents represent all OSSTF members (contract teachers, LTO's, and daily Occasional Teachers) at each worksite. Here are the names of your school Branch Presidents: **Paul Clair** (BSS), **Heidi Moncrieff** (CSS), **Ian MacGregor** (CHS), **Cathy Woodley** (ESS), **Kendra Kilpatrick & Chip Gillis** (NHHS - acting), **Tammy Groleau** (PECI), **Jenn Uly** (THS), **Amanda Watson** (Ed Centre).

### OSSTF District 29 Executive

The OSSTF District 29 Teacher and Occasional Teacher Bargaining Unit is responsible for monitoring and overseeing all aspects of our local union activities. Members of this Executive are elected by the general membership every 2 years, with this year being the start of the 2022-2024 term of office. Members of your local Executive are: **Scott Marshall** (President), **Kendra Kilpatrick** (Vice-President/NHHS), **Richard Long** (Treasurer/BSS), **Andrew Wachner** (Lead Negotiator/CSS), **Chip Gillis** (Executive Officer/NHHS), **Kristin Wannamaker** (Executive Officer/CHS), **Sarah Boggett** (Executive Officer/BSS), **Tish Francis** (Executive Officer/CHS), **Michelle Dalrymple** (Member Services Officer/ESS).

### Negotiations

Our Office has been sharing updates on Central Negotiations by sharing OSSTF Bargaining Bulletins through our private email lists. Since the School Board Collective Bargaining Act (SBCBA) was passed by the previous Liberal government, two tiered bargaining was formalized in Ontario's public education system. While the current Conservative Government has been speaking publicly about education Unions threatening to disrupt the school year, OSSTF and many other teacher unions have made no mention of such disruption. There have been a number of official bargaining meetings centrally between OSSTF and representatives from the government and OPSBA (Ontario Public School Boards Association), and a number of future dates remain. Locally our Collective Bargaining Committee (CBC) has met in September and October, and are close to recommending a brief, that will be used for local negotiations, to the Executive for approval.

### Collective Bargaining Committee

In 20014 the Ontario Government pass Bill 122, the School Board Collective Bargaining Act. This legislation formalized two tiered bargaining for the public education system, a process that had been happening less formally since the Conservative government in the 1990's changed the way that school boards were funded. Essentially the central parties meet to discuss which items will be negotiated centrally, and which items would be left for local parties to negotiate. If such agreements can not be reached, a third party makes this determination. Generally, the larger items related to funding (eg. salary, funding for staffing, benefits) have been determined at central tables, and items that determine the mechanics of day-to-day operations occur at local tables. Our local Collective Bargaining Committee have met twice this school year to discuss local language to include in our brief and will be meeting again this fall to finalize that document for recommendation to the local Executive for approval. Once that is done, we will be in a position to begin the formal process of local negotiations. Member of our OSSTF D29 Teacher/Occasional Teacher CBC Committee are: **Hugh Culliton** (ESS), **Ryan Gabourie** (PECI), **Steve Everhardus** (BSS), **Ashley Graham & Leaf Worsley** (NHHS), **Steve Kennedy** (CHS), **Graham Gough** (OT), **Andrew Wachner** (CSS/ Executive Liaison).

### NEED TO CONTACT YOUR BRANCH PRESIDENT?



LOOK FOR THIS  
ICON WITH  
EMAIL LINKS  
ON THE HOME  
PAGE: [d29.osstf.ca](https://d29.osstf.ca)

### OSSTF D29 MEMBER EMAIL LISTS

The local Office shares important member information through private emails that have been collected with permission for such use. When we send information out this way we use bcc's to protect your email address, and do our best only to send information that we feel is timely and important. Much other information is shared with your school Branch President, who then disseminates that to the worksite using their own discretion. If you are not receiving information from us and would like to be added to our email sharing lists, please send us your personal email at [d29pres@osstf.on.ca](mailto:d29pres@osstf.on.ca).







## Retirement and Leaves

Sounding good 'bout now? Please contact the District Office if you have questions regarding the process for retirement. Deadline for retiring at the end of Semester 1 is **November 15<sup>th</sup>**.

**November 15<sup>th</sup>** is also the deadline to apply for a Semester II leave. The Joint Staffing Committee will meet later in November 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 1<sup>st</sup> until the Christmas break represents the peak of stress and health related issues for educational workers in a secondary school setting. **TAKE CARE.**

Each year, full-time teachers can access 11 sick days at 100% of salary, followed by up to 120 short-term disability days at a minimum 90% of salary. Each sick day unused in the previous year will be used to top-up 10 days of absence to 100%. OTs in a LTO have sick days proportionate to the size of their assignment. Sick leave is cumulative between semesters for LTOs.

All absences should be entered through SEMS for absences of 5 days or less. If you are unsure of your sick leave allocation or 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. The form can be submitted in person to HR, or as a scanned attachment sent to Shaena Dearman. The District office can assist members navigating the sick leave process.

## Other Resources related to Personal Wellness

### Employee Assistance Program

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

[www.qxplore.com](http://www.qxplore.com)

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

### Feeling Better Now (OTIP)

[www.feelingbetternow.com/otip](http://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

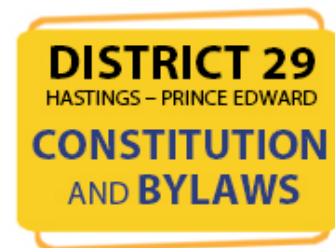
### CAREpath (OTIP)

1-800-290-5106

[www.otip.com](http://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)



## District 29 Constitution - PART 1

For many years, District 29 OSSTF consisted of a single bargaining unit made up of teachers and occasional teachers, and our leadership structure reflected that reality.

Now OSSTF has organised the Professional Student Services Personnel (PSSP) workers in HPE, and District 29, at the inaugural District Annual Meeting in May 2022, passed a constitution creating a new structure for our District.

District 29 now has two Bargaining Units, the Teacher/Occasionals (T/OTBU) and the PSSP unit, requiring a new district governance structure.

There will be a new District Council which will consist of voting and non voting members. Voting members include both bargaining unit presidents, both bargaining unit treasurers, both bargaining unit negotiators, and the Member Services Officer who will serve as Secretary, as well as 3 T/OT executive positions to be chosen by the T/OT council. Non voting members will be the following officer positions: Health and Safety from each bargaining unit, Political Action, Constitution, Education Services, Human Rights and Status of Women. This council will meet soon to begin the work of implementing the constitutional changes.

In the next issue of Connections we will continue to examine our new structure.

# YOUR INSURANCE BILL SHOULDN'T SCARE YOU THIS HALLOWEEN – HERE'S HOW TO LOWER YOUR INSURANCE COST



With Halloween just around the corner and the 'spooky season' in full swing, there are many frights to behold. But your insurance bill shouldn't be one of them.

While you need enough coverage to ensure you, your loved ones and your belongings are protected, there are ways to lower your insurance cost without reducing your coverage. We've put together a list of savings and discount options you may be eligible for in order to save on your home and auto insurance.

Read more at [www.otip.com/article153](http://www.otip.com/article153).

## D29 T/OT Health & Safety Committee

**2021-2023 Committee Members:** *Floyd Ellis & Angela Lily (THS), Troy Bartlett (ESS), Ron Furlan (PECI), Doug Holland (BSS), Danica Donald (CHS), Doug Isaak (NHHS/H&S Officer), Paul Smith (CSS), ??(Executive Liaison)*

### Our Responsibilities:

- To advise the Bargaining Unit Executive and Council on matters relating to health and safety
- The committee will meet a minimum of 3 times a year

### VIOLENT INCIDENT REPORTING FORMS:

Form 421-1 Board Violent Incident [Form](#)

OSSTF D29 Violent Incident Online [Form](#)

Form 378-15 Your school should have pre-numbered copies of form 378-15 available to all staff



**NO OSSTF  
D29 LEVY**  
for the  
**2022-2023**  
school year!

## D29 T/OT Educational Services Committee

Did you know that the Educational Services Committee reviews and recommends the spending parameters for the **Joint Staff Development (JSD) fund** and the **Technology Enhancement Program (TEP)**? Both of these funds are amounts of money that have been negotiated with our employer and are to be used to support teacher professional development (JSD) and their use of personal technology (TEP). Members on the local Educational Services Committee are: **Jeff McDougall** (THS), **Mary Reuvekamp** (ESS), **Greer Koutroulides** (PECI), **Mitch Lidstone** (BSS), **Chris Lee** (CHS), **Lynne Weinert** (NHHS), **Shannon Alexander** (CSS), **Scott Marshall** (OT), **Kristin Wannamaker** (Executive Liaison)

### Joint Staff Development Fund (JSD)

If you are taking, or 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.*

### Technology Enhancement Program (TEP)

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

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 from the \$33,000 fund. (If total funding requests from the approved applications exceeds the \$33,000 available, all funding will be reduced).



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

**NEW!** Attach your electronic receipt(s) or a clear photo/scan of receipt(s) right in this application in order to qualify.

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



## CHECK YOUR PAY-CHEQUE!



All OSSTF members should take a few minutes at the start of the new school year to verify that they are being paid correctly, according to where they should be on the salary grid in our collective agreement. We have had cases in the past where members were not being paid according to their experience and qualifications; it is very important that these differences be noted and raised with the employer during the current school year. Please feel free to contact the local office should you have any questions.

If you have recently completed a course that may see you move on the pay grid, you should have notified the board (Human Resource Dept.) as soon as the course was completed and followed the steps with QECO for a category change. If you are not yet at Category 4 the District Office can assist you to find the best route to move to a Category 4 placement. The cumulative difference in wages between categories on our pay-grid through a teaching career is significant.



## Investing 101: how to weather the storm during a recession



Keep calm and carry on. That always seems to be the advice of the day when it comes to navigating volatility in the market. But when it comes to your money—and amidst a recession no less—is it enough to simply keep calm and carry on, or should you be taking another approach? Read on to find out:

<https://bit.ly/3LpXY8L>.

Brought to you by Educators Financial Group.



## Retiring in the next five years?



Join us for a free retirement planning webinar!

### Benefits of our retirement webinars:

- Open to all members of the Ontario education community.
- Learn about your retirement health, dental and travel insurance options and how to easily make the transition.
- Evening and weekend sessions available – choose the time that works best for you!
- Select sessions also include pension and financial planning information.

Learn why more members of the Ontario education community are choosing OTIP for their retirement health, dental and travel insurance than ever before.

Visit [otip.com/webinar](https://otip.com/webinar) to register today!



# SUPPORTING STAFF MEMBERS

## STUDENT ACHIEVEMENT *Awards* *Success Tips*

### ELIGIBILITY

Only secondary students who work directly with OSSTF/FEESO members (teachers, educational assistants, etc.) are eligible. The relationship between the student and supporting staff member is integral to the contest.

### TIMING

Consult the web page [osstf.on.ca/studentachievementawards](http://osstf.on.ca/studentachievementawards) for specific deadlines. Submissions are due early, long before the end of the first semester, so encourage students to begin their work soon.

### ENCOURAGE STUDENTS

Each school should have received two posters for this year's awards. Please display them in a prominent location and add your name to each poster so that students know whom they can talk to about the awards. Some teachers incorporate the awards into their assignments, so that each student in their class produces a potential submission.

### COMPLETE THE PAPERWORK

A completed submission form must accompany each submission or the work may be disqualified.

Please check student's entry to ensure that they've checked appropriate boxes, filled out the full entry form and have attached your letter as a supporting staff member. Each submission must also be accompanied by a short-written piece explaining how you supported the student. We celebrate the "quality" of student work; we examine how the student has been shaped by their life experience. In addition, we want to celebrate the work that you do with students.

Student submissions will not be considered without this supporting document

### HELP YOUR STUDENT, BUT NOT TOO MUCH

Your role is to support your student. Please provide advice, suggestions, encouragement and editing assistance. The work should be the students, but your input is valuable too.

### SEND IN THE SUBMISSION

After judging all the submissions at the school level, each school is permitted to send in one submission in each of the eleven categories to the local District OSSTF/FEESO office. Feel free to enlist other OSSTF/FEESO members to help select the best from your school.

If you do not know where to send the school's winning submissions, visit our website, [www.osstf.on.ca](http://www.osstf.on.ca) for the correct address of your local district office and contact information for the local executive. **Do not send your entries to the provincial office of OSSTF/FEESO.** They must be judged at the district level first.

### ENSURE YOU HAVE ENTERED YOUR STUDENT IN THE CORRECT CATEGORY

Please check the category that your student has entered to ensure that it is appropriate for their learning level.

OSSTF District 29 Teacher and Occasional Teacher

# LEADERSHIP *Retreat* 2022

Held at the HOLIDAY INN, Belleville

Friday, November 18<sup>th</sup> – Saturday, November 19<sup>th</sup>  
(evening) (morning)

Join us for a local leadership training retreat. Meet colleagues from other worksites and participate in planning priorities for our local union.

**NO FEDERATION EXPERIENCE NEEDED**



All costs will be covered by our provincial union training fund and local training funds.

Speak with your school Branch President if you are interested — we would love to see some new faces!



This event is open to all OSSTF D29 Teachers and Occasional Teachers.

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



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OSSTF D29 Hastings-Prince Edward

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