

It's Elementary

December 2022



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.*



WE WISH YOU

Happy
Holidays!

AND HAPPY NEW YEAR

from Sarah, Jason & Jane
& the Hastings-Prince Edward
ETFO Executive



PRESIDENT'S MESSAGE:



Bill 115 Charter Challenge Update

We are getting there, really, we are! ETFO is working through the objections for the Bill 115 remedies. If you have filled out a Notice of Objection Form and have not heard back, please let the Local office know in January. Payouts are scheduled to be made in May, 2023. While 2022 was the year we finally got a settlement, 2023 will finally be the year affected members will receive their settlement funds!

Inclement Weather

For information on what to do in the event of inclement weather, please consult Board Procedure 155 and the [brochure](#) on our website. Employees are responsible for their own safety when travelling to and from the work site. The Collective Agreement provides for nonattendance with pay “because of inclement weather, with timely notification to the appropriate supervisor or designate” (Article L30.02.10). In our district, weather conditions can vary greatly and change rapidly. It is up to you to decide if it is safe to travel. There is no requirement to report to the nearest school. If it is unsafe to travel to your home school, it may also be unsafe to travel anywhere. If you do decide that reporting to another school is safe, this arrangement should have been made in advance of the inclement weather season, and have the agreement of the administrators at the schools involved. If conditions improve during the day (e.g., the roads have been sanded and are now safe), then there is a reasonable expectation that you will report to work only if there is a reasonable amount of time left in the school day. If you are a part time teacher, your normal working hours are not to be altered or changed from the morning to the afternoon. If this has been suggested to you or imposed, please contact the local office. Please note that inclement weather coding can not be used for impending weather.

Local Bargaining

As I hope you are aware, Central Bargaining is continuing at the provincial level as they work to set the Central Bargaining items. Locally, the Collective Bargaining Committee has completed a draft of our Preliminary Submission. The next step is to have our Preliminary Submission approved by ETFO. Once this occurs, we can begin the process of sharing it with our membership and bargaining locally. We will share developments with you as they occur.

Failure to Fill Resulting in Lost Prep Time

The failure to fill vacancies has continued to create a loss of prep time for teachers in many of schools again this year. Due to the shortage of OTs and the chronic problem of unfilled vacancies that has been compounded by the amount of illness in our school communities, it continues to be essential that any lost prep time be tracked as to when it was lost and when it was paid back. Please report any lost prep time to your steward and principal, and ensure that it is being tracked! Missed prep time must be paid back “as soon as administratively feasible”, but no later than two months, or the end of the school year, whichever comes first (Article L11.05.02). If you have lost prep and it has not been paid back within a two-month period, please let the Local Office know.

Winter Break Office Closure

The provincial office is currently closed for its annual two-week shutdown which started at 4:00 p.m. on Friday, December 16, and ends at 8:00 a.m. on Monday, January 2, 2023. The local office will be closed starting Thursday, December 22 at 4:00 pm and will re-open at 8:00 a.m. on Monday, January 9, 2023. During the closures from Friday, December 23 until January 2, 2023, ETFO's Emergency After Hours Legal Assistance system will respond to critical calls (e.g., allegations, OCT/CECE complaints, police/CAS contact). Staff in Professional Relations Services (PRS) will also continue to return critical calls within 24 hours. Non-critical calls to the provincial office will be responded to when their office re-opens. Emails and calls to the local office will be responded to when we return on Monday, January 9, 2023.

As we move into a new year, I would like to thank you for all the hard work that you have done so far this school year. We are happy to be back to in-person learning, well most of us, but it has not been without its own challenges. On behalf of Jason, Jane and myself, I would like to wish you a very well-deserved break! I hope you all enjoy a healthy and safe holiday!

Sarah MacKay
ETFO-HPE President





STATUS OF WOMEN COMMITTEE

Chair: Shani Doucet, Prince of Wales

The committee wishes you a wonderful and well deserved break. February 11th is International Day of Women and Girls in Science. If you would like to help in planning our event to celebrate this date let myself, Jane Scanlan-Price or Julie Newman know. We would love the help. Plans have started for International Women's Day 2022 and our book club book for this event. Sign up will happen in the new year. The Status of Women's committee is planning a hygiene donation drive for local women's shelters in March. We are actively seeking new ETFO members to join this committee and help plan some fun events. Please send an email to statuschair.efohp@gmail.com if you are interested or want more information. Have a safe and wonderful holiday.



The Status of Women Committee sponsored the Queen Elizabeth Destinations class in their efforts to create gift bags of personal care items to be donated to Three Oaks Women's Shelter. Well done staff and students of QEB!



PROFESSIONAL LEARNING COMMITTEE

Chair: Lynn VanderWoude, Bird's Creek

We had a very successful paint night in Bancroft. Thanks to Tracey Dale for her expertise. Everyone enjoyed meeting and chatting. Another fun event was painting teacher signs at Harmony with ETFO member Andrea Bird. A kindergarten book club was held recently with many rave reviews. We are trying to secure a provincial workshop in the near future.



EQUITY AND SOCIAL JUSTICE COMMITTEE

Chair: Brooke Ray, York River

The month of January marks both [United Islam Awareness Week](#) and [International Holocaust Remembrance Day](#). ETFO has resources and links to information to support learning related to each of these important occasions and other equity issues that can be found under the Social Justice tab at www.effo.ca.



NEW MEMBERS COMMITTEE

Chair: Sherry Simms, Trent River

At this point you've made it through IEP writing and Progress Reports! Hopefully you've enjoyed your little treat from the committee. Remember if you ever have questions please don't hesitate to reach out to your union. Below is the link to etfo provincial to create an account for new members. <http://www.effo.ca/Pages/login.aspx>

Also there is another link for a video for " ETFO Action Violence in school". Watch for the professional learning opportunities offered in our local. ETFO [Video](#).

Enjoy your winter break!



POLITICAL ACTION COMMITTEE

Chair: Danielle Saunders, Queen Elizabeth

ETFO is looking to collect information about Ontario schools. Take the quiz at https://www.buildingbetterschools.ca/nov_quiz to add your experience and voice to the data collected. Are you interested in politics? Contact Danielle Saunders at pac.efohp@gmail.com. All are welcome.



SOCIAL AND WELLNESS COMMITTEE

Chair: Derek Watt, Trent River

We are off to a busy start! Thank you to all those who attended our Classroom Sign Workshop, the Snow White Panto at the Stirling Theater, or our Northern events of Trivia and Festive Sign making! In the New Year, members can look forward to Axe throwing and Escape Rooms at the Breakout in Belleville, a BSens game in both February and April, as well as the return of our Wellness Day! Stay tuned for more details. As always, if you are looking to get involved or have ideas for events, please email me at social.efohp@gmail.com Have a safe and relaxing Holiday season!



HEALTH AND SAFETY COMMITTEE

Chair: Kim Isaak, York River

Winter has arrived. Make sure you are safe on the yard during supervision. Each school should have enough ice cleats for each person on outdoor supervision. Do you know where they are at your school? If not, ask admin where they are located.

The Health & Safety committee is always looking for new members. If you are interested in joining the committee, contact Kim Isaak at healthandsafety.efohp@gmail.com

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DECEMBER 8th 2022

IN-PERSON

TRIVIA NIGHT

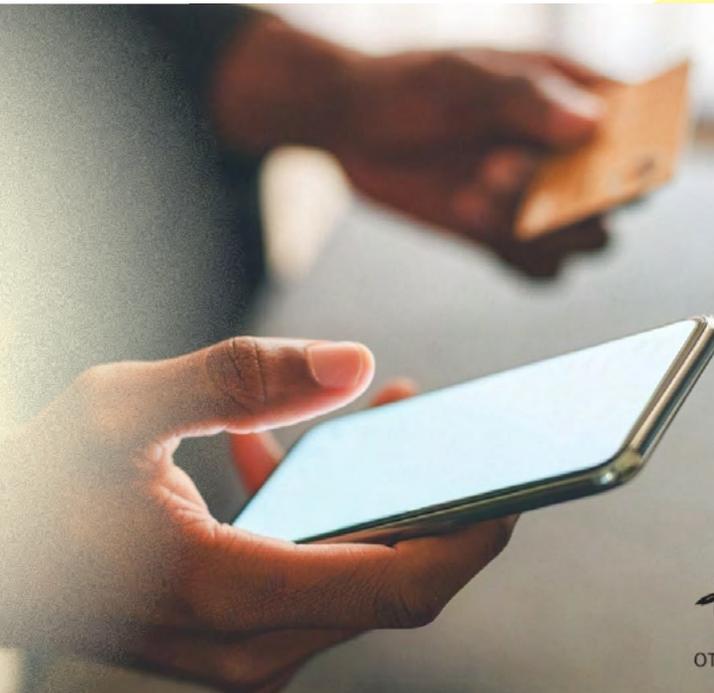
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Trivia Night at Bancroft Brew Pub was a hit with our members and their guests. We look forward to hosting other social events in the Local.

Shop Safely Online This Holiday Season

Online shopping has become a big part of many Canadians' lives. As an online shopper, you get to avoid checkout lines, scout for the best prices and shop whenever you want – all from the comfort of your home. Here are nine online shopping safety tips to help prevent scams and protect yourself and your family this holiday season.



Read more at www.otip.com/article157

French Language Reading Professional Learning Group



Members from various schools are participating in a professional learning group focused on applying the science of reading philosophy to instruction in French Immersion and Core French. There is room in the group for a few more members. If you are interested in joining the group reach out to Jane at jscanlan-price@etfohp.on.ca or call us at Federation House.



ETFO-HPE

Axe Throwing Social

at Breakout Belleville

268 Front Street, Belleville

SAVE THE DATE!

Saturday,
January 21st, 2023

— 6:30 to 10:30 p.m. —



Watch for a registration link to be available in the New Year!

CUPE Protest

During the CUPE labour protest Sarah, Jason and Jane were able to join our colleagues on both protest days in Madoc at Ric Bresee's office and in Belleville at Todd Smith's office. CUPE members from Hastings Prince Edward and Algonquin Lakeshore expressed to us that they knew that they had ETFO's support and really appreciated that we were able to join them as representatives of our members during the protest.



Financial Health and Wealth



February 9 – 10, 2023 • 9:00 a.m. – 3:30 p.m. EDT
ETFO Provincial Office, 136 Isabella Street, Toronto

ETFO's Financial Health and Wealth Conference 2023 — Women's Program is designed to provide women members with the opportunity to increase their financial literacy and learn about proactive strategies to address their financial fitness. This year's conference features dynamic keynote presentations by financial experts, a special seminar, and a variety of engaging workshops.

Workshops topics include:
OMERS Pension, OTPP Pension, Personal Credit, Insurance, Money Management and More.



Kelley Keehn
Personal Finance Expert



Saijal Patel
Founder and CEO,
Saij Wealth Consulting
Creator and Host, *Strictly Money*



Melissa Leong
Personal Finance Expert
National Media Personality
Bestselling Author

Register today at events.etfo.org • Registration closes **Wednesday, January 11, 2023**

Registration Fee is \$50. Spaces are limited. First-time applicants will be given preference.
Confirmed participants will be notified via email by **Monday, January 16, 2023.**

For registration assistance, please contact events@etfo.org
or call 1-888-838-3836 x 3827.

For more information, please contact Tara Zwolinski at tzwolinski@etfo.org



...and still we rise Women in Solidarity 2023



February 15 – 17, 2023

Hilton Mississauga/Meadowvale
6750 Mississauga Road, Mississauga, ON L5N 2L3

Are you looking for inspiration, connection with other ETFO members, and the power of women voices? ETFO's annual women's program is a celebration of intersectional feminism, social justice, and unionism.

Selection Criteria

This conference is open to first-time participants who self-identify as women.
Consideration will also be given to geographical representation, ETFO member group representation, and designated group representation.

Keynotes, panels, and workshops will address a variety of themes with a focus on:

- union leadership;
- school/community leadership; and
- social justice, equity, and anti-oppressive practices.

To register, please visit events.etfo.org/upcoming-events.

Expenses paid per ETFO provincial guidelines for travel, dependent care, meals and shared accommodation, and release. There is a \$50 registration fee for this program.

Registration deadline: January 5, 2023, at 5 p.m. EST

For more information, please contact Punita Bhardwaj at pbhardwaj@etfo.org or Catherine Inglis at cinglis@etfo.org.





Classroom Sign Workshop

Members were able to let their artistic sides shine at Harmony Public School, with the expert guidance of facilitator Andrea Bird. It was a great evening of comradery and creativity. As you can see from the smiles and the beautiful creations, people were very happy with the results.



Festive Sign Workshop

The Social Committee in partnership with the Professional Learning Committee were able to host a northern sign making workshop on November 2nd at Bird's Creek Public School. A great time was had by all!



ETFO AQ courses deliver!

600 candidates took 10 or more courses

42 took 15 or more courses

4 took 20+ courses



Don't miss out!

Register at
members.etfo.ca



The member-only secure site provides information on all upcoming professional learning events; it offers excellent classroom resources as advice for the profession. Don't miss out! Register at <https://members.etfo.ca/> to gain access. All you need is your ETFO membership ID number. For support and assistance, please email memberrecords@etfo.org



♥ Congratulations To:

- **Lindsay Mountney** (POW) - Baby
- **Josh Catt** (Tyendinaga) - Baby boy
- **Kirk Zadan** (Trenton High School) - Baby

♥ Our Sincere Condolences To:

- **Katrina Henshaw** (Deseronto) - Loss of sister
- **Andrea Beard** (HJC) - Loss of father
- **Janelle French** (Deseronto) - Loss of grandmother
- **Jo-Anne White** (CUPE President) - Loss of mother
- **Katy Garrett** (Maynooth) - Loss of father-in-law
- **Carla Moore** (Stirling) Loss of father

ETFO Hastings-Prince Edward Teacher Local

FEDERATION HOUSE 114 VICTORIA AVENUE, BELLEVILLE, ON K8N 2A8

613-968-3707



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www.etfohp.on.ca

Affiliated with the
Elementary Teachers' Federation of Ontario

