

OUR SCHOOLS
OUR FUTURE
OUR STORY



VOLUME 19 • ISSUE 5 • SEPTEMBER 2019

CONNECTIONS

District 29 OSSTF Hastings-Prince Edward

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www.d29.osstf.ca

OSSTF D29 Members, joined by other supporters, rallied on July 4th outside the Trentport Marina while MPP Todd Smith was speaking to the Trenton Chamber of Commerce to highlight the government's "achievements" to date.

While noting their buck-a-beer inside, We felt cutting 10,000 teaching jobs was nothing to celebrate!



More photos from this rally on page 4 →

District 29 and Negotiations

OSSTF D29 has been preparing for the start of local bargaining since last year. Our Collective Bargaining Committee worked through all of the member surveys that were completed and has a brief ready to go. It is expected that we will make the request to begin bargaining with our employer early in October.

OSSTF D29 Table Team

Michelle Dalrymple - District Officer
Kendra Kilpatrick - Executive Officer (NHHS)
Scott Marshall - President
Janice Masters - OT Branch Vice-President
Andrew Wachner - District Chief Negotiator (CSS)

TEP

The Technology Enhancement Fund is up and running for the current school year. The fund will operate as it has in the past, using the link on our local website d29.osstf.ca. Priority will again be granted to first time applicants, with this status being refreshed every 4 years. TEP will close at the end of April 2020 and payment will be based upon the total number of applications received. Speak with your school Educational Services representative if you have any questions, or contact the District Office. The TEP fund is available to all OSSTF D29 members.

Professional Development Funding

OSSTF has negotiated PD funds with the employer that are used to support teacher driven professional development.

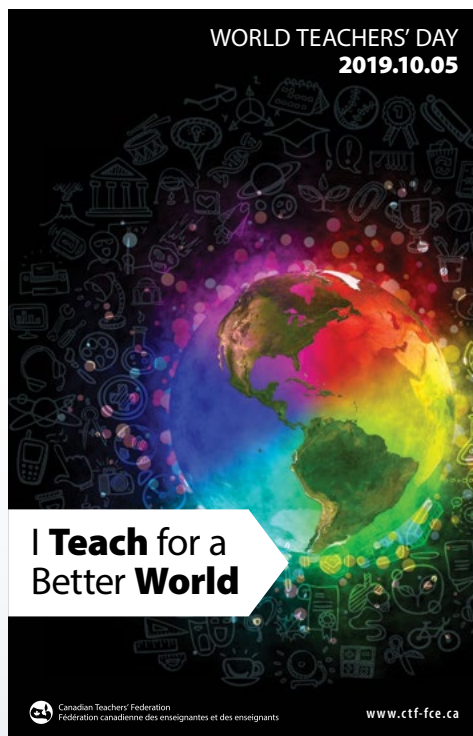
Contract teachers have a \$50,000 fund that is divided among school worksites based upon the total number of teachers at each site. The school Educational Services representative manages the school allocation.

Educational Services Committee

Chip Gillis - NHHS/Executive Liaison	Janice Masters - OT branch/Chair
Chris Lee - CHSS	Shannon Alexander - CSS
Sam Mohamdee - BSS	Jeff McDougall - THS
Lise Lindenberg & Kerri Soloman - ESS	Catherine Betson - NHHS

PD application forms can be found on our local website d29.osstf.ca, once completed the form must be signed by the school representative before being forwarded to the District Office.

Occasional Teachers have a \$5000 fund that is managed through the District Office. The Occasional Teacher application form (JSD) can be found on our local website d29.osstf.ca and submitted to Scott Marshall at d29pres@gmail.com.



OT
OSSTF District 29
OCCASIONAL TEACHERS

OT BRANCH MEETING

**October 9th at
FEDERATION HOUSE
5:00 p.m.**

Teachers ALP
www.teachersalp.com



OSSTF D29 Invites Members to:

"Naughty Panto" version 19⁺
Mother Goose
Saturday, November 23rd, 2019
8:00 p.m.

Mother Goose
Sirling Festival Theatre
41 W Front St, Sirling, ON K0K 3E0

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 PURCHASE LINK](#)

OSSTF/FEESO
29
DISTRICT 29
Hastings - Prince Edward

Update on Central Table Bargaining

Today, OSSTF/FEESO released both the Support Staff and Teacher/Occasional Teacher central table bargaining briefs to the public.

In doing so, OSSTF/FEESO has taken the first step in an unprecedented approach to bargaining in the school board sector in Ontario. At a media conference held at Queen's Park this afternoon, President Harvey Bischof announced that OSSTF/FEESO will make every step of the bargaining process transparent to the public.

Since the beginning of that process, the Ford government and the Minister of Education have made a number of public pronouncements that simply do not align with their actions. We believe that our best hope of countering any future misinformation from the government is to do what we can to ensure that the process is as transparent as possible.

Our bargaining proposals are reasonable, forward-looking and focused on creating the best possible learning environments in our schools. We welcome the public to look closely at our proposed way forward, to see if it aligns with their vision for publicly-funded education.

The full Support Staff and Teacher/Occasional Teacher bargaining briefs, along with comprehensive summaries, will be available soon to members and to the public at BargainingForEducation.ca.

A video message from President Bischof to OSSTF/FEESO to members and a copy of today's Media Release is available on the Federation website at www.osstf.on.ca.

Please frequently check the *myOSSTF* section of the OSSTF/FEESO website for updated information.

School Bus Safety:

Did you know that a single infraction involving a school bus can affect your car insurance premiums? Road safety, especially related to school buses and children, is very important. This importance is reflected in insurance company policies, which penalize drivers who do not exercise proper caution around children. The best course of action is to familiarize yourself with the rules of the road, and to remain vigilant around school zones and buses.

How not abiding by the rules of the road can affect your insurance rates



To learn more,
click here:


www.otipinsurance.com/article43

JULY 4th RALLY



**Stay
Tuned for
Future Rally
Dates!**




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bargainingforeducation.ca

Bargaining for Education; Transparency & Accountability

We're committed to protecting and enhancing public education. And we believe that it's in the public interest to keep you informed of the collective bargaining process, what's at stake, and our position.

Nous sommes déterminés à protéger et à améliorer l'éducation publique et nous estimons qu'il va de l'intérêt général de vous tenir au courant du processus de négociation collective, des enjeux et de notre position.


On September 24th OSSTF took the unprecedented step of announcing that they would be making every step of the bargaining process public. The full bargaining briefs, along with summaries, can be found at **BargainingForEducation.ca**. This website also contains a number of evidence based research reports that support OSSTF's bargaining position. Every member is encouraged to visit this website and become familiar with all of the information that it contains.

In the spring OSSTF launched the website **hereforstudents.ca** to support students, parents, and educators wanting to express their concerns about the government cuts to education. This website also acts as a hub supporting OSSTF's fight back campaign on social media.

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hereforstudents.ca



We're Here For Ontario's Students.

Join a supporter

Get started:

Tell us your education story.

I'm:

☐ A STUDENT

☐ A STUDENT

☐ AN EDUCATOR

Show Your Support For Ontario's Students and Educators Today!

Your Name

Email Address

Postal Code

☐ We'll hold back names against wishes from the OSSTF until this campaign.

JOIN MY TEAM

We are education's front line.

See what's new

Spread the word! Share the campaign:

[SHARE ON FACEBOOK](#)

[SHARE ON TWITTER](#)

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

podcast

podcast

podcast

podcast

District 29 UnPACKed



OSSTF/FEESO

PROTECTING AND ENHANCING PUBLIC EDUCATION

Subscribe to our podcast on iTunes !

[D29 UnPACKed](#): Season 2, Episode 1



"The Dog Days are Over"

Adam Gibson, Chris Masterson, Jason Bremner, and Tara Prance kick off season 2 of UnPACKed with a review of the latest OSSTF bargaining bulletin and the transparency strategy. They also cover the CUPE work to rule, federal election news, and Greg Stephens stops by to talk about dirt.



Provincial Council On-Time Meeting Materials September 27, 2019

Section 6: Ministry of Education Math Proficiency Test for new OCT Applicants

**D29 MEMBERS
DRESS IN THE
COLOUR
RED ON FRIDAY'S
#REDFORED**



CONNECTIONS

6. Ministry of Education Math Proficiency Test for new OCT Applicants

The Ministry of Education issued a memorandum to Ontario Association of Deans of Education on August 21, 2019, regarding the introduction of a Mathematics Proficiency Test for new teachers. On August 20, 2019, two regulations were filed: Ontario Regulation 271/19 *Proficiency in Mathematics*, under the OCTA, and Ontario Regulation 272/19 *Objects of the Office* under the *Education Quality and Accountability Office Act, 1996*. With the *Proficiency in Mathematics* regulation, new applicants to the OCT will be required to successfully pass a mathematics proficiency test if their application for registration is completed **on or after March 31, 2020**. The *Objects of the Office* regulation mandates the Education Quality and Accountability Office (EQAO) to develop the test.

OTF and Affiliate concerns around the introduction and implementation of a mandatory, high-stakes math proficiency test for Ontario College of Teachers certification include:

- Ontario students do not have an achievement in math problem;
- There is little empirical evidence that standardized teacher tests have a positive correlation to teaching effectiveness or student achievement; and
- Any math proficiency assessment should be an integral part of their teacher education program with opportunities for support as needed.

Summary of the Regulations

Ontario Faculties of Education will administer the test in accordance with instructions provided by EQAO. At least 70 per cent of the test will be math content and the remainder pedagogy. Candidates will require a mark of 70 per cent or higher in each of the math content and pedagogy sections to successfully pass the test.

The math questions will include concepts taught in both the elementary and secondary grades. The pedagogical questions will focus on teachers' foundational understanding of math assessment, planning, and facilitating student learning specific to mathematics, even if the teacher candidate is not obtaining math qualifications.

EQAO will mark the multiple choice test and provide the result to the person who took it, and forward the names of successful candidates to the OCT. EQAO will also conduct research and collect information relating to the candidate's confidence and proficiency in mathematics. EQAO is expected to develop online preparation, support materials and practice tests for teacher candidates.

There will be no fee to write the test on the first attempt for those who must pass the test to register with the OCT. A fee will be required for subsequent and/or voluntary attempts. There is no limit on the number of times a person may take the mathematics test.

Implications for Teacher Candidates (Associate Federation Members)

Graduating teacher candidates from Ontario Faculties of Education who have obtained a teaching degree are no longer qualified to teach in Ontario without passing an EQAO math test. While this test will include concepts from elementary and secondary grades, most graduating Intermediate/Senior teacher candidates will never teach math curriculum in any division, nor will they be qualified to teach Intermediate/Senior math without math qualifications on their Certificate of Registration.

The testing, grading, and reporting of the test will delay certification of teachers in Ontario, a particular concern in high-needs disciplines like French, Technology, the Arts and some of the Sciences. If there are any issues with administering the test through Ontario Faculties of Education, these delays will be compounded. School boards are increasingly relying on unqualified/uncertified emergency hires to fill Occasional Teacher work. 2017 – 2018 also saw an increase in the number of Letters of Permission issued by school boards to hire unqualified and uncertified individuals to teach in Ontario. It would not be a stretch to expect these increases to trend higher when OCT certification is delayed for teacher candidates.

When the government introduced the disastrous Ontario Teacher Qualifying Test (2002-2004), there were numerous glitches with the administration of the test and it was ultimately abandoned. While that was a paper and pencil test, there were also numerous issues with EQAO's attempt to put the Grade 10 Literacy Test online. The new math proficiency test announcement lacks consideration or mention of accommodations for teacher candidates with various abilities or language barriers. Undoubtedly there will be issues with this new test whichever format Faculties of Education are required to use to administer the test.

Faculties of Education and teacher candidates will be concerned about the prospect of obtaining a teaching degree, but failing to be eligible to teach in Ontario based on the results of an exit-math test. There will be the increased pressure to teach to the test, taking valuable time away from other important pedagogical, discipline and equity studies. It is also possible that teachers who failed the proficiency test on one or more occasions, and their respective Faculties of Education, will be stigmatized based on their pass rates, much as we see with schools and school boards based on their OSSLT results.

Implications for OSSTF/FEESO Members

Current OCT certified teachers will not be required to take the new math proficiency test, so there are few direct implications for OSSTF/FEESO members. OSSTF/FEESO does have concerns about members taking a standardized EQAO math proficiency test voluntarily. Some OSSTF/FEESO members may be tempted to take the test voluntarily as a avenue to leadership positions. There would be little to prevent employers to view those with successful completion of the EQAO math proficiency test as preferred or better suited for transfer or promotion to positions of added responsibility. There is also the potential for administrators to coach teachers into taking the math proficiency test 'voluntarily' during an ALP or TPA process.

OTF and the affiliates have met to consider a coordinated response to the EQAO math proficiency test. More information and advice will be shared with OSSTF/FEESO members prior to the implementation of the test, outlining the futility of this approach to measuring teacher efficacy, and cautioning members not to take the test on a voluntary basis.



Contract Maintenance

Thank you to all Staffing Reps. and Branch Presidents who will be keeping the District Office informed. Please continue to help them by making sure they 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. **The official count date for workload purposes is September 30th. JSC will meet on October to look at class sizes on October 8th.**

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. Please let the office know if anyone is told they don't need to report an occurrence or if they experience difficulty in accessing the form.

Retirement Planning

There will be a workshop run by OSSTF on October 22, 2019. The session is 5-7 at Centennial Secondary School Library. Please submit your name to your P&B rep, Branch President or to the District Office by Tuesday October 15th.

Sick Leave

My Empath, which is the tool used by the Board to track individual sick leave, has not 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.



Retirement WORKSHOP

Held at Centennial Secondary School Library

October 22nd, 2019

at 5:00 p.m.

Please register with your school Pensions & Benefits Rep. or with our District Officer at: 613-968-3707 x225 by October 17, 2019

Brought to you by OSSTF District 29 Pensions & Benefits Committee

AND THE LAST WORD BELONGS TO:

Investing in education generates fiscal and economic benefits according to new study by the Conference Board of Canada: OSSTF/FEESO

TORONTO, ON – June 19, 2019 — The Ontario Secondary School Teachers' Federation (OSSTF/FEESO) is pointing to a newly commissioned report based on research by the Conference Board of Canada as evidence that provincial cuts to public education could impact high school graduation rates and lead to higher fiscal costs for the Ontario government.

The report, entitled *The Economic Case for Investing in Education*, examines the impact of public education on the economy in Ontario. It was released today at an Empire Club of Canada luncheon.

The report's key findings include:

- Each dollar invested in public education generates \$1.30 in total economic impacts to Ontario. At the same time, the inverse holds true for each dollar taken from public education.
- Increased investment in public education that lifts Ontario's high school graduation rates to 90.0 per cent, matching the highest in the country, could generate average fiscal savings of \$16.4 million per year on social assistance, health care, and criminal justice. That could accrue to total savings of \$3.5 billion over the course of two decades.
- In a reverse scenario, where high school graduation rates instead fall to 82.6 per cent, Ontario would spend an additional \$18.0 million each year on these programs. Over a 20-year period, that could amount to total fiscal costs of \$3.8 billion.
- 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.

- Public education can generate social benefits, such as a healthier population, a higher standard of living, and a reduction in crime. That lessens demand for Ontario's social assistance, public health care, and criminal justice services.

"These findings are a clear indication that investment in public education benefits all of us by bolstering the economy and potentially reducing the costs of other programs and services," said OSSTF/FEESO President Harvey Bischof. "It's also clear that the damage done when education is cut extends far beyond the school system and the students who rely on it."

"We have always taken the position that public education is an investment in Ontario's future, and this research provides solid evidence that this is true," continued

Bischof. "In light of this evidence, we will be urging the Ford government to look closely at this Conference Board of Canada report, and to seriously reconsider the cuts it has planned for education in Ontario."

To download a copy of the report, please follow this link:
<http://bit.ly/32FHGRV>

Harvey Bischof
President, Ontario Secondary School Teachers' Federation



facebook



OSSTF D29 Hastings-Prince Edward

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