

D4shadow

OSSTF/FEESO District 4
Monthly Newsletter

WORLD TEACHERS DAY

"THE ART OF TEACHING IS THE ART OF ASSISTING DISCOVERY." – MARK VAN DOREN

"I am not a teacher, but an awakener." – Robert Frost

"The teacher who is indeed wise does not bid you to enter the house of wisdom but rather leads you to the threshold of your mind" – Khalid Gibran

"Education breeds confidence. Confidence breeds hope. Hope breeds peace." – Confucius

"Better than a thousand days of diligent study is one day with a great teacher." – Japanese Proverb

It's the teacher that makes the difference, not the classroom." – Michael Morpurgo

"The best teachers are those who show you where to look but don't tell you what to see." – Alexandar K. Trenfor

"It is the supreme art of the teacher to awaken joy in creative expression and knowledge." – Albert Einstein

"The influence of teachers extends beyond the classroom, well into the future." – F. Sionil Jose



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October 2021

Sun	Mo	Tu	We	Th	Fri	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Oct 5	—	World Teachers Day
Oct 10	—	World Mental Health Day
Oct 11	—	Thanksgiving
Oct 14	—	OSSTF/FEESO 2022 Political Action virtual session (link to follow)
Oct 15	—	World Student's Day
Oct 20	—	Executive Meeting



President's Message

Parker Robinson



Another September is behind us and all of you continue to demonstrate your commitment to your students and school communities. World Teachers' Day will be recognized on October 5th. During these unprecedented times, it is clear the work we do is vital to the growth and well-being of our students but also the broader society. The importance of your ongoing efforts to provide opportunities for student learning can not be overstated. Thanks to all of you for continuing to demonstrate why Near North teachers are among the best in the province.

The administrative changes at 2 schools in our board caught many by surprise. However you may have felt about these changes it is important to realize the impact it has had on the staff, students and educational communities involved. Please remember to focus on the incredible work that you do for students and be supportive of the people around you as everyone adjusts to the new school cultures at WFSS & CSS.

The pandemic continues to force new measures to be implemented to keep people safe. This past week the NNDSB implemented the vaccine disclosure requirements mandated by the Ontario Chief Medical Officer of Health. The communication and rollout of this process was a significant concern for many members. I communicated this frustration to the board and some adjustments were made but I plan to continue discussions with the human resource department to look for ways to better inform members of policies and practices that impact their professional lives. After some initial challenges it appears the protocol is functioning, and OSSTF will continue to help any member needing support.

Although many difficult challenges face our schools and the education sector, I did hear from many teachers that it was nice to be back to in-person teaching/learning. It appears students are happy to be back as well. Please be sure to recognize the great work you do, and draw energy from the face-to-face school environment and the young people we serve.

Click Icons to link to obtain provincial information such as DBUs, COVID-19 updates and much much more!



Pension Information

Register for online Webinars by clicking the time and date below



[Tues., Oct. 5th, 2021 from 4:00PM to 5:15PM](#)

[Wed., Oct 20th, 2021 from 4:30 PM to 5:45 PM](#)

[Wed., Nov 24, 2021 from 5:00 PM to 6:15 PM](#)

[Thurs., Jan 13th, 2022 from 4:30 PM to 5:45 PM](#)



[Wed., Oct 6th, 2021 from 5:30 PM to 6:45 PM](#)

[Tues., Oct 19th, 2021 from 6:00 PM to 7:15 PM](#)

[Tues., Nov 23rd, 2021 from 6:30 PM to 7:45 PM](#)
(French Webinar)

[Sat., Dec 4th, 2021 from 10:00 AM to 11:15 AM](#)

[Wed., Jan 12, 2022 from 5:00 PM to 6:15 PM](#)



Our D4: OT/T Bargaining Unit 2021-2022 Executive

NOTE: QR Codes are scannable for Vcard contact information and can be stored in your contacts on your mobile device.
Android Devices: Use Google Lens. Apple Devices: use Camera App.



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IN THE NEWS

[Two New solitudes -- rural and urban — now define the Canadian political landscape](#)

[Why it's a mistake to teach climate change only in science class](#)

[What Finland is really doing to improve its acclaimed schools](#)

[It's history in the making': Residential school survivors, community members reflection on National day for Truth and reconciliation with hope, hesitation](#)

[How do you teach children about residential schools? Mix history with kindness](#)

[Labour council calls for action on Truth and Reconciliation recommendations](#)



World Teachers Day 2021

For World Teachers Day

Paul Caccamo

Provincial Vice-President OSSTF and
District 4 Provincial Executive Liaison Officer



World Teachers Day, celebrated every October 5, is of particular significance this year as educators across the globe are recognized for the role they are playing supporting and nurturing learning environments under the significant strains of a global pandemic.

As a Federation, we also recognize on this day the importance of our relationships with organizations around the globe who share our mission to protect, enhance and at times...defend publicly funded education. We are proud to work closely with our affiliate unions provincially including ETFO, OECTA and AEFO under the umbrella of the Ontario Teachers Federation (OTF). A couple of years ago, OSSTF/FEESO rejoined the Canadian Teachers Federation (CTF) and through them are developing relationships nationally and internationally with unions and organizations that support the work of more than 32.5 million teachers worldwide.

Regardless of where we work, all teachers share a common sense of purpose and it is through these important partnerships that our profession can be enhanced and protected. Working closely with and supporting each other is crucial to the success of our students we serve, and OSSTF/FEESO has established itself as a strong global partner in the ongoing efforts to support teachers and the valued work they do each day in our communities.

Benefits

The work is stressful at the best of times, in these times the stress is magnified. As we navigate to maintain/improve our personal overall health, it is important to know how your benefits plan can work for you. It is more than just coverage for dental, vision and prescription needs. We have coverage for paramedical services that can help keep us in a state of good overall health. We have chiropractor, dietitian/nutritionist, massage, naturopath coverage. Yes, these services have a cost to the plan, BUT if these services are used when needed, perhaps the cost associated with crisis care (prescriptions, counselling, hospitalization will drop.

Where to find more details?

[Click here](http://www.osstfbenefits.ca) to access www.osstfbenefits.ca

Questions about the plan can also be directed to the South VP, Jake Loof at southvp-teachers@d04.osstf.ca



[World Teachers' Day: Teachers are superheroes](#)

[UNESCO: Teachers are at the Heart of Education Recovery](#)

[UNESCO Celebration Dates: October 4—8 \(Click for event information\)](#)





OTIP RAE®

5 things you can do now to prepare your home for winter

Now that fall is officially here, many Canadians are busy enjoying all that the season has to offer. Between admiring the colour-changing leaves on a cool evening stroll and baking pies made with freshly picked apples, prepping for winter may be at the bottom of your fall to-do list. However, using the last of the year's warmer weather to prepare your home for winter cold could spare you a lot of trouble once the weather starts to turn.

Here are five things you can do in the fall to get your home ready for winter.

Learn more at

<https://www.otipinsurance.com/article126>.



What's behind the increased cost of auto insurance claims?

With the average cost of auto insurance claims on the rise, many drivers are wondering what's behind the increase and if there's any relief in sight. Here's a breakdown of two key factors that are behind the rising cost of auto insurance claims in recent years.

Learn more at <https://www.otipinsurance.com/article124>.



Roundabouts don't have to be scary

October usually brings images of ghosts, goblins, skeletons and other classic "spooky season" frights. If driving through a roundabout is on your list of "spooky" things, read on.

While roundabouts have become increasingly popular in Canada over the years, they still make up only a small fraction of the country's intersections and continue to leave many Canadian drivers apprehensive. But navigating a roundabout doesn't have to be scary!

Learn more at <https://www.otipinsurance.com/article125>.



OUR MEMBERS

Meet Jared Hunt, Activism and Energy



Meet Jared Hunt, teacher of 21 years at CSS in North Bay, has been involved in OSSTF/FEESO at all levels since 2007. Most of his involvement has been in political action and communication, having chaired Political Action committees locally and provincially. In D4 he's been south VP and secretary of our TBU and he's also been district president. Unions get involved in community politics through their affiliation to district labour councils. Since 2011, Jared has been the North Bay and District Labour Council's communication officer and since 2019, labour council vice president. Through these roles, Jared has organized many rallies, community events, and projects to promote equity, decent work, and social justice. He recently finished the Canadian Labour Congress' Labour College, a two-year part-time program that teaches union members across Canada about unionism and political economy. During the same time, Jared attended the Canadian Teachers' Federation's Social Justice Activism in Education seminar. He also recently finished a three-year term on the Education Services provincial committee, serving two years as vice chair, and continues to present a variety of workshops across the province about equity and activism. Presently he is one of eight provincial campaign organizers. As an election organizer he's responsible for helping several districts prepare to participate in the upcoming 2022 provincial election, to elect an education friendly government and an education friendly official opposition. When you see Jared around the district and the halls, be sure to stop him to ask about the latest organizing strategies and tactics. He's always willing to chat about ways for members to get involved. To read more about Jared's work, check out this article on page 11 in [Education Forum](#).

When submitting a colleague please include:

- A small picture Name and where they work
- A short write-up of the wonderful things they have done at work/committees/accomplishments regarding career or federation work.

Please send them to: northvp-teachers@d04.osstf.ca

Meet Rachel DeBoer, Experience and Drive



My name is Rachel DeBoer. I am married, have three boys (ages 16, 14 and 11), love anything outdoors, and I love to teach at my core! I have been an occasional teacher for the past 12 years with the Near North District School Board. I know that seems like a long time to be an occasional teacher, and I don't want that to sound in any way discouraging to a teacher that is new to our board. To remain an occasional teacher has been a personal choice for me. I have enjoyed the flexibility that being an occasional teacher has given me in my personal life while giving me so many opportunities and diverse experiences within my profession to remain active and engaged with teaching. I did my undergrad BSc in Kinesiology (Coop) at the University of Waterloo and my Bachelor of Education at the University of Ottawa. I have been teaching for 22 years now. Fresh out of teacher's college, I started my teaching career in Kugluktuk, Nunavut, a small fly-in Inuit Community north of Yellowknife, where I taught Science and Math. I then moved back to Ontario and worked in a Private School in London where I taught Phys Ed. and worked as a Guidance counselor. My husband's work then moved us to Parry Sound, where I have worked ever since. Since moving to Parry Sound, I have taught in the Near North District School Board at Parry Sound High School. Occasional teaching with NNDSB has also led to many LTO contracts. Both occasional teaching and LTO contracts have given me a lot of variety in teaching. I have worked in every department of our high school, and I have to say the permanent staff that I get to work alongside have been welcoming and supportive every step of the way. My positions have allowed me to connect with the student body getting to know the school culture, and feel a part of our educational community in Parry Sound. I have also given back a little to our school community, helping with the yearbook as an extra-curricular investment. Occasional teaching

may not always seem glamorous and is often seen as a necessary entry point to teaching on a board, it has been an unexpected gift to myself and my family in the flexible career I have enjoyed here with the Near North!

Meet Dave Weichel, Negotiating for a Better Tomorrow



Dave Weichel, is our T/OT bargaining Chief Negotiator. Dave has been teaching since 1998 and in has been involved in the Federation since 2000. He negotiated his first Collective agreement in 2002. He has served as Chief Negotiator for a total of 17 years. He has also been a member of OSSTF's Provincial Collective Bargaining Committee and Provincial Services Committee on and off for 15 years. Dave works as a Guidance Counsellor at Parry Sound High School.

Meet Brent Yacoback, Passion and Focus



Brent started his teaching career at West Ferris in 2005. In short, he's taught just about every science course there is except for Physics. In 2008, He was asked to take over as the lead teacher of the STEAM program and he has been happily working in the capacity ever since. He has a passion for science, anything ET/IT and coding. He has a love for the outdoors and in his spare time loves to go camping, hiking, canoeing, kayaking, and wall climbing. He joined the executive in 2019 as the branch president of West Ferris and had the privilege of working as the interim North VP for the 2020-2021 school year. He is very pleased to be able to serve in the role as the branch president for West Ferris again, for the 2021-2022 school year.



D4 NEWS

North Bay and District Labour Council

The NBDLC is coming back to shape after the summer. Projects and actions typically take a break, but now that the summer is over, active members of labour council have initiated a few projects. People can expect labour council to host and promote key events like Labour Day, Activism Awards, National Day of Morning, and a few others. But the new September 30 federal holiday, Canada's first official National Day for Truth and Reconciliation, has presented NBDLC with an opportunity to call on all levels of government to act upon the 94 actionable recommendations by the TRC. To this end, the NBDLC will host a demonstration at newly elected MP Anthony Rota's North Bay constituency office at 4PM on September 30, National Day of Truth and Reconciliation, to tell MP Rota that the Federal Liberal government must recommit to reconciliation and make it a priority as they plan their new mandate.

Election Readiness 2022

OSSTF/FEESO has an official goal of influencing the outcome of the June 2022 Provincial Election, in particular to end up with an education friendly government and education friendly official opposition. To accomplish this goal, leadership and active members will use our newly created education platform to reach union members, community leaders, and elected officials and to show that a strong provincial education system is not only best for students and families, but also best for the economy. To accomplish this goal, it will also take the intentional involvement of many members. The job of an education worker has never been harder, but the working lives of teachers and education workers and the learning spaces for students is at stake. To protect and enhance education OSSTF/FEESO members must take matters to heart and volunteer

their time to elect a responsible government. The value of publicly funded education in Ontario is worth the fight, for us, for our students, and for the future. During this school year, please consider attending District and Provincial Elections readiness information and training session

On October 14, learn about the **Strengthen Public Education: Rebuild Ontario** election 2022 platform. Join the conversation in District 4 by attending the "Speaking to the OSSTF/FEESO 2022 Platform—Telling our Stories" virtual session. A link will be provided at a later date via Mailchimp.



Laurentian University
Université Laurentienne

Seeking Participants

Participants needed for research regarding how professional women (university educated), who worked in medicine or education are experiencing retirement in Northeastern Ontario** Rural and small towns population-based definition (Statistics Canada) of towns under 10,000 population.

We are seeking volunteers to take part in a study regarding the experiences of professional women after retirement in Northeastern Ontario.

As a participant in this study, you will be asked to meet via Zoom [due to Covid 19 Public Health concerns and protocols] with the principal researcher to answer questions and provide your insights into your own lived experiences as a retired professional woman in Northeastern Ontario. Alternatively, interviews will take place via telephone after initial contacts via email and consents are received by the researcher.

If you have resumed working part time, you may still be eligible to volunteer for this study.

Your participation is completely volun-

tary and would take approximately [2] hours of your time during one session. By participating in this study, you will be helping to understand how professional women are experiencing retirement in Northeastern Ontario. The potential to influence future generations of retiring women is a possible benefit of your participation. This study may lead to changes in retirement planning for women.

As a thank you for participating you will receive a \$20 Tim Horton's gift card.

To learn more about this study, or to participate kindly contact the principal researcher Elizabeth Patrick, PhD student in the School of Rural and Northern Health, at 1-705-923-4478.

This study is supervised by Dr. Nancy Lightfoot, who can be reached at 1-705-675-1151 extension 3972 or 1-800-461-1151 extension 3972.

This study has been reviewed and received Ethics Approval by the Laurentian University Research Ethics Board which can be reached at 1-705-675-1151 extension 3681 or 1-800-461-1151 extension 3681.



Ontario
Human Rights Commission
Commission ontarienne des
droits de la personne

[OHRC Policy Statement on Covid-19 Vaccine Mandates and Proof of Vaccine Certificates](#)

LABOUR LINKS



If you wish to submit or have questions, please send to:
northvp-teachers@d04.osstf.ca or
contact your local branch president.
Subject line: D4 News

READER CONTEST

This Month's Question: Who is District 4's Provincial Executive Liaison Officer?

This Month's prize: A jar of D4 Honey

Email answers to northvp-teachers@d04.osstf.ca by the last Friday of the Month (October 29th) Subject: 4ShadowAnswers

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[@District4TBU](#)

www.d4osstf.ca



Our Collective Agreement Important Dates

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

Acronyms and Terms

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

