

OSSTF District 10
Lambton Kent

ANNUAL MEETING OF THE DISTRICT ASSEMBLY

REPORTS

May 9, 2018

The Clubhouse at Baldoon, Wallaceburg



OSSTF/FEESO
District 10

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Preliminary Report on Elections of District Executive
to the Annual Meeting of District Assembly
OSSTF District 10

As of March 27, 2018, the following nominations for District Executive positions have been received:

PRESIDENT

One to be elected

- Jennifer Kumpf
- Stephen Lynch
- Dave Parkes

VICE-PRESIDENTS

Two to be elected

- Steve Spring

TREASURER

One to be elected

- Geoff Benders
- Greg Sheeler

EXECUTIVE OFFICER

Two to be elected

- April Brander
- Meighen McGregor
- Deb Verhart

ANNUAL ACTION PLAN 2018-2019

to the Annual Meeting of District Assembly

OSSTF District 10

PREAMBLE

The *Annual Action Plan* indicates the areas in which District 10 intends to focus its resources, time, and staff. The *OSSTF District 10 Annual Action Plan* is formulated to complement the *Provincial OSSTF Annual Action Plan* approved at AMPA 2018 and to also address local needs.

Our District personnel, including, but not limited to, our President, Federation Officer, and Executive Assistant, must be acknowledged for the important work they do throughout the year which is a vital component of Member Services. Also, the work of Committees, Council, and Executive supplement the work of our office, creating a District-wide framework.

PLAN

- I. SUPPORTING THE PROVINCIAL INVESTIGATION OF THE ROLE OF THE ONTARIO COLLEGE OF TEACHERS.
- II. CORPORATE INTRUSIONS IN PUBLIC EDUCATION

I. THE ROLE OF THE ONTARIO COLLEGE OF TEACHERS

OSSTF, along with other affiliates, exercised their influence this year when the Ontario College of Teachers (OCT) attempted to increase college fees, ostensibly to pay down their mortgage more quickly. In keeping with this action and as a way to keep the spotlight on the college's actions, the OSSTF plans to develop an education campaign to highlight the proper roles, responsibilities and actions of the OCT to ensure our members know what the college is, what it should be doing, and where it is "creeping" outside of its mandate. The OCT must not be allowed to expand its mandate, to act beyond the scope of its role, and increase costs to Ontario teachers.

The Provincial campaign will examine all colleges to which OSSTF members must belong in order to work in their chosen field. Results will be sent to all OSSTF members to highlight any concerns OSSTF may have with the various colleges.

The overall goal of this Provincial initiative is to increase member awareness of the roles and responsibilities of the OCT. District 10 will promote the Provincial initiative by highlighting any concerns that OSSTF may need to act upon in regards to the way the OCT is conducting themselves. Campaign information, specific to the OCT, will be e-mailed to each District 10 member immediately after discussion at District Council. This will enable Branch Presidents to better answer any member concerns which arise from the mailing. The promoting of the Provincial initiative will also enable our District members to respond effectively to future misguided OCT initiatives.

COST: Currently in Budget

II. CORPORATE INTRUSIONS IN PUBLIC EDUCATION

Across Ontario and in District 10, many of our members have serious concerns about the degree of influence the corporate world has in public education. In District 10, a perfect example of this intrusion is the pressure for teachers of Intermediate level students to use iPads. Regardless of how you feel about iPads, the fact is that Apple has made deep inroads into our education system and continues to pressure educators to use their products.

The steady increase of corporate pressure is sounding alarms for many OSSTF members. At the Provincial level, a work group will be set up to examine issues such as:

- The current research on the corporate agenda for education.
- The privacy and human rights issues created by the use of technology in education.
- The impact of technology on teaching and learning.
- Raising awareness of these issues by our members.
- Development of a plan to protect public education from corporate influence.

At the local level, we need to keep informed and stay alert. Whenever and wherever there are concerns that corporate pressure is having a negative impact on education, we need to ensure that our concerns are heard and addressed.

COST: Currently in Budget

CONCLUSION

We are confident that this *OSSTF District 10 Action Plan* will assist us in supporting main provincial OSSTF initiatives within District 10.

Submitted by,

Greg Sheeler, Vice President
Steve Spring, Vice President
OSSTF District 10

TREASURER'S REPORT
to the Annual Meeting of District Assembly
OSSTF District 10

Revenue, Expenditure, and Surplus - For the period ending April 10, 2018

REVENUE	Year to Date	Percent	Budget 2017-18
Provincial Funding	\$ 114,758.00	68%	\$ 168,759.00
Teacher Levy	\$ 43,197.04	79%	\$ 55,000.00
Occasional Levy	\$ 3,013.00	55%	\$ 5,500.00
Con Ed Teacher Levy	\$ 787.04	55%	\$ 1,000.00
El Rebate	\$ 22,993.98	61%	\$ 38,000.00
Interest Earned	\$ 0.67	1%	\$ 50.00
Provincial Grants	\$ -	0%	\$ 4,000.00
Professional Development/Training	\$ 2,783.24	32%	\$ 8,635.00
TOTAL REVENUE	\$187,532.97		\$280,944.00

EXPENDITURES	Year to Date	Percent	Budget 2017-18
Accounting Fees	\$ 1,243.00	104%	\$ 1,200.00
Branch Rebates	\$ 4,800.00	96%	\$ 5,000.00
Building Maintenance Reserve	\$ 808.10	5%	\$ 15,000.00
Committee - CBC/Grievance/Staffing	\$ 2,470.67	25%	\$ 10,000.00
Committee - CPAC	\$ 500.00	13%	\$ 4,000.00
Committee - Educational Services	\$ -	0%	\$ 250.00
Committee - Finance Committee	\$ 127.60	51%	\$ 250.00
Committee - Health & Safety	\$ -	0%	\$ 250.00
Council Contingency	\$ -	0%	\$ 5,000.00
Executive - Expenses	\$ 890.42	30%	\$ 3,000.00
Executive - Federation Officer's Salary	\$ 24,532.16	80%	\$ 30,670.00
Executive - President's Salary	\$ 36,615.20	80%	\$ 45,770.00
Meeting - AMDA/OT AGM	\$ -	0%	\$ 5,000.00
Meeting - AMPA	\$ 3,057.00	102%	\$ 3,000.00
Meeting - Council	\$ 3,535.72	71%	\$ 5,000.00
Meeting - Executive	\$ 1,419.15	71%	\$ 2,000.00
Occasional Teachers Executive	\$ 57.48	23%	\$ 250.00
Office	\$ 74,354.28	59%	\$ 126,669.00
Professional Development - Provincial	\$ 2,802.88	32%	\$ 8,635.00
Professional Development - District 10	\$ 392.36	20%	\$ 2,000.00
Student Achievement Awards	\$ 263.26	26%	\$ 1,000.00
Retirement Dinner	\$ -	0%	\$ 4,000.00
Social Activities	\$ 2,000.00	67%	\$ 3,000.00
TOTAL EXPENDITURES	\$159,869.28		\$280,944.00

Partial Balance Sheet - As at April 10, 2018

Partial Balance Sheet - As at April 10, 2018	
Current Assets	
Chequing Account	\$93,558.75
Educators Financial Group (282947)	\$273,187.63
EFG (287110)	\$238,446.44
TOTAL CURRENT ASSETS	\$605,192.82

Thank you to the members of the Finance Committee: Greg Sheeler, Barb Young and Hugh Garrett
Respectfully submitted by Jennifer Kumpf, Treasurer OSSTF District 10

PRESIDENT'S REPORT

to the Annual Meeting of District Assembly OSSTF District 10

On behalf of the District Executive, I want to welcome you to AMDA, 2018. I would like to thank the Delegates from each of our Branches for their commitment to our organization. Our Annual General Meeting provides us with an opportunity to come together and reflect on the past year, to celebrate our accomplishments and to set goals for our future.

PROFESSIONAL SERVICES

During the course of the school year, our office provided a number of workshops to help educate and inform our members. In 2017-2018, we were able to give a retirement workshop, training for our Branch Presidents, several maternity leave workshops, financial planning workshops, and so on.

In addition, the District sent members to a number of regional and provincial conferences on numerous topics relevant to OSSTF members: Leadership, Health and Safety, Collective Bargaining, Education Services, EdResearch, Mental Health, Cultivating Resilience, and most recently, the regional Status of Women Conference and the regional Communications/Political Action Conference in preparation for the upcoming provincial election on June 7, 2018. This wider experience enriches our District and benefits our members and our school communities.

THANKS

On a personal note, I would like to thank the members on the local Branch Executives. Presidents for their ongoing support and dedication on behalf of the Teachers and Occasional Teachers of our organization:

AMSS:	Tim Allen	LKDSB:	Carrie Eldridge
BDHS:	Don Cameron	NCIVS:	Dave Parkes
CKSS:	Colin Pugh/Joe Kuhn	NLSS:	Ed Schalk
GLSS:	Andy Shaw	RDHS:	Elliott Blackshaw/Deb Verhart
LCCVI:	Jennifer Kumpf/Paul Sokol	TDHS:	Geoff Brenders
LKCS:	Chris Schleihauf	WDSS:	Tim Dolbear
OT:	Barb Young		

I would also like to thank the local Committee Chairs:

Communications/Political Action:	Stephen Lynch
Educational Services:	Dave Parkes
Health and Safety:	Jim Stover
Human Rights:	Jennifer Kumpf
Status of Women:	Meighen McGregor

Many thanks also to the following individuals on the District Executive and Council:

- Greg Sheeler Vice-President
- Steven Spring Vice-President
- Jennifer Kumpf Treasurer
- Dave Parkes Executive Officer and Provincial Ed Services
- Meighen McGregor Executive Officer
- Barb Young Occasional Teacher President
- Chris Schleichauf Chair of Council

I truly appreciate the hard work and dedication of the District 10 Federation Officer, Stephen Lynch, and our Executive Assistant, Carolyn Caldwell.

GOOD BYE

This is my last AMDA as your District President and I want to say how much I have enjoyed both your trust and support over the many, many years I have been working as a union representative in OSSTF District 10 Lambton Kent. It has been my honour and privilege to have worked with such a fine group of dedicated professionals! Thank you.

Submitted by,

Hugh Garrett, President
OSSTF District 10

FEDERATION OFFICER'S REPORT

to the Annual Meeting of District Assembly

OSSTF District 10

The Federation Officer is the Chief Negotiating Officer, the Chief Grievance Officer, the Plan Administrator for the Long-Term Disability (LTD) Plan, is a member of the Collective Bargaining Committee, assists in bargaining all Collective Agreements, is a District representative on the Benefits Committee, serves on the Secondary Staffing Committee, attends OSSTF Regional and Provincial Negotiation Meetings, and attends Regional and Provincial CBC Meetings and Conferences.

1. **Benefits**

The transition to the Provincial Benefits Plan is took effect on June 1st, 2017.

For information about the Benefits Plan please visit the D10 website homepage and click on *Benefits Plan Guide* under the *District 10 News* heading.

Members can see their individual accounts by going to *otip.com*, clicking on *Login*, choosing the *Health and Dental* option and completing the information for the *OTIP Member Login*. Members can also telephone the OTIP Benefits Services at 1-866-6847.

For the latest news on Benefits, Members can visit the Provincial OSSTF Website (www.osstf.ca), login to *myOSSTF*, click on *News*, and select *OSSTF Benefits Bulletin*.

2. **EAP (Employee Assistance Program)**

The physical and mental health of our members is vitally important. To that end, the Lambton Kent District School Board, in conjunction with Family Counseling Centre and Family Services Kent, has their new website available with online surveys on health and wellness issues that is available to our members.

To enter the EAP website for LKDSB, go to www.myfseap.com.

The group name is: toLKDSB

The password is: health

3. **Contract Maintenance**

As always, please continue to notify the District Office of any questions or concerns that you or other Members may have regarding how the Collective Agreement is being applied.

I would like to thank our Executive Assistant Carolyn Caldwell for her efforts in keeping the District Office running so smoothly. I also would like to thank our membership for their strong support of our organization over the last year.

Submitted by,

Stephen Lynch, Federation Officer
OSSTF District 10

COMMUNICATION/POLITICAL ACTION REPORT

to the Annual Meeting of District Assembly

OSSTF District 10

The Communications/Political Action Committee (CPAC), and its Officer, liaise with local OTF affiliates and the Provincial CPA Department, lobby politicians, assist the District with communications as the need arises, attend OSSTF Regional and Provincial CPAC meetings, develop a political action strategy, and has responsibility for the Student Achievement Awards contest, among other duties.

1. The Student Achievement Awards

Thanks to our Members who conduct the contest in their Branches, the volunteers who help with the judging at the District level, and the D10 Office Manager, Carolyn Caldwell, for continuing to making this contest a great success locally. This year's theme was *What's Your Super Power?* The 2018 theme will be: **Ahead by a Century**. Please encourage Members in your Branches to include the Student Achievement Awards contest as a class assignment. More information will be sent to all schools as soon as it's available.

2. Election Readiness

District 10 was represented by Hugh Garrett and Stephen Lynch who attended provincial meetings in Toronto on October 20th and February 22nd. D10 CPAC has been undertaking efforts to lobby local candidates for the upcoming provincial election. We have focussed mainly on three issues from the seven in the OSSTF Education Platform: Professional Judgement and Collaboration, the Funding Formula, and the School Boards Collective Bargaining Act.

3. District Communications

The District continues to focus on communications via social media and encourages Members to use the following:

website	osstfd10.ca
Twitter	twitter.com/OSSTFDistrict10
Facebook	facebook.com/OSSTFDistrict10

I would like to thank our Executive Assistant Carolyn Caldwell for her efforts in organizing the many meetings and events that are part of the operation of District 10 CPAC. I also would like to thank our membership for their strong support of our organization over the last year.

Submitted by,

Stephen Lynch, CPAC Officer
OSSTF District 10

EDUCATION SERVICES REPORT

to the Annual Meeting of District Assembly

OSSTF District 10

The mission of the provincial Educational Services Committee is to foster and promote the professional growth of OSSTF/FEESO members in order to enhance the quality of education in Ontario by investigating and researching educational issues and providing direction, information, skills and resources to members and the broader community.

The committee is comprised of three sub-groups: Professional Training and Growth, Curriculum, Resource and Research, and Educational Issues and Priorities. A summary of our activities for the 2017-18 year is as follows:

- acknowledged the work and leadership of members in professional development through Educational Services Pins, Certificates and the André Lécuyer, Nancy Warrener, and Kelly Ann McKenzie awards
- monitored and reported on ministry initiatives including the Equity Action Plan
- examined and reported on destreaming
- participated in the ministry consultation process on Assessment, Evaluation and Reporting
- reviewed and assessed research studies on standardized testing at provincial, national, and international levels
- examined the use of Learning Management Systems in worksites
- completed a Kindergarten addendum to the Growing Success brochure
- finalizing a new occasional teacher resource “An Occasional Teacher’s Guide” to be available in print and on the OSSTF website
- organized and will be delivering the spring 2018 Educational Services Officers’ conference “Dispelling the Myths in Education Through Collaborative Professionalism”
- launched “ESO Notes” – a new resource for Educational Services Officers
- provided information to members and the public through the OSSTF website
- supported and assisted local Educational Services Officers in meeting members’ PD needs
- reviewed and updated Educational Issues (EDIS Policy) in the OSSTF Policies and Procedures Manual
- offered successful workshops across the province for Students At Risk (STAR), The Early Learning Team, CyberBullying, From Pain to Pride, Classroom Management, Classroom Management for Occasional Teachers, The 3R’s of Workplace Violence, EQUIP, Still Not Laughing, Working Together, Managing Conflict, Mental Health – *Let’s Act!*, Advocacy to Activism: A Blueprint for Equity, and Confronting Poverty: An Action- Based Approach to Address Class Bias
- participated in presenter training for CyberBullying, EQUIP, The 3R’s of Workplace Violence, Advocacy to Activism, and Working Together (French only) to enhance province-wide access
- reviewed and approved applications for the OSSTF provincial Educational Services Resource Bank
- updated processes to provide financial assistance for members and their children through scholarships, grants, and bursaries
- monitored and provided input to the Curriculum Review process
- provided articles and book reviews for *Update* and *Forum*
- promoted committee work via the AMPA ESC display table

It has been my pleasure to represent District 10 on this committee. I will be completing the third and final year of my appointment following the May meeting. I would strongly encourage all of our members to apply to participate at the provincial level with one of OSSTF’s many fine committees.

Submitted by,
Dave Parkes, Provincial Education Services Committee

HEALTH AND SAFETY REPORT

to the Annual Meeting of District Assembly OSSTF District 10

The Secondary Facilities Full Joint Health & Safety Committee (JHSC) has met three times already this school year on the following dates: September 20th 2017, December 14th 2017 and March 8th 2018. We are scheduled to meet again on June 7th 2018. The minutes of these meetings and those of the monthly Secondary Workers' JHSC meetings can be viewed via the Health and Safety link on the LKDSB Portal.

Worker Members:

◆ Jim Stover, OSSTF Representative

Northern C.I. & V.S.
940 Michigan Ave., Sarnia
519-542-5545, Fax 519-542-0571
Email: Jim.Stover@lkdsb.net

◆ David Butler, CUPE Representative

Chatham-Kent Secondary School
285 McNaughton Avenue East, Chatham
Phone: 519-352-2870, Fax: 519-352-2908
Email: David.Butler@lkdsb.net

Management Members:

◆ Andy Scheibli, Plant Operations

Chatham Education Centre
476 McNaughton Ave. E., Chatham
519-354-3775, Fax 519-354-2680
Email: Andy.Scheibli@lkdsb.net

◆ Elsa Natvik, Principal

Ridgetown District High School
9 Harold Street, Ridgetown
Phone: 519-674-5449, Fax: 519-674-5171
Email: Elsa.Natvik@lkdsb.net

Training:

The annual Health and Safety Representative training session was held at WDSS on November 2nd 2016. The session was a review of the Board's Health and Safety Program and was lead by Wendy Pitvor – Health and Safety Officer. It included;

- i) A discussion of Ministry of Labour upcoming efforts to address violence (Chris Vasey)
- ii) Issues and considerations related to completing site inspections were discussed (Russ Shaw)
- iii) Health and Safety update/discussion was provided related to on accident reporting, First Aid Requirements, eBase and Intellex

My role as Health and Safety Officer 2017/18 was to:

1. Participate in the JHSC promoting Health and Safety recommendations concerning auditing, accountability, defining roles and responsibilities and communication to all stakeholders on Health and Safety Policies and Procedures.
2. Review monthly Inspection Reports from all secondary schools and weekly Incident Reports submitted by the LKDSB.
3. Help organize and deliver appropriate training for OSSTF Health and Safety Representatives in all our high schools along with assistance to the local Reps. whenever necessary.

E-Training for Health and Safety:

Various e-training modules are done each year some mandatory some not. A training matrix has been put together by the Health and Safety Department taking into account the stresses upon our time and hopefully spreading the modules out over the academic year. Not all modules will necessarily need to be done every year.

Location	OSSTF	CUPE	Management	Telephone
Alexander Mackenzie	Steve Wilcox	Benjamin Laird	James Stewart Melissa Mallette	519-542-5505
Blenheim District	Don Cameron	Mike Dodman	Mark Hunt	519-676-5485
Chatham Kent	Gord Williams	Kyle Ditmer	Greg Nemcek Jayson Campeau	519-352-2870
Great Lakes Secondary School	Jerome DeSchiffert William Cornell	Dustin McPhedran	Paul Wiersma Jeremy Grower	519-336-6131
John McGregor	Janet Lindsay	Martha Laporte	Don Zondag Bernadette Bruette	519-354-1740
Lambton Central	Kevin Kerby	Blake Eastman	Linda Jared	519-882-1910
Lambton Kent	Mike McGrail	Brianne Kraayenbrink	Benjamin Lawton	519- 683-4475
Northern	Nicholas Nienhuis	Robert Cook	Susan Ferguson Judy Garrett	519-542-5545
North Lambton	Mike Young		Rhonda Leystra	519-786-2166
Ridgetown	Nigel Bradshaw		Elsa Natvik	519-674-5449
Tilbury District	Steve Stephenson	Kim Belanger	Ben Lawton	519- 682-0751
Wallaceburg District	Al Foster	Christopher Heath	Murray Hunt Scott Watson	519- 627-3368
Warehouse/Maintenance	N/A	Scott Marshall	Bernie O'Neil	519-332-8183
Maintenance, Chatham		Nathan Dolson	Tom LeBoeuf	519-354-3775
Adult Ed – YMCA Learning Centre (Sarnia)	James Stover	Mike Dodman	Jim Morton	519-383-8787
Adult Ed – Kent Skills Centre (Chatham)				519-351-9540
Committee Technical Advisor & Resource		Committee Secretary	Resource	
Wendy Pitvor, Health & Safety Officer Sarnia Education Centre P.O. Box 2019, 200 Wellington St. Sarnia, ON N7T 7L2 Phone: 519-336-1530 Ext. 31468 Fax: 519-337-0613 Email: Wendy.Pitvor@lkdsb.net		Jennifer Snary, Reporting Clerk Sarnia Education Centre P. O. Box 2019, 200 Wellington St. Sarnia, ON N7T 7L2 Phone: 519-336-1530 Ext. 31403 Fax: 519-336-9416 Email: Jennifer.Snary@lkdsb.net	Doug Bestard, Director of H.R. Sarnia Education Centre P.O. Box 2019, 200 Wellington St. Sarnia, ON N7T 7L2 Phone: 519-336-1530 Ext. 31290 Fax: 519-336-9416 Email: Doug.Bestard@lkdsb.net	
Committee Support		Committee Support		
Hugh Garrett OSSTF President, District 10 50 UBE Drive Sarnia, ON N7W 1B6 519- 542-1600, Fax 519-542-4446		Jodi McGill CUPE President, Local 1238 850 Wallace St. Wallaceburg, ON N8A 1M6 Cell Phone 519-330-4377		

Submitted by,
Jim Stover, Health and Safety Officer
OSSTF District 10