

It's Elementary

June 2021

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.



ETFO is a union committed to social justice, equity and inclusion. One of the ways that ETFO demonstrates this is by its work on 2SLGBTQ+ issues in education. ETFO provides learning materials, resources, professional development/training and strategies to help its members create welcoming, safe and inclusive classrooms for all learners. ETFO believes that 2SLGBTQ+ education and training creates safer working and learning conditions for everyone. Unions advocate for their members and ETFO believes it is important to support our 2SLGBTQ+ members by addressing issues of homophobia, transphobia and biphobia. ETFO continues to provide ground breaking work in the area of 2SLGBTQ+ inclusion in Ontario classrooms. Our 2SLGBTQ+ resources and information are included here: [PDF](#) | [Word](#).

The Bay of Quinte Regional Marketing Board, in partnership with SAGA-LGBTQ and Bay of Quinte Pride, invites you to attend a webinar about creating LGBTQ2S Cultural Awareness.

This presentation is being offered in two time slots; participants do not need to register for both days.

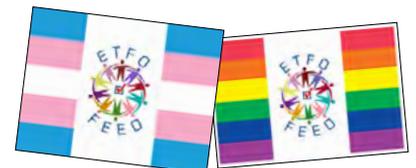
JUNE 23RD, 2021 @ 10:00 - 11:30 AM *or*
JUNE 24TH, 2021 @ 6:00 - 7:30 PM

THE PRESENTATION WILL COVER:

- LGBTQ2S History
- Gender vs Sexuality
- Terminology
- Understanding Gender Binary
- Examining our Conscious and Internalized biases about the LGBTQ2S culture
 - Best practices to support LGBTQ2S people
- Question that are OK to ask and questions that are NOT OK to ask
 - Why the LGBTQ2S culture is important
 - Question and answer period

This session will be led by Stacey Love-Jolicoeur, an educator and support worker for the LGBTQ2S community. Locally, she has been a facilitator of the TRANSforum group in Belleville for eight years and actively involved with Bay of Quinte Pride for the last seven. She is currently Chief Operating Director for SAGA/LGBTQ Education and Support Services of Canada Inc.

See the Bay of Quinte Pride Facebook page for registration details.



PRESIDENT'S MESSAGE:

Staffing

The spring staffing process was completed by the Joint Staffing Committee on June 9th. I would like to thank our JSC members, Jason Surgent, Jane Scanlan-Price, Justine Bucknell and Amira Loney for their work on the expanded Joint Staffing Committee this year.

Have You Lost Prep Time This Year?

For the vast majority of teachers, unfortunately the answer to this question continues to be yes due to the chronic problem of unfilled vacancies that has been compounded by the pandemic and COVID 19 protocols. 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). Please let your steward or the Local office know if you are still owed prep pay back.

Humanity Fund

ETFO's Humanity Fund assists national and international education projects of direct benefit to teachers and students. The \$20 deduction on the first pay of the school year has helped to support the Stephen Lewis Foundation and has funded projects throughout the world. The \$20 is tax deductible, but if you do not wish to contribute, you should complete the form in Part B on page 151 of the Collective Agreement and submit to HR prior to the processing of the first pay of the new school year.

LTD

Under the terms of the LTD policy, if you have reached your 85 factor and have 30 or more years of **credited service**, you are no longer eligible for LTD. Please contact the Local office to enquire about discontinuing premiums.



2020/2021 Retirees:

On behalf of the Hastings-Prince Edward Teacher Local, I would like to extend our congratulations and well wishes to all our retirees on their retirement. The influence they have had on the students they have taught over the years cannot be overstated. Who among us does not remember our elementary teachers, their mannerisms, their words and lessons, and most of all how they made us feel? Uniquely, they have been unforgettably influenced by a global pandemic; both as they taught and as they will begin retirement. They were tasked more than any other year with keeping students feeling safe both physically and mentally while continuing to teach curriculum. Families have always counted on them to provide stability for their children and this year more than any other, this care has been at the centre of their work and they should be commended. We hope they can look back over the years and truly understand the value of their work and the impact they will have on so many for years to come. We congratulate them for the exceptional contributions they have made to their school communities, to their union and to the lives of their students and their fellow educators. May the future hold wonderful opportunities for them with beautiful memories of the students they have taught and the impact they have had on their world. Happy Retirement!

Kim Donald Brown
Julie Candler
Joanne Clarke

Elizabeth Cornall
Karen Dinsmore
Maya Jagger

Catherine O'Brien
Steve O'Brien
Jo-Anne Peckham

Beth Power
Marie Saint-Pierre
Lori Sheppard

Jeff Stone
Dolores Stott

Reminder of the changes to Pay Periods for 2020-2021

The Collective Agreement provides for 26 or 27, as the case may be, bi-weekly pay periods beginning on the last Friday in August. During the 2020-21 school year, there were to have been 27 pay periods, however, the Board proceeded with 26. In order to avoid a three- or four-week gap in future summers, we have signed a Letter of Agreement that will see 27 pay periods for 2021-2022 and 2022-2023 before going back to 26 pays in 2023-2024. Annual salary will not be affected, but the same amount will be spread over an additional pay period making each pay slightly less than you are used to. The Local has repeated this message in each newsletter this year in order to reduce the surprise factor when the 2021-2022 pays begin.

Provincial Annual Meeting

ETFO's Annual Meeting will take place in Toronto from August 17-19. In addition to myself, your Local representatives will be Jason Surgent, Jane Scanlan-Price, Amira Loney, Justine Bucknell, and Lynn van der Woude.

It has been quite the year but you have made it! We thought last year was a challenging year but this year, COVID-19, with the help of (or lack of help from) our government, made this even more challenging. Last year social distancing, physical distancing, Zoom, Google Meet, and synchronous learning were the new terms. This year, as we continued on in the pandemic, the term pivot became pivotal, resiliency became a part of us and not some to strive for, and Aspen no longer conjured up thoughts of a resort town. Again, you rose to every challenge and your students benefited because of your efforts! As we move into July, take time to unwind and step away from your screens and your life as a teacher. On behalf of the Local Executive, I would like to wish you all a relaxing and rejuvenating summer among family and friends (if possible). Stay safe and healthy!

Sarah MacKay
ETFO-HP President



STATUS OF WOMEN COMMITTEE

Chair: Lindsay Morey, Trent River

I would like to thank our members for the support and participation in the virtual events that the Status of Women's Committee has been able to put on during this school year. We have been able to make donations to various organizations and have been able to organize and run two successful book clubs. I would like to thank my committee members for their support over this year as we tried to make the most out of this year for our members. It has been a pleasure being this committee's chair this year and I wish everyone a relaxing and happy summer.



PROFESSIONAL LEARNING COMMITTEE

Chair: Lynn VanderWoude, Bird's Creek

The Professional Learning Committee has been able offer a variety of virtual workshops this year. As a strange silver lining to the pandemic we have been able to reach more members that might not have been able to attend due to distance and family commitments. We are looking forward to offering more in person workshops next year, however we see a place for continuing the virtual platform for some workshops. We would like to thank the presenters and members for giving of their time to extend their professional learning. Look for a survey in the early fall to help us develop a program for next year. If you are interested in joining the PL Committee, please reach out to chair Lynn at plchair.elfohp@gmail.com



EQUITY AND SOCIAL JUSTICE COMMITTEE

Chair: Ian McKendry, Centennial

The Equity and Social Justice Committee will have a new chair for 2021/22 school year. Please join in welcoming Brooke Ray to the ETFO-HP executive. During these trying COVID times, there are many challenges for everyone. Please be sensitive and supportive of each other during this time and continue to promote equity and inclusion amongst staff and students. Stay safe.

The Equity Committee would like to encourage members to celebrate Pride Month by accessing the of variety of resources that ETFO offers through <https://www.elfo.ca/BuildingAJustSociety/LGBTQ/pages/default.aspx>



NEW MEMBERS COMMITTEE

Chair: Sherry Simms, Trent River

We are reaching the finish line! We hope our new members enjoyed their report card writing Kit Kat bar that was sent out in February and received the gift card, from Chapters, last month! You are in very unique circumstances right now, having to learn how to teach from home. This situation will certainly make your first year a memorable one. Please reach out if you have any concerns or questions! Remember everyone is learning with you. Keep in contact with your union by reading emails and newsletters, so you stay informed! Take care.



POLITICAL ACTION COMMITTEE

Chair: Danielle Saunders, Queen Elizabeth

This year has been one of the most challenging years many of us have experienced as educators. The Political Action Committee is focused on showing support and appreciation for Front Line Workers within our Local. Cards of thanks were sent out to numerous public service and private front line businesses.

With a look to the future and upcoming elections, PAC is urging all ETFO members to make their voices heard. Ontario has a world-renowned public education system but Doug Ford is risking it all with funding cuts.

We all play a role in helping shape this system and provide Ontario students with the best learning opportunities. Sign up at buildingbetterschools.ca and protect our public education system so we can build better schools for everyone. The Political Action Committee is always looking for new committee members. If you are interested please contact Danielle Saunders at pac.elfohp@gmail.com



SOCIAL AND WELLNESS COMMITTEE

Chair: Derek Watt, Trent River

Thank you to everyone who supported our virtual events this year. Special thanks to the committee for their creative ideas and their commitment to supporting the well being of our members.

The Mustang drive-in reopening is too late for us to offer as an event, but we will try to revisit this idea in the Fall.

I hope everyone has a safe, happy and "normal" summer. See you in September!



HEALTH AND SAFETY COMMITTEE

Chair: Kim Isaak, York River

Thank you to those who took time this year to complete the forms about the violent incidents in your school. It does make a difference. Wearing a mask and using hand sanitizer 100 times a day is something I am sure we will always remember. Someday we'll look back and say, "Remember when...???" Hard to believe this unique and challenging year has come to an end. But we made it! Now it is time to take a deep breath and relax. You have earned it. Have a safe and healthy summer.

If you would like to join the Health & Safety Committee for the 2021-2022 year, please contact Kim Isaak at healthandsafety.elfohp@gmail.com

We applaud our teachers!



LEADING THE WAY

At ETFO AQ we are proud to support our dedicated teachers. Connect with your ETFO AQ community, anywhere and any time.

Taught by teachers with practical hands-on experience, ETFO AQs give you tools, tips, strategies, and resources to use in your classrooms.

Please see the session and registration dates below. As courses fill up quickly, we recommend registering at etfo-aq.ca before the registration close date at 5:00 p.m.

DATES TO NOTE	Summer 	Fall 	Winter 	Spring 
Registration opens	April 19, 2021	July 26, 2021	Nov. 1, 2021	Jan. 31, 2022
French Proficiency Test available	May 3 to May 28, 2021	Aug. 3 to Aug. 27, 2021	Nov. 1 to Nov. 26, 2021	Jan. 31 to Feb. 25, 2022
Registration closes at 5:00 p.m.	June 22, 2021	Sept. 13, 2021	Jan. 4, 2022	March 29, 2022
Courses start	July 5, 2021	Sept. 20, 2021	Jan. 10, 2022	April 4, 2022
Courses finish	August 6, 2021	Dec. 10, 2021	March 25, 2022	June 17, 2022



ONLINE COURSES

				
Adapting Curriculum for Second Language Learners	■	■	■	■
Education Law	■	■	■	■
Environmental Education: PART 1 / PART 2 / SPECIALIST	■	■	■	■
First Nation, Métis and Inuit People, Understanding Traditional Teachings, Histories, Current Issues and Cultures: PART 1	■	■	■	■
French as a Second Language: PART 1 / PART 2 / SPECIALIST	■	■	■	■
Geography, Grades 7 and 8	■	■	■	■
History, Grades 7 and 8	■	■	■	■
Inclusive Classroom: PART 1 / PART 2 / SPECIALIST	■	■	■	■
Integrated Arts	■	■	■	■
Integration of Information and Computer Technology in the Classroom: PART 1 / PART 2 / SPECIALIST	■	■	■	■
Junior Education: PART 1 / PART 2 / SPECIALIST	■	■	■	■
Kindergarten: PART 1 / PART 2 / SPECIALIST	■	■	■	■
Language, Grades 7 and 8	■	■	■	■
Mathematics, Grades 7 and 8	■	■	■	■
Mathematics, Primary and Junior: PART 1 / PART 2 / SPECIALIST	■	■	■	■
Music – Instrumental: PART 1	■	■	■	■
Occasional Teacher	■	■	■	■
Primary Education: PART 1 / PART 2 / SPECIALIST	■	■	■	■
Reading: PART 1 / PART 2 / SPECIALIST	■	■	■	■
Science and Technology, Grades 7 and 8	■	■	■	■
Science and Technology: PART 1	■	■	■	■
Social Studies: PART 1	■	■	■	■
Special Education: PART 1 / PART 2 / SPECIALIST	■	■	■	■
Student Assessment and Evaluation	■	■	■	■
Teacher Leadership: PART 1 / PART 2 / SPECIALIST	■	■	■	■
Teacher Librarian: PART 1 / PART 2 / SPECIALIST	■	■	■	■
Teaching Combined Grades	■	■	■	■
Teaching English Language Learners: PART 1 / PART 2 / SPECIALIST	■	■	■	■
Teaching First Nation, Métis and Inuit Children	■	■	■	■
Teaching and Learning Through e-Learning	■	■	■	■
Teaching LGBTQ Students	■	■	■	■
Teaching Students with Behavioural Needs	■	■	■	■
Teaching Students with Communication Needs (Autism Spectrum Disorder)	■	■	■	■
Teaching Students with Communication Needs (Learning Disabilities)	■	■	■	■
NEW! Teaching Students with Intellectual Needs (Developmental Disability)	■	■	■	■
Use and Knowledge of Assistive Technology	■	■	■	■
Visual Arts: PART 1 / PART 2 / SPECIALIST	■	■	■	■
Writing: PART 1 / PART 2 / SPECIALIST	■	■	■	■

Schedules may change so please check etfo-aq.ca for up-to-date information. ETFO reserves the right to cancel programs due to low enrolment. There will be a full refund of registration fees should ETFO cancel a program.

Illustration: © Jesse Macleanman. Designed by  AMDCU



How to Narrow the Pension Income Gap

Cashflow management requires careful financial planning.

To maximize your cash flow when taking early retirement, here's how you can go about narrowing any pension income gaps:

1: Identify how much of a gap you may be looking at.

To determine what kind of pension income gap you're (potentially) dealing with, you'll need to subtract your regular monthly expenses in retirement from your net monthly pension income.

Be sure to include any additional net retirement income sources, such as a secondary job, government income sources like CPP etc., or regular withdrawals from investments (*i.e. dividends, interest, RRSP/RRIF*). Doing the math beforehand will enable you to see what kind of an income gap you may be looking at, which will then enable you to take the necessary steps to fill it.

2: If you still have debt, re-evaluate what you owe and consider consolidating those debts.

3: Budget consistently (*and tighten spending if needed*).

4: Consider tapping into your investments.

For more details about the steps to narrow your pension income gap visit:

<https://www.educatorsfinancialgroup.ca/affiliate/article002>

When it comes to taking early retirement, there are plenty of financial implications to consider.

The financial specialists at Educators Financial Group can help.

Since we are your dedicated financial specialist, and fully understand the specifics of your pension income, we can work with you to identify and then minimize any pension income gaps.

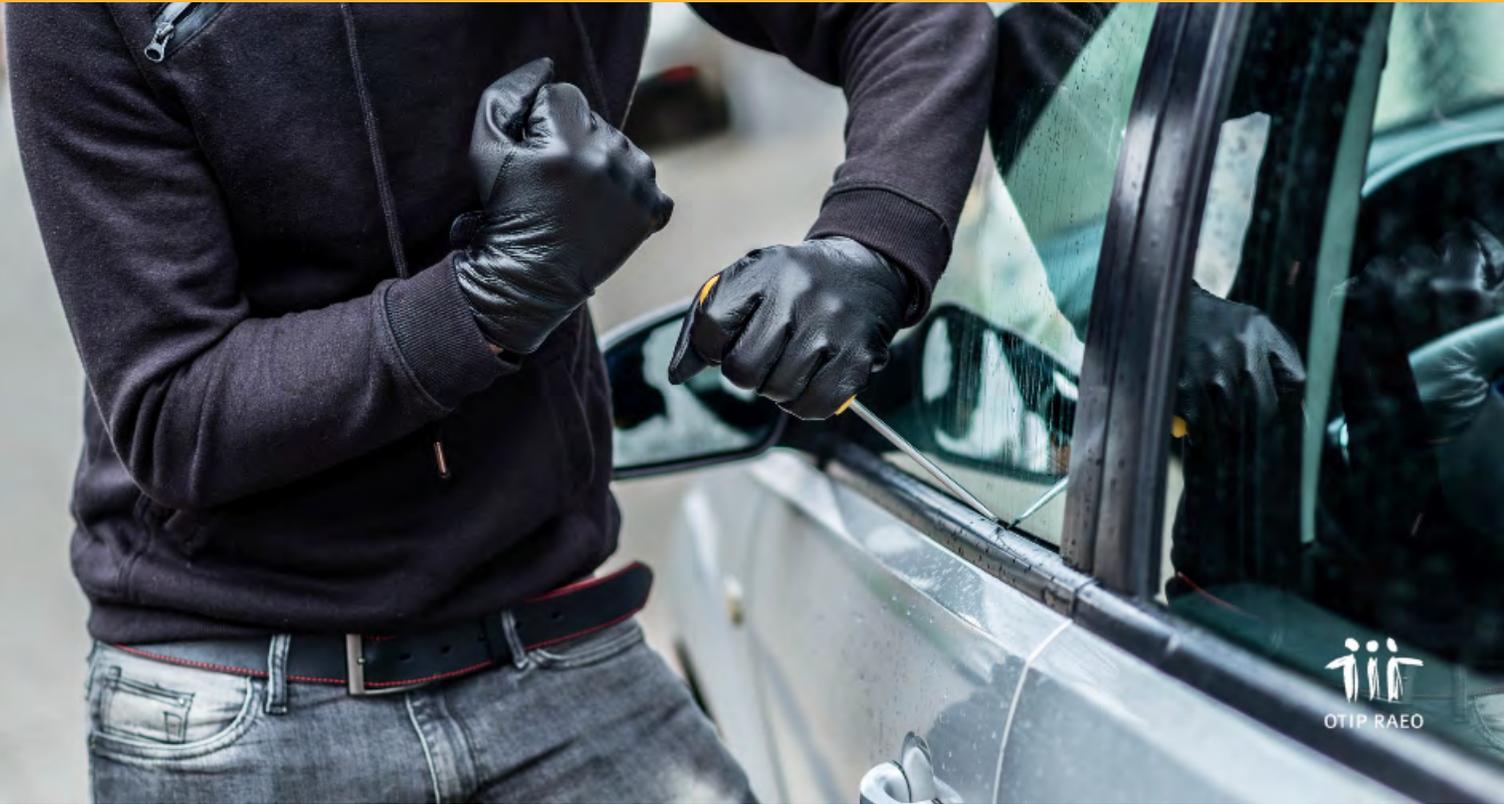
To speak to a financial specialist, call us today at **1.800.263.9541** or go to:

<https://www.educatorsfinancialgroup.ca/affiliate/F2106/get-started>

To calculate your pension income gap, visit:

www.educatorsfinancialgroup.ca/affiliate/CalculateYourGap

4 WAYS TO PROTECT YOUR CAR FROM VANDALISM AND THEFT



Your car is valuable, making it a prime target for vandalism and theft. In 2020, the top stolen cars in Ontario were the Lexus RX, Honda CR-V, Toyota Highlander, and Honda Accord, so if you own one of those vehicles you should take extra care to deter thieves. Criminals steal or damage vehicles for a variety of reasons: to get access to valuables inside the car, to sell, to get somewhere or to commit another crime. The costs of these crimes add up — in Canada, auto theft costs Canadians close to a billion dollars a year.

Learn more at www.otipinsurance.com/article114.

We have had such a challenging year this year, but so many of you have found ways to bring smiles the faces of your students and families. The kindergarten team at PCB found a very special way to pay socially distanced visits to their students.



Don't miss out – register as soon as you can!



2021 VIRTUAL *Summer* ACADEMY

Follow us at
#ETFOsa21

Check out the ETFO Summer Academy website and register for more than 40 courses offered virtually with presenters from across the province this July and August. A wide range of courses are available in a variety of learning areas to meet your professional needs.

Each course includes many practical, classroom-ready strategies and time to collaborate and network with colleagues. We hope you join us for three days of motivating, energizing and active learning!

For further information and registration please visit [Summer Academy 2021](#).

What members love about Summer Academy:

Very engaging and knowledgeable presenters.

Packed with great new learning and so many tangible resources.

Current and relevant strategies.

A virtual format for all sessions is supportive during the pandemic.

There's a session for everyone!

Amazing conversations that extend opportunities to discuss learning, ideas, and strategies.

Concrete and practical ideas.

A great way to connect and co-learn with educators across the province.

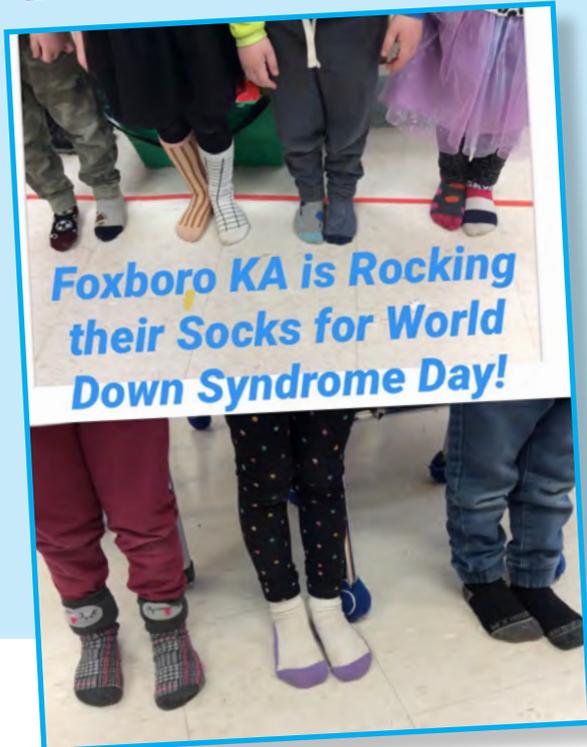
ETFO's Summer Academy is offered to members every summer throughout the months of July and August.

To be responsive to social distancing protocols, Summer Academy 2021 will take place through virtual Zoom sessions. Participants can join from anywhere with their computer and participate in two daily sessions over the three-day course.

This year our program includes more than 40 practical courses facilitated by dynamic presenters from across the province. All courses have been planned to meet the professional needs of members. A wide range of courses are available including literacy, mathematics, Kindergarten, technology, culturally relevant and responsive pedagogy, well-being and a variety of other learning areas. We look forward to a different but nevertheless engaging and inspiring summer of professional learning.

Registration is now open at <https://events.etfo.org/courses/summer-academy/>

ROCK YOUR SOCKS DAY!





Our class
rocked
our
socks



for
WORLD
DOWN
SYNDROME
DAY

PIC-COLLAGES

Ford's PCs make Ontario a National Embarrassment

The Ontario PCs should be ashamed. They have added another notable embarrassment to their government's list.

On June 14th, Ontario gained the dubious distinction of joining the ranks of provincial governments that have overridden the courts and the Charter of Rights and Freedoms by invoking the notwithstanding clause. Let there be no doubt: this government showed that it has no respect for the people of Ontario or the right to free expression.

When the courts ruled that the Conservatives' change to the election financing act was unconstitutional because it violated Ontarians' Charter rights, Ford's Conservatives could have launched an appeal. But instead of using available channels, they decided to circumvent one of the most important documents in Canada.

The Ford government must be deeply afraid of the judgement of the voters of Ontario. And well they should be.

For many Ontarians, the Progressive Conservatives' (PC) mismanagement of the pandemic response has meant that one or more of their loved ones has died. For others, it has meant that they have been left without paid sick days and forced to go to work sick, against public health advice. For business owners, and particularly small business owners, it has meant repeated closures and reopenings that have pushed many of them to close permanently. For students, educators, and families, it has meant a year of confusion and chaos that taught us one important lesson: this government does not care about public education.

The pandemic has illuminated inequality in our province—inequality that Conservative policies exacerbate. Ford's agenda to dismantle Ontario's public services, privatize public education, and continue to reward his well-connected friends will not stand up to public scrutiny.

The use of the notwithstanding clause is not the PC's first violation of Ontarians' Charter rights. Not that long ago the PCs gave the police powers to stop drivers and pedestrians and ask them where they live, ostensibly to enforce a stay-at-home order. But police checks have been shown to be used disproportionately on Black, Indigenous, and racialized individuals. The police themselves refused to implement those powers, recognizing them as a violation of Charter rights.

Next June, Doug Ford will not escape the judgement of Ontarians. We can, and we will, replace this government that works for the few and well-connected, with a government that works for all Ontarians.

We need a government that believes in the public good—one that believes in public education, public health care, in strengthening public services, and one that does not undermine the electoral process by attempting to silence the legitimate concerns of its critics.

Ontarians have had enough of Ford's cuts, chaos, and his focus on rewarding his friends.

The people of this province will vote to stop Ford's repeated abuses of power.

Third party advertising spending was previously restricted in the six months before an election. Ford may have doubled that length of time, and kept the spending limit the same, but he cannot tell Ontarians what to think, who they talk to, or how they vote. Ford and his caucus have given us yet another reason to vote them out. Together, we must elect a new Premier in June of 2022.



Ford is trampling on your right to free speech.

What else will he do to hold on to power?

Ontarians have had enough.

Doug Ford's disastrous pandemic response has failed our families, students, and communities.

And his cuts to public education have hurt our kids – and created chaos.

Now, Ford is trampling on our democratic rights.

He's using a tool that no other Ontario Premier has used to override Canada's Charter of Rights and Freedoms and silence critics.

It's unprecedented. Anti-democratic. And downright dangerous.

He's taking away the voice of everyone who has struggled since his government took office, from health care workers and environmentalists to child advocates and educators.

Because he knows they're not happy.

He's willing to attack democracy to avoid criticism. Just to hold on to power.

It's one more reason to vote him out.

Let's elect a new Premier – next June.

BuildingBetterSchools.ca



Congratulations To:

- **Noah Bishop** (Prince Charles Belleville) on his baby girl
- **Brittney Swoffer** (Kente) and **Paul Geller** (Prince Charles Belleville) on their baby boy
- **Joanna Shea** (Queen Elizabeth) on her baby girl
- **Brigitta van der Ven** (Prince of Wales) on her baby girl
- **Danielle Miller** (Frankford) on her baby boy
- **Laura MacIsaac** (Harmony) on her baby girl
- **Allyson Yee** (Harry J Clarke) on her baby boy
- **Tristin Redner** (Sir John. A Macdonald) on her baby girl
- **Julie Lalonde** (Trent River) on her baby girl
- **Melissa Harris** (Trent River) on her baby boy
- **Stephanie Morton** (Marmora) on her baby girl

Our Sincere Condolences To:

- **Sarah Lothian** (Marmora/SAG) on the loss of her mother.
- **Maria Angelatos-Sakellis** (Harmony) on the loss of her father
- Staff of PECl in memory of **Janet Ash**
- **Doug Thur** (HAPEOTL President) on the loss of his mother
- **Jessica Lee** (Foxboro) on the loss of her grandfather
- **Vanessa Beirworth** (Bird's Creek) on the loss of her grandmother
- **Crystal Rhode** (Hermon) on the loss of her mother
- **Cynthia Moffitt** (NHSSE) on the loss of her father-in-law
- Staff of CML and Lawlor Family in memory of **Chris Lawlor**
- **Kerri King-Lawlor** (Trent River) on the loss of her brother-in-law
- **Nicole Everall** (PECl) on the loss of her mother



It is with great sadness that we share the news of the passing of Chris Lawlor on May 21, 2021 at the age of 38. Christopher was the beloved son of Sam Lawlor and Sarah Hays-Lawlor of Bloomfield, cherished twin brother of David and loving brother of Sarah Jane (Kevin) and Jamie (Kerri).

Dearly loved grandson of the late Bobbie (Johnston) and the late Judge Glenn Hays of Goderich and the late Marjorie (Baskin) and Hugh Sparks of Stittsville. Christopher will be greatly missed by aunts, uncles and cousins. Nieces Annah, Camille, Ava, Sophie and nephew Jack adored their fun-loving Uncle Chris for his spontaneous nature and creative adventures. Christopher earned an Honours BA from Brock and a Bachelor of Education from Lakehead.

He was a devoted elementary school teacher. In particular, Chris loved teaching and coaching the students of CML Snider in Wellington. Christopher personally loved creating many forms of art and eagerly shared this passion with his students. As an athlete, Chris was a team member of several All Ontario fastball and All Ontario hockey champion teams. Chris was an avid golfer and a longstanding member of the Picton Golf Course, where he managed to "Ace" holes 2 and 18. It wasn't just luck, as he would also on occasion shoot under par. He held "County Records" for several decades in various field events. His infectious smile and hilarious sense of humour brought joy to all. Christopher was laid to rest at the Quaker Cemetery in Bloomfield. An open invitation will be extended to a Celebration of Christopher's Life at a later date with details to follow. Donations to the County Food Bank would be gratefully appreciated, and would reflect Christopher's love for sharing his cooking talents and honour his pride in and love of "The County".

ETFO Hastings-Prince Edward Teacher Local

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Affiliated with the
Elementary Teachers' Federation of Ontario



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www.etfohp.on.ca

