

Ban on Cell Phones? Let's Identify the Real Issue



Shane Stagg
TBU and District President

There have been articles appearing in the media with discussion about a ban on cell phones in schools. Since November of 2019 the provincial government has restricted the use of cell phones in classrooms such that they should only be used for educational or medical purposes. This was prompted by a provincial consultation on education reform carried out by the provincial government in 2018. A reported 97% of respondents indicated that there should be restrictions on cell phone use to help students focus better in class.

With these rules already firmly in place, why would consideration need to be given to a further ban on cell phones? It's because the issue isn't the existence of parameters around cell phone use or other aspects of student behaviour. The actual issue is that the ability of adults to influence student behaviour and

encourage compliance with rules has been diminished and, at times, feels eliminated. Similarly, there is currently a clear ban on vaping in school washrooms but again the core issue is one of a lack of compliance and enforcement.

Members express that while a complete ban on cell phones in classrooms or schools would be a sensible step toward reducing student distraction in class, a ban is only as good as the ability to enforce it and there simply aren't adequate tools for that. It introduces increased classroom management challenges and workload for teachers to be attempting to enforce a ban. If circumstances were as straightforward as politely asking students to put their phones away and them agreeing to do so, the existing restriction on cell phones would be adequate.

Elevating a restriction to a ban is not going to be more effective at reducing cell phone distraction in the classroom simply because it is called a ban. There are countless examples in the run of a day when students could reach for their cell phone for an appropriate purpose - to enter

a due date in their calendar, to take a picture of a note, search for the answer to a question, etc. The issue is that students also use their phone for off-task activities such as social media or texting to coordinate hallway meet-ups, or to inappropriately takes pictures and video. Whether it's a ban or a restriction by name, there will remain a challenge to eliminate these disruptions to learning.

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Ban on Cell Phones? Let's Identify the Real Issue (cont'd)


When we discuss tools to enforce rules and influence student behavior we refer to things such as: setting an example, rewarding positive behaviour, reminders, explaining rationale for rules or co-creating them, and consequences for negative behaviour. As is commonly understood, the items at the front of this list tend to be of diminished effect, if there is not a consistent and clear consequence to apply when the others have been exhausted.

What suitable consequences exist for non-compliance with a cell-phone ban or restriction? This can be described as being a complicated question or a remarkably simple one. Appropriate consequences should be related to the transgression. Students that

continue to make inappropriate use of their cell phones after receiving reminders and having the rationale for the rule explained, and perhaps after having the rule co-created as a class or school community, could lose the privilege of bringing their cell phone to school. How many reminders and conversations would take place can be discussed and ultimately, there should be a clear guideline for progressive discipline that is applied consistently and transparently. If a student continues to exhibit behaviour that is not compliant with the rule, then the next step could be consistent with the consequence applied when an up-to-date record of vaccines is not received by the school, and that would be a suspension. There are schools within Durham region which are not

part of the DDSB which offer the consequence of sending students home if they wear socks inconsistent with a school uniform. Surely, a commitment can exist within our schools to apply the same measures for non-compliance with a direction from the Government of Ontario regarding cell phones.

With the experience gained through enforcement of restrictions on cell phone use, this consistent, transparent, and reasonable approach to progressive discipline could then be expanded to apply to other common concerns such as vaping in schools. It could also be applied to other conduct violations such as disruptive behaviour. Ultimately, what is sought is a safe and respectful teaching environment for all.



ATTENTION ALL MEMBERS:

As of February 1, 2024, monthly benefit premiums will no longer be deducted from DDSB payroll

OTIP requires your banking information by March 1, 2024

Follow steps in the email sent by OTIP
Subject line "Action required: Complete your Banking Information Required Event"

Black History Month

Private Screening of *Renaissance*
 A FILM BY BEYONCÉ
 February 15, 2024
 doors open @ 6:30 | showtime: 7:00 - 10:00 pm

Landmark CINEMAS
 75 Consumers Dr, Whitby

RENAISSANCE WORLD TOUR

- o \$10
- o Open to D13 TBU/PSSP members + 1 guest
- o Age 19+ event
- o 59 seats available

Scan for tickets



For tickets, scan QR code OR call Garrett in the D13 office @ (905) 668-7100
 Voluntary social/drinks immediately following for those interested (PA Day the next day)
 Presented by your District 13 OSSTF Human Rights and Public Relations Committees

**CELEBRATING
THE PAST**

**LOOKING TOWARD
THE FUTURE**

BLACK HISTORY MONTH



Black Excellence Competition 2024

Submit a project that celebrates the Black identity or experience, demonstrates Black excellence, and/or overcoming adversity!

Submission categories:

- o **Creative** (e.g., poems, short stories)
- o **Performance** (e.g., slam poetry, dance, song, dramatic)
- o **Visual Arts** (e.g., photograph, painting, graphic design)
- o **Multimedia** (e.g., infographic, slide presentation, comic)

Celebrating & Honouring Black Students

Open to Black-Identified Students

Prizes totalling \$500

Submit your hard-copy or digital entry by March 3 @ 3:00 pm

Scan to submit entry



Submit hard-copy entries to a teacher in your school, and digital submissions are attached on the Google Form. All submissions must complete the Google Form.

District 13 OSSFT TBU Bargaining Update



Richard McCormack
District Representative

Central Update:

On January 15 and 16, 2024, provincial OSSFT presented their evidence and arguments regarding the salary increase in year three of the 2019-2022 collective agreement. OSSFT anticipates that the arbitrator will issue their decision on the award in February. According to the terms of the bargaining pathway that members selected, any retroactive payments related to the 2019-2022 collective agreement will be processed no later than 120 days after the arbitrator issues a decision.

The dates for interest arbitration to settle the outstanding central terms of the new collective agreement are scheduled to begin on April 8 and 13, 2024. Prior to these dates there have been 5 mediation dates scheduled to determine whether the parties are able to resolve any matters before the April hearing dates. Unlike past rounds of bargaining, members will not

have to wait until a local agreement is reached before any money tied to the central agreement is applied.

Local Update:

To date, District 13 OSSFT TBU has had 6 bargaining dates with the DDSB. There has been progress at the table, and while we are optimistic that a tentative deal will be attained it is possible that one is not reached. According to the terms of the bargaining pathway that members

selected, local bargaining continues up until March 28, 2024. At that time if a tentative agreement is not reached, any outstanding items will be considered for arbitration. If a tentative deal is reached, the membership will have the opportunity to ratify the local terms of the collective agreement. If the local terms of the collective agreement are not ratified by the membership, it would then proceed to interest arbitration.

TELUS Health



TELUS Health counselling service is available through the OTIP LTD contract for Permanent Teachers. On an annual (calendar year) basis, you can access up to 12 hours of free face-to-face psychosocial counselling for you and your immediate family members. TELUS Health can assist you with work-related, family, personal or dependency problems. At this time, sessions are also available via distance options. As well, there are other web-based services available.

TELUS Health is mentioned on the District 13 website and in each newsletter.

To access these services, download the app or visit otiptl.lifeworks.com.

Log in with the username and password below:

Login: Lifeworks1 Password: @OTIPTL123

Allow Me to Introduce Myself

I am excited to be joining the excellent team at the District Office as a D13 TBU Representative. This is my 18th year with the board working at various secondary schools, most recently at Pickering High School.

Over the years I have served on various D13 committees, including Central Bargaining, District Council, the Social Justice Collective, as well as the District Executive. I am passionate about advocating for a strong public education system in Ontario, and look forward to serving the various needs of our membership.

In Solidarity,

Orit Orlovsky



Abilities Management Portfolio Split



Nicole's previous abilities management portfolio has now been split between Richard McCormack and Garrett Metcalfe based on work location and/or bargaining unit. For any inquires and support around sick leaves, long-term disability and questions on the abilities form, please direct your questions to Richard or Garrett based on the chart below:

<u>Richard</u>	<u>Garrett</u>
Ajax H.S.	DASS
Anderson	Centre Success
Brock	DDSB@Home
Brooklin	Maxwell
DA Wilson	O'Neil
Dunbarton	Pickering
Eastdale	Pine Ridge
GL Roberts	Port Perry
Henry St	RS McLaughlin
J Clarke Richardson	Sinclair
PSSP	Uxbridge
Con Ed	Grove
	Branch 18

LACE UP YOUR SKATES

For the D13 OSSTF Annual
Member Free Skate
Family Day, February 19th, 2024
1-3 PM
McKinney Centre Whitby
Arena #3

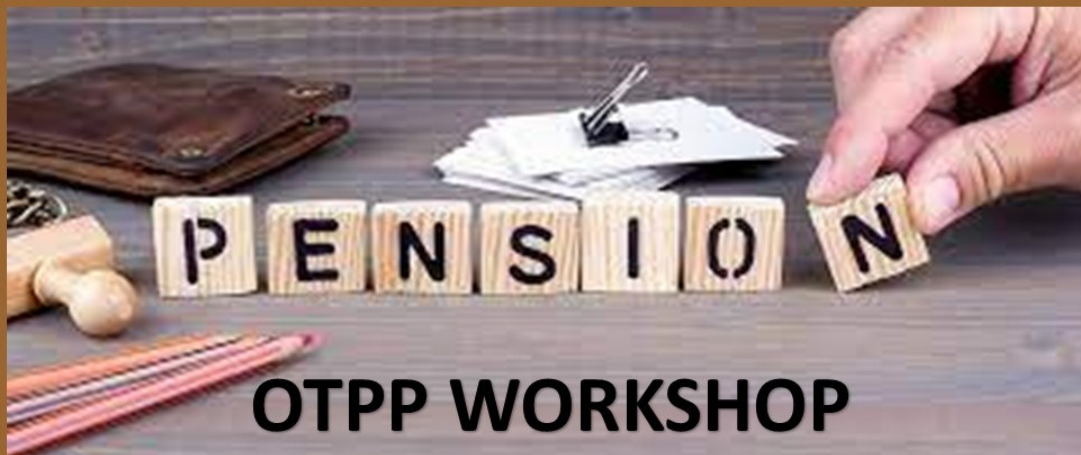
Please bring a cash donation or a
non-perishable food item.

See your Branch President for FREE tickets



D13 Member Free Skate Family Day February 19, 2024

OTPP Pension Workshop - April 30, 2024



SAVE THE DATE:

Tuesday, April 30th @ 4:30 pm
District Office



**Sign Up
Coming
Soon!**

District and TBU Annual General Meeting



Chris Davis

District 1st Vice President

District Annual General Meeting

SAVE *the* DATE

MAY 8 2024

4 :00

Come together.

Sikorski Hall
1551 Stevenson Rd N
Oshawa

\$10

FREE to Retirees & New Teachers

...and of course a little AGM business

Celebrate Retirees

Music

Games/Trivia

Pierogies & Cabbage Rolls are Back!

DISTRICT 13 DURHAM OSSTF

Where is President Waldo?

To reward our eagle eyed readers, the first 5 members to find President Waldo and send an email to Ruth Leone at ruth.leone@d13.osstf.ca identifying his location will receive a D13 prize!

Please note that readers may only win once per school year.

District and TBU Annual General Meeting

Chris Davis

District 1st Vice President

The 2024 District Annual General Meeting will be held virtually on Wednesday, May 8, 2024. On-time Resolutions must be submitted by certain deadlines to the District President as listed below.

Timelines and procedures are identical for both the District and TBU Constitution and Bylaws. The following excerpt from the District 13 Constitution and Bylaws is included for reference.

ARTICLE IX - Amendments to the Constitution

SECTION 1

Amendments to this Constitution may be made at the District Annual Meeting by a two-thirds vote of the Members present, qualified to vote and voting, provided that:

- a) written notice of the proposed amendment shall have been given to the District President at least eight weeks in advance of the next District Annual Meeting.

DEADLINE: **March 13**

- b) such notice shall have been published to the membership at least five weeks in advance of the next District Annual Meeting by the District President.

if section a) is not met, amendments to this constitution will be deemed late and require a 9/10 majority vote at the District Annual Meeting.

SECTION 2

If a resolution at the District Annual Meeting is deemed to require constitutional amendment to be in order, such resolutions and required amendments shall be accepted as notice of motion to the next District Annual Meeting.

BYLAW X - Amendments to the Bylaws

SECTION 1

Amendments to these Bylaws may be made at the District Annual Meeting:

- a) by a majority vote of those Members present, qualified to vote and voting provided that:

- i) written notice of the proposed amendment shall have been given to the District President not less than six weeks prior to the next District Annual Meeting.

DEADLINE: **March 27**

- ii) such notice shall have been published to the membership at least five weeks in advance of the next District Annual Meeting by the District President.

DEADLINE: **April 3**

- b) by a three-quarters vote of those present, qualified to vote and voting, previous notice as in (a) not having been given.

SECTION 2

If any plan is proposed to the District to restructure the terms of office of the District Executive, and/or to alter the financial compensation provided to Federation Officer(s) on release time from regular school duties with remuneration from District 13, OSSTF funds, such a proposal must be submitted to the District Annual Meeting, requiring a two-thirds majority of those present, qualified to vote and voting, prior to implementation. The essentials of the plan must have been published to the membership at least five weeks prior to the District Annual Meeting.

DEADLINE: **April 3**

(**March 13** for INPRINT 13 inclusion)

Article V

Section 6

Resolutions that require District funds must be submitted to the District President four weeks prior to the District Annual Meeting.

DEADLINE: **April 10**

All materials should be sent to:
District 13 Office
Attention: District President

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District and TBU Annual General Meeting (cont'd)

INPRINT 13 Ads for District
Annual General Meeting
Candidates:

Nominations for all positions must be received by the District Office no later than four weeks prior to the District Annual General Meeting.

DEADLINE: **April 10**

After this deadline, only positions where there is no nominee shall remain open. Nominations from the floor at the District Annual General Meeting shall be limited to open positions.

Free advertising is available in the next issue of INPRINT 13 for those who have submitted their nominations by the deadlines listed.

Available Positions

- District 13 President
- TBU President
- District 13 Vice-President (4 to be elected)
- District 13 Treasurer
- District 13 Secretary
- Additional TBU Provincial Councillor (1 to be elected)
- TBU Delegates to AMPA 2023 (number to be elected is determined by number of members)

Ad Size Maximums

- President full page
- Vice President 1/2 page
- Treasurer 1/4 page
- Secretary 1/4 page
- Provincial Councillor 1/4 page
- AMPA Delegate (listed in INPRINT 13, no ads)

Page sizes

- full page - 9" (h) by 7" (w)
- 1/2 page - 4 1/2" (h) by 7" (w)
- 1/4 page - 4 1/2" (h) by 3.5" (w)

Photos may be provided as snapshots with size and crop lines indicated, or as .jpeg files.

All material should be sent to:
District 13 Office
Attention: INPRINT 13

Deadlines

Ads requiring layout must be delivered to the District 13 Office no later than **March 13**.

Space for pre-formatted ads must be reserved no later than **March 13**.

The pre-formatted ads must be delivered to the D13 Office no later than **March 13**.

Note that there is no leeway for late material for the next issue of INPRINT 13. Material received late will not be published.

Resolutions	Deadline
Amendments to Constitution due to District Office	March 13
Amendments to Bylaws due to District Office	March 27
Amendments requiring significant restructuring due to District Office	April 3 (March 13 for INPRINT 13 inclusion)
Amendments requiring District funds due to District Office	April 10
Amendments to Constitution due to Membership	April 3
Amendments to Bylaws due to Membership	April 3
INPRINT 13 ads and Nominations	Deadline
Ads requiring layout due to District Office	March 13
Space for pre-formatted ads due to District Office	March 13
Pre-formatted ads due to District Office	March 13
Nominations due to District Office	April 10

Can We Talk? February Blues



Garrett Metcalfe
District Representative

February can be a difficult month for many of us. Often referred to as the February Blues, according to the National Institute of Mental Health, the winter blues is a milder form of Seasonal Affective Disorder and is a real thing!

Characterized by feelings of hopelessness and despair, fatigue, problems sleeping and concentrating, and changes in appetite. For me, the change in appetite usually presents as the desire to inhale as much chocolate as possible – but I digress.

It is important to recognize that feeling a little down this time of year is completely normal. If these feelings continue for an extended period, we should be concerned and explore supports.

In the meantime, to help beat the “ugh” feeling, seek those small moments that do bring you pleasure. Consider bundling up and heading outside for a quick 20 minute walk, meet a

friend or family member for coffee, play with the kids or a pet, curl up with a good book or enjoy a re-run of your favourite old sitcom.

For those of us always immersed in social justice and activism work, take a moment to reflect on all of the positive changes you have seen and been a part of. During these unsettling moments of far-right rhetoric and unstable global times, it can be easy to be discouraged but take a moment to celebrate and own all that continues to be good and how far we have actually come.

Our District has done such an outstanding job over the past few years in working towards dismantling systems of oppression in education, with our employer and within our own federation. While it often appears to be my name leading many of these initiatives, it is in fact a full team in solidarity that is driving the work. The team includes support from Provincial, a President fully committed and willing to model true ally capacity, office staff who are fully trained in anti-oppression pedagogy, Khogu’s leadership as our Anti-Oppression and Social Justice lead, a team of over 20 Branch Presidents vested in supporting members in our schools and all of our

committees who anchor an anti-oppressive framework in all of the work that they are doing. Further, we have the highest member engagement of systemically oppressed voices ever on our Executive, Council and within our many Advisory Committees.

There is always more work to be done and given the current social and political climate it may feel like it is more urgent and pressing than ever. However, February can be difficult enough as it is. I encourage everyone to take a moment to breathe, reflect and celebrate what we have achieved. The work will still be there for us to return to in a few weeks with the spring thaw!

So for now, I’m taking that moment to celebrate. I’m proud of the work we have done over the past few years and am grateful to the tremendous group of friends and colleagues here in the district who have embraced and are fully committed to imbedding anti-oppression in all that we do.

We should be very proud...

Now back to inhaling my chocolate!

See page 4 for list of supports.

OTIP Wellness Programs

Throughout your health and wellness journey, you can count on us - every step of the way.



In partnership with leading health experts, we are proud to provide our plan members with access to comprehensive and evidence-based wellness programs.

Assess your mental health

Looking to understand your risk for mental health disorders?

FeelingBetterNow® is an online platform that provides resources for eligible members and their family members who may be experiencing mental health challenges. You can confidentially discover your risk for a mental health issue and take action based on your needs.

Gain access to:

- Confidential, evidence-based assessments
- Personalized action plans
- Curated resources including tools, mobile apps, online therapy options, and workbooks

Learn more at feelingbetternow.com/otip.



Manage your mental health

Feeling stressed or unsure of what your feelings mean?

Starling Minds is a self-guided digital program that helps you better manage stress, anxiety, burnout, and depression. Take simple steps to help you lead a healthier, happier life.

Gain access to:

- Daily training sessions and exercises
- Mindfulness practices
- Check-ins for tracking changes in mental health
- Anonymous peer-supported community

To get yourself or a family member (16+) started, access codes can be found at otip.com/Help-Center/Starling-Minds-access-codes.

Read more at member.starlingminds.com.



Take control of your substance use

Looking to cut back on, quit, or simply become more mindful of your substance use?

ALAViDA offers confidential, evidence-based substance use support for anyone who would like to reevaluate their relationship with alcohol and/or substances.

Gain access to:

- A personalized learning plan with iCBT modules (Internet-based Cognitive Behavioural Therapy)
- Self-assessments for awareness of substance use
- Moderated peer support

OTIP plan members and their eligible family members who are the age of majority and older can access ALAViDA at try.alavida.com/otip.



Find support after a cancer diagnosis

Do you have unanswered questions after your diagnosis?

Carepath is a cancer assistance program backed by oncology physicians that provides medical and emotional support to plan members and their families.

Gain access to:

- Personalized care plan based on nursing best practices
- Information about the diagnosis, tests, potential treatment options, and side effects
- One-on-one telephone counselling

OTIP plan members who have long term disability (LTD) coverage and their eligible family members can access Carepath's services. Learn more at otip.carepath.ca.



Questions? We're here to help. To learn more about our wellness programs, visit otip.com/OTIP-Wellness-Programs or contact OTIP Benefits Services at 1-866-783-6847.



Anti-Oppression and Social Justice

Equity, Anti-Racism & Anti-Oppression Committee



Meeting Location: 601 Palace Street, Whitby
Meeting Time: 4:30 to 6:00pm

Tue Nov 7 th	Tue Dec 5 th
Tue Jan 16 th	Tue Feb 13 th
Tue Apr 9 th	Thur May 9 th
Tue Jun 4 th	

Familiar With Social Justice Pedagogy?
Looking for Systemic Change in Your Union?
Looking to Advocate for Systemic Change
With Your Employer?

This is the Committee for You!

For further information or to get on the contact list, please reach out to Garrett Metcalfe at 905 668 7100 or garrett.metcalfe@d13.osstf.ca or join us at our next scheduled meeting!

TBU and PSSP Members Are Invited to Participate!



MENA

Middle Eastern North African Advisory Committee

District 13 Invites
All TBU and PSSP Who Self-Identify
To Join Us For The 1st Meeting Of
The MENA Advisory Committee

Thursday, February 22nd @ 4:30pm
601 Palace Street, Whitby

Please reach out to Garrett Metcalfe for further information at
905 668 7100 or garrett.metcalfe@d13.osstf.ca

Kitchen Korner



Heather Tyrrell
Communications Rep.
Henry St. HS

As we bid farewell to the winter chill and welcome the warmth of spring, it's the perfect time to embark on a journey of renewal—starting with a "spring cleaning" for your diet. Just as we declutter our homes and organize our spaces, our dietary habits also deserve a refresh. In this article, we'll explore the concept of spring cleaning for your diet, encouraging you to declutter your pantry, discard unhealthy snacks, and restock with nutritious options. Let's delve into the steps that will pave the way for a healthier, more vibrant you.

Decluttering Your Pantry: Out with the Old, In with the Nutrient-Rich: The first step in spring cleaning your diet involves taking a closer look at your pantry. Bid adieu to processed foods, sugary snacks, and items high in unhealthy fats. Clear out the shelves and make room for nutrient-rich alternatives. Opt for whole grains, legumes, nuts, and seeds. Also consider donating unopened, non-perishable, nutrient-rich items to local food

banks, ensuring your spring cleaning has a positive impact beyond your kitchen.

Discarding Unhealthy Snacks: Banishing Temptations:

Unhealthy snacks can be major culprits in derailing your dietary goals. Take a critical look at your snack stash and say goodbye to items high in added sugars, sodium, and trans fats. Replace these with healthier options such as fresh fruit, vegetable sticks with hummus, or a handful of nuts. Having nutritious snacks readily available can make it easier to resist the allure of less wholesome choices. As you embark on your spring cleaning for your diet, remember that it's not just about removing the unhealthy; it's about welcoming the nourishing and delicious. By decluttering your pantry, discarding unhealthy snacks, and restocking with nutritious options, you're

setting the stage for a season of health and vitality. Empower yourself with the knowledge of reading food labels, making informed choices that align with your well-being. Here's to a spring filled with fresh, wholesome choices that will leave you feeling revitalized and ready to embrace all that the season has to offer. Happy spring cleaning!

Here are a few recipe links to inspire you:

[Healthy Pasta Primavera](#)

[Cherry Tomato Pasta with Avocado Sauce](#)

[Lemon Thyme Chicken](#)

[Mini New York Cheesecakes](#)

Food Quote

*"One cannot think well, love well, sleep well,
if one has not dined well."*

Virginia Woolf

Today's Chuckle

What is the wealthiest nut?

Answer: Cashew

-Chef Tyrrell-

Six Components that Every Education Member Should Add to Their Financial Plan

Provided by Educators Financial Group



There are many building blocks to a successful financial plan, and it can be hard to create — and stick to — each block.

For many, the choice between stocks and bonds and the arrangement of pensions and taxes can be daunting. Personalized and professional financial advice can help you manage your unique needs and challenges to create a workable strategy.

LIMITED TIME OFFER

Get a customized Financial Plan built around your unique financial situation

Book a complimentary consultation today to speak to a financial advisor who will assess your current situation and create a tailored financial plan for you.

Learn more: <https://bit.ly/42jhMmM>.

With the RRSP deadline around the corner, and tax deadline quickly approaching, here are key things you should know about financial planning and taxes: <https://bit.ly/3SdKWPr>.

Brought to you by Educators Financial Group. Trusted by over 16,000 education members and their families to meet their financial goals. Book your complimentary consultation today: <https://bit.ly/3SeMQ2c>.

Upcoming Events for TBU and PSSP members: 2023-2024

February 15	Beyonce - Private Screening of Renaissance, 6:30 pm, Landmark Cinemas, Whitby
February 19	TBU & PSSP Member & Family Skate , 1-3 pm, McKinney Centre, Whitby
February 28	Pink Shirt Day
April 16	Equity Series, 4:30 pm, D13 TBU Office
April 22	Pregnancy/Parental Leave Workshop, 4:15-6:15 pm, Virtual
April 28	Day of Mourning
April 30	OTPP Workshop 4:30 pm, D13 TBU Office
May 5	Steps for Life Charity Walk, 10 am, details TBD
May 8	District & TBU Annual General Meeting 2024, 4 pm, Sikorski Hall, Oshawa
May 15	PSSP Annual General Meeting 2024, details TBD
May 16	World Education Support Personnel Day
May 22	Student Award Night, details TBD
May 27	Equity Series, 4:30 pm, D13 TBU Office
June 14	Deceiving Divas, 8 pm, Oshawa Legion
June 21	District 13 Golf Tourney @ Lyndebrook Golf Course, details TBD
June	Durham Pride Parade 2024, details TBD
June	Toronto Pride Parade 2024, details TBD

Claims Counselling—our dedicated team is here to help

Provided by OTIP

The unfortunate reality is accidents happen. That's why insurance exists. However, we recommend you speak with your licensed insurance broker about whether making an official claim with your insurance company is in your best interest. That's where claims counselling comes in handy.



Read more at www.otip.com/article177. #OTIPUpdate

OSSTF DISTRICT 13 TBU

601 Palace Street | Whitby, ON | L1N 6S5 | phone 905.668.7100 | fax 905.668.5244

www.d13.osstf.ca

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