

OSSTF District 10  
Lambton Kent

**ANNUAL MEETING OF THE  
DISTRICT ASSEMBLY**

**REPORTS**

**June 2, 2021**

Via GoToMeeting



# TABLE OF CONTENTS

---

Strategic Action Plan 2021-2022 .....	3
President's Report .....	5
Federation Officer's Report .....	7
Communications/Political Action Report .....	8
Health & Safety Report.....	9

# STRATEGIC ACTION PLAN 2021-2022

## to the Annual Meeting of District Assembly

### OSSTF District 10

---

*Towards the Future: Listening, Planning, Acting*

#### **PREAMBLE**

The *Strategic Action Plan* indicates areas in which District 10 intends to focus its resources, time, and staff. The *OSSTF District 10 Strategic Action Plan* is formulated to complement the *Provincial OSSTF Strategic Action Plan* 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. The work of Committees, Council, and Executive supplement the work of our office, creating a District-wide framework.

The *Strategic Action Plan* passed at AMDA 2019 included two initiatives: Member Engagement and Digital Direct Communication. The Member Engagement initiative was an engagement focus for all members to become more involved with our local OSSTF. This is something that stalled through the last few years but needs to be re-energized again today to highlight where we are at now, hopefully nearing the end of the pandemic. The Digital Direct Communication was worked towards and concluded that year bringing to the fore a more prominent digital footprint for OSSTF and District 10.

The *Strategic Action Plan* passed at AMDA 2020 included the initiatives: Building an Education-Friendly Government and Official Opposition and Local I.T. Environments. The *Provincial OSSTF Strategic Action Plan* again this year highlights the need for investiture into provincial politics, looking forward to a 2022 provincial election. While still an important initiative locally, this is being moved to the Communication and Political Action Committee (CPAC) to take over. The Local I.T. Environments was a necessary highlight to last year's action plan. Even now we continue to utilize those efforts in this pandemic year.

The COVID-19 pandemic has changed the face of education and our union over the last year. In light of these changes, we wanted to make 2021-2022 about our local membership. Our hope is to re-energize our membership as we look forward to a new “normal” post-pandemic. We propose only one initiative to focus on for the new year.

#### **PLAN**

##### **Re-energizing and Re-engaging Members**

This past year has been especially stressful and troublesome for all educators across our District. The pandemic has illustrated some unique challenges to teaching and collaborating within our school system. Transitioning between in-class teaching and online teaching, dealing with last minute schedule re-arrangements and odd prep and duty schedules, and dealing with the stresses of endless new health and safety protocols are just some of the difficult tasks we have had to deal with in the past year. We are isolated from our peers. We are tired and stressed.

Our goals for the next year come in two areas, at the Branch level and at the District level.

1. We encourage Branches to use funds to re-energize their members in a multitude of different ways. Not all Branches have the funds necessarily available for activities to re-energize their members. We wish to provide Branches with access to a one-time fund to re-energize their members throughout the school year. Branches who wish to access the funds must submit an application outlining their plan for the amount to District Executive for approval.  
**COST: \$15 000**
2. At the District level, we also need to re-energize our membership on a larger group scale. Funds will be used to facilitate activities and initiatives at the District level to get membership back to a better “normal” beyond the pandemic. We encourage the District Executive and Council to provide activities and initiatives to re-engage membership at the District level.  
**COST: \$15 000**
3. At the District level, we also need to work to re-engage our membership. While we are all members of OSSTF, we want to encourage greater involvement in our union activities both locally and provincially. We propose a member education and outreach campaign that seeks to give members a greater sense of how the union is structured, how it operates, how one can become involved, and how one can effect change working through the structures that are already in place. In short, we are seeking a membership that truly identifies with our organization.  
**COST: \$5 000**

## **CONCLUSION**

We are confident that this *OSSTF District 10 Strategic Action Plan* will assist us in supporting Provincial OSSTF initiatives within our District as well as prioritize a local need to re-energize members. The plans outlined herein will improve the ability of District 10 to represent its members and bring about positive changes for all.

Submitted by,

Geoff Brenders, Vice President  
April Brander, Vice President  
OSSTF District 10

# **PRESIDENT'S REPORT**

## to the Annual Meeting of District Assembly

### OSSTF District 10

---

On behalf of the District Executive, I welcome you to virtual AMDA 2021. Our Annual Meeting of the District Assembly provides us with an opportunity to come together and reflect on the past year, to recognize our achievements, and to set goals for our future. I extend thanks to all Delegates for their commitment to our organization.

#### **CONTRACT 2019-2022**

A year ago, in May 2020, central terms of the Collective Agreement under the School Boards' Collective Bargaining Act were ratified. Simultaneously, local bargaining was underway using new approaches to adhere to COVID-19 measures and restrictions in place. Local bargaining was completed with the ratification of local terms in November 2020. With both the local and central terms ratified, District 10 Members received a nominal compensation increase and an agreement that will be in effect until August 31, 2022. Many thanks again to Dave Parkes and the entire Table Team for all their work with these recent negotiations.

Through this most recent round of contract negotiations, the membership of District 10 has demonstrated a willingness to stand together for our democratic rights while maintaining professionalism and dedication to student achievement in the pursuit of protecting and enhancing publicly funded education. Looking ahead to next year when bargaining will begin again, this solidarity and resolve will continue to be essential within the membership.

#### **PROFESSIONAL SERVICES**

Throughout the past school year, despite many ongoing uncertainties during the pandemic, the District Office co-ordinated various virtual workshops based on member needs and requests to help educate and inform our members. In 2020-2021, OSSTF workshops were provided regarding retirement planning, pregnancy and parental leaves, equity and member representation training for our Branch Presidents, and more.

In addition, District 10 had several members attend regional and provincial conferences and trainings held virtually: Health and Safety, Protective Services, Educational Services, Status of Women, Human Rights, Women's Advocate, Communications/Political Action, and many other OSSTF-sponsored workshops. This wider experience enriches our District and benefits our members and our school communities.

#### **MENTAL HEALTH AND WELLBEING**

The mental health and well-being of members is critically important. In conjunction with Family Counseling Centre and Family Service Kent, District 10 members and eligible members of their family have access to the Employee and Family Assistance Program (EFAP). While some members will have full access to this service without additional cost per applicable Collective Agreement provisions, it is important to note all members have access. Details regarding the EFAP can be found on the District 10 website homepage.

Additionally, other services available to members are also posted on the District 10 website homepage. Members are encouraged to access these professional and confidential resources.

## THANK YOU

On a personal note, I want to share sincere appreciation with those who have served on local Branch Executives this year. The following Branch Presidents are acknowledged for their ongoing support, dedication, and daily efforts no matter the circumstance, on behalf of the teachers and occasional teachers of our organization.

AMSS	Ted Frayne	LKCS	Jennifer Ryan	VLHSS	Kabir Singh/ Veronika Redfern
BDHS	Don Cameron	LKDSB	Carey Eldridge	WDSS	Tim Dolbear
CKSS	Jennifer Hill	NCIVS	Meighen McGregor	OT	Eric Soepboer
GLSS	April Brander	NLSS	Josh MacDougall		
JMSS	James Clarke	RDHS	Elliott Blackshaw		
LCCVI	Kim Gruben	TDHS	Avi Ghosh		

I would also like to acknowledge and thank local Committee Chairs:

Communications/Political Action	Deb Reitberger	Educational Services	Carey Eldridge
Health and Safety	Don Cameron	Status of Women	Elish Smith
Collective Bargaining	Dave Parkes	Human Rights	Avi Ghosh

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

April Brander	Vice-President	Geoff Brenders	Vice-President
Jennifer Hill	Treasurer	Eric Soepboer	Occasional Teacher President
Avi Ghosh	Executive Officer	Meighen McGregor	Executive Officer
Chris Schleihauf	Chair of Council		

Also, a thank you to Geoff Brenders for serving on the Provincial Educational Services Committee.

It is also important to recognize the work of the OSSTF members at each Branch who serve as the OSSTF representative on their site's Joint Health and Safety Committee. Your dedication to the health and safety of members throughout the District is appreciated.

Acknowledgement and thanks for the continued hard work and collaboration within the District 10 Office are important, as well. Federation Officer, Dave Parkes, and Executive Assistant, Carolyn Caldwell, deserve recognition for their outstanding efforts.

## FORWARD TOGETHER

I hope that everyone is making time to take care of themselves and others during the ongoing challenges that COVID-19 poses. Our OSSTF motto—"Let us not take thought for our separate interests, but let us help one another"—has been often repeated throughout the past year within our Federation. The solidarity it invokes will continue to be fundamental in our progress forward. Your ability to pivot, often unexpectedly and with little notice, while meeting the needs of your students continues to be a testament to your professionalism and dedication. With summer just weeks away, again I hope everyone takes time to relax, reflect, and rejuvenate for the challenges that will lie ahead.

I am proud to represent and be a member of OSSTF District 10 and am driven by your collective strength and solidarity. For this, I thank all members.

Submitted by,  
Jennifer Kumpf, President  
OSSTF District 10

# FEDERATION OFFICER'S REPORT

## to the Annual Meeting of District Assembly

### OSSTF District 10

---

#### Grievance Update

District Office has been persistent in approaching disagreements with the Board using our grievance process as outlined in Article 29 of the Collective Agreement. Our hope has been to reach agreement and resolution with the Board in the early steps of the process as it is a better result for all parties. That has been difficult to achieve and we are successfully resolving issues for our members through arbitrated mediation. Thank you to all members for remaining diligent and bringing violations of the Collective Agreement forward.

#### IT Policy and Use

This full year of pandemic teaching has brought the Board's IT policy and the challenges of remote learning to the fore. The Board has an obligation to provide technology for teaching and learning and has the right to manage that technology. Our Members are reminded to exercise caution while using Board technology as the Board may monitor any and all use of devices and digital platforms, either live or passively. All members are reminded that Article 5 protects members. Any discussion about the competence of conduct of a member requires OSSTF representation. Our Collective Agreement addresses some additional concerns, largely through the maintenance of our Letter of Agreement on eLearning, but there are many items that need further attention in future negotiations. Recent announcements by the Ministry of Education have brought specific attention to issues related to remote learning by OSSTF and education affiliates, particularly with concerns regarding privatization of public education by this provincial government.

#### Contract Maintenance & Bargaining

The next round of bargaining will be upon us very soon. I encourage all Branches to elect or appoint a Collective Bargaining Committee representative in the year-end (or year-start) meetings. The current contract expires in August 2022.

Stay safe and take care,

Submitted by Dave Parkes, Federation Officer  
OSSTF District 10

# HEALTH AND SAFETY REPORT

## to the Annual Meeting of District Assembly

### OSSTF District 10

---

#### Year in Review Summary

This year was very very busy for the Health and Safety Department members.

Without question, the role and profile of the JHSC within the LKDSB has never been more prominent.

We all encountered new levels of Health and Safety policies and procedures as our return to school meant continual use of PPE for all staff, hand hygiene, and social distancing.

Despite these adverse conditions the role of the Health and Safety committee continued with their regular duties for the LKDSB.

COVID-19 has caused several delays in the ongoing training schedule for First Aid as well as Health and Safety Certification. We hope to see this return to normal as soon as possible. Unfortunately, our annual school audits have been delayed for another year.

I would like to thank all of the OSSTF Health and Safety Reps at our schools for the steadfast work and assistance in keeping our staff informed and safe, and for bringing concerns and issues before the JHSC.

I would also apologize for not being able to resolve all of the concerns due to the fact that many of the current policies were determined by Public Health without any consultation or consideration for the essential activities within our schools... and they changed constantly.

My deepest wish is for a swift end to all this confusion and chaos ~ So that the LKDSB can return to what it does best... Educate our students.

It has been my honour to represent the OSSTF Members of District 10 on the Joint Health and Safety Committee these past years.

Best wishes for a safe and healthy future.

Cheers!

Submitted by your friendly neighbourhood Health and Safety Guy,  
Don Cameron, Health & Safety Officer OSSTF District 10