

ESPecially Yours

Volume 18, Issue 3

June 2018



The 2017-2018 school year is coming to an end. It has been a busy year for everyone.

PD Day in November: We had a very successful Support Staff PD Day with a Mental Health Workshop. Thanks to our own Leif Walther and Jean Trant from SSP for making this day possible. It is the first time an OSSTF workshop was made available to our members on a PD Day other than the Board-wide PD Day. We are hoping to have more of these professional development opportunities made available for our members.

April PD Day: Thanks to our amazing PD Day Committee (Judy Soifer, our ESP Educational Services Officer, Chelsea Dykens, Margaret Elson, Teresa Harrison, Chouy Johnston and Saul Mogelonsky) we had a wonderful PD Day. Unfortunately, I was unable to attend, but I have heard wonderful reviews from many of our members and there is a report on page 3.

The OCDSB Budget passed on June 11. We had no loss of positions, but have had 4.5 FTE added to our Bargaining Unit this year. We are still waiting to see how those positions will be allocated.

The Provincial Election took place on June 7, 2018. Doug Ford and the Ontario Progressive Conservatives won with a majority of seats in the legislature. They take office on July 1, 2018. He has already announced a hiring

freeze for the Public Service, which could impact on the new hiring announced in the budget. The PC party has a record of making major cuts to public services, including health and education. We will have to see what is in store for us for the next few years and fight to ensure that our education system and members are not negatively impacted by any legislation coming.

On a sad note, Margaret Elson will be retiring in January 2019 and therefore did not run for the position of ESP Secretary. She will be leaving that role as well as her role as Editor of *ESPecially Yours*. Under her guidance this newsletter has won several

Provincial OSSTF awards and she has always provided us with up to date information. We will be sad to see her go. Melodie Gondek will be taking over as ESP Secretary. She has a lot of ideas and a very creative mind. I am sure she will do an excellent job!



Margaret Elson with the memento presented to her upon her retirement from the ESP Executive. The crystal apple says: "To Margaret, Thanks for sharing your time and knowledge with us. You will be missed!"

Farewell to the Chief

A MESSAGE FROM YOUR PROTECTIVE SERVICES OFFICER

For those of you who did not attend the ESP's Annual General Assembly last month (I'm not naming any names), you should be aware that there was a motion put forward and passed on the floor to change the title of the position that I hold in the Bargaining Unit from "Chief Negotiator / Member Services Officer" to "Protective Services Officer".

This is a title change only which does not alter the duties of the role, but is instead intended to more clearly reflect the full range of functions involved. You may recall that several years ago we added the phrase "Member Services Officer" to the "Chief Negotiator" title, and this new title is just a step further in that evolution, a path now being taken by many other OSTF Bargaining Units throughout the province.

Contract negotiation is an ongoing process, and the role encompasses not only the direct table negotiations required to get to the contract itself, but also continuing maintenance of the terms of the Collective Agreement through vigilance and awareness of discrepancies between the Employer's interpretation and that of the Bargaining Unit, and trends in contract application that may reveal problems with current language that might be addressed in the next bargaining round. It also involves the Grievance and Arbitration process when disputes with the Employer over interpretation cannot be resolved otherwise. Further, as a full-time release position, the job also deals with protection of Members through support with LTD, WSIB, Return to Work, Respectful Workplace issues, disciplines, and dealing with Employer policies and procedures such as attendance management and performance evaluation and review.

The name change also reflects a change at the Provincial OSSTF level, with the Provincial "Collective Bargaining Committee" now retired and reshaped in the form of a larger and broader tasked "Protective Services Committee", of which I am now a member (as well as serving on the Central Advisory Committee for central bargaining.)

So, from your new/old Protective Services Officer, congratulations for getting through another school year, and very best wishes for a safe and happy summer to all of you!

Leif

Continued from page 1

Below is a list of our new ESP Executive for 2018-2019. Please feel free to contact any of them with questions. If you need assistance with anything, be sure to contact Leif Walther or myself at the District Office at 613-729-7211 or by email at:

Nancy.akehurst@d25.osstf.ca

Leif.walther@d25.osstf.ca

Finally, we have purchased a block of tickets for the Red Blacks game against the Edmonton Eskimos on Saturday, September 22, 2018 at 4:00 at TD Place in the "Cabin". Stay tuned for an email with details about how to get your tickets in early September!



Have a great summer!!

Nancy

ESP Executive for 2018-2019

Nancy Akehurst	President	District 25 Office	613-729-7211 ext 203
Leif Walther	Protective Services Officer	District 25 Office	613-729-7211 ext 204
Jacquelin Hodgson	Vice President	OSTA	613-224-1351
Melodie Gondek	Secretary	Severn Avenue PS	613-829-8082
Kelly Mills	Treasurer	Jack Donohue PS	613-271-9776
Lana Lotan	Health and Safety Officer	Charles Hulse PS	613-521-8535
Judy Soifer	Educational Services Officer	Adult HS	613-239-2707 ext 221
Chouy Johnston	Executive Officer	Regina Street Alternative	613-829-8777
Saul Mogelonsky	Executive Officer	Colonel By HS	613-745-9411
Raj Sandhu	Executive Officer	Longfields Davidson Heights SS	613-843-7722
Angela Scavone	Executive Officer	B<	613-596-8211

PD Day - April 27, 2018



BY MELODIE
GONDEK

The skies were sunny when District 25 ESP members met for this year's professional development at Colonel By High School in Gloucester. Colleagues who hadn't seen in other in some time were able to catch up, new friends were made and the energy of the crowd was high.

Adding to the festive spirit was keynote speaker Dr. John McPhee, who piped himself into the auditorium on his bagpipes. Everyone was on their feet, dancing and getting the blood flowing - which reinforced the main message of Dr. McPhee's presentation: Positive Brain Chemistry, which can change the way we Feel, See and Act through life. Our inner dialogue informs how we perceive the world, which therefore dictates how we behave. Eliminating negative self-talk is the first step to positive brain chemistry.

In case you missed it, Dr. McPhee's Stress Busting 101 has 3 quick steps to get your inner dialogue back to a positive place:

1) Acknowledge the negative feelings - they are normal and have

purpose;

2) Breathe (seems easy but we often forget): three slow, deep breaths; and

3) Gratitude - Consider what you know to be a positive in your life and focus on that.

Two suggestions I have carried with me since Dr. McPhee's presentation are to find something I love to do for ten minutes every day, and three minutes of movement every thirty minutes. These suggestions, along with the two workshops I attended, have provided me with simple tools for self-care in the battle for stress-reduction.

First, I went to the Painting workshop, offered by Sonya Rodger. The key here is to let

yourself go a little bit and allow the creative focus to take over. Daring to make mistakes and be present in a moment can only be beneficial to your mental health. I have been

painting for at least ten minutes a day ever since, something I enjoy, which Dr. McPhee has recommended.

After a delicious lunch, I headed to my afternoon workshop, which has really helped me with Dr. McPhee's suggestion to move for three minutes every half-hour. Our instructor, Cherina Sparks, gave us tips and tricks to release physical tension from stress or exertion. Again, I've been able to do these daily, both at work and at home. I feel limber and more prepared to face each day.

The event went smoothly and that's a credit to the committee that spent a year planning for it. Registration was easy, lunch lines moved quickly and fun little details like the photo booth and ye olde fashioned popcorn machine



ESP executive members
Melodie Gondek and Kelly

added to the cheerful atmosphere.

Special thanks to all PD Committee members! If you would like to help plan next year's ESP PD Day, please contact judy.soifer@d25.osstf.ca



PD Committee: Chelsea Dykens, Judy Soifer, Teresa Harrison, Margaret Elson, Chouy Johnston, Saul Mogelonsky

Award Winning ESP Members - May 7, 2018

Director's Citation Award

The Director's Citation Award recognizes outstanding and significant staff contributions to the District and its students, over an extended period of time, showing a level of imagination, enthusiasm, and professionalism that constitutes a worthy model for others. The Award was initiated by former Director of Education Stanley J. Berry, in 1985, as a means of celebrating outstanding professional contributions of staff and has been continued by all directors since that time. It was, and is, intended to be a recognition of staff, by their colleagues, honouring those who are in the midst of their careers. Text and pictures come from the program for the presentation that was held at 133 Greenbank. See it here:

https://ocdsb.ca/UserFiles/Servers/Server_55394/File/About%20Us/Awards/Staff%20Awards/Director's%20Citation%20Awards%20Booklet_2018.pdf

CINDY MACLEAN

Library Technician, Half Moon Bay PS & Kanata Highlands PS

Director's Citation

"Cindy is a creative, humble, hard-working, caring person, who gets involved in all facets of school life. She has woven her passion for literacy, technology and Makermindset into the fabric of our schools and turns the ordinary into extraordinary every day."



CORY PIGEON

Technician, Business and Learning Technologies

Director's Citation

"The Director's Citation is awarded to someone who displays enthusiasm and professionalism in his or her work. Cory is a worthy model as he is always ready to provide assistance, sharing the knowledge of his trade and doing this always with a calm and friendly attitude."



TECHNOLOGY EXCELLENCE AWARD to the WEBSITE/PORTAL DESIGN TEAM

Dave Miller, Diane Pernari-Hergert, Rosemary Kitts, Teresa Harrison, Emily Vollans, Ali Goncci, Sharlene Hunter, Nathalie Rodriguez

"During the 2016/2017 school year, a team of dedicated individuals from Communications and Business and Learning Technologies collaborated to perform the monumental task of redesigning the District website, migrating 150 school websites onto a new platform, and developing portals for staff, students and parents. Throughout the process, this team faced many roadblocks and technical challenges, but they persevered and came up with new solutions to meet their goals. This team faced many roadblocks and technical challenges, but they persevered and came up with new solutions to meet their goals."

ESP member Nathalie is pictured bottom row, first from the left. She worked on the task of reviewing and revising the thousands of pages of content from the old website for migration to the new site. ESP member Teresa is pictured bottom row, second from the left. She played a major role in converting our school sites over to the new website platform and providing training to school staff.



Cultivating Resilience Symposium - May 10, 2018

(OSSTF/FEESO received funding from the Ministry of Education to provide professional learning opportunities to support capacity building in well being for educational workers. The Educational Services Department planned four regional events designed to assist educational workers with strategies to enhance well-being and foster resilience and positive mental health. Each one-day regional symposium includes a keynote and a workshop presentation. Thanks to **Melanie Gondek** for her report from the event in Kingston.)

Everyone suffers from stress, but can we excel with (or even because of) stress? The key is learning to manage and use stress as a tool to benefit your life rather than detract from it. This was the main message of keynote speaker, Psychology and Education Instructor at Trent University, Robyne Hanley-Dafoe at the Cultivating Resiliency Symposium in Kingston.

Robyne immediately reminds us of what we all know: being in constant stress is never good. Cortisol (the stress-hormone) naturally occurs in the human body but elevated levels are released when faced with highly stressful, even dangerous situations. If you want to know what it does to our insides, think about Robyne's example of how cortisol can affect our tears. When we are especially stressed, tears will hurt and sting our faces. How can we bounce back and show resiliency when our bodies betray us like this?

Stress is never going away. Yes, Robyne wants all of us to release stress in healthy ways (exercise, creativity, mindfulness) but also harness stress as a tool and motivator. Stress-control takes practice, like fitness training and

we can improve over time. Here's Robyne's how-to, or as she refers to it, Lighthouseing and Wayforwarding:

First, do hard things. Get used to the feeling of discomfort that



Robyne Hanley-Dafoe

comes with difficult tasks. This stress is telling you that what you're doing is important, it matters, and you want to do your best. Perhaps preparation is key or visualization or memorization. Managing hard things means anticipating what success is and helping yourself get it. Maybe it even means asking for help.

Next, learn to rest, not quit. Robyne's message of being kind to ourselves in times of trouble is tough to remember when we're in the thick of it, but resilient people know when to step back and regroup. They also know when they need a break so they can come back with a fresh perspective.

Third, break challenges down into parts. Closing a school for the summer is a hefty task for office staff, library technicians and teachers. Preparing for summer renovations can be daunting for

custodians. Breaking these down into bite-size pieces gains us small victories along the way. Having measurable success as you go is both motivating and stress relieving. A good combo when you need to be resilient.

Fourth, be stubborn about your goals and flexible in your method. Often, there's more than one way to get something done. Good managers will ask staff to complete a project and leave people to do it their way, adjusting as

obstacles come up. Be a good manager of yourself. Focus on the main goal and know you may take some detours to get there. That's okay - this is the epitome of resilience.

Finally, take pride in how far you've come and have faith in how far you can go. You didn't get where you are today by being a shrinking violet. You took risks and made mistakes and you bounced back from problems. Just like with cortisol, there is a natural resiliency that comes with being human and when you are resilient on purpose you are very close to unstoppable.

Robyne Hanley-Dafoe is an excellent speaker who uses personal, impactful examples from her own life and education that provide real inspiration for resilience. You can see this yourself by watching her TED Talk at this link:
<https://vimeo.com/165385275>



Human Rights and Status of Women Committee Pride Parade

August 26, 2018

COME WALK WITH US AND THE OCDSB!
FRIENDS, FAMILIES AND ALLIES WELCOME!

meet up time: 11:45-12 pm

March starts at 1 pm on Bank and Gladstone!

Walkers: parade ends on Bank St, 2:30pm. People can check out the booths, entertainment and beer gardens (\$\$).

Questions? Check out one of the OCDSB Pride Parade posters which can be found at every site or chat with Beth: beth.wallace@d25.osstf.ca



Health and Safety - Everybody's Business

The Importance of Hydration: Tips for a Healthy Summer

If it feels like you've been waiting all year for summer...well, you have! The sun is finally out, the grass is green, and you're ready to partake in all those outdoor picnics, beautiful hikes, and perfect pool afternoons that you dreamed about all winter. But as the mercury rises this summer, you'll need to pay close attention to one important aspect of your health: **your hydration**.

You see, our bodies are 60% water by weight, and proper hydration is absolutely essential for our overall health. After all, the water we consume optimizes blood pressure, regulates body temperature, lubricates joints, moves waste out of the body, and aids in digestion.

And with increased summer temperatures and outdoor activities comes increased water loss—through sweating and evaporation—as your body works to stay cool.

What If We Don't Get Enough Water?

Most of us associate dehydration—when more water is moving out of our body than we are taking in—with muscle cramps, fatigue, and extreme thirst. Indeed, these are just some of the consequences of subpar hydration. But, did you know that dehydration affects your brain as well?

Our brain is made up of around 73% water. If we don't keep up with our water intake, especially in hot weather or while exercising, our thinking and cognition can suffer. In one study, adolescents who exercised for 90 minutes to a state of dehydration experienced significant shrinking of brain tissue¹, much like a sponge left out to dry.

In fact, a 2% reduction in body water weight (a mere 3 pounds on a 150-pound person) can lead to problems with short-term memory, attention, and visual-motor tracking². If you plan to use your noggin at all this summer (even if just to read the latest romance novel), keeping it well lubricated is imperative.

Other signs that you may be dehydrated include loss of appetite, dry mouth, mild constipation, and temporary lightheadedness. A good measurement of your level of hydration is the color of your urine. Pale urine indicates adequate hydration while darker colored urine is a sign that your body needs more fluids, pronto.



Here are our some tips for staying hydrated this summer:

1. **Make sure you drink enough.** Recommendations vary depending on weight, age, and activity level but an easy one to remember is 8x8, or 8 glasses of 8 ounces of water each day.

2. **Invest in a reusable water bottle.** Skip throwaway plastic water bottles that harm the environment

3. **Infuse with flavor.** Infusing your water with fresh fruit can make for a refreshing and spa-like beverage, without any added artificial sweeteners or preservatives.

4. **Drink before you eat.** Sometimes our brains confuse thirst with hunger, so next time the feeling strikes, hydrate before eating and your hunger "pains" just might disappear.

5. **Stick with H2O.** Water is what your body is really craving, so you might as well go straight to the source. Sticking with H2O will help you skip the unnecessary sugars, additives, and caffeine found in other drinks.

6. **Make a water schedule.**

7. **Eat your way to hydration.** The good news is that only 70-80% of your daily hydration needs to come from water; 20-30% should actually come from food! Munch on these top picks for maximum benefit: cucumbers, celery, tomatoes, radishes, red, yellow, green bell peppers, cauliflower, watermelon, spinach, strawberries, broccoli and grapefruit.

8. **Go for the coconut.** Water that is. Coconut water is a mineral-rich liquid from the inside of young, green coconuts. Packed with potassium, magnesium, sodium, and calcium, coconut water can replenish lost fluids and electrolytes from exercise and hot summer temperatures. Try freezing coconut water ice cubes or pops for a refreshing, hydrating summer treat.

Water is truly the elixir of life. As you experience all the wonderful milestones of summer, remember to drink plenty of water and eat a diet rich in hydrating whole fruits and vegetables to keep you going strong all summer long. Your body (and mind) will thank you!

(Condensed from:

<https://www.hyperbiotics.com/blogs/recent-articles/the-importance-of-hydration-10-tips-for-a-healthy-summer>)

On the lighter side ...

And speaking of water ...



GLASS OF WATER,
PLEASE.



Disclaimer - Although care has been taken in preparing the information contained in this publication, accuracy cannot be guaranteed. The opinions and views expressed do not necessarily reflect the opinions or views of OSSTF, or District 25.

Are You and Your Recreational Vehicle Protected?

For many Canadians, recreational vehicles are a ton of fun. They're how we let loose or "go for a rip," as some like to say. Whether it be tubing at the cottage in the summer, taking an RV up to a campsite in the fall or snowmobiling through winter trails, recreational vehicles are a big part of Canadian life – all year round.

These vehicles, however, aren't covered under typical car insurance policies, which means they need their own policies when it comes to protecting your vehicle, yourself and your passengers.

To learn more, visit www.otipinsurance.com/article21

Questions about recreational vehicle insurance?

Not all insurance companies offer recreational vehicle insurance or cover them in the same way. If you have any questions about recreational vehicles and how they might affect your insurance, be sure to talk to your OTIP Broker today by calling 1-888-892-4935.

