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Welcome Back!

I hope everyone enjoyed that one nice week of summer (and the other not so great weeks of holidays during the months of July and August!)

Leadership Conference

Every August, for over a decade, I have participated in our Provincial Summer Leadership Conference where OSSTF leaders attend a variety of workshops and guest speakers. This year I took part in the following workshops: Preparing Members after an Unsuccessful TPA, Provincial Standing Committee Chairs Meeting (I am Chair of the Provincial Educational Services Committee), the Better Man Project, Indigenous Blanket Exercise and Dealing with Harassment and Bullying in the Workplace. We also had presentations from Educators Financial Group, a report on Provincial Election Preparation, a report from our Violence in the Workplace Task Force and we heard from the author of [Teacher Proof](#), Tom Bennett.

While all of the workshops and reports were of value to me in my role as President, I would like to highlight a few of the things I learned for you.

Better Man Project

[A Better Man](#) is a 2017 Canadian documentary film co-directed by Attiya Khan and Lawrence Jackman in which Khan, a survivor of teenage domestic abuse as well as a domestic abuse counselor, meets with her former abuser to see if he can take responsibility for his actions. Illuminating a unique paradigm for domestic-violence prevention, **A Better Man** offers a

fresh and nuanced look at the healing and revelation that can happen for everyone involved when men take responsibility for their abuse. It also empowers audience members to play new roles in challenging domestic violence, whether it's in their own relationships or as part of a broader movement for social change.

OSSTF has been involved in supporting the creation and the release of this film and is now in the process of developing and piloting lesson plans for use in some senior level courses. Please look forward to more information on this project.

Indigenous Blanket Exercise

Blanket Exercise participants take on the roles of Indigenous peoples in Canada. Standing on blankets that represent the land, they walk through pre-contact, treaty-making, colonization and resistance. They are directed by facilitators representing a narrator (or narrators) and the European colonizers. Participants are drawn into the experience by reading scrolls and carrying cards which ultimately determine their outcomes. By engaging on an emotional and intellectual level, the Blanket Exercise effectively educates and increases empathy.

I participated in the Blanket exercise and I believe it would be a fantastic activity for a PA day and possibly for some of our History and Social Science classes. Our local Human Rights Committee is looking into how we can bring this workshop to our members.

District 28 Update

- District 28's Electronic
Newsletter

September
2017

Provincial Election Preparation

Provincial OSSTF is already at work planning our approach to the Ontario Provincial election which is to be held on June 7th, 2018. There is no consensus on who might win, and we have learned that no political party can be trusted to be an ally of public education. Our new President Harvey Bischoff told us that we need to be prepared to work with any or all political parties to achieve what is best for our members and public education in Ontario.

Educators Financial Group (EFG)

EFG's President and CEO, Chuck Hamilton shared that EFG is now managing over a billion dollars. OSSTF Members and their families have EFG mortgages, lines of credit, tax free savings accounts, registered educational savings plans registered retirement savings plans and tax free savings plans all across Ontario. The word is spreading about all of their products and their free financial advice, but they feel they need to reach even more members. I encourage you to check them out at: <https://educatorsfinancialgroup.ca/>.

You can book a meeting with our local Financial Advisor Darryl Martella by calling [1.800.263.9541](tel:18002639541)

Violence in the Workplace Task Force

For the past year, dealing with workplace violence has been a priority for OSSTF. Consulting grassroots members, lobbying Provincial MPPs, grievances/arbitrations, bargaining, polling members and the public to track issues and perspectives have been some

of the ways OSSTF has been taking on this issue. Too many members have been seriously injured due to preventable incidents of workplace violence and hopefully, with the help of grass roots members, local leaders and local Health and Safety Officers, the risks can be reduced and controlled in the future.

We had a very successful Lobby Day at Queen's Park in March. OSSTF leaders met with 93 MPPs including Premier Kathleen Wynne, NDP Leader Andrea Horwath and PC Leader Patrick Brown. Education Minister Mitzi Hunter and Labour Minister Kevin Flynn were also receptive to OSSTF's suggestion to create an education-sector regulation to deal with the issue of school/workplace violence. As well, over 70 MPPs, including all party leaders, the Minister of Education and **John Yakabuski**, agreed to be photographed with the OSSTF/FEESO placard stating, I stand with #OSSTF on the issue of #school violence .

On the heels of our Lobby Day efforts, the Ministry of Labour began an enhanced enforcement initiative that will begin this fall, specifically targeting workplace violence in schools. Every single school board in the province will be visited by a manager, regional program coordinator and by an inspector. In total, more than 70 district school boards across the province will receive a visit in 2017-2018 from ministry officials.

With input from the Provincial Working Group on Health and Safety, which was established through the central bargaining process, the Ministry of Labour will be creating education sector specific guidance documents which will have the same authority as those produced by a Section 21 Committee under the Ontario Health and Safety Act (OHSA). The guidance material will be completed and published during the 2017-2018 school year.

Keeping in mind that highly sensitive and privileged information may be contained in a student's Ontario Student Record (OSR), the government is committed to ensuring that all education workers have access to the information they need to protect themselves and maintain a safe and inclusive classroom for students and other staff. Next steps will be predicated on advice from the Working Group, whose experience and expertise will inform next steps to expand access to information by the spring of 2018.

A full review of reporting requirements for violent incidents will be undertaken, with the goal of creating a simple, standardized reporting process that is accessible online, and will facilitate the collection of accurate data with implementation in the spring of 2018. Across the province, members have expressed the concern that they cannot find the correct forms and that they are discouraged from

completing forms. Having a standardized online form will go a long way to improved reporting. Renfrew County District School Board is actually ahead of the curve on this, since we already have an online [Aggressive Incident Report Form](#).

OSSTF has been polling the public and the results show that violence in our schools is a real concern. The public recognizes the issue and that additional staff and training are critical to addressing these concerns. We will continue to push this agenda forward through our "END the Silence, Stop the Violence" campaign. No one should go to work to get hurt.

Research Ed - Tom Bennett

Tom Bennett is the author of [Teacher Proof](#) and the founder of researchED, a grass-roots organization that raises research literacy in education. Tom's premise is that some of the research that creates the policies that force initiatives on teachers is not valid. He cites examples such as the need for lessons to cater to "Learning Styles" and how that research has been subsequently debunked.

He compares education to medicine from the not too distant past, when Doctors bled their patients to balance their "humours". Research and science showed that Doctors had it wrong, but it took Doctors some time to accept the science. Doctors felt that they knew their patients best...

So I took two important points from his talk. 1. Educators are quick to say we know our students best and risk not accepting what research can do to improve teaching and learning. 2. More importantly, the authentic research that can help our students needs to be driven by educators in the classrooms, not PhDs and Administrators who have not spent much time working in the classroom reality.

OSSTF is supporting researchEd in their efforts to promote the research literacy of educators and educator driven research. OSSTF will be hosting a researchEd Conference this coming spring. I am excited by the possibilities that this brings. I have found myself in arguments with administrators who held up the research of John Hattie as definitive. Hattie's book [Visible Learning](#) has become a guide for many Directors and Superintendents as they chart the course of school boards around the world. Unfortunately, Hattie's statistical work has recently drawn criticism. One great example is that class size is not an important indicator of student success according to Hattie. A more accurate statistical analysis of his data shows the exact opposite.

So it is important that educators can take an informed and critical view of existing research, but it is more important that educators be the producers of education research. I for one am thrilled that OSSTF is behind this initiative.

Orange Shirt Day

OSSTF recognizes September 30, 2017 as Orange Shirt Day and encourages all members to take part in observing this event.

Orange Shirt Day is a legacy of the St. Joseph Mission residential school commemoration event held in Williams Lake, BC, Canada, which was first held in the spring of 2013.

It grew out of an account by a former First Nations student who had her orange shirt taken away on her first day of school at the Mission and has evolved into an opportunity to annually continue the discussion of all aspects of residential schools. The end of September was selected as the date of recognition as it represented the time of year when First Nations, Métis and Inuit children were taken away from their homes to be placed in residential schools. This year, Orange Shirt Day falls on a Saturday. However, members are encouraged to show their support by wearing an orange shirt on Friday September 29th. On that day, members are encouraged to talk to fellow staff and students about the legacy of the residential school system, as well as how we can all work together in the spirit of reconciliation and hope for generations of children to come. Members can order their own "Every Child Matters" orange shirt from the [Orange Shirt Day website](#).

Retirement Workshops

We will be holding an OMERS Retirement Workshop (for ECEs and Office Managers) on October 24th and a TPP Retirement Workshop (for Teachers) on October 25th. Both workshops will be offered by OSSTF Provincial Staff in the Nishku room at Opeongo High School at 6:30 pm and run for approximately 2 hours. We will also have a workshop in the spring offered by OTIP. If you have never been to one of these workshops, I strongly encourage you to go!

Social Media

I have had a few inquiries regarding members' use of social media. I will always give the following advice to members: no matter what your security settings are...do not put anything on social media that you would not want shared on stage at a graduation ceremony that is open to the community. Case law has shown that employers can discipline, even dismiss, employees for inappropriate use of social media even while off-duty. The Ontario College of Teachers has issued an [advisory](#) on the use of electronic communication and social media, which includes the warning that members should not "Friend" students. Professional Colleges can also discipline members who do not follow Board policies. When in doubt – don't hit post or send!

Have a great start to the year!

In Solidarity!

Jeff

INTRODUCING THE NEWLY REDESIGNED OTIP.COM WEBSITE!



Ontario Teachers Insurance Plan (OTIP) has made it even easier for members to access the insurance products and services offered exclusively to the Ontario education community.

Visit the newly redesigned www.otip.com today and discover the fresh new look and the mobile-friendly experience!

OTIP is a not-for-profit organization that provides insurance solutions including home, auto, life and retiree health plans to the Ontario education community.

Visit www.otip.com to learn more.



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RENFREW COUNTY DISTRICT SCHOOL BOARD
PAY SCHEDULE FOR EDUCATIONAL ASSISTANTS & EARLY CHILDHOOD EDUCATORS
AUGUST 2017 TO JUNE 2018

PERIOD OF TIME	FULL TIME NUMBER OF DAYS TO BE PAID	P.A. DAYS AND HOLIDAYS	PAY DATE
1 Sept – 14 Sept 2017	10	1 Sept 2017	14 September 2017
15 Sept – 28 Sept 2017	10		28 September 2017
29 Sept – 12 Oct 2017	10	Oct 6 & 9 2017	12 October 2017
13 Oct – 26 Oct 2017	10		26 October 2017
27 Oct – 9 Nov 2017	10		9 November 2017
10 Nov – 23 Nov 2017	10	17 Nov 2017	23 November 2017
24 Nov – 7 Dec 2017	10		7 December 2017
8 Dec – 21 Dec 2017	10		21 December 2017
22 Dec – 4 Jan 2018	5	24 Dec (1/2), 25-26 Dec (2), 31 Dec (1/2), 1 Jan (1)	4 January 2018
5 Jan – 18 Jan 2018	9	5 Jan 2018	18 January 2018
19 Jan – 1 Feb 2018	10		1 February 2018
2 Feb – 15 Feb 2018	10	2 Feb 2018	15 February 2018
16 Feb – 1 Mar 2018	10	19 Feb 2018	1 March 2018
2 Mar – 15 Mar 2018	5	March 9–15 2018	15 March 2018
16 Mar – 29 Mar 2018	9	16 Mar 2018	29 March 2018
30 Mar – 12 Apr 2018	9	2 Apr 2018	12 April 2018
13 Apr – 26 Apr 2018	10		26 April 2018
27 Apr – 10 May 2018	10	27 Apr 2018	10 May 2018
11 May – 24 May 2018	10	21 May 2018	24 May 2018
25 May – 7 Jun 2018	10		7 June 2018
8 Jun – 21 Jun 2018	10	8 Jun 2018	21 June 2018
22 Jun – 5 Jul 2018	8	29 Jun & Jul 1 2018	5 July 2018
6 Jul – 19 Jul 2018	0		19 July 2018
Totals	205		

Notes: You are paid up to date. Adjustments are made upon receipt of your timesheet.

You are entitled to be paid your scheduled hours (3.5 hours if you work 1/2 time) for PA days if you attend the planned activities for that day.

June 26, 2017

Prepared by: Payroll Department

RENFREW COUNTY DISTRICT SCHOOL BOARD
SECONDARY SCHOOL TEACHERS
SALARY PAYMENT SCHEDULE SEPTEMBER 2017- to June 2018

Pay Date	Weeks between pays	Salary Paid in Month		Days Taught/ Earned in Month	Monthly Difference	Cummulative Difference
		Percent (per contract)	Days (per calendar)		Days Paid More (Less) than Worked in Month	Days Paid More (Less) than Worked to Date
Column 1		Col. 2	Col. 3	Col. 4	Col. 3 minus Col. 4	
September 1 2017		8%	15.52	1	14.52	14.52
September 28 2017	4	8%	15.52	19	-3.48	11.04
October 26 2017	4	8%	15.52	21	-5.48	5.56
November 23 2017	4	8%	15.52	22	-6.48	-0.92
December 21 2017	4	8%	15.52	16	-0.48	-1.40
January 26 2018	5	8%	15.52	18	-2.48	-3.88
February 23 2018	4	8%	15.52	19	-3.48	-7.36
March 29 2018	5	8%	15.52	15	0.52	-6.84
April 26 2018	4	8%	15.52	20	-4.48	-11.32
May 24 2018	4	8%	15.52	22	-6.48	-17.80
June 29 2018	5	20%	38.80	21	17.80	0.00
Total for School Year		100%	194.00	194	0.00	

IMPORTANT NOTE:

If you will not be working the full school year or if you will be changing your percentage of full-time during the year, there will be a pay adjustment on your paycheque for the actuals days you will be teaching in the year.

Please contact Teacher Payroll for details of your individual case.

District 28 Meeting Dates 2017/2018

District Council				Meetings held on Wednesdays at 4:30 pm. (Except for Retreat in September)	
				FRIDAY night/SATURDAY morning	13163 ON-60, Golden Lake, ON
September	22	2017	Golden Sands	1725 Kohlsmith Rd,	
October	18	2017	Oaks	Cobden	
November	22	2017	Dineamics	185 Pembroke St E,	
January	17	2018	RMH	Pembroke	
February	21	2018	RMH	409 Stewart St,	
				Renfrew	
				409 Stewart St,	
				Renfrew	
April	4	2018	Dineamics	185 Pembroke St E,	
				Pembroke	
				1725 Kohlsmith Rd,	
May	9	2018	Oaks	AGM Cobden	
June	6	2018	Oaks	1725 Kohlsmith Rd,	

Cobden

Collective Bargaining Committee Meetings held on Wednesdays at 4:30 pm.

September	13	2017	Dineamics
October	11	2017	Dineamics
November	15	2017	Dineamics
January	24	2018	Dineamics
February	15	2018	Dineamics
April	18	2018	Dineamics

Health and Safety Committee Meetings held on Wednesdays at 4:30 pm.

November	8	2017	Dineamics
March	7	2018	Dineamics

Human Rights and Status of Women Com. Meetings held on Wednesdays at 4:30 pm.

September	6	2017	Rocky Mtn House
November	1	2017	Rocky Mtn House
March	21	2018	Rocky Mtn House
April	25	2018	Rocky Mtn House

Communications & Political Action / Ed. Services Com.

Meetings held on Wednesdays at 4:30 pm.

September	20	2017	Rocky Mtn House
November	29	2017	Rocky Mtn House
February	7	2018	Rocky Mtn House
April	11	2018	Rocky Mtn House

Retirement Workshop

October	24	2017	OMERS(OSSTF)	Nishku	6:30
October	25	2017	OTPP (OSSTF)	Nishku	PM
April	12	2018	OTIP	TBD	

Bumping Day

Do you know a student
who could use an extra
\$1,500 for tuition?

They could
WIN
a bursary
from OTIP!

If you're insured with OTIP and you or one of your relatives (e.g. child, step-child, grandchild, niece, nephew, aunt, uncle, sister, brother, spouse, etc.) will be a full- or part-time post-secondary student in the upcoming academic year, enter online for the chance to win a bursary from OTIP.

Twelve bursaries of \$1,500 each are awarded annually. The deadline to enter is June 15 each year.

Visit www.otip.com/bursary
for more information.



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group!

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