

OSSTF/FESSO District 4  
Monthly Newsletter

Member

## Opinion Survey

**Purpose of the Survey:** As the process of collective bargaining with the province continues, we want to hear from you to understand how you feel about what steps we could potentially take in the future, to ensure that we are able to negotiate a fair contract.



SCAN ME

Scan the QR Code above or [click here to complete the survey](#).

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## February 2023

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

Feb 2 — Groundhog Day

Feb 4 — World Cancer Day

Feb 11 International Day of  
Women and Girls in  
Science

Feb 20 — Family Day

"Your voice matters! Let us hear it - complete the survey today!"



## President's Message

Parker Robinson



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

This past month has highlighted the serious rise in violent incidents in the education sector. Threats led to two police involved situations at Chippewa SS and West Ferris SS. The latter leading to a lockdown that took an hour and a half to resolve. These situations and the violent incidents at Parry Sound HS demonstrate the NNDSB is not immune to this trend. During the month of February the Ministry of Labour has been conducting a safety inspection blitz in the education sector across the province focused on violence in the workplace. OSSTF welcomes these inspections and we have been advocating during these visits on behalf of members. Locally, 2 secondary schools, CSS & PSHS, have been scheduled for inspections. OSSTF representatives from the Joint Health & Safety committee have been present along with other unions to ensure a thorough review of our board's policies and actions is completed. We anticipate important changes will come from these inspections to improve safety for our members. If you have an opportunity to speak to an MoL inspector, please share your experiences so they can get an accurate picture.

As we approach the March break, I want to thank our executive members for their work on behalf of you, the members of D-4 T/OTBU. I am lucky to be part of such a dedicated and experienced team. The executive's work can sometimes go unnoticed because it often occurs behind the scenes or in confidence. These individuals give up their time to assist members. There are evening meetings, after hours calls and unexpected disruptions during the workday that your exec. handle with expertise and calm. A big thank you to:

Leslie Riley – ALT. school rep., Bryan Elsey – FJ rep., Dan Coutu - WFSS rep., Jared Hunt – CSS rep., Albert Gauthier – NSS rep., Sarah McLaren – AHSS rep., Ian Bain – PSHS rep., Christina Rheault - treasurer, Kristy Kujala – secretary, Dave Weichel – chief negotiator, Jake Loof – South VP & Brent Yackoback – North VP.

Please note that we still have a vacancy for the occasional teacher rep. If you or some one you know would be willing to fill this role please contact an executive member for more information. This is a critical role on the exec. to provide a voice for our occasional members.

I wish you all a restful March break. Spring is just around the corner!!

Parker



**March 6, 2023 4:30 PM**

**March 9, 2023 5:00 PM**

**March 20, 2023 4:30 PM**

### Pension Information

Register for Webinars or Workshops by clicking the date and time for the available sessions. All sessions are typically 75 to 90 minutes long.



**March 14, 2023 1:45 PM**

**March 15, 2023 12:00 PM**



# Our D4: OT/T Bargaining Unit 2022-2023 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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Vcard QR Code



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## IN THE NEWS

[Queen's Park \(QP\) Briefing's editor-in-chief, reporter quit in protest after Ford story fight](#)

[Ontario has enough money to cover health, education shortfalls — it just has to do it, FAO say](#)

[New Grade 11 English courses can support reconciliation and resurgence by centring Indigenous literature](#)

[Elementary teachers union gathering information on school violence](#)

[Why party supporters think Marit Stiles, the NDP's new leader, can take down Doug Ford](#)

[ChatGPT is the best thing to happen to teaching since the Socratic method](#)





# Information Updates

## OSSTF Student Achievement Award Regional Winners

The 2023 Student Achievement Awards, in honour of Marion Drysdale, received an extensive variety of creative submissions from across the province focused on the theme of "I Am Everything They Say I Am Not". After receiving district-winning entries in December, submissions went through rigorous regional and provincial judging.

OSSTF District 4 is pleased to announce the following students were chosen as regional winners!

### Prose & Poetry Division

#### Category A-1 - Intermediate, 9-10 Academic

Region 2: Aiden Attwood-Dixon, Northern Secondary School, District 4

#### Category A-2 - Intermediate, 9-10 Applied/Essential

Region 2: Chloe Sears, Almaguin Highlands Secondary School, District 4

#### Category A-3 - Senior, 11-12 University

Region 2: Addisyn Coles, Almaguin Highlands Secondary School, District 4

## OSSTF/FEESO Takes Action to Address Violence in Schools

Violence in and around schools has dominated many headlines over the past month. OSSTF/FEESO President Karen Littlewood has been [interviewed](#) by several media outlets, calling on the government to take this issue far more seriously and to [take action](#) to address the concerns of our Members, parents, and students.

President Littlewood, on behalf of the Federation, [sent a letter](#) to Minister of Education, Stephen Lecce, and Minister of Labour, Training, and Skills Development, Monte McNaughton, outlining our asks of the government, including:

- Take urgent steps to increase the number of qualified and trained professionals in schools,
- Provide relevant training for staff in school buildings and on campuses
- Work with OSSTF/FEESO and other education unions and stakeholders to develop a framework that includes short-term and long-term actions that address issues of violence in schools in all parts of Ontario.

OSSTF/FEESO has been advocating for improved safety in schools and on campuses across the province for years. [Follow this link for our Violence in the Workplace resources.](#)

D4 is strong, here is a list of Provincial and labour affiliate committees and workgroups D4 members hold seats on.

Status of Women	Sarah McLaren	Faculty of Education Advisory Workgroup	Jake Loof
Protective Services, Chair	Dave Weichel	New Member Engagement and Advisory Workgroup	Ian Bain
Provincial Council	Parker Robinson	Educational Services	Bryan Elsey
CPAC	Rose Lepage	Community Organizing	Jared Hunt





## TFSA or RRSP: an education member's guide to making the right choice

One of the most frequently asked financial questions out there is whether to invest in a tax-free savings account (TFSA) or a registered retirement savings plan (RRSP). While TFSAs and RRSPs both offer tax advantages that can help you achieve your saving and investing goals, which is right for you?



To help you decide, check out this education member's guide to making the right choice: <http://bit.ly/3WG9tgc>. Brought to



### Battery care: Avoid the hazards!

Rechargeable batteries are perishable, slowly fading from the day they are manufactured. No need to worry, though; there are ways to charge and store your batteries properly. Here's what you need to know.

Read more at [www.otip.com/article159](http://www.otip.com/article159).

### Access free online mental health resources

As a part of the Ontario Education Community, you have access to FeelingBetterNow, an e-mental health platform for assessment and treatment. This platform uses evidence-based e-mental health technologies to help you improve your mental health, allowing you to confidentially identify mental health issues early and take immediate action.



Learn more by watching this [FeelingBetterNow](https://www.feelingbetternow.com/otip) informational video and sign up for your confidential and anonymous account at <https://www.feelingbetternow.com/otip>.



Register for your free online Edvantage member account and get a chance to win 1 of 16 prizes valued at \$500 each! Plus, you'll get a chance to win the grand prize of a \$2,000 travel voucher and \$2,000 cash. Register now: <https://bit.ly/3YttDeX> #OTIPUpdate



## D4 NEWS

## Let's Make a Commitment to Recognize Black History 365 Days a Year

February 1, 2023, will mark the 28th anniversary of the celebration of Black History Month in Canada. This year's theme is "Ours to Tell."



OSSTF/FEESO encourages all educators to raise their awareness, reflect, and amplify the experiences of Black Canadians in their daily practice. The [Honourable Lincoln MacCauley Alexander](#) is one example of a Black Canadian whose legacy of activism, commitment to public education, and his political prowess will continue to be a source of teaching and learning for generations to come.



### Employee Assistance Program

Your mental health and well being is important. If you need to talk to someone, please do not hesitate. Contact our current EAP provider, [The Morgan Centre](#). They can provide you with confidential help.

You can reach out by calling: (705) 472-7070.

## READER CONTEST

### This Month's Question:

How many members from District 4 are currently sitting on Provincial committees or workgroups?

This Month's prize: A jar of D4 Honey

Last Month's Winner: Catherine Hatton (Northern Secondary School)

Email answers to [Northvp-teachers@d04.osstf.ca](mailto:Northvp-teachers@d04.osstf.ca) by the last Friday of the Month  
Subject: 4ShadowAnswers

## For New Teachers—Retroactive Pay & Your First Certification Rating Statement

For new teachers who have started working for the board prior to receiving their first certification rating statement from QECO, it is important to know that you are entitled to receive retroactive pay back to your first day of employment. This means that once the QECO certification is received, any salary increases that should have been applied since the start of their employment will be paid out in a lump sum. **It is important for new teachers to check their pay statements to ensure that they have received the proper amount of retroactive pay.** If you have any questions or concerns about this process, please contact Brent Yacoback at [Northvp-teachers@d04.osstf.ca](mailto:Northvp-teachers@d04.osstf.ca) for assistance.



### The Women's Advocate in this District is:

**Name:** Meaghan Stocks  
Sarah McLaren

**Phone:** 705-203-3586 705-358-1704 **Hours:** Monday to Thursday 3:30 - 6:30

**Email:** [wwadvocate4@gmail.com](mailto:wwadvocate4@gmail.com)  
[nwadvocate4@gmail.com](mailto:nwadvocate4@gmail.com)

### District 4 OT Rep Vacancy

District 4 is still looking for someone to fill the Occasional teacher rep role. If you are interested please send an email to the OT/TBU Secretary, Kristy Kujala, [here](#).

## LABOUR LINKS



If you wish to submit or have questions, please send to: [Northvp-teachers@d04.osstf.ca](mailto:Northvp-teachers@d04.osstf.ca) or contact your local branch president.

## FOLLOW US

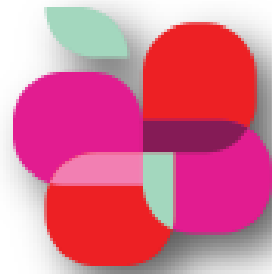


[@District4TBU](mailto:Northvp-teachers@d04.osstf.ca)

[Teachers OSSTF](mailto:Northvp-teachers@d04.osstf.ca)

[www.d4osstf.ca](http://www.d4osstf.ca)





**RTO  
ERO**

**In Person**

# **RTO Retirement Planning Workshop**

**It's never too early to start planning....**

**When:** April 4th at 4:00 PM

**Where:** Swiss Country House Restaurant  
Street 50 Robison Drive, Ahmic Harbour

**[Click here to RSVP to register for this event.](#)**





# 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

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

