

# It's Elementary

December 2020



ETFO Hastings-Prince Edward Teacher Local

*Supports and Promotes the Professional and Personal Development and the well-being of its Members.  
It does so in a Climate of Mutual Respect, Fairness, Equal Opportunity, Collegiality, Clarity of Process and Democracy.*



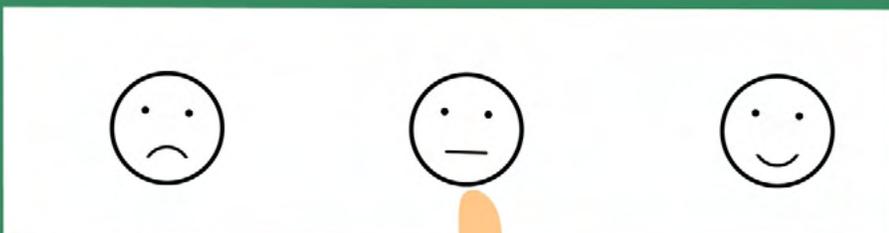
*Wishing all our Members  
a Wonderful, Safe, and  
Healthy Winter Break!*

## Survey of Education Workers' Experiences during the Pandemic Second Wave

All ETFO members are encouraged to participate in this **Survey of Education Workers' Experiences during the Pandemic Second Wave**. The confidential survey is designed to explore the links between personal protective equipment (PPE), safe work protocols and member mental health.

ETFO partnered with the Occupational Health Clinics for Ontario Workers to develop this survey for members. Your participation will be extremely valuable in helping ETFO better understand and address the issues you continue to face.

Take our confidential survey [here](#).



## PRESIDENT'S MESSAGE:



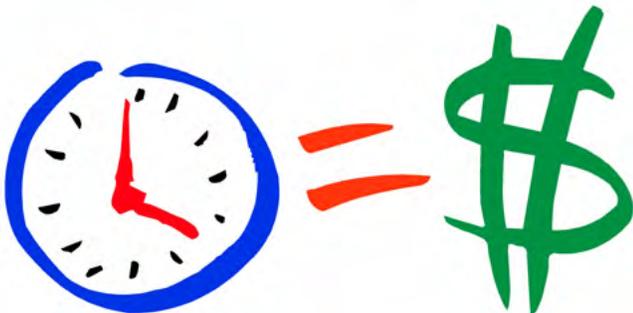
### COVID-19

At this time, there are 8 known active cases of COVID-19 in the Board. When a positive case occurs, the Health and Safety Officer, Tabatha Leonard, at the Ed Centre has been informing the Joint Health and Safety Committee. This is generally the only information we receive. If

you have been exposed to COVID-19 we would ask that you contact Jason or myself. If you have been exposed to COVID-19 but have not been diagnosed with it, we encourage you to complete a WSIB Exposure Incident Form available at [etfo.ca/link/wsib](https://etfo.ca/link/wsib). If you then develop COVID-19, the WSIB will be able to process a claim faster if the exposure form had already been filed.

### Pay Periods

The Collective Agreement provides for 26 or 27, as the case may be, bi-weekly pay periods beginning on the last Friday in August. Due to the Board's failure to provide for 27 pay periods as it should have in 2011, a grievance resolution (designed by former director Rob McGall) provided for a decade-long 26 bi-weekly pay period scheme which has sometimes resulted in two pays prior to the beginning of the school year. This year, there should have been 27 pay periods. Your annual salary would not have been affected, but the same amount would have been spread over an additional pay period making each pay slightly less than you are used to. The Union provided messages on this in the past in order to reduce the surprise factor when the 2020-21 began. However, the Board went ahead with 26 pay periods this school year. In order to remedy this error and to avoid a period of non-payment in the summer, we believe we have worked out a new payment schedule with the Board. It will see 27 pay periods in the 2021/2022 and 2022/2023 school years before reverting back to 26 pay periods in the fall of 2023. It will also ensure that our first pay of the school year begins in September instead of in August.



### Humanity Fund

ETFO's Humanity Fund assists national and international education projects of direct benefit to children and their teachers around the world, enriching their lives and the lives of their communities. As the President of a Local who members contribute a yearly \$20 deduction, I sit on ETFO's Humanity Fund Committee. The committee recently met to review donation applications and we were able to provide donations to ten very worthy charities. The charities include: The Stephen Lewis Foundations (\$72 500), Canadian Feed the Children in Alberta and Saskatchewan (\$9 700), Christie Refugee Welcome Centre in Toronto (\$4 000), CODE in Ghana (\$5 000), Crossroads International in Burkina Faso (\$15 000), Humanity & Inclusion in Niger (\$10 000), One Prosper International in India (\$11 000), The Patricia McAuliffe Educational Organization in the Philippines (\$5 000), Pencils for Kids in Niger (\$10 000), and TEMBO Canada in Tanzania (\$2 800). The committee will also meet again in May to review further applications and provide additional donations. More information on the ETFO Humanity



Fund can be found at <https://www.etfo.ca/buildingajustsociety/worldissues/pages/etfohumanityfund.aspx>.

The end of 2020 is near. For many reasons, and I know I don't have to

mention them, this is something to look forward to. As we look forward to 2021 and hopefully calmer, more "normal" days ahead, let us not forget that 2020 did have its own shining moments; members got married, welcomed children and fur babies into their families, some were hired and some retired. Most of all, there were the efforts of the teachers of this Local, one I am proud to be a part of. In the early parts of 2020, you stood up for a fair Collective Agreement and you helped achieve that. When in March, the world turned upside down, you adapted and forged ahead. In August, when faced with many changes and challenges, you rose up to them as true professionals do and you continue to do so for your students. You are the gold standard and it has not gone unnoticed! As we move into 2021, I know that there will continue to be challenges and there will be bumps on the road along the way but for now, take time over the holiday for you. Take time for a well-deserved rest. In closing, I wish you all a healthy, safe and joyful holiday and look forward to working for you in the new year!

*Sarah MacKay*  
ETFO-HP President



## STATUS OF WOMEN COMMITTEE

*Chair: Lindsay Morey, Trent River*

This winter the committee is planning on offering a number of virtual events, including virtual book clubs. Watch your email for information and choices of books. We have also supported four local women's shelters in honour of the Day of Remembrance and Action for Violence Against Women which was on December 6. We also regret to inform the membership that we will not be hosting an in person retreat this year. We are looking to create some social distant or virtual opportunities for members to reflect and recharge. Wishing all members the best for the new year.



## PROFESSIONAL LEARNING COMMITTEE

*Chair: Lynn VanderWoude, Bird's Creek*

The Professional Learning Committee was very happy to have the opportunity to host a Virtual Painting Work in conjunction with the Social and Wellness Committee on November 26. Local artist Lori Meeboer shared her talents with us. We were also pleased to support 5 French as a Second Language Teachers in their professional learning with the support of the Provincial FSL Fund. We look forward to sharing more learning opportunities in the new year and are always open to new members. Please contact PL Chair Lynn, at [plchair.efohp@gmail.com](mailto:plchair.efohp@gmail.com) if you have any professional learning ideas.



## EQUITY AND SOCIAL JUSTICE COMMITTEE

*Chair: Ian McKendry, Centennial*

Just a general reminder for members to be respectful of the diverse backgrounds, cultures, and beliefs in our school board. This is a stressful year for everyone, so please remember to send kindness and respect to your colleagues who might be facing additional stresses or feeling marginalized by systemic pressures. Have a safe and equitable two week break.



## NEW MEMBERS COMMITTEE

*Chair: Sherry Simms, Trent River*

Happy Holidays! I am sure your first few months of teaching this year has been interesting! Remember to take the time over the 2 week break and relax and recharge.

I recently attended a virtual meeting where I learned about a couple of resources that could be used in the classroom or help guide you in your teaching.

1. Anti- Black Racism: ETFO's Anti-Black Racism Strategy is focused on creating systemic changes to confront anti-Black racism and provide a more welcoming and inclusive union environment for Black members at provincial and local levels.

<https://www.efo.ca/BuildingAJustSociety/anti-blackracism/Pages/anti-blackracism.aspx>

2. Here is the link for an excellent practical resource for the many "firsts" beginning teachers will encounter, as well as encourages and enhances their personal learning journey.

<https://www.efo.ca/SupportingMembers/Resources/ForTeachersDocuments/The Heart and Art of Teaching and Learning.pdf>

The committee is always open for suggestions and questions from the new members. Please do not hesitate to contact us. You are always welcome to come to a meeting and get involved! Enjoy the time off! You deserve it!



## POLITICAL ACTION COMMITTEE

*Chair: Danielle Saunders, Queen Elizabeth*

58% of workers in Canada have no paid sick days. Even amid the COVID-19 pandemic, no government in Canada has brought in adequate paid sick days. This is putting workers and public health at risk. Workers need 7 permanent paid sick days and an additional 14 paid sick days during public health emergencies. Want to get involved? Send an email to your MPP at <https://www.decentworkandhealth.org/paidsickdays>.

Your PAC always welcomes new members. If you are interested getting involved in Political Action please contact Danielle Saunders at [pac.efohp@gmail.com](mailto:pac.efohp@gmail.com)



## SOCIAL AND WELLNESS COMMITTEE

*Chair: Derek Watt, Trent River*

The committee would like to thank all everyone that completed our recent survey. The information provided was very useful in helping us to plan future events. The Social & Wellness Committee will be hosting a series of yoga sessions, an Escape Room evening and a Trivia Night. All of these events will be held virtually and there will be no cost to participants. Stay tuned to more information coming out in the new year. We wish everyone a wonderful break!



## HEALTH AND SAFETY COMMITTEE

*Chair: Kim Isaak, York River*

Winter can mean icy surfaces outside. Be careful during outdoor supervision. All schools should have ice traction cleats for teachers to wear. Do you know where they are at your school? New members are always welcome to join the committee. Contact Kim Isaak at [healthandsafety.efohp@gmail.com](mailto:healthandsafety.efohp@gmail.com)

# Fireplace safety tips for a cozy and safe winter

There's nothing quite like cozying up by the fireplace on a cold winter's evening. While many Canadians look forward to the warmth, light and ambiance that comes with a home fireplace, it's important to practice proper fireplace safety. Review the following fireplace safety tips to ensure that you, your family and your home stay safe this season.

Learn more at [www.otipinsurance.com/article90](http://www.otipinsurance.com/article90)



## OTIP Teaching Awards

OTIP believes in community from the inside out. We believe that being good is great, but doing good is better. We support the communities in which our members live and work through the following charitable programs.



### OTIP Teaching Awards

Sponsored by OTIP and administered by the Ontario Teachers' Federation (OTF), the OTIP Teaching Awards recognize the vital contribution that teachers make to society. Students, parents and colleagues are invited to nominate a teacher who works to motivate, challenge and inspire, gives selflessly, and puts students' needs first. Awards are given each year to outstanding teachers in the categories of elementary, secondary and beginning teacher.

#### Go to:

[www.otip.com/Why-OTIP/Giving-Back/Teaching-Awards](http://www.otip.com/Why-OTIP/Giving-Back/Teaching-Awards)

**Nominations Open: January 11, 2021**

**Deadline: March 31, 2021**



Kim Isaak (LEFT) and Brooke Ray (RIGHT) eating their lunch outside at York River P.S. They have been doing this everyday since the beginning of this school year (even in -8c weather)!



Sarah Gatchell (JSK teacher at York River) making snow angels on a snow day.

# Virtual Paint Night



The Professional Learning Committee was thrilled to host our first Virtual Workshop, hosted by local artist Lori Meeboer of Back Porch Originals. Members were able to enjoy painting a winter landscape that was easily adaptable for the classroom. We hope to offer more virtual learning opportunities in the new year.

## Sponsorship of School Projects and Initiatives

At OTIP we recognize that within the education community, there are many member-led school projects or initiatives that support learning, provide an enriched experience or help those in need. We also understand that our members have had to learn and adjust to a new method of teaching, mentoring and working with students.

The OTIP Sponsorship of School Projects and Initiatives program is an opportunity for our members to submit a video application to win \$5,000 toward their project. Over the past several years, we have received an overwhelming number of submissions that are both creative and inspiring.

We understand the importance of recognizing all voices in our education community and highly encourage schools to submit projects that represent or impact Black, Indigenous or People of Colour.

**This year there will be six prizes of \$5,000 available to be won, as well as six honourable mentions of \$1,000 each.**

### Who can apply

Any member of the education community in the Ontario Public, Catholic or French system can apply for funding for their project. Projects or initiatives must be shown to positively impact the lives of students or educators. Requests do not have to be linked to a registered charity. Projects that would qualify for funding include but are not limited to:

- Virtual learning initiatives that enhance distanced or at home learning
- School nutritional programs;
- Purchase of musical instruments or band equipment;
- New playground equipment;
- Environmental initiatives like gardens or tree planting;
- Art supplies or programs.



### Funding is not provided for:

- Capital projects, such as school additions, replacing buildings or facilities.
- Administration or operating costs such as salaries, utilities.

**The program is open from November 1, 2020 until March 31, 2021.**

**For More Information visit: <https://www.otip.com/school-sponsorship>**

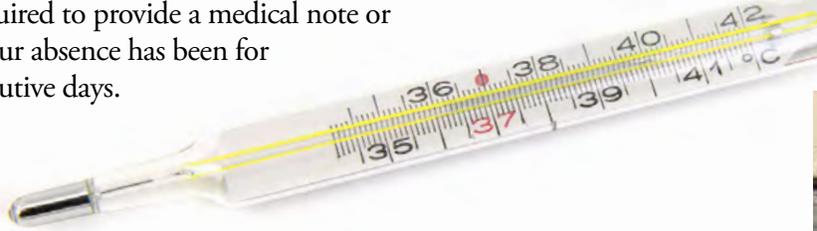
# ACCESSING YOUR SICK LEAVE



We know that this year, unlike any before, we are thankful to have access to paid sick leave. As fulltime ETFO members we have access to 11 days at 100% salary and an additional 120 days at 90% salary. Part time members have a prorated number of days. When you have used your 11 days you will receive notification from the board. If you have unused days from the previous school year those days can

be used to top up any days that are accessed at the 90% rate of pay. For example, if you have 2 days left from the previous year, they are divided by 10% to give you an additional 20 days at your full rate of pay.

New this year, teachers are being asked to contact their administrator when they are using a sick or medical-dental day. Your principal is not permitted to ask for any diagnosis. All you are required to report is whether it is or is not Covid related. If you are being asked for additional information please reach out to Sarah, Jason or Jane immediately. You are only required to provide a medical note or when your absence has been for 5 consecutive days.



If you find that you are in a position where you need to take a prolonged medical leave where a Functional Abilities Form or FAF is needed please reach out to us at the office before contacting the board or your administrator so that we can assist you in navigating the process. Jane is the person who primarily deals with members on medical leave but we are all very happy to assist members during these difficult times.

It is important that we take care of our physical and mental well being so that we can do our jobs effectively in the long term.



↑ VP Carswell

↓ Prince Charles Belleville

↓ Susanna Moodie



## Spending Lockdown: tips for protecting your finances during the pandemic

The financial impact of COVID-19 is not solely about the lack of money coming in, it's also about the amount of money going out. Here are some tips to lockdown spending and protect your finances during the pandemic:

### #1: If you're thinking about tapping into emergency savings, do so strategically

- Determine whether you need to touch those savings.
- Establishing a tighter budget might be all you need to do to maximize your monthly cash flow.
- If a tighter budget is still not enough, start with cash and TFSA's (since there are usually no tax implications).

### #2: No emergency savings to tap into? Create an emergency budget instead.

### #3: Make smart decisions when it comes to using credit (to keep your credit score in check).

### #4: Consider switching to pre-paid products as a further way to keep your credit/spending in check.

### #5: File your taxes – particularly if you have a refund coming.

### #6 Beware of COVID-19 related financial scams.



For more examples and details of the tips listed visit:  
<https://www.educatorsfinancialgroup.ca/learning-centre/6-tips-protect-finances-pandemic/>

← York River



**OTIP  
Bursary Program**

<https://www.otip.com/bursary>



ETFO FEEQ

**Anti-Racism and the Fight for Black Lives**

Moderator  
Alejandra Bravo

Sandy Hudson

Phillip Dwight Morgan

<https://www.youtube.com/watch?v=NJD1fggV5XI&feature=youtu.be>

*Thank you to our executive for all of their hard work.*

*We wish we could have been together to celebrate the holidays, but we really appreciate everything you are doing to support our members.*



Sherry Simms (LEFT) New Members Chair, Derek Watt (MIDDLE) Social and Wellness Chair, Liinday Morey (RIGHT) Status of Women Chair



↑ Trenton High



York River

## Update Your Member Information!

Recently, locals were invited to participate in ETFO Provincial town hall telephone calls. It was brought to our attention that some members from our local were not able to participate. Upon further investigation we found that most of these members did not get a call because their information was not up to date at the provincial office.

To update your ETFO Member Record go to <https://www.etfo.ca/SupportingMembers/MemberInfo/pages/updatememberinfo.aspx>

You will need your ETFO identification number. Please contact Jane at the local office if you need assistance finding your ETFO identification number.

### Congratulations To:

- **Anna Dawson** (Kente) on the birth of her baby girl
- **Laura Dolamore** (VP Carswell/Virtual School) on the birth of her baby girl
- **Les Praisley** (Madoc Township) on the birth of a baby boy
- **Josh Catt** (Trenton High/Virtual School) on the birth his baby boy
- **Elisabeth Baudouin** (Harry J Clarke) on the birth of her baby boy
- **Kelsey Quinn** (PECI) on the birth of her baby

### Our Sincere Condolences To:

- **JoAnn Bonter** (Prince Charles Belleville) and **Kishor Thapa** (PECI/Sophiasburg) on the loss of their father/father-in-law
- **Melissa Harris** (Trent River) on the loss of her grandmother

## What is your QECO rating?

From time to time the Local requests information from the board regarding our member's QECO category ratings. We do this to better support our members in moving up the pay grid, if they choose to do so. We know there are several members at both A2 and A3. Moving up the qualifications grid will significantly increase a member's income. Our local has negotiated funds, specifically the Additional Qualifications, AQ Fund, in our collective agreement to directly support members financially if they wish to take courses required to change categories. For the current school year, there are a limited number of applications remaining for spring courses. Courses taken after July 1, 2021 would be eligible for the 2021-22 school year AQ Fund.

If you go to the QECO site, [qeco.on.ca](https://qeco.on.ca), you will find an extensive list of requirements needed for moving up a pay category. In most cases, it is a matter of completing a three part specialist or taking one or two AQ courses. Most of these courses can also be tax deductible, however you should consult a tax professional for further information. Additional Qualifications courses are offered by many universities and EFTO also offers these courses. The ETFO offerings can be found at <https://etfo-aq.ca/catalogue/#dates>.

If you are not currently A4, we would strongly encourage you to pursue changing your QECO rating. We would be very happy to assist you if you have questions regarding your QECO rating. You can also contact QECO directly through their website [qeco.on.ca](https://qeco.on.ca) or call 1 (800) 385-1030.

### ETFO Hastings-Prince Edward Teacher Local

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