

4Shadow

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district4@osstf.ca

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www.d4osstf.ca

D4 TBU/OTBU PRESIDENT ELECT MESSAGE

PARKER ROBINSON

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UPCOMING

SUMMER

I am so grateful for the confidence the District 4 T/OTBU members have shown in me by providing me an opportunity to serve as the President. It is exciting to be returning to the Near North following my experience at OTF, and I look forward to working on behalf of all our members. Thank you to Dez Collins for putting his name forward at the AGM. It takes courage to put yourself at there, it is an important part of a democratic organization. I encourage all our members to look for opportunities to participate in OSSTF. There are many areas you can contribute, and the work is important and rewarding.

Teachers and education workers have done incredible work through the most difficult circumstances we have ever seen in Ontario's education sector. The dedication and skill demonstrated by educators has been truly inspiring. We will face some difficult times over the next 2 years. I am confident we will navigate through these challenges together. D-4 has a skilled and experienced executive and a membership that is committed to protecting the schools and communities for the students in our area. Our collective efforts will make a difference.

As I take on this new role, I would like to thank Glen Hodgson. His service to our district over

the past 20 years has established District 4 as a leader within OSSTF. This legacy will allow us to not only be impactful within our region but has established a level of respect across the province that will benefit us moving forward. He has had significant influence on my involvement in our federation and I am grateful for that. I will do my best to continue this work. Also, it is important to recognize the efforts of Jake Loof, our interim president. He has stepped into the president role during a critical time of the year, and under unprecedented circumstances. Jake has done exceptional work for the membership.

Best wishes to all members as you finish the 2020-21 school year. Please have a restful summer and I hope you can recognize the great work you have done over the past year. If you have questions or concerns, please reach out to me or any executive member. We will do our best to support you.

Yours in federation,

Parker

Click image below to access the Provincial OSSTF Website.



Celebrating 100 Years
as a Leader in Education



UPDATES AND GENERAL INFORMATION

The New T/OTBU President and to the Past President

Parker Robinson will officially take over the duties of D4 T/OTBU president on June 30th.

To the old president Glen, we say thank-you for serving as president these past 14 years. Glen has served with dedication and integrity. He has contributed to the growth of a strong membership. He has mentored the executive. He has encouraged members to get involved locally and provincially. He has guided and led the bargaining unit so well.

Thanks Glen

Bill 254

Bill 254 was introduced by Ford and the PC government to set limits on third party spending in the full year prior to an election. A Charter challenge was launched by OSSTF and a number of other organizations. The court ruled that Bill 254 did violate the Charter of Rights and Freedoms. A victory!

Upon losing the challenge, the Ford government reconvened the Legislature and will be using the 'Not Withstanding Clause' to reinstate aspects of Bill 254 that the court struck down.

There was a victory followed by a loss. Time will tell if the use of the 'Not Withstanding Clause' will come back to haunt the Ford and the PC's. Ford will be the first Ontario Premier to use this clause, a

fact that we hope voters will take issue with in the next Provincial election.

NNDSB September Learning Model

As you are aware, the Board is planning to continue with the octomester system along with a virtual program. The Board has indicated that they will not move to a Hybrid model. That is good news.

The Board has been given Covid funding to assist with students opting for a virtual program. The Board is in the process of working out how the virtual program will look.

The Government has told school boards that the Covid funding should be divided equally between first and second semester.

Perhaps the pandemic situation will improve and the Government and Min of Ed. will allow school boards to move into a regular semester system from Feb-Jan.

It is not known what will become of the virtual program should a return to normal occur in semester 2.

Hybrid Learning Model in other Parts of the Province

Staff assigned from the Educational Services Department and representatives from affiliate education unions continue to attend on-going bi-weekly meetings with staff at the Ministry of Education. At recent meetings, OSSTF raised concerns that a number of school boards are indi-

cating they are adopting the hybrid learning model for September 2021.

OSSTF and affiliates continue to urge the Ministry of Education to advise school boards against implementing the hybrid learning model and to base their decisions about learning delivery models on good pedagogy and research.

Ministry staff indicated that they are not weighing in as they are leaving decisions on learning delivery models to local school boards. OSSTF will continue to raise concerns on the hybrid learning.

New School Build in Parry Sound

The Board has made a public presentation outlining this summer's partial demolition of PSHS along with the concept plans for a final school. The architect projects a move to the new school in the Fall of 2023.

The new school will house students from JK-12. The elementary schools in Nobel and McDougall will be closed when the new school opens.

While the idea of a 'shiny' new school is appealing, there are major concerns about school capacity, program loss, and keeping senior and junior students from mixing. The new school concept plan includes 'Edupods', formally known as portables.

The funding provided with the 2015 announcement of a new school will not build in 2022-23 what it would have in 2017-18.

ONTARIO TEACHERS INSURANCE PLAN (OTIP)

Home delivery risks and how you can prevent them

Taking more of your shopping online? You're not alone. E-commerce sales in Canada hit an all-time high in 2020 as many Canadians turned to online shopping and home delivery services during the pandemic. While home delivery offers a safe and convenient way to receive your goods, it's important to think about the associated risks and what you can do to prevent them.



Learn more at www.otipinsurance.com/article115.

ACTION IN SUPPORT OF TRUTH AND RECONCILIATION

On Thursday, May 27, 2021 around 10:00 p.m., various news agencies began reporting on the Tk'emlúps te Secwépemc First Nation's discovery of the remains of 215 children buried at the former Kamloops Indian Residential School.

OSSTF is deeply saddened by this horrific discovery, a discovery that as the Canadian Teachers' Federation (CTF) accurately points out, serves as a reminder that Canada cannot bury its residential schools' sins. Moreover, this new development further demonstrates the magnitude of intergenerational trauma caused by colonialism and acts of violence against Indigenous peoples.

OSSTF has supported various actions and organizations since the release of the Final Report of Truth and Reconciliation Commission in 2015. Our focus has been on improving the learning of the truth of the residential school system, and the many other acts of oppression against Indigenous peoples.

It is important that we come together, as we have always done in education, to support the students we serve in coming to terms with the ever-unfolding history of the residential school system, and to address the devastating impacts of the endless tragedies on families, communities and this country.

Given the pain and trauma associated with residential schools, all members are encouraged to seek out support from their employer to ensure they have taken the necessary pedagogical considerations for teaching about residential schools into account prior to engaging in learning with your class/students. Resources, like this [one](#) from the First Nations, Métis, Inuit Education Association of Ontario offer some important reminders and suggestions.

Possible actions for local leaders and members:

1. Learn more about the Ontario Residential Schools and find out if there is a local Survivor Society that may be seeking support and/or donations. <http://www.trc.ca/about-us/residential-school.html>
2. Leaders and members looking for ways to act are encouraged to increase their awareness of the First Nations, Metis, and Inuit communities around them. To do so, leaders and members should contact their local school board/employer Indigenous Lead or other similar staff member. If this is not possible, members can also connect with the nearest [Ontario Federation of Indigenous Friendship Centre](#) for possible suggestions and information.
3. Consider being part of the Heart Garden movement to honour and memorialize the children lost to the residential school system, while expressing a very visible, public call to action for change in this country: to value and honour the lives of Indigenous children, their families and communities.

This is a BCTF initiative that involves some challenging conversations with students. It is typically done in person but could be adapted to a virtual setting but should only be done by staff who are knowledgeable and experienced with the subject of reconciliation and residential schools and are encouraged to consult their employer/supervisor prior to attempting this activity.

You can find the information about the Heart Gardens and what they are on pages 3-5 of this BCTF resource: [Have a Heart Booklet](#)

ONTARIO TEACHERS FEDERATION

LIVE
STREAMING

Join us for a one-of-a-kind comedy event!

Watch for the livestream link for this
FREE FAMILY-FRIENDLY EVENT coming soon!

OTF/FEO**æfo**ETFO  FEEDONTARIO ENGLISH
Catholic Teachers
ASSOCIATION OSSTF FEESO
OTIP RAO

OTF/FEO Teacher celebration

June 24, 2021**7:00 pm**
the DEBATERS
LIVE & STREAMING

Hosted by award winning comedian and CBC host, Steve Patterson, this special live event features Steve and two talented comedians performing a comedic debate specially created for the Ontario Teachers' Federation.

Our featured comedians go toe to toe in a battle of laughs and logic and the virtual audience picks the winner. OTF invites you to be part of the streaming live audience to witness this once-in-a-lifetime, never-to-be-repeated comedy event.

Photo credit: Hilli Peppard



Steve Patterson



Elvira Kurt



Charlie Demers

photo credit: John Hrynuk

BLACK LIVES MATTER - CRITICAL CONSCIOUSNESS

Critical Consciousness Checklist

As Ontario educators it is our responsibility to affirm and embed the diverse lived experiences and social identities of Black people in Canada. Creating meaningful, authentic entry points that affirm Black identity are key in disrupting the dominant narrative that permeates the Canadian education system. Educators need to use critical consciousness when selecting resources, using examples and creating lessons to directly challenge Anti-Black Racism.

The purpose of this checklist is to support the development of Critical Consciousness in school and classroom based planning. This checklist can be used in all areas of pedagogical practice including (but not limited to) lesson planning, event planning and engaging parent/guardian communities.

An Equitable and Inclusive curriculum is based on the principles of respect and inclusion with the objective of having students see themselves reflected in the curriculum, their physical surroundings and the broader environment. This curriculum checklist provides education workers with the opportunities to ensure that voices are valued in planning.

For this checklist, Black identities are honoured and all individuals are supported and inspired to succeed in a culture of high expectations for learning where all needs are addressed.

Staff and students' learning should foster critical thinking, value diversity, demonstrate respect for others and foster a commitment to establishing an anti-Black racism and anti-oppressive approach to teaching and learning.

- ☐ Do I ask students to understand how knowledge reflects social and cultural power positions of people in society?
- ☐ When choosing resources and/or examples for lessons, have I made selections that affirm Black identity and disrupt deficit-based narratives?
- ☐ Did I/Can I involve Black community and Black community organizations to contribute to the planning community involved?
- ☐ Have I created opportunities to invite members of the Black community in to increase opportunities for representation tied to the curriculum?
- ☐ Do the learning tasks I am planning challenge stereotypes of Black people? Can I maybe add resources, materials, examples as well?
- ☐ Do I model democratic values and act against injustice, oppression, exploitation and discrimination?
- ☐ What biases are present in the activities being planned and resources being used? Did I consider how I will counter those biases?
- ☐ Are authentic Black, Caribbean, African and diasporic voices and stories represented in my lesson?

BLACK LIVES MATTER - CRITICAL CONSCIOUSNESS

Critical Consciousness Checklist

- ☐ Have I considered whose voices (perspectives, experiences and viewpoints) are excluded?
- ☐ In what ways have I highlighted and affirmed Black identity?
- ☐ In what ways have I used Black perspective and voice to share ideas connected to the curriculum?
- ☐ Do Black students see themselves reflected in the materials/activities?
- ☐ Are Black students' intersecting identities reflected in the materials/activities?
- ☐ Are all learning styles supported?
- ☐ Does the learning include opportunities to model a healthy relationships based on equality and respect, free from violence and harassment?
- ☐ Do my lessons encourage students to take their learning beyond the classroom into the realm of social action?
- ☐ In what ways have I normalized conversations around race and racism in my classroom?
- ☐ Have I ensured that every student has the background knowledge and context to engage in discussions that include Black Identity and perspectives?

ONTARIO TEACHERS INSURANCE PLAN (OTIP)

We're HERE, to get you THERE

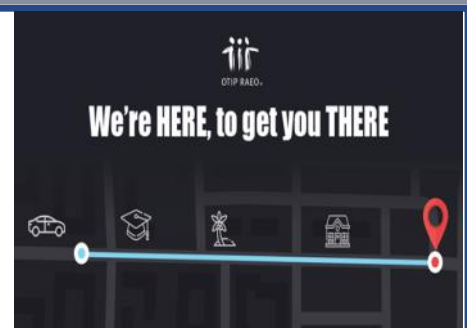
Enter for your chance to win **\$10,000 in cash** or **1 of 2 \$500 VIA Rail gift cards!**

Let us help you save for that new car, home renovation, child's education fund or retirement.

Enter today: [OTIP.com/OTIPwin](https://www.otip.com/OTIPwin)



No purchase necessary. Open to all active and retired Ontario education members. Must be an Ontario resident, minimum 18 years of age to enter. Contest closes August 31, 2021. Selected winners must correctly answer a skill-testing question. Full contest rules at www.otip.com/contest-rules. Odds of winning depend on entries received by the draw date for the prizes.



SUMMER VACATION



FUNNIES



OSSTF TBU/OTBU District 4 Executive 2020-21

Jake Loof - Interim President
Cell: 705.773.8180
Email: district4@osstf.ca

Parker Robinson - President Elect
Cell: 705.494.5381

Brent Yacoback - North VP
Cell: 705.498.2213

David Weichel - Chief Negotiator
d4negotiations@gmail.com

Christina Rheault - Treasurer

Michelle Graham - Secretary

Dave Warda - PE Liaison
Dave Barrowclough - Prov. Staff Liaison
Sarah McLaren - AHSS rep
Jesse Gregoris - CSS rep
Bryan Elsey - FJM rep
Dan Stevens - NSS rep
Dan Gray - PSHS rep
Mark Robertson - WFSS rep
Leslie Riley—ALT rep
Ian Bain - OTBU rep

Suite 207
347 Sherbrooke Street
North Bay, ON
P1B 2C1
D4 TBU/OTBU
Interim President
Jake Loof
Cell: 705.773.8180
Email: district4@osstf.ca

APPENDIX A - LIST OF IMPORTANT DATES AS OUTLINED IN THE NEW LOCAL CONTRACT

DATE	EVENT	ARTICLE REFERENCE
by Oct 31	Seniority list emailed to teachers	L14.03.04
by Nov 1	Staffing/workload reports provided to the Bargaining Unit President	L13.04
by Nov 30	Possible seniority list errors reported	L14.03.04
by Dec 15	Revised seniority list emailed to teachers and Bargaining Unit President	L14.03.04
by Mar 1	Deferred Salary Leave Plan requests submitted	L18.01.02
by Mar 1	Notification to extend an Unpaid Leave must be provided	L18.03.02
by Mar 1 (of preceding year)	Requests for Second Semester Leave with Benefits Paid submitted	L18.04.02
15 days later	Board provides response to Requests for Second Semester Leave with Benefits Paid	L18.04.03
by Mar 31	Requests for Transfer must be submitted	L14.07.02
by Apr 1	Staffing/Workload reports provided to the Bargaining Unit President	L13.04
by Apr 15	Board declares number of teachers deemed redundant or surplus to the Bargaining Unit President	L13.04.04
by May 1	Notification of teachers declared redundant in person and in writing. Bargaining Unit President also notified	L14.04.07
by May 15	Vacancies in schools open to applications: Round 1: Permanent teachers only, qualified and most senior Round 2: Permanent and Surplus teachers, qualified and most senior	L14.05.02
by May 15	Deferred Salary Leave Plan acceptance, denial, or suggested modifications provided	L18.01.03
by May 31	Unassigned surplus teachers assigned to schools in their region where possible	L14.05.03

APPENDIX B - ACRONYMS WE USE

AGM.....	Annual General Meeting
AMPA.....	Annual Meeting of the Provincial Assembly (OSSTF provincial AGM)
BU.....	Bargaining Unit
CA.....	Collective Agreement
CLC.....	Canadian Labour Congress
CUPE.....	Canadian Union of Public Employees
DBU.....	District Bargaining Unit
DSLTP.....	Deferred Salary Leave Plan
EA.....	Educational Assistant
EAP.....	Employee Assist Program
ECE.....	Early Childhood Educator
EFG.....	Educators Financial Group
ESSP.....	Educational Student Support Personnel
ETFO.....	Elementary Teacher's Federation of Ontario
H/S.....	Health and Safety
LTD.....	Long-Term Disability
LTO.....	Long-Term Occasional
MOL.....	Ministry of Labour
MSJHCC.....	Multi Site Joint Health and Safety Committee
OECTA.....	Ontario English Catholic Teacher's Association
OFL.....	Ontario Federation of Labour
OLRB.....	Ontario Labour Relations Board
OPSBA.....	Ontario Public School Boards' Association
OPSEU.....	Ontario Public Service Employees Union
OSSTF.....	Ontario Secondary School Teacher's Federation
OTBU.....	Occasional Teacher's Bargaining Unit
OTIP.....	Ontario Teacher's Insurance Plan
OTPP.....	Ontario Teacher's Pension Plan
PSSP.....	Professional Student Support Personnel
TBU.....	Teacher's Bargaining Unit

Is there an acronym you would like to see on the list? Email district4@osstf.ca with your request. They can't all be on this list.