



*Protecting and enhancing public education since 1919*

# District 28 Update

- District 28's Electronic  
Newsletter

September  
2018

## Sad News



It is with a heavy heart that I share with you the passing of one of our members. Mike Webb, 43, taught English at Fellowes High School and cared deeply about his students. Please keep the staff and students at Fellowes in your thoughts as they grieve this tragic loss. Visitation for Mike will be held at the Neville Funeral Home in Pembroke on Saturday from 1-3 p.m. followed by a Service in the Chapel at 3 p.m. Interment of Ashes in St. Columba's Cemetery, Pembroke. As an expression of sympathy, donations to Mackay Manor would be appreciated. I hope Mike's passing will help us all to remember the need to look after ourselves and our colleagues. If we are not healthy, the students will not be getting the quality education they deserve.

## Leadership Conference

Our Provincial Summer Leadership Conference took place in Toronto from August 15<sup>th</sup> to the 18<sup>th</sup>. This year I was joined by Linda Schultz, President of the ECE Bargaining Unit, Amanda Hawkins from our TBU CBC committee and our new Office Manager Bargaining Unit President Shelly Raymond. President Harvey Bishof began the conference with an opening address during which he took on some of the most pressing issues for members; the new Ford government's proposed changes to education. President Bishof borrowed a quote from the Mike Harris years – "The Conservative Party can put a value on anything, but they value nothing". It would appear that Doug Ford is not wasting any time moving forward with his agenda and we will need to be ready to respond accordingly. I encourage you watch Harvey's [address](#) which can be found on the Provincial website.

## Health and Physical Education Curriculum

As of August 29<sup>th</sup>, the 2015 Health and Physical Education curriculum for Grades 9-12 still remains in place. OSSTF members should continue to teach the curriculum as provided in that document. Early Childhood Educators should continue to assist students in learning the curriculum as provided by the classroom teacher. RCDSB Director Buffone has assured me that our Board will be releasing a statement on the Health and Physical Education Curriculum shortly. If you have any questions about this issue, please contact me.

## Dr. Stan Kutcher

Dr. Kutcher from Dalhousie University also addressed the conference on the topic of mental health literacy. His message is that we have lots of words in our vocabularies about mental health, but we use them incorrectly. An example is anxiety. Anxiety is a medical term which means hyperarousal in the absence of a stimulus. Students who are worried about a test or an exam have stress – not anxiety. To help those students we need to help them prepare for tests – we do not need to send them to a health practitioner. We need to stop medicalizing challenges in life. "If you lose your job, you don't need a prescription, you need a new job."

Challenges are opportunities and we need stress in order for us to grow as a society. Stress response drives social behavior – pushing us to reach out to others to improve the human condition. Dealing with stressful situations allows you to handle them in the future. (Educators are quite comfortable in front of a class of students because they do it all the time, but they were not always that comfortable.) We need friends to help us through stress and we need to be friends to those who are facing challenges. Nothing has shown higher returns in improving mental health than music and exercise. (You don't need to buy the self-help book!) For more information on Dr. Kutcher's work on a free Pre-Service Mental Health Literacy Curriculum check out: [teenmentalhealth.org](http://teenmentalhealth.org)

## Labour Day Celebration

The origins of Labour day in Canada can be traced back to a printer's revolt in 1872 in Toronto, when labourers tried to establish a maximum 54-hour work week. At that time, any union activity was considered illegal and the organizers were jailed. Protest marches of over 10,000 formed in response. This eventually led to the Prime Minister Sir John A. Macdonald repealing the anti-union laws and arranging the release of the organizers as well. The parades held in support of the Nine-Hour Movement and the printers' strike led to an annual celebration. The date was adopted in Canada in 1894 by the government of Prime Minister John Thompson.

While many see it as their last day off before the school year begins, I would like to encourage you to reflect on the hard-fought gains of the Labour Movement over the past century. We stand on the shoulders of those who went before us. Come out and celebrate what has been accomplished and look forward to what still needs to be accomplished. A poster for the Labour Day Celebration in Pembroke (sponsored in part by OSSTF District 28) is on page 5.

## Trustee Elections

The 2018 municipal elections in Ontario will be held on October 22, 2018. Voters in the province of Ontario will elect mayors, councillors, school board trustees and all other elected officials in all of the province's municipalities. I always want to see members exercise their right to vote in all elections, and I especially want them to have a say in the selection of our RCDSB Trustees! Do some research and then get out and vote!

## Educators Financial Group (EFG)

I am EFG's biggest fan. EFG is a financial company that is owned by OSSTF that provides all kinds of services and products to our members and families with lower fees than charged by the banks! Mortgages, lines of credit, tax free savings accounts, registered educational savings plans, registered retirement savings plans, and tax-free savings plans – and free financial advice in the comfort of your home! 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

Last year I told you about OSSTF and other education unions' efforts to tackle workplace violence. The Ministry of Labour and the Ministry of Education both initiated programs to create an enhanced enforcement initiative that included a visit by a manager, regional program coordinator and by an inspector to

each Board in the Province. There was also a new document that was recently created titled "[Workplace Violence in School Boards: A Guide to the Law](#)". School Boards were also given money to assist in the purchase of new software for online violent/aggressive incident reporting. RCDSB has decided to use software produced by EBase and members will be trained on its use in the coming months.

The beginning of a school year is a critical time for all education workers to have access to the information they need to protect themselves and maintain a safe and inclusive classroom for students and staff. Student OSRs need to be reviewed so that safety plans can be put in place to ideally avoid aggressive or violent incidents.

No one should go to work to get hurt.

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. OSSTF will continue to push this agenda forward through our "END the Silence, Stop the Violence" campaign

## How to Deal with Floods

Floods are a common – and often costly – natural hazard in Ontario that can happen at any time of year. Overland water flooding can be caused by melting snow, ice jams, fresh-water hurricanes, breaking dams and heavy rainfall that oversaturates the ground. Summer thunderstorms in particular can pose a major flood risk in Canada.

Overland water flooding can leave you and your family at risk for serious injury, and your property at risk for extensive damages. Below are some tips to help you and your loved ones stay safe and mitigate potential losses from overland water flooding before, during and after the flood occurs. To learn more, visit [www.otipinsurance.com/article23](http://www.otipinsurance.com/article23)

## Retirement Workshops

We will be holding at least two Retirement Workshops this year. One will be on October 24th 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!

## OSSTF Paid Day

Permanent teachers are reminded that they must use their Bill 115 Remedy day before the end of this school year if you have not already taken the day. They can be used on PA days and they can also be taken over two days. You should have received an email from Kelly Goldberg to your school email account on June

30, 2017 with information about the paid day the following link to a Google form to apply for your paid day.

<https://goo.gl/forms/U8sPgTDcsNYfkKek2>

Use it or lose it!

## Social Media

I have written about this issue in the past, but it bears repeating. 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 you are logged into the Board's WIFI or if your web browser is logged in using your Board login, the Board "owns" your activity and can review it at any time. When in doubt – don't hit post or send!

## Economics for Everyone

Can justice—social, economic and climate—be found within capitalism? If not, what might a system that meets these goals look like? And how can we engage our students most powerfully to get them ready for what lies ahead? OSSTF has created a cross-curricular resource based on Jim Stanford's book "Economics for Everyone" (second edition). This resource pulls Ministry curriculum expectations from a vast array of courses including Food and Nutrition, Construction Technology, the Sciences, Law, History, and of course, Business and Economics. It is designed to meet the various needs of a classroom teacher; it provides stand-alone lessons, assignments that can be cherry-picked, or a unit plan within a course. [Economics for everyone resources and lesson-plans.](#)

## Have a great start to the year!

I know that this can be a stressful time of year for members and their families. This year may have more challenges than some as we get ready for another round of negotiations with the new Progressive Conservative government. Just like all the years that have come before, we will get through this year by working together. Support comes from our colleagues and our Union. OSSTF will be celebrating 100 years of protecting and enhancing public education in this Province in 2019. Together we will create the framework for the next 100 years!

**In Solidarity!**

**Jeff**

**RENFREW COUNTY DISTRICT SCHOOL BOARD  
PAY SCHEDULE FOR EDUCATIONAL ASSISTANTS & EARLY CHILDHOOD EDUCATORS  
AUGUST 2018 TO JUNE 2019**

PERIOD OF TIME	FULL TIME NUMBER OF DAYS TO BE PAID	P.A. DAYS AND HOLIDAYS	PAY DATE
3 Sept - 13 Sept 2018	9	3 & 4 Sept 2018	13 September 2018
14 Sept - 27 Sept 2018	10	14 Sep 2018	27 September 2018
28 Sept - 11 Oct 2018	10	5 & 8 Oct 2018	11 October 2018
12 Oct - 25 Oct 2018	10		25 October 2018
26 Oct - 8 Nov 2018	10		8 November 2018
9 Nov - 22 Nov 2018	10	16 Nov 2018	22 November 2018
23 Nov - 6 Dec 2018	10		6 December 2018
7 Dec - 20 Dec 2018	10		20 December 2018
21 Dec - 3 Jan 2019	5	24 Dec (1/2), 25-26 Dec (2), 31 Dec (1/2), 1 Jan (1)	4 January 2019
4 Jan - 17 Jan 2019	9	4 Jan 2019	17 January 2019
18 Jan - 31 Jan 2019	10		31 January 2019
1 Feb - 14 Feb 2019	10	1 Feb 2019	14 February 2019
15 Feb - 28 Feb 2019	10	18 Feb 2019	28 February 2019
1 Mar - 14 Mar 2019	6	11-14 Mar 2019	14 March 2019
15 Mar - 28 Mar 2019	9	15 Mar 2019	28 March 2019
29 Mar - 11 Apr 2019	10		11 April 2019
12 Apr - 25 Apr 2019	10	19 & 22 Apr 2019	25 April 2019
26 Apr - 9 May 2019	10		9 May 2019
10 May - 23 May 2019	10	17 & 20 May 2019	23 May 2019
24 May - 6 Jun 2019	10		6 June 2019
7 Jun - 20 Jun 2019	10	7 Jun 2019	20 June 2019
21 Jun - 4 Jul 2019	7	28 Jun & Jul 1 2019	4 July 2019
5 Jul - 18 Jul 2019	0		18 July 2019
<b>Totals</b>	<b>205</b>		



# **LABOUR DAY FAMILY FUN DAY IN THE PARK**



**MONDAY, SEPT. 3, 2018  
PEMBROKE MARINA  
10:30 a.m. to 1:30 p.m.**

**ASSORTED INFLATABLES  
FACE PAINTING  
FREE HOTDOGS AND DRINKS  
BALLOON ANIMALS  
PETTING ZOO  
MUSIC  
AND SO MUCH MORE !!**

**COME OUT FOR A FREE FAMILY FUN DAY!!!!!!**

**PRESENTED BY RENFREW & DISTRICT LABOUR COUNCIL**

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](http://www.otip.com/bursary)  
for more information.



OTIP RAO.

Auto | Home | Life | Retiree Benefits  
INSURANCE

1.800.267.6847 | [www.otip.com](http://www.otip.com)



OSSTF District 28 Renfrew is now  
on Facebook – come and join our  
group!

## CONTACT INFORMATION

Phone: 613-585-2899

Email: [osstf28@gmail.com](mailto:osstf28@gmail.com)

Website: [www.osstfd28.ca](http://www.osstfd28.ca)

Twitter: @osstfd28

Facebook: OSSTF District 28 Renfrew



**district 28**  
O S S T F